

**RESOLUTION NO. R2024-015**

**A RESOLUTION** of the City Council of the City of Tumwater, Washington affirming the Council's commitment to equality, dignity and the protection of civil rights, and standing against hate, bigotry, and discrimination.

**WHEREAS**, the City of Tumwater is a community that values diversity, inclusivity, and respect for all individuals, regardless of race, creed, color, national origin, citizenship or immigration status, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability ; and

**WHEREAS**, the City of Tumwater recognizes the importance of fostering an environment where all residents feel safe, welcome, and valued, and that discrimination, hate, and acts of violence undermine these values; and

**WHEREAS**, civil rights are fundamental to the foundation of our democratic society, ensuring that all individuals have the right to equal protection under the law, the right to freedom of speech, and the right to participate fully in public life without fear of discrimination or retaliation; and

**WHEREAS**, the City of Tumwater condemns all forms of hate, including but not limited to hate crimes, discrimination, harassment, and acts of bigotry that target individuals based on their race, creed, color, national origin, citizenship or immigration status, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability ; and

**WHEREAS**, recent events at the national, state, and local levels have highlighted the need for communities to take a firm stand against hate and the violation of civil rights, and to reaffirm our shared commitment to justice, equality, and human dignity; and

**WHEREAS**, the City of Tumwater is committed to promoting equity and justice within our own institutions, policies, and practices, as well as ensuring that city services and programs are accessible to all residents, without discrimination; and

**WHEREAS**, the City of Tumwater seeks to empower all members of the community to report hate crimes, discrimination, and civil rights violations, and to work collaboratively with law enforcement, community organizations, and other stakeholders to address these issues; and

**WHEREAS**, City of Tumwater urges all residents, businesses, and organizations to stand together in rejecting hate, promoting kindness and understanding, and working towards a community where every individual is treated with dignity and respect;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUMWATER AS FOLLOWS:**

**Section 1.** City Council commitment to equality, dignity and the protection of civil rights, and standing against hate, bigotry, and discrimination.

1. The City of Tumwater unequivocally denounces hate, bigotry, discrimination and any violations of civil rights within our community.
2. The City of Tumwater reaffirms its commitment to protecting the civil rights of all individuals.
3. The City of Tumwater will continue to work proactively to foster a culture of inclusivity, diversity, belonging and mutual respect, engaging with residents, community leaders, and organizations to address discrimination and promote understanding.
4. The City of Tumwater supports local law enforcement in their efforts to investigate and address hate crimes and violations of civil rights and encourages residents to report any incidents of hate or discrimination they experience or witness.
5. The City of Tumwater commits to ongoing education and outreach efforts to raise awareness about civil rights, diversity, and the harmful impacts of hate, bigotry, and discrimination on individuals and the community as a whole.
6. The City of Tumwater will review and, where necessary, revise its policies, procedures, and practices to ensure they promote equity, inclusion, belonging, and the protection of civil rights for all residents.
7. The City of Tumwater urges all residents, businesses, and organizations to stand together in rejecting hate, promoting kindness and understanding, and working towards a community where every individual is treated with dignity and respect.

**Section 2.** City Council commitment to action.

The City of Tumwater and its Council commit to continue working with those in the community affected by racism and other forms of discrimination. The City

has begun exploratory work on the creation of an equity commission and has added resources and contact information to its website for community members who may experience hate crime, or have concerns about hate crimes. The City is working with the community of Tumwater as well as surrounding communities in seeking perspectives gained from the lived experience of community members, fielding ideas with them in the Tumwater spirit of neighborliness and respect, and standing with those in the community working to increase safety and sense of belonging for the people of Tumwater.

**Section 3. Ratification.** Any act consistent with the authority and prior to the effective date of this Resolution is hereby ratified and affirmed.

**Section 4. Severability.** The provisions of this Resolution are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Resolution or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the Resolution, or the validity of its application to other persons or circumstances.

**Section 5. Effective Date.** This Resolution shall become effective immediately upon adoption and signature as provided by law.

**RESOLVED** this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

CITY OF TUMWATER

\_\_\_\_\_  
Debbie Sullivan, Mayor

ATTEST:

\_\_\_\_\_  
Melody Valiant, City Clerk

APPROVED AS TO FORM:

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Karen Kirkpatrick, City Attorney