

## Communication from Public

**Name:** Annie Bickerton

**Date Submitted:** 09/08/2020 07:18 PM

**Council File No:** 20-0990

**Comments for Public Posting:** As an active participant in my neighborhood community council, I have heard and witnessed harmful behavior and speech by board members of my neighborhood council towards other board members, residents and community stakeholders. As a diverse society in which many different residents deserve to feel represented fairly, I believe that our elected officials, including those on neighborhood councils, must reflect on their own biases and confront the inequity that exists in our society. To suggest that racial disparity exists in our representation on Neighborhood Councils exists because of a deficit on behalf of people of color and other underrepresented group is insulting to people who claim those identities and simply demonstrates that those in leadership are uninterested in fostering more inclusive community. If they will not do the work to build inclusive communities on their own, I firmly support a policy that will mandate education and training on diversity, equity and inclusion.