



## **RESOLUTION CONDEMNING RACISM**

WHEREAS, the concern and outrage at ongoing and systemic racism both in the United States and globally have precipitated the widespread and growing sense that recognizing the social norm of anti-racism is imperative; and

WHEREAS, the Town Council recognizes the ongoing, systemic and perpetual racial and societal injustices embedded in our past and present; and

WHEREAS, the Town Council recognizes that structural racism has existed for generations and must be eliminated; and

WHEREAS, the Town Council recognizes that institutional apathy, indifference or silence in the face of violence and inequality foment an atmosphere of hatred, prejudice and intolerance; and

WHEREAS, the Town Council recognizes its essential role as Coventry's legislative body, to fight ignorance and intolerance, to nurture inclusivity, to examine and rectify whatever systemic racism may be embedded in our own policies and practices, and to celebrate the diversity of all; and

WHEREAS, the Town Council recognizes the need to continue the progress to make lasting change that will set example, encourage proactive elimination of any racist environment that may exist, and to secure and sustain a culture that works toward that goal; and

WHEREAS, Coventry commits to being a welcoming community where everyone is treated with dignity and respect.

NOW, THEREFORE, BE IT RESOLVED that the Coventry Town Council condemns racism and racial intolerance in all its forms, and we commit to continue identifying and eradicating any systemic or structural racism that may be embedded in our procedures, rulebooks or laws; and

BE IT FURTHER RESOLVED that we commit to lasting change by following through on the following established actions:

- Reorganization of our Human Rights Commission and expansion of their charge to include vetting town policies and investigating potentially discriminatory regulations
- Revision and update of our affirmative action plan
- Participation of key staff in specialized training
- Establishment of a committee to begin formal community conversations on the upcoming open choice program and other topics, and work toward implement its findings and recommendations, and whatever other activities may arise.
- Working to address improvements in housing based on income needs through our housing rehab program
- Creation of a Senior Housing Alternatives Study Committee and supporting the Planning and Zoning Commission's creation of an Affordable Housing Plan.

*Rev. 9-16-21*

*ADOPTED BY THE COVENTRY TOWN COUNCIL: 9/20/2021*