

**Langley City Council Resolution**  
**Commitment to Dismantling Systemic Racism**  
**and Creating an Anti-Racist, Inclusive Community**

WHEREAS, the founding documents of the newly created American government asserted the radical and hopeful claim that "all people are created equal"; and

WHEREAS, the reality from the outset is that these same documents protected and preserved slavery and the entrenched racism that condoned and supported it; and

WHEREAS, racism from its inception underpinned the nation's social, political, and economic systems; and

WHEREAS, racism in the judicial system ignored and made a mockery of the guaranteed rights of due process and due protection for Black, Indigenous and People of Color (BIPOC) under the 14th amendment<sup>\*</sup>; and

WHEREAS, historically sanctioned federal, state and local systems of racism have caused untold injustice, abuse, bias, inequity, and compromised safety of Black, Indigenous, and People of Color (BIPOC), and the mentally ill, disabled, and LGBTQ+ residents; and

WHEREAS, the land the City of Langley is sited on the original homeland and traditional territory of indigenous tribal peoples, including the Tulalip, Coast Salish, and Snohomish tribes; and

WHEREAS, the City of Langley is a municipal entity governed by residents who have largely not experienced systemic racism, injustice, abuse, bias, inequity, and compromised safety; and

WHEREAS, the Langley City Council and Mayor see and acknowledge that Black, Indigenous, and People of Color, mentally ill, disabled, and LGBTQ+ experience ongoing injustice, abuse, bias, inequity, and compromised safety ; and

WHEREAS, the Langley City Council and Mayor acknowledge that its systems, policies, contracting, and public safety infrastructure could unknowingly contribute to the systemic racism, injustice, abuse, bias, inequity, and compromised safety experienced by Black, Indigenous, and People of Color, mentally ill, disabled, and LGBTQ+ ; and

THEREFORE, the Langley City Council and Mayor condemn injustice, abuse, bias, inequity, and compromised safety in all of its forms, and apologizes to Black, Indigenous, and People of Color, mentally ill, disabled, and LGBTQ+ for its past complicity; and

THEREFORE, the Langley City Council and Mayor recognize the need for an in-depth examination of policies and practices that cause systemic racism, injustice, abuse, bias, inequity, and compromised safety

THEREFORE, the Langley City Council and Mayor will convene a multi-racial, intersectional, anti-racist working group for the purpose of hearing the voices of community members impacted by policies and practices that contribute to systemic racism, injustice, abuse, bias, inequity, and compromised safety in the City of Langley; and

THEREFORE, the City of Langley will convene a series of public educational workshops for the benefit of City Council members, the Mayor, staff, volunteers, and other interested residents. These workshops will be facilitated by skilled professional BIPOC and will focus on educating on all aspects of systemic racism including microaggressions, racial inequity, and inequality with the primary goal that residents who identify as white will recognize their lived privilege and responsibility to make systemic change; and

THEREFORE, each department within the City of Langley shall scrutinize all internal systems, processes, documents, records, practices, patterns, etc. that contribute to systemic racism, injustice, abuse, bias, inequity, and compromised safety in all its forms; and

THEREFORE, specifically, the City of Langley shall scrutinize in detail its public safety program, including the Langley Police Department, so as to understand the public safety needs of its Black, Indigenous, and People of Color, mentally ill, disabled, and LGBTQ+ and how best to meet those needs; and

THEREFORE, the City of Langley will engage and inform local schools, arts organizations, the business community, non-profits, social justice organizations, churches, and other civic institutions on Whidbey Island of the City of Langley's intent to dismantle systemic racism and invite them to join in this effort; and

THEREFORE, the City of Langley will endeavor to support Black, Indigenous, and People of Color, mentally ill, disabled, and LGBTQ+ impacted by systemic racism, injustice, abuse, bias, inequity, and compromised safety; and

THEREFORE, the Langley City Council and Mayor declare their intent to repair damage caused by discrimination and racism and transform the City of Langley into an anti-racist, multi-cultural, inclusive community, that is a place that celebrates diversity, affirms the humanity of all people, addresses historic inequity, and enables everyone to thrive.

\*Fourteenth Amendment: All persons born or naturalized in the United States and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.