BOROUGH OF WEST READING
BERKS COUNTY, PENNSYLVANIA
RESOLUTION NO. 2024-11

A RESOLUTION OF THE BOROUGH COUNCIL OF THE BOROUGH OF WEST READING, DECLARING IT TO BE ITS INTENTION TO SUPPORT COMMUNITY VALUES RECOGNIZING THE DIGNITY OF ALL PERSONS AND WELCOMING DIVERSITY AND INCLUSION FOR ALL OF ITS RESIDENTS, BUSINESS OWNERS, EMPLOYEES, AND VISITORS.

WHEREAS, the Borough of West Reading acknowledges that it values and respects the diversity of all community members, businesses, and faith-based organizations, community partners, visitors, employees and leaders; and

WHEREAS, the Borough of West Reading recognizes and upholds the inherent dignity of and right for all to equitable access, opportunity, and participation in its governance and community; and

WHEREAS, in the Borough of West Reading, diversity can be celebrated and optimized to make the Borough more welcoming, productive, and advanced; and

WHEREAS, diverse and unique viewpoints enhance the Borough of West Reading as a place to live, work, and play, and seeking and encouraging these diverse and unique viewpoints is the mission of its Council, staff, and stakeholders; and

WHEREAS, the term "diversity" celebrates the reality that all people are unique;

WHEREAS, the Borough of West Reading believes that its strength lies in its diversity, and strives for inclusion of all individuals, regardless of differences in race, religion, ancestry, national origin, age, disability, lifestyle, gender or gender identity, sexual orientation, and other forms of identity.

WHEREAS, the Borough of West Reading recognizes achieving equity requires intentional effort to ensure that everyone has access to all that our West Reading community has to offer. The notion of equity accepts that biases and obstacles exist for some that may not exist for others; and recognizes that there can be variance in both barriers and advantages, and in access to opportunity; and

WHEREAS, it is in the best interests of the Borough to encourage a diverse and inclusive community to optimize engagement. Diversity is about the inherent power of the collective, with the benefits of different perspectives that add to the performance and general effectiveness of a community; and

WHEREAS, true inclusion means that individuals with different identities are involved, respected, and valued. "Inclusion" requires creating an environment in which

our community of diverse talent, attributes, and contributions will be respected, accepted, and encouraged to fully participate, and be appreciated in pursuit of our common mission; and

WHEREAS, "belonging" is a feeling that can be enforced by the culture that an organization purposefully creates. When views, beliefs, and values are recognized, the organization engages the full potential of its individuals and innovation thrives; and

WHEREAS, the health, safety, and general welfare of the Borough of West Reading increases when we regard and treat each other with respect, kindness, and love.

THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of West Reading, Pennsylvania as follows:

The West Reading Borough Council declares its support of West Reading's community values that recognize and celebrate the dignity, diversity, and inclusion of all of its inhabitants and visitors; and protect and safeguard the right and opportunity of all persons to exercise their civil rights, including the rights of free speech, freedom of assembly, and freedom from discrimination as citizens of the United States.

The West Reading Borough Council supports a culture of nondiscrimination with respect to all aspects of life in the Borough, and in full participation in our West Reading community.

Adopted at a duly constituted meeting of Borough Council this 16th day of April 2024.

BOROUGH OF WEST READING

By: _____
Ryan Lineaweaver, President Borough Council

Attest: Cynthia Madeira
Cynthia Madeira, Borough Secretary

Examined and approved this 16th day of April 2024.

Samantha Kaag
Samantha Kaag, Mayor