

City employees –

As the holiday season approaches, Mr. Archambo and I ask that you take some time to reflect on our commitment to create a welcoming and inclusive environment for all residents and visitors to our buildings, as well as all our co-workers. At City Hall in particular, December is our busiest month of the year, with many residents visiting in person to pay property tax bills. We strive to ensure that every visitor to our buildings feels valued and respected, regardless of their individual beliefs and traditions.

Currently, Christmas decorations are prevalent throughout public counters at City Hall and perhaps other buildings as well. While we understand the significance of this holiday for many, it is important to recognize that not all Wauwatosa employees, residents, or business owners celebrate Christmas. In our ongoing efforts to foster a more equitable and inclusive community, we believe it is crucial to be considerate of how we decorate public spaces during this season.

To that end, we kindly ask that departments refrain from using religious decorations or solely associated with Christmas (such as red and green colors) when decorating public spaces within city buildings. Instead, we encourage you to opt for more neutral and inclusive decorations that celebrate the season without favoring any particular faith belief system. Here are a few suggestions:

1. Winter wonderland – snowflakes, snow people, and other non-religious symbols associated with winter.
2. Lights and greenery – festive lighting and greenery can create a warm and welcoming atmosphere without specific religious connotations.
3. Northern lights – draw inspiration from the aurora borealis and incorporate colors like blue, green, and purple.

Above all, our goal is to foster inclusivity and respect. Your creativity can play a significant role in helping us reach that goal. By embracing inclusive decorating practices, we can reinforce our commitment to being a more equitable and welcoming place for all people who live in Wauwatosa, do business in our community, and our co-workers. Your cooperation in helping meet this goal is appreciated. Together, we can make Wauwatosa's municipal buildings a place that everyone can feel comfortable visiting throughout the holiday season.

Thank you for your dedication to creating a more inclusive and equitable environment in the public spaces of our public buildings.

**Melissa Cantarero Weiss, ICMA-CM**  
*Deputy City Administrator / City of Wauwatosa*