

**RESOLUTION ESTABLISHING THE CITY'S DIVERSITY,
EQUITY AND INCLUSION INITIATIVE**

WHEREAS, the City of Las Vegas is one of the most diverse cities in the United States and was named a 2018 All-America City for promoting equity through inclusive civic engagement; and

WHEREAS, since 2014 the City has consecutively received a perfect score of 100 in the Human Rights Campaign Municipal Equality Index Scorecard; and

WHEREAS, in 2015 the City achieved functional zero status for ending veteran homelessness; and

WHEREAS, in 2017 the City became the largest U.S. city to be powered entirely by renewable energy; and

WHEREAS, the City is committed to the health, social and economic well-being of all members of its diverse population; and

WHEREAS, diversity, equity, and inclusion are proven strategies employed by other vibrant, world class cities to ensure everyone has fair and just access to the resources they need for health, social and economic well-being; and

WHEREAS, an equity approach ensures that all residents have opportunities to grow, contribute, and develop their fullest potential; and

WHEREAS, the City is committed to an "Equity in all Policies" approach using an equity lens in all planning practices to ensure that all City resources promote opportunity for all its residents, including work on climate change and resilience, economic development, education, energy and resource consumption, public health, heritage preservation, housing, mobility and transportation, and public spaces; and

WHEREAS, the City, through the City Council, City Manager, departments and employees, seeks to expand and strengthen trusting partnerships throughout the community to foster the health, social and economic well-being of all its residents; and

WHEREAS, the City would be better positioned to achieve its Strategic Goals by implementing proven equity practices and policies to address significant inequities in health outcomes and other disparities that decrease the quality of life for many low-income communities which are disproportionately communities

1 of color, LGBTQ, elder adults and persons with a disability.

2 NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAS
3 VEGAS, NEVADA AS FOLLOWS:

4 1. To establish the Diversity, Equity, and Inclusion (DEI) Initiative in the City Manager's Office
5 (CMO) to facilitate Citywide programming that increases opportunities for health, social and economic well-
6 being for all its residents.

7 2. To direct the Office of Community Services (OCS) to staff the effort and be responsible for
8 coordinating the efforts of the DEI Initiative, ensuring cross-departmental communication and alignment
9 related to diversity, equity and inclusion, and reporting annually to the City Council on goals and outcomes.

10 3. To direct OCS to identify, recommend, and implement related education, awareness and training in
11 cooperation with all City departments.

12 4. To direct the CMO to facilitate an "Equity in All Policies" strategy and monitor its effectiveness.

13 5. To declare this Resolution effective upon its passage and approval.

14 PASSED, ADOPTED, AND APPROVED this 18th day of November, 2020.

15 CITY OF LAS VEGAS

16 BY 
17 CAROLYN G. GOODMAN, Mayor

18 ATTEST:

19 
20 LUANN D. HOLMES, MMC
21 City Clerk

22 APPROVED AS TO FORM

23 Val Steed 11-3-20
24 Val Steed, Date
25 Deputy City Attorney
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