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City of York Council Resolution: Commitment to Dismantling Systemic Racism and Creating an Anti- Racist, Inclusive Community

WHEREAS, colonisation by Britain caused gross loss of life, land, and culture for indigenous peoples of Afghanistan, America, Antigua and Barbuda, Australia, the Bahamas, Bahrain, Barbados, Belize, Botswana, Brunei, Cameroon, Canada, Cyprus, Dominica, Egypt, Eswatini, Fiji, The Gambia, Ghana, Grenada, Guyana, India, Iraq, Palestine, Israel, Jamaica, Ireland, Jordan, Kenya, Kiribati, Kuwait, Lesotho, Libya, Malawi, Malaysia, Maldives, Malta, Mauritius, Myanmar, Nauru, New Zealand, Nigeria, Oman, Pakistan, Palestine, Qatar, Saint Lucia, Saint Kitts and Nevis, St Vincent and the Grenadines, Seychelles, Sierra Leone, Solomon Islands, South Africa, Somaliland, Sri Lanka, Sudan, Tanzania, Tonga, Trinidad and Tobago, Tuvalu, Uganda, United Arab Emirates, Vanuatu, Yemen, Zambia, and Zimbabwe; and

WHEREAS, Britain created and sustained for almost 300 years the slave trade of people from Africa and preserved their enslavement and the entrenched racism that condoned and supported it; and

WHEREAS, Britain also engaged in slavery of people in India for nearly 50 years; and

WHEREAS, Britain's economic wealth has historically been created through its slave trade and trading and processing of goods that were either grown by slaves or stolen by the British from colonised peoples' ancestral lands; and

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

WHEREAS, historically sanctioned colonial, national and local systems of racism have caused untold injustice, abuse, bias, inequity, and compromised safety of Black, Brown, Asian and people from other ethnicities across the globe, nationally, and locally; and

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

WHEREAS, the City of York Council and Lord Mayor see and acknowledge that Black, Brown, Asian and people from other ethnicity residents and mentally ill, disabled, and LGBTQIA+ residents experience ongoing injustice, abuse, bias, inequity, and compromised safety despite The Equality Act 2010 which made discrimination because of race (colour, nationality, ethnic origin, or national



origin), religion or belief, disability, sexual orientation, gender reassignment, or age unlawful; and

WHEREAS, the City of York Council and Lord 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, Brown, Asian and people from other ethnicities residents and mentally ill, disabled, and LGBTQIA+ residents; and **THEREFORE**, the City of York Council and Lord Mayor condemn injustice, abuse, bias, inequity, and compromised safety in all of its forms, and apologises to Black, Brown, Asian and people from other ethnicities people and mentally ill, disabled, and LGBTQIA+ people for its past complicity; and

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

THEREFORE, the City of York Council 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 York; and

THEREFORE, the City of York will convene a series of public educational workshops for the benefit of City Council members, the Lord Mayor, staff, volunteers, and other interested residents. These workshops will be facilitated by skilled professional of Black, Brown, Asian and people from other ethnicities and will focus on educating on all aspects of systemic racism including micro-aggressions, racial inequity, and inequality with the primary goal that residents who identify as white will recognise their lived privilege and responsibility to make systemic change; and

THEREFORE, each department within the City of York shall scrutinise 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 York shall scrutinise in detail its public safety programme, including the 'York Inner' North Yorkshire Police Department, so as to understand the public safety needs of its Black, Brown, Asian and people from other ethnicity residents and mentally ill, disabled, and LGBTQIA+ residents, and how best to meet those needs; and

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

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THEREFORE, the City of York will endeavour to support Black, Brown, Asian and people from other ethnicity residents and mentally ill, disabled, and LGBTQIA+ residents impacted by systemic racism, injustice, abuse, bias, inequity, and compromised safety; and

THEREFORE, the City of York Council and Lord Mayor declare their intent to repair damage caused by discrimination and racism and transform the City of York 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.