

## INCLUSION POCKET BRIEF

OVER THE PAST FEW WEEKS, I HAVE BEEN CONTACTED BY SEVERAL MEMBERS OF OUR COMMUNITY REGARDING THE RECENT NATIONAL RHETORIC SURROUNDING IMMIGRATION AND REPORTED ICE ACTIVITIES.

AS YOUR MAYOR, I WANT TO ADDRESS THESE CONCERNS DIRECTLY AND EARLY:

OUR COMMUNITY IS A VIBRANT TAPESTRY OF DIVERSE BACKGROUNDS, INCLUDING BOTH CITIZENS AND NON-CITIZENS. MANY OF OUR RESIDENTS AND WORKERS ARE NEW TO OUR COMMUNITY, BRINGING WITH THEM UNIQUE PERSPECTIVES AND ENRICHING OUR SHARED EXPERIENCE. I UNDERSTAND THAT THE CURRENT NATIONAL DIALOGUE CAN BE UNSETTLING FOR MANY. I WANT TO ASSURE YOU THAT OUR CITY AND FOR THAT MATTER OUR COMMUNITY VALUES INCLUSIVITY, RESPECT, AND <sup>TOGETHERNESS</sup> UNITY. WE ARE COMMITTED TO ENSURING THAT EVERYONE, REGARDLESS OF THEIR BACKGROUND, FEELS SAFE AND WELCOMED HERE.

I BELIEVE THE MOST APPROPRIATE WAY TO ADDRESS THE LATEST CONCERNS IS TO REMIND OUR COMMUNITY OF THE STEPS OUR CITY TOOK TO ADDRESS THESE

TYPES OF CONCERNS IN 2017 BY CITY RESOLUTION NO. 2626, WHICH HAS BEEN IN PLACE SINCE MAY 2017. THIS RESOLUTION, UNANIMOUSLY PASSED BY THE CITY COUNCIL, UNDER THE LEADERSHIP OF MAYOR KNAPP & CITY COUNCIL PRESIDENT SCOTT STARR REPRESENTS OUR COMMUNITY'S COMMITMENT TO INCLUSIVITY AND SUPPORT FOR ALL RESIDENTS, REGARDLESS OF THEIR BACKGROUND.

FROM MY PERSPECTIVE AS YOUR MAYOR, THIS RESOLUTION AND THE DIVERSE EDUCATIONAL AND CULTURAL CELEBRATIONS OF OUR DIVERSITY EQUITY AND INCLUSION COMMITTEE HAS BEEN AND CONTINUES TO BE THE MOST EFFECTIVE WAY FOR OUR CITY TO ADDRESS THESE ISSUES AT THE LOCAL LEVEL. IT UNDERSCORES OUR DEDICATION TO CREATING A WELCOMING, RESPECTFUL AND SAFE ENVIRONMENT FOR EVERYONE WHO CALLS OUR CITY HOME.

FOR THOSE WHO ARE NEW TO THE COMMUNITY OR HAVE FORGOTTEN ITS CONTENTS I WILL NOW TAKE THE OPPORTUNITY TO READ IT NOW:

RESOLUTION NO. 2626 READS AS FOLLOWS:

- WHEREAS, THE CITY OF WILSONVILLE HAS AND WILL CONTINUE TO ENCOURAGE ALL



**WILSONVILLE RESIDENTS TO THRIVE AND  
ADVANCE IN ALL ASPECTS OF COMMUNITY LIFE,  
INCLUDING EDUCATION, EMPLOYMENT,  
RECREATION, CITY SERVICES, AND COMMUNITY  
INVOLVEMENT; AND**

- **WHEREAS, PERSONS OF ALL RACES, COLOR,  
NATIONAL ORIGIN, IMMIGRATION OR REFUGEE  
STATUS, RELIGION, SEX, GENDER IDENTITY,  
SEXUAL ORIENTATION, MARITAL STATUS,  
MENTAL, EMOTIONAL, AND/OR PHYSICAL  
ABILITY, AGE, OR ECONOMIC STATUS ALL  
COLLECTIVELY CONTRIBUTE TO THE HEALTH,  
WELL-BEING, ECONOMY, AND GENERAL  
WELFARE OF THE WILSONVILLE COMMUNITY AS  
FAMILIES, NEIGHBORS, WORKERS, AND  
TAXPAYERS; AND**
- **WHEREAS, DISCRIMINATION AGAINST ANY  
GROUP OF PERSONS CAN NEGATIVELY IMPACT  
THE HEALTH, WELL-BEING, AND GENERAL**

WELFARE OF THE CITY BY LEADING TO  
COMMUNITY DISENGAGEMENT, DIMINISHED  
ECONOMIC AND EDUCATIONAL OPPORTUNITIES,  
INCREASED STIGMATIZATION, AND DIMINISHED  
PHYSICAL, MENTAL, AND EMOTIONAL HEALTH;  
AND

- WHEREAS, THE CITY RECOGNIZES THE INHERENT  
WORTH AND DIGNITY OF ALL PERSONS AND  
BELIEVES ALL SHOULD BE TREATED WITH  
COMPASSION AND RESPECT REGARDLESS OF  
RACE, COLOR, NATIONAL ORIGIN, IMMIGRATION  
OR REFUGEE STATUS, RELIGION, SEX, GENDER  
IDENTITY, SEXUAL ORIENTATION, MARITAL  
STATUS, MENTAL, EMOTIONAL, AND/OR  
PHYSICAL ABILITY, AGE, OR ECONOMIC STATUS;  
AND
- WHEREAS, THE CITY COUNCIL HAS RECEIVED A  
SIGNIFICANT AMOUNT OF PUBLIC TESTIMONY  
EXPRESSING CONCERN THAT RECENT CHANGES

TO FEDERAL IMMIGRATION POLICIES ARE  
GENERATING FEAR AND ANXIETY AMONG  
MEMBERS OF THE CITY'S DIVERSE  
COMMUNITIES; AND

- WHEREAS, IN KEEPING WITH THE CITY'S  
COMMITMENT TO FAIRNESS AND EQUITY, AS  
RECENTLY EXPRESSED IN THE JANUARY 5, 2017  
MARTIN LUTHER KING JR. DAY PROCLAMATION,  
WILSONVILLE HEREBY REAFFIRMS A STRONG  
COMMITMENT TO SOCIAL EQUALITY AND  
JUSTICE;

NOW, THEREFORE, THE CITY OF WILSONVILLE  
RESOLVES AS FOLLOWS:

1. THE CITY OF WILSONVILLE IS AN INCLUSIVE  
CITY THAT HAS AND WILL CONTINUE TO  
WELCOME THE COLLECTIVE CONTRIBUTIONS  
OF ALL PERSONS, HONORING AND  
RESPECTING PEOPLE OF EVERY RACE,  
COLOR, NATIONAL ORIGIN, IMMIGRATION OR



REFUGEE STATUS, HERITAGE, CULTURE, RELIGION, SEX, GENDER, GENDER IDENTITY, SEXUAL ORIENTATION, MARITAL STATUS, MENTAL AND/OR PHYSICAL ABILITY, AGE, OR ECONOMIC STATUS.

2. THE CITY WILL CONTINUE, IN A MANNER CONSISTENT WITH THE LAWS OF THE UNITED STATES OF AMERICA, THE STATE OF OREGON, AND THE CITY OF WILSONVILLE, TO PROHIBIT THE USE OF CITY FUNDS, PERSONNEL, AND/OR EQUIPMENT FOR THE ENFORCEMENT OF FEDERAL IMMIGRATION LAWS. THIS RESOLUTION SHALL BE INTERPRETED AND EXECUTED IN A MANNER CONSISTENT WITH ORS 181A.820 AND WITH 8 U.S.C. §§ 1373 AND 1644. IN THE EVENT THIS RESOLUTION DIRECTLY CONFLICTS WITH EITHER STATE OR FEDERAL LAW, SUCH DIRECTLY CONFLICTING STATE OR FEDERAL LAW MUST CONTROL.

3. THE CITY OF WILSONVILLE WILL ENSURE ALL CITY SERVICES ARE PROVIDED REGARDLESS OF IMMIGRATION STATUS. FURTHER, CITY STAFF WILL NOT ASK FOR OR OTHERWISE SEEK OUT AN INDIVIDUAL'S IMMIGRATION STATUS AS A CONDITION OF PROVIDING CITY SERVICES, UNLESS THE PROVISION OF SUCH SERVICES HAS A LEGAL REQUIREMENT TO OBTAIN SUCH INFORMATION.
4. THE CITY DESIRES THAT ALL OF ITS RESIDENTS FEEL SAFE TO UTILIZE ALL CITY-OWNED OR SPONSORED FACILITIES, INCLUDING THE PARKS, COMMUNITY CENTER, LIBRARY, AND SMART TRANSIT, WITHOUT FEAR OF DISCRIMINATION OR FEDERAL IMMIGRATION ENFORCEMENT OR DETENTION.
5. THE WILSONVILLE CITY COUNCIL ENCOURAGES ALL WILSONVILLE RESIDENTS TO UNITE AND WORK TOGETHER TO PROMOTE

KINDNESS AND UNDERSTANDING IN OUR  
SHARED COMMUNITY, REJECTING HATRED,  
BIGOTRY, AND DIVISIVENESS, AS THIS  
COMMUNITY STRIVES TO PROTECT THE  
FREEDOMS HELD DEAR AND GRANTED TO ALL  
BY THE UNITED STATES CONSTITUTION.

WHILE THIS CITY COUNCIL MAY PASS THIS  
INCLUSIVITY RESOLUTION IN THE HOPE THAT  
IT IS INSPIRATIONAL, THE ONLY TRUE  
MEASURE OF ITS SUCCESS WILL BE IN HOW  
ALL MEMBERS OF THE COMMUNITY ELECT TO  
TREAT EACH OTHER DAY IN AND DAY OUT.

6. THIS RESOLUTION BECOMES EFFECTIVE UPON  
THE DATE OF ADOPTION.



## Notes

Wilsonville is an inclusive City that has and will continue to welcome the collective contributions of all persons, honoring and respecting people of every race, color, national origin, immigration or refugee status, heritage, culture is not affiliated with a national organization. (Resolution No. 2626)

The City of Wilsonville's Diversity, Equity and Inclusion Committee was established in response to community member recommendations. Committee members serve as a direct liaison between the community and City Hall, amplifying the voices and addressing the needs of people traditionally underrepresented or excluded in government. The City of Wilsonville's DEI Committee is not involved in the City of Wilsonville's hiring practices or affiliated with any state or national organizations.

The DEI Committee does not have a set budget. The City has several boards, committees, and commissions that it supports through departmental budgets by providing staff support, materials, and services. In the current fiscal year 2024 -25, the city has spent roughly \$2600.

Diversity, Equity and Inclusion (DEI) is not something to fear and it is important to define the meaning to understand the opportunities that can arise from using DEI strategies.

Diversity - is the various identities that we have as human beings. Our identities go beyond what we can see and include beliefs, ideology, religion, as well as other identities. Identities are how we as individuals, define ourselves, which are different from labels which are how others see us.

Equity - Is a process of differentiation so that people in the community can have access to city supports and services. The process of differentiation understands that not everyone will have their needs met in the same way. To differentiate effectively means that we have to have a relationship with those we serve to understand what their needs are to have access to city services and support.

Inclusion - Is the ability to feel valued and trusted as a part of the community. Inclusion includes being able to participate in city services and activities while having our voices heard regardless of our perspective or ideology.

Provided by Bill de la Cruz, De La Cruz Solutions (Bill de la Cruz assisted the City of Wilsonville in the formation of the Diversity, Equity and Inclusion (DEI) Committee.)