

CITY OF LA PALMA

COUNCIL POLICY

NUMBER: 7

DATE (Adopted/Amended): Adopted June 20, 2010; Reaffirmed March 3, 2015; Amended March 20, 2018

SUBJECT: Diversity

POLICY:

The City Council recognizes that La Palma is a culturally diverse community and, as such, diversity issues need to be considered as part of the City's ongoing services and core activities. The City seeks to provide all of its citizens with a social, cultural, economic, and political environment that offers them opportunities for maximum personal fulfillment. Programs and policies of the City of La Palma should provide residents and businesses outlets for expression of individual cultural origins while developing a sense of belonging and contribution to a strong collective La Palma identity.

It shall be the policy of the City Council to:

1. Maintain the City's strong sense of community by encouraging wide-spread participation in social, cultural, leisure, and lifelong learning activities, while recognizing and respecting the uniqueness and cultural diversity of its citizens.
2. Promote awareness, respect, tolerance, and understanding among La Palma community members and employees.
3. Provide access to the community by including language options in the City's publications and website when feasible; utilizing alternative communication networks to provide information and promote City events where appropriate; and providing translations and interpreters, when feasible.
4. Focus on achieving access and inclusion outcomes for community members from culturally and linguistically diverse backgrounds in the delivery of its services and functions by ensuring: that services are relevant and accessible to all members of the community; and, that the City is able to respond to the needs of its diverse community members.
5. Foster an inclusive and welcoming municipality that celebrates and respects cultural diversity through its services and programs.

6. Provide regular cultural awareness training to City staff and consider the community's cultural diversity throughout the employment process.

BACKGROUND:

This policy was created to recognize the increasing cultural diversity of the City's residents and to ensure that the needs of that diverse population are considered in the delivery of the City's ongoing services and core functions. The policy was first adopted on July 20, 2010. This policy was amended March 20, 2018, to change the review period.

REVIEW:

This policy is to be reviewed as needed.