



CITY OF KIRKLAND
Department of Parks & Community Services
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MEMORANDUM

To: Kurt Triplett, City Manager

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

Date: October 8, 2020

Subject: 2021-2022 HUMAN SERVICES GRANT FUNDING RECOMMENDATIONS

RECOMMENDATION:

City Council receive a report and presentation on the Human Services Commission grant funding recommendations for the 2021 – 2022 biennium.

BACKGROUND DISCUSSION:

Human services grant funding supports adopted City Council goals. For example, the Human Services Element of the Comprehensive Plan states that it is a City goal to “create a community in which all members have the ability to meet their basic physical, economic and social needs, and the opportunity to enhance their quality of life.”

A. History of Human Services Grant Funding

In 1986, the City of Kirkland began granting funding to community agencies to provide human services to Kirkland residents. These general fund dollars have been one of two types of funding. The first are dollars that are assumed to be in each budget, called “ongoing base budget” dollars. Some years, the City Council has agreed to provide additional funding to meet increased human services needs. These funds are not guaranteed to be available in a future biennium. These dollars are referred to as “one-time” supplemental funding. During the last budget cycle, the City Council increased the ongoing base budget for human services from \$701,758 to \$969,237. In addition, the City Council authorized one-time funding in the amount of \$241,889.

In the last few years, the City of Kirkland has added several sources of funding streams to support human services for Kirkland residents.

Community Development Block Grant (CDBG)

Since it became a Joint Agreement City in the King County Urban Consortium in 2015, the City has been able to allocate part of its share of the public services funds from federal Community Development Block Grant (CDBG) program. The estimated amount for 2021 is \$38,931.

Enhanced Police Services and Community Safety Ballot Measure (Prop 1)

In 2018 Kirkland voters approved a 0.1% public safety sales tax that provided additional funding for police and human services initiatives, including enhanced police services, school resource officers, a Mental Health Professional and a second Neighborhood Resource Officer, a gun safety program and human services funding to address homelessness, mental health needs, domestic violence and youth suicide prevention. Funding from this measure to support human services grants for 2021 is expected to be \$310,000. An additional \$100,000 is allocated directly to the Kirkland Women and Family Shelter.

State House Bill 1406

At its May 19, 2020 meeting, City Council passed Ordinance O-4727 establishing a local sales and use tax for affordable and supportive housing as allowed by Substitute House Bill 1406. The tax is required to benefit people with an income at or below 60 percent of King County median income. House Bill 1406 revenues will be received for 20 years. The City Manager is recommending that these funds be utilized in 2021 and 2022 for rental assistance due to the impact of the COVID-19 pandemic on low-income tenants. Future allocations of the revenue stream will likely support Kirkland’s housing efforts through A Regional Coalition for Housing (ARCH). The collection cap for the City of Kirkland in 2021 is estimated to be \$211,749.

Multi Family Tax Credit Agreement with Kirkland Sustainable (MFTE)

In the fall of 2019, the City entered into an agreement with Kirkland Sustainable Investments, LLC (KSI) to offer new affordable rental housing units and City (and other public sector) employee rental housing units in downtown Kirkland. Part of this agreement called for “the payment to the City of 65% of KSI’s property tax savings for use by the City to invest in low-income housing programs and in support of the Eastside Women and Family Shelter.” For the first three years of this agreement the City is supporting housing navigators and client move-in assistance to families and women staying at the new Kirkland Place for Families and Women. The amount in 2021 is expected to be \$38,862.

The following table provides overall approved funding amounts made available for grants since 2013.

City of Kirkland Funding for Human Services Grants 2013 – 2022

Year	Population	Ongoing Base Budget	Supplemental One-time Funding	CDBG	Community Safety Prop 1	WA HB 1406	MFTE	Total Funding	Per Capita
2013	81,730	\$656,944	\$44,814	\$0	\$0		\$0	\$701,758	\$8.59
2014	82,590	\$656,944	\$44,814	\$0	\$0		\$0	\$701,758	\$8.49
2015	83,460	\$656,944	\$114,679	\$24,470	\$0		\$0	\$796,093	\$9.54
2016	84,680	\$656,944	\$129,679	\$29,892	\$0		\$0	\$816,515	\$9.64
2017	86,080	\$701,758	\$171,149	\$30,691	\$0		\$0	\$903,598	\$10.50
2018	87,240	\$701,758	\$171,149	\$33,687	\$0		\$0	\$906,594	\$10.39
2019	88,940	\$969,237	\$241,889	\$36,664	\$148,818		\$0	\$1,396,608	\$16.01
2020	90,660	\$969,237	\$241,889	\$38,931	\$248,818		\$38,862	\$1,537,737	\$16.96
2021	90,660	\$969,237	\$241,889	\$38,931	\$310,000	\$211,668	\$38,862	\$1,598,919 ¹	\$17.64
2022	90,660	\$969,237	\$241,889	\$38,931	\$310,000	\$211,668	\$38,862	\$1,598,919 ¹	\$17.64

¹ As proposed in the City Manager’s 2021-2022 budget

B. Application and Review Process

In May of this year, the City received 2021-2022 grant applications from community agencies requesting support for the critical services that help to meet the basic and emergency needs of Kirkland residents. Both the number of applications and the total amount requested increased from the previous biennium.

Application Comparison:

Budget Period	Applications	Amount Requested	Application Requests Funded
2013-2014	75	\$1,794,000	\$1,403,516
2015-2016	71	\$2,341,848	\$1,612,617
2017-2018	81	\$2,824,124	\$1,810,194
2019-2020	92	\$4,080,740	\$2,585,132
2021-2022	98	\$4,818,742	TBD

Staff developed draft recommendations to present to the Human Services Commission based upon the following factors: City legislation and direction; community goal areas; regional collaboration; priority areas determined by the Human Services Commission in 2018 and early 2020; equity training; conversations with Human Services Commission members post-pandemic; needs arising out of the COVID-19 crisis; and the disparate societal outcomes for people of color stemming from systemic racism with special attention to the needs of black/African American people, Indigenous people, Latinx people and Pacific Islanders.

The categories below represent the factors used in analysis and consideration of grant awards.

Municipal Code Evaluation Criteria: The criteria established for grant applicants in the original legislation authorizing the City’s grant program give priority to programs and agencies that:

- Benefit low-and-moderate income Kirkland residents
- Provide an appropriate solution to a documented need or identified problem in the community
- Promote self-sufficiency and independent living
- Are cost-effective
- Avoid duplication of services
- Have clear and established program outcomes
- Coordinate with other service providers

City Council and Comprehensive Plan Directive:

Comprehensive Plan Policy 5.1 – “Regularly assess local human service needs and provide leadership in the development of services to address newly identified needs.”

Community Goal Areas: First developed by the United Way of King County, and later adopted by several local jurisdictions including Bellevue, Redmond, Seattle, King County, and Kirkland, these Community Goal Areas reflect the belief that all people should have:

Goal #1: Food to Eat and a Roof Overhead

- Food Security
- Emergency services if unhoused

Goal #2: Supportive Relationships within Families, Neighborhoods and Communities

- Social Support
- Legal Assistance
- Access to services

Goal #3: Safe Haven from All Forms of Violence and Abuse

- Domestic Violence Survivor Support
- Support to Address Child Abuse & Neglect
- Sexual Assault, Rape, and Child Sexual Abuse Survivor Services

Goal #4: Health Care to Be as Physically and Mentally Fit as Possible

- Medical Care
- Dental Care
- Behavioral Health

Goal #5: Education and Job Skills to Lead an Independent Life

- Employment/Training
- Education
- Childcare

Past Performance: To ensure responsible use of public funds by current and previous grantees, current and prior contract performance was reviewed for all agencies that have previously received funding from the City.

Shared Learning on Community Needs: Since its formation in 2017, the focus of the HSC has been preparing for grant allocation processes. For the HSC to better understand the needs of the community and some of the services that are provided, community partners briefed the HSC. These conversations provided important entry points into the services that are provided and the remaining challenges in the community.

Human Services Commission Priority Areas from 2018: Upon formation of the HSC, City Council members requested that Commissioners proactively identify Kirkland needs and actively address those needs with recommendations to distribute grant funding. Correspondingly, the HSC decided that certain areas of service needed to be prioritized regardless of the funding amount available. While the HSC recognized the need to support the full continuum of basic needs of the community, they decided to prioritize making greater investments in the most critical areas of concern first, and then advocate for other program areas.

Priority Area 1 Emergency Homelessness Services
 Civil Legal Services with an Emphasis on Homelessness Prevention

Priority Area 2 Behavioral Health Services

Domestic Violence and Sexual Assault Services
Select Services for Children in Crisis
System Navigation Services

Priorities 3 and 4 Additional areas of important community services including education, employment and medical and dental services.

HSC Early 2020 Review of 2018 Priorities: In early 2020 the Commission reaffirmed its priorities and added emergency financial assistance to priority area 1.

Spring 2020 Equity Lens Training:

Kirkland contracted with Sama Praxis, LLC on behalf of Bellevue, Kirkland, Redmond and Sammamish to provide equity lens training to prepare for grant making. Below are the guiding principles of the trainer, Sarah Tran. The full training PowerPoint is included as **Attachment A**.

Guiding Principles

- **IMPACT:** Prioritize communities of color and other communities who have experienced persistent historic and systemic oppression that leave them furthest from justice and opportunity. This is where you can have the biggest impact and the needs are greatest.
- **REFLECTIVE:** Invest in organizations whose staff AND leadership reflect the communities they serve. They know better than anyone the unique lived experiences, strengths and barriers that their communities face.
- **COMMUNITY TRUST:** Invest in organizations that have the trust of the communities they propose to serve and can demonstrate it in how they design and adapt their services to community needs.
- **AGENCY & POWER:** Support programs that promote the self-determination and agency of their clients and works to redistribute power to disenfranchised communities.
- **SYSTEMS CHANGE:** Identify organizations and programs whose approach goes beyond treating the "symptoms" of the problem—but instead recognizes and seeks to disrupt the root causes and systems that create inequities. They work to build and influence new systems and practices that advance equity.
- **RACIAL JUSTICE:** Support organizations that are committed to working towards racial justice in their internal operations and external programming and partnerships. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and support to achieve racial equity through proactive and preventative measures.

A summary of the eastside human services city staff efforts over the last two years to make the application process more equitable is included as **Attachment B**.

The 2020 Context: The new economic realities of the economic recession, disparities in the impact of the coronavirus in our community and the reckoning of the devastation caused by systemic racism and white supremacy have created additional high priority areas:

- Since the onset of the pandemic access to food has become a higher community priority area.
- The needs of those disproportionately impacted by the pandemic and racism, especially Black people, Indigenous people, Latinx people and Pacific Islanders have been more apparent to the community.

- Just as emergency financial assistance is needed to help limit the number of new people losing their housing, services to address the isolation, anxiety and depression many people are experiencing and prevent the need for serious behavioral health treatment are needed. Please note the category “Fostering Well-Being.” Another benefit to prioritizing programs that address well-being is that there are a number of culturally specific support programs that affirm and support traditionally marginalized communities in a way that the mainstream behavioral health treatment system has been unable to do.

C. 2021-2022 Funding Recommendations

City staff presented the following recommendations to the Human Services Commission for their consideration at their August 13th meeting.

The following programs are proposed to be funded using ongoing fund sources.

Emergency Homelessness Services

- Catholic Community Services of King County—New Bethlehem Place \$100,000
- Congregations for the Homeless—24/7 Enhanced Shelter \$98,931
- Friends of Youth—Drop-In Services \$35,000
- Friend of Youth—Youth and Young Adult Shelters \$35,000
- LifeWire—Emergency Shelter \$23,608
- The Sophia Way—Helen’s Place—Day Center & Emergency Shelter \$150,000
- Kirkland Street Outreach [set aside for Kirkland-based program] \$49,750

Services Navigation

- Crisis Connections—King County 2-1-1 \$12,500

Food & Essential Supplies

- Eastside Baby Corner—Meeting Basic Needs for Children \$11,318
- Hopelink—Emergency Food \$54,473
- Lake Washington Schools Foundation—Pantry Packs \$10,000
- MAPS—Muslim Community Resource Center—Food & Gas Card Distribution \$10,000
- Sound Generations—Meals on Wheels \$11,976

Financial Assistance, Case Management and Legal Support to Remain Housed

- Attain Housing—Stable Home Program \$35,000
- Eastside Legal Assistance Program—Housing Stability Program \$100,000
- Hopelink—Financial Assistance Resiliency Program \$35,000
- Hopelink—Family Development \$23,200
- King County Bar Foundation—Pro Bono Services \$5,000
- LifeWire—Housing Stability Program \$15,000

Fostering Well-Being

- Crisis Connections—24-Hour Crisis Line \$7,500
- Hero House—Employment \$10,000

• India Association of Western Washington—Mental Health	\$5,000
• Families of Color Seattle—Parent Groups for Families of Color	\$10,000
• <i>Latinx Support</i> [set aside for program creation after community outreach]	\$35,000
• NAMI Eastside—Individual & Family Support, Educational Programs and Resource & Referrals	\$5,600
• Northwest Parkinson’s Foundation—Isolation Outreach Initiative	\$1,800
• Youth Eastside Services—Family Net	\$60,000
• Boys & Girls Clubs of King County—Boys & Girls Club of Kirkland	\$10,000
• Crisis Connections—Teen Link	\$10,000
• <i>Indigenous Family Support</i> [set aside for program support after outreach]	\$6,825
• PROVAIL—School-to-Work Transition Program	\$15,000
• Youth Eastside Services—Early Childhood Behavioral Health	\$40,000
• Youth Eastside Services—Latins Programs	\$35,894
• Youth Eastside Services—Community Based Outreach Services	\$35,003

Behavioral Health Interventions

• Asian Counseling and Referral Service—Children, Youth and Family Program	\$26,013
• Asian Counseling and Referral Service—Whole Health Orientated Mental Health Program	\$7,500
• IKRON—Behavioral Health Services	\$35,000
• IKRON—Integrated Employment Services	\$15,000
• Kindering—Child Care and Preschool Consultation	\$20,000
• Therapeutic Health Services—Drug & Alcohol Treatment	\$14,872
• Youth Eastside Services—Behavioral Health Care for Children and Youth	\$60,000

Support for Domestic Violence and Sexual Assault Survivors

• Consejo Counseling and Referral Service—Domestic Violence Community Advocate Program	\$15,000
• Eastside Legal Assistance Program—Legal Services	\$20,000
• Harborview Medical Center—Center for Sexual Assault & Traumatic Stress	\$9,580
• King County Sexual Assault Resource Center—Comprehensive Sexual Assault Advocacy Services	\$20,560
• LifeWire—Survivor Advocacy Services	\$70,000

The following programs were recommended to be funded with one-time supplemental funding, if available. The City Manager included this service package recommendation in his 2021-2022 budget.

Homeless and Housing Services

• Friends of Youth—TLP Housing for Homeless Young Adults and Young Families	\$20,917
• Hopelink—Housing	\$21,012
• Imagine Housing—Supportive Services	\$30,000
• MAPS—Muslim Community Resource Center—Housing for Single Women	\$7,500
• The Sophia Way—Sophia’s Place Extended Stay Shelter and Resource Center	\$12,240

Support Services for Older Adults and People with Disabilities

• Catholic Community Services of King County—Volunteer Services	\$6,250
• Northshore Senior Center—Adult Day Health and Wellness Program	\$10,250

- Sound Generations—Volunteer Transportation \$8,000

Dental and Medical Services

- Bridge Disability Ministries—Meyer Medical Equipment Center \$5,000
- HealthPoint—Primary Dental Care \$16,000
- HealthPoint—Primary Medical Care \$16,000

Cultural Navigation & Immigrant and Refugee Support Services

- Chinese Information and Service Center—Family Resource Support Program \$7,500
- India Association of Western Washington—Cultural Navigation Program \$5,000
- MAPS—MCRC—Information, Referrals & Resources \$15,000
- Jewish Family Service—Refugee & Immigrant \$15,000

Education and Employment Assistance

- Bellevue College—Center for Career Connections \$5,062
- Child Care Resources—Information and Referral/Technical Assistance \$7,500
- Hopelink—Adult Education \$10,000
- Hopelink—Employment \$10,000
- YWCA of Seattle-King-Snohomish—Eastside Employment Program \$13,658

The following programs were not prioritized for funding:

- Babies of Homelessness—Basic Needs Services for Families Experiencing Homelessness
- Catholic Community Services of King County—Emergency Assistance Program
- Congregations for the Homeless—Up and On Housing
- Congregations for the Homeless—Year-Round Rotating Shelter
- Congregations for the Homeless—Housing Navigation
- Congregations for the Homeless—Outreach
- Humanize Homelessness—Connected Hub (CoHub)
- Kits for Peace—Providing Kits for the homeless in Puget Sound
- Northshore Schools Foundation—M.I.L.K. Money
- The Salvation Army – Eastside—Eastside Corps Social Services
- Assistance League of the Eastside—Operation School Bell
- Athletes for Kids—AFK Youth Mentoring
- Center for Human Services—Family Support Centers
- Chinese Information and Service Center—Russian Senior Day Program
- Community Homes, Inc.—Housing Readiness Workshop Series for Adults with Intellectual/Developmental Disabilities
- India Association of Western Washington—Human Services
- Lake Washington Schools Foundation—LINKS Mentoring
- MAPS—Muslim Community Resource Center—Refugee and Immigrant Assistance
- Youth Eastside Services—Success Mentoring
- The One Love Foundation in Honor of Yeadley Love—One Love Washington Cities Program
- Alpha Supported Living Services—Alpha Health Services Program
- Alpha Supported Living Services—Community Projects Program
- Bridge Disability Ministries—The Guardianship Program
- Center for Human Services—Behavioral Health Clinical Program
- Easterseals Washington—Eastside Adult Services Center
- Kindering—Families in Transition
- Kindering—Parenting Plus
- NAMI Eastside—NAMI in the Schools

- Rainier Valley Corps DBA Congolese Integration Network—Congolese Health Board Program
- Washington Autism Alliance & Advocacy—Family Autism Service Navigation, Advocacy, and Supports
- Washington Poison Center—Emergency Services
- Wonderland Development Center—Play & Learn
- Wonderland Developmental Center—The Next Level
- AtWork!—Community Liaison
- Fair Housing Center of Washington—Fair Housing Education
- Hopelink—Financial Capabilities

These numbers are slightly different than the totals reviewed by the HSC in August. In September, staff learned about two changes that reduced the amount available for the above recommendations. First, the projected amount of money available from the MFTE program was reduced from \$98,467 to \$38,862. Second, the calculated cost of the new Wellbeing Coordinator position that would support Prop 1 human services and mental health programs increased from \$116,625 to \$140,000. Staff was able to identify other sources of funding to make up the difference. First, there was higher than originally projected revenue from Prop 1 in 2020 for the women and family shelter as well as the human services and mental health programs. Second, staff identified that the 2019-2020 civil legal pilot funding would not be fully expended by the end of the year. By utilizing the additional 2020 Prop 1 dollars and the projected remaining pilot funds, the deficit was erased, and the recommendations could remain intact.

The Human Services Commission Recommendations

The Human Services Commission affirmed the staff recommendations presented to them in August, but also recommended that 14 programs be more fully funded and that 4 programs be added to the recommendation list. (The HSC additional recommendations total **\$240,306 per year/\$480,612** for the biennium.) What follows are the recommendations presented above with the Human Services Commission's additions in **bold**. **Attachment C** presents the Human Services Commission recommendations for 2021-2022 in a summary spreadsheet. Very brief program descriptions are included.

Emergency Homelessness Services

- | | |
|---|---------------------------|
| • Catholic Community Services of King County—New Bethlehem Place | \$100,000 |
| • Congregations for the Homeless—24/7 Enhanced Shelter | \$98,931 |
| • Friends of Youth—Drop-In Services | \$35,000 + \$6,000 |
| • Friend of Youth—Youth and Young Adult Shelters | \$35,000 + \$6,000 |
| • LifeWire—Emergency Shelter | \$23,608 |
| • The Sophia Way—Helen's Place—Day Center & Emergency Shelter | \$149,234 |
| • Kirkland Street Outreach [set aside for Kirkland-based program] | \$49,750 |

Services Navigation

- | | |
|--|----------|
| • Crisis Connections—King County 2-1-1 | \$12,500 |
|--|----------|

Food & Essential Supplies

- | | |
|---|----------|
| • Eastside Baby Corner—Meeting Basic Needs for Children | \$11,318 |
|---|----------|

- Hopelink—Emergency Food \$54,473 + **\$27,487**
- Lake Washington Schools Foundation—Pantry Packs \$10,000
- MAPS—Muslim Community Resource Center—Food & Gas Card Distribution \$10,000
- Sound Generations—Meals on Wheels \$11,976

Financial Assistance, Case Management and Legal Support to Remain Housed

- Attain Housing—Stable Home Program \$35,000
- Eastside Legal Assistance Program—Housing Stability Program \$100,000
- Hopelink—Financial Assistance Resiliency Program \$35,000 + **\$1,828**
- Hopelink—Family Development \$23,200 + **\$3,800**
- King County Bar Foundation—Pro Bono Services \$5,000
- LifeWire—Housing Stability Program \$15,000 + **\$8,677**

Fostering Well-Being

- Crisis Connections—24-Hour Crisis Line \$7,500
- Hero House—Employment \$10,000
- India Association of Western Washington—Mental Health \$5,000
- Families of Color Seattle—Parent Groups for Families of Color \$10,000
- *Latinx Support* [set aside for program creation after community outreach] \$35,000
- NAMI Eastside—Individual & Family Support, Educational Programs and Resource & Referrals \$5,600
- **NAMI Eastside—NAMI in the Schools** + **\$5,000**
- Northwest Parkinson’s Foundation—Isolation Outreach Initiative \$1,800
- Youth Eastside Services—Family Net \$60,000**
- Boys & Girls Clubs of King County—Boys & Girls Club of Kirkland \$10,000
- Crisis Connections—Teen Link \$10,000
- *Indigenous Family Support* [set aside for program support after outreach] \$6,825
- PROVAIL—School-to-Work Transition Program \$15,000
- Youth Eastside Services—Early Childhood Behavioral Health \$40,000
- Youth Eastside Services—Latinos Programs \$35,894
- Youth Eastside Services—Community Based Outreach Services \$35,003

**Since the Human Services Commission made their recommendations, staff has been working with colleagues at the City of Redmond and the Lake Washington School District to determine if the Family Net program is the most effective way to support families who are furthest from educational justice moving forward. City, school district and Youth Eastside Services staff have worked together over the last couple of years to improve the functioning and outcomes of the program. This fall, city and school district staff determined that another nonprofit agency, Communities in Schools has a model of service that is likely better able to meet the needs of student and the families who are furthest from educational justice. Conversations between staff of the City of Redmond, the City of Kirkland, Lake Washington School District, Communities in Schools Renton-Tukwila and Communities in Schools Washington are in process. If Council concurs with this recommendation, the \$60,000 grant will be allocated to Communities in Schools.

Behavioral Health Interventions

- Asian Counseling and Referral Service—Children, Youth and Family Program \$26,013 + **\$4,117**
- Asian Counseling and Referral Service—Whole Health Orientated Mental Health Program \$7,500 + **\$2,500**
- IKRON—Behavioral Health Services \$35,000 + **\$19,000**
- IKRON—Integrated Employment Services \$15,000 + **\$4,800**
- Kindering—Child Care and Preschool Consultation \$20,000 + **\$26,907**
- Therapeutic Health Services—Drug & Alcohol Treatment \$14,872
- Youth Eastside Services—Behavioral Health Care for Children and Youth \$60,000 + **\$61,561**

Support for Domestic Violence and Sexual Assault Survivors

- Consejo Counseling and Referral Service—Domestic Violence Community Advocate Program \$15,000
- Eastside Legal Assistance Program—Legal Services \$20,000
- Harborview Medical Center—Center for Sexual Assault & Traumatic Stress \$9,580
- King County Sexual Assault Resource Center—Comprehensive Sexual Assault Advocacy Services \$20,560
- LifeWire—Survivor Advocacy Services \$70,000 + **\$28,541**

Homeless and Housing Services

- **Congregations for the Homeless—Year-Round Rotating Shelter** **+ \$11,000**
- Friends of Youth—TLP Housing for Homeless Young Adults and Young Families \$20,917
- Hopelink—Housing \$20,000
- Imagine Housing—Supportive Services \$30,000
- MAPS—Muslim Community Resource Center—Housing for Single Women \$7,500
- The Sophia Way—Sophia’s Place Extended Stay Shelter and Resource Center \$12,240

Support Services for Older Adults and People with Disabilities

- Catholic Community Services of King County—Volunteer Services \$6,250
- **Community Homes, Inc.—Housing Readiness Workshop Series for Adults with Intellectual/Developmental Disabilities** **+ \$5,000**
- **Kindering—Families in Transition** **+ \$5,000**
- Northshore Senior Center—Adult Day Health and Wellness Program \$10,250
- Sound Generations—Volunteer Transportation \$8,000

Dental and Medical Services

- **Alpha Supported Living Services—Alpha Health Services Program** **+ \$5,000**
- Bridge Disability Ministries—Meyer Medical Equipment Center \$5,000
- HealthPoint—Primary Dental Care \$16,000
- HealthPoint—Primary Medical Care \$16,000
- **Washington Poison Center—Emergency Services** **+ \$6,471**

Cultural Navigation & Immigrant and Refugee Support Services

- Chinese Information and Service Center—Family Resource Support Program \$7,500
- India Association of Western Washington—Cultural Navigation Program \$5,000
- MAPS—MCRC—Information, Referrals & Resources \$15,000
- Jewish Family Service—Refugee & Immigrant \$15,000

Education and Employment Assistance

- Bellevue College—Center for Career Connections \$5,062
- Child Care Resources—Information and Referral/Technical Assistance \$7,500 + **\$1,617**
- Hopelink—Adult Education \$10,000
- Hopelink—Employment \$10,000
- YWCA of Seattle-King-Snohomish—Eastside Employment Program \$13,658

The following programs were not prioritized for funding:

- Babies of Homelessness—Basic Needs Services for Families Experiencing Homelessness
- Catholic Community Services of King County—Emergency Assistance Program
- Congregations for the Homeless—Up and On Housing
- Congregations for the Homeless—Housing Navigation
- Congregations for the Homeless—Outreach
- Humanize Homelessness—Connected Hub (CoHub)
- Kits for Peace—Providing Kits for the homeless in Puget Sound
- Northshore Schools Foundation—M.I.L.K. Money
- The Salvation Army – Eastside—Eastside Corps Social Services
- Assistance League of the Eastside—Operation School Bell
- Athletes for Kids—AFK Youth Mentoring
- Center for Human Services—Family Support Centers
- Chinese Information and Service Center—Russian Senior Day Program
- India Association of Western Washington—Human Services
- Lake Washington Schools Foundation—LINKS Mentoring
- MAPS—Muslim Community Resource Center—Refugee and Immigrant Assistance
- Youth Eastside Services—Success Mentoring
- The One Love Foundation in Honor of Yeadley Love—One Love Washington Cities Program
- Alpha Supported Living Services—Community Projects Program
- Bridge Disability Ministries—The Guardianship Program
- Center for Human Services—Behavioral Health Clinical Program
- Easterseals Washington—Eastside Adult Services Center
- Kinderling—Parenting Plus
- Rainier Valley Corps DBA Congolese Integration Network—Congolese Health Board Program
- Washington Autism Alliance & Advocacy—Family Autism Service Navigation, Advocacy, and Supports
- Wonderland Development Center—Play & Learn
- Wonderland Developmental Center—The Next Level
- AtWork!—Community Liaison
- Fair Housing Center of Washington—Fair Housing Education
- Hopelink—Financial Capabilities

The City of Kirkland has been able to fund on average 70% of human services grant requests during each budget cycle over the last ten years. In 2019-2020 approximately 67.5% of grant requests were funded. If all the programs above were funded as recommended, approximately 78% of the requests would be funded in 2021-2022.

The last update to the human services grants recommendations from the City Manager is to utilize House Bill 1406 funds for rental assistance in 2021 and 2022. The City will issue an RFP for the distribution of these funds upon the adoption of the 2021-2022 budget in December.

Next Steps

Staff will be seeking City Council direction on the final grant funding amounts to be included in the December biennial budget adoption.

- Does the City Council concur with including the human services grant amounts in the City Manager's preliminary budget?
- Does the Council want to consider funding the additional \$480,612 (\$240,306 each year) recommended by the Human Services Commission recommendations as part of the final budget deliberations?
- Does the Council need additional information about any of these programs or recommendations to help inform decision making?

CARES Act Support for Human Services

At the October 20th study session, staff will also provide the Council with an update on how Kirkland's CARES Act money will be invested to support human services programs. There is no memo for the CARES Act item, but staff will be making a PowerPoint presentation about the funding and responding to Council questions. The CARES Act information would normally be presented as part of the COVID-19 update, but there is significant overlap with the human services grant recommendations. Staff felt it was more helpful to provide the information at the same time as the human services grant briefing.

Attachment A – Equity Lens Training PowerPoint

Attachment B – 2019-2020 Efforts to Address Equity in the Human Services Grant Application Process

Attachment C – 2021-2022 Human Services Commission Recommendations for Grant Allocations

Attachment A: Equity Lens Training

Equity at the Forefront

Joint Human Services Commission
Equity Training
April 2020

Sarah Tran
Sama Praxis Consulting

Goals

- Why and how to put equity at the forefront when reviewing applications
- Address common biases that often show up in the review/grantmaking process
- Q&A

Agreements

- ❖ Speak for yourself – Use I statements
- ❖ Listen deeply and listen to learn
- ❖ Experience discomfort and stay actively engaged
- ❖ Accept and expect non-closure
- ❖ Agree that racism and other forms of systemic oppression still exists
- ❖ Maintain confidentiality



Now more than ever...

COVID-19 is NOT the "Great Equalizer" – it is the Earthquake that is revealing America's fault lines

- More likely to live in densely populated areas due to housing segregation
- Higher rates of underlying health conditions
- Live further from grocery stores and medical facilities
- Multi-generational households
- Over-represented in jails, prisons, detention centers
- Over-represented in service industries labeled "essential" jobs
- Lack of representation in high level decision-making



Stigmatization has increased...

- “Chinese” or “foreign” virus
- Coronavirus panic has sparked racist incidents against Asian Americans
- Asian-owned businesses are some of the hardest hit and were the earliest to bear the brunt of COVID-19 racism
- Black, Latinx, and other people of color have to weigh the risks of COVID-19 against that of wearing a mask when they are already stereotyped as dangerous

Racial Equity

Equity is full and equal access to opportunities, power, and resources so that all people achieve their full potential and thrive. Racial equity is at the core of equity.

It is distinct from diversity, which can simply mean variety. It is not equality, or “same treatment” which doesn’t take into account differing needs or disparate outcomes.

Systemic equity involves a robust system and dynamic process consciously designed to create, support, and sustain social justice

Guiding Principles

- **IMPACT:** Prioritize communities of color and other communities who have experienced persistent historic and systemic oppression that leave them furthest from justice and opportunity. This is where you can have the biggest impact and the needs are greatest.
- **REFLECTIVE:** Invest in organizations whose staff AND leadership reflect the communities they serve. They know better than anyone the unique lived experiences, strengths and barriers that their communities face.
- **COMMUNITY TRUST:** Invest in organizations that have the trust of the communities they propose to serve and can demonstrate it in how they design and adapt their services to community needs.

Guiding Principles

- **AGENCY & POWER:** The program promotes the self-determination and agency of their clients and works to redistribute power to disenfranchised communities
- **SYSTEMS CHANGE:** The organization and program approach goes beyond treating the “symptoms” of the problem – but instead recognizes and seeks to disrupt the root causes and systems that create inequities. It works to build and influence new systems and practices that advance equity.
- **RACIAL JUSTICE:** The organization is committed to working towards racial justice in its internal operations and external programming and partnerships. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and support to achieve racial equity through proactive and preventative measures

Our **UNCONSCIOUS** minds deal with

11,000,000,000
pieces of information per second

Our **CONSCIOUS**
minds can process

40

To cope, we have all developed unconscious hacks

HELPFUL



It is **advantageous** to rapidly associate “tiger” with “danger”

NOT HELPFUL



It is **limiting** to judge a person’s abilities based on superficial associations

3 Types of Biased Thinking



Implicit Stereotyping

unconscious attribution of particular qualities to a member of a certain group



Similarity Bias

pattern of unconsciously favoring members of one's in-group over out-group members



Confirmation Bias

tendency to search for, interpret, favor, and recall information in a way that confirms one's beliefs or hypotheses

Common Biases in Grantmaking

- ❖ Lack of mastery of English writing skills or jargon \neq competence, skill, or experience. The reverse also holds true – the mastery of these things does not equal competence.
- ❖ Western cultures favor a linear problem-solution presentation while non-Western cultures tend to utilize storytelling and a more holistic presentation of the issue
- ❖ Valuing approaches that have been deemed best practices or evidence-based over community-driven, culturally-based, grassroots approaches

- ❖ Only valuing the multilingual capacity of an ethnic-based organization and not recognizing the value of their cultural expertise, empathy, and responsiveness
- ❖ Expecting all organizations name their strengths directly - many communities of color have a hard time calling attention to our skills and assets – it's seen as bragging. We are also impacted by internalized oppression.
- ❖ Penalizing grassroots organizations who seem to be "doing too much." Grassroots orgs often need to do it all. Their communities are impacted by multiple issues. This is a resourcing inequity issue not a lack of strategy or leadership.

- ❖ Not recognizing that community-based organizations are actually EXPERTS at reaching and collecting honest information from their community due to pre-established trust and cultural understanding.
- ❖ Only looking for frontline staff who reflect the community served instead of examining the entire organization, particularly the leadership level where decision-making power is held.
- ❖ Over-scrutinizing overhead costs
- ❖ Assuming that because we don't understand something or it's the not the way we would have done it – that it's not going to be effective for anyone else. Trust that communities know what they need.

Take Aways

- Continue to seek out your own biases and do the work to practice dismantling them
- Actively invest in those community-based organizations who you believe can do the work in ways that other mainstream organizations may not be able to.
- Work together to choose a group of organizations that will collectively meet the unique needs of each community, recognizing this requires multiple approaches

Q&A Time!

2019-2020 Efforts by Eastside City Human Services Staff to Create a More Equitable Grant Funding Process

Cities of Bellevue, Issaquah, Kirkland, Redmond & Sammamish

Information gathering (early 2019)

- Outreach to grassroots organizations and the human services community with a particular emphasis on those serving immigrants and refugees

Project Plan for Supporting Grassroots Organizations

Key questions: How do we ensure that our grantmaking process is equitable to all organizations serving our community? What is needed to build agency capacity? How do we ensure that our review process and policy/procedures are equitable? To answer these questions, we plan to get community input, review internal policies and procedures, and research best practices and other funding application processes.

Stakeholders Consulted:

- Grassroots immigrant organizations: agencies who have received funding; have applied for funding, but not received it; and agencies who have never applied for city funding
- Alliance of Agencies Pivot Point—group conversation
- Eastside Refugee and Immigrant Coalition—group conversation

Joint Human Services Commission debrief of city application process and the equity training (April 2019)

- Follow up planned in September

Suburban City Review of demographic requirements (Summer 2019)

- Discussion of the tension between the stress and fear that some residents experience from being asked demographic information, the burden on agencies to collect the information and the need we have to ensure that agencies are serving those most in need of service.
- Review of data that is required versus optional to reduce impact to non-profits.

Education for city Human Services Commissions (Sept 2019)

- September Joint Human Services Commission meeting with a presentation by Vu Le with follow up conversations between Commission members.

Suburban City Review and Rewrite of the Application (Fall 2019)

Goals

- Create a streamlined application that asks only for information that is needed to make funding decisions to reduce the burden of applying. This includes not requiring demographic spreadsheet to be completed as part of the application process for agencies and programs not currently funded.
- Reduced up-front requirements for new agencies (e.g. demographics) which will only be required if funded.
- Include questions that allow for CBOs to demonstrate their value and effective practices.
- Follow up survey conducted to assess whether improvements were made and/or needed.

Education effort to support small organizations who had not applied (October 2019)

- Assembled a spreadsheet with each city's contract requirements in order to ensure more transparency.
- Individual invitations by a city staff member to an evening information session in October 2019 for agencies who wanted to learn about the application process in advance.

Contracted with Communities Rise to offer technical assistance with application preparation to CBOs (early 2020)

- Contract will be complete following the last feedback received from Communities Rise. It is due after all funding decisions finalized (December)

Contracted with Sama Praxis LLC for equity training for Human Services Commissions (2020)

- Contract will be complete following debrief with Commissions and staff

Pandemic Funding (2020)

- Human Services staff prioritized funding opportunities for COBs whose mission is focused on supporting underserved populations including grants to agencies not previously funded.

Attachment C: 2021-2022 Human Services Commission Recommendations for Kirkland Human Services Grants

PROGRAM REQUESTS				RECOMMENDED ALLOCATIONS							
Goal Area	Agency Program Description	2020 \$ Awarded	2021 \$ Requested	Ongoing General Fund \$	Carry Over from 2019-2020	Prop 1 CDBG	MFTE	WA HB 1406	2019-2020 one-time funds	Additional one-time requested	Totals
2	India Association of Western Washington <i>mental health support for youth and seniors</i>	N/A	\$35,000	\$5,000							\$5,000
2	Families of Color Seattle <i>10-week parent groups for families of color</i>	N/A	\$10,000	\$10,000							\$10,000
4	NAMI Eastside <i>peer-led mental health support groups, training and information & referral</i>	\$3,500	\$5,600			\$5,600					\$5,600
4	NAMI Eastside <i>suicide prevention program in the schools</i>	\$3,500	\$5,250							\$5,000	\$5,000
4	Northwest Parkinson's Foundation <i>isolation outreach, information & Referral and classes</i>	N/A	\$1,800	\$1,800							\$1,800
2	Communities in the School <i>case management support for families and students in partnership with the Lake Washington School District</i>	N/A	N/A	\$60,000							\$60,000
2	SET ASIDE Indigenous Family Support	N/A	N/A	\$6,825							\$6,825
2	SET ASIDE Latinx Family Support	N/A	N/A	\$35,000							\$35,000
2	Boys & Girls Clubs of King County <i>academic and youth development programs at the Kirkland Club</i>	\$10,000	\$10,000			\$10,000					\$10,000
4	Crisis Connections <i>teen one-on-one peer support, resource booklets and suicide prevention training</i>	\$7,500	\$10,072			\$10,000					\$10,000
5	PROVAIL <i>School-to-Work job coaching for developmentally disabled teens and young adults</i>	\$10,000	\$15,000	\$15,000							\$15,000
4	Youth Eastside Services <i>preventative evidence-based strategies from birth to age 7 (including Spanish-speaking staff)</i>	\$38,583	\$45,039			\$40,000					\$40,000
2	Youth Eastside Services <i>support program for Latinx youth</i>	N/A	\$35,894			\$35,894					\$35,894
2	Youth Eastside Services <i>support program for African-American youth (to temporarily replace KTUB services)</i>	\$30,179	\$35,003			\$35,003					\$35,003
SUBTOTALS		\$121,762	\$173,658	\$143,625	\$0	\$283,997	\$0		\$0	\$5,000	\$432,622

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3	LifeWire <i>domestic violence survivor advocacy and counseling services</i>	\$98,200	\$98,541	\$70,000						\$28,541	\$98,541
SUBTOTALS		\$157,260	\$168,681	\$135,140	\$0	\$0	\$0		\$0	\$28,541	\$163,681
TOTALS		\$1,127,277	\$1,546,466	\$969,237	\$18,764	\$530,040	\$38,862		\$0	\$206,218	\$1,763,121

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<i>recommend continuing 2019-2020 one-time funding to support the following investments:</i>											
HOMELESS AND HOUSING SERVICES											
1	Congregations for the Homeless <i>rotating overnight men's shelter (30)</i>	\$8,151	\$11,000							\$11,000	\$11,000
1	Friends of Youth <i>transitional housing with services for young adults/families experiencing homelessness (23)</i>	\$28,458	\$42,687						\$20,917		\$20,917
1	Hopelink <i>shelter (19 units), transitional (51) and permanent housing (35) & case management for families with children</i>	\$20,400	\$21,012						\$21,012		\$21,012
1	Imagine Housing <i>basic supplies, information & referral and community meals for residents</i>	\$30,000	\$32,700						\$30,000		\$30,000
1	MAPS--Muslim Community Resource Center <i>transitional housing for adult women</i>	\$5,000	\$24,000						\$7,500		\$7,500
1	The Sophia Way <i>case management and shelter for women & resource center services</i>	\$12,240	\$61,006						\$12,240		\$12,240
SUBTOTAL		\$104,249	\$192,405	\$0	\$0	\$0	\$0		\$91,669	\$11,000	\$102,669
SUPPORT SERVICES FOR OLDER ADULTS AND PEOPLE WITH DISABILITIES											
4	Alpha Supported Living Services <i>medical & dental appnt support for developmentally disabled residents</i>	\$2,000	\$5,000							\$5,000	\$5,000
2	Catholic Community Services of King County <i>volunteer chore and in-home care</i>	\$6,120	\$8,000						\$6,250		\$6,250
2	Community Homes, Inc. <i>housing education & navigation services for adults with intellectual and developmental disabilities</i>	\$5,000	\$5,000							\$5,000	\$5,000
4	Kindering <i>developmental screenings, evaluations and early intervention for children with disabilities experiencing homelessness</i>	\$4,591	\$22,792							\$5,000	\$5,000
4	Northshore Senior Center <i>adult day health and wellness</i>	\$10,200	\$12,000						\$10,250		\$10,250

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4	Sound Generations <i>volunteers provide free transportation for essential appointments</i>	\$6,120	\$11,000						\$8,000		\$8,000
SUBTOTALS		\$34,031	\$63,792	\$0	\$0	\$0	\$0		\$24,500	\$15,000	\$39,500
DENTAL AND MEDICAL SERVICES											
4	Bridge Disability Ministries <i>medical equipment loan program</i>	\$5,100	\$5,000						\$5,000		\$5,000
4	HealthPoint <i>primary dental care</i>	\$16,000	\$16,000						\$16,000		\$16,000
4	HealthPoint <i>primary medical care</i>	\$16,000	\$16,000						\$16,000		\$16,000
4	Washington Poison Center <i>emergency phone calls, community education, training</i>	\$5,000	\$6,471							\$6,471	\$6,471
SUBTOTALS		\$42,100	\$43,471	\$0	\$0	\$0	\$0		\$37,000	\$6,471	\$43,471

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PROGRAM REQUESTS				RECOMMENDED ALLOCATIONS							
Goal Area	Agency Program Description	2020 \$ Awarded	2021 \$ Requested	Ongoing General Fund \$	Carry Over from 2019-2020	Prop 1 CDBG	MFTE	WA HB 1406	2019-2020 one-time funds	Additional one-time requested	Totals
CULTURAL NAVIGATION & IMMIGRANT AND REFUGEE SUPPORT SERVICES											
2	Chinese Information and Service Center <i>information & referral and educational workshops for the Russian and Chinese communities</i>	N/A	\$12,620						\$7,500		\$7,500
2	India Association of Western Washington <i>cultural navigation case management</i>	N/A	\$6,000						\$5,000		\$5,000
2	MAPS--Muslim Community Resource Center <i>information, referrals, & resources</i>	\$5,255	\$20,000						\$15,000		\$15,000
5	Jewish Family Service <i>employment, citizenship and legal services for immigrants and refugees</i>	\$15,300	\$25,000						\$15,000		\$15,000
SUBTOTALS		\$20,555	\$63,620	\$0	\$0	\$0	\$0		\$42,500	\$0	\$42,500
EDUCATION AND EMPLOYMENT ASSISTANCE											
5	Bellevue College <i>career services open to the community</i>	N/A	\$7,094						\$5,062		\$5,062
5	Child Care Resources <i>information & referrals and technical assistance for providers</i>	\$5,000	\$9,117						\$7,500	\$1,617	\$9,117
5	Hopelink <i>English for Work & GED education programs</i>	\$14,229	\$44,500						\$10,000		\$10,000
5	Hopelink <i>employment services</i>	\$10,200	\$50,000						\$10,000		\$10,000
5	YWCA of Seattle-King-Snohomish <i>BFET employment services w/emphasis on cultural needs of the Black/African American communities</i>	\$13,260	\$13,658						\$13,658		\$13,658
SUBTOTALS		\$42,689	\$124,369	\$0	\$0	\$0	\$0		\$46,220	\$1,617	\$47,837
TOTALS		\$243,624	\$487,657	\$0	\$0	\$0	\$0		\$241,889	\$34,088	\$275,977

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Goal Area	Agency Program Description	2020 \$ Awarded	2021 \$ Requested	Ongoing General Fund \$	Carry Over from 2019-2020	Prop 1 CDBG	MFTE	WA HB 1406	2019-2020 one-time funds	Additional one-time requested	Totals
5	<i>AtWork!</i> supported employment for people living with developmental disabilities	\$6,000	\$8,500								
5	<i>Hopelink</i> financial coaching and education	N/A	\$17,000								
5	2020 FUNDING FOR PROGRAMS NOT ASKING FOR 2021-2022 FUNDING	\$53,657	\$0								
SUBTOTALS		\$199,405	\$396,275								
TOTALS		\$1,570,306	\$2,430,398	\$969,237	\$18,764	\$530,040	\$38,862		\$241,889	\$240,306	\$2,039,098

Human Services Continuum Goal Areas			
1	Food to Eat and Roof Over Head	4	Health Care to Be as Physically and Mentally Fit as Possible
2	Supportive Relationships within Families, Neighborhoods, and Communities	5	Education and Job Skills to Lead an Independent Life
3	A Safe Haven from All Forms of Violence and Abuse		