

WHEREAS, All people shall be treated with dignity and respect; and

WHEREAS, “All people” includes but is not limited to the Federal and State Definitions of Protected Classes of people:

- a. Federal definition – Race, color, religion, national origin, sex, familial status, disability
- b. State of Oregon additions – Source of income, marital status, sexual orientation, gender identity; and

WHEREAS, equity is both a process and an outcome; and

WHEREAS, we recognize that societal and government practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above, especially against people of color; and

WHEREAS, we acknowledge that the land upon which the people of Salem live has historical and cultural roots in native Tribal Nations.

WHEREAS, the belief system of white supremacy is defined as follows: “that the white race is inherently superior to other races and that white people should have control over people of other races; the social, economic, and political systems that collectively enable white people to maintain power over people of other races;” and

NOW, THEREFORE,

BE IT RESOLVED by the City Council of the City of Salem that the City of Salem has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

BE IT FURTHER RESOLVED that the City of Salem condemns and repudiates the belief system of white supremacy and racism and is committed to the elimination of all forms of racism everywhere it exists, including institutional racism.

BE IT FURTHER RESOLVED that the City of Salem affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

BE IT FURTHER RESOLVED that this Resolution does not create any legal cause of action or modify any existing rights.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon the date of its passage.