RESOLUTION R-5434

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND
AFFIRMING THAT BLACK LIVES MATTER AND APPROVING THE
FRAMEWORK FOR KIRKLAND TO BECOME A SAFE, INCLUSIVE AND
WELCOMING COMMUNITY THROUGH ACTIONS TO IMPROVE THE
SAFETY AND RESPECT OF BLACK PEOPLE IN KIRKLAND AND END
STRUCTURAL RACISM BY PARTNERING WITH THOSE MOST AFFECTED

WHEREAS, On February 21, 2017 the City Council adopted
Resolution R-5240 declaring Kirkland a Safe, Inclusive and Welcoming
Community for all people; and

WHEREAS, following adoption of Resolution R-5240, the City has
taken many budgetary and policy actions to make progress towards this
goal but recognizes there is still much more to be done to achieve
equity, justice and inclusion for everyone; and

WHEREAS, since the tragic killing of George Floyd by a police
officer on May 25, 2020 in Minneapolis, Minnesota, there have been
dozens of protests, marches and rallies in Kirkland calling for an end to
structural racism and for the City to demonstrate that Black lives matter;
and

WHEREAS, at the June 16, 2020 City Council meeting, the
Council issued a formal statement to the community on issues of
structural racism and injustice and requested that the City Manager
develop “a framework for a citywide response to the issues of bias and
racism towards our Black and brown community members” to be
presented at the July 7, 2020 Council meeting; and

WHEREAS, the June 16 statement also asked the City Manager
to bring to the July 7, 2020 Council meeting “a request for necessary
resources for early implementation actions and community-wide
conversations on these critical topics”; and

WHEREAS, the Eastside Race and Leadership Coalition has for
several years brought together local stakeholders from across the
community in pursuit of a vision in which the diversity of leaders in local
government, social service and non-profit organizations, commerce and
education sectors reflect those living in the communities, and that the
decisions they make respect the cultural and social differences of those
living, working, learning and growing in these communities and
eliminate barriers that would otherwise keep them from achieving their
fullest potential; and

...
WHEREAS, several notable Black leaders from the Eastside Race and Leadership Coalition formed a group called the Right to Breathe Committee, and since June 12, 2020 have been engaging the City in discussions and have called upon the City to abolish systemic Anti-Blackness to ensure equal justice, provide oversight and accountability through equitable shared decision-making that embodies the phrase “nothing about us without us”, and de-escalate encounters involving people enforcing laws and rules against Black people; and

WHEREAS, community members have encouraged the City to evaluate police policies against the national Campaign Zero’s “8 Can’t Wait” campaign to end police violence, and to commit to President Barack Obama’s four part “Mayor’s Pledge”, which includes: reviewing the City’s police use of force policies; engaging the Kirkland community by including a diverse range of input, experiences, and stories in the review; reporting the findings of the review to the community and seeking feedback; and reforming the City’s police use of force policies;

WHEREAS, this resolution incorporates elements of the “8 Can’t Wait” and “Mayor’s Pledge” initiatives and is also intended to create a path to progress on the goals of community stakeholders seeking change;

NOW, THEREFORE, be it resolved by the City Council of the City of Kirkland as follows:

Section 1. The City Manager is hereby directed to develop Transparency strategies to allow the community and the Council to understand how the City as an organization is performing. These strategies shall include but are not limited to:

a. Developing a police “use of force” public dashboard;

b. Evaluating enhancements to the existing police dashboard that help guard against bias in police action;

c. Developing a School Resource Officer public dashboard;

d. Developing a Human Resources public dashboard;

e. Developing a Human Services public dashboard; and

f. Other strategies identified by the community and the Council.

Section 2. The City Manager is further directed to develop Accountability strategies to allow the community and the Council to understand the City’s current police use of force policies and identify possible changes to such policies. These strategies shall include but are not limited to:

a. “8 Can’t Wait” police use of force policy review;

b. Contracting for third party policy use of force review and use of force data evaluation and analysis;

c. Structured Council use of force policy and data deliberations;

d. Evaluating options for independent civilian oversight of police use of force.

e. Developing a police body camera pilot program; and

f. Review of national best practices for alternatives to police for
serving those experiencing homelessness, behavioral health
issues, drug addiction and other community challenges.

Section 3. The City Manager is further directed to develop
further Accountability strategies to allow the community and the Council
to understand and identify possible changes to other City organizational
structures, programs, and policies. These strategies shall include but
are not limited to:

a. Evaluating implementation of a community court to reduce
disproportional impacts on traditionally marginalized
populations;
b. Contracting for a comprehensive City organizational equity
assessment to identify gaps in diversity, equity and inclusion
in all areas of City policy, practice and procedure, and to
identify proposed actions steps to address these gaps;
c. Conducting a comprehensive review of City procurement and
contracting processes and documents to eliminate barriers
for disadvantaged businesses enterprises to compete for City
projects;
d. Evaluating whether public art, public symbols, special events
and City programming in Kirkland are welcoming to all
community members;
e. Expanding the diversity of public art, symbols, events and
programming to be more inclusive; and
f. Other strategies identified by the community and the
Council.

Section 4. The City Manager is further directed to develop
Community Engagement strategies to facilitate citywide conversations
about structural racism and policy and program solutions. These
strategies shall include but are not limited to:

a. Community engagement process centered around Black
people;
b. Targeted additional stakeholder engagement including
Indigenous people and people of color, with a focus on
including intersectional voices;
c. Town Halls, virtual meetings and small group discussion;
d. Surveys, mailers and social media campaigns;
e. Council retreat and public hearings; and
f. Other strategies identified by the community and the
Council.

Section 5. The City Manager is further directed to develop
Funding strategies to implement the entire framework set forth in this
resolution. These strategies shall include but are not limited to:

a. Funding an outside review of police use of force;
b. Funding a body camera pilot project;
c. Funding community engagement strategies;
d. Reserving additional funding to implement ideas from
community engagement, a national best practices review,
and the equity assessment; and

e. Meeting other funding needs identified by the community
Section 6. The City Manager is hereby directed to return to the Council by August 4, 2020 with funding recommendations for Council authorization to implement the elements of the framework resolution.

Passed by majority vote of the Kirkland City Council in open meeting this _____ day of __________, 2020.

Signed in authentication thereof this ____ day of __________, 2020.

Penny Sweet, Mayor

Attest:

Kathi Anderson, City Clerk
RESOLUTION R-5240

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND DECLARING KIRKLAND AS A SAFE, INCLUSIVE AND WELCOMING CITY FOR ALL PEOPLE.

WHEREAS, on January 3, 2017, the Mayor, with the support of the City Council, reiterated the values of the City of Kirkland by proclaiming Kirkland as a safe, inclusive and welcoming city for all people, and requested that City staff assist the City Council in developing and implementing a program to communicate the City's values; and

WHEREAS, the City Council further discussed actions that could be taken to implement these values of diversity and inclusion at the Council's February 3, 2017 retreat, and the Council wishes to establish the elements of the proclamation as City policy through a resolution; and

WHEREAS, Kirkland's vision statement describes the City as being a welcoming place to live, work and play, a place that highly values diversity and is respectful, fair, and inclusive, and also committed to providing neighborhoods and businesses that meet the needs of a variety of incomes, ages and life styles, through community engagement that creates a sense of belonging through shared values; and

WHEREAS, the City of Kirkland is committed to protecting and serving everyone who resides in, works in, or visits Kirkland without discrimination based on race, religion, color, national origin, sex, age, income or economic status, political affiliation, military status, sexual orientation, or physical, mental or sensory ability; and

WHEREAS, Kirkland believes in the dignity, equality and constitutional and civil rights of all people, and will not tolerate hate, intolerance, discrimination, harassment or any behavior that creates fear, isolation or intimidation; and

WHEREAS, Kirkland's vibrancy and sense of community is stronger for our diversity and shared values of acceptance and respect; and

WHEREAS, the City Council supports these principles and strives to reflect them in their actions as elected officials in Kirkland; and
WHEREAS, Kirkland City employees also support these principles and strive to embody these ideals every day as they provide critical services in support of the public health, safety and welfare, such as, police, fire, parks, public works and much more in an inclusive and equitable manner to all residents, visitors and businesses in Kirkland.

NOW, THEREFORE, be it resolved by the City Council of the City of Kirkland as follows:

Section 1. The City Manager is hereby authorized and directed to review the City of Kirkland’s policies and programs and to evaluate administrative and legislative actions for Council review and approval that keep Kirkland a just society that respects and welcomes all people,

Section 2. The City Manager shall propose legislation that codifies current City department policies related to non-discrimination, immigration status and religious affiliation.

Section 3. The City Manager shall invite the community to come together to discuss and support the shared values of diversity and inclusion and identify additional actions that can be taken by the City and the community to help keep Kirkland a safe, welcoming and inclusive city for all people.

Passed by majority vote of the Kirkland City Council in open meeting this 21st day of February, 2017.

Signed in authentication thereof this 21st day of February, 2017.

Attest:

[Signature]
MAYOR

[Signature]
City Clerk