

RESOLUTION NO. _____ - 2020

San Juan County Resolution Affirming Commitment to a Safe and Inclusive Community

A RESOLUTION that proclaims the San Juan County Council's commitment to providing a safe and inclusive organization for all staff and residents without regard to race, color, national origin, creed, religion, sex, sexual orientation including gender expression or identity, marital status, age, military status, disability, or immigration status. We strive to acknowledge, condemn and eradicate systemic racism, bigotry, and prejudice for all residents, particularly racial, ethnic, indigenous and sexual orientation minorities. We support organizations that commit to fostering safety and inclusion, and will not support organizations that advocate racism, bigotry and prejudice.

WHEREAS, the San Juan County Council recognizes that the diversity of the communities we serve is one of our greatest strengths and celebrates the many languages and dialects spoken by the people we serve, and;

WHEREAS, the San Juan County Council is aware of higher levels of staff and community anxiety, fear, and trauma due to the current national political climate, and;

WHEREAS, the San Juan County Council recognizes that our history teaches us that our citizenry can overcome fear that begets hate, can uphold the rights and dignity of all members of our communities, and that we must never enable those who would act otherwise, and;

WHEREAS, the San Juan County Council recognizes this affirmation encompasses a body of work and philosophy developed over the past 563 years by passage of the 1964 Civil Rights Act, and the 1964 Economic Opportunity Act, and that, with humility, seek to continuously improve our approach and outcomes related to diversity, equity and inclusion. This affirmation also asserts that we are a stronger, more humane and successful organization and community because of this commitment, and that we are steadfast and clear in our purpose and determination to defend our values and thus our staff's and communities safe access to our services and facilities free of prejudice, hate, or violence;

NOW, THEREFORE, BE IT RESOLVED, by the County Council of San Juan County, state of Washington, holds as inviolable the highest calling threaded through our nation's Declaration of Independence and Constitution that all people are created equal; that they are endowed by their Creator with certain unalienable rights; that among these are life, liberty, and the pursuit of happiness, and;

BE IT FURTHER RESOLVED, that the San Juan County Council, hereby affirms these core values in guiding our conduct:

- Equity: We honor and support each community member and each staff member's right to learn and succeed;

- Diversity: We embrace diversity as an essential asset; we are inclusive and treat our differences as a core strength;
- Collaboration: We believe in learning and working together, the values of diverse views and the power of collective wisdom;
- Respect: We value differences among people and treat each other with respect;
- Integrity: We act in good faith, serving others with honesty and dignity. We serve as stewards of the public trust;
- Passion: We are passionate about supporting our staff and community as they pursue their goals;
- Learning: We believe each student-individual has the ability to learn and achieve to high standards;

Given these values

BE IT FURTHER RESOLVED, that the San Juan County Council takes the following actions:

1. Call on the County Sheriff to ban Section 300.3.4 of the San Juan County Sheriff's Office Use of Force Policy. This would outlaw all Carotid Control Holds;
2. Call on the County Sheriff to revise Section 302.4.1 of the San Juan County Sheriff's Office Use of Force Policy - Use of Force Review Boards to include the County Manager and one member of the County Council;
3. Call on the County Sheriff to revise Section 302.4.2 of the San Juan County Sheriff's Office Use of Force Policy - Use of Force Review Boards to empower the review board to recommend disciplinary action up to and including termination;
4. Declare June 19 (Juneteenth) a paid county holiday;
5. Require county lending institutions to review their non-discrimination policies for disparate impact and post the results publicly at least once every five years;
- 4-6. Establish and fund an employment recruiter position within the county's Human Resources Department to develop and employ effective employment outreach processes to hire, develop and retain African American, Indigenous people, sexual orientation and other traditionally marginalized minorities and groups.;
- 2-7. Establish and fund a business development, or procurement role within the county's Procurement Department to identify, develop and contract with African American, Indigenous people, sexual orientation and other traditionally marginalized minorities and groups as vendors and contact professionals;
8. Lobby Washington State's members of the United States Congress to broaden the scope and availability of H-1B Visas and enhance the H-2A and H2-B Visa program to include qualified workers seeking employment and to allow temporary immigrants to work for multiple employers during a single season;

9. ~~And does hereby charge~~ Charge the County Manager and ~~call upon~~ all staff to ensure that values and practices embodied in this resolution be carried out in service of our communities.

ADOPTED this ~~15th~~ ____ th day of June, 2020.

ADOPTED this ____ day of _____ 2020.

ATTEST: Clerk of the Council

**COUNTY COUNCIL
SAN JUAN COUNTY, WASHINGTON**

Ingrid Gabriel, Clerk Date

Rick Hughes, Chair
District 2

REVIEWED BY COUNTY MANAGER

Michael J. Thomas Date

Bill Watson, Vice-Chair
District 1

RANDALL K. GAYLORD
APPROVED AS TO FORM ONLY

By: _____
Date

Jamie Stephens, Member
District 3