

Equity and Inclusion Statement

The City of Wauwatosa is committed to creating a positive environment of equity and inclusion for all of its employees, those who live or work in Wauwatosa, and visitors to Wauwatosa.

As a city, we strive to create an inclusive and equitable community by embracing the following guiding principles:

- **Develop inclusive structures and programs** throughout the city that accommodate our residents, visitors and employees in our community.
- **Strive to be a vibrant and welcoming community of choice** that values diversity, equity, and inclusion as a critical part of our service provision.
- **Demonstrate equity-sensitive leadership** through our department directors and managers who strive to ensure that employees are valued for their unique contributions and that equity and inclusion are considered throughout decision-making processes.
- **Recognize and consider the impact of our work** on different people, including historically marginalized groups such as racial and ethnic minorities, immigrants, the LGBTQ+ community, seniors, and individuals with disabilities.
- **Listen to different viewpoints** as it is an important part of connecting with the community; fostering respectful dialogue between individuals with different opinions and lived experiences will assist us in forming beneficial policy outcomes for everyone.
- **Work to ensure transparency and access to information** about the city government's work, including clarity around how to be informed about topics under consideration and how to engage with the city on matters under consideration.

We believe that embracing the concept of equity and inclusion improves our community for everyone, and will assist us in ending disparities in quality of living that exist because of historic policies, practices, and systems in Wauwatosa.

