

Glencarlyn Citizens' Association Resolution on Inclusion and Equity

Whereas, the Glencarlyn Citizens' Association is a welcoming community that strives for inclusion;

Whereas, Glencarlyn Citizens' Association upholds the ideals of equal justice under the law, racial justice, and human dignity;

Whereas, the recognition of racial inequity in Arlington and our community should compel us to:

- reexamine our beliefs, institutions, and history;
- recognize that systemic and institutional racism exists and our community is not immune; and
- acknowledge that our nation's commitment for equal opportunity and justice under the law is failing for people of color, particularly poor, young people of color;

Whereas, two recent Arlington County reports, *A Decade of Difference: The Destination 2027* and *Arlington Partnership for Children, Youth and Families (APCYF) 2019 Community Report* acknowledge significant disparities in health and well-being of the county's residents including a ten-year life expectancy difference depending on one's race and where one lives;

Whereas, Arlington Police's arrest records and Arlington Public Schools' achievement data identify significant differences by race;

Whereas, Glencarlyn has achieved great success in remaining a resilient, secure, and attractive residential neighborhood with engaged residents but recognizes this is not the experience of all of our neighbors in Glencarlyn, Arlington County, and in our country;

Whereas, the Glencarlyn Citizens' Association has begun a dialogue on race by forming a Steering Committee for Racial Equity and Inclusion to create an opportunity to listen, learn, and foster a greater awareness of biases and develop recommendations on ways to increase equity, diversity, inclusion and fairness;

Therefore, be it resolved that the Glencarlyn Citizens' Association:

- Unequivocally rejects racism and takes a stand as a community in this moment of national concern regarding civil rights and racial justice;
- Commits to fostering an anti-racist and racially-equitable community within Glencarlyn and Arlington County and welcomes all neighbors to participate;
- Pledges to continue the dialogue about race and equity, using research and learning from other organizations and people and having the conversations, engagement, and education needed to share information about disparities; and
- Will work to achieve greater equity, inclusiveness and diversity of its membership.