

Statement on Diversity, Equity and Inclusion

The City of Newport is passionate about being an inclusive organization and a community that embraces diversity in ethnicity, race, age, gender identity, sexual orientation, self-identity and perspectives. The City of Newport 2040 Vision Statement provides for "...our community to be safe and healthy, equitable, and inclusive, resilient, and always prepared. We volunteer to help our neighbors, support those in need, and work together as true partners in our shared future."

Newport is a community where one in five residents speak a language other than English at home. Newport includes people of different races, ethnicities, gender identities and expressions, sexual orientations, generations, religions, and lived experiences. The City of Newport hosts thousands of visitors who enjoy Newport's unparalleled scenic beauty and a welcoming atmosphere captured by our slogan, "The Friendliest."

While bias and racism are uncomfortable for many of us to discuss, the City of Newport encourages dialogue to better understand these issues that exist in our community and society.

In the strongest terms, the City of Newport condemns racism, discrimination, and other types of bias. The City recognizes that a community is enhanced by its diversity, and City facilities and services exist to serve all members of the community. Racism and bigotry are never to be supported or tolerated, and instead are to be identified and condemned.

Currently, the City of Newport:


- **Enthusiastically supports civil rights**
- **Communicates in different forms to different populations within the community to encourage participation in local government processes**
- **Works to prevent disparate impacts to any one population in our services, because we want all communities to thrive**
- **Works to make everyone in the community feel welcomed and included, and to ensure that all have access to and are treated fairly by City government**
- **Complies with the "Eight Can't Wait" policing principles**
- **Curates culturally diverse collections at the Newport Public Library**
- **Is committed to improving transparency and communications between residents and law enforcement, and to that end, has established a Police Advisory Committee**
- **Provides emergency training to the Latinx community through the LISTOS program to ensure all residents are prepared**
- **Pauses and listens when we don't understand someone's point of view**

We continue to listen and learn about bias and systemic racism, and other issues relating to diversity, equity and inclusion. To realize the aspirations of the City's vision statement, the City will take the following actions to continue addressing these issues:

1. The City of Newport states unequivocally that all members and visitors of the community are to be equitably served by City services.
2. The City intends to ensure that Newport's facilities, public spaces, and events are safe, welcoming and inclusive for all, while recognizing the importance of the First Amendment's freedom of speech protections.
3. The City commits to continuing efforts to diversify City staff as well as membership on City committees, boards and panels to ensure that all community voices are represented in discussions in City policies.
4. The City will support and seek out opportunities to collaborate with local partner organizations on cultural programming.
5. The City commits to develop and publicize a process to address complaints of bias or discrimination relating to the City of Newport. Further, the City commits to developing a specific protocol, or set of protocols, to investigate and respond to grievances with the goal of eliminating systemic bias within our organization.
6. City administration will provide this statement of Diversity, Equity, and Inclusion to all City departments and advisory committees with the goal of identifying and addressing institutional bias within our organization.
7. The City pledges to be open and receptive to further feedback about these actions and about racism and injustice within the City more broadly.

The City recognizes, understands and encourages celebration of the human differences that surround us and expect staff and volunteers to foster this spirit. Any expression of bigotry, hatred, prejudice or disrespect is inconsistent with the ideals of preserving human dignity and contradicts our values.

The City admits that we are still learning and we are particularly interested in hearing from members of historically underrepresented constituencies on these issues.



Dean H. Sawyer, Mayor



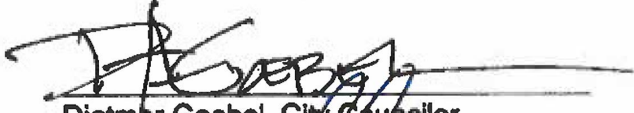
CM Hall, Council President



Beatriz Botello, City Councilor



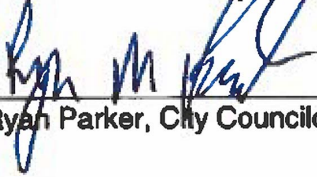
Aaron Collett, City Councilor



Dietmar Goebel, City Councilor



Cynthia Jacobi, City Councilor



Ryan Parker, City Councilor