

MT. LEBANON, PENNSYLVANIA

RESOLUTION NO. R-21-22

**A RESOLUTION OF MT. LEBANON, PENNSYLVANIA FOSTERING DIVERSITY,
EQUITY, INCLUSION, AND BELONGING**

WHEREAS, human diversity can be defined as actual or perceived differences in race; color; ethnicity; religious creed or spiritual commitments and practices (or lack thereof); national origin, language, or place of birth; citizenship and immigration status; ancestry; gender or sex (including gender identity or expression, and pregnancy and related medical conditions); sexual orientation; physical, intellectual, learning, or mental disability; political beliefs; medical condition or history, or genetic characteristics and family medical history; neurodiversity; age; military or veteran status; socio-economic or public assistance status; family or marital status; or domestic violence victim status; and all these vast diversities exist among and between people everywhere; and

WHEREAS, The Municipality of Mt. Lebanon has, at the heart of its vision and mission, a commitment to help create a community of belonging where all are welcomed, included and celebrated; and

WHEREAS, the Municipality of Mt. Lebanon recognizes diversity, inclusion and equity as essential to a positive and healthy community; and

WHEREAS, the founding principles of our nation set forth the fundamental ideals of equality, equity and inclusion; the basic right of people to life, liberty and the pursuit of happiness; and equal protection as expressed in the United States Constitution; and

WHEREAS, the Municipality of Mt. Lebanon values the multifaceted ways embracing diversity enables it to be a welcoming and inclusive place to live, work and enjoy life; and

WHEREAS, the Municipality of Mt. Lebanon is committed to good governance, quality customer service, nondiscrimination, equal employment opportunity, equal pay, safe and healthy work environments, creating a belonging culture; and

WHEREAS, the Municipality of Mt. Lebanon does not discriminate in public accommodations; the Municipality welcomes all people to its places of work and service with the goal of creating a culture that welcomes everyone, resulting in a feeling of belonging at Municipal public facilities and events; and.

WHEREAS, the Municipality is committed to promoting equity by calling upon the knowledge and experience of its employees and community members, especially those who serve in advisory capacities as members of the Municipality's Boards and Authorities; and

WHEREAS, the Mt. Lebanon Commissioners, Municipal Administration and Municipal Employees are committed to supporting and participating in training opportunities as they pertain

to best practices in diversity awareness, equity, workplace harassment prevention, employment law and disability awareness and acceptance.

NOW, THEREFORE, the Mt. Lebanon Board of Commissioners does hereby resolve:

- That the Municipality of Mt. Lebanon commits itself to diversity, equity and inclusion (DEI) and doing its part to create a culture of belonging throughout the community. We understand DEI as: valuing and learning from the broad range of human differences as well as our similarities, advancing equal opportunities for all people and groups to thrive and building a warmly receptive and supportive community for diverse perspectives and experiences.
- To affirm as matters of principle the values of diversity, equity and inclusion and belonging in every aspect of Municipal governance, operations and services rendered to Municipal residents and the public at large; and
- To establish by example and leadership the Municipality's commitment to these principles, through fostering community culture and values.

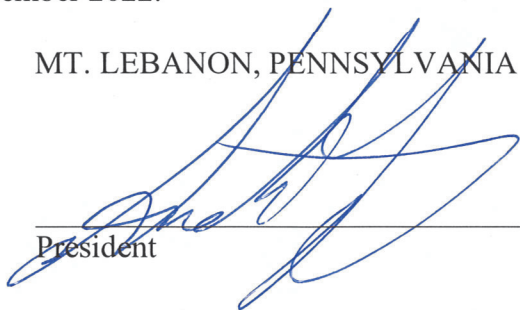
BE IT FURTHER RESOLVED, that

- The Municipality of Mt. Lebanon is committed to fostering attitudes, behaviors, practices and knowledge that promote and habituate diversity, inclusion, equity and belonging in our workplace and in our employees, programs and services; and
- The Municipality of Mt. Lebanon's commitment to diversity, inclusion, equity and belonging will be reflected in the organization at all levels: in behavior and actions of Municipal Leadership and every employee; in the work of all our Municipal Boards and Authorities and in the ways in which programs and services are developed, delivered and marketed to reach and serve all people.
- To that end, the Municipality has especially empowered volunteer board members to recommend how to execute DEI improvements, including the action items developed by the Ad Hoc Diversity, Equity and Inclusion Committee and the current Community Relations Board; and
- At the Commission's direction, the Municipal Manager has formed a DEI Committee of Staff (including Police representation) that will focus on Talent Acquisition (Recruiting and Sourcing), Talent Development (Educating and Training) and Foundational Components (Values, Communication, Accountability and Measurement) with regular reports to the Commission.

BE IT FURTHER RESOLVED that the proper officers and officials of the Municipality are authorized to take any and all other actions that are necessary or convenient to implement this Resolution including by making budgetary recommendations, observing contracting requirements, obtaining legal reviews, working with collective bargaining units and preparation of additional Commission and other person or entity action items, all where necessary or appropriate to advance the goals and objectives of this Resolution.

Duly adopted this 13th day of September 2022.

MT. LEBANON, PENNSYLVANIA



President

ATTEST:



Secretary

Resolution No. R-21-22 DEI