



Proclamation Against Racism, Discrimination and Bigotry

Whereas:

1. Racism, discrimination and bigotry are destructive of community; and
2. Everyone has the right to live peacefully, enjoy all the community has to offer, raise their family, and seek economic and academic opportunities free of racism, discrimination and bigotry; and
3. A strong, healthy, sustainable community includes and embraces people of every color, race, ethnicity, creed, sexual orientation and gender identity; and
4. Historic patterns and institutions have created an un-even playing field which persists to this day with respect to those who have been the subject of racism and discrimination; and
5. Traditional public school curricula - what is taught, how it is taught, and how it is prioritized - has been whitewashed (has not done justice to people of color as it pertains to the history of the United States); and
6. Institutional policies and practices may intentionally or inadvertently create or reinforce racism and discrimination; and
7. Active effort is required to combat racism, discrimination and bigotry; and
8. Great social change requires leadership and an on-going organization-wide commitment in order to succeed.

Now therefore:

1. The Town welcomes people of every color, race, ethnicity, creed, sexual orientation and gender identity.
2. The Town, its officials and employees, shall actively combat racism, discrimination and bigotry by addressing issues immediately.
3. The Town commits to identify and eliminate anything within its control that supports or perpetuates systemic or institutional racism or discrimination.
4. The Board of Selectmen shall request the School Committee engage with the organizers of the June BLM protest to address their demands as expressed in, "Addressing Racism Within York Schools: A Petition."
5. The Town shall actively train its officials and staff on an ongoing basis in matters of racism, discrimination, bigotry, implicit and explicit bias, white privilege, white supremacy, intersectionality and other such matters, and shall offer this training to other community institutions.
6. The Town recognizes Black Lives Matter.

Signed by the York, Maine Board of Selectmen on July 13, 2020.

Elysheth D. Blanchard Michael H. Estes