



CITY OF KIRKLAND
Department of Finance & Administration
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MEMORANDUM

To: City Council

From: Kurt Triplett, City Manager

Date: July 14, 2020

Subject: REVISED SAFE, INCLUSIVE AND WELCOMING FRAMEWORK

Recommendation

City Council reviews the revised draft Resolution R-5434 (Attachment A), affirming that Black lives matter and establishing a framework to becoming a safe, inclusive and welcoming community. The Council also provides feedback for final adoption at the August 4, 2020 Council meeting. The revised Resolution incorporates changes based on comments received from the community and the Council during the July 7th public hearing as well as from additional Council and stakeholder input.

Background

Since the tragic killing of George Floyd by a police officer on May 25, 2020 in Minneapolis, Minnesota there have been numerous marches and rallies in Kirkland calling for an end to structural racism and for the City to demonstrate that Black lives matter. At the June 16, 2020 Council meeting, the Council issued a statement directing the City Manager to develop a framework for the City's response to the community. At the July 7, 2020 Council meeting, the Council held a public hearing on the draft framework, Resolution R-5434.

R-5434 was drafted based on four key guiding principles.

- Build on previous City work to become safe, inclusive and welcoming.
- Listen, learn and partner with the Black community and People of Color on actions and outcomes.
- Create broad community engagement to identify actions to increase the safety of Black residents and visitors and reduce structural racism.
- Create policy and program outcomes that are specific, measurable, timely and funded.

The engagement with the Black community, non-profits, community-based organizations, experts and other community members is intended to inform the Council's 2021-2022 Biennial Budget deliberations in the fall of 2020, as well as potential legislative actions for the Council or state legislature.

Revisions to R-5434

The revisions to R-5434 are shown in track changes in Attachment A. Highlights are included below.

A new "WHEREAS" section is added stating:

WHEREAS, community members have encouraged the City to evaluate police policies against Campaign Zero's "8 Can't Wait" actions 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; and Resolution R-5434 incorporates the elements of both initiatives;

In Section 1, the "Transparency" strategies, a new subsection "*Developing a School Resource Officer public dashboard;*" has been added.

In Section 2, the "Accountability" strategies, the scope is expanded beyond police use of force and two new subsections are added:

- *Conducting a comprehensive review of City procurement and contracting processes and documents to eliminate barriers for disadvantaged businesses enterprises to compete for City projects;*
- *Evaluating whether the public art and public symbols in Kirkland are welcoming to all community members and expanding the diversity of public art to be more inclusive.*

Contracting and Procurement

On July 10, the City Manager met with Kirkland residents Luis Navarro and Ollie Garrett. Mr. Navarro is the Director of Workforce Development, Office of Equity Diversity and Inclusion and the Port of Seattle, and Ms. Garrett is President and CEO of PMT Solutions in Bellevue and also President of the Tabor 100, an association of entrepreneurs and business advocates who are "committed to economic power, educational excellence and social equity for African-Americans and the community at large." Mr. Navarro and Ms. Garrett provided insight on how the City of Kirkland could increase the participation of women and minority-owned businesses in Kirkland projects and assist City Finance and Capital Projects staff to identify barriers and remove them. As a result of that meeting, staff added the subsection on procurement and contracting. Future meetings with Mr. Navarro and Ms. Garret are being scheduled.

Staff is seeking Council input and direction on final changes to Resolution R-5434. The final Resolution and funding options will be brought back for discussion and action at the August 4 Council meeting.

Attachment A: Revised Resolution R-5434