



Council Business Meeting

August 15, 2023

Agenda Item	City Council and Other Public Meeting Labor Acknowledgement – Social Equity and Racial Justice Advisory Committee Recommendation	
From	Ann Seltzer	Staff Liaison to the Social Equity and Racial Justice Committee
Contact	ann.seltzer@ashland.or.us 541-552-2004	
Item Type	Requested by Council <input type="checkbox"/> Update <input type="checkbox"/> Request for Direction <input type="checkbox"/> Presentation <input checked="" type="checkbox"/>	

SUMMARY

At the June 1, 2023 of the Social Equity and Racial Justice Advisory Committee, the Committee voted to adopt the below **Labor Acknowledgement** to be read prior to each meeting following the reading of the Land Acknowledgement. In addition, the Committee voted to request that the City Council adopt this Labor Acknowledgement, read it prior to all Council meetings and require that it be read at all City public meetings and presentations.

SERJAC Meeting June 1, 2023 Adopted Labor Acknowledgement to be read following the Land Acknowledgement

We also pause to recognize and acknowledge the labor upon which our country, state, and institutions are built.

We remember that our country is built on the labor of enslaved people who were kidnapped and brought to the U.S. from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force. We acknowledge all unpaid care-giving labor.

To the people and your descendants who contributed this immeasurable work, we acknowledge your indelible mark on the space in which we gather today. It is our collective responsibility to critically examine these histories, to repair harm, and to honor, protect, and sustain their contribution to our society.

POLICIES, PLANS & GOALS SUPPORTED

The City Council established the Social Equity and Racial Justice Commission (now Advisory Committee) in June of 2020 via Resolution 2020-15. Most recently the City Council adopted Resolution 2023-06 updating and consolidating prior resolutions establishing City Council and Management Advisory Committees.

BACKGROUND AND ADDITIONAL INFORMATION

A labor acknowledgement is a statement that recognizes that much of the economic progress and development of this country resulted from the unpaid labor and forced servitude of people of color. Labor Acknowledgements are one way to honor and remember the violent histories and legacies of settler colonialism and to collectively begin to acknowledge the historical labor that has allowed our society to get and be where it is today.





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FISCAL IMPACTS

None

DISCUSSION QUESTIONS

Why is it important to recognize that we honor and remember that slave labor resulted in the development of this country?

The Social Equity and Racial Justice Committee believes it is fitting to recognize and honor the violent labor histories of our past.

Do all City meetings of the City Council, City Commission and Council Advisory Committees currently read aloud the Land Acknowledgement during their meetings?

An informal review of City meeting practices indicates that the Land Acknowledgement is currently read aloud at each of the City Council's Regular Meetings (Tuesday business meetings) and also at the discretion of individual City Commissions and Council Advisory Committees. Those also currently reading the Land Acknowledgement at their meetings include the Social Equity and Racial Justice Advisory Committee, the Public Art Advisory Committee, and the Historic Advisory Committee. The Land Acknowledgment is not currently read aloud at Council Study Sessions, or at meetings of the four remaining Council Advisory Committees.

SUGGESTED NEXT STEPS

The Social Equity and Racial Justice Advisory Committee recommends the City Council adopt its Labor Acknowledgement and require that it be read aloud at every City public meeting.

REFERENCES & ATTACHMENTS

N/A