

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

1           WHEREAS, On February 21, 2017 the City Council adopted  
2 Resolution R-5240 declaring Kirkland a Safe, Inclusive and Welcoming  
3 Community for all people; and  
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5           WHEREAS, following adoption of Resolution R-5240, the City has  
6 taken many budgetary and policy actions to make progress towards this  
7 goal but recognizes there is still much more to be done to achieve  
8 equity, justice and inclusion for everyone; and  
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10           WHEREAS, since the tragic killing of George Floyd by a police  
11 officer on May 25, 2020 in Minneapolis, Minnesota, there have been  
12 dozens of protests, marches and rallies in Kirkland calling for an end to  
13 structural racism and for the City to demonstrate that Black lives matter;  
14 and  
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16           WHEREAS, at the June 16, 2020 City Council meeting, the  
17 Council issued a formal statement to the community on issues of  
18 structural racism and injustice and requested that the City Manager  
19 develop "a framework for a citywide response to the issues of bias and  
20 racism towards our Black and brown community members" to be  
21 presented at the July 7, 2020 Council meeting; and  
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23           WHEREAS, the June 16 statement also asked the City Manager  
24 to bring to the July 7, 2020 Council meeting "a request for necessary  
25 resources for early implementation actions and community-wide  
26 conversations on these critical topics"; and  
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28           WHEREAS, the Eastside Race and Leadership Coalition has for  
29 several years brought together local stakeholders from across the  
30 community in pursuit of a vision in which the diversity of leaders in local  
31 government, social service and non-profit organizations, commerce and  
32 education sectors reflect those living in the communities, and that the  
33 decisions they make respect the cultural and social differences of those  
34 living, working, learning and growing in these communities and  
35 eliminate barriers that would otherwise keep them from achieving their  
36 fullest potential; and  
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38 WHEREAS, several notable Black leaders from the Eastside Race  
 39 and Leadership Coalition formed a group called the Right to Breathe  
 40 Committee, and since June 12, 2020 have been engaging the City in  
 41 discussions and have called upon the City to abolish systemic Anti-  
 42 Blackness to ensure equal justice, provide oversight and accountability  
 43 through equitable shared decision-making that embodies the phrase  
 44 "nothing about us without us", and de-escalate encounters involving  
 45 people enforcing laws and rules against Black people; and

46  
 47 WHEREAS, community members have encouraged the City to  
 48 evaluate police policies against the national Campaign Zero's "8 Can't  
 49 Wait" campaign to end police violence, and to commit to President  
 50 Barack Obama's four part "Mayor's Pledge", which includes: reviewing  
 51 the City's police use of force policies; engaging the Kirkland community  
 52 by including a diverse range of input, experiences, and stories in the  
 53 review; reporting the findings of the review to the community and  
 54 seeking feedback; and reforming the City's police use of force policies;

55  
 56 WHEREAS, this resolution incorporates elements of the "8 Can't  
 57 Wait" and "Mayor's Pledge" initiatives and is also intended to create a  
 58 path to progress on the goals of community stakeholders seeking  
 59 change;

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

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

- 68 a. Developing a police "use of force" public dashboard;  
 69 b. Evaluating enhancements to the existing police dashboard  
 70 that help guard against bias in police action;  
 71 c. Developing a School Resource Officer public dashboard;  
 72 d. Developing a Human Resources public dashboard;  
 73 e. Developing a Human Services public dashboard; and  
 74 f. Other strategies identified by the community and the  
 75 Council.

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

- 82 a. "8 Can't Wait" police use of force policy review;  
 83 b. Contracting for third party policy use of force review and use  
 84 of force data evaluation and analysis;  
 85 c. Structured Council use of force policy and data deliberations;  
 86 d. Evaluating options for independent civilian oversight of  
 87 police use of force.  
 88 e. Developing a police body camera pilot program; and  
 89 f. Review of national best practices for alternatives to police for

90 serving those experiencing homelessness, behavioral health  
 91 issues, drug addiction and other community challenges.  
 92

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

- 98 a. Evaluating implementation of a community court to reduce  
 99 disproportional impacts on traditionally marginalized  
 100 populations;
- 101 b. Contracting for a comprehensive City organizational equity  
 102 assessment to identify gaps in diversity, equity and inclusion  
 103 in all areas of City policy, practice and procedure, and to  
 104 identify proposed actions steps to address these gaps;
- 105 c. Conducting a comprehensive review of City procurement and  
 106 contracting processes and documents to eliminate barriers  
 107 for disadvantaged businesses enterprises to compete for City  
 108 projects;
- 109 d. Evaluating whether public art, public symbols, special events  
 110 and City programming in Kirkland are welcoming to all  
 111 community members;
- 112 e. Expanding the diversity of public art, symbols, events and  
 113 programming to be more inclusive; and
- 114 f. Other strategies identified by the community and the  
 115 Council.  
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117 Section 4. The City Manager is further directed to develop  
 118 Community Engagement strategies to facilitate citywide conversations  
 119 about structural racism and policy and program solutions. These  
 120 strategies shall include but are not limited to:

- 121 a. Community engagement process centered around Black  
 122 people;
- 123 b. Targeted additional stakeholder engagement including  
 124 Indigenous people and people of color, with a focus on  
 125 including intersectional voices;
- 126 c. Town Halls, virtual meetings and small group discussion;
- 127 d. Surveys, mailers and social media campaigns;
- 128 e. Council retreat and public hearings; and
- 129 f. Other strategies identified by the community and the  
 130 Council.  
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132 Section 5. The City Manager is further directed to develop  
 133 Funding strategies to implement the entire framework set forth in this  
 134 resolution. These strategies shall include but are not limited to:

- 135 a. Funding an outside review of police use of force;
- 136 b. Funding a body camera pilot project;
- 137 c. Funding community engagement strategies;
- 138 d. Reserving additional funding to implement ideas from  
 139 community engagement, a national best practices review,  
 140 and the equity assessment; and
- 141 e. Meeting other funding needs identified by the community

142 and the Council.

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144 Section 6. The City Manager is hereby directed to return to the  
145 Council by August 4, 2020 with funding recommendations for Council  
146 authorization to implement the elements of the framework resolution.

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149 Passed by majority vote of the Kirkland City Council in open  
150 meeting this \_\_\_\_ day of \_\_\_\_\_, 2020.

151

152 Signed in authentication thereof this \_\_\_\_ day of \_\_\_\_\_,  
153 2020.

\_\_\_\_\_  
Penny Sweet, Mayor

Attest:

\_\_\_\_\_  
Kathi Anderson, City Clerk

DRAFT

**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.**

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

7  
8           **WHEREAS, the City Council further discussed actions that could**  
9 **be taken to implement these values of diversity and inclusion at the**  
10 **Council's February 3, 2017 retreat, and the Council wishes to establish**  
11 **the elements of the proclamation as City policy through a resolution;**  
12 **and**

13  
14           **WHEREAS, Kirkland's vision statement describes the City as**  
15 **being a welcoming place to live, work and play, a place that highly**  
16 **values diversity and is respectful, fair, and inclusive, and also committed**  
17 **to providing neighborhoods and businesses that meet the needs of a**  
18 **variety of incomes, ages and life styles, through community**  
19 **engagement that creates a sense of belonging through shared values;**  
20 **and**

21  
22           **WHEREAS, the City of Kirkland is committed to protecting and**  
23 **servicing everyone who resides in, works in, or visits Kirkland without**  
24 **discrimination based on race, religion, color, national origin, sex, age,**  
25 **income or economic status, political affiliation, military status, sexual**  
26 **orientation, or physical, mental or sensory ability; and**

27  
28           **WHEREAS, Kirkland believes in the dignity, equality and**  
29 **constitutional and civil rights of all people, and will not tolerate hate,**  
30 **intolerance, discrimination, harassment or any behavior that creates**  
31 **fear, isolation or intimidation; and**

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

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37           **WHEREAS, the City Council supports these principles and strives**  
38 **to reflect them in their actions as elected officials in Kirkland; and**

39 WHEREAS, Kirkland City employees also support these principles  
40 and strive to embody these ideals every day as they provide critical  
41 services in support of the public health, safety and welfare, such as,  
42 police, fire, parks, public works and much more in an inclusive and  
43 equitable manner to all residents, visitors and businesses in Kirkland.  
44

45 NOW, THEREFORE, be it resolved by the City Council of the City  
46 of Kirkland as follows:  
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48 Section 1. The City Manager is hereby authorized and directed  
49 to review the City of Kirkland’s policies and programs and to evaluate  
50 administrative and legislative actions for Council review and approval  
51 that keep Kirkland a just society that respects and welcomes all people,  
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53 Section 2. The City Manager shall propose legislation that  
54 codifies current City department policies related to non-discrimination,  
55 immigration status and religious affiliation.  
56

57 Section 3. The City Manager shall invite the community to come  
58 together to discuss and support the shared values of diversity and  
59 inclusion and identify additional actions that can be taken by the City  
60 and the community to help keep Kirkland a safe, welcoming and  
61 inclusive city for all people.  
62

63 Passed by majority vote of the Kirkland City Council in open  
64 meeting this 21st day of February, 2017.  
65

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

  
MAYOR

Attest:

  
City Clerk