

# RIVERDALE PARK



## Social Equity

### **Resolution 2020-R-18** (*Follow the link to see the actual Resolution.*)

On June 2, 2020 the Council of the Town of Riverdale Park adopted [Resolution 2020-R-18](#) for the purpose of establishing a commitment to policies, programs and initiatives that aim to undo the effects of systemic racism and unequivocally support and defend African Americans and Black people.

Whereas racial prejudice is most harmful when it is held by people in positions of power, it is incumbent on elected and appointed officials and other individuals in positions of power and influence to speak out.

And whereas the Town of Riverdale Park is located on land that was previously the Riversdale plantation at which enslaved persons were held, and that the original plantation house stand prominently in Town.

And whereas the ugly history of violence and discrimination against black people persists despite the Thirteenth, Fourteenth and Fifteenth amendments and the adoption of the Civil Rights Acts of 1964 and 1968.

And whereas today as a result of this history, implicit and explicit biases, racial profiling, institutional structures, and interpersonal relationships, black people continue to experience inequalities across many aspects of daily living, including but not limited to, housing, education, employment, the criminal legal system, and health care.

And whereas the American Academy of Pediatrics, the American Medical Association and the American College of Physicians are emphasizing that racism is a public health issue.

And whereas the American Academy of Pediatrics issued a 2019 policy statement that says in part that, “*Racism is a social determinant of health that has a profound impact on the health status of children, adolescents, emerging adults, and their families...and that evidence to support the continued negative impact of racism on health and well-being through implicit and explicit biases, institutional structures, and interpersonal relationships is clear.*”

And whereas the Town has adopted a Diversity and Inclusion policy statement that guides the delivery of all Town services, and requires in part that all black people within the Town and in their interactions with the Town are to be treated fairly, with dignity and equity, and to have their humanity, existence, and contributions valued.

Now, therefore, be it resolved that the Mayor and Town Council of the Town of Riverdale Park do hereby establish this commitment to policies, programs and initiatives that aim to undo the effects of systemic racism an unequivocally support and defend black people.

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## Policies and Initiatives

The Town's efforts towards Social Equity are grounded firmly on the [Town's Diversity and Inclusion statement](#). This statement is the foundation on all programs, initiatives, services, and goals are built and with which they are measured. All Town events must reflect the Town's Diversity and Inclusion statement. The important example attached to this document shows the statement at the bottom of the Centennial Event Request form. Diversity and Inclusion were major themes for the Town's Centennial Celebration (unfortunately postponed due to COVID-19).

The composition and culture of the Town's workforce is similarly grounded upon the Diversity and Inclusion statement. Employee recruitment strategies have been modified to ensure that a broad base of minority candidates is reached. The Town automated its human resource functions and all recruitments are through the job site [Indeed.com](#).

Ensuring that equity is achieved throughout the Town is an important aspect of the Town's commitment to diversity and inclusion. In February 2020 staff from the Police Department, Neighborhood Services, Development Services, Public Works, and Administrative Services met to launch an initiative regarding the portion of our community located "East of the River", an area where a large percentage of our low to mod income residents reside. In June 2020, staff announced the second phase of this initiative - to engage the residents and elected officials representing those Wards, in efforts to improve the safety and overall quality of life. This collaborative effort will take a holistic approach to addressing issues that this community faces.

Other steps to ensure equity are reflected in Capital Improvement Projects, such as a bus shelter project, and in the Town's efforts to have State and County partners invest throughout the Town. These efforts include working to have sidewalks installed along East West Highway (particularly east of Taylor Road), the installation of a new bridge on Riverdale Road over the Anacostia, and the installation of a Capital Bike Share station East of the River.

The Town also plans to conduct business roundtables for minority owned businesses to discuss challenges that they encounter. Development Services Director, Ryan Chelton, recently attended the [Maryland Economic Development Association's Summer Conference on Diversity and Racial Equality](#).



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## Centennial Event Request

### Contact:

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Preferred Method  
of Contact: \_\_\_\_\_

### Event Information:

Date: \_\_\_\_\_

Time: \_\_\_\_\_

Location: \_\_\_\_\_

### Event Description:

**Please describe how this event brings the community together in celebration:**

**Please describe how this event supports the following statement “Riverdale Park will be the location of choice for residents, businesses, visitors, investors, and employees”**

**Please describe how this event supports the Town’s Diversity and Inclusion Statement:**

The Town of Riverdale Park strives to be a model of diversity and inclusion. The Town’s Mayor and Council, residents, businesses, and staff reflect the many faces, cultures and walks of life that proudly make up our world. We respect, value and celebrate the unique attributes, characteristics and perspectives that make each person who they are. We also believe that bringing diverse individuals together throughout our Town allows us to collectively and more effectively address the issues that face our community. It is the Town of Riverdale Park’s aim, and that all of us be guided by these core values:

**Diversity:** the quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental, and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; work and behavioral styles; the perspectives of each individual shaped by their background, experiences and culture—and more. Even when people appear the same on the outside, they are different!

**Inclusion:** a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best. The Town of Riverdale Park is a diverse and inclusive community and is committed to leveraging our diversity as we continually create a community where the inherent worth and dignity of each person is recognized and celebrated.