

RESOLUTION R-5548

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND ADOPTING THE DIVERSITY, EQUITY, INCLUSION, AND BELONGING 5-YEAR ROADMAP.

1 WHEREAS, on February 21, 2017, the Council adopted
2 Resolution R-5240 declaring Kirkland a Safe, Inclusive, and Welcoming
3 Community for all people, and since that time, the City has taken many
4 budgetary and policy actions to make progress on several initiatives
5 related to diversity, equity, inclusion, and belonging ("DEIB") across all
6 City departments; and
7

8 WHEREAS, following the tragic killing of George Floyd by a police
9 officer on May 25, 2020 in Minneapolis, Minnesota, there were dozens
10 of protests, marches and rallies in Kirkland calling for an end to
11 structural racism and for the City to demonstrate that Black lives matter,
12 and the City was encouraged by community members to evaluate police
13 policies against national campaigns to end police violence; and
14

15 WHEREAS, at the June 16, 2020 City Council meeting, the
16 Council issued a formal statement to the community on issues of
17 structural racism and injustice and requested that the City Manager
18 develop "a framework for a citywide response to the issues of bias and
19 racism towards our Black and brown community members" to be
20 presented at the July 7, 2020 Council meeting; and
21

22 WHEREAS, on August 4, 2020, the Council adopted Resolution
23 R-5434 ensuring the safety and respect of Black people, committing to
24 examining and dismantling interpersonal, institutional, and structural
25 racism in Kirkland; and
26

27 WHEREAS, section 3b of Resolution R-5434 called for
28 "Contracting for a comprehensive City organizational equity assessment
29 to identify gaps in diversity, equity and inclusion in all areas of City
30 policy, practice and procedures, and to identify proposed actions steps
31 to address these gaps;" and
32

33 WHEREAS, the City contracted with Chanin Kelly-Rae of Chanin
34 Kelly-Rae Consulting LLC to conduct the comprehensive assessment as
35 she had conducted the organization-wide diversity and implicit bias
36 training for all City staff in 2019; and
37

38 WHEREAS, starting in January 2021, Ms. Kelly-Rae conducted
39 numerous one-on-one interviews, focus groups, employee listening
40 sessions, community meetings, an all-staff survey, a community survey,
41 and strategic document review to help inform her recommendations,
42 which were presented to Council at its October 19, 2021 meeting; and
43

44 WHEREAS, stemming from that work, City staff worked closely
45 with Ms. Kelly-Rae to draft the City's DEIB Five-Year Roadmap ("the

46 Roadmap”), which was initially brought to the Council in October of
47 2021, and subsequently in January and May of 2022; and
48

49 WHEREAS, City staff engaged Black centered and Hispanic
50 groups, Kirkland Alliance of Neighborhoods, the Human Services
51 Commission, other groups and the community at-large from October
52 2021 to May 2022 to receive feedback on the draft Roadmap; and
53

54 WHEREAS, the City’s DEIB Manager was hired in early June 2022
55 to support the City’s various efforts around DEIB, including
56 implementing the Roadmap and completing the objectives within it; and
57

58 WHEREAS, just as many of the objectives outlined in the
59 Roadmap are actively being integrated into the City’s policies, programs,
60 plans, and procedures, it is a living document that Council, City
61 Manager, Boards and Commissions, other groups and the community at
62 large may suggest updates, including but not limited to additions and/or
63 amendments to goal areas, goals, and objectives as outlined in
64 Objective 15.2.
65

66 NOW, THEREFORE, be it resolved by the City Council of the City
67 of Kirkland as follows:
68

69 Section 1. The Diversity, Equity, Inclusion, and Belonging 5-Year
70 Roadmap as shown as Exhibit “A” is hereby adopted.
71

72 Section 2. The City Manager shall implement the objectives of
73 the Roadmap as defined therein.
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75 Section 3. The City Manager is hereby authorized to encourage
76 continued learning and dialogue about the City’s DEIB efforts among
77 staff and community members and shall provide updates to Council and
78 the community on the status of the Roadmap’s implementation as
79 needed, but on no less than an annual basis.
80

81 Passed by majority vote of the Kirkland City Council in open
82 meeting this 5 day of July, 2022.
83

84 Signed in authentication thereof this 5 day of July, 2022.


Penny Sweet, Mayor

Attest:


Kathi Anderson, City Clerk