



COMMITMENT TO DIVERSITY, EQUITY, INCLUSION AND ANTIRACISM RESOLUTION

WHEREAS, the mission of the Alliance for Regional Solutions is to bring together stakeholders to coordinate and advocate for innovative, real solutions to existing and emerging community needs; and

WHEREAS, the Alliance for Regional Solutions provides welcoming and inclusive, equity-minded, antiracist learning environments, where diverse served community members are supported to pursue and attain success; and

WHEREAS, the Alliance for Regional Solutions collaboratively develops solutions to challenges, utilizing the latest techniques for preparing the workforce and providing clear pathways for service community members to be successful and secure living-wage employment; and

WHEREAS, the Alliance for Regional Solutions currently coordinates seven robust Working Groups:

- Racial Justice Committee;
- Bridge to Housing Committee;
- North County Food Policy Council;
- Case Manager's Network;
- North County Transitional Aged Youth Collaborative;
- North County Works, and
- Senior Alliance Action Group; and

WHEREAS, the Racial Justice Committee ensures the Alliance for Regional Solutions and its partner agencies intentionally address systemic racism, diversity, equity, inclusion and antiracism through education, advocacy and social action; and

WHEREAS, the Racial Justice Committee advances racial justice, equity and inclusion for the Black, Indigenous, Latinx/Hispanic, mixed status communities and Other People of Color (BIOPC) the Alliance for Regional Solutions serves; and

WHEREAS, by informing and transforming public policy regarding racial justice, diversity, equity, inclusion and antiracism, the Racial Justice Committee influences the ethos, practices and leadership structures of the Alliance for Regional Solutions and its partner agencies; and

WHEREAS, the diversity of North San Diego County's service community members is a great asset and closely reflects the diversity of California's population overall; and

WHEREAS, diversity enriches the life experiences and expands opportunities available for all, through the exchange of different ideas, beliefs, experiences, and perspectives; promoting personal growth by challenging stereotypes, preconceptions, and biases; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares service community members to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; and enhances San Diego County's, California's and our nation's economic competitiveness, because it brings together individuals from varied and different backgrounds and cultures into workplaces; and

WHEREAS, the Alliance for Regional Solutions acknowledges that racism, discrimination, and biases exist and the goal is to eradicate them from our structures and systems and embrace diversity; and

WHEREAS, the Alliance for Regional Solutions has taken and is continuing to take multiple, concrete actions to support diversity, equity, inclusion and antiracism efforts within its service communities, including:

- Developing and administering a Racial Justice Assessment Tool, and analyzing data and reporting results to all partner organizations to facilitate changes to policies, procedures and practices that increase diversity, equity, inclusion and antiracism awareness and education initiatives throughout North San Diego County and beyond.
- Developing and administering a Racial Justice, Equity and Inclusion Survey, analyzing data and reporting results to all partner organizations to facilitate changes to policies, procedures and practices that increase diversity, equity, inclusion and antiracism awareness and education initiatives throughout North San Diego County and beyond.
- Encouraging partner organizations to provide racial justice, diversity, equity, inclusion and antiracism professional development opportunities for their employees and other stakeholders.
- Encouraging partner organizations to provide high-frequency, organization-wide racial justice, diversity, equity, inclusion and antiracism education, particularly in response to emerging community and national incidents.
- Creating and distributing to all partner organizations a model Racial Justice, Diversity, Equity, Inclusion and Antiracism statement, and explaining why adopting such a statement is important.

NOW THEREFORE BE IT RESOLVED, that we, the members of the Alliance for Regional Solutions Steering Committee and Working Group leaders, hereby reaffirm strongly our support for diversity, equity, inclusion and antiracism efforts, programs, policies and procedures, and expect all Alliance for Regional Solutions partner organizations to implement diversity, equity, inclusion and antiracism initiatives and maintain a climate of respect, civility, antiracism, and inclusion as part of each organization's commitment to service community member success; and be it further

RESOLVED, that the members of the Alliance for Regional Solutions Steering Committee and Working Group leaders will support and work with partner organizations to implement the recommendations from each Racial Justice, Equity and Inclusion Survey Report and Racial Justice Assessment Tool Report produced by the Racial Justice Committee, and regularly participate in implicit bias and cultural competency training; and be it further

RESOLVED, the members of the Alliance for Regional Solutions Steering Committee and Working Group leaders shall review, on an annual basis, multiple methods to address diversity and pursue equity, inclusion and antiracism initiatives, including, but not limited to, review and evaluation of partner organization diversity, equity, inclusion and antiracism policies and adopted resolutions; focused outreach and creation and distribution of diversity, equity, inclusion and antiracism publications; procedures for addressing diversity and equity, inclusion and antiracism throughout partner organization hiring steps and levels; consistent and ongoing training for partner organization hiring committees; professional development focused on diversity, equity, inclusion and antiracism; and incorporating diversity, equity, inclusion and antiracism into criteria for partner organization employee evaluation processes.