

A RESOLUTION TO APPROVE A LANGUAGE ACCESS PLAN (2019-11-13/R-6)

WHEREAS, the Council established a goal of creating a Vibrant and Inclusive Community and the Town has a long-standing commitment to diversity and inclusion; and

WHEREAS, the Council is committed to reducing barriers to participation among populations that historically have been disconnected from the Town and experienced institutionalized barriers to participation, including immigrants and refugees; and

WHEREAS, Chapel Hill has experienced an influx in immigrants and refugees in recent years and 16% of residents are born in countries outside of the U.S.; and

WHEREAS, 20% of Chapel Hill residents speak a language other than English at home; and

WHEREAS, the Council believes that the community would benefit from a Language Access Plan to provide Limited English Proficient (LEP) residents with meaningful access to Town information and services in their preferred language; and

WHEREAS, Chapel Hill residents identified language access as a key issue for the Town to focus on, as outlined in the Building Integrated Communities (BIC) Action Plan; and

WHEREAS, Title VI of the Civil Rights Act of 1964 states that no person shall on the ground of national origin "be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

NOW, THEREFORE, BE IT RESOLVED by the Council of the Town of Chapel Hill that the Council approves the attached Language Access Plan as provided in the November 13, 2019 meeting materials.

BE IT FURTHER RESOLVED that the Council authorizes the Town Manager to implement the Language Access Plan and make minor changes as needed to support the implementation of the Plan.

BE IT FURTHER RESOLVED that the Council will consider providing resources during development and adoption of the Fiscal Year 2021 Town Budget to include the proposed pay incentive portion of the Language Access Plan and other resource needs required for Plan implementation.

This the 13th day of November, 2019