



RESOLUTION

2020-0010

Statement on Racial Equity, Diversity, and Inclusion

WHEREAS, we, the Town Council, recognize that what makes the Town of Townsend unique and special is that we are a forward-thinking community that fosters a healthy dialogue and acceptance of all people; and

WHEREAS, human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, among other differences; and all of these vast diversities exist among and between the residents of the Town and surrounding communities; and

WHEREAS, the Town of Townsend has a commitment to serve all residents of the Town and to create an environment where all are welcomed and encouraged to participate in activities found in our community; and

WHEREAS, the Town of Townsend is committed to creating a community of respect, inclusion, and engagement, of all cultures found in our diverse community; and

WHEREAS, Title VII of the Civil Rights Act of 1964 prohibits the discrimination and retaliation of individuals based on the "basis of race, color, religion, national origin, or sex"; and

WHEREAS, Title I of the Americans with Disabilities Act of 1990 prohibits the discrimination of a qualified individual with a disability; and

WHEREAS, Title 19, Chapter 7, Subchapter II, of the State of Delaware Code prohibits the discrimination of employees or applicants on the basis of "race, marital status, genetic information, color, age, religion, sex (including pregnancy), sexual orientation, gender identity, or national origin; and

WHEREAS, the Town of Townsend believes that all people are entitled to equal employment opportunity. The Town of Townsend is an equal opportunity employer. All applicants and employees receive equal employment opportunities; and

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Townsend Delaware, does hereby affirm our commitment to fostering attitudes, behaviors, practices, and knowledge that promote diversity, inclusion, and equity in our workplace and in our community; and

Section 1. Town of Townsend shall employ, without discrimination, the best-qualified persons who are available at the salary levels established for each position. The Town shall make employment decisions without regard to religion, sex, sexual orientation (including gender identity and expression), race, color, ancestry or national origin, age or physical or mental disability, Veteran status, or status as a whistleblower, or any other reasons as prohibited by Federal, State, or Local Law.

Section 2. Town Council and Town Administration will continue to strive for inclusion and to focus on the abilities and capabilities of all individuals; to base our employment and promotional decisions on job-related standards, past performance, experience, education, training, and interpersonal strengths and abilities of all applicants.

Section 3. The Town Council is committed to representing all in our community with respect to promote attitudes, behaviors, and practices, that advance diversity, inclusion, and equity in programs that server our community.

Section 4. The Town's commitment to diversity, inclusion, and equity will be reflected in the organization at all levels: in the Town's culture; in behavior and actions of individual staff; in the actions and perspectives of the Council and staff members.

Passed and Approved This Day of 2020.

TOWN OF TOWNSEND



Thomas McDonald, Mayor

| Vote of Council | Yea | Na | Abs |
|-----------------|-----|----|-----|
| Mayor McDonald | ✓ | | |
| CW E. Dugan | ✓ | | |
| CM P. Miller | ✓ | | |
| CM S. Lobdell | ✓ | | |
| CM [Signature] | ✓ | | |

ATTEST:


Anthony S. Mangeri, Town Manager