

**JOINT PROCLAMATION AND PLEDGE
BY THE CITY OF ORINDA AND ORINDA UNION SCHOOL DISTRICT
IN SUPPORT OF INCLUSION, DIVERSITY, EQUITY, AND ACTION**

WHEREAS, the City of Orinda and the Orinda Union School District (jointly "Orinda") value diversity, equity, and inclusion, and acknowledge that diversity, equity, and inclusion are essential to our community; and

WHEREAS, the City of Orinda and Orinda Union School District began meeting in September 2020, and have agreed to continue meeting and partnering in substantive initiatives and action in furthering these efforts; and

WHEREAS, we recognize the critical role that school and city leaders play in fostering these values in future generations of citizens; and

WHEREAS, we welcome all individuals here, regardless of their actual or perceived characteristics of age, ancestry, citizenship, color, disability, ethnicity, financial or socioeconomic status, gender, gender identity or expression, national origin, political affiliation, race, religion or religious beliefs, sex, or sexual orientation; and

WHEREAS, Orinda will lead by example through the equitable treatment of all people by City and School District officials and departments and work proactively to build and foster a diverse, safe, and inclusive community; and

WHEREAS, hate, racial injustice, discrimination, and the politics of division and isolation have no place in our community; and

WHEREAS, hate speech will not be tolerated in any form, and hate crimes will be prosecuted according to the law; and

WHEREAS, Orinda will respond to hate crimes immediately when they happen and promote prevention and awareness in the community; and

WHEREAS, Black Lives Matter and Orinda stands in solidarity with its Black residents and communities of color and is committed to helping dismantle systemic racism and discrimination in our local community and the greater world; and

WHEREAS, while words and statements are essential, they must be supported by a commitment and action to help create a just and equitable society; and

WHEREAS, Orinda invites and encourages the community to work together through peaceful exchange and meaningful dialogue to enact change, move forward, and live by our statement that Everyone Belongs Here; and

NOW, THEREFORE, BE IT RESOLVED that we, the City Council of the City of Orinda and the Board of Trustees of the Orinda Union School District, do hereby proclaim that we reaffirm our shared values of compassion, equity, inclusion, and diversity; and our commitment to action and building a larger world in which everyone is valued and understood; and we encourage our local community to likewise commit to these values and take action.

NOW, THEREFORE, BE IT RESOLVED, that we, the City Council of the City of Orinda and the Board of Trustees of the Orinda Union School District, will work to expand anti-bias training for elected officials, staff, and the community.

FURTHERMORE, BE IT RESOLVED that we, the City Council and other representatives of the City of Orinda and the Board of Trustees and other representatives of the Orinda Union School District, do believe that Everyone Belongs Here, and therefore agree to **INCLUDE** and **EMPOWER** others in our community, and hereby **PLEDGE** to the terms previously signed by stakeholders in Orinda Union School District as part of our continued commitment to stand up against hate, build awareness, and increase tolerance:

- **I**nclude others and make them feel welcome
- **N**ever be a bystander to hateful language or actions
- **C**reate an accepting community
- **L**isten and learn from others and their perspectives
- **U**nite with others who are different from me
- **D**efend against unkind and hateful behaviors by speaking up
- **E**ngage in conversations that push me to recognize and address bias, racism, and all forms of intolerance

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- **E**mpower myself and others to stand up against hate
- **M**ake conscious choices that positively impact my community
- **P**rotect others from prejudice and discrimination
- **O**bject when I see or hear someone being bullied
- **W**ork to understand and support equity and equality
- **E**ducate others about my individuality
- **R**espect and embrace everyone for who they are

NOW THEREFORE BE IT RESOLVED, we agree that this Proclamation and Pledge will be displayed prominently throughout the City of Orinda and Orinda Union School District administrative offices and meeting spaces.

WE HEREBY CERTIFY that the foregoing proclamation and pledge were adopted by the City Council of the City of Orinda on the 10th day of November, 2020, and the Board of Trustees of the Orinda Union School District on the 9th day of November, 2020.



Darlene K. Gee

Darlene K. Gee
City of Orinda Mayor

Cara R Hoxie

Cara Hoxie
School Board President