

**RESOLUTION AFFIRMING THE CITY COUNCIL'S COMMITMENT TO DIVERSITY  
AND AN OPEN AND INCLUSIVE COMMUNITY**

WHEREAS, the City of Las Vegas ("Las Vegas") is committed to fostering, cultivating and preserving a culture of diversity and inclusion; and

WHEREAS, Las Vegas is widely known for its cultural diversity and hospitality to all people and welcomes all citizens, visitors and businesses that come here to live, visit or do business; and

WHEREAS, Las Vegas has a long history of leadership in terms of inclusion, characterized by its award-winning adaptive recreation program and, as further described below, the benefits, programs and policies applicable to its employees; and

WHEREAS, Las Vegas believes in the essential worth and dignity of every human being, promotes fair and impartial treatment of all citizens, and encourages kindness, compassion, understanding and cooperation among all people; and

WHEREAS, Las Vegas seeks to promote greater civility and understanding of collective differences and similarities, and is proud of the richness that it brings to the community and citizens; and

WHEREAS, in recognition of the foregoing, Las Vegas earned a 100 point ranking from the Human Rights Campaign, the highest score possible in its 2015 Municipal Equality Index Scorecard when the average city score nationwide was 56 points, with an average score of 73 points among Nevada cities that were rated; and

WHEREAS, Las Vegas' ranking by the Human Rights Campaign was based upon earning high scores on the following factors:

- Non-Discrimination Laws concerning employment, housing and public accommodations.
- Municipality as Employer, which relates to non-discrimination in city employment, the offering of transgender-inclusive healthcare benefits and established city contractor non-discrimination ordinances.
- Law Enforcement, taking into account the existence of a LGBT Police Liaison/task force and the reporting of hate crime statistics to the FBI.

1 • Relationship with the LGBT Community, noting that the City's leadership has taken a public  
2 position on LGBT equality.

3 WHEREAS, as an employer, Las Vegas:

4 • Recognizes that human capital is its most valuable asset.  
5 • Recognizes that the collective sum of the individual differences, life experiences, knowledge,  
6 inventiveness, innovation, self-expression, unique capabilities and talent that its employees invest  
7 in their work represents a significant part of not only the culture of Las Vegas, but its reputation  
8 and achievement as well.

9 • Embraces and encourages its employees' differences in age, color, disability, ethnicity, family or  
10 marital status, gender identity or expression, language, national origin, physical and mental ability,  
11 political affiliation, race, religion, sexual orientation, social-economic status, veteran status, and  
12 other characteristics that make its employees unique.

13 • Is known for its diversity initiatives that include without limitation its practices and policies on  
14 recruitment and selection; compensation and benefits; professional development and training,  
15 promotions; transfers; social and recreational programs; layoffs, terminations; organizational health  
16 and the ongoing development of a work environment built on the premise of gender and diversity  
17 equity that encourages and enforces the following with respect to its employees:

- 18 ❖ Respectful communication and cooperation between all employees.  
19 ❖ To act with excellence, and to continuously improve and accomplish goals through  
20 ACHIEVEMENT.  
21 ❖ To act with confidence and encourage as by trying new things, taking risks and having fun  
22 through CREATIVITY.  
23 ❖ To act collaboratively by combining individual strengths and uniting around common goals  
24 through TEAMWORK.  
25 ❖ To act with truthfulness and transparency through INTEGRITY.  
26 ❖ To act with personal pride and accountability through OWNERSHIP.

- 1 ❖ To act NOW and always.
- 2 ❖ Work/life balance through flexible work schedules to accommodate employees' varying needs.
- 3 ❖ Employer and employee contributions to the communities served to promote a greater
- 4 understanding and respect for diversity.
- 5 • Provides that its employees have a responsibility to treat others with dignity and respect at all
- 6 times. All employees are expected to exhibit conduct that reflects inclusion during work, at work
- 7 functions on or off the work site, and at all other Las Vegas sponsored and participative events.
- 8 • Provides that employees who believe they have been subjected to any kind of discrimination that
- 9 conflicts with Las Vegas diversity policy and initiatives should seek assistance from a supervisor or
- 10 Human Resource representative.

11 NOW, THEREFORE, BASED ON THE FOREGOING, BE IT RESOLVED BY THE CITY

12 COUNCIL OF THE CITY OF LAS VEGAS to affirm the City's commitment to diversity and an open and

13 inclusive community that welcomes and is accepting of all individuals.


14 PASSED, ADOPTED AND APPROVED this 15<sup>th</sup> day of June, 2016.

15 CITY OF LAS VEGAS

16 BY 


17 CAROLYN G. GOODMAN, Mayor

18 ATTEST:

19   
20 LUANN D. HOLMES, MMC  
City Clerk

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22 APPROVED AS TO FORM

23  6-1-16  
24 Val Steed, Date  
Deputy City Attorney

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