



UTAH COMPACT ON RACIAL EQUITY, DIVERSITY, AND INCLUSION

Action: **Adopt or Not Adopt Joint Resolution**

Executive Summary The Council and Mayor will jointly adopt a Resolution committing to the principles, actions, and goals set forth in the Utah Compact on Racial Equity, Diversity, and Inclusion. Members of the City's Diversity Commission have been invited to attend and comment.

Background

December 16, 2020

Governor Gary R. Herbert announced a new compact committing to anti-racist principles and actions. The compact is founded on the principles that "all Utahns must have a truly equal opportunity to prosper, and that economic inclusion is essential to creating these opportunities."

The compact explicitly acknowledges racism as a system of ideas, beliefs, practices, and policies that give some people greater opportunity than others and recognizes that eliminating racism requires bold and purposeful action.

Signatories of the compact pledge to

- Advance behavior on an individual, business, and government level that will establish priorities and laws that create equal opportunity and access for all; and
- Foster cultures of inclusion in every aspect of their organizations and society while addressing social injustice and inequality, and condemning all forms of prejudice, bigotry, and discrimination

Signatories of the compact also commit to the following principles and actions:

- Acknowledge that racism exists, and actions make a difference
- Invest time and resources to create greater opportunity for people of color



Ogden City Council Meeting

Council Staff Review

- Advance solutions to racial ills by listening and creating policies that provide equal opportunity and access to education, employment, housing, and healthcare
- Engage broadly to effect change, provide equitable representation, and create deeper connection across social, cultural, and racial lines
- Unite behind a common goal to create equal opportunity not as a passing moment, but a legacy movement of social, racial and economic justice

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JOINT RESOLUTION NO. 2021-1

A JOINT RESOLUTION OF THE OGDEN CITY COUNCIL AND MAYOR MICHAEL P. CALDWELL COMMITTING TO THE PRINCIPLES, ACTIONS AND GOALS OF THE UTAH COMPACT ON RACIAL EQUITY, DIVERSITY, AND INCLUSION.

WHEREAS, On December 15, 2020, Governor Gary R. Herbert, together with other community leaders, launched a new Compact committing to principles and actions to counter systemic racism and the oppression of marginalized groups; and

WHEREAS, In the weeks since the introduction of the Compact, key government, non-profit, and business leaders and organizations from across the state have signed the Compact; and

WHEREAS, In committing to the Compact, signatories agree to acknowledge that racism exists and that actions make a difference, invest time and resources to create greater opportunities for people of color, advance solutions to racial ills by listening and creating policies that provide equal opportunity and access to education, employment, housing, and healthcare, engage broadly to effect change, provide equitable representation, and create deeper connections across social, cultural, and racial lines and unite behind a common goal to create equal opportunity to create a legacy movement of social, racial and economic justice; and

WHEREAS, Signatories also agree to advance behavior on an individual, business, and government level that will establish priorities and laws that create equal opportunity and access for all and foster cultures of inclusion in every aspect of their organizations and society while addressing social injustice and inequality, and condemning all forms of prejudice, bigotry, and discrimination; and

WHEREAS, The City Council and Mayor affirm the key principal of the Compact that all people are created equal under God and that a racially equitable City requires us to act and create a society in which race and ethnicity do not determine or limit value, opportunity, and life outcomes; We also affirm two key principles: That all Utahns must have a truly equal opportunity to prosper, and that economic inclusion is essential to creating these opportunities.

NOW THEREFORE BE IT RESOLVED, We, the Council and Mayor of Ogden City, hereby adopt the principles actions and goals set forth in the Utah Compact on Racial Equity, Diversity, and Inclusion, and join with other leaders to commit our names to the Compact, attached herein as Exhibit A.

EXHIBIT A

UTAH COMPACT ON RACIAL EQUITY, DIVERSITY AND INCLUSION

UTAH COMPACT *on* RACIAL EQUITY, DIVERSITY, *and* INCLUSION

A Declaration of Five Principles and Actions to Create Equal Opportunity

===== NOVEMBER 18, 2020 =====

*W*e, the signers of the Utah Compact on Racial Equity, Diversity, and Inclusion, affirm that all people are created equal under God. A racially equitable state requires us to act and create a society in which race and ethnicity do not determine or limit value, opportunity, and life outcomes.

We also affirm two key principles on which everyone can agree: That all Utahns must have a truly equal opportunity to prosper, and that economic inclusion is essential to creating these opportunities.

We view racism as more than just an individual character flaw. It is a system of ideas, beliefs, practices, structures, and policies that give some people greater opportunity to be fully human and live a happier and healthier life than others. Unraveling centuries of internalized and systemic racism requires bold anti-racist actions and policies right now.

We pledge to advance behavior on an individual, business, and government level that will establish priorities and laws that create equal opportunity and access for all.

We likewise pledge to foster cultures of inclusion in every aspect of our organizations and society while addressing social injustice and inequality, and condemning all forms of prejudice, bigotry, and discrimination.

We believe many of our nation's societal ills can be solved by providing equal opportunity and access to education, employment, housing, and healthcare.

We further recognize that we must listen and learn from each other, realizing that as we deepen our understanding of differences, we can, in turn, be better understood.

Therefore, we commit to, and invite other Utahns to commit to, these anti-racist principles and actions:

1. **Acknowledgement and action** – We acknowledge that racism exists, and our actions make a difference. We call out racism wherever we see it and take purposeful steps to stop it.
2. **Investment** – We invest our time and resources to create greater opportunity for people of color. Eliminating racial and ethnic disparities requires our significant effort and investment.
3. **Public policies and listening** – We advance solutions to racial ills by listening and creating policies that provide equal opportunity and access to education, employment, housing, and healthcare.
4. **Engagement** – We engage to effect change. Broader engagement, equitable representation, and deeper connection across social, cultural, and racial lines will uphold the principle – “nothing about us, without us.”
5. **Movement, not a moment** – Utahns unite behind a common goal to create equal opportunity. We affirm our commitment will not just be a passing moment, but a legacy movement of social, racial and economic justice.

“WE ARE ALL IN!”

Signed this 5th Day of January 2021

Michael P. Caldwell, Mayor

Ogden City Council:

Angela Choberka, Council Chair

Ben Nadolski, Council member

Bart Blair, Council Vice Chair

Doug Stephens, Council member

Richard Hyer, Council member

Marcia White, Council member

Luis Lopez, Council member