

EFFECTIVE DATE: 12-21-20

RESOLUTION NO. R2020-168

A RESOLUTION BY THE CITY COUNCIL OF AURORA, COLORADO,
AFFIRMING AURORA'S COMMITMENT TO VALUING
DIVERSITY, EQUITY AND INCLUSION

WHEREAS, the City of Aurora is one of the most racially and ethnically diverse cities in the State of Colorado, and this diversity fuels innovation and supports robust communities and rich cultural life in the City of Aurora and State of Colorado; and

WHEREAS, City Council recognizes that what makes Aurora unique and special is a forward-thinking environment that fosters a healthy community dialogue and acceptance of all people; and

WHEREAS, the City of Aurora will continue to condemn acts of racism and discrimination based on race, creed, color, religion, national origin, sex, disability, age, sexual orientation, family status or any other consideration made unlawful by local, state or federal law; and

WHEREAS, the City of Aurora established the Office of Diversity, Equity & Inclusion in January 2020 to help foster mutual respect, celebrate, and promote understanding of the diversity of the city's population; and

WHEREAS, the city collaborates with other municipalities as members of the Government Alliance on Race and Equity (GARE) to advance racial equity through mindful governance practices, recognizing racial inequities are embedded into government and that racial inequities across all indicators for success are deep and pervasive; and

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identities, sexual orientation, socio-economic status, age, physical and/or mental capabilities, immigration status, housing status, political affiliation, cultural practices or religious beliefs; and

WHEREAS, equity is providing fair treatment, access and opportunity for all people and eliminating barriers that have prevented the full participation of all groups; and

WHEREAS, focusing on racial equity provides the opportunity for local government to create frameworks, tools and resources that can also be applied to other marginalized people; and

WHEREAS, inclusion is creating environments in which any individual or group can be and feel welcomed, respected, supported and valued; and

WHEREAS, all humans are possessed with unique, rich cultural histories, backgrounds and personal experiences deserving of universal respect and acceptance; and

WHEREAS, City Council is committed to building a community of staff, elected officials and local partners that hold diversity, equity and inclusion as core values; and

WHEREAS, City Council recognizes diversity, equity and inclusion as essential to positive and healthy communities; and

WHEREAS, City Council will continue its work, in cooperation with our community partners, to ensure our services and programs are accessible and open to all individuals; and

WHEREAS, City Council is committed to ensuring Aurora remains a welcoming, inclusive and safe community for all who live, work and visit here; and

WHEREAS, City Council believes that the strength and vitality of our community comes from our rich diversity of cultures, experiences and faiths, and we celebrate that diversity.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO:

Section 1. The City Council commits to fostering, supporting and strengthening diversity, equity and inclusion in the city's programs, practices and policies; and


Section 2. The City Council encourages all cities, counties and local governments across the United States to adopt similar commitments to reaffirm their diversity, equity and inclusivity.

Section 3. All resolutions, or parts thereof, in conflict with this Ordinance or with any of the documents hereby approved, are hereby repealed only to the extent of such conflict. This repealer shall not be construed as reviving any resolution, or part thereof, repealed.

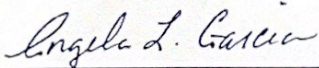
RESOLVED AND PASSED this 21st day of December, 2020.


MIKE COFFMAN, Mayor

ATTEST:


Kadee Rodriguez, City Clerk

APPROVED AS TO FORM:

 RLA
Angela L. Garcia, Assistant City Attorney