



Legislation Text

File #: 14-501, **Version:** 1

A RESOLUTION OF THE COUNCIL OF THE CITY OF GLENDALE, MARICOPA COUNTY, ARIZONA, AFFIRMING GLENDALE'S COMMITMENT TO INCLUSION AND DIVERSITY IN ITS WORKFORCE, AND SIGNING ONE COMMUNITY'S UNITY PLEDGE

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Purpose and Recommended Action

This is a request for City Council to waive reading beyond the title and adopt a resolution affirming Glendale's commitment to inclusion and diversity in its workforce and signing ONE Community's UNITY Pledge.

Background

The topic of Anti-Discrimination was brought forward as a Council Item of Special Interest to the City Council Workshop on December 2, 2014. After discussion of the issue Council provided direction to move forward with signing the UNITY Pledge from One Community, an interactive web and events community for LGBTQ and allied individuals and businesses.

Analysis

Signing the UNITY Pledge affirms Glendale's commitment to inclusion and diversity, and encourages, but does not require, all other businesses and organizations in Glendale to support diversity.

According to ONE Community, more than 1,100 businesses across Arizona, including the Glendale Convention and Visitors Bureau (CVB) and the Glendale Chamber of Commerce and 30 other Glendale businesses, have signed the pledge. By signing the UNITY Pledge on September 4, 2014, the Glendale CVB and the Chamber of Commerce reiterated the message that the Glendale business community is "open for business" and welcomes all business, residents and visitors regardless of their unique identities or characteristics. One Community's Unity Pledge states:

As business and community leaders, we understand that if we want to compete for top talent, we must have a diverse and inclusive workplace. We also understand that if our travel and tourism industry wants to be competitive-and if Arizona wants to be competitive on a national and international level-we must support all of our diverse communities. It's time for LGBT inclusive non-discrimination policies in the workplace, in housing, and in public accommodations including restaurants and hotels.

For our part, the company or organization below celebrates diversity and supports workplace

equality. We are committed to fostering, cultivating, and preserving a culture of diversity, inclusion, fairness, and equality.

We celebrate our employees regardless of age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, veteran status, and other characteristics that make our employees unique.

It's time to ensure equality for all Arizona employees, residents, and consumers. It's the right thing to do. It's good for business. It's good for the business of Arizona.

A packet of information describing One Community's UNITY Pledge is attached.

Previous Related Council Action

This item was brought forward as a Council Item of Special Interest at the City Council Workshop on December 2, 2014.

Budget and Financial Impacts

There are no financial impacts associated with this resolution.