



**CITY OF KIRKLAND**  
**Parks & Community Services**  
123 Fifth Avenue, Kirkland, WA 98033 425.587.3000  
[www.kirklandwa.gov](http://www.kirklandwa.gov)

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## MEMORANDUM

**To:** Kurt Triplett, City Manager

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

**Date:** April 20, 2021

**Subject:** STAND AGAINST RACISM PROCLAMATION

## RECOMMENDATION:

That the Mayor proclaim April 22-25, 2021, as YWCA USA's Stand Against Racism Weekend.

## 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.

This year's nationwide theme is "From Declarations to Change: Addressing Racism as a Public Health Crisis." Structural racism plays a large role in determining the conditions in which people are born, grow, work, live, and age. These factors affect people's access to quality housing, education, food, transportation, political power, and other social determinants of health. Understanding and addressing systemic racism from this public health perspective is crucial to eliminating racial and ethnic inequities, and to improving opportunity and well-being across communities. More information is available at [www.standagainstracism.org](http://www.standagainstracism.org)

The YWCA Seattle | King | Snohomish invites the community to participate in its Stand Against Racism Town Hall with Ijeoma Oluo on April 30, 2021, at noon online. Register here: <https://townhallseattle.org/event/10th-annual-stand-against-racism-with-ijeoma-oluo/>

Below is a pledge that the YWCA USA encourages all of us to take. Sign the pledge here <https://ywca.quorum.us/SAR/>

### *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.

A representative from the YWCA Seattle | King | Snohomish will accept the proclamation at the April 20<sup>th</sup> Council meeting.

This proclamation builds on recent, focused work by the City to create a safe, inclusive, and welcoming place and to examine and dismantle structural racism in Kirkland. On August 4, 2020, the City Council adopted Resolution R-5434, which called for several actions to ensure the safety and respect of Black people and to end structural racism in Kirkland. City staff continue to prioritize implementing the actions of R-5434 and have created a webpage on the City's website that is periodically updated with more information on the status of this important work: <https://www.kirklandwa.gov/Government/City-Managers-Office/Ensuring-the-Safety-and-Respect-of-Black-People>

City staff also recently created a webpage to support our Asian American and Pacific Islander community. The webpage includes the Mayor's statement on behalf of the City Council, read at the March 16, 2021, Council meeting, which condemns recent and continuing acts of violence against Asian Americans across the country and reaffirms that racism, in any form, and against any group, has no place in Kirkland. That statement has been translated into simplified Chinese, Korean, Japanese, Thai, Vietnamese, and Cambodian. The webpage also provides information on reporting hate or bias crimes, anti-Asian racism resources, and community

support resources. The webpage can be found here:

<https://www.kirklandwa.gov/Government/City-Managers-Office/Kirkland-Stands-With-Asian-Americans-and-Pacific-Islanders>

**Attachment A** Stand Against Racism Proclamation



# A PROCLAMATION OF THE CITY OF KIRKLAND

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## Proclaiming April 22-25 as "YWCA Stand Against Racism Weekend" 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**, on August 4, 2020, the City of Kirkland adopted Resolution R-5434, 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; and

**WHEREAS**, on March 16, 2021, the City Council issued a statement condemning recent and continuing acts of violence against Asian Americans across the country and reaffirming that racism, in any form, and against any group, has no place in Kirkland, and this statement is available on the City's website along with other resources curated to support the safety of our Asian American and Pacific Islander community; and

**WHEREAS**, the Kirkland community values 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 community members 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 22-25, 2021, marks the occasion of the annual "Stand Against Racism weekend," 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; and

**WHEREAS**, this year's national campaign urges communities both to move beyond declarations and focus on change and to recognize that racism is a public health crisis;

**NOW, THEREFORE**, I, Penny Sweet, Mayor of Kirkland, do hereby proclaim April 22-25, 2021, as "YWCA Stand Against Racism Weekend" in our City and encourage residents, local businesses, educators, and community and faith-based organizations to advocate for the elimination of structural and institutional racism.

Signed this 20<sup>th</sup> day of April, 2021

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Penny Sweet, Mayor