



CITY OF KIRKLAND
Parks & Community Services
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MEMORANDUM

To: Kurt Triplett, City Manager

From: Lynn Zwaagstra, Director
Leslie R Miller, Human Services Supervisor

Date: April 4, 2019

Subject: YWCA USA'S STAND AGAINST RACISM DAY PROCLAMATION

RECOMMENDATION:

That the Mayor proclaim April 27, 2019 as YWCA USA's Stand Against Racism Day.

BACKGROUND DISCUSSION:

Stand Against Racism is a signature campaign of YWCA USA to build community among those who work for racial justice and to raise awareness about the negative impact of institutional and structural racism in communities. This campaign is one part of its larger national strategy to fulfill its mission of eliminating racism.

This campaign provides an opportunity for our community to reflect on institutional and structural racism and be intentional with our own reflection and commitment. Below is a pledge that the YWCA encourages all of us to take.

STAND AGAINST RACISM PLEDGE

Mindful of the continuing affliction of institutional and structural racism as well as the daily realities of all forms of bias, prejudice, and bigotry in my own life, my family, my circle of friends, my co-workers, and the society in which I live, with conviction and hope:

I take this pledge, fully aware that the struggle to eliminate racism will not end with a mere pledge but calls for an ongoing transformation within myself and the institutions and structures of our society.

I pledge to look deeply and continuously in my heart and in my mind to identify all signs and vestiges of racism; to rebuke the use of racist language and behavior towards others; to root out such racism in my daily life and in my encounters with persons I know and with strangers I do not know; and to expand my consciousness to be more aware and sensitive to my use of overt and subtle expressions of racism and racial stereotypes;

I pledge to educate myself on racial justice issues and share what I learn in my own communities even if it means challenging my family, my partner, my children, my friends, my

co-workers, and those I encounter on a daily basis;

I pledge, within my means, to actively work to support public policy solutions that prominently, openly, and enthusiastically promote racial equity in all aspects of human affairs; and to actively support and devote my time to YWCA, as well as other organizations working to eradicate racism from our society.

YWCA USA is on a mission to eliminate racism and empower women. I join YWCA in taking a stand against racism today and every day.

*This pledge has been adapted by YWCA USA from the Pledge to Eliminate Racism in My Life, YWCA Bergen County which is an adaptation of the Pledge to Heal Racism in My Life, Interfaith Communities United for Justice and Peace, April 10, 2006.

This will be the fifth year in a row that the City of Kirkland has supported this proclamation. In recognition of the need for the City to collaborate with the community to address institutional and structural racism, members of local organizations will accept the proclamation at the April 16, 2019 City Council meeting.

Kirkland Diversity and Implicit Bias Training

While the City proclaims Stand Against Racism Day, it is important to highlight specific actions the City is also taking in 2019 regarding issues of race and inclusion. In November 2018, the Council and City Manager asked that Diversity and Implicit Bias training be given to the entire City workforce by the end of 2019. This is in addition to the standard training on diversity that all employees take throughout the year. The goal of this supplemental training is to uphold and strengthen Kirkland's commitment to its vision statement that Kirkland is a welcoming place to live, work, and play, and a place where diversity is highly valued. The training for the City employees is designed to build awareness that Implicit Bias exists in all of us and may affect how we interact with the public and with each other. This awareness helps the organization work towards nurturing a more inclusive and responsive culture and is an opportunity for personal growth and learning for all employees.

The City is also providing resources and opportunities for engagement around these issues for the greater Kirkland community as well through a partnership with Leadership Eastside. Through outreach to community partners, other cities, police departments, and universities, two excellent trainers were identified that could respond to the Council's goals for City employees. Dr. Bryant T. Marks has been engaged to train the Kirkland Police Department. Dr. Marks is nationally known as an expert on Diversity and Implicit Bias particularly as it affects law enforcement work. Chanin Kelly-Rae has been engaged to train the rest of the City employees. Ms. Kelly-Rae oversaw the State's Diversity program and is currently providing Diversity and Implicit Bias training for government, non-profit, and private entities.

On January 29, the Kirkland City Manager, Deputy City Managers, and Assistant City Manager, along with the Department Directors and the HR Department received training from Ms. Kelly-Rae at the Quarterly Director's Meeting. This provided City leadership the opportunity to review the program, ask questions, and take the lead on this topic. The training was very well

received, and the evaluations provided high marks for both the presenter and the information presented. A training schedule for the entire City through a series of two four-hour trainings has already been implemented and all City employees and Councilmembers will receive the training in 2019. The Kirkland Police Department training with Dr. Marks has also commenced and all members of the Police Department will complete the training in 2019.

Leadership Eastside “Welcoming Kirkland Community Engagement”

The City of Kirkland is also partnering with Leadership Eastside to facilitate a community dialogue on race and equity for Kirkland residents and businesses. Leadership Eastside has named the dialogue the “2019 Welcoming Kirkland Community Engagement Initiative” and will provide services via Adaptive Community Leadership and Equity Consulting. Leadership Eastside (LE) has provided the following statement of purpose for the engagement initiative:

LE proposes to design, coordinate, and implement a comprehensive community engagement project, Welcoming Kirkland, to engage Kirkland residents, businesses, nonprofits, and the city - including police – on how we function together for the health of the overall community.

Assistant City Manager Jim Lopez is the City’s designated member of the Leadership Eastside Working Group that will develop this community dialogue. More information will be provided to the Council and the public soon.

Sharing Resources

In 2019 City staff will be setting up a dedicated diversity and inclusion webpage with videos, links and other information and training resources. The City will be making that link available to all Kirkland residents and businesses and marketing it through all our communication channels so that any member of the community can use the information to support their own learning.

The Council authorized \$150,000 from the Council Special Projects reserve for the total training and services provided for Police, Kirkland employees, and the Leadership Eastside Community Dialogue.



A PROCLAMATION OF THE CITY OF KIRKLAND

Proclaiming April 27 as “YWCA Stand Against Racism Day” in Kirkland, Washington

WHEREAS, all residents regardless of race, creed or ethnicity deserve to be treated with dignity, respect, compassion and justice; and

WHEREAS, on February 21, 2017 the City of Kirkland adopted Resolution R-5240, declaring Kirkland as a Safe, Inclusive and Welcoming City for All People; and

WHEREAS, Kirkland residents value initiatives that will end race-based disparities and make the world a more equitable, inclusive and dignified place for all to live; and

WHEREAS, the elimination of racism can be achieved only with the participation of all residents in dialogue, reflection and action; and

WHEREAS, the City of Kirkland supports the YWCA’s mission to eliminate racial inequalities in employment, education, healthcare, housing, human services and other areas that affect quality of life; and

WHEREAS, April 27, 2019 marks the occasion of the annual “Stand Against Racism Day,” a signature campaign of YWCA designed to build community among those who work for racial justice and to raise awareness about the negative impacts of institutional and structural racism;

NOW, THEREFORE, I, Penny Sweet, Mayor of Kirkland, do hereby proclaim April 27, 2019 as “YWCA Stand Against Racism Day” in our City and encourage residents, local businesses, educators, and community and faith-based organizations to celebrate diversity and advocate for the elimination of racism.

Signed this 16th day of April, 2019

Penny Sweet, Mayor