

RESOLUTION NO. 084-23

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARTINEZ APPROVING THE CITY OF MARTINEZ DIVERSITY, EQUITY, INCLUSION AND BELONGING ROADMAP

WHEREAS, in response to a community need to address racism and discrimination within the City, the City Council approved the formation of the Anti-Racism & Discrimination and Pro-Inclusion & Equity (ARDPIE) Task Force on November 4, 2020; and

WHEREAS, the purpose of the task force was to evaluate the potential for implicit bias and systemic racism in the City's policies, programs and procedures, including recruitment, hiring and the appointment of advisory board members; and

WHEREAS, the task force was tasked with providing recommendations -- in the form of a work plan -- regarding how to increase diversity representation, and eliminate or prevent implicit bias, racism and/or discrimination from influencing municipal activities; and

WHEREAS, an outside facilitator was hired by the City to ensure the task force's work was grounded in the principles of diversity, equity, inclusion and belonging (DEIB); and

WHEREAS, a comprehensive community outreach process was implemented to hear from the community about their lived experiences in the City of Martinez; and

WHEREAS, both qualitative and quantitative analysis was conducted to establish a benchmark for which the City can progress from in its DEIB journey; and

WHEREAS, an analysis of city policies and DEIB roadmap was drafted and presented to the task force in April 2023; and

WHEREAS, after a nearly three years since the City Council established the formation of the task force, it has reached a conclusion and final recommendations are ready for consideration by the City Council.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Martinez hereby approve the DEIB Roadmap with the following understanding:

1. This roadmap is the City's first step in a lifelong journey, which will require the document to be living and iterative.
2. An annual report will be provided to the City Council on progress to implement the roadmap, along with an updated resident satisfaction survey to be conducted every two years to maintain a pulse on the community's experience with their municipal government.

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I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution duly adopted by the City Council of the City of Martinez at a Regular Meeting of said Council held on the 21st day of June, 2023, by the following vote:

AYES: Councilmembers Jay Howard, Satinder Malhi; Vice Mayor Mark Ross,
Mayor Brianne Zorn

NOES: None

ABSTAIN: None

ABSENT: Councilmember Debbie McKillop


RICHARD G. HERNANDEZ, CITY CLERK
CITY OF MARTINEZ