

The senseless death of George Floyd at the hands of the Minneapolis police officers has been a global wake-up call on the institutional and systemic racism that continues to exist in our nation. We are saddened and outraged by the killing of George Floyd, Breonna Taylor, Ahmaud Arbery, and many other Black lives. The Monterey community firmly stands against racism, bigotry, violence, and discrimination. Black Lives Matter.

As members of the executive team leading Monterey's city staff, it is our responsibility to ensure that we serve everyone with honor, dignity, fairness, and respect. Racial equality is the moral and ethical duty of all of our city employees, at all levels, including our managers, planners, maintenance workers, engineers, librarians, craftworkers, custodians, harborworkers, administrative assistants, building inspectors, recreation professionals, police officers, firefighters, and executives.

The City of Monterey is committed to continuing and expanding policies and practices that promote racial equality in our community that we hope will influence other communities in our state and nation. On June 3, 2020, former President Barack Obama called on mayors to "take the pledge" to address police use of force in their cities. Two days later on June 5th, 2020 Monterey Mayor Clyde Roberson signed President Obama's pledge, and the Monterey Police Department issued a statement on how it incorporates all of the listed suggestions in President Obama's eight points drawn from the *Police Use of Force Project* and the *Leadership Conference on Civil & Human Rights*. We are so proud of our police officers and thank them for their professionalism, high standards of conduct, ethical behavior, and loyalty to our community. Citywide, we continue to practice equal employment and deliver diversity and inclusion training to our employees.

On June 3, we recognized Monterey's 250th birthday. There were positive things to celebrate about Monterey's diverse heritage, such as our status as the capital of Alta California under Spanish and Mexican flags. In 1902, the Buffalo Soldiers, the cavalry regiments made up of Black soldiers who served in the West following the Civil War, helped expand the Presidio of Monterey. Yet, we must also acknowledge the challenging past of our history as well. The native Rumsen Ohlone people were subjugated. In the 1930s, Black families from the South and Midwest migrated to cities like Monterey and faced discrimination, finding it difficult to purchase homes and find employment. While this is a harsh part of our past, we can learn from it and will shape Monterey's future so that it is free of racism and discrimination. It is our duty as public servants, and our moral obligation as human beings.

Our work to address racism and discrimination does not stop. It never stops. As tennis legend and activist Arthur Ashe stated, "Start where you are, and do what you can." In the weeks and months ahead, we will continue to assess our hiring process, train our staff about unconscious bias, and update our inclusive interviewing practices. Having an inclusive city means that we are committed to ensuring that all Monterey employees, residents, and community members will have their voices heard, valued, and recognized. And!

With empathy, passion and love for our City team and our community,

Hans Uslar, City Manager

Nat Rojanasathira, Assistant City Manager

Kimberly Cole, Community Development Director

Gaudenz Panholzer, Fire Chief

Inga Waite, Library & Museums Director

David J. Hober, Police Chief

Christine Davi, City Attorney

Lauren Lai, Finance Director

Allyson Hauck, Human Resources Director

Karen Larson, Parks & Recreation Director

Steve Wittry, Public Works Director