

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RICHMOND
ESTABLISHING A COMMITMENT TO CASTE EQUITY AND THE
PREVENTION OF CASTE-BASED DISCRIMINATION**

WHEREAS, the City of Richmond (City) is committed to fostering an inclusive, equitable, and just community for all its residents, free from discrimination and prejudice; and

WHEREAS, caste is a form of social stratification characterized by hereditary status, endogamy, social barriers, and social exclusion; and

WHEREAS, caste-based discrimination can manifest in various forms, including but not limited to employment, housing, education, and access to public services, thereby undermining the values of equality and fairness; and

WHEREAS, the City of Richmond recognizes that caste-based discrimination is a violation of fundamental human rights and dignity; and

WHEREAS, it is the responsibility of the City Council to protect the rights of all residents and ensure that all individuals have equal opportunities to participate in and contribute to the community.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Richmond, as follows:

- 1. **Affirmation of Caste Equity**
The City of Richmond affirms its commitment to caste equity and condemns caste-based discrimination in any form within the community.

- 2. **Protection Against Caste-based Discrimination**
The City of Richmond will include caste as a protected category within the jurisdiction of the City’s Human Rights and Human Relations Commission with the objective of protecting residents from caste-based discrimination in employment, housing, education, and access to public services.

- 3. **Training and Education**
The City’s Human Rights and Human Relations Commission will be empowered to conduct training programs for City employees, law enforcement, and community leaders to recognize, prevent, and address caste-based discrimination, and to promote educational initiatives to raise awareness among the general public about the harms of caste discrimination.

- 4. **Reporting and Resolution of Caste-based Discrimination Complaints**
Incidents of caste-based discrimination occurring within the City will be reported to the City’s Human Rights and Human Relations Commission. Residents will be encouraged to report any violations, and appropriate actions will be taken to address and resolve such complaints.

- 5. **Community Engagement**
The City’s Human Rights and Human Relations Commission will be empowered to engage with community organizations, advocacy groups, and affected communities within the City to collaborate on efforts to combat caste-based discrimination and promote equity and inclusion.

- 6. **Review and Accountability**
The City Council will regularly review the effectiveness of these measures and make necessary adjustments to ensure the City’s ongoing commitment to caste equity is upheld.

THE CLERK’S OFFICE WILL COMPLETE THE INFORMATION BELOW

I certify that the foregoing resolution was passed and adopted by the City Council of the City of Richmond at a regular meeting thereof held on Mmmm dd, yyyy, by the following vote:

- AYES:
- NOES:
- ABSTENTIONS:
- ABSENT:

CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

Mayor

Approved as to form:

City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No.** _____, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on Mmmm dd, yyyy.

Pamela Christian, Clerk of the City of Richmond