



Human Services Commission Meeting

Date: August 17, 2022

Time: 6:30 p.m.

Place: Virtual Zoom Meeting -

Webinar ID: [https://kirklandwa-](https://kirklandwa.gov.zoom.us/j/82404626337?pwd=a3VDVWF2QlZlNWnlZTFphUjBqanAvZz09)

[gov.zoom.us/j/82404626337?pwd=a3VDVWF2QlZlNWnlZTFphUjBqanAvZz09](https://kirklandwa.gov.zoom.us/j/82404626337?pwd=a3VDVWF2QlZlNWnlZTFphUjBqanAvZz09)

Passcode: 336219

The commission is directed by the City Council to advise the Parks and Community Services Department, City Manager, and City Council in leading the City's efforts to support a socially sustainable community through health and human services and programs that fulfill the basic needs of all people and enhance the quality of life in our city now and into the future.

AGENDA

	<u>Estimated Time</u>
1. CALL TO ORDER	
2. ROLL CALL	
3. LAND ACKNOWLEDGMENT	5 minutes
4. APPROVAL OF MINUTES	5 minutes
a. August 10, 2022	
5. ITEMS FROM THE AUDIENCE	5 minutes
6. OLD BUSINESS	
a. Get to Know You Activity	10 minutes
b. 23-24 Human Services Grant Recommendations	90 minutes
7. COMMUNICATIONS	5 minutes
a. Commissioner Reports	
b. Staff Reports and Announcements	
8. ADJOURNMENT	Estimated meeting completion: 8:30 p.m.

Upcoming Commission Activities:

- August 23, 2022 – Regular Meeting
- September 20, 2022 – City Council Meeting
- September 27, 2022 – Regular Meeting

Alternate Formats: Persons with disabilities may request materials in alternative formats. Persons with hearing impairments may access the Washington State Telecommunications Relay Service at 711.

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CITY OF KIRKLAND
HUMAN SERVICES COMMISSION
Minutes Commission Regular Meeting
August 10, 2022

1. CALL TO ORDER

Meeting was called to order at 6:45 pm by Vice Chair Jory Hamilton

2. ROLL CALL

Members Present: Commissioners, Jonathan Stutz, Michelle Alten-Kaehler, Gaby Lopez, Vice Chair Jory Hamilton and Chair Gildas Cheung

Members Absent: Marjorie Carlson excused, Antonio Avila

Staff Present: Lynn Zwaagstra, Parks and Community Services Director, Jen Boone, Human Services Manager

Meeting Recorder: Regi Schubiger, Youth Services Coordinator

3. LAND ACKNOWLEDGEMENT

Vice Chair Jory Hamilton read the Local Land Acknowledgement. Gaby will read the acknowledgement for the next meeting on August 17th.

4. APPROVE MINUTES

Vice Chair Jory Hamilton requested a motion to approve the July 26, 2022 minutes as presented. Moved by Gaby, seconded by Commissioner Jonathan Stutz.

Motioned carried (Yes: 4 No: 0, one abstention).

5. ITEMS FROM THE AUDIENCE

Cindy Drushba had questions about Imagine Housing's grant applications for the 23-24 cycle. Staff reminded the audience member public comment was a time to provide comment, and Commissioners were not able to answer questions. Staff recommended if Cindy had questions about the application to continue the conversation with staff outside of the HSC meeting.

6. OLD BUSINESS

a. Get to Know You Activity

With a delayed start of the meeting, the activity was postponed until the next meeting. For the August 17th meeting, Jen Boone will lead the activity.

b. 2023-2024 Human Services Grant Recommendations Framework

Human Services Manager Jen Boone overviewed the history of human services grant funding, historical goal area investment levels, revisited Commission priorities, and how to approach structuring grant recommendations for City Council.

Staff will draft recommendations for the base recommendations (Option A) for the August 17th meeting. One-time funding requests (Option B) will be created at next week's meeting.

The areas of additional consideration for staff when structuring recommendations included a focus on programs that serve traditionally underserved populations, inflation considerations of 10-15% for programs receiving funding from 21-22, and youth behavioral health.

c. 2023-2024 Grant Timeline

Human Services Manager revisited the timeline with Commissioners of finalizing grant recommendations and when recommendations go to City Council.

7. COMMUNICATIONS

a. Commissioner Reports

None

b. Staff Reports

None

8. ADJOURNMENT

Chair Gildas Cheung requested a motion to adjourn. Moved by Commissioner Jonathan and Commissioner Michelle seconded. The meeting was adjourned at 8:23 p.m.



CITY OF KIRKLAND
Department of Parks & Community Services
123 5th AVE, Kirkland, WA 98033 425.587.3300
www.kirklandwa.gov

MEMORANDUM

To: Human Services Commission

From: Lynn Zwaagstra, Director of Parks and Community Services
Jen Boone, Human Services Manager

Date: August 17, 2022

Subject: 2023-2024 HUMAN SERVICES GRANT FUNDING RECOMMENDATIONS

RECOMMENDATION:

The Human Services Commission receive city staff recommendations for grant funding for the 2023 – 2024 biennium. Staff will seek Commissioner feedback at the special meeting scheduled on August 17, 2022.

BACKGROUND DISCUSSION:

This report forwards for Human Services Commission (HSC) consideration city staff's recommendations for the award of grants to ensure delivery of human services to Kirkland residents.

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."

Staff developed draft recommendations based upon city legislation and direction, community goal areas, regional collaboration, priority areas determined by the Human Services Commission in early 2022, needs exacerbated by COVID-19, and the disparate social outcomes on BIPOC¹ communities stemming from systemic racism, with a focus on the needs of black/African American, Indigenous, and Latinx communities. These factors, combined with the feedback of the Human Services Commission during the grant review process, provided guidance to staff for this difficult recommendation process.

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:

¹ BIPOC stands for Black, Indigenous, and People of Color

- 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, the Community Goal Areas stated value is all residents in King County should have:

Goal #1: Food to Eat and a Roof Overhead

- Food security
- Emergency shelter if unhoused
- Affordable, permanent housing

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 and training opportunities
- 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.

Human Services Commission Priority Areas:

Upon formation of the HSC, City Council 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. Each biennium, the Commission reviews the prior biennium priorities and adjusts based on current need.

The Commission priorities were defined at the [January 2022 HSC meeting](#) in anticipation of the 2023-2024 grant application review process. The priorities are summarized below:

- Improve knowledge and access to behavioral health services
- Support retention of behavioral health clinicians
- Address food insecurity
- Support living wages for front-line workers
- Invest in affordable housing and rent assistance
- Support affordable childcare
- Improve access to health services
- Invest in by/for organizations supporting communities disproportionately impacted by racism
- Create opportunities for people to connect during the pandemic

While the HSC recognizes the need to support the full continuum of basic needs in the Kirkland community, the group has prioritized making greater investments in the most critical areas of concern first, before advocating for other service areas.

The Commission identified top areas of investment at the August 10th, 2022 meeting:

Priority Area 1	Emergency Homelessness Services Eviction Prevention/Emergency Financial Assistance
Priority Area 2	Behavioral Health Services Food and Essential Supplies
Priority Area 3	Fostering Well-Being/Culturally Competent Services Domestic Violence and Sexual Assault Services Homeless and Housing Services Support for Older Adults and People with Disabilities
Priority Area 4	Employment and Education Services Dental and Medical Services Services Navigation

Spring 2022 Equity Lens Training:

The Human Services Commissions of Kirkland, Bellevue, Kirkland, Redmond, and Sammamish hosted a joint meeting supported by city staff to participate in a two-part Equity Grantmaking workshops series facilitated by Lunas Consulting. The training focused on best practices for equitable grant making and included a recommended tool the Commission used to evaluate applications. The training materials and grant review tool are included in **Attachment A**.

COVID-19 Impact:

The new economic realities caused by current inflation, the shortfalls of the Great Resignation,² the continued short and long-term impacts COVID-19 has on low-income populations, intersected by systemic racism and the disproportionate impact the above referenced has on under-resourced and BIPOC communities, have created additional high priority areas:

- The demand for behavioral health services because of community members seeking support for current issues, like depression and anxiety, and preventative efforts, has skyrocketed and current providers are unable to meet the need. Many workers in the behavioral health industry are leaving the sector because of burnout and pay inequity.
- There is a significant demand for eviction prevention services, including emergency financial assistance and legal assistance for residents to maintain their housing. The demand for rent assistance far exceeds the supply as households face significant rent increases in tandem with higher living expenses because of inflation, leading to a need for assistance to avoid eviction.
- Access to food continues to be an issue since the onset of the pandemic and continues to be a barrier for folks maintaining stability.
- The needs of those disproportionately impacted by the pandemic and racism, specifically black and African American, Indigenous, Latinx, and other BIPOC communities require specific investment in services that are culturally competent, relevant, and appropriate.
- Finally, agencies are requesting significantly higher investment of funds to keep workers in the nonprofit sector, as workers are leaving the industry due to the high levels of stress and demand over the last two years due to COVID-19.

2023-2024 Staff Funding Recommendations

Attachment B lists draft staff recommendations for 2023-2024 human services grant funding by priority area and is summarized by investment area below.

Emergency Homelessness Services

AGENCY	PROGRAM	RECOMMENDATION
Catholic Community Services of King County	New Bethlehem Programs	\$100,000
Congregations for the Homeless	Enhanced Shelter Program	\$108,965
Friends of Youth	The Landing Shelter & Resource Center	\$109,750
Friends of Youth	Youth Haven Shelter	\$6,250
LifeWire	Emergency and Transitional Shelter (HSH Apartments)	\$33,608
The Sophia Way	Helen's Place	\$150,000
City of Kirkland	Street Outreach Clinician	\$50,966

² The Great Resignation began in 2021 where employees resigned at an alarming rate in sectors most impacted by wage stagnation out of alignment with cost of living, job dissatisfaction, safety concerns due to COVID-19, and the desire for improved work-life balance.

Behavioral Health Interventions

AGENCY	PROGRAM	RECOMMENDATION
4 Tomorrow	Mental Health Coordination & Gap Therapy Program	\$48,886
Asian Counseling and Referral Service	Children, Youth and Families Program	\$26,013
Asian Counseling and Referral Service	Whole health Oriented Mental Health Program	\$7,500
Boys & Girls Clubs of King County	Mental Health Initiative	\$36,028
Crisis Connections	Crisis Line	\$7,500
Friends of Youth	Mental Health and Substance Use Disorder Counseling	\$10,000
IKRON of Greater Seattle	Behavioral Health Services	\$35,000
Indian American Community Services	Mental Health Support Program	\$5,000
NAMI Eastside	Mental Health Education & Support for Individuals & Families	\$5,600
Therapeutic Health Services	THS Substance Use and Mental Health Treatment Program	\$14,872
Youth Eastside Services	Behavioral Health Care for Children and Youth	\$110,000
Youth Eastside Services	Early Childhood Behavioral Health	\$40,000

Eviction Prevention

AGENCY	PROGRAM	RECOMMENDATION
Attain Housing	Stable Home Rental & Move-In Assistance	\$35,000
Eastside Legal Assistance Program	Housing Stability	\$100,000
Hopelink	Financial Assistance Resiliency Program	\$35,000
King County Bar Foundation	Neighborhood Legal Clinics	\$5,000
LifeWire	Housing Stability Program	\$15,000

Food & Essential Supplies

AGENCY	PROGRAM	RECOMMENDATION
Eastside Baby Corner	Meeting Basic Needs For Children	\$11,318
Hopelink	Food Programs	\$81,960
Lake Washington Schools Foundation	Pantry Packs Food Security	\$10,000
MAPS - MCRC	Food & Gas Cards Distribution Program	\$10,000
Sound Generations	Meals on Wheels	\$11,976

Fostering Well-Being

AGENCY	PROGRAM	AMOUNT
Boys & Girls Clubs of King County	Kirkland Boys & Girls Club: Youth Development Services	\$10,000
Crisis Connections	Teen Link	\$5,000
Kids Quest Noticias Program	Noticias en espanol para familias en BSD y LWSD	\$7,200
Youth Eastside Services	Community-Based Outreach	\$35,003
Youth Eastside Services	Latine Programs	\$35,894
City of Kirkland	Human Services Coordinator	\$140,000

Support for Domestic Violence and Sexual Assault Survivors

AGENCY	PROGRAM	RECOMMENDATION
Consejo Counseling and Referral Service	Domestic Violence Program	\$15,000
Eastside Legal Assistance Program	ELAP Pooled Cities General Request - DV	\$22,000
Harborview Abuse & Trauma Center	Sexual Assault Services	\$9,580
King County Sexual Assault Resource Center	Sexual Assault Advocacy Services	\$20,560
LifeWire	Survivor Advocacy Services	\$98,541

Homeless and Housing Services

AGENCY	PROGRAM	RECOMMENDATION
Hopelink	Family Development	\$23,200
Kinderling Center	Families in Transition	\$22,792

Support Services for Older Adults and People with Disabilities

AGENCY	PROGRAM	RECOMMENDATION
Kinderling Center	Child Care and Preschool Consultation (CCPC)	\$20,000

Employment and Education Services

AGENCY	PROGRAM	RECOMMENDATION
IKRON of Greater Seattle	Integrated Employment Services	\$15,000

Services Navigation

AGENCY	PROGRAM	RECOMMENDATION
4 Tomorrow	Life Services Program	\$10,000
Crisis Connections (formerly Crisis Clinic)	King County 2-1-1	\$12,500

Highly Recommended Investment Areas for 2023-2024

The following programs received one-time supplemental funding in 2021-2022. If the City Council provides one-time supplemental funding again, the following services will be provided to Kirkland residents.

AGENCY	PROGRAM	INVESTMENT AREA	RECOMMENDATION
City of Kirkland	Hotel Voucher Program	Emergency Homelessness Services	\$15,000
Communities In Schools of Renton-Tukwila	Integrated Student Support	Fostering Well-Being	\$60,000
Indian American Community Services	Cultural Navigation Program	Fostering Well-Being	\$5,000
Congregations for the Homeless	Housing Navigation	Homeless and Housing Services	\$2,500
Friends of Youth	Transitional Living	Homeless and Housing Services	\$20,917

Hopelink	Housing	Homeless and Housing Services	\$21,012
Imagine Housing	Imagine Housing Resident Services	Homeless and Housing Services	\$30,000
MAPS - MCRC	Housing for Single Women	Homeless and Housing Services	\$7,500
The Sophia Way	Sophia's Place	Homeless and Housing Services	\$12,240
Bridge Disability Ministries	Meyer Medical Equipment Center	Support Services for Older Adults and People with Disabilities	\$5,000
Catholic Community Services of King County	Volunteer Services	Support Services for Older Adults and People with Disabilities	\$6,250
Sound Generations	Volunteer Transportation Services (VTS)	Support Services for Older Adults and People with Disabilities	\$8,000
HERO House NW	Supported Employment	Employment/Education Services	\$11,000
Hopelink	Adult Education	Employment/Education Services	\$10,000
Hopelink	Employment	Employment/Education Services	\$10,000
YWCA Seattle King Snohomish	YWCA Eastside Employment Services (EES)	Employment/Education Services	\$13,658
HealthPoint	Dental Care	Dental and Medical Services	\$16,000
HealthPoint	Medical Care	Dental and Medical Services	\$16,000
Child Care Resources	Information & Referral, Technical Assistance, & Training	Services Navigation	\$7,500
Chinese Information and Service Center	East King County Family Resource Center	Services Navigation	\$7,500

The following programs are not recommended for funding for the 2023-2024 biennium:

AGENCY	PROGRAM	RECOMMENDATION
Congregations for the Homeless	Behavioral Mental Health	\$0
Imagine Housing	Behavioral Health Support	\$0
NAMI Eastside	Youth Mental Health	\$0
4 Tomorrow	Rental, Mortgage and move in assistance	\$0
MAPS - MCRC	Emergency Rent Assistance	\$0
Mary's Place Seattle	Flexible Financial Assistance	\$0
Assistance League of the Eastside	Operation School Bell	\$0
Essentials First (Kits for Peace)	Just Essentials Volume Distribution Program	\$0
Essentials First (Kits for Peace)	Community Kits Program	\$0
Centro Cultural Mexicano	La Casa de mi Familia	\$0
Families of Color Seattle	Families of Color Seattle (FOCS)	\$0
Hopelink	Financial Capabilities	\$0
Indian American Community Services	Women, Youth and Senior Program	\$0
Kindering Center	ParentChild+	\$0
Kindering Center	Parenting Plus	\$0
Congregations for the Homeless	Housing	\$0
Congregations for the Homeless	Rotating Shelter	\$0
Alpha Supported Living Services	Alpha's Health Services Program	\$0
Community Homes, Inc.	Community Housing Education	\$0

Imagine Housing	ADL Support	\$0
Open Doors for Multicultural Families	Multicultural Family Support Program	\$0
PROVAIL	School-to-Work Transition Program	\$0
Bellevue College	Center for Career Connections	\$0
Friends of Youth	Youth Employment Program	\$0
Northwest Education Access	Helping Opportunity Youth (OY)	\$0
Washington Poison Center	Emergency and Education Services	\$0

Next Steps

At the Commission’s special meeting on August 17th, Commissioners will discuss staff recommendations and provide feedback. The goal is to finalize the draft recommendations for the base budget and draft one-time funding requests for Options B and C to present to City Council. An example of the 21-22 human services grant recommendations memo prepared for City Council from the HSC and staff is available for review in **Attachment C**.

ATTACHMENT A – Equity Training Materials

ATTACHMENT B – Staff Recommendations for 2023-2024 Funding

ATTACHMENT C – 2021-2022 Human Services Grant Funding Recommendations

ATTACHMENT A
EQUITY TRAINING MATERIALS

Equitable Grantmaking

Amadeo Guiao, Lunas Consulting



LUNAS

Who I Am



Who I Am



Agenda

- Equitable Grantmaking and Social Justice Philanthropy
- Definitions
- Racial Equity
- State of Philanthropy
- Implicit Bias in Grantmaking
- Best Practices
- Q&A



Social Justice Philanthropy

- Transforms philanthropy towards REDISTRIBUTION rather than charity
- Focuses on root causes of economic, racial, and social injustice
- Strives to include the people who are most impacted by injustice as leaders and decision-makers
- Grantmaking orgs are accountable, transparent, and responsive in their grantmaking
- Act as allies to social change movements - contribute not just money but time, knowledge, skills, and access



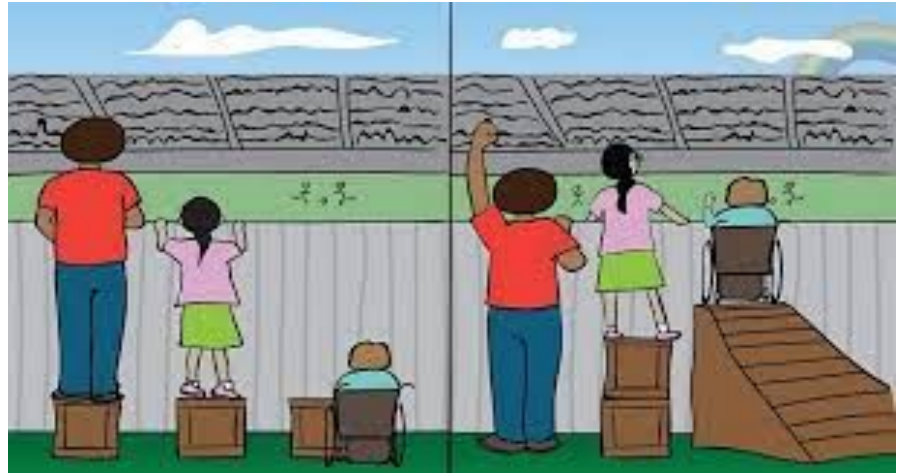
Justice > Charity

SOURCE: Resource Generation, 2020

Definitions:

Equity: understands and gives people what they need to enjoy full, healthy lives

Racial equity- process of eliminating racial disparities and improving outcomes for everyone. The intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color*



* Race Forward

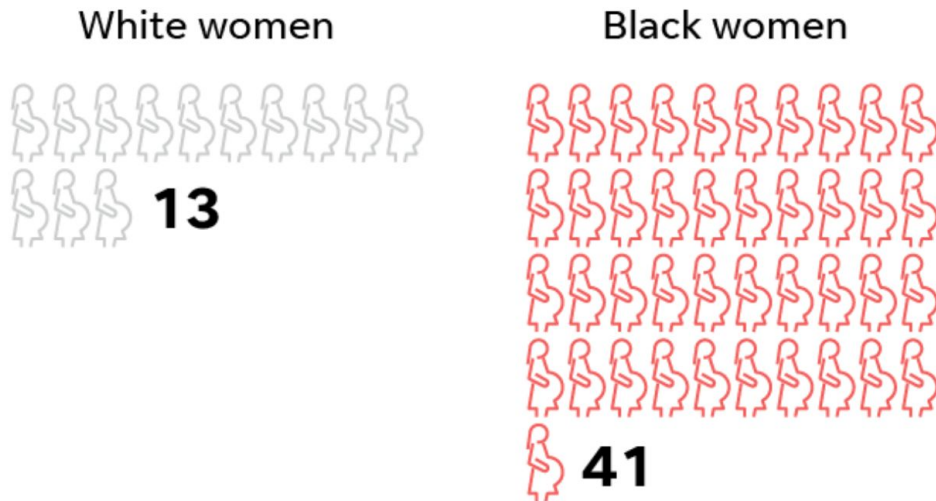
Other marginalized communities

- Immigrants, Refugees, and Migrants
- Children and Youth
- People of Differing Sexual Orientation (LGBTQ community)
- People of Differing Genders
- People of Differing Religions
- Developmentally Delayed, Physically Disabled, or Mentally Ill People
- Incarcerated People (and their Families)
- People Released from Incarceration
- People of Low Socioeconomic Status
- Unemployed People
- Women and Girls
- People of a Particular Ethnicity/Country of Origin
- Victims of Human Trafficking

Why focus on race?

Black women die 3 times more often giving birth

Pregnancy-related deaths per 100,000 live births




SOURCE Centers for Disease Control and Prevention

RACE: one of the most reliable predictors of **life outcomes**

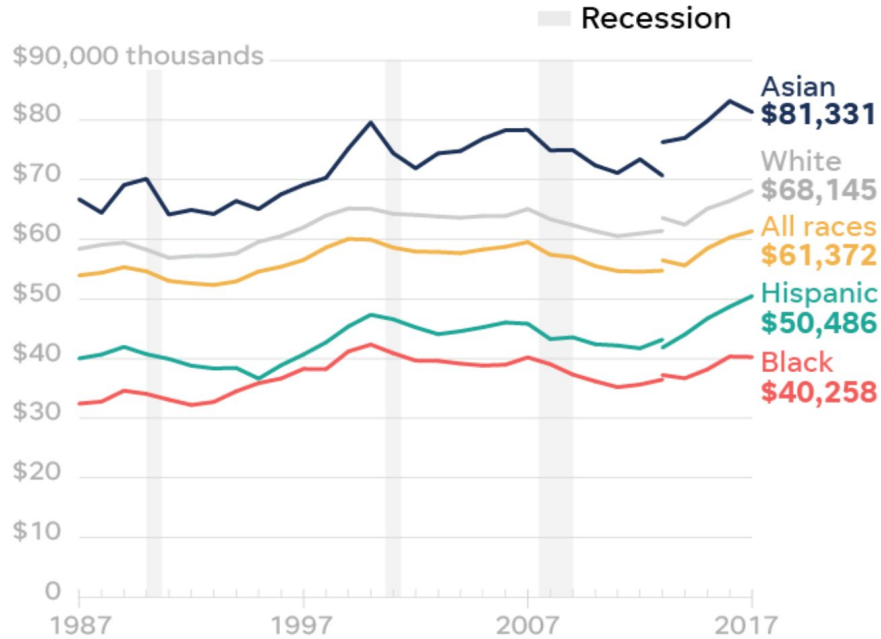
5.2 African American business owners are **5.2 times** more likely to be denied a loan 

2.3 African Americans are **2.3 times** more likely to experience infant death 

2.7 African Americans are **2.7 times** more likely to be searched on a traffic stop 

Source: *The Groundwater Approach*, The Racial Equity Institute, 2018

Black median household income trails other races

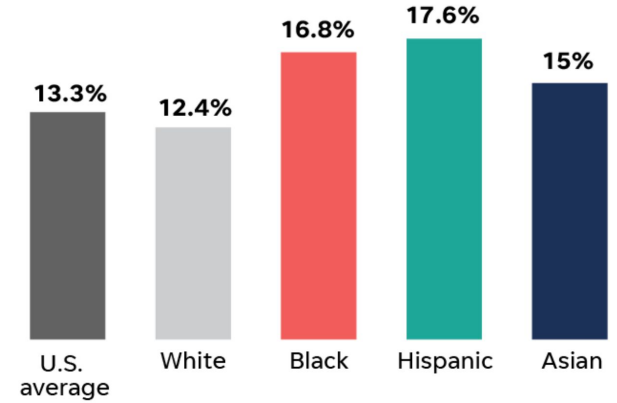


NOTE Median household income data in 2017 dollars. Break in trend lines reflect the change in the income question for 2013

SOURCE Census Bureau

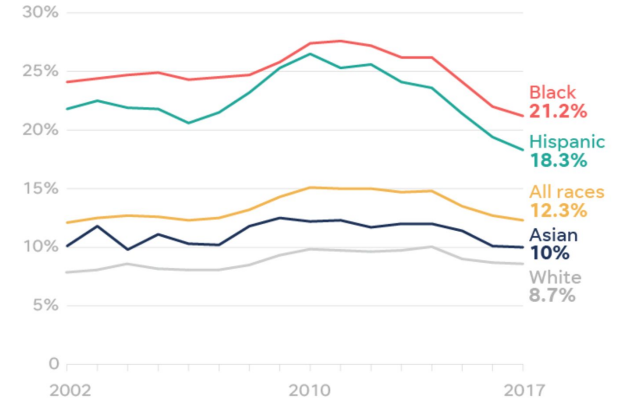
Black unemployment rate among highest

May 2020 seasonally adjusted rate:



SOURCE Bureau of Labor Statistics

Black poverty rate more than double white rate



SOURCE U.S. Census Bureau

Percentage of high school students who graduate on time

2017-2018 average: **85%**

Asian American/Pacific Islander



White



Hispanic or Latino



Black

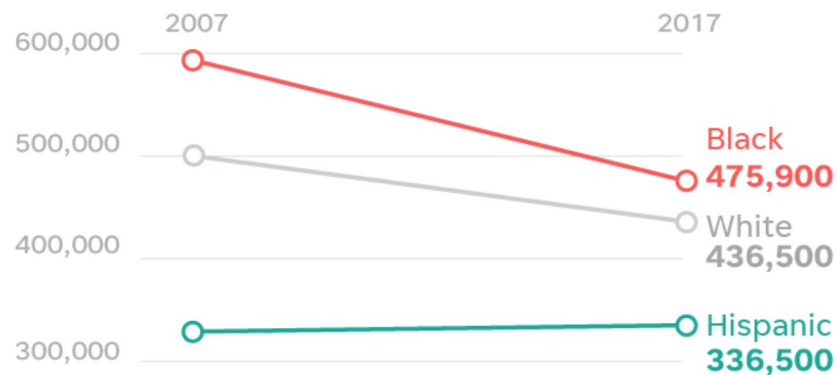


American Indian/Alaska Native

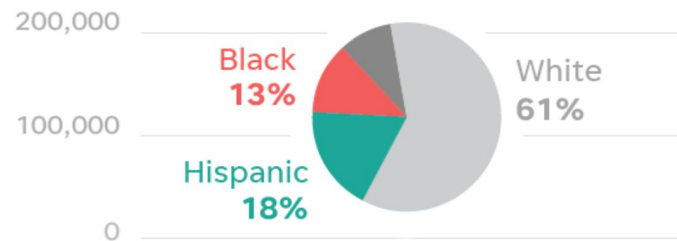


SOURCE National Center for Education Statistics. Rates adjusted for students who left or joined school after freshman years.

Inmates in federal and state prisons



U.S. population

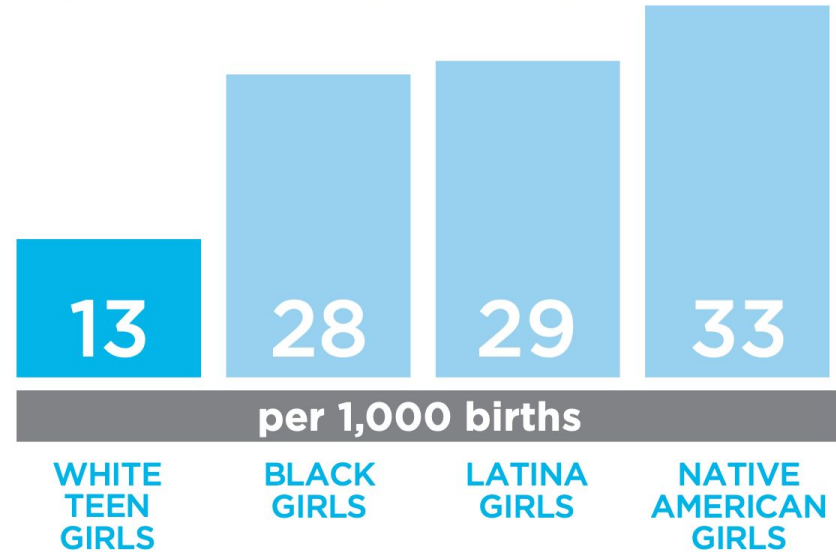


SOURCE Bureau of Justice Statistics

Social change “success” stories tell a different story

- Access to palliative care grew from 7% to 72% from 2001- 2019
- Not equitable: only 7% were Hispanic/Latinx; 8% African-American

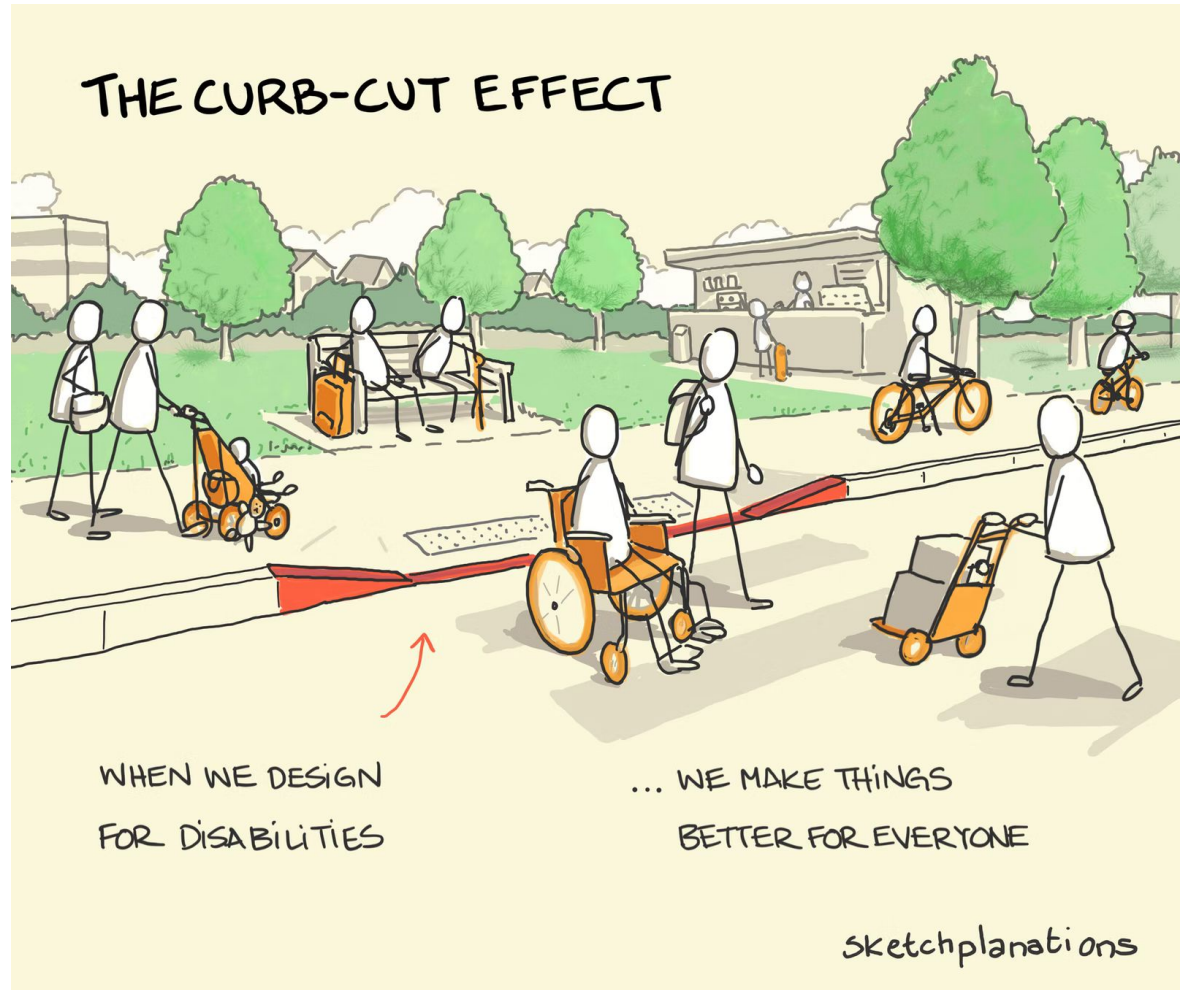
Teen birth rate drops, but NOT FOR EVERYONE



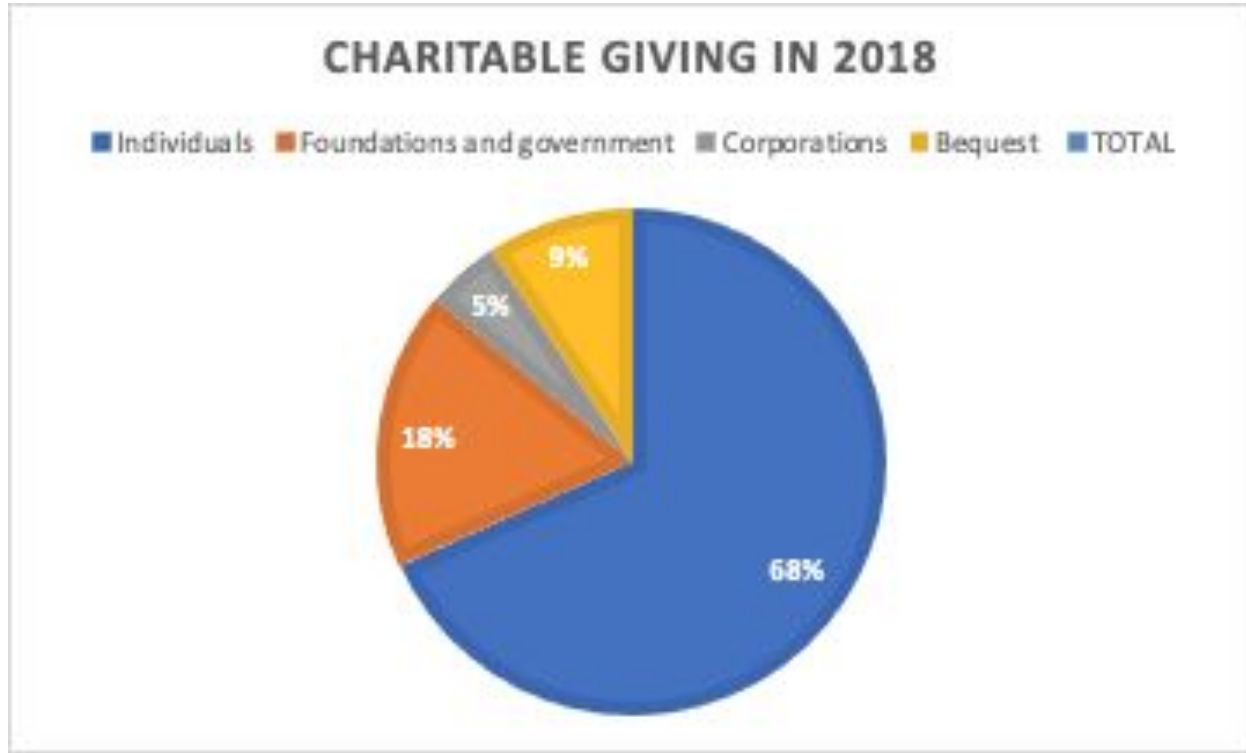
Source: "National Data," Power to Decide

Equity benefits everyone

- Racial disparity drags on economic growth, prosperity, and well-being of our entire nation



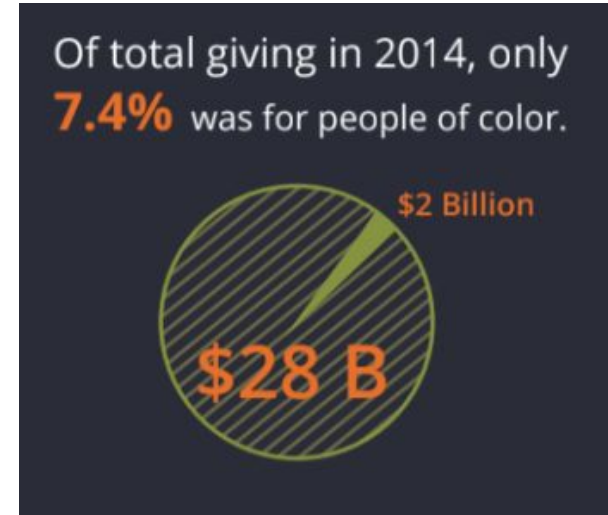
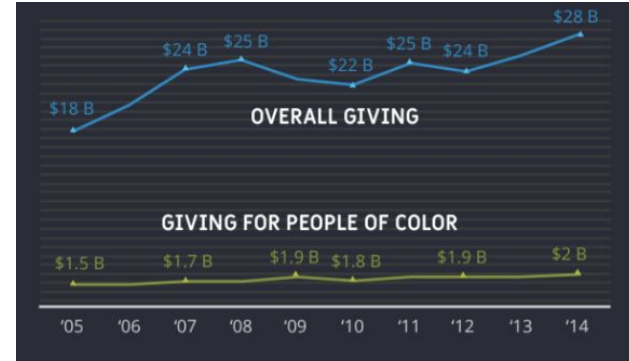
Charitable Giving in 2018



SOURCE: Giving USA, 2019 Report

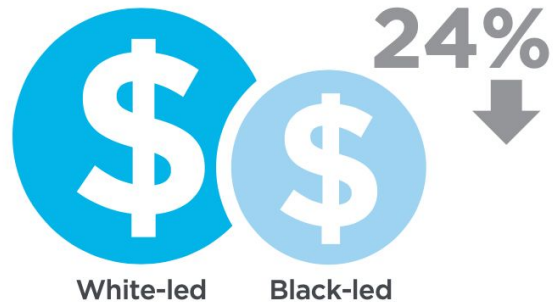
Current State of Grantmaking

- Widespread acceptance for the principles and goals of Diversity, Equity and Inclusion BUT distribution of \$ is not equitable
- Latest numbers show that less than **7% of grant dollars** went to racial minorities, though they comprise **40% of US population**
- Only **6% of grant dollars** went to people with disabilities, though they represent **12% of the population**
- Giving to immigrants and refugees has ranged from 0.6 to 1 percent of large foundation grants : foreign-born U.S. residents total more than 11 percent of the population

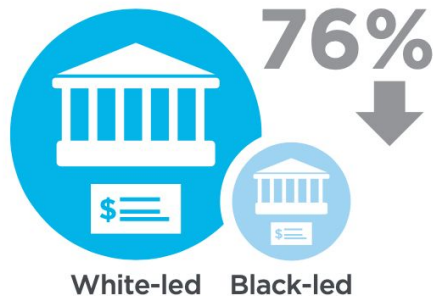


There are **disparities in revenues and unrestricted assets** between **white-led and Black-led** early-stage organizations

Average Revenues



Unrestricted Net Assets



Why so much inequity in grantmaking?

- Current grantmaking practices actually perpetuate unequal distribution of funds
- Traditional practice favors orgs that:
 - Have existing relationships with funders
 - Dedicated development staff
 - Larger budgets, staff size, greater organizational capacity
 - Are White-led
- Leaders of color have smaller budgets and lack access to financial support from a variety of funding sources
- Orgs of color have inequitable access to social networks with connections to philanthropic community
- Interpersonal bias
- Funders lack understanding of culturally relevant approaches
- Grant renewal processes can be arduous
- Big orgs get big grants, small orgs get small grants
- Lack of trust that communities have solutions to their own problems

Structural processes + IMPLICIT BIAS = Inequity

Review of Implicit Bias & Implications in Grantmaking

Definition of Implicit Bias

Implicit bias refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, without our conscious awareness.



Understanding Implicit Bias

- Implicit biases are evolutionary and pervasive
- People are often unaware of their implicit bias
- Implicit biases predict behavior
- People differ in levels of implicit bias
 - Can't really change implicit bias, but we can interrupt them

-- *Project Implicit* (www.projectimplicit.net)



Examples of Implicit Bias

- Doctors are less likely to prescribe life-saving care to black people
- Managers are less likely to call back or hire members of a different ethnic group.
- Female PhDs “have to be 2.5x more productive than average male applicants”
- White researchers receive grants 2x more than Black researchers do

*Source: racial bias examples from
<http://writers.unconsciousbias.org/unconsciousbias/>*



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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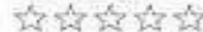


3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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RELATED

• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

[Hurricanes & Tropical Storms](#)

The Race Effect (2014 Nextions study)

Tom Meyer (white)

- “Generally good writer but needs to work on”
- “Has potential”
- “Good analytic skills”
- 2.9/7 spelling grammar errors were found
- 4.1/6 technical writing errors found

Tom Meyer (Black)

- “Needs lots of work”
- “Can’t believe he went to NYU”
- “Average at best”
- 5.8/7 spelling grammar errors found
- 4.9/6 technical writing errors found

*Echo Hawk, Isler, and Godsil (2016)

Implicit Bias: Individual and Institutional

- Inequity does not need intention or malice or “racists.”
- Implicit bias helps explain how racism can be subtle in appearance but significant in impact.
- In institutions, individual bias is routinely replicated through collective decisions and actions. It becomes compounded unless it’s consciously counteracted.
- “Implicit Bias...offers the idea that discrimination and bias are *social*, rather than *individual* issues, and that we can thus all participate in promoting equality.”--*American Values Project*

What does this have to do with grantmaking?

- The ways we interpret reality are social: they exist in our environment, language, metaphors, etc.
 - The unconscious is not just an individual or internal phenomenon
 - The unconscious is social and interacting with the environment
- Social categories (race, gender, nationality, religion, sexual orientation, etc.) comprise some of the most powerful frames operating at the subconscious level
 - The environment helps to create and maintain our frames
 - These frames give rise to implicit bias

Learning How to Engage Differently

- Explore, identify, acknowledge and act on implicit bias
- Seek education and learn
- Improve conditions of decision-making - go slow!
- Monitor and improve the environment
- **Set goals** to increase engagement, relationship and partnership building, and grantmaking in diverse communities
- **Diversify your decision-makers** especially from marginalized groups
- Consistently **evaluate progress** and adjust strategies as needed
- Convene, listen, engage: **GO TO THE SOURCE**

*Echo Hawk, Isler, and Godsil (2016); Powell (2015)

Equitable Grantmaking Best Practices

* Compiled from Chan and Fischer; and Arabella Advisors

Opportunities to Address Barriers

Many entry points to include equity in grantmaking:

- Grant Applicant Identification, Research, and Outreach
- Grant Application Process / Request for Proposal (RFP)
- Grant Decision Making
- Grantee Reporting and Evaluation
- Other Grantee Management
- Advisory Board Recruitment and Management
- Grant Making Strategy
- General Project Management
- Funder Coordination and Alignment



Where this group can make a difference right now

Grantmaking strategy

- Discuss with your group how you would like to incorporate equity into your priorities and assessment criteria
- Design decisionmaking process/grantmaking criteria that explicitly mitigates implicit bias and levels the playing field for smaller orgs
- Discuss how much risk you are willing to take
- Consider unrestricted grants
- Consider capacity building grants including professional development

Recruitment and Management of Commissioners

- Include previous grantees and/or other community members
- Consider the racial/ethnic, gender, income diversity of your group
- Embed equity in your documents and train everyone in equity principles

Applicant Identification, Research and Outreach

- Poll previous grantees, community foundations, intermediary orgs, community leaders to learn about strong grassroots organizations.
- Think creatively about other ways to find out about nonprofits
- Talk to leaders in the communities of interest

Grant Application Process

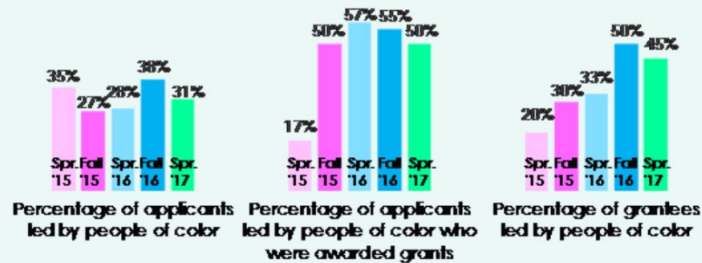
- Consider a limited timeline from first contact to receiving an award (3-6 months)
- Give stipends to applicants who don't receive grants as compensation for time spent on application
- Build capacity of grantees to develop strong applications
- Clarify and demystify the process
- Offer to review drafts and provide feedback
- Give smaller orgs additional time to submit applications
- Consider providing language and cultural translation technical assistance

Grant Decision Making

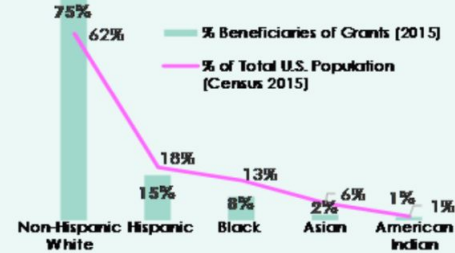
- Consider overall portfolio and “gaps” in diversity (try a dashboard)

SAMPLE: Diversity, Equity, and Inclusion Dashboard

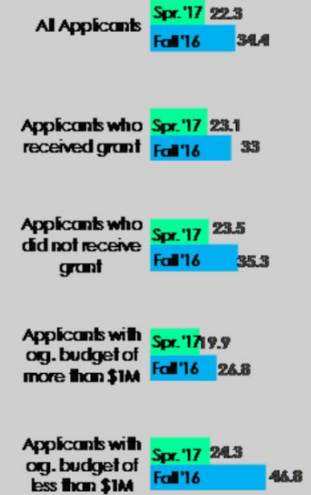
Percentage of Applicants and Grantees Led by People of Color



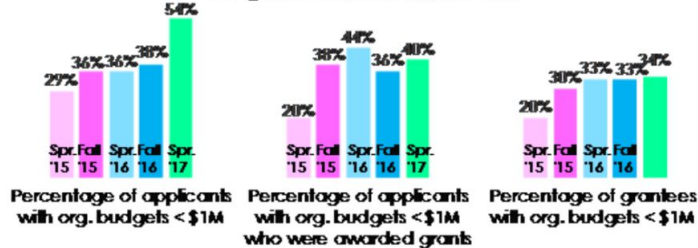
Racial Composition of Grantees' Beneficiaries



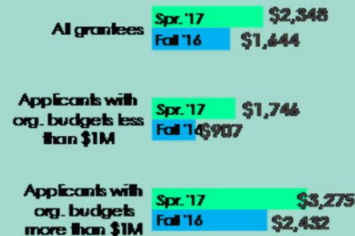
Average Hours to Complete an Application



Percentage of Applicants and Grantees With Organization Budgets of Less than \$1 Million



Average Grant Amount Awarded Per Hour Spent on Application



Grant Decision Making

- Be aware of bias towards well-resourced orgs with greater capacity
- Decide ahead of time to award a certain amount of funding to smaller orgs
- Compare applications from smaller orgs against each other
- Consider bucketing grant applications in other categories for comparison
- Be aware of bias towards “evidence-based” practices (traditionally focused on white populations)
- Use peer-review grant making process
- Don't over-rely on a scorecard/rubric - capture the nuances in thoughtful comments!
- If you have questions - call the applicant!!
- Give honest feedback - builds their grantwriting capacity and is respectful

Questions?

Close and Next Steps

Other Resources:



EQUITY REVIEW TOOL

Agency Name / Program Name _____

Reviewer Name _____

Recommendation _____

choose from list

Review Areas				Strengths and Weaknesses	Equity Considerations	
	Below Expectations (0)	Meets Expectations (1)	Exceeds Expectations (2)	Score	REVIEWER NOTES	
Program Description						
	Program does not clearly identify or address a specific community need or emerging issue.	Program identifies and addresses a specific community need.	Program identifies a specific, emerging, or unique community issue.			
	Program does not prioritize communities of color and/or other communities who have experienced persistent historic and systemic oppression.	Program has the potential to reach the communities of color and/or other communities who have experienced persistent historic and systemic oppression	Prioritizes communities of color and/or other communities who have experienced persistent historic and systemic oppression.			
Program impact						
	Application does not demonstrate addressing prevention, root causes, or create changes in the community or systems of oppression. Staff and board does not reflect the communities served.	The application includes information regarding staff composition, board composition, community partnerships, or best or promising practices to ensure programs are culturally responsive.	Program staff and board reflect the communities they serve. Program was developed with guidance and input from the community.			
	Outcome measures do not demonstrate change in the community or clients served.	Outcome measures are adequate.	Outcome measures demonstrate a measurable impact on community need or identified priority and goal.			
Budget						
	The budget does not make sense, and/or the surplus/deficits and increases are not adequately explained*		The budget makes sense and the surplus/deficits and increases are adequately explained.			
Program Accessibility						
	Program does not address challenges with providing equitable access to services.	Program design is appropriate but lacking in evidence supporting access and equity.	Program demonstrates understanding of challenges and barriers associated with accessing programs and services and has identified specific ways the program is addressing these challenges and barriers.			
	Program is not accessible in terms of language (does not offer translation and interpretation services).	Program is accessible in terms of language (offers translation and interpretation services.)	Program offers translation and interpretation services for clients' primary language(s), and provides materials in clients' primary language(s)			
			TOTAL SCORE			
Additional Observations						
Coordination and/or duplication of services, extra information provided, etc.						

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

PROGRAM REQUESTS				RECOMMENDED ALLOCATIONS				
Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
TOTALS			\$1,943,271	\$4,367,496	\$1,723,462	\$285,077	TBD	\$2,008,539
EMERGENCY HOMELESSNESS SERVICES								
1	Catholic Community Services of King County <i>24/7/365 shelter, day services, case management for families w/ children (50 beds)</i>		\$100,000	\$325,000	\$100,000			\$100,000
1	Congregations for the Homeless <i>24/7/365 emergency shelter, day services and housing case management (100 beds)</i>		\$108,965	\$110,000	\$108,965			\$108,965
1	Friends of Youth <i>day center services and shelter for youth experiencing homelessness ages 18-24 yrs old</i>		\$109,750	\$300,000	\$109,750			\$109,750
1	Friends of Youth <i>day center services and shelter for youth under 18 years old</i>		\$6,250	\$12,000	\$6,250			\$6,250
1	LifeWire <i>emergency shelter for domestic violence survivors (10 units)</i>		\$33,608	\$74,160	\$33,608			\$33,608
1	The Sophia Way <i>24/7/365 emergency shelter, day services and housing case management (48 beds)</i>		\$150,000	\$350,000	\$150,000			\$150,000
1	Kirkland Street Outreach Case Manager <i>street outreach clinician supporting unhoused Kirkland residents</i>		\$124,750	\$124,750	\$50,966			\$50,966
1	Kirkland Motel Voucher Program <i>hotel vouchers</i>		\$15,000	\$15,000		\$15,000		\$15,000
SUBTOTALS			\$648,323	\$1,310,910	\$559,539	\$15,000	\$0	\$574,539
EVICION PREVENTION								
1	4 Tomorrow <i>rent, mortgage, and move-in assistance</i>		\$0	\$300,000	\$0			\$0
1	Attain Housing <i>eviction prevention and move-in assistance, information and referral and case management for families with children</i>		\$35,000	\$61,950	\$35,000			\$35,000

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

PROGRAM REQUESTS				RECOMMENDED ALLOCATIONS				
Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
1	Eastside Legal Assistance Program	<i>attorney to support housing stability through advice, representation and education</i>	\$100,000	\$140,000	\$100,000			\$100,000
1	Hopelink - Financial Assistance Resiliency	<i>assistance to address financial emergencies</i>	\$35,000	\$89,964	\$35,000			\$35,000
2	King County Bar Foundation	<i>courthouse eviction assistance and neighborhood legal clinics</i>	\$5,000	\$9,000	\$5,000			\$5,000
1	MAPS - MCRC	<i>rent assistance dollars for households facing a financial emergency</i>	\$0	\$22,000	\$0			\$0
1	Mary's Place	<i>flex funds for flexible financial assistance for families</i>	\$0	\$5,000	\$0			\$0
1	LifeWire	<i>flex funds for housing stability for domestic violence survivors</i>	\$15,000	\$24,300	\$15,000			\$15,000
SUBTOTALS			\$190,000	\$652,214	\$190,000	\$0	\$0	\$190,000
BEHAVIORAL HEALTH INTERVENTIONS								
4	4 Tomorrow	<i>mental health coordination and gap therapy focused on supporting the Latinx community</i>	\$0	\$100,561	\$48,886			\$48,886
4	Asian Counseling and Referral Service	<i>counseling, consultations and case management for AAPI students, family members and school counselors in the LWSD</i>	\$26,013	\$32,000	\$26,013			\$26,013
4	Asian Counseling and Referral Service	<i>whole health behavioral health services for API individuals living with chronic mental illnesses</i>	\$7,500	\$21,000	\$7,500			\$7,500
4	Boys & Girls Club	<i>partnership with YES to provide holistic mental health support for children and youth</i>	\$0	\$38,503	\$36,028			\$36,028
4	Congregations for the Homeless	<i>onsite mental health services for unhoused residents at the men's shelter</i>	\$0	\$50,000	\$0			\$0
4	Crisis Connections	<i>24 hr crisis line</i>	\$7,500	\$7,800	\$7,500			\$7,500

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

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Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
4	Friends of Youth	<i>mental health and substance use disorder counseling for young adults and youth</i>	\$0	\$25,000	\$10,000			\$10,000
4	IKRON	<i>counseling and psychiatric services</i>	\$35,000	\$42,000	\$35,000			\$35,000
5	Imagine Housing	<i>on-site behavioral health support for affordable housing residents</i>	\$0	\$30,000	\$0			\$0
4	Indian American Community Services	<i>culturally and linguistically relevant support to Asian Indian families and community members</i>	\$5,000	\$40,000	\$5,000			\$5,000
4	NAMI	<i>mental health education, advocacy, and support services</i>	\$5,600	\$20,000	\$5,600			\$5,600
4	NAMI	<i>mental health program supporting youth in schools and the broader community</i>	\$0	\$10,000	\$0			\$0
4	Therapeutic Health Services	<i>drug & alcohol treatment--counseling, support groups and case management</i>	\$14,872	\$16,359	\$14,872			\$14,872
4	Youth Eastside Services	<i>behavioral healthcare for children and youth aged 6 to 22</i>	\$110,000	\$133,717	\$110,000			\$110,000
4	Youth Eastside Services	<i>preventative evidence-based strategies from birth to age 7 (including Spanish-speaking staff)</i>	\$40,000	\$43,195	\$40,000			\$40,000
SUBTOTALS			\$251,485	\$610,135	\$346,399	\$0	\$0	\$346,399
Food & Essential Supplies								
1	Assistance League of the Eastside	<i>supports low-income families purchasing basic need items, clothing, and food</i>	\$0	\$5,000	\$0			\$0
1	Essentials First	<i>provide essential supplies and basic need items to local food banks</i>	\$0	\$19,125	\$0			\$0
1	Eastside Baby Corner (EBC)	<i>essential supplies for children birth to 12</i>	\$11,318	\$12,750	\$11,318			\$11,318

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

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1	Essentials First	<i>provide essential supplies and basic need items to providers and community members in need</i>	\$0	\$20,538	\$0			\$0
1	Hopelink	<i>emergency food bank, food bags and food delivery</i>	\$81,960	\$129,950	\$81,960			\$81,960
1	Lake Washington Schools Foundation	<i>pantry packs</i>	\$10,000	\$10,000	\$10,000			\$10,000
1	MAPS--Muslim Community Resource Center	<i>food and gas card distribution</i>	\$10,000	\$30,000	\$10,000			\$10,000
1	Sound Generations	<i>Meals on Wheels</i>	\$11,976	\$12,695	\$11,976			\$11,976
SUBTOTALS			\$125,254	\$240,058	\$125,254	\$0	\$0	\$125,254
FOSTERING WELL BEING								
2	Boys & Girls Clubs of King County	<i>academic and youth development programs at the Kirkland Club</i>	\$10,000	\$16,000	\$10,000			\$10,000
2	Centro Cultural Mexicano	<i>services supporting the Latinx community, with a focus on family engagement through programming and events</i>	\$0	45000	\$0			\$0
2	Communities in Schools	<i>case management support for families and students in partnership with the Lake Washington School District</i>	\$0	\$60,000	\$0	\$60,000		\$60,000
4	Crisis Connections	<i>Teen Link program</i>	\$10,000	\$10,400	\$5,000			\$5,000
2	Families of Color Seattle	<i>10-week parent groups for families of color</i>	\$10,000	\$20,000	\$0			\$0
5	Hopelink	<i>financial coaching and education</i>	\$0	\$17,000	\$0			\$0
2	Human Services Prop 1 Coordinator	<i>human services staff position</i>	\$140,000	\$140,000	\$140,000			\$140,000
2	Indian American Community Services	<i>cultural navigation program</i>	\$5,000	\$15,000	\$0	\$5,000		\$5,000

2023-2024 Human Services Grants Staff Recommendations
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PROGRAM REQUESTS				RECOMMENDED ALLOCATIONS				
Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
2	Indian American Community Services	women, youth and senior programming for Indian Americans residents	\$0	\$25,000	\$0			\$0
2	Kids Quest Children's Museum	supports the Noticias program in the LWSD and BSD for Spanish speaking community members	\$0	\$11,038	\$7,200			\$7,200
2	Kindering ParentChild+	early learning program that supports immigrant/refugee families through culturally appropriate educational supports	\$0	\$5,907	\$0			\$0
2	Kindering Parenting Plus	curriculum that supports parents of children 12 or youth through education and counseling	\$0	\$8,844	\$0			\$0
2	Youth Eastside Services	support program for Latinx youth	\$35,894	\$38,693	\$35,894			\$35,894
2	Youth Eastside Services	outreach and support program for African-American youth	\$35,003	\$48,092	\$35,003			\$35,003
SUBTOTALS			\$245,897	\$460,974	\$233,097	\$65,000	\$0	\$298,097
SUPPORT FOR DOMESTIC VIOLENCE AND SEXUAL ASSAULT SURVIVORS								
3	Consejo Counseling and Referral Service	domestic violence survivor advocacy, counseling and support groups	\$15,000	\$15,000	\$15,000			\$15,000
3	Eastside Legal Assistance Program	civil legal aid, including attorneys, low bono attorneys, counseling, workshops, and clinics	\$20,000	\$30,000	\$22,000			\$22,000
3	Harborview Medical Center	counseling to address sexual assault and traumatic stress	\$9,580	\$10,152	\$9,580			\$9,580
3	King County Sexual Assault Resource Center	comprehensive sexual assault services in English and Spanish	\$20,560	\$22,000	\$20,560			\$20,560
3	LifeWire	domestic violence survivor advocacy and counseling services	\$98,541	\$132,300	\$98,541			\$98,541
SUBTOTALS			\$163,681	\$209,452	\$165,681	\$0	\$0	\$165,681

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

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HOMELESS AND HOUSING SERVICES								
1	Congregations for the Homeless	<i>support services for scattered site permanent housing</i>	\$0	\$10,000	\$0			\$0
1	Congregations for the Homeless	<i>housing navigation and case management services</i>	\$2,500	\$3,000	\$0	\$2,500		\$2,500
1	Congregations for the Homeless	<i>rotating shelter</i>	\$0	\$12,500	\$0			\$0
1	Friends of Youth	<i>transitional housing with services for young adults/families experiencing homelessness (23)</i>	\$20,917	\$20,917	\$0	\$20,917		\$20,917
1	Hopelink	<i>shelter (19 units), transitional (51) and permanent housing (35) & case management for families with children</i>	\$21,012	\$21,642	\$0	\$21,012		\$21,012
1	Hopelink	<i>case management for families who are homeless or at imminent risk of homelessness</i>	\$23,200	\$30,810	\$23,200			\$23,200
1	Imagine Housing	<i>basic supplies, information & referral and community meals for residents</i>	\$30,000	\$140,000	\$0	\$30,000		\$30,000
1	Kindering - Families in Transition	<i>developmental screenings, evaluations and early intervention for children with disabilities experiencing homelessness</i>	\$22,792	\$34,188	\$22,792			\$22,792
1	MAPS--Muslim Community Resource Center	<i>transitional housing for adult women</i>	\$7,500	\$57,750	\$0	\$7,500		\$7,500
1	The Sophia Way	<i>case management and shelter for women & resource center services</i>	\$12,240	\$45,000	\$0	\$12,240		\$12,240
SUBTOTAL			\$140,161	\$375,807	\$45,992	\$94,169	\$0	\$140,161
SUPPORT SERVICES FOR OLDER ADULTS AND PEOPLE WITH DISABILITIES								
2	Alpha Supported Living Services	<i>medical & dental appnt support for developmentally disabled residents</i>	\$0	\$4,000	\$0			\$0
2	Bridge Disability Ministries	<i>medical equipment loan program</i>	\$5,000	\$10,000	\$0	\$5,000		\$5,000

2023-2024 Human Services Grants Staff Recommendations
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Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
2	Catholic Community Services of King County	<i>volunteer chore and in-home care</i>	\$6,250	\$9,000	\$0	\$6,250		\$6,250
2	Community Homes, Inc.	<i>housing education & navigation services for adults with intellectual and developmental disabilities</i>	\$0	\$3,000	\$0			\$0
2	Imagine Housing	<i>supports activities of daily living for older adults</i>	\$0	\$45,000	\$0			\$0
2	Kindering - Child Care and Preschool Consultation	<i>consultations to improve care and prevent expulsions from childcare and preschool</i>	\$20,000	\$31,391	\$20,000			\$20,000
2	Open Doors for Multicultural Families	<i>provides culturally competent case management support for individuals with development/intellectual disabilities for</i>	\$0	\$5,000	\$0			\$0
2	PROVAIL	<i>School-to-Work job coaching for developmentally disabled teens and young adults</i>	\$15,000	\$22,500	\$0			\$0
2	Sound Generations	<i>volunteers provide free transportation for essential appointments</i>	\$8,000	\$8,240	\$0	\$8,000		\$8,000
SUBTOTALS			\$54,250	\$138,131	\$20,000	\$19,250	\$0	\$39,250
EDUCATION AND EMPLOYMENT ASSISTANCE								
5	Bellevue College	<i>career services open to the community</i>	\$5,062	\$6,500	\$0			\$0
5	Friends of Youth	<i>employment program for youth experiencing homelessness</i>	\$0	\$32,000	\$0			\$0
5	HERO House	<i>employment services for people living with mental illness</i>	\$11,000	\$15,000	\$0	\$11,000		\$11,000
5	Hopelink - Adult Education	<i>English for Work & GED education programs</i>	\$10,000	\$35,000	\$0	\$10,000		\$10,000
5	Hopelink - Employment	<i>employment services for low-income households</i>	\$10,000	\$41,000	\$0	\$10,000		\$10,000
5	IKRON	<i>employment services for people living with mental illness</i>	\$15,000	\$18,000	\$15,000			\$15,000

2023-2024 Human Services Grants Staff Recommendations
DRAFT 08-12-22

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Goal Area	Agency Description	Program	2022 \$ Awarded	2023 \$ Requested	Option A: Base Budget	Option B: 21-22 one-time funds	Option C: Additional one-time request to Council	Total Recommended
5	Northwest Education Access	<i>assist low-income opportunity youth to earn degrees and pursue higher education</i>	\$0	\$10,000	\$0			\$0
5	YWCA of Seattle-King-Snohomish	BFET <i>employment services w/emphasis on cultural needs of the Black/African American communities</i>	\$13,658	\$15,000	\$0	\$13,658		\$13,658
SUBTOTALS			\$64,720	\$172,500	\$15,000	\$44,658	\$0	\$59,658
DENTAL AND MEDICAL SERVICES								
4	HealthPoint	<i>primary dental care</i>	\$16,000	\$16,000	\$0	\$16,000		\$16,000
4	HealthPoint	<i>primary medical care</i>	\$16,000	\$16,000	\$0	\$16,000		\$16,000
4	Washington Poison Center	<i>emergency phone calls, community education, training</i>	\$0	\$8,105	\$0			\$0
SUBTOTALS			\$32,000	\$40,105	\$0	\$32,000	\$0	\$32,000
Services Navigation								
2	4 Tomorrow	<i>case management support and service navigation for Latinx communities</i>	\$0	\$108,914	\$10,000			\$10,000
2	Child Care Resources	<i>information & referrals and technical assistance for providers</i>	\$7,500	\$10,796	\$0	\$7,500		\$7,500
2	Chinese Information and Service Center	<i>information & referral and educational workshops for low-income, LEP Chinese, Vietnamese, and Russian speaking families</i>	\$7,500	\$12,000	\$0	\$7,500		\$7,500
3	Crisis Connections	<i>King County 2-1-1</i>	\$12,500	\$25,500	\$12,500			\$12,500
SUBTOTALS			\$27,500	\$157,210	\$22,500	\$15,000	\$0	\$37,500
TOTALS			\$1,943,271	\$4,367,496	\$1,723,462	\$285,077	\$0	\$2,008,539

ATTACHMENT C

2021-2022 HUMAN SERVICES GRANT FUNDING RECOMMENDATIONS



CITY OF KIRKLAND
Department of Parks & Community Services
123 5th AVE, Kirkland, WA 98033 425.587.3300
www.kirklandwa.gov

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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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		