



Human Services Commission Meeting

Date: February 23, 2021

Time: 6:30 p.m.

Place: Virtual Zoom Meeting - <https://kirklandwa.gov.zoom.us/j/99015843335?pwd=SVk0ZGJsdGVMMW5MeG1QRGdibzZqdz09>

Webinar ID: 990 1584 3335

Passcode: 430356

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. APPROVAL OF MINUTES	5 minutes
a. January 26, 2021	
4. ITEMS FROM THE AUDIENCE	5 minutes
5. PRESENTATIONS	
a. Resloution R-5434 Q & A with the Assistant City Manager	30 minutes
b. Latino Community Outreach Debrief	45 minutes
6. COMMUNICATIONS	15 minutes
a. Commissioner Reports	
b. Staff Reports and Announcements	
7. ADJOURNMENT	Estimated meeting completion: 8:10 p.m.

Upcoming Commission Activities:

March 23, 2021 – Human Services Commission 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 of Meeting January 26, 2021

1. CALL TO ORDER

Meeting was called to order at: 6:36pm

2. ROLL CALL

Chair Jonathan Stutz, Vice Chair Dianne Bell, Michelle Alten-Kaehler, Marjorie Carlson, Max Reisman, David Godfrey, Jory Hamilton

Commissioner Absent: Gildas Cheung

Staff Present – Betsy Maxwell, Program Coordinator; Leslie Miller, Human Services Supervisor; Lynn Zwaagstra, Parks & Community Services Director

Meeting Recorder: Regi Schubiger, Youth Services Coordinator

Land acknowledgement was made by Chair Jonathan Stutz

3. APPROVAL OF MINUTES

a. October 26, 2020

Motion to Approve the October 26, 2020 minutes as presented.

Moved by Commissioner Jory Hamilton, seconded by Commissioner Marjorie Carlson.
Motion carried (Yes: 7, No: 0).

4. ITEMS FROM THE AUDIENCE

No comments.

5. UNFINISHED BUSINESS

a. CARES Act Funding Debrief

Leslie Miller presented an overview of human services related programs and services that were funded using CARES Act funding provided by the state's Department of Commerce.

b. 2021-2022 Human Services Grant Funding

Leslie Miller gave an update and overview on the City's Human Services funding. The City Council has allocated a total of \$424,000, \$212,000 which is new and unallocated.

6. NEW BUSINESS

a. Human Services Dashboard

Commission members reviewed and commented on questions that will be included on the R-5434 Human Services dashboard survey.

b. Human Services Funding available for 2021 and Agency Survey

Commission reviewed proposed questions for an agency survey

7. COMMUNICATIONS

a. Commissioner Reports

Commissioner Michelle Alten-Kaehler would like the City to do more to promote wearing masks in Kirkland. She suggested mask-wearing signage throughout Kirkland. Commissioner David Godfrey attended a couple of planning-related events that started with land acknowledgements and wanted to know if the City has a policy and standard messaging related to this. Leslie Miller will reach out to the City Manager's Office for clarification. Commissioner Marjorie Carlson has been working with Indivisible Kirkland to support legislation regarding police accountability. Chair Jonathan Stutz will be one of the community members providing feedback to Assistant City Manager Jim Lopez regarding work product related to Resolution R-5434.

b. Staff Reports and Announcements

Leslie Miller shared that there will be a new Community Court starting in March at the Kirkland Municipal Court. Everything will start virtually including the resource center that is part of the program. Volunteers will be needed to help with both the court and the resource center. Betsy Maxwell gave an overview of current offerings that the City is providing for seniors with special emphasis on the lunch-to-go program offered Tuesday, Wednesday and Friday with delivery to those who cannot come in person and transportation offered to and from essential medical, food, and appointments; and meals on wheels.

8. ADJOURNMENT

Chair Jonathan Stutz asked for a motion to adjourn. Commissioner Jory Hamilton motioned; Commissioner Michelle Alten-Kaehler seconded. Motion carried (Yes: 7, No: 0). The meeting was adjourned at 8:06 p.m.



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

MEMORANDUM

To: Human Services Commission

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

Date: February 19, 2021

Subject: RESOLUTION R-5434 Q & A SESSION WITH THE ASSISTANT CITY MANAGER

RECOMMENDATION

That Human Services Commission members be ready with their questions related to Resolution R-5434.

BACKGROUND DISCUSSION

Human Services Commission leadership asked that the Commission receive an update on City activities related to Resolution R-5434. The Assistant City Manager is able to join the Commission at its February meeting to answer questions the Commissioners have. The Assistant City Manager provided an updated to the City Council at its Tuesday Study Session. Commissioners are encouraged to read the memo and watch the video from that Study Session. The memo is provided as **Attachment A**. Resolution R-5434 is included as an attachment to the Council memo. The video from the session is available here. https://kirkland.granicus.com/player/clip/4348?view_id=54&redirect=true

Attachment A – Resolution R-5434 Update City Council Memo



CITY OF KIRKLAND
City Manager's Office
123 Fifth Avenue, Kirkland, WA 98033 425.587.3001
www.kirklandwa.gov

MEMORANDUM

To: Kurt Triplett, City Manager

From: James Lopez, Assistant City Manager
David Wolbrecht, Senior Neighborhood Services Coordinator
Andreana Campbell, Management Analyst
Chelsea Zibolsky, Special Projects Coordinator
Tracey Dunlap, Deputy City Manager
Cherie Harris, Chief of Police
Mike St. Jean, Deputy Chief of Police
Todd Aksdal, Deputy Chief of Police
Melissa Petrichor, Administrative Commander
Anh Hoang, Human Resources Director
Darcey Eilers, Assistant City Attorney
Greg Piland, Financial Operations Manager
Leslie Miller, Human Services Supervisor

Date: February 9, 2021

Subject: R-5434 EARLY ACTION UPDATE AND NEXT STEPS

RECOMMENDATION:

City Council receives an update and provides direction on next steps for the various elements of Resolution R-5434 (Attachment A). Staff recommends the Council:

- Receives a briefing on Black-centered focus groups and community outreach results;
- Receives an update on major elements of Resolution R-5434;
- Reviews the proposed data elements to be tracked in the five draft R-5434 dashboards;
- Provides feedback and amendments to the data elements of the five draft dashboards;
- Affirms engagement of broad community outreach on R-5434 and the draft dashboards;
- Approves \$65,000 of R-5434 funds for equity assessment and outreach support;
- Schedules May 18 study session on R-5434 community outreach and draft dashboards;
- Provides direction at the May 18 study session on more focused community outreach for body worn cameras and School Resource Officers

Each R-5434 element can be thought of as a separate project. For each element, staff have detailed community insight, key considerations, national best practice review, and/or consultant input for Council's reference and consideration of next steps. Staff proposes to update the Council at a future meeting tentatively scheduled for May 18, 2021 with Council approval.

The update memo is lengthy, so a brief Executive Summary of key issues is provided.

Executive Summary

Key Insight from the Community Engagement: The Importance of Relationship

One consistent theme throughout the targeted stakeholder engagement centered on Black people was the importance placed on the building of trusted relationships as the first step to discuss topics such as racism. Participants were generally appreciative of the City efforts around R-5434, however many participants still expressed a sense of guardedness from negative experiences engaging local government on this topic in the past. Staff consider these initial meetings as the start of further relationships, and staff plan on following up with all participants for further conversation.

Evaluating Options for Independent Civilian Oversight of Police Use of Force

This element was prioritized by several focus groups during the targeted stakeholder engagement. Kirkland's Council/Manager form of government provides the City Council, which is directly accountable to the public, with the civilian oversight authority to help ensure that the actions of the Police Department reflect the values and expectations of the community. In the Council/Manager form of government, the Chief of Police reports to the City Manager and may be removed by the City Manager in the discretion of the City Manager, for example if the Police Department is not reflecting these values and the Police Chief is not correcting the Department's performance. The City Manager reports to the City Council and may be removed by the City Council in its discretion, for example if the Police Department is not reflecting these values and the City Manager is not addressing the Department's performance. The voters of Kirkland have final oversight on these issues, as they may replace elected officials on the Council if the Council does not address City Manager and Police Chief performance or help ensure Police Department behaviors that reflect the values of the community. Many examples of oversight models exist that could inform a model that's best for Kirkland. Staff recommend convening an advisory committee to clearly define the goals of police oversight within Kirkland and how they inform and advise the current civilian oversight provided by the Council/Manager form of government.

National Best Practices on Alternatives to Police / Co-Responder Models

This element was also prioritized by several focus groups. One consistent comment was not to use the term "alternative policing." Staff will implement this feedback in documents moving forward. The City has engaged consultant Anura Shah of *Beyond Force* to work with staff to evaluate options and help develop recommendations on what type of co-responders would best meet Kirkland's needs. Staff also continue to actively research models in other jurisdictions. The Eugene CAHOOTS program is tentatively scheduled to provide a briefing to the NORCOM Governing Board on February 12, 2021 on how their co-responder model would affect the current NORCOM processes. Staff will to Council with an update from this board meeting during the Spring update.

School Resource Officer Dashboard

The School Resource Officer (SRO) Dashboard, and specifically the SRO Program itself, was among the most widely discussed and prioritized by the Black-centered focus groups. Most focus group participants were generally critical of a police officer being in a school environment as it related specifically to the safety and respect of Black students, as well as students of color

broadly. State law mandates the reporting by the Lake Washington School District of SRO's law enforcement activities, and City staff continue to collaborate with District staff on additional data about SRO activities to present in the dashboard, including student sentiment.

Dashboards

Staff have identified several principles that can be applied to the development of all the new dashboards, regardless of content. Any City dashboard should be accessible, sustainable, and connected. Additional characteristics related to these principles are articulated further in this memo. Staff seek direction from Council on the data set and preferred schedule for posting updated data for each dashboard. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop mockup versions of the draft dashboards for recommended presentation at a May 18 Study Session.

Continued Community Engagement

Staff have now concluded the first round of targeted stakeholder engagement centered on Black people and have begun transitioning to broader community engagement. As a 2021-2022 City Work Plan item, staff are prioritizing R-5434 implementation their respective work programs. Moving forward, staff anticipate the need for an additional \$65,000 to support a robust community engagement process. This would not require new revenue as the recommended funding source is the "Diversity Inclusion Initiatives Citywide" element of the Community Safety Initiative service package (21CS01), of which there is \$109,568 available.

BACKGROUND DISCUSSION:

Following the tragic killing of George Floyd by a police officer on May 25, 2020 in Minneapolis, Minnesota, numerous marches and rallies were held in Kirkland calling for an end to structural racism and for the City to demonstrate that Black lives matter. At the June 16, 2020 Council meeting, the Council issued a statement directing the City Manager to develop a framework for the City's response to the community. At the July 7, 2020 Council meeting, the Council held a public hearing on the City Manager's draft framework, Resolution R-5434. At the July 21, 2020 Council meeting, the Council received further community feedback on the revised resolution and adopted various amendments to it. The Council took up R-5434 for final deliberation at the August 4, 2020 Council meeting, during which the City Manager presented funding recommendations for Council authorization. The Council adopted R-5434 and the City Manager's funding recommendations at the August 4, 2020 Council meeting.

The City Manager's funding recommendations consisted of early action requests and budget process requests. The early action funding totaled \$380,000 and was intended to facilitate immediate implementation of several of the elements in the resolution. A summary of expenditures is detailed later in this memo.

I. Community Engagement for R-5434

The community engagement process for R-5434 began in June 2020 when the City Manager, Police Chief, and Assistant City Manager began holding weekly meetings with the Right To Breathe Committee for on-going policy discussions. The Right To Breathe (RTB) Committee consists of several notable Black leaders from the Eastside Race and Leadership Coalition and

has since become its own organization. This group has met 20 times since June to date although the meetings have transitioned to twice per month. The Right To Breathe Committee is also in conversation with the cities of Bellevue, Redmond, and Issaquah. In late December, the Right To Breathe Committee published a [YouTube video](#) sharing appreciation for the community.¹ On Martin Luther King Jr. Day, January 18, 2021, the Right To Breathe Committee issued City Progress Reports for the various Eastside cities with whom it is engaging in discussions. The status reports give an overview of the Right To Breathe Committee's assessment of how safe that City is for Black people, organized around various policy areas. [Kirkland's Progress Report](#)² can be found online and in Attachment B. These meetings continue to be helpful dialogues centered around the key policy priorities of the RTB Committee, and staff anticipate continuing to meet with the RTB Committee throughout the R-5434 process.

Throughout the summer of 2020, City of Kirkland had already begun planning for a regional Welcoming Week event in collaboration with staff from the cities of Bellevue, Issaquah, Redmond, and Sammamish and the organizations Eastside Refugee and Immigrant Coalition, Eastside For All, and Eastside Race and Leadership Coalition. Upon Council's adoption of R-5434, staff explored ways to strategically link the City's forthcoming community engagement for R-5434 with the event. Held on September 26, 2020, the virtual Eastside Race and Equity Summit attracted over 240 attendees from across the Eastside. The event featured keynote speaker Mr. Delbert Richardson, a local Community Scholar, Ethnomuseumologist, Second Generation Storyteller, and Creator of the National Awarding Winning American History Traveling Museum: The "Unspoken" Truths, and the event highlighted several formal and informal Black-led and/or Black-centered groups on the Eastside who focus on racial equity. City staff reached out to those groups featured at the event to plan focus groups that would be the basis for staff's community engagement process centered on Black people called for in R-5434 § 4a.

Staff conducted a total of seven focus groups with Black-centered and/or Black-led groups between November 2020 and January 2021 and one focus group with a Latino group in February 2021. Below is a listing of the groups that staff met with for focus groups:

- Eastside Race and Leadership Coalition (ERLC)
- Black Policy Advisory Committee
- Movement of Advocacy for Youth
- Eastside Change Coalition (met twice)
- ERLC -organized student focus group
- Eastside Embrace
- Kirkland Promotores

Total attendance at the above eight meetings was approximately 52. The focus groups were conducted using a facilitation format and methodology that the Assistant City Manager, Senior Neighborhood Services Coordinator, and several other City staff were trained in by the Change & Innovation Agency in 2018. City staff first used this methodology for the focus groups for the Gun Safety & Community Safety outreach of 2018, and it has been used numerous times since then by staff to collect feedback on a variety of topics. In general, this focus group

¹ Right To Breathe Committee Shares Appreciation. <https://www.youtube.com/watch?v=chIdppLgEQI>

² Right To Breathe Committee City Progress Reports. <https://www.righttobreathe.us/dashboard>

methodology provides insight into what constitutes a successful program, service, or process. During the focus groups, staff provided a general overview of the various elements within R-5434 and sought guidance from the group on which topics to discuss and prioritize. Additionally, the focus group methodology invited discussion among the participants on any topic that the group wanted. Staff have included the raw focus groups notes in Attachment C.

Building off best practice research and community learning, staff used as inspiration a recently adopted policy by the Puget Sound Regional Council (PSRC) related to offering honoraria to focus group participants. The PSRC policy is included as Attachment D. Staff provided honoraria to early action focus group participants to help decrease barriers to participation for those that may need to obtain child care or incur other expenses in order to participate, while also acknowledging the time, energy, and effort in discussing structural racism with City staff, which often included sharing painful personal stories.

As part of the focus group process, staff requested that participants provide anonymous demographic information. This was an optional component of the focus groups, and approximately half of the participants responded. Attachment E contains a demographic overview of focus groups participants.

Since late Summer, staff have also attended numerous community group meetings, agency network meetings, and workshops held on topics related to R-5434. Although staff would sometimes be called upon to provide an overview or update on R-5434, the focus of staff attendance at these meetings was to listen and learn. Staff have attended numerous meetings not necessary to include in this memo, but some key highlights include:

- Black Policy Advisory Committee meetings (eight meetings since June 2020)
- Eastside Race and Leadership Coalition meetings (five meetings since June 2020)
- Eastside Change Coalition: "BLM? Prove It" event on August 21, 2020
- Eastside4BlackLives: Online Panel on August 25, 2020
- Governing for Racial Equity & Inclusion (GREI): Quarterly meetings (Sept. 18 and Nov. 20, 2020)
- City of Redmond: Listening Session on November 6, 2020
- ACLU: "Transforming Police Culture" on December 8, 2020
- Esri: "Using Location Intelligence to Address the Impact of Racial Injustice on Health Equity" event on January 27, 2021
- King County Coalition Against Hate and Bias (KCAHB) in Conversation with Enrique Cerna on January 28, 2021
- Indivisible Kirkland meeting on February 6, 2021

Additionally, as the targeted stakeholder focus groups concluded in early February, the City hosted a virtual community conversation on racial justice that was facilitated by Chanin Kelly-Rae, the City's consultant for an organizational equity gap assessment (detailed later in this memo). Approximately 35 community members attended and provided general feedback about their experience with race and racism in Kirkland. This event marked the transition from the targeted stakeholder engagement centered on Black people articulated in R-5434 § 4a-b to broader community-wide engagement. As the City continues through the equity gap assessment process as guided by Ms. Kelly-Rae, many more opportunities for community engagement will be available.

Finally, staff have posted two online surveys for the Kirkland community to provide feedback on the specific elements of R-5434. Published on January 5, 2021, the [first survey](#)³ consists of comment boxes for each R-5434 element for respondents to provide feedback, and respondents do not need to comment on each item. The [second survey](#)⁴, published on January 28, 2021, focused specifically on the content of the R-5434 dashboards. The purpose of these surveys is to collect feedback from the broader Kirkland community and will be widely distributed throughout the next phase of the community engagement process.

Key Insight from the Community Engagement: The Importance of Relationship

One consistent theme of nearly all the focus groups centered on Black people was the importance placed on the building of trusted relationships as the first step to discuss topics such as racism. Many focus group participants mentioned how they are generally very distrustful of engaging with local government around issues of racism, discrimination, and bias, as they have provided feedback in the past that did not result in any action or identifiable change in circumstance. Participants were generally appreciative of the City efforts around R-5434 and staff reaching out to seek insight from Black community members. However, many participants still expressed a sense of guardedness despite engaging with staff.

Staff approached these initial meetings as the start of further relationships with these groups and constituents, and staff recognize that trust takes time to build through on-going dialogue. Staff plan on following up with all the focus groups at various points throughout the implementation of R-5434 to report back and/or seek further input.

II. Early Action Updates and Next Steps

What follows is an update on each element of R-5434 presented in the following format:

- *Targeted Stakeholder Feedback* – this represents the feedback collected from the eight focus groups. Staff have articulated themes heard from focus groups, as well as highlighting specific points of insight from specific focus groups and/or participants. In a few instances, staff have included other targeted feedback collected outside of the focus groups.
- *Key Considerations and Best Practice Review* - this includes policy considerations for the element as well as an overview of national best practices.
- *Current Status* - a few elements include an update on this program's current status.
- *Next Steps* - for each element, staff provide a general overview of anticipated action(s). Staff are seeking general direction from Council on each element.

Note: The Right To Breathe Committee focuses its work around a set of policy areas, some of which correspond with specific R-5434 elements. The Right To Breathe Committee's policy areas are articulated in the City's Status Report (Attachment B). Staff continue to engage in

³ R-5434 Community Feedback. <https://us.openforms.com/Form/0b9fd06c-7b59-430f-8299-92614aa846ee>

⁴ Kirkland Dashboard Survey. <https://www.research.net/r/DZH6Y2F>

dialogue about those policy areas with the RTB Committee, however staff have not included those policy areas as feedback for the purposes of this memo.

A. Transparency Strategies Overview (R-5434 § 1)

Section 1 of R-5434 calls for the development of five public dashboards to allow the community and the Council to understand how the City as an organization is performing. In this context, *dashboard* refers to a way to display information that drives accountability and decision making with images and text that are easy to understand. These public dashboards will display various data in number, percentage, and/or graphic form (e.g. pie charts, line graphs, and other infographic types) and will include various filters to display specific data (e.g. disaggregated by race or other factors). Additionally, some dashboards may include written narratives, definitions, or other accompanying information to the numbers and graphs to support the data in number and graphical form.

Please note that Department staff are already reviewing data and taking action to address identified gaps even as the dashboards are being developed. For example, Deputy Chief Todd Aksdal has reviewed all use of force cases in 2019 and 2020 to identify potential operational concerns, and Human Resources Director Anh Hoang has already implemented some recruitment best management practices to improve the diversity of the City's workforce.

• Key Considerations and Best Practice Review

From the early action community engagement and national best practice review, staff have identified several principles that can be applied to the development of all the new dashboards, regardless of content. Any City dashboard should be:

1. Accessible

- a. Easy to find through navigation and search on the City's website;
- b. Accommodating for screen reading technology for vision impairment and designed with color blindness best practices in mind;
- c. Understandable using common language with minimal jargon and acronyms and providing definitions where applicable; and
- d. Translatable for those in our community for which English is not their primary language.

2. Sustainable

- a. Identify and leverage existing data sources and creating efficient means of obtaining additional data as needed;
- b. Develop efficient processes for timely updates with clear staff roles and responsibilities; and
- c. Account for on-going costs to maintain, including staff time, software licensing, and other costs.

3. *Connected*

- a. Connected to decision making and resource allocation;
- b. Build on prior work by integrating or referencing historical data (when available);
- c. Provide a feedback mechanism for on-going community feedback; and
- d. Articulate relationships between the new dashboards and other maps/reports (e.g. Kirkland Crime Map as it relates to the updated Crime Dashboard).

Staff will use this initial framework of principles to continue to develop the dashboards and will refine and/or add principles as additional best practice and community feedback is collected.

- **Next Steps**

For each of the five dashboards called for in R-5434, staff seek direction from Council on the data set and preferred schedule for posting updated data. Staff recommend a posting schedule of quarterly updates for most dashboards. Staff recommends that both the School Resource Officer dashboard and the Human Services dashboard be updated on an annual basis. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop mockup versions of the draft dashboards. Staff will begin engaging the broader Kirkland community on the dashboards throughout development. Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community feedback, and present a workplan for dashboard launch with an intended go live in September to help inform Council policy decisions into the next budget cycle.

The following sections detail specific feedback, key considerations, and best practice review (as appropriate) for each of the dashboards for Council consideration.

B. Use of Force Dashboard (R-5434 § 1a)

- **Targeted Stakeholder Feedback**

Generally, focus group participants saw this is an important tool for police transparency and accountability, however very few groups spent much time discussing it during the focus group. Themes that did emerge from focus groups included providing transparency on how the data is collected and to continue to receive feedback from the community throughout an iterative creation and publication process. Finally, it was suggested to include a regular community meeting with police and other City staff as a way for community members to learn more, be heard about issues, and build trust.

City staff presented to the Right To Breathe Committee a draft dashboard based on proposed State legislation as a potential starting point for community discussions. The draft legislation is detailed below. The Right To Breathe Committee supported using the draft legislation as an initial framework.

- **Key Considerations and Best Practice Review**

State legislation currently under consideration by the State House (HB 1092) and Senate (SB 5259) would require the City to report quarterly to Washington State University on a number of different use of force metrics. The Washington Association of Sheriffs and Police Chiefs (WASPC) also support the standardization of reporting on deadly use of force incidents across agencies. If the Legislature adopts a standardized reporting system, State law would likely require the City to start with these metrics as a baseline to its use of force dashboard. Staff will continue to monitor the legislation as the session continues.

Following the presentation of a draft use of force dashboard at the July 7, 2020, City Council meeting, staff has further developed a draft dashboard to include geographical information on the subjects, definitions of terms, as well as further refining the data collected for the dashboard to ensure accuracy and transparency. This is being developed by staff to help guide the on-going discussion and to provide Council ideas for the final dashboard. This draft uses an incomplete data set.

Draft Use of Force Dashboard Data	Does Kirkland Currently Collect This Data?
Attorney General Use of Force Dashboard Data	
1. By January 31, April 30, July 31, and October 31 annually, each general authority Washington law enforcement agency and each limited authority Washington law enforcement agency shall report to Washington State University or its successor, in a manner developed by Washington State University, information under subsection (2) of this section of all incidents that occurred in the preceding three months:	
a. In which a fatality to a person occurs connected to use of force by a law enforcement officer;	Yes
b. In which there is great bodily harm to a person connected to use of force by a law enforcement officer;	Yes
c. In which there is substantial bodily harm to a person connected to use of force by a law enforcement officer; and	Yes
d. In the absence of either death, great bodily harm, or substantial bodily harm, when a law enforcement officer:	
i. Discharges a firearm at or in the direction of a person;	Yes
ii. Points a firearm at a person;	Yes
iii. Uses a choke hold or vascular neck restraint;	Yes
iv. Uses an electronic control weapon (ECW), including, but not limited to a taser, against a person;	Yes
v. Uses oleoresin capsicum (pepper) spray against a person;	Yes
vi. Discharges a less-lethal shotgun or other impact munitions at or in the direction of a person;	Yes
vii. Strikes a person using an impact weapon or instrument, including, but not limited to, a club, baton, or flashlight;	Yes
viii. Punches or kicks a person using closed fists or feet;	Yes

ix. Uses a vehicle to intentionally strike a person or vehicle; and	Yes
x. Deploys a canine that bites a person.	Yes
2. When reporting an incident as required under subsection (1) of this section, the agency employing the officer that used force shall provide the following:	
a) The date and time of the incident;	Yes
b) The location of the incident;	Yes
c) The agency or agencies employing the law enforcement officers;	Yes
d) The type of force used by the law enforcement officer;	Yes
e) The type of injury to the person against whom force was used, if any;	Yes
f) The type of injury to the law enforcement officer, if any;	Yes
g) Whether the person against whom force was used was armed or unarmed;	Yes
h) The type of weapon the person against whom force was used was armed with, if any;	Yes
i) The age, gender, race, ethnicity, of the person against whom force was used;	Yes, if known.
j) The tribal affiliation of the person against whom force was used, if applicable;	No
k) Whether the person against whom force was used exhibited any signs associated with a mental health or a substance use disorder based on the observation of the law enforcement officer;	Yes
l) The age, gender, race, ethnicity, of the law enforcement officer;	Yes for age, gender and race; No for ethnicity
m) The law enforcement officer's years of service;	Yes
n) The reason for the initial contact between the person against whom force was used and the law enforcement officer;	Yes.
o) Whether any minors were present at the scene of the incident; and	No. If captured this would be in the narrative. Not currently captured in a searchable field
p) The entity conducting the independent investigation of the incident, if applicable.	Yes
Additional Use of Force Dashboard Data	
Number of complaints	Yes
Geographic information about the subject's residence	Yes

- **Next Steps**

Staff seek direction from Council on the data set and preferred schedule for posting updated data for the Use of Force dashboard. Staff recommend a quarterly update schedule. Based on Council feedback, staff will refine data collection procedures,

identify staff workflow, engage with dashboard vendor(s), and develop a mockup version of the draft dashboard. Staff will begin engaging the broader Kirkland community on all the dashboards throughout development. Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community feedback, and present a workplan for dashboard launch with an intended go live in September to help inform Council policy decisions into the next budget cycle.

Additionally, the Police Department is actively engaged with several consultants to provide a review of the use of force policies and analysis of the use of force data. The analysis of the use of force policy and data is anticipated to inform the development of the use of force dashboard. If the results of the contracted use of force analysis indicate that department changes are needed, staff won't wait until the dashboard is complete before taking action.

Staff will provide a draft dashboard at the February 16, 2021 Study Session for illustrative purposes only.

C. Enhancements to the Existing Police Dashboard (R-5434 § 1b)

- **Targeted Stakeholder Feedback**

Only one focus group identified this element for discussion. Focus group participants encouraged the inclusion of demographic data for both subject and officer that can be disaggregated. Participants also suggested that the periodic publishing of the updated dashboard data be more inclusive by producing it in different languages and creating more content, such as a video, that is focused on public presentation. Finally, participants thought that the dashboard should be accompanied by a description of how the City uses this data to inform and implement policy.

- **Key Considerations and Best Practice Review**

The existing Police Dashboard had been developed over the course of several years to provide the City Council Public Safety Committee (discontinued in 2020 along with the other standing Council committees in favor of full Council topic reviews) with updates on crime trends, police program performance, and other items that might potentially inform the Council on any needed policy or resource changes. The Police Department had also developed the [Community Crime Mapping online platform](https://www.kirklandwa.gov/Government/Departments/Police-Department/Community-Resources/Community-Crime-Mapping)⁵, which provides Kirkland-specific crime data searchable various search parameters, including date range, crime type, or distance from a specific address.

In order to enhance the existing Police Dashboard to serve the needs of both the full Council (from a policy and resource perspective) and the public (from a performance perspective), the Chief and Deputy Chief St. Jean interviewed the Mayor, Deputy Mayor,

⁵ City of Kirkland Community Crime Mapping. <https://www.kirklandwa.gov/Government/Departments/Police-Department/Community-Resources/Community-Crime-Mapping>

and each of the other five Councilmembers. Several themes emerged from those interviews that could shape the development of a new police and crime dashboard:

- Include call for service data (type of calls & number of calls)
- Expand the current categories to include both crimes and calls for service that are a frequent concern of the community, add:
 - Mail/Package theft
 - Persons experiencing homelessness
 - Persons experiencing mental health issues
- Include demographics where feasible
- Include definitions and or better describe crime categories
- Continue the current Animal Services report
- Continue the School Safety Camera report

There are several examples of police and crime dashboards across the country. Many are geographically focused, which is the current focus of the Community Crime Mapping platform, while some focus more on data trends similar to the current quarterly dashboard. Staff will continue to assess feedback from the community and best practices throughout the development of the crime dashboard.

Draft Kirkland Police Department Crime Dashboard Data	Currently Collected?
• # Crimes of Interest and Calls for Services	Yes
○ Murder	Yes
○ Sex Offenses	Yes
○ Robbery	Yes
○ Aggravated Assault	Yes
○ Burglary - Residential	Yes
○ Burglary - Commercial	Yes
○ Motor Vehicle Theft	Yes
○ Motor Vehicle Prowl	Yes
○ DUI	Yes
○ Collisions	Yes
○ Mail/Package theft	No
○ Persons experiencing homelessness	No
○ Persons experiencing mental health issues	Yes
• 2012-2019 Weighted Average (for each of #1 above)	Yes
• Normal Range (for each of #1 above)	Yes
• 2020 Numbers (for each of #1 above)	Yes
• Change from Weighted Average (for each of #1 above)	Yes
• The age, gender, race, ethnicity, of suspects (for each of #1 above)	Partial*
• The age, gender, race, ethnicity, of officers (for each of #1 above)	Partial*
• Animal Services report	Yes
• School Safety Camera report	Yes

*Ethnicity data is not currently a part of the Police Department's reporting system, nor is it collected for Officers

- **Next Steps**

Staff seek direction from Council on the data set and preferred schedule for posting updated data for the existing Police Department dashboard. Staff recommend a quarterly update schedule. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop a mockup version of the draft dashboard. Staff will begin engaging the broader Kirkland community on all the dashboards throughout development. Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community feedback, and present a workplan for dashboard launch with an intended go live in September to help inform Council policy decisions into the next budget cycle.

D. School Resource Officer Dashboard (R-5434 § 1c)

- **Targeted Stakeholder Feedback**

The School Resource Officer (SRO) Dashboard, and specifically the SRO Program itself, was among the most widely discussed and prioritized by the Black-centered focus groups. Although staff conveyed to focus group participants the fact that an evaluation of the SRO Program itself was not a part of R-5434, the focus group methodology used by staff invited discussion among the participants on any topic that the group wanted. As such, the focus group feedback on the topic of SROs was mostly related to the program and not an SRO dashboard. Most focus group participants were generally critical of a police officer being in a school environment as it related specifically to the safety and respect of Black students, as well as students of color broadly. Some focus group participants characterized the presence of an officer in schools as itself a “use of force” and that an armed officer generally made students very uncomfortable. Some focus group participants emphasized that an interpersonal relationship can’t overcome an institutional problem, describing how one friendly officer won’t erase years of evidence of police officers in general being an oppressive force. Some focus group attendees expressed past personal stories of negative interactions with SROs at Juanita and Lake Washington High Schools back when they were students there and described the traumatic effect of incidents involving SROs and students of color. Generally, focus group participants suggested replacing school resource officers with mental health counsellors, social workers, or similarly trained professionals to connect students to services, indicating that, although SROs may be trained to do so, they are not as highly trained in this area as other professionals.

- **Key Considerations and National Best Practice Review**

The Department’s SRO program expanded from two officers to six officers with the passage in 2018 of Proposition 1, –the Enhanced Police Services and Community Safety Measure, which provided specific funds dedicated to the additional positions in Kirkland Middle Schools. At the November 2018 election, 57% of Kirkland voters approved Proposition 1. In January of 2020, four additional SROs were assigned to the newly expanded Community Services Unit (CSU) comprised of both the SROs and the

Neighborhood Resource Officers (NRO). They joined the two existing SROs, who were already assigned at Lake Washington High School and Juanita High School.

Once Proposition 1 passed, and as directed by related Resolution R-5339, the City Manager and District Superintendent convened a SRO Task Force charged with becoming educated on the current SRO program, comparing the current program to national best practices, and making recommendations on improvements to the City and the District. The taskforce met seven times between June 2019 and January 2020, with a final report published in March 2020.

On July 7, 2020, Assistant City Manager Lopez and Police Chief Harris presented the final report to the City Council and recommendations from the SRO Task Force, as directed in R-5339. The overall theme of this report was that the Department has an excellent SRO program that is already following many of the national best practices. There were several recommendations presented to the Council, mostly around reinforcing the idea that the overarching goal is keep students physically, socially and emotionally safe and prevent students from entering the juvenile justice system through building relationships, counseling and providing appropriate services.

Building on the previous work of the SRO Task Force, a team consisting of staff from the Police Department, the City Manager's Office, and the Lake Washington School District continue to collaborate on an SRO dashboard. The City's consultant, Ms. Kelly-Rae, has joined these meetings. As developed by the task force as part of its [recommendations](#)⁶, the purpose statement of Kirkland's SRO Program is:

The Kirkland School Resource Officer program is a partnership between the City of Kirkland and the Lake Washington School District. The primary purposes of the School Resource Officer (SRO) Program are to:

- *Help keep students physically, socially and emotionally safe at school.*
- *Provide for positive interactions between the SROs and students, families, and community members in order to make the Police Department more accessible and approachable.*
- *Connect students with supportive services.*
- *Help keep students out of the criminal justice system.*

As it relates to the stated program goals, the focus group feedback related to SROs generally indicated that the experience of Black students and students of color is that they do not feel safe at school due to the presence of SROs, nor did they express having positive interactions with SROs. Based on this feedback, the City/District staff team explored ways to ensure those experiences were being collected and tracked through the dashboard to help inform program review. Staff used the purpose statement of the program as the basis for a set of questions related to program performance. These questions could be administered to all Kirkland middle and high school students (disaggregated by race and other demographic information) once, or potentially twice, a year. A version of this survey could also be administered to parents, caregivers, and/or others in the school community. The quantitative feedback from those surveys would

⁶ School Resource Officer Task Force Report of Recommendations. <http://kirklandwa.gov/files/sharedassets/public/city-managers-office/pdfs/school-resource-officer-task-force-recommendations.pdf>

provide the basis for five data points to be included in the SRO dashboard. The specific logistics of administering the survey are pending further collaboration with the District.

Additionally, there are very few national examples of SRO dashboards that staff were able to find to model best practices after. One example is from the City of Chula Vista, California. It provides a public [SRO dashboard](#)⁷ embedded in its SRO Program webpage. The dashboard features mostly data related to calls for service by type, as well as crime activity at schools. The SRO Program webpage provides broader information about the program, including mission, SRO role and goal statements, and resources.

As with the Use of Force dashboard, staff relied on state legislation to further inform what data could be displayed on an SRO dashboard. [RCW 28A.320.124 \(2\)\(c\)](#)⁸ requires the collection and reporting of certain data by the School District, nearly all of which is already being documented by the Police Department. One piece of data that is not collected by the Police Department but is reported by the School District under the RCW is regarding whether a student involved in a call for service has an individualized education program (IEP) or a plan developed under Section 504 of the Federal Rehabilitation Act of 1973. Ms. Chanin Kelly-Rae advised that including IEP data on an SRO dashboard would support the intent of R-5434, particularly as it relates to intersectionality between race and disability. Staff will continue to explore with the School District the possibility of incorporating into the dashboard student data that the Kirkland Police Department currently does not collect while ensuring the privacy of students.

Finally, Ms. Kelly-Rae suggested the SRO dashboard could also display information on the various activities undertaken by the SROs in support of the program goals that generally are not collected in current reporting processes, such as classroom instruction and sports and community events, such as games, fund-raising events, and service events.

⁷Chula Vista SRO Program. <https://www.chulavistaca.gov/departments/police-department/programs/sro-program>

⁸RCW 28A.320.124 School resource officer programs. <https://app.leg.wa.gov/rcw/default.aspx?cite=28A.320.124>

Draft School Resource Officer Dashboard Data	Currently collected?	If not collected, method to collect
How successful is the SRO program in helping keep students physically, socially and emotionally safe at school (based on survey feedback)	No	Survey
How physically, socially, and emotionally safe do students feel at school because there is an SRO there (based on survey feedback)	No	Survey
How successful is the SRO program in providing for positive interactions between the SROs and students, families, and community members in order to make the Police Department more accessible and approachable (based on survey feedback)	No	Survey
How successful is the SRO program in connecting students with supportive services (based on survey feedback)	No	Survey
How successful is the SRO program in helping keep students out of the criminal justice system (based on survey feedback)	No	Survey
Number of arrests	Yes	
Number of cases referred	Yes	
Number of cases that could have resulted in an arrest or referral, but instead were handled internally by the school or directly between the SRO/student	Yes	
Number of calls for service	Yes	
Type of Service Call	Yes	
Offense type (if applicable)	Yes	
Race	Yes	
Gender	Yes	
Age	Yes	
Outcome (arrest, referral, internally handled by school or directly between SRO/student)	Yes	
Number of students served	Yes	
Referrals to services by type (mental health, school engagement coordinators, other)	Yes	
Child Protective Services calls supported	Yes	
Number of complaints	Yes	
Reason for complaints	Yes	
Status of Basic SRO Training*	Yes	
Status of Advanced SRO Training*	Yes	
Status of Training Required from RCW 28A.320.124*	Yes	
Classes taught, assemblies attended	No	New SRO process
School/community events attended (games, fund-raising events, service events, etc.)	No	New SRO process

*An overview of SRO training requirements and training status is provided in Attachment F.

- **Current Status**

Since receiving the Task Force’s Report in 2020, the Police Department has been implementing the various recommendations. After the schools were closed due to COVID-19 in Spring 2020, Kirkland’s SROs were initially assigned to patrol and were filling in as Police Training Officers for new Officers who had just graduated from the academy. The absence of in-person schooling due to the pandemic, and the associated difficulty of meetings with student and parent groups, has limited the SRO Program from moving forward on the Task Force Recommendations to the degree that it otherwise would be able to. An overview of the status of Task Force recommendation implementation is included in Attachment G. The SROs have recently returned to their previous schedule and are rotating through a variety of community policing oriented assignments while continuing to implement various SRO Task Force recommendations. A synopsis of the recent and current SRO duties can also be found in Attachment G.

- **Next Steps**

Staff seek direction from Council on the data set and preferred schedule for posting updated data for the SRO dashboard. Based on potential availability to administer student surveys, staff recommend an annual update schedule. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop a mockup version of the draft dashboard. Staff will begin engaging the broader Kirkland community on all the dashboards throughout development.

SROs will potentially be returning to schools if middle and/or high schools return to in-person education this Spring. Due to the shortened nature of the time at the schools, staff will use this as an opportunity to refine the data collection process while continuing to incorporate ongoing community input. Although the pandemic still provides a large amount of uncertainty, staff anticipate the earliest potential time to conduct a student survey on SRO Program performance would be late Fall or early Winter of 2021. Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community feedback, and present a workplan for dashboard launch with an intended go live in September with at least a partial data set to help inform Council policy decisions into the next budget cycle.

E. Human Resources Dashboard (R-5434 § 1d)

- **Targeted Stakeholder Feedback**

Developing a Human Resources (HR) Dashboard was only identified and discussed by one focus group. The focus group suggested the inclusion of promotion data to see if the City is promoting people with diverse backgrounds. Another theme was to include with the dashboard context for the City’s other equity and inclusion efforts, in that diversity in staffing does not necessarily define equity but is a helpful starting point. The focus group suggested benchmarking demographics against the whole Eastside, not just the Kirkland community. Finally, the inclusion of data on members of the City’s Boards and Commissions was highlighted by the group.

- **Key Considerations and Best Practice Review**

Many of the suggestions from the focus group are potentially implementable. The City currently tracks promotion data and could include that information on the dashboard. Specific information about connections to other City employees would need additional analysis. Providing context of the HR Dashboard to broader City efforts around equity and inclusion supports the broader dashboard principle of being “Connected” and is strongly supported by staff. This dashboard could theoretically benchmark against both Kirkland and broader Eastside community demographics, although defining what is meant by the “Eastside” would be needed. Finally, due to the low number of members on each Board and Commission, aggregating all Boards and Commissions into one data set may be required to ensure the data is de-identified. As volunteers, Board and Commission members could potentially be requested to provide demographic data anonymously to support this effort, although further analysis of the Public Records Act RCW 42.56 requirements and other policy considerations is needed.

There are several examples of HR Dashboards nationwide for analysis. The three that City staff analyzed in depth were the [City of Portland](#)¹, the [City of Boston](#)², and the [City of San Francisco](#)³. Generally, both Portland’s and Boston’s dashboards were highly searchable, and displayed the data in a generally comprehensible format. Portland’s was very user-friendly and provided a range of information mostly related to recruitment, including employee movement (demotion, transfer, promotion, and separation) by month, and a quality of hires analysis that tracked the time of hire to separation. Both Boston’s and San Francisco’s dashboards focused more generally on organization-wide demographics. Boston’s interface was generally considered not as user friendly, while San Francisco’s had more siloed data sets that were not integrated into one user experience. All three examples are from municipalities of far greater size than Kirkland, so pulling inspiration from them while “right-sizing” the data set for Kirkland will be a key next step.

Draft Human Resource Dashboard Data	Currently Collected?
<i>City Overall</i>	
Total number of City employees	Yes
Race / Ethnicity of City employees	Yes
Gender Identity of City employees	Yes
<i>By Department</i>	
Total number of Department employees	Yes
Race / Ethnicity of Department employees	Yes
Gender Identity of Department employees	Yes
<i>Community Demographics</i>	
Kirkland population	Yes
Race / Ethnicity of Kirkland population	Yes
Gender Identity of Kirkland population	Yes
<i>Recruitment and Hiring</i>	
Open positions posted total	Yes

Race / Ethnicity of applicants	Yes
Gender Identity of applicants	Yes
Race / Ethnicity of new hires	Yes
Gender Identity of new hires	Yes
Duration of open positions	Yes
Number of applications per open position	Yes
<i>Employee Separations</i>	
Race / Ethnicity of separated employees	Yes
Gender Identity of separated employees	Yes
<i>Employee Promotions</i>	
Race / Ethnicity of promoted employees	Yes
Gender Identity of promoted employees	Yes

- **Next Steps**

Staff seek direction from Council on the data set and preferred schedule for posting updated data for the Human Resources dashboard. Staff recommend a quarterly update schedule. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop a mockup version of the draft dashboard. Staff will begin engaging the broader Kirkland community on all the dashboards throughout development. Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community feedback, and present a workplan for dashboard launch with an intended go live in September to help inform Council policy decisions into the next budget cycle.

While the development of the HR Dashboard continues, the Human Resources Department is making strategic steps towards efforts of diversity recruitment. Notably, HR has hired two analysts, both starting in mid-February. The first comes to the City with ten years of HR and recruiting experience from the high tech and healthcare industries, including experience with Microsoft, Amazon, and OPTUM. This analyst will be responsible for the development and implementation of innovative community outreach, engagement, and recruitment programs to diversify the City’s public safety recruits. This HR Analyst will also be assigned to assist the Fire Department to implement the HR-related operational aspects of the Fire Prop 1 Ballot Measure. The second new hire joins Kirkland having spent the last ten years as a diversity recruiter performing full-life cycle recruiting for Boeing, City of Seattle, and King County. This analyst will be responsible for all non-public safety recruitments throughout the City.

F. Human Services Dashboard (R-5434 § 1e)

- **Targeted Stakeholder Feedback**

This element of R-5434 was not identified for discussion by any of the focus groups.

Additional feedback:

The Human Services Commission provided feedback at its January 26 meeting. Commissioners raised the question of whether the dashboard was intended to address equity more generally or racism more specifically. A concern identified with addressing equity more generally is that the urgency of addressing racism is lost. If the intent is to track equity more generally, the success or failure of serving other historically marginalized and oppressed populations, such as transgendered people and people with disabilities, were recommended to be included. Commissioners agreed that the concerns of the members of the Black community needed to be foremost in determining the data to be included in the final dashboard. Finally, the Commission identified an additional way to assess how well the City was ensuring services for people in need, which was to track human services spending by way of measurements such as per capita spending and percentage of City budget and to compare those numbers with other cities.

- **Key Considerations and Best Practice Review**

Examples of human services dashboards are not as widespread as some of the other types of dashboards. City staff identified three dashboards that provided different user experiences, display of data, and levels of detail. The [City of Seattle's Homelessness Response](#)⁹ performance webpage blends data, narrative, and photos by goal category, resulting in an insightful and overall positive user experience. The [City of Portland's Homelessness Statistics](#)¹⁰ dashboard is similar to Seattle's but focuses on recipient category and has pared down narrative support. Finally, the [Human Services Chamber of Hamilton County](#)¹¹ provides a dashboard of the City of Cincinnati's human services funding that includes icons to help convey the categories of statistics provided.

Although the City currently tracks funded agencies, funding amounts and some demographics, additional data collection would be required of agencies in order to determine how well they serve specific populations in the community. For example, requiring disaggregated outcomes by race would be a way to determine if programs the City is funding are as successful serving the Black community as other populations.

⁹ City of Seattle Homelessness Response. <https://performance.seattle.gov/stories/s/Homelessness-Response/w79s-qyv8>

¹⁰ City of Portland Homelessness Statistics. <https://www.portlandoregon.gov/toolkit/article/562207>

¹¹ Human Services Chamber of Hamilton County. <https://humanserviceschamber.org/portfolio/human-services-funding-2/>

Draft Human Services Dashboard Data	Currently Collected?	Method to Collect
<i>Who does the City Fund through human services grants?</i>		
• Agencies Funded	Yes	
○ POC Organization (founded by and led by people of color)	Yes	
○ Non-POC Organization	Yes	
• What Categories of Services Provided?	Yes	
○ Housing and Homeless Services	Yes	
○ Food and Basic Needs	Yes	
○ Supportive Relationships within Families, Neighborhoods and Communities	Yes	
○ A Safe Haven from All Forms of Violence and Abuse	Yes	
○ Health Care to Be as Physically and Mentally Fit as Possible	Yes	
○ Education and Job Skills to Lead an Independent Life	Yes	
• Grant Amount	Yes	
• Who Do They Serve? (client information)	Yes	
○ Race / Ethnicity	Yes	
○ Gender Identity	Yes	
○ Income range	Yes	
○ Age	Yes	
• How Well Do They Serve Them?	No	Agency reporting
○ Outcomes reported by race/ethnicity	No	Agency reporting
○ Outreach to historically underrepresented communities	No	Survey

• **Next Steps**

Staff seek direction from Council on the data set and preferred schedule for posting updated data for the Human Services dashboard. Currently demographic and outcome information is collected once a year from agencies and funding decisions are made two years at a time, so staff recommends an annual update schedule. Based on Council feedback, staff will refine data collection procedures, identify staff workflow, engage with dashboard vendor(s), and develop a mockup version of the draft dashboard. Staff will begin engaging the broader Kirkland community on all the dashboards throughout development.

Due to the potential cost and burden of additional reporting requirements to human services agencies, staff recommend engaging in conversation with nonprofit human services providers. Staff view this as important in this context because small community-based organizations that often serve their own communities the best tend to be the most burdened by reporting requirements. In addition, because the City shares a

grant application and reporting tools with fifteen other suburban King County cities, staff recommend engaging with Kirkland's human services city partners to explore the costs and benefits to additional reporting requirements, such as collecting outcome information disaggregated by community populations. If collecting outcomes disaggregated by populations, such as race, is identified as a needed tool, the City could consider contributing to the costs this additional work would entail.

Staff recommends returning for another study session at the May 18 Council meeting to present the mockup draft dashboards with real data, convey community, agency, and city partner feedback, and present a workplan for dashboard launch with an intended go live in September to help inform Council policy decisions into the next budget cycle.

G. "8 Can't Wait" Police Use of Force Policy Review (R-5434 § 2a)

- **Targeted Stakeholder Feedback**

Although this specific element was not identified for discussion, the "8 Can't Wait" policy framework was referenced by one group in the context of evaluating options for independent civilian oversight of police use of force. That group recommended the [Campaign Zero](#)¹² model as a policy framework for use of force instead of the 8 Can't Wait framework.

- **Policy Review by the "8 Can't Wait" Organization and Key Considerations**

The Kirkland Police Department contacted the 8 Can't Wait organization for a review of Kirkland Police Department policies related to the 8 Can't Wait framework. The response for each of the eight framework components is included as Attachment H. For context, staff have provided additional information and key considerations in *italics* after each policy item found not in compliance with the 8 Can't Wait policy reform framework.

- **Next Steps**

Staff seek Council direction on any additional actions to take regarding this element.

H. Contracting for Third Party Policy Use of Force Review and Use of Force Data Evaluation and Analysis (R-5434 § 2b)

- **Targeted Stakeholder Feedback**

This element of R-5434 was not identified for discussion by any of the focus groups.

¹² Campaign Zero <https://www.joincampaignzero.org/>

- **Current Status**

As directed by R-5434 § 2b, Police Department staff conducted a preliminary use of force review for incidents involving persons of color in 2019 and 2020, included as Attachment I. Staff also provided in that attachment an overview of current reporting and review procedures for reference.

Review of use of force by a third party is a topic of conversation in most neighboring jurisdictions, but few have selected a vendor. The Police Department has contacted a number of consultants who provide use of force policy and data review, including:

- The OIR Group (www.oirgroup.com) – a California based company focused on Independent Police Oversight and Review. Recently under contract with the City of Bellevue, utilizing a retired local law enforcement consultant that also included community listening sessions. Bellevue has not received their final report as of the date of this memo. The OIR Group provided a draft scope of work for independent review of current policies as they pertain to use of force, use of force reporting and use of force review at \$200 dollars an hour not to exceed an estimated \$25,000 dollars. Limited to policy review and analysis.
- Police Strategies (www.policestrategies.com) – recommended by the OIR Group to provide data analysis of use of force incidents. Currently under contract in Spokane to finalize a lengthy use of force & demographic disparity study with the Police Department. Other work includes analysis of use of force for the King County Sheriff's Office and an annual public facing dashboard. Initial estimates for analyzing use of force data and developing a public facing dashboard are approximately \$35,000 dollars and approximately \$10,000 dollars to complete a demographic disparity study. Limited to data analysis and dashboard development.
- Police Executive Research Forum – PERF (www.policeforum.org) – a nonprofit, police research and policy organization located in Washington DC with consultants and national experts located throughout the country. The OIR group referenced PERF model policies as a standard in their use of force review. PERF recently concluded a significant review of use of force policies, use of force review, training, tactics, tools and analysis of use of force incidents for the City of Vancouver Washington Police Department. This included community meetings to solicit feedback from general members of the public. Initial estimates received are between \$74,574 and \$94,163 dependent on the inclusion of data analysis or limiting the focus to policy, training and tactics review. Provides both policy review and analysis.
- Modern Policing (www.modernpolicing.com) – a Seattle based company with experience in police reform, civil rights enforcement and organizational change to drive best practices. Utilizing a cadre of national experts, Modern Policing was recommended by Police Strategies to provide use of force analysis. As of this writing, the Department has not received a draft scope of work. Limited to policy review and analysis.

- **Next Steps**

In collaboration with the City Manager’s Office, the Police Department expects to select a contractor by the end of the first quarter 2021. Any necessary improvements identified by the third-party use of force analysis will be implemented even if the dashboard itself is not yet complete.

I. Structured Council Deliberations on Use of Force Policy and Data (R-5434 § 2c)

- **Targeted Stakeholder Feedback**

No focus groups identified this item for discussion.

- **Next Steps**

Based on feedback and direction from Council, the City Manager will bring forward a proposed timeline for Council discussion of use of force policy and data. Periodic updates will be provided to the Council as part of the R-5434 special presentations and a more comprehensive set of discussions will occur after the third-party use of force review has concluded.

J. Evaluating Options for Independent Civilian Oversight of Police Use of Force (R-5434 § 2d)

- **Targeted Stakeholder Feedback**

This element was prioritized by several focus groups. General themes included the importance of any oversight body being separate from the Police Department and that that body would review all complaints made. Membership on that body was also a theme, including that Council could select some number of positions, while other positions should be appointed based on community engagement process and/or representing specific communities or community organizations. Additionally, it was suggested that the forthcoming Diversity, Equity, and Inclusion Manager position should be involved in the selection process and that membership should be restricted to only those without direct ties through family to police officers. Finally, focus groups placed emphasis on the importance of the body having authority to take actions beyond an advisory role, such as pressing charges or having subpoena authority.

- **Key Considerations and Best Practice Review**

Under Kirkland’s Council/Manager form of government, independent civilian oversight of all City personnel, including the Police Department, ultimately rests with the City Council, which is directly accountable to the public. If members of the public are not satisfied with the results of an investigation for a use of force incident from the Police Chief or the City Manager, they may contact the City Council to express their concerns. In Kirkland, the Chief of Police reports to the City Manager and may be removed by the

City Manager in the discretion of the City Manager, for example if the Police Department is not reflecting the values and expectations of the community and the Police Chief is not correcting the Department's performance. The City Manager reports to the City Council and may be removed by the City Council in its discretion, for example if the Police Department is not reflecting these values and the City Manager is not addressing the Department's performance. The voters of Kirkland have final oversight on these issues, as they may replace elected officials on the Council if the Council does not address City Manager and Police Chief performance or help ensure Police Department behaviors that reflect the values of the community. Options for further independent oversight in Kirkland should be viewed in the context of how they inform and advise the current civilian oversight provided by the Council/Manager form of government.

Independent civilian oversight of police departments involve people from outside a police department having a role in reviewing or advising on police actions, policies, and organization. The civilians performing the oversight may be either professional staff or unpaid community volunteers.

Kirkland's Existing Use of Force Review Processes

Officer-involved critical incidents are defined within Policy 305 of the [Kirkland Police Department Policy Manual](#), which essentially includes any incident involving an officer's use of force or other action resulting in the death or serious physical injury to another person, any officer-involved shooting, or any death of an inmate while in KPD custody. Currently, reviewing these critical incidents can involve several separate investigations, including:

- 1) a criminal investigation conducted independently by an outside agency (which will soon be by Independent Force Investigation Team – King County);
- 2) a review by the applicable internal policy review board (Use of Force Review Board, Collision Review Board, or Pursuit Review Board) to determine policy compliance by involved officers and to recommend training or policy reviews as may be appropriate but with no authority to recommend discipline;
- 3) an internal administrative investigation to determine if discipline is appropriate;
- 4) a formal inquest by the King County Executive's Office to determine what actions occurred and whether the officer complied with training and policy; and/or
- 5) the City Ombudsman in the City Manager's office could become involved if a complaint was made to the ombudsman.

The City Manager, City Attorney and City Council have access to the results of each of these investigation options. With the Kirkland Police Department Policy Manual, Policies 300, 301, and 305 provide details on the current policies on use of force, review boards, and investigations into critical incidents. With any officer-involved critical incident, the City engages with the Washington Cities Insurance Authority, which seeks outside legal counsel to provide the City advice and risk analysis regarding the officer's actions. To date, no officer-involved critical incident involving major use of force has resulted in litigation or legal liability for the City.

Types of Models

Civilian oversight mechanisms may focus on specific individual complaints against the police department, may advise more broadly on general police practice and policy, or may perform a combination of these roles. There are many different configurations for police oversight, with three general categories of oversight systems: (1) investigation-based; (2) review-based; and (3) auditor/monitor. Communities can combine features from the different models to create an oversight agency addressing the community's specific needs or intentions. Within these models and any hybrid iterations, the authority of the oversight body can extend to making policy recommendations, facilitating community forums, and more. The level of oversight can be narrowly focused only on use of force or other critical incidents, or it can be expanded to also investigate or review any level of citizen complaint.

The three general models and some potential strengths and weaknesses of each are summarized as follows:

1. **Investigative**, where the oversight body conducts independent investigations of specific incidents or complaints through professional, non-police staff.
 - Pros: may increase community trust in the investigation process; may reduce bias or perception of bias in investigation of incidents; professional investigators may have significant training
 - Cons: most expensive approach, with additional professional staffing required; likely to require mandatory collective bargaining; unions may resist non-police investigators
2. **Review**, where the oversight body reviews and may hear appeals of completed police investigations of specific incidents or complaints through either professional or volunteer board members.
 - Pros: transparency; facilitates community involvement; policy recommendations that are public may be more likely to result in policy changes
 - Cons: requires significant, systematic training of board, which can be costly; requires substantial time commitment of board members; likely to require mandatory collective bargaining
3. **Auditor/monitor¹³/inspector general**, where the oversight body evaluates systemic issues with police investigations, training, policies, and supervision, rather than reviewing specific incidents, through professional staff.
 - Pros: professional staff with expertise and more extensive training; generally less expensive than review model; potential for robust public reporting; may promote long-term, systemic change; typically broader access to police records; less likely to require mandatory union bargaining

¹³ Staff recommends avoiding using the term "monitor" as that is the title of the individual appointed by the federal court to evaluate the City of Seattle's compliance with the consent decree (effectively a settlement agreement between Seattle and the U.S. Department of Justice) arising from the DOJ's lawsuit to enjoin Seattle's alleged patterns or practices of unconstitutional policing, including excessive force and discriminatory policing. The federal monitor is separate from Seattle's own internal accountability partners, which include the Office of Police Accountability (primarily handles complaints against officers), a Community Police Commission (provides community input on police reforms), and an Inspector General (primarily focuses on auditing and systemic review and oversight and policy improvement).

- **Cons:** focus on broad patterns rather than specific incidents may not satisfy some community interests; typically make recommendations but cannot compel change; success dependent on quality staffing

The National Association for Civilian Oversight of Law Enforcement (NACOLE), which is a non-profit organization focusing on police oversight, is a helpful resource for implementing a police oversight entity. One of NACOLE’s publications, *Civilian Oversight of Law Enforcements: A Review of the Strengths and Weaknesses of Various Models* (September 2016), includes the following table detailing characteristics and forms of authority commonly granted to the different oversight models.

Table 4: Common Characteristics and Forms of Authority by Oversight Model

	Investigation-Focused Agencies	Review-Focused Agencies	Auditor/Monitor Agencies
Receive Community Complaints	Frequently	Frequently	Frequently
Decide How a Complaint will be Handled	Frequently	Rarely	Sometimes
Review Police Complaint Investigations (e.g, for thoroughness, completeness, accuracy)	Sometimes	Frequently	Frequently
Conduct Independent, Fact-Finding Investigations	Frequently	Rarely	Sometimes
Perform Data-Driven Policy Evaluations	Sometimes	Sometimes	Frequently
Recommend Findings on Investigations	Frequently	Sometimes	Frequently
Recommend Discipline to the Police Chief	Sometimes	Rarely	Sometimes
Attend Disciplinary Hearings	Sometimes	Rarely	Sometimes
Have a Board Composed of Community Members	Frequently	Frequently	Sometimes
Hear Appeals	Sometimes	Sometimes	Rarely
Have Paid Professional Staff	Frequently	Sometimes	Frequently
Staffing and Operational Costs	Most Expensive	Least Expensive	Intermediate Expense

Table notes: Based on data collected from 97 U.S. oversight agencies, 2016.

Essentials for Developing Effective Oversight

Regardless of the ultimate design of the oversight model, it will be critical to legitimize the oversight entity, particularly with sworn personnel. As a basic point, in order to legitimize the oversight entity, the City Council will need to pass enabling legislation creating the entity, detailing its authority, and adopting specific procedures for the oversight process.

To ensure that the oversight addresses community needs, the entity can be further legitimized if the City provides interested parties, including the community and police union representatives, an opportunity to provide feedback on what the oversight entity’s duties should include. Such community approval can help avoid perceptions that the oversight entity is merely rubber-stamping police actions. It will be important to collect

and analyze data to determine the need for civilian oversight and to ensure that the selected method and approach meets the community's needs.

Finally, with a goal of legitimizing the oversight entity with sworn personnel, oversight experts emphasize the importance of requiring board members to participate in up-to-date training in police procedures and equipment capabilities, to receive ongoing instruction in relevant law, and to participate in ride-alongs with the police department(s) they serve. As previously noted, NACOLE provides many helpful tools for implementing a police oversight entity. Among other services, NACOLE provides annual training for police oversight members and has created a standard code of ethics utilized by many cities.

- **Current Status**

The City Attorney's Office (CAO) is currently reviewing various models implemented in different cities. With more than two hundred oversight agencies throughout the U.S., the CAO is attempting to focus on models utilized in cities relatively similar to Kirkland in size, resources, and/or community. At this point, CAO is collecting information on the oversight agencies, including the extent of each agency's authority, the mechanism for its creation, and the protocols that guide it. CAO has not yet engaged in any analysis of the effectiveness or community perception of the various programs.

Initial Review of Existing Oversight Entities

As a preliminary highlight of some of these cities, staff have collected information on Ann Arbor, Michigan; Corvallis Oregon; and many others. In 2018, Ann Arbor, Michigan (pop. 122,000) created an unpaid 11-member community commission that serves as an advisory body to the City Council. The commission has the authority to review specific incidents following the department's internal review, and the commission can recommend changes in police practices. Ann Arbor has provided the commission with independent legal counsel and also 1 FTE supporting both the commission and another advisory commission.

Additionally, in 2007, Corvallis, Oregon (population 60,000) established a 7-member board that reviews citizen complaints when a citizen is dissatisfied with the police department's resolution, examines all officer-involved fatal shootings, and reviews data and allegations of bias. Both Santa Cruz, California (pop. 65,000) and Palo Alto, California (pop. 67,000) have a paid independent police auditor, who reviews citizen complaints and police policies.

Proposed Legislation

The current state legislative session includes several proposed bills related to law enforcement, including one directly addressing civilian oversight boards. [SHB 1203](#) would require local jurisdictions to establish a community oversight board by January 1, 2025, or by January 1, 2023, if the jurisdiction currently has such a board. SHB 1203 expressly authorizes local jurisdictions to establish a joint community oversight board by interlocal agreement.

The required community oversight board would have broad authority, including authority:

- 1) to investigate complaints regarding sworn and civilian staff of the law enforcement agency and to make findings on and recommend discipline related to such complaints;
- 2) to review and make findings on internal investigations;
- 3) to hold hearings (including subpoena powers);
- 4) to make policy and procedure recommendations with a requirement that the law enforcement agency provide an explanation if it declines to implement such recommendations;
- 5) to be represented on the hiring committee to fill a chief of police vacancy; and
- 6) to make budget recommendations for future appropriations to the law enforcement agency.

Several other bills more indirectly address community oversight. [SB 5134](#) would prohibit police accountability topics (including community oversight entities) from being subject to bargaining in law enforcement union contracts, preclude the use of arbitration for law enforcement officer disciplinary appeals, and dictate mandatory grounds for discharge from employment for Washington law enforcement officers. Focusing on data collection in an effort to increase transparency and accountability in police practices, [SHB 1092](#) would require law enforcement agencies to participate in a program to be developed by the Washington State University to collect, report, and publish information on law enforcement's use of force and other incidents and interactions involving the public. Finally, there are two companion bills, [SB 5051](#) and [HB 1082](#), related to police oversight with a primary focus on expanding the Criminal Justice Training Commission's oversight authority. With this legislation, the CJTC would add civilian members to the Commission for oversight and review of force incidents. Staff will continue to monitor relevant bills throughout the session.

- **Next Steps**

The appropriate oversight model and the features and authority of the oversight body will be dependent on each community, and policy decisions on police oversight should be supported by clear and relevant data. Based on Council direction and feedback, staff recommend convening an advisory committee to clearly define the goals of police oversight within Kirkland. The advisory committee would benefit from a range of inputs, including community members, police guild representatives, police management, and other City officials. If Council would like to proceed, NACOLE provides a [Guidebook for the Implementation of New or Revitalized Police Oversight](#), which should be helpful in creating a civilian oversight model suitable for Kirkland.

K. Developing a Police Body Camera Pilot Program (R-5434 § 2e)

- **Targeted Stakeholder Feedback**

This element of R-5434 received considerable Black-centered focus group prioritization and discussion. One main theme of the focus groups was the importance of having footage review being conducted by a third party outside of the Police Department. This was one criterion for another focus group's support of body cameras; the other two criteria being the need for very clear policy around body camera usage, including ramifications for officers not in compliance with the policy, and the cameras being on at all times. One focus group preferred having security cameras in public places instead of body cameras, as it would diminish the chance of an officer neglecting to turn on the camera. Finally, another focus group explored the idea body cameras being able to catch positive interactions, as only showing negative interactions that highlight Black people as criminals reinforces racial stereotypes.

- **Key Considerations and Best Practice Review**

The City Manager's preliminary budget included funding for a police body worn camera pilot. \$424,000 was budgeted for both 2021 and 2022, as well as an additional \$150,000 in start-up costs. During the Council's budget deliberations, Council identified that a robust community discussion and significant Council deliberation would be necessary in 2021 before deciding whether to proceed with a police body worn camera pilot program. Council reprioritized the \$424,000 budgeted for body cameras for 2021 to create a human services reserve fund to be allocated by the Council in 2021. The 2022 funding for a body worn camera pilot is still budgeted if the Council decides to proceed.

- **Next Steps**

There are several potential programs and policies related to police body cameras to use as a reference point when developing a Kirkland police body camera pilot. Staff recommend that Council waits for the May 18 study session to receive broader community feedback on body worn cameras before providing Council direction to proceed with deeper best practice research in support of the development of a body camera pilot program.

L. National Best Practices on Alternatives to Police / Co-Responder Models (R-5434 § 2f)

- **Targeted Stakeholder Feedback**

The topic of alternatives to police response to certain 911 calls was among the most widely discussed and prioritized by focus groups. One prominent theme of the focus groups was the desire for minimum-to-no police contact on calls, and that co-responders should be dispatched directly, as informed by specific training to dispatchers, as opposed to being referred after contact has been made. Another theme of the focus groups was the differentiation between a co-responder and a Police or Fire first-

responder. Specifically, focus group participants expressed that the co-responders should be a program that is separate from the Police Department, and they should not wear the typical uniforms of those departments. Beyond just the scope of co-responders, focus groups also encouraged investing in crime prevention, as well as focusing on the continuum of care beyond the initial contact. The need for diverse representation was emphasized, including women and people of color. Community education on what resources are available outside of calling 911 was also suggested. Finally, one focus group provided the feedback that using the term “alternatives to police” was problematic, in that it wasn’t clear that the same historical trauma felt by Black people from police wouldn’t be continued in whatever new roles were created.

- **Key Considerations and Best Practice Review**

Focus groups expressed an interest in minimizing or removing uniformed and armed officers from responding to calls and want this program to exist outside of the Police Department. Note that the feasibility of minimizing Police response will need to be evaluated in light of best practice and safety considerations, informed by the dispatch practices of other programs noted below. Another reflection from the focus groups is to focus on the continuum of care when developing this program. Best practice research indicates it is not enough to respond to 911 calls and refer individuals to services. There is a need for helping individuals throughout the entire process from initial contact, to helping guide them to the potential services needed. Continual follow up all throughout from the same case worker who has the capacity to give each person the individualized attention and care that is needed makes a successful program.

The City Manager’s preliminary budget included funding for four new “co-responder” positions as part of the Community Safety Initiative. In total, these four positions represent the most significant funding priority within the Community Safety Initiative and R-5434. These positions are not yet defined or assigned to a specific department, and the most effective use of these positions will be based on the outreach and research completed as part of R-5434. There is a spectrum of co-responder programs across the nation for Council consideration, and staff continue to research best practices.

To help move the co-responder concept forward, the City has engaged consultant Anura Shah of *Beyond Force* to work with staff to evaluate options and help develop recommendations on what type of co-responders would best meet Kirkland’s needs. Ms. Shah founded *Beyond Force* in 2015 as a response to the growing need for customized education and training regarding crisis management. She is a Crisis Intervention Team Training (CIT) Instructor with the Washington State Criminal Justice Training Commission (WSCJTC) and is an Associate Faculty member at Shoreline Community College in the Criminal Justice Department. She has created the first Professional Navigator Certificate program in the nation. She will be working closely with staff and integrating her work into that of Ms. Kelly-Rae’s larger organizational equity assessment as needed. The goal is to bring an update to the Council in the Spring.

Additionally, staff continue to actively research models in other jurisdictions. Initial analysis by the City Manager’s Office and Police Department focused on the Crisis Assistance Helping Out On The Streets (CAHOOTS) model that began in Eugene,

Oregon, the City of Olympia's Crisis Response Unit (CRU), and the City of Bellevue's two-team approach. Key considerations for each program are detailed below.

Based on conversations with the White Bird Clinic, a third-party non-profit that operates CAHOOTS, it became clear that a variant of their program would be necessary for application to Kirkland, as it teams emergency medical technicians (EMTs) with co-responders. Given that EMTs would be doing work in the scope of International Association of Fire Fighters (IAFF), they would need to be City staff members, although co-responders could be from a third party. Based on this dynamic, White Bird identified Denver, Olympia, and Portland as organizations with resources on staff providing services. Additional information on Denver's Support Team Assisted Response (STAR) model is being gathered and will be brought forward at a future Council meeting. Portland's program is just starting up and staff will be tracking its progress and additional information on Olympia's program is provided below. Note that White Bird offers consulting services that may be of use as the City continues in the evaluation process.

The City of Olympia's co-responder program, Crisis Response Unit (CRU) is a partnership between the Olympia Police Department (OPD) and Recovery Innovations International, a third party that provides free and voluntary crisis response assistance. The CRU team consists of six full time "Community Response Specialists" that, like Bellevue, operate only during the day, seven days a week. CRU will proactively respond to 911 calls they are certain they can provide an effective response to as well as being dispatched by 911 and requested by the Olympia Police and Fire Departments. Their proactive response is achieved by operating on the same radio channel as the OPD, through their dispatch service Thurston County Communications (TCOMM).

In addition, staff reached out to the City of Bellevue to inquire about their co-responder models. Bellevue's model consists of a two-team approach. First, the traditional CARES (Citizen Advocates for Referral and Education Services) team is staffed by student advocates, all of whom are in graduate school to obtain their master's in social work. Referrals to the traditional CARES team are made by different departments and organizations. A full list can be seen on page two of Attachment J, provided to the City by Carol Harper of Social Visions. The second team, CARES101 Unit is staffed by professional social workers who are available during the day, seven days a week, to be dispatched to a 911 scene at the request of the Bellevue Police or Fire crews on scene. A full time of day incident report can be seen in Attachment J. As Bellevue is dispatched by NORCOM and serves many of the same individuals that Kirkland may interact with, the cities will continue to communicate to identify common interests and opportunities to work together.

- **Next Steps**

Based on all of the conversation to date, there is strong evidence that dispatch is key to a successful co-responder program. Staff asked that NORCOM evaluate how dispatch operations would be impacted and whether additional resources would be necessary as these programs are developed. The Eugene CAHOOTS program is tentatively scheduled to provide a briefing to the NORCOM Governing Board on February 12, 2021 on how

their co-responder model would affect the current NORCOM processes. Staff will provide an update for the Council from this board meeting during the Spring update.

M. Evaluate Implementation of a Community Court (R-5434 § 3a)

- **Targeted Stakeholder Feedback**

This R-5434 element was only identified for discussion by one of the focus groups. That group identified the opportunity for the Community Court to provide restorative justice and overall thought that a Community Court was very important to support systemic de-escalation. The group also emphasized the importance of resources being provided to help individuals reintegrate back into society and reduce recidivism rates.

- **Current Status**

As discussed as part of the Municipal Court briefing at the January 5, 2021 City Council meeting, the Municipal Court Judge and Administrator, prosecutors, public defenders, City Attorney, and City Manager's Office have been pursuing establishment of a Community Court program in Kirkland since early in 2020. The process has been facilitated by a contract Community Court Coordinator, Marilyn Littlejohn, and the initial Community Court calendar is anticipated to occur during the second week of March of 2021. City staff is in the process of recruiting volunteers to fulfill roles that have been key to the success of other Community Courts and ensuring that key service providers are included in the virtual Resource Center that will be part of the program (in cooperation with the Redmond District Court). The initial pilot was funded by a \$50,000 one-time service package and will be a "soft launch" to work out the logistics related to providing this program in a virtual setting. Public outreach about the program will take place prior to the first session so that the public is aware that the resources can also be accessed by community members who are not in the criminal justice system. Additional outreach will take place once the calendar and services are fully operational.

- **Next Steps**

Judge Olson and City staff will report progress and results to the City Council before the mid-biennial budget process begins in the Fall, including an assessment of the on-going resources to operate the program.

N. Contracting for a Comprehensive City Organizational Equity Assessment (R-5434 § 3b)

- **Targeted Stakeholder Feedback**

This R-5434 element was not identified for discussion by any of the focus groups, although one focus group participant suggested adding "racial" to the title of the effort, which would read "Racial Equity Assessment."

- **Current Status**

The City has contracted with Chanin Kelly-Rae Consulting to conduct the organizational equity assessment called for in R-5434 § 3b. The purpose of this work is to allow City Council, City staff, and the community to better understand issues related to organizational and community inequities and to identify strategies for addressing those inequities in City government and the community. Ms. Kelly-Rae conducts such assessments and has provided similar services to the cities of Seattle, Redmond, and Bothell, as well as Amazon Web Services and Hopelink. Additionally, Ms. Kelly-Rae conducted the organization-wide diversity and implicit bias training for all City staff throughout 2019, which provides the foundation for staff to be prepared for the organizational equity assessment process. Beyond the organizational equity needs assessment, Ms. Kelly-Rae will guide a gap analysis and strategic planning process involving the community to better position the City in identifying internal and external growth opportunities relative to the areas of diversity, equity, and inclusion. The result of this work will be an "Equity Plan of Record", which is intended to inform various programs, policies, and practices across the City organization, not just those identified in R-5434.

- **Next Steps**

This work is now actively underway. Ms. Kelly-Rae has begun interviews with the City's leadership, and Councilmember interviews will be scheduled in the coming weeks. Expanded engagement of City staff through interviews, focus groups, and a survey will follow into the Spring.

O. Review of the City's Procurement and Contracting Processes (R-5434 § 3c)

- **Targeted Stakeholder Feedback**

This element of R-5434 was not identified for discussion by any of the focus groups.

Staff met in the Fall of 2020 with local community experts Ms. Ollie Garrett, President and CEO of PMT Solutions and President of the Tabor 100, an association of entrepreneurs and business advocates who are "committed to economic power, educational excellence and social equity for African-Americans and the community at large", and Mr. Luis Navarro, Director of Workforce Development in the Office of Equity Diversity and Inclusion for the Port of Seattle. Ms. Garrett and Mr. Navarro provided insight on how the City of Kirkland could increase the participation of women and minority-owned businesses in Kirkland projects and assist City Finance and Capital Projects staff to identify barriers and remove them.

- **Best Practice Review and Key Considerations**

Based on the conversations with Ms. Garrett and Mr. Navarro, the Assistant City Manager met with the Financial Operations Manager and the City Attorney to develop options that would align the City's contracting and procurement policies and processes with the goals and intentions of R-5434 § 3c. Additionally, staff researched the practices of Whatcom Transportation Authority, the Washington State Liquor and Cannabis Control Board, and the Port of Seattle for practices and programs related to this element. From those meetings and research, staff have drafted the following proposed revisions to the City's procurement process:

1. Create an aspirational goal for the organization for Disadvantaged Business Enterprises (DBEs), consistent with language in R-5434.
2. Work with current suppliers to understand their utilization of DBE suppliers and how the City could increase its utilization of these suppliers.
3. Advertise purchasing opportunities with The Office of Minority and Women's Business Enterprises (OMWBE), Washington Procurement Technical Assistance Center (PTAC) and other available outlets that can expand the City's outreach to DBE firms. This does not have an increased cost for solicitations.
4. Include language in City solicitations for subcontractor/supplier utilization requirements that could require these opportunities to be made available to registered DBE firms. This could include working with the awarded contractor to ensure they sought at least one quote from a registered firm.
5. Review City contract documents to ensure the language and requirements included do not create a barrier for entry for DBE firms.
6. Provide staff training on how to seek quotes from DBE firms on purchases.
7. Start a system of tracking DBE spend to establish utilization trends and an ability to report out on progress towards the aspirational goal.
8. When soliciting qualifications from our MRSC roster, consider making the inclusion of at least one DBE firm in each project.
9. Require prime contractors to interview at least one Black, Indigenous, or Person of Color (BIPOC) consultant or company before making a sub-contractor selection.

- **Next Steps**

Staff are still working through the details of these recommendations, such as establishing a definition of DBE given that there are different considerations at the State and Federal levels. Staff will continue this work in alignment with the organizational equity assessment currently underway by Ms. Kelly-Rae to ensure these are equitable and attainable recommendations for the City's procurement and contracting processes. Based on Council feedback and direction, staff will return to Council with final recommendations at a future meeting in the Spring.

P. Evaluating and Expanding Public Art, Public Symbols, Special Events, and City programming (R-5434 § 3d-3e)

- **Targeted Stakeholder Feedback**

R-5434 § 3d and 3e were not identified for discussion by any of the focus groups.

- **Key Considerations and Best Practice Review**

This element contains four sub-elements: public art, public symbols, special events, and City programming. Of these, only public art has an advisory board or commission, the Kirkland Cultural Arts Commission (KCAC). Staff determined that the R-5434 § 3d process for public art could begin immediately with the KCAC, while the remaining three sub-elements of 3d would best be evaluated as part of the organizational equity assessment.

The Kirkland Public Art Policy Guidelines are used by the KCAC in the acquisition of public art in Kirkland and would be the appropriate starting point to incorporate the themes and priorities of R-5434. Staff surveyed other agencies for art policy best practices in line with R-5434, including an in-depth analysis of the [City of Seattle Office of Arts and Culture](#)¹⁴, the [San Francisco Arts Commission Cultural Equity Initiative](#)¹⁵, and [Grantmakers in the Arts](#)¹⁶. Although the various programs for these three organizations differ, the terminology used in their racial equity statements, program criteria, and other materials guided staff in drafting updates to the Kirkland Public Art Policy Guidelines. The revisions include updated goals and criteria for selecting art, as well as a new racial equity statement. The KCAC adopted the revised guidelines at its December 16, 2020 meeting. The updated Public Art Policy Guidelines are attached (Attachment K).

As part of the 2021-2022 Budget process, City Council included funding specifically intended to support more diverse public art (\$9,000 per year for 2021-2022) and community events (\$16,000 per year per year for 2021-2022). There are potential models in other communities of programs designed specifically around expanding the diversity of public art and community events. Staff recommend that the creation of any new processes to implement funding of public art and events be evaluated as part of the organizational equity assessment.

¹⁴ City of Seattle Office of Arts and Culture: <https://www.seattle.gov/arts/programs/racial-equity>

¹⁵ San Francisco Arts Commission Cultural Equity Initiative Grant Guidelines: https://www.sfartscommission.org/sites/default/files/20CEI%20Guidelines_Final_0.pdf

¹⁶ Grantmakers for the Arts, Racial Equity. <https://www.giarts.org/arts-funding/racial-equity>

- **Next Steps**

The Public Art Policy Guidelines require Council approval, and staff will return to a future Council meeting for Council’s review and consideration of its adoption. Based on Council feedback and direction, staff will include the remaining three sub-elements of R-5434 § 3d (evaluating public symbols, special events, and City programming) and R-5434 § 3e in the organizational equity assessment process. However, if opportunities for creating cultural events, symbols or programming arise before completion of the equity assessment, staff will still pursue them. As new programs or processes are developed through the equity assessment process, staff will return to Council with an update.

Q. Funding Strategies (R-5434 § 5)

The early action funding authorized by Council totaled \$380,000 and helped facilitate immediate implementation of several of the elements in the resolution, notably community engagement, national best practice review, and the organizational equity assessment. Staff have now concluded the first round of targeted stakeholder engagement centered around Black people and have begun transitioning to broader community engagement. As R-5434 implementation is anticipated as one of the 2021-2022 City Work Plan items, staff are prioritizing this work in their respective work programs.

Moving forward, staff anticipate the need for an additional \$65,000 to support the equity assessment and a robust community engagement process that continues targeted stakeholder feedback while expanding engagement with the broader Kirkland community. Below is detailed the total expenditures for early actions and anticipated additional funding needed for continued community engagement. A description of each line item is provided below the table. This would not require new revenue as the recommended funding source is the “Diversity Inclusion Initiatives Citywide” element of the Community Safety Initiative service package (21CS01), of which there is \$109,568 available.

Specific additional funding needs for other R-5434 implementation (not included in the table below), such as dashboard development, use of force data analysis, use of force policy review, and a use of force disparity study, will be brought forward as additional budget and project scope details are determined based on Council feedback and direction at the February 16 Study Session.

Early Action Expenditures	Amount
Extension of Management Analyst through 2021	164,676
Hiring a Temp. Special Projects Coordinator	68,891
Virtual Services Center (Development Services / Welcoming Hall)	8,000
Kirkland Indigenous History Compilation	6,154
Community Court Consultant	2,850
Organizational Equity Assessment Consultant Contract	129,429
Total	380,000
Anticipated Funding Needed	
Organizational Equity Assessment Consultant Contract (expanded)	9,071
Ongoing Community Engagement	55,929
Total	65,000

Extension of Management Analyst through 2021 – The City Manager’s Office has extended the temporary Management Analyst Andreeana Campbell’s position through December 31, 2021. Ms. Campbell has taken lead on national best practice review for several topics, has provided internal coordination of consultant contract scopes of work for select vendors, and has supported focus group facilitation. Additionally, this position is anticipated to work closely with the City’s equity consultant and CMO’s temporary Special Projects Coordinator on the organizational equity assessment and equity strategic plan.

Hiring a Temp. Special Projects Coordinator – The City Manager’s Office has hired Chelsea Zibolsky as a temporary Special Projects Coordinator to support all elements of the community engagement process for R-5434. Ms. Zibolsky started on November 23, 2020 and has taken lead on coordinating with community groups for focus groups, organized the February 4, 2021 community meeting, has supported some best practice review and research, and is anticipated to work closely with the City’s equity consultant and CMO’s Management Analyst for the organizational equity assessment and equity strategic plan.

Virtual Services Center – The City Manager provided a presentation on an initial concept for a development services / welcoming hall (renamed the Virtual Services Center) to Council on November 4, 2020. The capital budget includes the adaptation of the pending expansion of City Hall for development services staff into a more open customer service space designed to provide virtual service during the COVID-19 pandemic. The structure of this facility will also create a welcoming space and exhibition hall where the multicultural heritage of Kirkland and the Eastside can be celebrated. This new hall would be funded by development services fees and not general-purpose tax dollars. As directed by Council, staff will return with schematic designs, which will include architectural/engineering consulting, preliminary construction cost estimates, and an overall forecasted project budget.

Kirkland Indigenous History Compilation – The CMO Volunteer Services Coordinator has compiled a first draft from available written resources the hyper-local indigenous history of present-day Kirkland and the shores of Lake Washington. The result of this project will be a 12-page report that includes an equity affirmation, local

land acknowledgment, native place name map, and a summary history narrative. The next stage of this work includes contracting with local Native key experts for their review of the draft report, as well as additional review by leaders of hyper-local tribal governments, federally recognized or otherwise. Staff will bring the final report to Council for review and adoption.

Community Court Consultant – The current status of the work of Ms. Littlejohn, the City’s consultant to support Community Court implementation, is detailed previously in this memo. This expenditure was for 2020 actuals; all remaining cost for Ms. Littlejohn’s contract will be covered by the Community Safety Initiative Service Package.

Organizational Equity Assessment Consultant – The current status of the work of Ms. Kelly-Rae is detailed previously in this memo. This amount is for the entirety of Ms. Kelly-Rae’s contract, which will result in an equity plan of record anticipated to come to Council in late 2021.

Ongoing Community Engagement – This includes both the early action targeted stakeholder outreach, as well as funds for continued outreach. This funding has and/or would be used for various consultants and services, such: translation/interpretation services, an all-city mailing, a paid diversity community advisory group, focus group honoraria, additional communications collateral and advertising, and community organizing consultants and/or staff capacity. Staff anticipated this funding to cover the extent of the community engagement needed through the equity assessment and strategic planning process.

NEXT STEPS:

Staff are seeking direction on the various elements of R-5434 as detailed previously in this memo and approval to schedule the next Council update at the May 18 study session.

Staff are also seeking Council’s concurrence on the allocating the additional funding requested from R-5434 funds to supplement the equity assessment and continue the community engagement for R-5434 implementation.

- Attachment A – Resolution R-5434
- Attachment B – Right To Breathe Committee Status Report
- Attachment C – Focus Group Notes
- Attachment D – Puget Sound Regional Council
- Attachment E – Focus Group Demographic Overview
- Attachment F – School Resource Officer Training Requirements and Status
- Attachment G – SRO Task Force Recommendations Status and SRO Current Duties
- Attachment H – 8 Can’t Wait Policy Review
- Attachment I – Use of Force Preliminary Review
- Attachment J – City of Bellevue Citizen Advocates for Referral and Education Services Overview
- Attachment K – Kirkland Public Art Policy Guidelines

RESOLUTION R-5434

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND AFFIRMING THAT BLACK LIVES MATTER AND APPROVING THE FRAMEWORK FOR KIRKLAND TO BECOME A SAFE, INCLUSIVE AND WELCOMING COMMUNITY THROUGH ACTIONS TO IMPROVE THE SAFETY AND RESPECT OF BLACK PEOPLE IN KIRKLAND AND END STRUCTURAL RACISM BY PARTNERING WITH THOSE MOST AFFECTED

1 WHEREAS, On February 21, 2017 the City Council adopted
2 Resolution R-5240 declaring Kirkland a Safe, Inclusive and Welcoming
3 Community for all people; and
4

5 WHEREAS, following adoption of Resolution R-5240, the City has
6 taken many budgetary and policy actions to make progress towards this
7 goal but recognizes there is still much more to be done to achieve
8 equity, justice and inclusion for everyone; and
9

10 WHEREAS, since the tragic killing of George Floyd by a police
11 officer on May 25, 2020 in Minneapolis, Minnesota, there have been
12 dozens of protests, marches and rallies in Kirkland calling for an end to
13 structural racism and for the City to demonstrate that Black lives matter;
14 and
15

16 WHEREAS, at the June 16, 2020 City Council meeting, the
17 Council issued a formal statement to the community on issues of
18 structural racism and injustice and requested that the City Manager
19 develop "a framework for a citywide response to the issues of bias and
20 racism towards our Black and brown community members" to be
21 presented at the July 7, 2020 Council meeting; and
22

23 WHEREAS, the June 16 statement also asked the City Manager
24 to bring to the July 7, 2020 Council meeting "a request for necessary
25 resources for early implementation actions and community-wide
26 conversations on these critical topics"; and
27

28 WHEREAS, the Eastside Race and Leadership Coalition has for
29 several years brought together local stakeholders from across the
30 community in pursuit of a vision in which the diversity of leaders in local
31 government, social service and non-profit organizations, commerce and
32 education sectors reflect those living in the communities, and that the
33 decisions they make respect the cultural and social differences of those
34 living, working, learning and growing in these communities and
35 eliminate barriers that would otherwise keep them from achieving their
36 fullest potential; and
37

38 WHEREAS, several notable Black leaders from the Eastside Race
 39 and Leadership Coalition formed a group called the Right to Breathe
 40 Committee, and since June 12, 2020 have been engaging the City in
 41 discussions and have called upon the City to abolish systemic Anti-
 42 Blackness to ensure equal justice, provide oversight and accountability
 43 through equitable shared decision-making that embodies the phrase
 44 "nothing about us without us", and de-escalate encounters involving
 45 people enforcing laws and rules against Black people; and

46
 47 WHEREAS, community members have encouraged the City to
 48 evaluate police policies against the national Campaign Zero's "8 Can't
 49 Wait" campaign to end police violence, and to commit to President
 50 Barack Obama's four part "Mayor's Pledge", which includes: reviewing
 51 the City's police use of force policies; engaging the Kirkland community
 52 by including a diverse range of input, experiences, and stories in the
 53 review; reporting the findings of the review to the community and
 54 seeking feedback; and reforming the City's police use of force policies;

55
 56 WHEREAS, this resolution incorporates elements of the "8 Can't
 57 Wait" and "Mayor's Pledge" initiatives and is also intended to create a
 58 path to progress on the goals of community stakeholders seeking
 59 change;

60
 61 NOW, THEREFORE, be it resolved by the City Council of the City
 62 of Kirkland as follows:

63
 64 Section 1. The City Manager is hereby directed to develop
 65 Transparency strategies to allow the community and the Council to
 66 understand how the City as an organization is performing. These
 67 strategies shall include but are not limited to:

- 68 a. Developing a police "use of force" public dashboard;
- 69 b. Evaluating enhancements to the existing police dashboard
 70 that help guard against bias in police action;
- 71 c. Developing a School Resource Officer public dashboard;
- 72 d. Developing a Human Resources public dashboard;
- 73 e. Developing a Human Services public dashboard; and
- 74 f. Other strategies identified by the community and the
 75 Council.

76
 77 Section 2. The City Manager is further directed to develop
 78 Accountability strategies to allow the community and the Council to
 79 understand the City's current police use of force policies and identify
 80 possible changes to such policies. These strategies shall include but are
 81 not limited to:

- 82 a. "8 Can't Wait" police use of force policy review;
- 83 b. Contracting for third party policy use of force review and use
 84 of force data evaluation and analysis;
- 85 c. Structured Council use of force policy and data deliberations;
- 86 d. Evaluating options for independent civilian oversight of
 87 police use of force.
- 88 e. Developing a police body camera pilot program; and
- 89 f. Review of national best practices for alternatives to police for

90 serving those experiencing homelessness, behavioral health
 91 issues, drug addiction and other community challenges.
 92

93 Section 3. The City Manager is further directed to develop
 94 further Accountability strategies to allow the community and the Council
 95 to understand and identify possible changes to other City organizational
 96 structures, programs, and policies. These strategies shall include but
 97 are not limited to:

- 98 a. Evaluating implementation of a community court to reduce
 99 disproportional impacts on traditionally marginalized
 100 populations;
- 101 b. Contracting for a comprehensive City organizational equity
 102 assessment to identify gaps in diversity, equity and inclusion
 103 in all areas of City policy, practice and procedure, and to
 104 identify proposed actions steps to address these gaps;
- 105 c. Conducting a comprehensive review of City procurement and
 106 contracting processes and documents to eliminate barriers
 107 for disadvantaged businesses enterprises to compete for City
 108 projects;
- 109 d. Evaluating whether public art, public symbols, special events
 110 and City programming in Kirkland are welcoming to all
 111 community members;
- 112 e. Expanding the diversity of public art, symbols, events and
 113 programming to be more inclusive; and
- 114 f. Other strategies identified by the community and the
 115 Council.
 116

117 Section 4. The City Manager is further directed to develop
 118 Community Engagement strategies to facilitate citywide conversations
 119 about structural racism and policy and program solutions. These
 120 strategies shall include but are not limited to:

- 121 a. Community engagement process centered around Black
 122 people;
- 123 b. Targeted additional stakeholder engagement including
 124 Indigenous people and people of color, with a focus on
 125 including intersectional voices;
- 126 c. Town Halls, virtual meetings and small group discussion;
- 127 d. Surveys, mailers and social media campaigns;
- 128 e. Council retreat and public hearings; and
- 129 f. Other strategies identified by the community and the
 130 Council.
 131

132 Section 5. The City Manager is further directed to develop
 133 Funding strategies to implement the entire framework set forth in this
 134 resolution. These strategies shall include but are not limited to:

- 135 a. Funding an outside review of police use of force;
- 136 b. Funding a body camera pilot project;
- 137 c. Funding community engagement strategies;
- 138 d. Reserving additional funding to implement ideas from
 139 community engagement, a national best practices review,
 140 and the equity assessment; and
- 141 e. Meeting other funding needs identified by the community

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and the Council.

Section 6. The City Manager is hereby directed to return to the Council by August 4, 2020 with funding recommendations for Council authorization to implement the elements of the framework resolution.

Passed by majority vote of the Kirkland City Council in open meeting this 4 day of August, 2020.

Signed in authentication thereof this 4 day of August, 2020.




Penny Sweet, Mayor

Attest:



Kathi Anderson, City Clerk

City of Kirkland Progress Report
[Right To Breathe Committee Status Report¹](#)






**RIGHT TO
BREATHE**

CITY OF KIRKLAND PROGRESS REPORT




Right To Breathe Policies

Purpose: Ensure safety and respect for Black people by abolishing anti-Black systemic racism, establishing equitable oversight and advisory processes, and de-escalating the policing of Black bodies.

Status and Legends

-  Aligned: Common understanding of objectives & means. Work needed towards policy and implementation
-  Exploring: Working to determine whether objectives and means can be aligned.
-  Impasse: Objectives not in alignment



Local Government Domain Status

-  Establish Community Oversight Board/ Commission for Black people.
-  Establish Black people advisory committees for each department
-  Establish Community Forum




¹ <https://www.righttobreathe.us/dashboard>

	RIGHT TO BREATHE	CITY OF KIRKLAND PROGRESS REPORT
<u>Right To Breathe Policies</u>		
Purpose: Ensure safety and respect for Black people by abolishing anti-Black systemic racism, establishing equitable oversight and advisory processes, and de-escalating the policing of Black bodies.		
<u>Retailers and Public Accommodations Domain Status</u>		
	Post signage for patrons to call Oversight Board/Ombudsman if they feel they are being singled out or followed by employees	
	Annual anti-racism training for any public-facing employees for businesses operating in the municipality	




City of Kirkland Progress Report

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Municipal Government	Establish Community Oversight Board/ Commission for Black people.	<ul style="list-style-type: none"> Oversight, not advisory - Clarify shared objectives. Made up of Black members of the municipality. <ul style="list-style-type: none"> Centers Black people and their historical/personal experiences. City residents, business owners, or employees in a municipality. Acts as an Ombudsman for issues/concerns that Black people (including City employees) have with the City - investigating concerns and advocating for redress. Authority to review any and all municipal policies. <ul style="list-style-type: none"> While under consideration by commissions, councils, or departments. Review existing municipal policies. 	<ul style="list-style-type: none"> Review and adopt language for shared objectives. City's Management Consultant will review other cities for possible models. 	
		<ul style="list-style-type: none"> Fully independent. <ul style="list-style-type: none"> Self-governing. Board self-selects, not appointed by Mayor, Council, or City Manager. Funding with a separate line item in the budget. Makes rulings directly to the departments, not to Council. 		




City of Kirkland Progress Report

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Municipal Government (Cont'd)	Establish Black people advisory committees for each department	<ul style="list-style-type: none"> Made up of Black members of the municipality. <ul style="list-style-type: none"> Centers Black people and their historical/personal experiences. City residents, business owners, or employees in a municipality. <i>We have to get to the intent in ways that are lawful.</i> Advise on anti-racist hiring policies to help reach defined hiring goals. Acts as a sounding board (and early warning system) for department heads and Council. 	<ul style="list-style-type: none"> City makes next proposal - possibly establish a single advisory committee for whole government (other than police). 	
		<ul style="list-style-type: none"> Quasi-independent. <ul style="list-style-type: none"> Self-governing. Board self-selects, not appointed by Mayor, Council, or City Manager - with criteria established by the municipality. 		
	Establish Community Forum	<ul style="list-style-type: none"> Regularly bring people together to discuss and collectively advance solutions for ongoing issues and concerns for Black people. Could be a part of some larger program. Ongoing education about historical context and current systemic issues related to anti-Blackness. Standing membership/participation includes: <ul style="list-style-type: none"> Community members - Black, PoC and non-PoC. Business Community - Public Accommodations and Employers. Civic/Community/Faith-Based Orgs - Black, PoC Focused and not PoC Focused. City Government including police. City Council members to liaison. Run by and prioritized within the appropriate City Department. 	<ul style="list-style-type: none"> Budgeted. Possible evolution of Welcoming Kirkland Initiative. Next step: planning session for implementation. 	




City of Kirkland Progress Report

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Police Department	Immediate Policing Changes	<ul style="list-style-type: none"> Institute de-escalation measures for protests - use of tear gas and batons only as last resort. Establish a community-led commission to review all arrests and uses of force since May 25th. Distribute financial compensation for all people who have been teargassed or had force used against them. Donate equivalent funds that were used for riot control. 	<ul style="list-style-type: none"> COK believes its actions during the summer protests were consistent with the intent behind these strategies. 	
		<ul style="list-style-type: none"> Eliminate all tactics that restrict the airways (ie. Compressing the neck/knee) Eliminate all choke holds - even in cases of use of deadly force. 	<ul style="list-style-type: none"> Reviewing policy language on key measure of elimination of all chokeholds including Vascular Neck Restraint. 	
	Establish Civilian Oversight and Accountability Committee (in addition to Advisory Committee to the Chief)	<ul style="list-style-type: none"> Oversight, not advisory with public rulings and ability to issue an infraction. Comprised of Black members of the municipality centered on Black people and can include City residents, business owners or employees in a municipality. Fully funded Independent and self-governing body, with ability make rulings to the Chief, IA and Council. With Authority to review any and all incidents including use of force, review incident reports and release all videos within 48hrs to public. Liaise with Police Tribunal, propose policy changes and recommend firing officers, Publicly issue information about the Police Department. Works in parallel to internal police tribunal and/or internal investigations on major incidents. Works in parallel to internal police tribunal and/or internal investigations on major incidents. 	<ul style="list-style-type: none"> Agreement in principle. Next steps include discussions about implementation discussion and timing. 	




City of Kirkland Progress Report


Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Police Department (Cont'd)	Defund School Resource Officers	<ul style="list-style-type: none"> Reallocate funds to school counselors and mental health support. 	<ul style="list-style-type: none"> Reviewing Impasse. Direction from levy and School District partnership are among reasons cited. 	
	Establish De-escalation as the highest priority for police interactions	<ul style="list-style-type: none"> Mandatory to deploy de-escalation tactics upon contact with all subjects. <ul style="list-style-type: none"> Mandatory de-escalation training of all officers that results in decreased uses of force as well as in-custody and officer casualties. Evaluate and update training until uses of lethal and potentially lethal means decreases in cases where the officer determines force is needed. 	<ul style="list-style-type: none"> Agreement on intent. De-escalation language added to Use of Force policy (was in separate location). Consolidating language across functions, including jail. 	
		<ul style="list-style-type: none"> Develop and train on compassionate Uses of Force For restraint, i.e. use tactics used by nurses and mental health providers. (Excluding tranquilizer/sedatives ie. <i>Elijah McClain</i>). For responses to violent threats, i.e. use non-lethal and less lethal uses of weapons and tools. 		

City of Kirkland Progress Report



Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Police Department (Cont'd)	Demilitarize the police Department	<ul style="list-style-type: none"> Reject AI & Machine Learning surveillance in community. <ul style="list-style-type: none"> Not intended to restrict cameras. Reserve assault weapons for SWAT-specific missions, approved by the Police Chief who will have informed the CEO of the municipality (mayor or city manager as well as the elected council). Money from police department seizures of property goes to community policing and/or school counselors. <ul style="list-style-type: none"> Federal and state law restricts where money can go. Oversight board evaluates and holds accountable. Eliminate military-style equipment and tactics (including "No-Knock" warrants). 	<ul style="list-style-type: none"> Aligned, current practices consistent with this objective. State law restricts No-Knock Warrants. Next steps include clarifying how this interrelates to Oversight. 	
	Mental Health Training for Officers	<ul style="list-style-type: none"> Establish policies to require mental health- and trauma-informed policing by all officers. 	<ul style="list-style-type: none"> Aligned, current practices consistent with this objective. Review language, including whether the State mandate falls short. 	
		<ul style="list-style-type: none"> Clear targets set to decrease uses of force when contacting people with mental illnesses. Clear consequences established if target is not achieved. 		

City of Kirkland Progress Report

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Police Department (Cont'd)	Establish non-commission (unarmed) Officers	<ul style="list-style-type: none"> Create a timeline to make 50% of officers unarmed to handle issues where use of force is rare and/or not anticipated (i.e. traffic enforcement, taking reports, etc). 	<ul style="list-style-type: none"> Aligned on intention behind the Goal. The City's approach is to add unarmed co-responders with subject matter expertise available 24/7 Budgeted 	
	Make enforcement of non-violent quality of life and "broken window" violations the lowest priority for the police department	<ul style="list-style-type: none"> If called to the scene by a civilian, contact the caller first to educate them of steps to take instead of calling the police. If no violation of law - then no law enforcement 	<ul style="list-style-type: none"> Aligned on intention behind the Goal. Review language to ensure no ambiguity 	
	Educate/inform people who call the police due to feeling unsafe or on suspicion	<ul style="list-style-type: none"> Shift the stance of protection and service from the caller to the person who has had the police called upon them. Treat this as a threat of violence, unless, upon arrival, the officer sees a clear violation of law or threat to safety. Do not contact the person who has had the police called on them unless the officer sees a clear violation of law and/or threat. No more "move along" service by the police. Only intervene in cases where a law has clearly been violated. Contact the caller first to assess whether there is a legitimate threat Educate the caller about unnecessary police calls. 	<ul style="list-style-type: none"> Aligned on intention behind the Goal. Review language to ensure no ambiguity. 	

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Police Department (Cont'd)	Establish program to recruit Black police officers	<ul style="list-style-type: none"> Publicly commit to increasing the percentage of Black officers on the police force to reflect the Black population of the municipality. Escalate the issue if target is not achieved. 	<ul style="list-style-type: none"> Agreed and in process. 	

City of Kirkland Progress Report

Policy Domain	Goals	Key Strategies	Notes/Next Steps	Status
Retailers and Public Accommodations	Post signage for patrons to call Oversight Board/Ombudsman if they feel they are being singled out or followed by employees	<ul style="list-style-type: none"> • Calls compiled and tracked. <ul style="list-style-type: none"> • Excessive calls lead to termination of business license. • Police must consult the tracking list when/if being called for an "unwanted person," trespass, or other contact to add context to the call. • Oversight Board publishes an annual rating to be publicly posted at business site. • Make requirements for business license application and/or renewal. 	<ul style="list-style-type: none"> • Agreed and in process. • Next steps include developing a pilot program, potentially with regional partners. • Pilot program will likely not include business license requirements. 	
	Annual anti-racism training for any public-facing employees for businesses operating in the municipality	<ul style="list-style-type: none"> • Minimum training specifications established by Community Oversight Board. <ul style="list-style-type: none"> • Make certification a requirement for business license renewal. • Access to training that meets the specifications made available for free through the city or local chamber of commerce. 	<ul style="list-style-type: none"> • Clarify shared objectives to move this to alignment. • Include in workplan for development of Community Oversight Function. 	

R-5434 Targeted Stakeholder Engagement - Focus Group Notes

Staff conducted a total of seven focus groups with Black-centered and/or Black-led groups between November 2020 and January 2021 and one focus group with a Latino group in February 2021. Below is a listing of the groups that staff met with for focus groups:

- Eastside Race and Leadership Coalition (ERLC)
- Black Policy Advisory Committee
- Movement of Advocacy for Youth
- Eastside Change Coalition (met twice)
- ERLC -organized student focus group
- Eastside Embrace
- Kirkland Promotores

Total attendance at the above eight meetings was approximately 52.

Below are staff's raw notes from the focus groups. All focus group notes are organized together by R-5434 topic.

Use of Force Dashboard

- Is supplemented by a monthly standing meeting with KPD / City staff
- Listening/conversational session; gives an opportunity for community members to be heard.
- Is easily findable and accessed
- Has transparent methodology for tracking
- Transparent about how the data is collected (for example race and gender)
- Use of Force Investigation – Should be a third party investigating
- Need accessible information and objective analysis.
- Reduce the potential to have a conflict of interest.

Existing Crime Dashboard

- Including drug offenses - tends to discriminate on POC.
- Don't just include DUIs
- Diversify who looks at the data and gives the City feedback on the data.
- Make it available in different languages
- Report on non-criminal activities - conditions and criteria of the call; what criteria would we put it on the dashboard?
 - Was the call made anonymously; who is the individual who made the call; and what was the reason for their call; the officers' reaction(s) to the call.
- Turn the report into a video
- Don't just post to website and not say anything
- Do more than just present to the council; mailing list for updates; also in different languages
- Include demographic data
- How does the city use this dashboard to inform and implement policy?
- Break down each metric to show demographics, reasons for the call, outcome of the call.
- Usable data. Capture metrics that you can then use to respond to what the community needs

- Make it clear to the community that this data will not be siloed
- Get many points of feedback from the community throughout the process
- All the dashboards play into one another.

School Resource Office Dashboard

- Students don't generally have that great of a relationship with their SRO
- The SRO makes students more uncomfortable (armed individual walking around the school)
- For the dashboard to be effective, need to reimagine SRO program
- Right now SROs are dealing with the fear of an active shooter, but that's something that's not day-to-day; instead they should be working with counsellors to support students as highly-trained mental health professionals; data will follow
- Armed individuals (SROs) in middle schools is not needed because students are too young
- SROs seem to monitor / hang around Black and brown students, implicit bias at play
- Undermines confidence in SRO system due to Asian and white students being able get away with drugs, etc.
- Armed individuals do not help students feel safe
- Makes students uncomfortable, predatory feeling
- Doesn't seem like SROs are there to protect students but are there to criminalize students
- Reprioritize funding for counsellors (particularly BIPOC) to connect students with services they need
- SRO Program itself needs evaluation
- Should work more as mental health professionals
- How are we counting "number of students served."
- Middle school students are too young to have SRO
- Tend to hang around the black and brown kids at school; Implicit bias; don't need to be armed
- Doesn't make students feel safe; more money should go to BIPOC counselors
- Uncomfortable around the SRO
- Predatory presence
- SRO would constantly hover over groups of black and brown people, chime in their conversations in the common area when students were minding their own business (all were saying this was their experience).
- Seems like it's only meant to deal with active shooters, and not patrol drugs at all
- Especially when those drug using kids are white/Asian
- SRO – plays into the same rules as outside of school but is more detrimental
- An environment dedicated to learning, students of color see badges as threats to the lives
- Want SROs taken completely out of schools
- Money reinvested in counsellors, co-responders
- Initial impetus for SROs was Columbine, but they have detrimental effects
- SROs allow for prison pipeline to happen in schools
- Officers might enter situations inappropriately – could lead to arrests, etc. Oftentimes officers don't see de-escalation as being their priority
- If student taken out of school, then they're just getting behind
- Reductive to assume putting a "good officer" in front of student of color will help them become more comfortable with police

- An institutional problem can't be overcome with an interpersonal relationship
- Presence of police is a form of use of force – presence of a weapon imposes your authority over others
- One friendly cop won't melt years of evidence that cops are an oppressive force
- Police officer in a school – purpose of police officer outside of school will be replicated in school – default is to criminalize
- For those that say SRO does more than policing (building connections with students, wellness, etc.), those actions should be carried out by "wellness responders"
- Systems/programs in place to help achieve this, but lacking funding
- Don't just reform the program; invest in counseling and therapy – not just reactive policing; definition of SRO seems more in line with counselor than officer; need for targeted conversations with BIPOC students that the average experience isn't capturing; Define SRO and ask the community if these roles and responsibilities could be filled more effectively with a different position.
- Community Wellness Committees: adults serving the overall health of students (mental and physical); Mental Health Counselor – proactively checking in with students; potential for a board that helps provide mentorship for students; could perform the role of SROs at a higher proficiency
- Student advocate model in place of SROs - in line with ECC vision
- Do we have data on the number of crimes on a school day?
- How often are ready-on-call police officers needed?
- Activities SROs are doing daily?
- If no arrests are made, why do we have officers on site?
- How are things being reported?
- Is evidence being misinterpreted?
- Introduce the SRO – students may not know their role or the fact that they're there.
- Role of the SRO is diluted when they're asked to handle things like mental health – divest those resources into positions that are more equipped to handle these things (Restorative justice counselor)
- We need representation in schools of Black SROs
- Address the issue of the "empathy drop" (cognitive dissonance) around BIPOC students by raising our level of understanding.
- Need more than just a month dedicated to Black history.
- Address systemic sustained racism with the same urgency and COVID.
- Take accountability
- Want to see people of color on the 5434 team so when we have these conversations we're not needing to be educated on the past.
- Visibility of an SRO doesn't tell the full story of what the data is showing.
- Be very cognizant of what your policies are inadvertently allowing SROs to do/be.
- Students' rights inside and outside of school are very different.
- Proactive accountability needs to be written into the policy.
- "Good apples in a bad orchard" isn't going to cut it.
- A restorative justice dashboard is needed.
- RJ Counselor helps students with restoring individuals into the community, between students and teachers, etc.
- Invest in new programs and don't just allow SROs to have more resources for them to send students to.

- Divest in SROs and reinvest in other resources for mental health, domestic violence, and general instances that need de-escalation
- Don't like the phrase "alternative policing" because it's not all encompassing of the problem that needs to be solved – same guidance for "co-responders" as well ("Support and Serve" should be front and center).
- Larger review by a committee that consists of a broad range of stakeholders (especially the schools regarding SROs) – ongoing engagement with the community on the process.
- Imbalance of negative SRO impact on BIPOC community.
- Rather you spend the money to train officers to not be abusive/racist/profiling behavior rather than catch poor behavior on camera and review and debate about it the treatment. Think about what the answer be if it were profiling/abusing white students. Equal and opposite reactions to consider
- Stats on incidents that need police response – i.e. need for full police gear, immunity? If not much data, why do we need police officers at schools?
- A Dashboard for Restorative Justice is needed
- SRO experience – student accused of having a knife, the SRO didn't confront them, but called for backup (3 officers), no knife found; why have a police officer there in the first place? As a Black student, does not feel comfortable to ever go up to an SRO
- Common denominator for African American students to ever go up to an SRO is that situations are often not assessed correctly (being misinterpreted by SROs)
- Didn't know had SRO for a year – SRO should be introduced
- Biggest defense is they can be a bridge for service – seems to dilute the role of SROs, don't believe SROs are best equipped to handle things like mental health; divest those resources to people that are more – restorative health counsellors, school counsellors, psychologists or Restorative Justice Counsellors – relationship, racial healing circles
- There is safety in SRO relationships when the SRO is a Black man. Safety for Black students is with Black representation present in their schools. That is not the case in suburbia schools on the Eastside. [Seattle SRO's]
- The school where my son attended in NC had a Black man as an SRO. He was a mentor to many students of color and Black students. I have seen a very different role here. My Black students have absolutely been tracked and followed by the SRO.
- Rise level of understanding so policing won't be needed in schools
- Racism is the biggest disease that we face; learning loss and bringing students back to school – there's equal learning lost when Black students are in places where they are oppressed; these conversations can't remain siloed; accountability
- Hire Black people to positions of power to address and held accountable; people not held responsible for racism and racist acts
- There's also a stress factor to our BIPOC students' ability to access their education to the fullest that white people will never understand.
- SRO – pandemic of silent policing; even if we have SROs giving presentations, at the same time, they are still policing and profiling Black and brown students; call to rewrite policy to be direct about what the SRO can and can't do; youth rights is an ongoing issue – within schools those rights are blurred; re: representation matters, but not all the way for police in a school; "Good apples in a bad orchard"; no uniform "he's one of you, but he still has all the power to intimidate".
- There is no accountability for any of it. SRO is not transparent while they have total access to students with no protection from them. Their word against white male adult.
- More effective to invest in schools that need school psychologists or other resources

- Hopes that it doesn't become a jurisdiction issue where the city sees it a District issue, etc.
- Wants us to go to City Council to put real pressure for divesting SRO in support of co-responders
- Police in schools: 1) badge can be a means for intimidation (if that officer can't relate to students, that is a problem)
- Majority of SROs are not PoC; if white officer in majority (or just high amount of) POC student school, communication is key
- Students of color need to have leadership examples
- Those wearing the badge need to respect students of color as well as other students (growing up, experienced harassment) different here than in CA;
- Putting cops immediately into children's lives is not helpful for students – presence of authority isn't necessary for a school; SROs were never nice, blew situations into a bigger situation
- No reason to have cops in schools in Kirkland (as opposed to other cities with more danger for students) – resources should be going somewhere else; white students at schools can feel safe around the nice cops – can be manipulative;
- Went to Juanita HS, saw kids get arrested, if both Black and white kids, observed Black kids getting arrested first – different treatment by administration, officers; in Kirkland we don't have the same type of issues as in other cities, but there's a clear difference in treatment between Black and brown kids vs. white kids; instead of having someone with a badge and gun, would prefer counselling skills, instead of arrest could talk kids out of the behavior issues to keep students out of prison system
- Saw someone get detained – white and Black students got in a fight, SRO decided to detain the Black student and do nothing to the white student, when tried to complain/report, was denied rights; whenever that SRO walked into the room, all the Black and brown students would take three steps back; SROs were cold to students of color; all the students wanted him fired; if the Black students feel uncomfortable, there's a reason for that, listen to that; white students could get away with vaping, students of color were reported/searched – reports about white students wouldn't be followed up on; ... would have very happy to never see an SRO again – students would skip classes or avoid areas because the SRO was there, when grades drop whose fault is that – the hostile environment or student? Whenever brought up with school administration, always dismissed for students being too young and not knowing; SROs automatically putting experience onto students of color is not okay; SRO made the situation uncomfortable; day to day interactions
- Dealing with administration at the school on a couple occasions, made contact with the SRO – automatic fear from SRO; authority mis-used is going to traumatize kids; the America of PoC is different from the SRO's America
- If only 1 arrest for the whole year, then funding should be reprioritized for other services
- Whole system issue – America as a country is so ingrained with white supremacy and anti-Blackness, so subsidiary systems (schools, etc.) will have that also; to decrease harm is an urgent thing – replace people with guns with counsellors, etc.
- Not just the SROs – administration and teachers, brush issues under the rug

HR Dashboard

- Includes City leadership, appointed Boards and Commissions

- Disaggregated (management – is the City advancing into leadership positions people with diverse backgrounds?)
- Includes context for equity and inclusion efforts – that diversity in staffing does not equal/define equity, but is a helpful starting point; context in a demographic landscape with larger explanation of equity in hiring -Has benchmarks with the larger Eastside, not just Kirkland demographics

Civilian Oversight of Police use of Force

- One pillar of Campaign Zero - <https://www.joincampaignzero.org/oversight>
- History or track record review of officers
- Reference Campaign Zero for structure/format
- Campaign Zero goes beyond 8 Can't Wait
- Use of Force is part of 8 Can't Wait
- Other pillar – community representation, demilitarization, end of for-profit policing
- Who is chosen to be on that oversight, and what powers do they have?
- Housed completely separate from PD building
- No friends/family, etc. of PD – no way related to PD -Should have power to press charges within a timeframe depending
- Community members should have easy access to view and submit complaints
- All complaints should be going to oversight board separate from PD
- DEI Manager should have stake in who's on the oversight board
- Council can select some number of positions
- Others should be appointed based on community engagement process
- Reaching out to specific community organizations for reps and/or recommendations, and/or providing input to Council appointee selection
- Semi-judicial authority; subpoena power
- Needs to have actionable power, so they can have correct info when needed and can act upon the info if they deem actions were handled incorrectly by the PD
- Would like to see a Black commission or board
- Middle option described in our memo – are there additional powers depending on the outcome of the investigation? What happens after the appeal is given is open for discussion – ECC likes this if the board can elevate to a third party to perform an investigation
- One of the biggest issues is that they are overfunded – toys and gadgets that essentially results in a military force (no need for that level of equipment, assault rifles, etc.) overuse of money
- Officers trained more to use force than not to use force – de-escalation needs to be first
- Personal experience with officers always results in force Agree with divesting of KPD; getting overpaid and there are no repercussions; equipment/gear, wages, and number of officers
- Defund 50%; teachers and social workers are underpaid compared to police officers
- Generally, the concept of “defund police” means take X amount from PDs and put those funds into the community – put the mental health –type concerns to trained professionals (psychologists, mental health counsellors, social workers, etc.)
- Readdress background checks (if patterns of excessive force [ref: officer who killed George Floyd])
- If you defund the police departments, then most of the officers of color would lose their jobs

- The gear/equipment is for what might happen; actions of a few reflect on the attitude of the mass
- If you defund, they're not sending the equipment back; defunding takes dealing with the Unions – designed to protect the people they represent, lawsuits
- Tough work, good training out there, but some troublesome people causing issue
- When you are being fired upon or have to fire back
- Some people out there should not be in certain jobs; people making choices, and there are unfortunately white people out in the community that look at Black people and think the worst
- Laws should be made so Unions can't protect people doing bad things; if there are police officers who have patterns of excessive force, then the Union shouldn't be protecting them; what happens after review of excessive force incidents? Real accountability and consequences Notion of defund the police therefore BIPOC officers will get laid off is a manipulative tactic of police
- Kirkland could follow Seattle's example of defunding

Body Cameras

- Whether we need these things or not, get body cams out there, do the hard police reform work.
- There's a desire to focus on other things, but those other things are not what the public is focusing on and the media isn't focusing on either.
- Body camera memo - quotes an old 2013 ACLU report that has since been superseded. Thinks the ACLU will reach out to the City.
- Worn and on at all times, with ramifications if not done
- Outside body should be able to access that footage – community oversight
- PD shouldn't be only ones reviewing their footage – that would defeat the purpose
- Outside body can evaluate for use of force policy
- Policy is very clear – very clear actions if policy broken – then they can serve a great function
- We want body cams as long as they're on at all times
- Clear consequences if not, and third party oversight
- If no to any of the above, then no body cams
- Use the body cams to catch the positive interactions; only showing bad interactions, highlighting Black people as criminals, reinforces the stereotype
- Body cam needs to happen with the identity work first; Having the police see Black people as human and Black people see them as human, that's more important than the camera
- Instead of body cams, rather have security cams in public places
- How does the City gauge success in a pilot program (body cameras)?
- Works only if the review of footage doesn't come directly from the PD.
- Needs to be progressive.
- Worth investing in, but needs independent review.
- Training is needed, not cameras that address the issue after the fact – be proactive.
- Body cams for sure!
- It'd be helpful for to go back and check what happened
- Will only work if review of footage isn't within PD; it being in Charlottesville helped; worth investing but would need to be reviewed by outside body to be effective
[seconded]

- Makes the most sense to have a third party conducting investigations; PDs are struggling to have more accessible info, so even from that standpoint, having a 3rd party would add validity
- Reviewing SRO program (Chief, PD, parents, students) and hired independent contractors to review use of force – middle ground of addressing stakeholders and having them be involved in review, as well as PD
- Input about SROs in schools and a connection/understanding that there is actually legislation (RCW) – very important that people are educated (nothing about us without us); Black community has been the most impacted historically by racism and racist acts in this area; bring this out to broader community (not just word of mouth – who you know)

National Best Practices on Alternatives to Policing

- (Reference) Eugene's CAHOOTS program; from dispatcher's perspective for calls that are nonviolent; has the same resources as the police department (can be dispatched from 911 calls)
- Police aren't present when healthcare professional doesn't arrive; if PD is there, they should stay in the car or monitor from a distance; armed individuals can be incredibly stressful (particularly mental health situations), and may help deescalate situations
- (Reference) New Zealand where police officers aren't armed – aren't considered scary because they don't have guns; not carrying guns will help build trust
- Not in typical police/fire uniforms; shouldn't look like a police officer; easily identifiable and not armed
- Having these co-responders be diverse as well would be really beneficially. More women and POC would be better
- Should come automatically to calls and not on a request basis; will help with baseline de-escalation; 911 operator could ask certain questions to help inform and understand the specific situation, what kind of crisis; when is a weapon even necessary/needed in a situation – how does that influence the escalation of a call?
- Informing excessive force usage to ensure safety; can take action to intervene on police action to protect suspect from potential abuse of use of force
- Is separate from police department culture; distanced from the institution while culture change is happening
- Based on a relationship of trust between the co-responder and the police officers; co-responder has full authority (legal, reporting, etc.) over the police officer – separate enough to still encourage action if needed -CAHOOTS
- Officers stays in the car and doesn't wear a uniform; can trigger a negative response from
- Are the co-responders on every call or on a request only basis? Should be on every call
- Who should make that decision? The dispatcher? Maybe ask certain questions of the situation to figure out who should respond to the call; get an idea of the crisis and respond accordingly.
- Excessive force - when is that necessary? Which areas of a body not to touch? - neck
- Do you exchange efficiency and safety for accountability?
- Are there going to be mental health co-responder program part or adjacent to PD?
- What department will they be in?
- Who's responsible for showing up to homelessness coordinators
- Redmond has co-responder in PD and homeless coordinator in different department

- We want to see more where they are housed outside of PD
- We don't want to add mental health to PD budget
- Dispatch logistics will need to be worked out
- Our goal is to create alternative systems, groups that are separate from PD
- Homeless coordinator should be department of their own, or together with mental health responder
- First FTE should be separate from PD
- "Community Wellness" Department – designated to these alternative functions
- Drug resources
- Homeless coordination
- Mental health assistance
- If unclear PD presence is necessary and MHP sent, PD should have pulse on situation
- De-escalation really comes in; PD should never be the ones to escalate
- Historically PD has escalated situations with those experiencing homelessness, mental health issues, etc.
- Escalation only harms community more
- Policing is inherently reactionary
- PD has authority to exercise use of force
- Situations that require a forceful reaction are very few
- Many reactionary responses need to have de-escalation
- Use of force - enabled individual should not be default response
- Crime – people break the law, but only those caught, tried, guilty are criminal
- The increase of policing tied to increase in crime because more police find more crime
- Instead fund those that stop the crimes before they happen
- Survival crimes – lack of housing, food, etc.
- Crux of defund police movement is to shift that funding to treat issues before crime occurs
- We need to invest in crime prevention and not forceful reactions to crime (i.e. police)
- Resources for mental health co-responder program in City of Redmond Demand Document <https://bj.a.ojp.gov/program/pmhc>
- More than one-year plan
- Growth of alternative policing strategies; homeless coordinators > police showing up on scenes where police are not needed
- Big need for a homeless coordinator – continuum of care, connecting homeless individuals to resources
- Redmond homeless coordinator has 60 cases alone – not sustainable; recidivism rates could be diminished if coordinator has less cases.
- No police officer in a social situation where they don't belong – not the complete abolishment of the police dept.; sweeps of encampments do more harm than good – this position can help; funding community systems in place of what police have been asked to do.
- Model for a City: Mental Health Dept.; specialized training for dispatcher to determine requirements needed on scene and what social services are required – a 911 call is not an immediate need for police to be dispatched; educating the community on the resources besides calling 911; streamlining of City resources; connection to the "complete system;"
- Police Mental Health Collaboration - ECC's demands have a link to a "how to" – unique to each cities needs; prefer separate PD and Mental Health Dept but have strong

collaboration; subtle differences are key; Council of State Govt Justice Center – reach out and begin conversation on collaborative efforts.

- “Alternative Policing” – doesn’t like that phrase, having racial equity and support and services and understanding of Black community experience – look creatively at what will support Black community; begin with how we’re respectively saying services, support, and collaborate
- CAHOOTS (Oregon) - 911 call related to mental distress, drugs – there’s a team of trained social workers with or without police depending on situation; models like that are cities in general need to be looking at; mental calls don’t necessarily need to respond to those calls; when you add a gun to a mental distress situation, it generally would escalate.
- Need to rely less on police being social workers Kirkland has an opportunity to do something that can be used elsewhere.

Community Court

- Very important
- Needs to have community representation
- Anyone who goes through community court has resources, so they don’t repeat crimes; part of their “sentence” is to engage in resources
- Reference Redmond
- Safety net – shouldn’t be one strike and you’re done. Should restorative justice, prevention. Tying in with systemic de-escalation
- Restorative not punitive justice
- Ties well with defund the police conversation – end goal is to have no need for policing in the first place. If there are disputes, then they can be handled civilly.
- Community Court support system
- Community Court – community service restorative justice workshops/ideas to repair the situation that led to community court engagement; link social services to individuals as they come out of court; addresses the smaller, but equally important community issues.

Organizational Equity Assessment

- Add “racial equity” to title of organizational assessment

Diversity Equity and Inclusion Manager

- Job description / responsibilities include that they are there for anti-racism, specifically anti-Black racism, work
- Reference - Vera Institute re: funding of staffing
- (Relations Specialist) – isn’t just to make the City look good; job description as the mechanism for safeguarding against this

General Notes

- Add the list of groups we're reaching out to, to our website.
- Keep demographic questions very open ended.
- With an enhanced effort towards Black inclusion, are City of Kirkland events and festivals typically directed at resident businesses and organizations or more widely open to (what I assume) application to participate? If it's by application, the city Black/BIPOC pool is fairly small.
- Uncomfortable with the lack of Black representation on this meeting; Doesn't want to represent Black opinions and priorities when they aren't Black.
- Recommends asking each participant to state their racial identity when they introduce themselves.
- Glad it's City employees and not a third party doing the outreach.

- Define terms to make sure we're all speaking the same language when we review these 11 actions. SRO, Use of force, diversity initiatives within the city (HR dashboard, org equity assessment, and additional staff for diversity and inclusion efforts).
- Address the statistics from the Indivisible Kirkland meetings; Money per week spent on small crimes, amount of Black population v. reports involving Black people and use of force incidents on Black people.
- Be proactive about sharing Police information; WKI letter out to the City might be an appropriate place for this report; Presentations about the report as well; Also include when the Police Chief asks for money in memos to the Council.
- Make sure that there are BIPOC people representing services and staffing
- Relationship was the most important – but relationship wasn't reflected on any of the tiles for review
- KPD should issue an apology about what is happening and has happened to Black people; What would it mean for KPD to apologize?; Humanize them to our communities
- Relationship is the real progress; tangible action
- Upsetting to see the first slide – is that really the beginning of this conversation?; Acknowledgement that 5434 starts in May, but don't want the City to be off the hook that it's taken this long. Timeline should start in 2013-2014; if not earlier; Acknowledge history
- The City listening and following up about the empathetic/relationship focus sends a message hope
- Need to acknowledge that you've told a lie about us and have upheld; We feel like we're not part of the community because of how we're viewed by police; Relationships are built on trust, on agreements.
- Historically, Black people do not trust white people;
- When you start to move forward with this work, you need to consider why Black people might not trust what you're doing; Just because you are doing something for Black people doesn't mean that you should expect Black people to stop telling you about issues/concerns.
- White people have said things for centuries, but their actions speak louder than words
- Funds go to priorities
- Conversations with the City, we know what the priority is by what the City is funding.
- Hoping that through this process that the City can do this right.
- Funds follow priorities – hope that this does begin to have action and funds follow.
- A lot of what we're talking about is around PD – more so it has to go back to starting from square one – how do we train? How do we humanize how officers view Black people? Until we get the police department to that side, all the rest isn't as important
- How do we make the organization a compassionate organization?
- Accountability levers to balance out the over-power that Police has; Need to have a mechanism to influence – way to provide complaints
- It'd be great to have compensation for these meetings
- What is the funding sustainability of these issues?
- Hoping for consistency across region (ref: RTB); although students from Bellevue, experience is mirrored across the Eastside
- Impressed with where Kirkland is at compared to other Eastside cities
- Be present and start to connect with communities
- We've never been openly asked or invited to help
- When filling out forms there are no checkboxes that made us feel included

- American culture of “titles” excludes a lot of immigrants.
 - In my country I am white, here I am a person of color, that is not something I identify as
 - I do not identify as Latinx
 - It would be better to ask “What is the country you identify with?”
- Mosquito bite theory, one bite is okay... lots of bites can make you exhausted and annoyed
- Training for the “first faces” of the city - being able to be culturally responsive, speak other languages
- Colorism within government
- When I moved here I couldn't navigate the website, I had to get married in Redmond because I couldn't find out how to do that here. I couldn't find ways to volunteer or get involved. I live in Kirkland but travel to other cities to be a part of their communities.
- How can families be involved or communicate their needs when they don't speak English?
- There are fears over their status and whether they can get involved at a community level
- Build relationships to different ethnic groups, understand their culture
- We need to include them in our conversations and when you do, be ready for people to want to be actively involved.
- Asking is not enough, building relationships is very important
- Understanding that Spanish speakers are not all the same
- It would be helpful to create different community “ambassador” groups who could build trust in the community. Start small and then have them all meet together
 - School level
 - Neighborhood
 - Whole community
- Family Connection Centers & Equity teams in schools - all schools should have this
- Invite more people to participate
- Build small groups to grow community
- Coneccion de Familiar - they help families in schools with resources
- Also important to remember we have individuals in the community without kids who need access and support
- Look into the programs Bellevue has, but dont think similar programs are a fix all, understand the needs of Kirkland’s community and then meet them
- I learned a lot about inclusion and acceptance through my children, they will be the next generation to carry on this work
- Schools and/or the City could invite communities to come together and share their culture
- Relationship building
- We need people within the City who speak different languages and understand the passion behind the culture
- When I first immigrated here there were four things I needed to know:
 - School
 - Health
 - How to get other services
 - My rights
- I would travel far to get services at Hopelink

- Workers feel less than others - Gardeners, cleaners etc.
 - Need for professional development
 - Resources for business owners in different languages
- This community doesn't just need help, they want to offer help too. There is a missed opportunity in that
- People will give their hands and hearts
- Translators vs. facilitators - we need actual employees who speak the language
- There is a lot of economical help, but we need heart language
- There is so much talent and knowledge in the community - it's a shame it's not being used
- It states with the initial connection
- Immigration status, disability, homeless
- The community is ready, it's just matter of starting the conversation
- Tired of being viewed as "people in need" there are many people who want to help
- How do you feel about interactions with police?
- In my country you see cops, and cross the sidewalk... I have interacted with the police twice and they were good interactions, but I know a lot of that had to do with the fact that I can speak English
- The police make me very nervous. I worry that they will treat me differently because of my accent and wonder what my immigration status is. I am a female and I feel that way, I can only imagine how scary it is a young Black man who might be going out at night to walk his dog.
- We conducted a survey, the answer to "do you feel comfortable around police" was much different than "who do you call in an emergency" - most people felt comfortable but wouldn't call them



Puget Sound Regional Council

ACTION ITEM

October 15, 2020

To: Operations Committee
From: Josh Brown, Executive Director
Subject: **New Policy on Compensating Members of PSRC Funded Focus Groups and/or Committees**

IN BRIEF

A new policy for compensating certain committee members to participate in focus groups and/or committees is being proposed. The intent of this policy is to engage and elicit feedback from historically underrepresented residents through their participation on focus groups and/or committees.

RECOMMENDED ACTION

Recommend that the Executive Board approve a new policy on compensating members of PSRC funded focus groups and/or advisory committees.

DISCUSSION

Many members of PSRC's existing committees represent local jurisdictions, agencies, and professional advocacy groups and are paid by their respective employers to attend meetings. The proposed new policy would allow PSRC to compensate focus group members and/or committee members who are not already compensated by their employer, thereby encouraging greater participation by members of the community.

This policy would be used as a basis for providing compensation to focus group and/or committee members engaged in the upcoming Regional Housing Strategy effort and in the development of a new Regional Equity Strategy.

The guidance for the compensation policy comes from a combination of scoping conversations conducted with peer MPOs, member jurisdictions, partner organizations, consultation with PSRC's consulting CPA firm, and staff research into best practices.

Contingent upon approval, the policy will be added to PSRC's Administrative Policies and Procedures Document.

For additional information, please contact Diana Lauderbach at 206-802-5231; email dlauderbach@psrc.org.

Attachments:

Focus Group and/or Committee Member Compensation Policy and Procedures

**Puget Sound Regional Council
Focus Group and/or Committee Member Compensation Policy and Procedures
October 22, 2020**

Purpose

To establish a policy and procedures for compensating focus group members or committee members who are not compensated by their employers for participating in the PSRC funded meetings.

Policies

Members of focus groups/committees who are not already being compensated by their employers or other organizations for participating in the PSRC funded meetings may be compensated for attending the group meetings.

The compensation rate structure is set by PSRC based in part on its review of focus group/committee compensation paid by other peer metropolitan planning organizations (MPOs), member jurisdictions, and partner organizations. The compensation rate structure will be subjected to periodic evaluation, at the discretion of PSRC.

At the discretion of PSRC, adjustment may be made to the set compensation rate per meeting, if unusual and significant time commitment would be required for a particular meeting.

Procedures

1. Member's Questionnaire

Each member of the focus group/committee must fill out the Member Questionnaire, on an annual basis. The Member Questionnaire is required to be updated when personal information changes. The Member Questionnaire form is available at PSRC's website: www.psrc.org.

Members of focus group/committees must disclose in the Member Questionnaire if he or she is being compensated by his or her employer for preparing for and attending the meetings.

Member Questionnaire must be submitted to PSRC's accounting department, email to finance@psrc.org.

2. Attendance

Regular attendance to focus group/committee meeting is required for the member's compensation. Attendance must be recorded by the focus group/committee and emailed to PSRC's accounting department within 3 business days after each meeting. The record of attendance will serve as support for processing compensation to members.

Attendance sheet is available at PSRC's website: www.psrc.org.

3. Compensation

PSRC's accounting department is responsible for calculating the total compensation per member based on the current compensation rate structure. This task can be delegated to a consultant. The Compensation Schedule will be the current standard compensation per meeting and any adjustment based on anticipated unusual time commitment for a particular meeting. The Compensation Schedule shall be communicated to each focus group/committee two weeks prior to the schedule of meeting, as the schedule allows.

PSRC's accounting department, or the consultant, is also responsible the processing of checks for the member's compensation in accordance with its accounts payable policy and procedures. The check will be mailed to the focus group member's address provided on the member's questionnaire.

Exhibits:

Exhibit A: Sample Member Questionnaire

Exhibit B: Sample Attendance Sheet

Exhibit C: Sample Compensation Schedule

Exhibit A: Sample Member Questionnaire

**Puget Sound Regional Council
1011 Western Avenue Suite 500, Seattle, WA 98104**

www.psrc.org

(Focus Group/Committee Mission): _____

(Name of Focus Group/Committee) Member Questionnaire

Name: _____

Address: _____

Phone: _____ Email Address: _____

Occupation/Position: _____ Employer: _____

1. Have you ever served on a Board or been a Member of (Name of Focus Group/Committee)? If yes, please describe, including dates served.

2. Based on your experience and skills, what do you anticipate would be your primary contribution(s) to the work of the (Name of Focus Group/Committee)?

3. Are you compensated by your employer or other organization for participating in (Name of Focus Group/Committee)?

4. If your answer is no for the question 3 above, please provide your social security number for identity and tax reporting:

I certify the above information is correct and true.

Signature: _____

Date: _____

Attachment: Focus Group and/or Committee Member Compensation Policy and Procedures (2923 : New Policy on Compensating Members of

Exhibit B: Sample Attendance Sheet

Date	Purpose of Meeting or Name of Focus Group/Committee

Signature

I attest that I attended these meetings

Date

Exhibit C: Sample Compensation Schedule

**Puget Sound Regional Council
Compensation Schedule
(Name of Focus Group/Committee)
Date: _____**

Members of (Name of Focus Group/Committee) that are not already compensated by their employers or other organizations for participating in the (Name of Focus Group/Committee) will be compensated for preparing for and attending the (Name of Focus Group/Committee) meetings.

The compensation rate structure is set by PSRC based in part on its review of equity advisory member compensation paid by other peer metropolitan planning organizations (MPOs), member jurisdictions, and partner organizations. The compensation rate structure will be subjected to periodical evaluation, at the discretion of PSRC.

The current compensation rate for (Name of Focus Group/Committee) members is a flat fee of \$125 per meeting. No other expenses shall be reimbursed by Puget Sound Regional Council.

Puget Sound Regional Council makes a discretionary decision on the compensation adjustments for each (Name of Focus Group/Committee) meeting based on the level of commitment required for each meeting.

Adjustments to be made to the flat fee of \$125 for the meeting scheduled on: _____

Reason for Adjustment	Increase and Reduction in Compensation Rate	Adjusted Compensation Rate

Prepared by: _____

Date: _____

Approved by: _____ 76

Date: _____

Targeted Stakeholder Engagement - Focus Group Demographic Overview

Staff conducted a total of seven focus groups with Black-centered and/or Black-led groups between November 2020 and January 2021 and one focus group with a Latino group in February 2021. Below is a listing of the groups that staff met with for focus groups:

- Eastside Race and Leadership Coalition (ERLC)
- Black Policy Advisory Committee
- Movement of Advocacy for Youth
- Eastside Change Coalition (met twice)
- ERLC -organized student focus group
- Eastside Embrace
- Kirkland Promotores

Total attendance at the above eight meetings was approximately 52. As part of the focus group process, staff requested that participants provide anonymous demographic information. This was an optional component of the focus groups, and approximately half of the participants responded. Below is a demographic overview of the focus group participants.

Racial Identity	Number of Respondents	Percentage
American Indian or Alaska Native ONLY	0	0%
American Indian or Alaska Native AND Black or African American	1	4%
Asian ONLY	2	8%
Asian AND White	1	4%
Black or African American ONLY	17	65%
Native Hawaiian or Other Pacific Islander ONLY	0	0%
White ONLY	4	15%
Not Listed	1	0%
TOTAL	26	4%

Hispanic or Latino Identity	Number of Respondents	Percentage
Yes	1	4%
No	25	96%
TOTAL	26	100%

Gender Identity	Number of Respondents	Percentage
Female	16	62%
Male	10	38%
Non-binary or third gender	0	0%
Not listed	0	0%
TOTAL	26	100%

Age	Number of Respondents	Percentage
Under 18	5	19%
18-24	10	38%
25-34	1	4%
35-44	0	0%
45-54	4	15%
55-64	6	23%
65+	0	0%
TOTAL	26	100%

Housing Situation	Number of Respondents	Percentage
Own	10	38%
Rent	5	19%
Unhoused	0	0%
I live with family or friends and don't pay rent	9	35%
Other ("college campus" specified)	2	8%
TOTAL	26	100%

Location of Residence*	Number of Respondents	Percentage
South Kirkland (Moss Bay, Everest, South Rose Hill, Lakeview, Central Houghton, Bridle Trails)	1	4%
Central Kirkland (Market, Norkirk, Highlands, North Rose Hill)	0	0%
North Kirkland (Finn Hill, Juanita, Kingsgate, Totem Lake)	3	12%
I live outside of Kirkland	22	85%
TOTAL	26	100%

*Some focus group participants noted that they had previously lived or attended school in Kirkland, although they don't reside in Kirkland currently. Staff have noted this feedback and are evaluating how to update the location of residence demographic question for future surveys.

School Resource Officer Training Requirements and Status

Kirkland's School Resource Officers have mandated training either via state law (RCW or WAC) and/or Kirkland PD Policy. Kirkland requires that SROs complete both the Basic and Advanced SRO training courses. An overview of the training is provided below:

- Basic SRO training course

The National Association of School Resource Officers Basic School Resource Officer Course is a forty-hour (40) block of instruction designed for law enforcement officers and school safety professionals working in an educational environment and with school administrators. The course provides tools for officers to build positive relationships with both students and staff. The course is also beneficial for educational professionals dedicated to providing a safe learning environment and provides a more in-depth understanding of the role and functions of an SRO. The course emphasizes three main areas of instructions:

1. Law Enforcement Function – Instruction on the differences between law enforcement when conducted inside a school environment including understanding the teen brain and de-escalation techniques.
2. Mentoring Students – Instruction designed to provide tools to be a positive role model for youth including informal counseling techniques.
3. Guest Speaking – Instruction on a variety of instructional techniques as well as classroom management tools to provide law-related education to students.

Attendees gain a solid working knowledge of the School Resource Officer concept and how to establish a lasting partnership with their schools. The purpose of this course is to provide participants with information regarding the school resource officer concept and the skills necessary for its successful implementation.

Course Objectives:

- Clearly define and explain the SRO Triad concept.
 - Demonstrate positive and professional communication.
 - Apply the concepts of planning, prevention, and response to school safety
- Advanced SRO training course
- The NASRO Advanced School Resource Officers Course is a twenty-four hour (24) block of instruction that focuses on more advanced techniques for the School Resource Officer. Topics covered include law updates, technology and social media, improving communication with administrators and information on current youth-related topics. Participants will also spend two hours at a school building conducting a "Site Assessment." The Course is a designed for any law enforcement officer working in an educational environment. This course, following the SRO Triad model, advances the SRO's knowledge and skills as a law enforcement officer, informal counselor, and educator.

Course Objectives:

- Learn strategies to work closely with school administrators on problem solving and crime prevention strategies.
 - Develop a better understanding of the causes and solutions for school violence.
 - Conduct a site assessment on the school buildings within their school district.
-
- RCW 28A.320.124 Required Training Topics
 1. Constitutional and civil rights of children in schools, including state law governing search and interrogation of youth in schools
 2. Child and adolescent development
 3. Trauma-informed approaches to working with youth
 4. Recognizing and responding to youth mental health issues
 5. Educational rights of students with disabilities, the relationship of disability to behavior, and best practices for interacting with students with disabilities
 6. Collateral consequences of arrest, referral for prosecution, and court involvement
 7. Resources available in the community that serve as alternatives to arrest and prosecution and pathways for youth to access services without court or criminal justice involvement
 8. Local and national disparities in the use of force and arrests of children
 9. De-escalation techniques when working with youth or groups of youth
 10. State law regarding restraint and isolation in schools, including RCW 28A.600.485
 11. Bias free policing and cultural competency, including best practices for interacting with students from particular backgrounds, including English learners, LGBTQ, and immigrants
 12. The federal family educational rights and privacy act, FERPA

Basic and Advanced SRO training classes are offered during the Summer months. Kirkland's more experienced SROs, who are assigned to the two high schools, have attended both the Basic and Advanced classes. Kirkland's newest four SROs, who are assigned to the middle schools, attended the Basic SRO class in their first year and will hopefully attend the Advanced class during their second year of SRO assignment dependent on availability due to COVID. All of Kirkland's SROs have attended the required training per the RCW.



CITY OF KIRKLAND
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MEMORANDUM

To: Kurt Triplett, City Manager

From: Cherie Harris, Chief of Police
 Mike St. Jean, Deputy Chief of Police

Date: January 29, 2021

Subject: SCHOOL RESOURCE OFFICER TASK FORCE RECOMMENDATIONS AND CURRENT DUTIES

RECOMMENDATION:

It is recommended that the City Council receive a status check on the recommendations contained in the SRO Taskforce final report.

BACKGROUND DISCUSSION:

The Department's SRO program expanded from two officers to six officers with the passage of Proposition 1, which provided specific funds dedicated to the additional positions in Kirkland Middle Schools. At the November 2018 election, 57% of Kirkland voters approved Proposition 1, the Enhanced Police Services and Community Safety Ballot Measure. In January of 2020, four additional SROs were assigned to the newly expanded Community Services Unit (CSU) comprised of both the SROs and the Neighborhood Resource Officers (NRO). They joined the two existing SROs, who were already assigned at Lake Washington High School and Juanita High School.

Once Proposition 1 passed, and as directed by related Resolution R-5339, the City Manager and District Superintendent convened a SRO taskforce charged with becoming educated on the current SRO program, comparing the current program to national best practices, and making recommendations on improvements to the City and the District. The taskforce met seven times between June 2019 and January 2020, with a final report published in March 2020.

On July 7, 2020, Assistant City Manager Lopez and Police Chief Harris presented the final report to the City Council and recommendations from the SRO Task Force, as directed in R-5339. The overall theme of this report was that the Department has an excellent SRO program that is already following many of the national best practices. There were several recommendations present to the Council, mostly around reinforcing the idea that the overarching goal is keep kids out of the juvenile justice system through building relationships, counseling and providing appropriate services.

School Resource Office Program Update

The Kirkland Police Department, in partnership with Lake Washington School District (LWSD), provides six School Resource Officers (SRO) assigned to Lake Washington High School, Juanita

High School, Kirkland Middle School, Finn Hill Middle School, Kamiakin Middle School, and International Community School/Emerson High School. Currently there are 18 public schools in the City of Kirkland: three high schools, three middle schools, and twelve elementary schools.

In March of 2020, LWSD closed all schools due to the Covid-19 pandemic. The Department SROs were rotated out of the Community Services Unit to Patrol squads (three to day shift patrol and two to swing shift). They remained assigned to Patrol squads throughout the summer to help with staffing and to function as Police Training Officers for newly hired recruits. SROs returned to the Community Services Unit in September 2020. Their current assignment consists of (but is not limited to):

- Conducting school checks and communicating with school staff
- Assisting LWSD with checks on absentee students
- Conducting investigations related to Child Protective Service (CPS) referrals concerning students
- Conducting directed enforcement on community complaint areas (parks, traffic complaints zone, etc.)
- Community-specific projects such as organizing presentations for community engagement groups about the role of SROs.

LWSD schools are scheduled to reopen in a phased approach, starting with elementary schools on February 18th. Middle schools and high schools are scheduled to return possibly in March, but there is no firm date yet, and more delays could occur. The SROs will return to the schools as the students return to in class learning.

Task Force Recommendations

The following is a list of the recommendations developed by the SRO Task Force and the current status of the work being done to accomplish these recommendations. It is the Department's belief that the work done by this task force, along with the input gathered from the City's outreach and engagement team will drive many aspects of what a future SRO public dashboard will contain.

- Recommendation 1.1: Define a clear statement of purpose for the SRO program that includes "help keep students out of the criminal justice system" as one key purpose of the SRO program. ***In Progress***
 - The following statement was developed by the SRO taskforce for use in defining the SRO program:
The Kirkland School Resource Officer program is a partnership between the City of Kirkland and the Lake Washington School District. The primary purposes of the School Resource Officer (SRO) Program are to:
 - *Help keep students physically, socially and emotionally safe at school.*
 - *Provide for positive interactions between the SROs and students, families, and community members in order to make the Police Department more accessible and approachable.*
 - *Connect students with supportive services.*
 - *Help keep students out of the criminal justice system.*
 - The Lake Washington School District is currently working on updating the contract language between the Kirkland Police Department and the district. Kirkland SROs are members of the National Association of School Resource Officers (NASRO) where they have received training aligned with the sentiments of the Task Force recommendations. The Washington State School Directors Association has developed a model policy, which states, amongst other things, the focus of any SRO working in the district is to keep students out of the

criminal justice system when possible. The full model policy can be found here: <https://wssda.app.box.com/s/9mrdbo38xxqy5q86vnpbi0fk13u725ih> .

- The Department will continue to collaborate with LWSD to incorporate the above statements into the new SRO contract.
- Recommendation 1.2: Align authorization documents related to the SRO program to use a consistent purpose statement and roles and responsibilities. ***In Progress***
 - As the task force developed and released a concrete purpose statement, the next steps will be to align the purpose statement with the LWSD program and the Department policy manual (Lexipol). The Department's contract with LWSI is still under development/review with their legal advisors. The LWSD experienced recent turn over with the departure of their Risk, Health, and Safety Manager. LWSD is currently hiring a new "School Safety and Crisis Manager," a currently empty position due to the unexpected departure of the prior manager. This position will be the liaison position between the Department and LWSD.
- Recommendation 1.3: Include future documents currently being developed by the State Superintendent's Office to update relevant authorizing documents, such as the City-District contract, KPD policies, and SRO job description. ***In Progress***
 - The Department's SRO policy and job description are in the process of being updated to better match model policy from the State Superintendent's Office and the task force language recommendations. See above concerning the current status of the LWSD-KPD contract.
- Recommendation 2.1: Create proactive communication materials to better introduce the SRO program to the school community, including potentially impacted community members. ***Completed/On-Going***
 - City Staff and the Department have taken multiple steps to introduce the program and the SROs to the school community and residents of Kirkland. This continues to be a focus by the City and the Department, with presentations continuing throughout 2020 and into 2021 with community stake holders. This included, but was not limited to:
 - A video from Chief Harris that had video introductions and interviews with the current SRO team
 - Meet-and-greets with the SROs at the beginning and end of multiple school days at schools that were receiving a new SRO (Kirkland Middle School, Finn Hill Middle School, Kamiakin Middle School, International Community School, and Emerson High School)
 - Community groups, PTA/PTSA, and school staff presentations on the role of SROs in schools (on-going).
 - SRO presentations to the AM and PM Rotary, Kiwanis, and the Downtown Business Association.
 - The Department assigned a bilingual (Spanish speaking) SRO to Kamiakin Middle School to help serve the Spanish speaking population that attends.
- Recommendation 2.2: SROs should meet with affinity groups, which are groups formed around a shared interest or common goal, to learn about the varied perspectives and experiences of students and families. ***In Process***
 - The current SROs have been actively reaching out and presenting to community engagement groups.

- SROs have been actively engaging student groups that represent students of color, LGBTQ+ students, students with disabilities, and students new to the country and their families. However, COVID 19 has limited the opportunities with these groups.
- SROs were able to meet virtually with the AM and PM Rotary, Kiwanis and the Downtown Business Association. The City and the Department will continue to reach out to student body and community groups for comments, discussions, and presentations.
- Recommendation 2.3: Formalize the community feedback requirement of RCW 28A.320.124, with a focus on proactive outreach to potentially impacted community members. *In Progress*
 - The process of community feedback has been an on-going project for the City and the Kirkland Police Department. Community outreach through participation in community meetings, PTSA/PTA meetings, student group meetings, LWSD staff meetings, and other venues has been a focus of the SROs for the last six months.
 - The new City website offers the option of completing an online survey and other feedback forms within the SRO program page. These online forms are currently being explored by the Department. Members of the community have the ability to file concerns about any SRO via the City of Kirkland website or e-mail/phone or in person at the Kirkland Police Department through the formal complaint process, which is in accordance with state law.
 - Staff is currently working on a survey of the SRO program, as part of their outreach and engagement efforts.
- Recommendation 2.4: Explore ways for SROs to be provided information on student behavior-intervention plans for use in emergency response situations, so SROs are best prepared to interact with students who may have specific needs. *In Progress*
 - SROs are currently collaborating with LWSD to develop systems of communication for students with behavior-intervention plans. Due to privacy concerns, SROs are not allowed access to the LWSD's Skyward student database where this information is housed. SROs only are made aware of behavior plans/individualized education plans (IEP) by staff on a case-by-case basis. SROs also become aware of behavioral or mental health issues as they build personal relationships with the students over the school year. The SRO unit will continue to engage LWSD on this matter in the upcoming year. This recommendation is complex in nature, and requires compliance with all relevant privacy regulations, including recognizing the confidential nature of medical information or IEP plans.
- Recommendation 2.5: Explore ways to regularly collect and report relevant data that indicates whether disparate negative impacts are occurring for particular groups of students, including students of color, LGBTQ+ students, and students with disabilities. *In Progress*
 - The Department and LWSD are currently collaborating on the continued data collection concerning SRO interactions with different student groups. The City and the Department are actively developing a SRO dashboard to better display this information to the public. There are privacy concerns that need to be taken into account to prevent identifying individuals when the information is presented. This also requires an ever-evolving method to accurately document SRO interactions with students, which is not easily quantifiable.

- SROs took 292 total cases between 2017 and 2020. Of those cases, 92% did not involve an arrest or any charges being filed with the King County Juvenile Court or the City of Kirkland Municipal Court.
 - The types of cases handled by SROs during this time period were generally related to Child Protective Service (child abuse/neglect), drugs, mental/emotional/suicidal cases, assault, theft, threats, and sexual assault/rape.
 - The most common type of cases taken by SROs are CPS-related cases.
 - There were 32 total criminal charges forwarded by SROs, with only 4 being physical arrests.
 - The other 28 criminal charges did not involve an in-custody booking; instead charging documents were forwarded to prosecutors for review, charging, and in many cases diversion.
 - Of those 32 criminal charges: 27 were male, 5 were female, 23 were White, 2 were Black, 4 were Asian, and 3 were Hispanic.
- Recommendation 2.6: Evaluate additional mechanisms for feedback, such as 360 or other similar evaluation tools, that includes students, staff, and families to help inform existing evaluation protocols. *In Progress*
 - The CSU unit is developing internal goals for the SRO program and the individual SROs to continually evaluate their performances. Currently, LWSD staff are asked to provide input for annual evaluations for SROs by the CSU supervisors. A community survey of the SRO program is currently being drafted by City Staff, as part of their outreach and engagement efforts.
- Recommendation 3.1: Update training requirements and offerings for SROs to meet or exceed expectations for RCW 28A.320.124. *Completed/On-Going*
 - All Department SROs have attended the National Association of School Resource Officers (NASRO) Basic SRO course. This is a 40-hour course that focuses on providing tools and best practices for law enforcement officers and school safety professionals working in an educational environment and with school administrators to build positive relationships with both students and staff. SROs are encouraged and regularly complete additional training in the form of webinars and other training opportunities outside of the NASRO. Per RCW 28A.320.124, SROs are now required to have received specialized training in the below 12 topics.
 - As of August 2020, each Department SRO had attended these trainings and are in compliance with current state training requirements:
 - Constitutional and civil rights of children in schools, including state law governing search and interrogation of youth in schools;
 - Child and adolescent development;
 - Trauma-informed approaches to working with youth;
 - Recognizing and responding to youth mental health issues;
 - Educational rights of students with disabilities, the relationship of disability to behavior, and best practices for interacting with students with disabilities;
 - Collateral consequences of arrest, referral for prosecution, and court involvement;
 - Resources available in the community that serve as alternatives to arrest and prosecution and pathways for youth to access services without court or criminal justice involvement;
 - Local and national disparities in the use of force and arrests of children;

- De-escalation techniques when working with youth or groups of youth;
 - State law regarding restraint and isolation in schools, including RCW 28A.600.485;
 - Bias free policing and cultural competency, including best practices for interacting with students from particular backgrounds, including English learners, LGBTQ, and immigrants;
 - The federal family educational rights and privacy act, FERPA.
- Recommendation 3.2: Maintain the current expectation of NASRO training for all SROs. ***Completed/On-Going***
 - All Department SROs have attended the National Association of School Resource Officers (NASRO) Basic SRO course which is offered on an annual basis in the summer months.
 - The two senior SROs have also attended NASRO's Advanced SRO course, which is also offered on an annual basis in the summer months. This is a 24-hour course that focuses on advancing the SRO's knowledge and skills as a law enforcement officer, informal counselor, and educator.
 - All four SROs who were appointed in 2020, have applied to attend this training in the summer of 2021 (pending COVID 19 restrictions).
 - All SROs maintain an active NASRO membership, allowing them to receive occasional updates and information on best practices for SROs along with legal updates.
 - Recommendation 3.3: Ensure SROs receive training on referring students to counseling or other services. ***Completed/On-Going***
 - Department SROs receive training on resources available in the community that serve as alternatives to arrest and prosecution and pathways for youth to access services without court or criminal justice involvement. Along with training, and resources, SROs collaborate with school counselors and school administration directly to refer students to resources. The CSU supervisors are involved when a physical arrest, or criminal referral may be warranted. The CSU supervisors also help to identify any appropriate alternatives to arrest. SROs are expected to follow the training they have received and make every effort to avoid creating any "school to prison" pipeline. SROs in the schools are in a unique position to build relationships with at risk students, and they encourage students to make positive decisions.
 - Recommendation 3.4: Maintain the current hiring requirement of a minimum of two years of experience as a commissioned police officer. Additionally, in the SRO job description, pursuant to bargaining with the Police Guild, consider replacing "willingness and desire" with "demonstrated ability" with respect to interactions with youth. ***In Progress/Ongoing***
 - The Department intends to maintain the minimum experience requirement for the SRO position. The current job description and command structure still need to be updated (see Plans Going Forward section below). The Department has a documented history of not appointing officers to the SRO position if they have not demonstrated the desired qualities.
 - Recommendation 3.5: Continue emphasizing retention of SROs through the current five-year SRO assignment commitment. ***Completed/On-Going***

- SROs are currently assigned to the unit for 5-years, with the possibility of one-year extensions. With the current 5-year assignments, it is common for SROs to look to other job opportunities within KPD between the 4, and 5-year mark. The length of assignment for the SRO's could be increased but would need to be bargained between the City and the Kirkland Police Guild.

The SROs have been exploring new ways to reach out to different groups within the community and have adapted to online remote meetings to actively engage with new groups. The SROs have attended several group meetings over the previous year and will continue to make group engagement a top priority. One proposal being explored is to add a "request an officer" portal on the new Department School Resource Officer and Neighborhood Resource Officer webpage; where community members can request a SRO or NRO officer to attend group meetings in which they may not have historically been requested. When the schools reopen, the SROs will make it a priority to meet with different student groups, with a specific focus on affinity groups that meet after school.

The Department will continue to make progress in implementing the above listed recommendations from the School Resource Officer Task Force as schools "return to normal" and the SROs return to their assignments.

Next steps

The Department is actively collaborating with City Staff and the School District to develop a new "SRO Dashboard." This public facing dashboard would allow for increased transparency, but it is not a common feature among other police agencies. The Department has developed a new way to record SRO generated reports so it will be easier for our agency to pull case report data when schools reopen. One challenge is finding ways to document or showcase the positive work conducted by Kirkland SROs without invading the privacy of students. In the meantime, the Department SROs will continue to complete monthly reports to document their activity. Listed below are just a few of the positive and impactful incidents the Department's SROs experienced in just the first quarter of 2020:

- A high school SRO and Associate Principal responded to an incident of an emotional student who had brought a large kitchen knife from home. They were able to peacefully persuade the student to surrender the weapon. The SRO was familiar with the student's mental disability and we worked with the school to get the student appropriate help. No criminal charges were filed.
- A student reached out to our SRO as she was being bullied about relationship issues as well as a teen pregnancy and miscarriage. The SRO worked closely with the student to help her through a difficult time.
- An SRO was able to intervene when he observed a group of students bullying another student in the hallway. The SRO involved the school administration to help in drawing an end to the ongoing bullying behavior.
- A special needs middle school student missed their bus and did not make it home. The SRO was able to locate the student and return them back to the school for parent contact.
- A middle school SRO participated in an 8th grade assembly where he had the opportunity to answer questions the students had about police.

- During the start of the COVID-19 Pandemic, several students looked to their school SROs for reassurance that things would be “OK” during uncertain times.
- A School Resource Officer earned the trust from a female student, who finally built up enough courage to report a sexual assault she had suffered at the hands of a coach three years prior. The SRO was able to support her through the victim interview process.

DRAFT



CITY OF KIRKLAND

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MEMORANDUM

To: Cherie Harris, Chief of Police

From: Mike St. Jean, Deputy Chief of Police

Date: February 2, 2021

Subject: Response to 8 Can't Wait policy review

I have included the policy review e-mail we received from 8 Can't Wait on August 13, 2020 in the below text. I have responded in red text to those areas in which they have found our current policy to not be in compliance with their suggested policy reform.

From: 8 Can't Wait <community@8cantwait.org>

Sent: Thursday, August 13, 2020 11:41 AM

To: Cherie Harris <CHarris@kirklandwa.gov>

Subject: Re: Policy Review

Hi Cherie,

We've reviewed the Kirkland policy and here is what we have concluded the following:

1. *The policy requires de-escalation: YES*
2. *The policy includes a use of force continuum: NO*
 - *A use of force continuum is a chart or checklist that correlates specific tools and tactics to specific forms of resistance. For example, if, in the continuum, a suspect's resistance is identified as "passive resistance or verbal refusal," a use of force continuum might identify acceptable force responses as "verbal commands, control holds, and/or pain compliance techniques." Several police reform groups advocate for law enforcement agencies to adopt a use of force continuum as a means of addressing concerns of excessive force and to reduce the types of force used by law enforcement professionals. Proponents of a use of force continuum assert it "restricts the most severe types of force to the most extreme situations and creates clear policy restrictions on the use of each police weapon and tactic."*

As numerous legal and police professionals have noted, however, use of force continuums are difficult to apply because they cannot encompass all the variables present in use of force incidents, which are often unpredictable and dynamic. The inconsistencies and discrepancies within continuum models (one

report highlighted more than 50 variations) also create risks by mandating that officers use a level of force that may be far greater or far less than what is reasonable in a given situation. Further, use of force continuums fail to take into account, as the Supreme Court has noted, that the use of force occurs in "tense, uncertain, and rapidly evolving" situations. Neither case law nor state legislation requires the adoption of use of force continuums within policy. Accordingly, Lexipol's Use of Force Policy does not include a continuum, instead following precedent set by the Supreme Court in *Graham v. Connor* that force must be "objectively reasonable."

3. *The policy bans or restricts neck restraints: NO While neck restraints are classified as deadly force, and deadly force is defined correctly in this policy, the issue with this language is that it does not say that the technique may "only" be used in those circumstances. Also, there are no deadly force restrictions included in the document. "Neck restraints are considered deadly force and may be used in circumstances outlined in the Deadly Force Applications section of this manual..."*

- The policy language was amended in January of 2021 to the following:
 - Neck restraints, to include carotid control holds, are considered deadly force and may be used in circumstances outlined in the Deadly Force Applications section of this manual. A carotid control hold is a technique designed to control an individual by temporarily restricting blood flow through the application of pressure to the side of the neck and, unlike a chokehold, does not restrict the airway. The proper application of the carotid control hold may be effective in restraining a violent or combative individual and was taught as a defensive tactics skill in this department until 2020. However, due to the potential for injury, the use of the carotid control hold is limited to those circumstances where deadly force is authorized and effective June, 2020, is no longer taught at this department. The use of any neck restraint is subject to the following:
 - Any individual who has had a Neck Restraint applied, regardless of whether he/she was rendered unconscious, shall be promptly examined by paramedics or other qualified medical personnel and should be monitored until examined by paramedics or other appropriate medical personnel.
 - The officer shall inform any person receiving custody, or any person placed in a position of providing care, that the individual has been subjected to a Neck Restraint and whether the subject lost consciousness as a result.
 - Any officer attempting or applying a Neck Restraint shall promptly notify a supervisor of the use or attempted use of such hold.
 - All Neck Restraint applications shall be thoroughly documented and reviewed in accordance with section 300.5 of this policy.
 - All Neck Restraint applications that result in the death of, or serious injury to, another person will be thoroughly investigated using the Officer-Involved Critical Incident policy.

- The following deadly force language is found in our policy manual and is based on federal case law and state law.
- 300.4 DEADLY FORCE APPLICATIONS
Use of deadly force is justified in the following circumstances:
 - a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes would be an imminent threat of death or serious bodily injury.
 - b) An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the person has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the subject is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible. Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes any of the following:
 1. The person has a weapon or is attempting to access one and it is reasonable to believe the person intends to use it against the officer or another.
 2. The person is capable of causing serious bodily injury or death without a weapon and it is reasonable to believe the person intends to do so.

4. *The policy requires officers to warn suspects before using deadly force: NO*

- Some police reform groups recommend requiring officers to give a verbal warning in every instance where deadly force might be used. There is no legal precedent for this position. Instead, the Supreme Court only requires a warning before the use of deadly force to stop a fleeing felon, and then only when the warning is feasible. There are also practical reasons not to require warnings in every incident: We can imagine a use of force scenario where a verbal warning would not be reasonable (e.g., hostage situation). Accordingly, best practice is to require officers to provide verbal warnings in deadly force situations whenever it is **feasible** and safe to do so. Lexipol policy reflects this position. Ultimately, training is vital to lower the likelihood of death or serious injury to officers, suspects, and other citizens in any encounter.

5. *The policy bans officers for shooting at a moving vehicle: NO In this case, the use of the word "should" reduces the language to suggestive rather than directive. A simple solution would be to replace "should" with "shall". "Shots fired at or from a moving vehicle are rarely effective. Officers should move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants. An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or*

others. Officers should not shoot at any part of a vehicle in an attempt to disable the vehicle.”

- Shooting at moving vehicles, whether in an attempt to disable the vehicle or neutralize the driver, is often ineffective and dangerous. It typically does not stop the vehicle, fails to mitigate the threat to the officer, jeopardizes uninvolved people, and injures or kills occupants. Recently, police reformers have initiated a movement to ban police from shooting at moving vehicles. As with many position statements, this view at first sounds sensible. However, there have been numerous incidents where vehicles were used as weapons in attacks on crowds. A complete ban on shooting at moving vehicles would prevent officers from intervening to save lives in such situations. Accordingly, Lexipol policy acknowledges the ineffectiveness and dangers of shooting at moving vehicles without prescribing a complete ban.

6. *The policy requires that officers exhaust all means before resorting to the use of deadly force: NO*

- A common push in police reform efforts is to require officers to exhaust all alternatives before resorting to deadly force. It is not uncommon to hear the question, “Why couldn’t you have just shot the (knife/crowbar/gun, etc.) out of his hand or shot him in the leg? Why did you have to kill him?” While this may initially sound sensible, in practice it is an unrealistic expectation that fails to account for the split-second decisions officers may have to make during rapidly evolving situations. There is no general law that every alternative must be exhausted before using deadly force. Instead, courts require the force used by an officer to be “objectively reasonable” given the totality of the circumstances known to the officer in the presenting situation. This does not mean, however, that officers shouldn’t consider other alternatives before using deadly force when they can—they should, and Lexipol policy supports doing so. Lexipol policies make it clear that officers may only use reasonable force, and, in a number of situations, recommend or prescribe actions and alternatives that make it less likely an officer will need to use deadly force.

7. *The policy explicitly states that officers have a duty to intervene: YES*

8. *The policy requires comprehensive reporting of all use of force incidents, including when an officer threatens force by aiming a firearm at a suspect: NO*

- Transparency and accountability are critical to ethical policing. Without these two factors, the public rightfully becomes mistrustful of and cynical toward the law enforcement profession. Comprehensive reporting of police use of force, including threats to use force, is a key component of transparency and accountability, which is why police reform advocates have made reporting a focus of their efforts. Lexipol policy requires officers to completely and accurately document the circumstances that surround all uses of force. In addition, **Lexipol policy includes requirements to document even the threat of certain intermediate force options (e.g., TASER use), the circumstances why warnings were not given, and pointing of a firearm.** These policies remain

consistent with best practices and allow agencies, courts, and communities to analyze the reasonableness of officer threat assessments and responses. Agencies that adopt Lexipol's reporting policies have the data necessary to track uses of force, identify force and resistance trends, monitor individual officer trends, develop responsive training programs, adjust deployment strategies in response to data, and share data with their community in an effort to remain transparent.

DRAFT



CITY OF KIRKLAND
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MEMORANDUM

To: Kurt Triplett, City Manager

From: Cherie Harris, Chief of Police
 Mike St. Jean, Deputy Chief of Police
 Todd Aksdal, Deputy Chief of Police
 Melissa Petrichor, Administrative Commander

Date: February 2, 2021

Subject: UPDATE ON R-5434: USE OF FORCE PRELIMINARY REVIEW

RECOMMENDATION:

It is recommended that the City Council review the department's preliminary review of use of force incidents involving persons of color that occurred in 2019 and 2020.

BACKGROUND DISCUSSION:

At the July 7, 2020, City Council study session, Chief Harris presented a draft visual of a public facing use of force dashboard developed by staff. Council provided feedback, which has been utilized to further refine the draft dashboard.

The Council adopted R-5434 and the City Manager's funding recommendations at the August 4, 2020, Council meeting. As part of the transparency strategies outlined in Section 1 of R-5434, the City Manager was directed to develop a police use of force public dashboard. In addition, under the accountability strategies outlined in Section 2 of R-5434, the City Manager was directed to contract with a third party to review the department's use of force policies and to conduct a use of force data evaluation and analysis.

Use of Force evaluation and analysis by the Department

Current Reporting and Review Procedures

- Department members are required to document any use of force including the display of weapons to gain compliance. Documentation includes writing a case report in the records management system as well as a use of force report in the department's use of force tracking system.
- Sergeants and Corporals (the involved Officer's supervisor) conduct the initial review of all case reports and use of force reports. The supervisor can either send the use of force report back for additional investigation or approve it. Once supervisors are

satisfied with the documentation, they forward the use of force reports to their assigned Lieutenant with input on any policy and training issues.

- Lieutenants are responsible for conducting the second review on all use of force reports. Lieutenants can either close the use of force report with a finding on policy compliance or request additional investigation. Additional investigation may include additional review by Department subject matter experts, such as the Supervisor assigned to the Less Lethal Training Unit for a Taser deployment, sending the report back for additional documentation or having the incident reviewed by the Chief of Police for assignment as an Internal Investigation.
- Policy violations and training issues that are identified during the use of force review process are addressed via documented coaching and counseling, remedial training and/or formal discipline.
- The Administrative Lieutenant drafts an annual use of force report as part of the Washington State Sheriff's and Police Chief's Association Accreditation process. That report is provided to the Risk Management Lieutenant for review and distribution to Supervisors in each of the training units such as the firearms instructors, less-lethal instructors and defensive tactics instructors.
- Supervisors and Lieutenants receive internal training on reviewing and approving use of force reports as well as attending WCIA sponsored classes specific to their role in the process.

Deadly Force Investigation

- When a use of force response occurs that involves deadly force, the Chief of Police requests mutual aid from an outside law enforcement agency to conduct an independent criminal investigation. The outside law enforcement agency takes responsibility for conducting the investigation and forwards their findings directly to the King County Prosecuting Attorney's Office for review. These findings are available to the City Manager and City Attorney. As reported in the January 19th, 2021 City Council meeting, an Independent Force Investigative Team (IFIT-KC) which will include members of the community, is in the final stages of development by Interlocal Agreement (ILA).

Use of Force Review Board

- A Use of Force Review board is convened when an Officer uses force that results in either death or serious bodily injury to another.
- The Board is composed of the Administrative Lieutenant, a Deputy Chief or a Lieutenant not involved in the Officer's chain of command, a certified instructor for the type of force used, a non-administrative commissioned supervisor and a peer of the Officer who used force (a peer is considered a member of the Department in a similar classification as that of the involved Officer)
- The Board thoroughly reviews all available information and develops a written report to the Chief of Police that includes recommendations for training, equipment and/or policy violations.
- The Chief of Police reviews the written recommendations of the Board and makes the final determination as to whether the employee's actions were within policy. The Chief of Police will determine whether additional actions, investigations or reviews are appropriate.
- The Chief of Police may direct a Use of Force Review Board to investigate the circumstances surrounding any use of force incident.

Early Warning System

- The Department utilizes an early warning system to alert supervisors and members of command staff if an employee reaches a preset threshold on certain types of incidents in a rolling 12-month period.
- Use of Force entries are part of the Department's early warning system. If an Officer is involved in six (6) use of force incidents within a rolling 12-month period, their supervisor receives an automated email that triggers additional review of all the specific reports during that time period. This includes the actual use of force and or the show of force by drawing a firearm or Taser. This threshold was set during training conducted by the Department's vendor "IA Pro – Blue Team" a nationally recognized software solution utilized to catalog use of force reporting.

Analysis of 2019-2020 Use of Force Incidents Involving Persons of Color or Unknown Race

- The Deputy Chief of Professional Standards and the Deputy Chief of Operations recently conducted additional reviews of all use of force incidents from 2019 and 2020 involving persons of color or unknown race.
- There were 39 use of force incidents in 2019 and 2020 involving persons of color or unknown race. Those incidents were documented in 77 individual use of force reports. Individual officers are required to document their own use or display of force in a separate use of force report for each incident. If more than one officer uses or displays force during an incident, there will be more than one report generated to thoroughly document an incident.
- Dispatched calls for service accounted for 28 (72%) of the 39 uses of force.
- The remaining 11 (28%) were associated with incidents that were observed by officers, not all are considered self-initiated activity as in some instance they were flagged down by community members.
- A show of force (only) safely resolved 18 (46%) of the incidents (the display of a Taser or firearm only.) In these incidents, no other use of force was applied.
- The remaining 21 (54%) use of force incidents involved one or more applications of a force technique.
- Injuries to subjects were observed or reported in six (15%) of the incidents. There were no observed injuries or complaints of pain in the remaining 33 (85%) of incidents.
- All 39 use of force incidents have previously been reviewed by at least a Sergeant or Corporal and their Lieutenant following the procedures previously discussed in this memo.
- Two of the 39 incidents were found to contain policy violations or training issues:
 - During the first incident, the reviewing Lieutenant requested that the Supervisor of the Firearms Training Unit review an Officer's deployment of a rifle. The Supervisor of the Firearms Training Unit determined that the rifle deployment was out of policy and that the Officer had not followed training and best practices when he pointed his rifle at a subject who was being taken into custody, instead of keeping his rifle pointed towards the ground. Having no other similar training, policy violations or history of discipline, the Officer received documented coaching and counseling as well as remedial training as a result of this incident. When the Deputy Chief's reviewed this incident, they disagreed with the finding that the officers decision to deploy the rifle was out of policy but

agreed with the finding that the officer had not followed training and best practices when he pointed his rifle at the subject.

- During the second incident, Officers located a subject that was wanted on a misdemeanor warrant and had fled from officers in his vehicle on multiple occasions in the preceding days. The subject was observed parked near the pumps at a gas station, located just outside the Kirkland City limits. Officers utilized their patrol cars to put pressure on the front and rear bumper of the subject's car to prevent him from fleeing again. The subject refused to exit his car and a prolonged standoff ensued. Eventually, the subject started his car and began ramming the patrol cars in front of and behind him in order to create enough space to flee. While he was ramming the patrol cars, the on-scene Sergeant directed an Officer to break one of the car windows using a less lethal munitions launcher. Once the subject had created enough room, the subject fled. The Officers did not pursue him. A short time later the car was located at a grocery store. The on-duty Sergeant requested assistance from the Washington State Patrol (WSP) in case the subject tried to flee again. The subject did in fact flee, driving out of the City and was pursued by WSP Troopers. The on-duty Sergeant had authorized the deployment of spike strips and a Kirkland Officer was able to successfully deploy spikes on the subject's vehicle as Troopers pursued him. The subject eventually entered I-405 traveling southbound (the wrong way) in the northbound lanes. He collided with a Trooper who was traveling northbound and was taken into custody. The review of this incident included analysis by the Supervisor of the Less Lethal Training Unit as well as the Supervisor of the Emergency Vehicle Operations Unit and was coordinated by the Investigations Lieutenant. The Supervisor of the Less Lethal Training unit found that the deployment of the less lethal munitions launcher to break the window was out of policy. Department policy did not allow for deployment on inanimate objects. However, he recommended that the policy be amended to reflect the agency's past practice of utilizing less lethal munitions on inanimate objects to safely resolve barricaded subject calls. The Supervisor of the Emergency Vehicle Operations unit found that the tactic of using the patrol cars to pin the subject's car had not been trained by the Department and was not reasonable given that the subject was wanted for a misdemeanor warrant at the time of contact. The Supervisor also found that the authorization and the deployment of the spike strips was a violation of policy because the pursuit itself was not within policy. The final investigation was reviewed by the Chief of Police. The Officers who executed the pin tactic and deployed spike strips received documented coaching and counseling. The Sergeant received formal discipline for failing to provide appropriate command and control of the incident.
- During the initial review process, Officers were found to have acted within policy in the remaining 37 use of force incidents. The Deputy Chiefs agreed with those findings.



Fire Department

January 20, 2021

Deputy City Manager Tracy Dunlap
TDunlap@kirklandwa.gov

Dear Deputy City Manager Dunlap,

Thank you for your interest in our CARES program. I'm writing to provide the information you were interested in regarding time of day of incidents that are referred to our CARES team.

Our CARES program was launched in 2012 and has grown exponentially since then. Our highly capable staff have been an essential service to our community, especially during this pandemic. CARES is currently comprised of two teams. The traditional CARES team is staffed by student advocates, all of whom are in graduate school to obtain their Masters in Social Work. Referrals to this team are made internally, through an online referral form. Our second team, the CARES101 Unit, is staffed by professional social workers who are available during the day, seven days a week, to be dispatched to a 911 call at the request of police or fire crews at the scene.

Please do not hesitate to reach out to me or to our CARES Program Manager, Natasha Grossman (ngrossman@bellevuewa.gov), if we can be of any help as you develop your program.

Again, thank you for your concern and support.

Respectfully,

A handwritten signature in cursive script that reads "Jay Hagen".

Jay Hagen
Fire Chief

Attachment: Bellevue CARES Time of Day Incident Report

Bellevue CARES
Analysis of 2020 Referrals by Incident Day of Week and Time

In 2020 Bellevue CARES received a total of 707 referrals. Most of the referrals were to the traditional CARES team which received 59.3% (419) of all referrals while CARES101 received 40.7% (288) of these referrals. Table 1 provides both the count and percent of referrals to each CARES team. It also provides data on which organization made the referral. Bellevue Fire Department (BFD) accounted for 60.4% (427) of all referrals to the CARES Program. BFD was the most likely referent to both traditional CARES team and CARES101.

Table 1: 2020 referrals by program type and referent type

Program and Referring Organization	Count	Percent of all referrals
<i>Traditional CARES</i>	<i>419</i>	<i>59.3% of all referrals</i>
Bellevue Fire	281	39.7%
Bellevue Police	114	16.0%
CARES	8	1.0%
Redmond Fire	7	1.0%
Homeless Outreach	4	0.6%
Overlake Hospital	3	0.4%
Code Compliance	2	0.3%
Parks Department	0	0%
NORCOM	0	0%
Eastside Fire and Rescue	0	0%
Other	0	0%
<i>CARES101</i>	<i>288</i>	<i>40.7% of all referrals</i>
Bellevue Fire	146	20.7%
Bellevue Police	129	18.2%
CARES101	13	1.8%
<i>Total CARES Program</i>	<i>707</i>	<i>100%</i>

An analysis of incidents by day of week and time for the 707 cases referred to the CARES program, revealed that 79% of the incidents occurred between Monday through Friday. Incident time was available for most cases. However, 17% (117) referrals did not have incident times. Just over one-fifth (21%, 149) of all incidents occur between 6 p.m. and 6 a.m. The data in Table 2 presents numbers and percentages which includes those referrals with missing time of incident.

Table 2: Day of week and time of incident for all referrals

Day of week (percent & number of referrals)	Monday 18% (124)		Tuesday 15% (107)		Weds 13% (95)		Thursday 17% (123)		Friday 17% (123)		Saturday 9% (67)		Sunday 10% (68)		Total 100% (707)	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Missing time	15	12%	24	22%	15	16%	23	19%	19	15%	12	18%	9	13%	117	17%
12 a.m. to 5:59 a.m.	14	11%	16	15%	8	8%	17	14%	9	7%	5	7%	5	7%	74	10%
6 a.m. to 6:59 a.m.	0	0%	1	1%	1	1%	1	1%	5	4%	2	3%	2	3%	12	2%
7 a.m. to 7:59 a.m.	3	2%	3	3%	3	3%	2	2%	4	3%	2	3%	5	7%	22	3%
8 a.m. to 8:59 a.m.	10	8%	1	1%	3	3%	1	1%	1	1%	1	1%	1	1%	18	3%
9 a.m. to 9:59 a.m.	6	5%	10	9%	5	5%	7	6%	6	5%	5	7%	4	6%	43	6%
10 a.m. to 10:59 a.m.	5	4%	8	7%	9	9%	7	6%	17	14%	6	9%	7	10%	59	8%
11 a.m. to 11:59 a.m.	12	10%	8	7%	9	9%	4	3%	6	5%	7	10%	5	7%	51	7%
12 p.m. to 12:59 p.m.	6	5%	8	7%	7	7%	11	9%	7	6%	3	4%	4	6%	46	7%
1 p.m. to 1:59 p.m.	9	7%	5	5%	8	8%	10	8%	4	3%	1	1%	3	4%	40	6%
2 p.m. to 2:59 p.m.	7	6%	4	4%	7	7%	2	2%	8	7%	6	9%	4	6%	38	5%
3 p.m. to 3:59 p.m.	10	8%	8	7%	2	2%	11	9%	7	6%	5	7%	5	7%	48	7%
4 p.m. to 4:59 p.m.	8	6%	1	1%	4	4%	13	11%	14	11%	4	6%	4	6%	48	7%
5 p.m. to 5:59 p.m.	3	2%	1	1%	2	2%	3	2%	4	3%	2	3%	1	1%	16	2%
6 p.m. to 11:59 p.m.	16	13%	9	9%	12	13%	11	9%	12	10%	6	9%	9	13%	75	11%

In support of decision-making regarding staffing during the day, percentages in this narrative include only those incidents where incident time is known (590 referrals). Nearly 73% (407) of these incidents occurred during the CARES program business hours (between 8 a.m. and 6 p.m.). A majority (63%) of the incidents occurred between 9 a.m. and 5 p.m.

Since the CARES program consists of two teams, incident data (day of the week and time) was also analyzed separately for CARES101 and Traditional CARES. The CARES101 service model ideally has the team on-site at the time of incident. They are available between 8 a.m. and 5:30 p.m., working seven days a week. The analysis of the 288 incidents referred to CARES101, revealed that 87% of the incidents occurred between Monday through Friday (it is notable that CARES101 did not extend their service time to the weekends until August of 2020). With regards to incident times, times were unavailable for 4% (12) of these referrals. Excluding these incidents revealed that 88% (243) of all incident times occurred during the hours CARES101 is available to response (between 8 a.m. and 5:30 p.m.). The flow of calls/referrals to CARES101 are nearly equally distributed between 9 a.m. and 4 p.m. Additional details are provided in Table 3.

Table 3: Day of week and time of incident for CARES101 referrals

Day of week (percent & number of referrals)	Monday 18% (52)		Tuesday 17% (48)		Weds 16% (45)		Thursday 20% (58)		Friday 16% (47)		Saturday 7% (20)		Sunday 6% (18)		Total 100% (288)	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Missing time	0	0%	3	6%	2	4%	5	9%	2	4%	0	0%	0	0%	12	4%
12 a.m. to 5:59 a.m.	5	10%	4	8%	0	0%	4	7%	3	6%	1	5%	1	6%	18	6%
6 a.m. to 6:59 a.m.	0	0%	0	0%	0	0%	0	0%	1	2%	1	5%	0	0%	2	1%
7 a.m. to 7:59 a.m.	0	0%	3	6%	3	7%	2	3%	1	2%	1	5%	2	11%	12	4%
8 a.m. to 8:59 a.m.	3	6%	1	2%	1	2%	1	2%	0	0%	0	0%	0	0%	6	2%
9 a.m. to 9:59 a.m.	3	6%	6	13%	3	7%	6	10%	5	11%	2	10%	2	11%	27	9%
10 a.m. to 10:59 a.m.	3	6%	4	8%	7	16%	4	7%	6	13%	1	5%	3	17%	28	10%
11 a.m. to 11:59 a.m.	9	17%	4	8%	5	11%	4	7%	1	2%	4	20%	3	17%	30	10%
12 p.m. to 12:59 p.m.	4	8%	6	13%	7	16%	6	10%	5	11%	1	5%	0	0%	29	10%
1 p.m. to 1:59 p.m.	7	13%	5	10%	5	11%	7	12%	1	2%	1	5%	1	6%	27	9%
2 p.m. to 2:59 p.m.	5	10%	4	8%	6	13%	2	3%	7	15%	4	20%	1	6%	29	10%
3 p.m. to 3:59 p.m.	6	12%	6	13%	2	4%	9	16%	5	11%	2	10%	3	17%	33	11%
4 p.m. to 4:59 p.m.	7	13%	1	2%	2	4%	8	14%	8	17%	2	10%	2	11%	30	10%
5 p.m. to 5:59 p.m.	0	0%	0	0%	2	4%	0	0%	2	4%	0	0%	0	0%	4	1%
6 p.m. to 11:59 p.m.	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%

Traditional CARES staff work Monday through Friday. Over 77% of the incidents referred to them occurred on those days. Incident times were unavailable for 25% (105) of these referrals as shown in Table 4. However, to assess time of day impact, the referrals without incident times were excluded from the analysis in this narrative, leaving a total 314 referrals. Since the Traditional CARES model does not involve real time incident engagement, the incidents referred to them were more evenly distributed throughout the day. In other words, unlike CARES101 there was not a pattern of peak incident times occurring during the business day (8 a.m. to 6 p.m.). In fact, 52% of the incidents with time data occurred during business hours, compared to 88% for CARES101 referrals. Additional details are provided in Table 4.

Table 4: Day of week and time of incident for Tradition CARES referrals

Day of week (percent & number of referrals)	Monday 17% (72)		Tuesday 14% (59)		Weds 12% (50)		Thursday 16% (65)		Friday 18% (76)		Saturday 11% (47)		Sunday 12% (50)		Total 100% (419)	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Missing time	15	21%	21	36%	13	26%	18	28%	17	22%	12	26%	9	18%	105	25%
12 a.m. to 5:59 a.m.	9	13%	12	20%	8	16%	13	20%	6	8%	4	9%	4	8%	56	13%
6 a.m. to 6:59 a.m.	0	0%	1	2%	1	2%	1	2%	4	5%	1	2%	2	4%	10	2%
7 a.m. to 7:59 a.m.	3	4%	0	0%	0	0%	0	0%	3	4%	1	2%	3	6%	10	2%
8 a.m. to 8:59 a.m.	7	10%	0	0%	2	4%	0	0%	1	1%	1	2%	1	2%	12	3%
9 a.m. to 9:59 a.m.	3	4%	4	7%	2	4%	1	2%	1	1%	3	6%	2	4%	16	4%
10 a.m. to 10:59 a.m.	2	3%	4	7%	2	4%	3	5%	11	14%	5	11%	4	8%	31	7%
11 a.m. to 11:59 a.m.	3	4%	4	7%	4	8%	0	0%	5	7%	3	6%	2	4%	21	5%
12 p.m. to 12:59 p.m.	2	3%	2	3%	0	0%	5	8%	2	3%	2	4%	4	8%	17	4%
1 p.m. to 1:59 p.m.	2	3%	0	0%	3	6%	3	5%	3	4%	0	0%	2	4%	13	3%
2 p.m. to 2:59 p.m.	2	3%	0	0%	1	2%	0	0%	1	1%	2	4%	3	6%	9	2%
3 p.m. to 3:59 p.m.	4	6%	2	3%	0	0%	2	3%	2	3%	2	4%	2	4%	14	3%
4 p.m. to 4:59 p.m.	1	1%	0	0%	2	4%	5	8%	6	8%	3	6%	2	4%	19	5%
5 p.m. to 5:59 p.m.	3	4%	1	2%	0	0%	3	5%	2	3%	2	4%	1	2%	12	3%
6 p.m. to 11:59 p.m.	16	22%	8	13%	12	24%	11	17%	12	16%	6	13%	9	18%	74	18%
7 p.m. to 11:59 p.m.	15	21%	21	36%	13	26%	18	28%	17	22%	12	26%	9	18%	105	25%

CITY OF KIRKLAND PUBLIC ART POLICY GUIDELINES

Public Art Vision

Kirkland maintains a diverse public art collection that invites interaction, fosters civic identity and community pride, inspires a sense of discovery, stimulates cultural awareness, and encourages economic development.

The Kirkland Cultural Arts Commission (KCAC)

The Kirkland Cultural Arts Commission is responsible for helping the City Council implement the Public Art Vision in Kirkland. The KCAC is a volunteer advisory board that works to help arts, culture and heritage grow and thrive in the City of Kirkland. Along with supporting art and cultural initiatives, the KCAC promotes strategic arts planning and advises the City Council on art acquisition in Kirkland.

KCAC Mission

The KCAC curates and advises the City Council on public art acquisitions and loans, and it reviews and recommends projects under the City's "1 Percent for Art" program.

KCAC Goals:

- Curate a diverse public art collection representing various cultural and ethnic communities and perspectives
- Facilitate exposure to public art
- Encourage community dialogue through public art
- Use public art to reflect the characteristics of the greater Kirkland community
- Determine that the art is appropriate for its location
- Regularly re-evaluate the Commission's policies, practices, and programs to ensure there are no structural barriers to artists from historically marginalized communities.

RACIAL EQUITY STATEMENT

Background

The Kirkland City Council took action in August of 2020 in response to community calls for the City to demonstrate that Black lives matter and help end structural racism. The City committed to several actions intended to improve the safety and respect of Black people and to examine and dismantle structural racism in Kirkland. Among other actions, the City was to develop accountability strategies for evaluating whether public art, public symbols, special events and City programming in Kirkland are welcoming to all community members, as well as expanding the diversity of public art, symbols, events and programming to be more inclusive.

Racial Equity Statement

The KCAC, in alignment with the City Council, seeks to dismantle structural racism in Kirkland. The KCAC affirms that all people, their cultures, and their art contribute to the meaning and understanding of our shared humanity and should be honored and celebrated. The KCAC strives to proactively solicit and curate art that reflects the diversity of the Kirkland community, encourages a sense of belonging for all people, and supports the expression of historically marginalized communities. The art created by Black, Indigenous, and People of Color performs a unique role in our community and helps provide inspiration to resolve societal inequity and injustice. This important work of bringing equity to art is pivotal to the KCAC's efforts to confront injustices of the past and reveal inequities of the present in order to build a more diverse, inclusive collection of public art, now and in the future.

A. PUBLIC ART ACQUISITION GUIDELINES

Proposed public art acquisitions shall be reviewed by the KCAC with recommendations to the City Council as appropriate. A recommendation will be requested from affected boards, commissions, organizations, and associations when appropriate.

Proposed public art acquisitions will be evaluated on the following:

1. The quality and aesthetic merit of the artwork.
2. Context within the City collection should be considered with the following criteria:
 - a. Does the artwork add diversity, convey artistic expression rooted and reflective of historically marginalized communities by artists from those communities, or enhance existing collections?
 - b. How does the piece engage the public?
 - c. Are the materials appropriate?
 - d. Is the piece susceptible to vandalism or graffiti?
3. Coordination with the Park Board or other affected commissions and departments concerning siting, costs of installation, and maintenance of artwork.
 - a. Availability of an appropriate site.
 - b. Appropriateness in size, scale, material, form and style for the area in which it is to be placed.
 - c. Condition, durability, installation, and maintenance requirements of the artwork.
4. Donor conditions, if applicable.
5. If applicable, loaned artwork can be purchased if there is sufficient public support to acquire it via public fundraising or City Council action.

Other Considerations:

- Whenever appropriate, siting decisions that are not part of a pre-authorized location will be determined by a public art jury made up of surrounding neighbors, businesses, or associations (e.g., business or neighborhood) impacted by an artwork location.
- Priority will be given to artists based within the greater Puget Sound region.

- For a work proposed for loan to the City, the owner or owner’s representative will be required to enter into an Art Display Agreement setting forth the length of the loan and other terms such as location, maintenance requirements, insurance, value of art work, installation and removal responsibility, and other conditions pertinent to the agreement.
- Donated or loaned artwork will include identifying plaques if accepted by the City.
- Donated or loaned art may be declined at the discretion of the City consistent with the criteria in the public art policy guidelines.
- All accepted donated works become part of the City art collection and, as such, may be relocated.
- Unrestricted monetary donations to help fund public art acquisitions will be accepted at any time. Donations with conditions or restrictions such as use for acquisition of a specific artwork or theme will be reviewed and accepted in accordance with this policy and declined if the conditions or restrictions are not approved.
- The KCAC may form a racial equity subcommittee to help guide its process to examine and seek to expand the diversity of the City’s public art.

B. APPROVAL PROCESS FOR ART ACQUISITION

For the purposes of these guidelines, public art can be classified according to the following categories:

- Cost
 - Less than \$7,500
 - Greater than \$7,500
- Duration of Display
 - Ephemeral Art – art intended to be displayed **up to 60 days**
 - Temporary Art – art intended to be displayed **from 60 days to two years**
 - Permanent – art intended to be displayed **for more than two years**
- Location
 - Pre-Authorized Location
 - New Location
 - Park - For a proposed public art acquisition to be sited in a park, a recommendation from the Kirkland Park Board will also be requested.

Approval Authority

To streamline the art acquisition process, the KCAC has the authority to approve ephemeral and temporary art that is sited in a pre-authorized location and is less than \$7,500. For all other types of art acquisition, the KCAC will make a recommendation to the City Council for review and approval. The following table articulates the approval authority for different categories of art:

ART CATEGORIES	PRE-AUTHORIZED LOCATION	NEW LOCATION
Less than \$7,500; Ephemeral	KCAC	City Council
Less than \$7,500; Temporary	KCAC	City Council
Less than \$7,500; Permanent	City Council	City Council
Greater than \$7,500	City Council	City Council

C. PRE-AUTHORIZED LOCATIONS

Objectives

To provide clear guidelines for locations on public property - such as in parks, in the right-of-way, or along the Cross Kirkland Corridor - that are pre-authorized for site selection of public art. The City currently has several locations/pedestals located in the downtown business district provided for the purpose of displaying temporary and ephemeral public art. Other venues throughout the community, in public facilities and neighborhoods, are encouraged.

General Guidelines

- The KCAC will work with relevant City staff in the Parks and Community Services, Public Works, and other departments to develop a list of Pre-Authorized Locations
- Proposed use of the existing locations for artwork in public parks or rights-of-way shall be reviewed by the KCAC in coordination with Parks and Community Services for installation assistance (if required) and Public Works for any permit requirements.

Proposed use of the existing pedestals on Park Lane or artwork in public parks or rights-of-way shall be reviewed by the KCAC in coordination with Parks and Community Services for installation assistance (if required), Public Works for any permit requirements, and Transportation for possible right-of-way clearance review.

PARK LANE OUTDOOR ART GALLERY - An outdoor art gallery located on Park Lane intended to display art to the public.

Park Lane Outdoor Art Gallery Guidelines:

- Generally, no more than six pieces of art will be displayed at one time on city-owned plinths that have been installed in the public right-of-way. The City may establish an agreement with the artist for the sale of selected art to the public.

- The KCAC may accept sculpture display applications on a rolling basis and curate the selection of art based on recommendations by the Kirkland Cultural Arts Commission’s Park Lane Outdoor Gallery Committee.
- Generally, art is displayed as temporary art for up to two years unless it is sold, at which time the display term may be shortened, and the art replaced with another selected piece.

Cross Kirkland Corridor - a civic open space and active transportation connection. Art on the CKC has been envisioned as civic expression of the City and its residents, and as a catalyst for the corridor becoming a sought-after destination for visitors to the City. Reference the CKC Masterplan and CKC Art Integration Plan for further detail.

Cross Kirkland Corridor Guidelines:

- Stakeholders, representatives from the KCAC, representatives from the CKC Steering Committee, Office of the Special Events Coordinator and others as deemed appropriate may be included in conceptual review of the art.
- Approval of the art may require recommendations from these stakeholders and any other affected City departments with final approval vested in the KCAC. The CKC Art Integration Plan requirement that: “The City Council makes final decisions about all art on the CKC” (page 6: <https://www.kirklandwa.gov/Assets/CMO/CMO+PDFs/Art+Integration+Plan+for+the+CKC.pdf>) shall be limited to the terms of section B of these guidelines.
- In reviewing the art concept, in addition to the requirements in section A of these guidelines, the KCAC and other parties involved in the decision shall consider:
 - The compatibility of the concept to the proposed character zone of the Cross Kirkland Corridor as specified in the Cross Kirkland Corridor Art Integration Plan.
 - The compatibility and sensitivity of the art to its natural surroundings and particularly critical areas.
 - The compatibility and sensitivity of the art to abutting neighborhoods, business districts and schools.
 - The art must not impede transportation flow – bike and pedestrian - on the CKC, or connections from the CKC.
 - That artists or event producers be charged with making sure the art remains in good condition while on display, (is not a safety hazard or the target for graffiti, and that it is removed if the latter conditions ensue).
 - That artists and event producers abide by the city events policies and business licensing and insurance requirements.

- The artists and/or event producers will be required to leave the location or locations of the art as they found them unless exceptions are made.

PUBLIC PARKS

Public Park Guidelines:

- Stakeholders, representatives from the KCAC, representatives from the Park Board, Office of the Special Events Coordinator, the Parks Operation Manager and others as deemed appropriate may be included in the conceptual review of the art.
- The art must be evaluated by the Parks Operation Manager for ongoing maintenance requirements and susceptibility to vandalism and graffiti.
- Whenever possible, at least one onsite meeting shall be convened, including the Parks Operation Manager, representative(s) from the Park Board, representative(s) from the KCAC, and other stakeholders as deemed appropriate, to evaluate and discuss potential locations for the art.
- In reviewing the art concept, in addition to the requirements in section A of these guidelines, the KCAC and other parties involved in the decision shall consider:
 - The compatibility of the concept and its ability to integrate into the proposed park location.
 - The compatibility and sensitivity of the art to its natural surroundings and particularly critical areas.
 - The compatibility and sensitivity of the art to different facets of the proposed park, including beaches, docks, off-leash dog areas, playgrounds, athletic fields, picnic areas, public spaces, and walking/jogging/hiking trails.
 - The art must not impede the ability of parkgoers to fully utilize the park.

D. ART EXHIBIT DURATION

Objectives

To provide clear definitions and guidelines for ephemeral, temporary, and permanent art installations.

Ephemeral Art

Ephemeral Art is built to last and/or be displayed only a short period of time, up to 60 days. These artworks are often left to degrade in natural environmental conditions. Examples of such art include art made out of natural material and water-soluble paintings. Ephemeral Art can also be art performances or art installations that are created and then dismantled after their exhibit.

Ephemeral Art Guidelines

- Ephemeral art, visual or performance art or some other art expression will last for no more than 60 days, and in this way is distinguished from permanent art and other temporary art.
- Art Display Agreements are required.
- Ephemeral art installments require a plan for demobilization and a commitment by the artist to leave the site as it was prior to the art installment or better.
- Ephemeral art exhibits that are performances shall be conducted with respect to site surroundings with deliberate consideration given to noise levels and proximity to neighbors.

Temporary Art

Temporary Art allows for the exhibition of artwork in cooperation with art galleries and other organizations and to showcase artists, promote awareness and foster education regarding public art in the community.

Temporary Art Guidelines

- Art Display Agreements are required.
- If appropriate, partnerships with other arts organizations, agencies, and the business community are encouraged.
- Length of term on loans is clearly established in artwork loan agreements between 60 days and two years. Loan term shall be reviewed and considered by the KCAC on an individual basis.

Permanent Art

Permanent Art is planned, positioned and constructed for longevity. Art curated as the result of the 1 Percent for Art program typically manifests as fixed, permanent art installations at designated project sites. Permanent Art undergoes a robust process for inclusion into the permanent City collection, including feasibility, ongoing maintenance costs and susceptibility to theft, vandalism and graffiti. All Permanent Art shall be reviewed by the KCAC and relevant stakeholders. The KCAC recommends Permanent Art to the City Council. All Permanent Art requires City Council approval.

Permanent Art Guidelines

- All permanent, public art curated through the 1 Percent for Art process must adhere to the 1 Percent for Public Art Guidelines and follow the established process for 1 Percent for Art projects.
- Donated permanent art will be carefully considered based on above Public Art Acquisition Guidelines.
- If appropriate, partnerships with other arts organizations, agencies, and the business community are encouraged.
- Art Display Agreements may be required.

E. MEMORIAL PUBLIC ART CONSIDERATIONS

- Donation of memorial artwork can honor the memory of an event (contemporary or historical), an occasion, an outstanding member of the community, or serve a similar purpose.
- Proposed memorial public art shall be reviewed by the KCAC and recommended to the City Council. The KCAC will work with the donor and relevant City departments to recommend an appropriate site for the work. For proposed memorial public art to be sited in a park, a recommendation from the Kirkland Park Board and an assessment by the Parks Operation Manager are also required.
- Proposed commissioned memorial art shall not ordinarily honor a living person, unless that person has made a significant and outstanding contribution to the arts or civic service. A waiting period of at least one year should elapse from the time of (1) the initial nomination of the living individual, (2) the passing away of the deceased individual(s) or, (3) the occurrence of the event in order to be eligible for consideration as a commissioned memorial public art work.
- Celebratory gifts may be commemorative in nature or may mark a life event such as: the birth of a loved one, an anniversary, a graduation, a business, or a celebration of an event or a group.
- Memorials accepted by the City become a part of the City art collection and, as such, may be relocated.

In addition to the requirements in section A of these guidelines, proposed memorial public art will be evaluated on the following criteria:

- A. Cohesiveness of the artwork with the overall character of public art already on display throughout the city.
- B. The timeless qualities of the artwork, including its significance and appeal to future generations. Memorial proposals honoring individuals or a personal event should be represented in a form that has a broader community interest and moves the viewer to a special experience. Examples include community parks, landscaped gardens and plazas, sculpture and artworks, plaques about history or the environment, poetry, fountains, park benches, and site furnishings.
- C. The artwork's success in expressing the spirit of the person(s) or event to be commemorated.
- D. Memorial artwork should not set a precedent that goes against the criteria outlined above. Artwork should be congruent with the existing collection, its immediate environment and site-specific existing artwork.
- E. The artistic merit of the artwork.
- F. The proposed location of the artwork. The location should be an appropriate setting for the memorial and should not interfere with existing and proposed circulation and use patterns. It is recognized that a particular location may reach a saturation point and it would then be appropriate to consider limitations or a moratorium on future memorial installations at that location or area.

- G. The fit in terms of the size, scale, material, form and style for the area in which it is to be placed.
- H. Condition, durability, installation, and maintenance requirements of the artwork.

F. DEACCESSION OF ARTWORK

Objectives

To provide procedures for the withdrawal of City-owned permanent artwork from public display.

Guidelines

Deaccessioning should be cautiously applied only after careful and impartial evaluation including input from the KCAC, art professionals, the public, the artist, and final review and decision by the City Council.

- Deaccessioning of artwork may be considered for one or more of the following reasons:
 - A. The condition or security of the artwork cannot be reasonably guaranteed in its present location.
 - B. The artwork presents a public safety risk.
 - C. The artwork is damaged and repair is not feasible.
 - D. Significant changes in the use, character or actual design of the site require a re-evaluation of the artwork's relationship to the site.
 - E. The artwork requires excessive maintenance or has failures of design or workmanship.
 - F. The artwork no longer meets the mission and goals of the Public Art Policy.

G. RELOCATION OF ARTWORK

Objectives

To provide procedures for the relocation of City owned artwork.

- A. The condition or security of the artwork cannot be reasonably guaranteed in its present location.
- B. The artwork presents a public safety risk.
- C. Significant changes in the use, character or actual design of the site require a re-evaluation of the artwork's relationship to the site.
- D. A more suitable location for the artwork has been proposed.

Procedures for possible deaccessioning or relocation of artwork shall be initiated by a majority vote of the KCAC or direction from the City Council. The following describes specific procedures for deaccessioning or relocation of artwork:

- A. Review of any restriction which may apply to the specific work.

- B. Assessment of options for storage or disposition of artwork, which may include sale, trade, return to the artist, or gift.
- C. Analysis of reasons for deaccessioning and a deferral to City Council for the final decision. The KCAC may seek additional information regarding the artwork from the public, the artist, art galleries, curators, appraisers, or other professionals prior to making a recommendation.

H. PUBLIC ART JURIES FOR COMMISSIONED WORKS OF ART

- The KCAC may convene a jury to review individual public art memorials or acquisitions.
- Candidate jurors can include but will not be limited to: artists, architects, landscape architects, engineers, urban designers, representatives from the community, art professionals and other stakeholders.
- An appointed jury shall not include City Councilmembers, or their partners or families.
- A jury shall not ordinarily be comprised of more than 50 percent membership from the KCAC.
- Proposals for commissioned works shall include:
 - A. A three-dimensional model (when appropriate) or complete drawing of a two-dimensional work
 - B. Drawings or photographs that demonstrate the relationship of the artwork to the site
 - C. Material samples for the artwork and any relevant construction materials
 - D. Installation details
 - E. Description of routine maintenance and estimate of maintenance costs
 - F. Approval for the installation and use of site by the appropriate city department(s)
 - G. Artist's resume
 - H. Budget and schedule

I. PUBLIC INPUT FOR PUBLIC ART OPPORTUNITIES

Objective

To encourage community involvement in art, cultural and heritage activities, the City Council may seek community input on public art decisions.

- After City Council receives the recommendation from the KCAC and/or Public Art Jury, the Council, at its discretion, may seek broader community input on the recommendation before making a decision to acquire and site public art, to approve temporary and memorial art, or to approve the deaccession of public art.



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

MEMORANDUM

To: Human Services Commission

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

Date: February 19, 2021

Subject: LATINO COMMUNITY OUTREACH DEBRIEF

RECOMMENDATION

That the Human Services Commission receive a presentation outlining the recent Latino community outreach effort.

BACKGROUND DISCUSSION

Because the Latino community disproportionately experienced the impact of the COVID-19 pandemic, a portion of the City's human services CARES Act money was used in 2020 to engage that community to understand better its needs. City staff worked with members of the Spanish-speaking community in Kirkland to get information regarding resources in Spanish out to the community and to survey folks in Spanish to understand what was going well for them living in Kirkland and what challenges and gaps in services they were experiencing. The executive summary and full report are combined in **Attachment A**.

Attachment A – Latinos in Kirkland Summary and Full Report

SURVEY SUMMARY

Latinos in Kirkland

This summary outlines the most common themes expressed in the survey data. Readers are encouraged to explore the full report to acknowledge individual perspectives as well as the overarching contributions.

WHAT RESPONDENTS LIKE ABOUT KIRKLAND



- safe/secure: 80% feel safe in Kirkland
- quiet
- clean
- good jobs
- education
- parks
- libraries

"Overall people are respectful and friendly."



50% do not have health insurance

WHAT RESPONDENTS DON'T LIKE ABOUT KIRKLAND



- housing is very expensive
- no Latino stores, events, or cultural center ("no Latino community")
- no services in Spanish, lack of support for Latino community
- racism/discrimination
- traffic

WHAT SERVICES AND INFORMATION ARE NEEDED?

"Programs and services in Spanish!"

- a Latino community center
- quality art, recreation, and sports activities that are affordable
- Latino social/health services
- English classes for adults
- Latinos in city staff positions
- Opportunities to participate in civic efforts & decision-making processes



74% would feel comfortable calling the police if needed for an emergency situation.



Thank you for taking us into account- we feel forgotten.

PROJECT OVERVIEW

February, 2021

Project planning, including development of the survey and information packets, took place from August to September, 2020. The majority of the survey collection and community conversations took place October, 2020 to early January, 2021.

As part of its “Safe, Welcoming, and Inclusive” initiatives, the City of Kirkland launched an effort to learn more about populations in the community for whom there are nonexistent, inadequate, and/or inequitable resources to support their physical, economic, cultural, and social well-being. This community engagement project focuses on the Latino(x)/Hispanic populations in Kirkland.

The information gathered will:

- Inform the City’s programs, funding, outreach and engagement efforts;
- Provide the Latino(x) community with information to build community-driven initiatives and solutions; and
- Develop and strengthen the tools, resources, and strategies that can be used for future civic participation and community-building efforts.

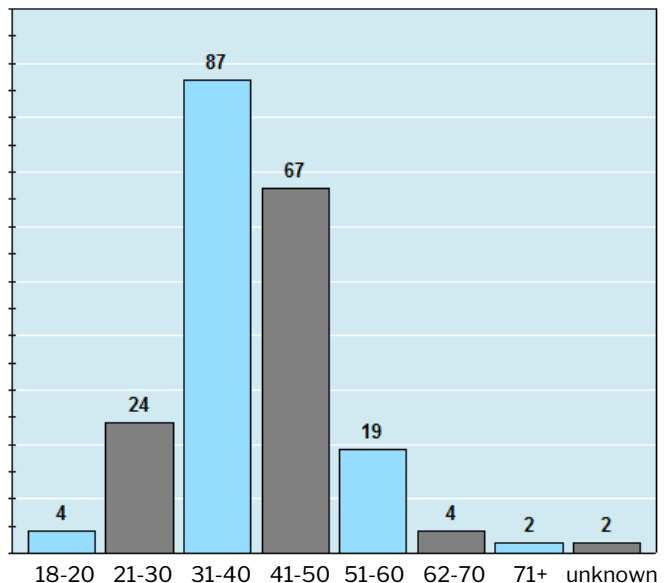
The project was designed and implemented using the Promotores model where community members connect with their local networks to share and gather information. The Kirkland Promotores are familiar with Kirkland and East King County. They were trained in 2019 to support the 2020 Census and they expanded that work to conduct a COVID-19 response project in the spring and summer of 2020.

Cities of Residence

Kirkland: 120	Duvall: 1
Bothell: 22	Renton: 1
Bellevue: 12	Auburn: 1
Lynwood: 12	Edmonds: 1
Redmond: 11	Kent: 1
Kenmore: 9	Mukilteo: 1
Woodinville: 5	Shoreline: 1
Everett: 3	Snohomish: 1
Issaquah: 2	Vancouver: 1
Seattle: 2	Burien: 1
Unknown: 1	

Respondents who did not reside in Kirkland either worked in Kirkland or had some other connection to Kirkland via family or friends.

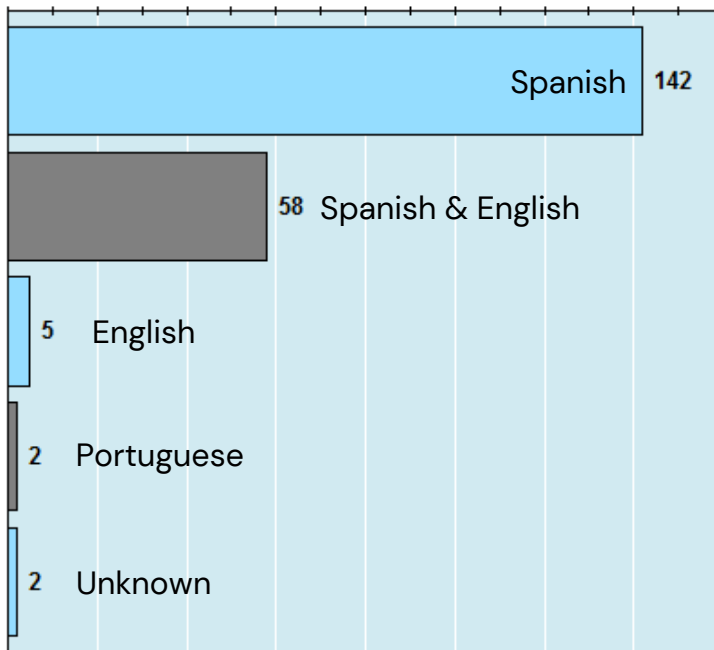
Respondents' Ages



The 209 households surveyed included 477 adults and 257 youth under the age of 18.

"We are not sure how the city of Kirkland works or how it makes program funding available and how this process is decided. What we do know is that no funds are being provided for Latino programs or services in Kirkland... because there are none, and most Hispanic families must go looking for services in Spanish in other cities."

Language(s) Spoken At Home



About Our Latino Community

We are . . .

hardworking
friendly
willing to help others

When asked "What are the characteristics you most like about the Latino community in Kirkland, the top answer was some variation of "there isn't a Latino community in Kirkland."

- "What Latino community exists in Kirkland? I feel lonely here."
- "I don't know any Latinos."
- "There are no Latino people meeting so I don't know."

What kind of social services or supports in Kirkland or the Eastside have you used before?

The top response was that there are no services or that they don't know about them.

The second top response was the food bank.

Less common responses included the hospital, parks, church, the library, and clinics/medical care. Two people mentioned Kirkland's community centers.

"Not in Kirkland but yes in other cities like Redmond."

"None, there isn't any unless we go to the hospital."

CIVIC PARTICIPATION and INCLUSION



23% of survey respondents are currently volunteering or have volunteered in the past at places including the food bank, schools/PTSA, the library, church, and the YMCA.

37% are interested in volunteering.

"There is no communication between the Kirkland Mayor's office and the Latino community in Kirkland. ... we have no representatives that I have seen or know of."

"We are not taken into consideration in the decision-making process for the community."

In addition to the survey outreach, the Promotores distributed 538 packets to the community, which included COVID-19 public health information and the City of Kirkland Resource Guide.

THE LATINO COMMUNITY IN KIRKLAND

Acknowledgements & Conclusion

Thank you to the Project Manager, Mercedes Cordova-Hakim and to the Kirkland Promotores Team:

Angelica Flores
Angelica Salgado Córdoba
Catalina Porterfield
Delfina Gonzalez Medina
Gabriela
Lopez Vazquez
Maria de
Lourdes Hernández
Nahyeli M. Mendivil

Thank you to the City of Kirkland for sponsoring and funding the outreach project. City staff collaborated closely with project leaders to ensure the design and implementation were centered within the Latino community.

Appreciation also goes to Eastside For All and the Eastside Refugee and Immigrant Coalition, as well as the Latino Community Fund for providing fiscal sponsorship.

85% of the survey participants signed up to receive the project report. Many expressed hope for more communication so they can know what Kirkland is doing with the information and how they can be involved. Project leaders are committed to following up and supporting ways for community members and the City of Kirkland to have an ongoing relationship, co-creating opportunities for more services, programs, resources, and civic engagement. The City can begin by hosting community forums in Spanish to share this information and expand the conversation. Investments in Latino-centric services and community engagement activities are essential.



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Project Overview and Activities

OBJECTIVES

Community-Focused Assessment

As part of its “Safe, Welcoming, and Inclusive” initiatives, the City of Kirkland seeks to learn more about populations in the community for whom there are nonexistent, inadequate, and/or inequitable resources to support their physical, economic, cultural, and social well-being. This community engagement project will focus on the Latino(x)/Hispanic populations in Kirkland. Information gathered will (a) inform the City’s programs, funding, outreach and engagement efforts; (b) provide the Latino(x) community with information to build community-driven initiatives and solutions; and (3) develop and strengthen the tools, resources, and strategies that can be used for future civic participation and community-building efforts.

Targeted Outreach: Disseminate Information and Connect to Resources

Due to the uncertainty, fear, losses, and needs associated with COVID-19, the project will connect Latino(x) community members with appropriate resources and in language materials to get social services, financial assistance, legal help (including “Know Your Rights”) and public health information.

Project planning, including development of the survey and information packets, took place from August to September, 2020. The majority of the survey collection and community conversations took place October, 2020 to early January, 2021.

Activity	Description	Output
Distribution of COVID-19 Public Health-Packet of Information & City of Kirkland Resource Guide	Packets of Information & Resources distributed in Kirkland and neighboring cities (See Survey Participant-City of Residence below) (See list of locations below)	583 Pks distributed
Social Media Messaging	Bi-weekly Messages Facebook (KCPN, City of Kirkland and M Live Radio 1 x Wk.), Instagram, Twitter	10,000-14,000 Radio Audience (Spanish speaking) per week 500-1500 Facebook, Instagram, Twitter viewers

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Radio Programs:	4 Radio Conversations x month (30-45 min) & 160 PSA announcements x month	On-line survey participation
Two Community Events (ZOOM)	<ul style="list-style-type: none"> 01/02/21 Conversation: \$30 Gift card (Fred Meyer/Safeway/Walmart) COVID-19 packet of Info & Kirkland Resource Guide 01/04/21 Conversation: Giveaway: Infrared Thermometer & COVID-19 packet of Info & Kirkland Resource Guide 	<p>01/02/21 - 18 Participants</p> <p>01/04/21 - 31 Lake Washington School District Families</p>
Community Input	Giveaway: \$30 Gift card (Fred Meyer/Safeway/Walmart) & COVID-19 packet of Info & Kirkland Resource Guide	Surveys Completed 209 Female Participants: 151 Male Participants: 58

Targeted Community Outreach

PLACE VISITED	ADDRESS	PROMOTORA	COMMENTS
Llama Fusión	9800 NE 116th St. Kirkland,	Catalina	Food Truck Mexican Food
Plaza García	12108 Juanita Dr. NE, Kirkland,	Catalina	Mexican Restaurant
Mezcal Grill	9739 NE 119th Way, Kirkland	Catalina	Mexican Restaurant
Las Garnachas Taco Truck	11922 98th Ave NE Kirkland	Catalina	Mexican Food
El Burrito Mojado	12314 116th Ave NE, Kirkland	Catalina	Taco Truck
Aceituno's	11747 124th Ave NE, Kirkland	Angelica	Mexican Restaurant
Tres Hermanos	12821 NE 85th St, Kirkland	Angelica	Mexican Restaurant
Tacos el Güero	6700 108th Ave NE, Kirkland	Catalina	Mexican Restaurant
Bella Sirena Salon	218 Kirkland Ave, Kirkland	Catalina	Hair Salon
Azteca	11431 NE 124th St. Kirkland	Gaby	Mexican Restaurant
La Corona	13520 100th Avenue NE #10th, Kirkland	Gaby	Mexican Restaurant
Mucho Mas	14318 124th Ave NE Kirkland	Gaby	Mexican Grocery Store
Safeway	10020 NE 137th St. Kirkland,	Gaby	Community Board

KCPN-City of Kirkland Latino(x)/Hispanic Community Engagement Project -Activity & Survey Report

QFC	11224 NE 124th St. Kirkland	Gaby	Community Board
Safeway	12519 NE 85th St. Kirkland	Angelica	Community Board
Fred Meyer	12221 120th Ave NE. Kirkland	Angelica	Community Board
Wendy's	11525 NE 124th St. Kirkland	Angelica	Gave to employees
Hope Link	11011 120th Ave NE Kirkland	Catalina	Food Bank
Minimart	12108 Juanita Dr. NE Kirkland	Catalina	Gas Station next to Plaza Garcia
Village Mart	12108 Juanita Dr. NE Kirkland	Catalina	Gas Station Crossing Street from Plaza Garcia
Kings Gate Park and Ride	13001 116th Ave NE, Kirkland	Gaby	Flyer in Bus Station
Park and Ride Kirkland	Juanita Woodinville	Gaby	Brickyard Fwy. Station
Juanita Aquatic Center	10601 NE 132nd St. Kirkland	Angelica	Public swimming pool in Kirkland
QFC Urban Kirkland	425 Urban Plaza Suite #100, Kirkland	Angelica	Community Board
Santa Luisa	141 156th Ave SE, Bellevue,	Angelica/Delfina	Catholic Church
Mucho Mas	14318 124th Ave NE, Kirkland,	Lourdes	Posted Flyer in Grocery Store
Finn Hill Middle School	8040 NE 132nd St. Kirkland,	Lourdes	Posted Flyer/ Talked to staff
Juanita High School	0601 NE 132nd St. Kirkland,	Lourdes	Posted Flyer/ Talked to Staff
Juanita Elementary	9635 NE 132nd St. Kirkland	Lourdes	Posted Flyer /Talked to Staff
Bridlewood Apartments	3210 97th Ave NE, Kirkland,	Lourdes	Posted Flyer/Talked to members of the apt community
Laundry Mart	Kirkland	Lourdes/Delfina	Posted Flyer/ Talked to customers
Juanita Brook Apt	11240 NE 132nd St. Kirkland	Lourdes	Posted Flyer/ Talked to members of the apt community
Bus Stop	Kirkland	Lourdes	Posted Flyer
• Trailer Park Homes Nahuatl & Purepecha Community	Kirkland	Angelica S.	In person outreach

Additional Comments

Catalina: "Gave information directly to people in the community and the places I visited."

Angelica: "Gave information to a lady that sells Food in Bellevue but that know people in Kirkland. Also provided information to a gardener that know people that works in Kirkland as well."

Lourdes "I have been giving information with the LWSD PTA in my children Schools and have contacted staff from different schools by email."

Gaby: "Gave flyer directly to people asking for it when they heard me talking to store, restaurant owne.r"

Participants: City of Residence and Age Groups

City of Residence	
Total # of Participants	City
1	Auburn
12	Bellevue
22	Bothell
1	Burien
1	Duvall
1	Edmonds
3	Everett
2	Issaquah
9	Kenmore
1	Kent
120	Kirkland
12	Lynnwood
1	Mukilteo
11	Redmond
1	Renton
2	Seattle
1	Shoreline
1	Snohomish
1	Vancouver
5	Woodinville
1	Unknown

Respondents who did not reside in Kirkland either worked in Kirkland or had some other connection to Kirkland via family or friends.

Number of Survey Participants by Age Group	
4	18-20 years
24	21-30 years
87	31-40 years
67	41-50 years
19	51-60 years
4	61-70 years
2	Older than 71 years of age
2	Unknown

SURVEY RESPONSES (Spanish and English)

Sección I (Spanish)

Preguntas para Individuos & Familias sobre su Experiencia de Vida en Kirkland/

Sobre su Hogar:

1. De su Familia-¿Cuántos adultos viven (incluyéndose usted) en su casa? _____ Edades:
2. ¿Cuántos niños-jóvenes viven con usted en su casa?
 _____ 0-4 _____ 5-10 _____ 11-13 _____ 14-17 _____ Mayores de 18 años
3. En su casa se habla principalmente: Español Inglés Español/Inglés Otro idioma:
4. Cuántas otras personas viven en su casa que no son de su familia: _____

Section I (English) – Demographics and Household Information

Questions for Individuals & Families about their Life Experience in Kirkland

1. **About Your Household - How many adults live (including yourself) in your home?**

477 adults /209 homes

In the 209 households surveyed, there are 477 adults and 257 youth under the age of 18.

2. **How many children live with you at home (and what are their ages)?**

50	0-4 years old	50	14-17 years old
110	5-10 years old	68	18 and over
57	11-13 years old		

3. Primarily language spoken at home:

- 142 Spanish
- 5 English
- 58 Spanish/English
- 2 Other language: Portuguese
- 2 Unknown

4. How many other people live in your home that are not members of your family?

- 5 have 1 person living at home who is not a member of the family
- 7 have 2 people living at home who are not members of the family
- 7 have 3 people living at home who are not members of the family
- 1 have 4 people living at home who are not members of the family
- 3 have 5 people living at home who are not members of the family
- 1 has more than 5 people living in the same household

Sobre su Salud:

1. Usted y su familia cuentan con aseguranza médica? Si No
2. ¿En su casa hay una persona embarazada? Si No
3. ¿Usted o alguien en su casa tiene necesidades especiales? Si No
 - 3.a Quién:
 - Hijo/Hija
 - Esposo/Esposa
 - Otra persona que vive conmigo: _____

About Your Health:

1. Do you and your family have health insurance?

104	Yes
104	No
1	Unknown

2. Is there a pregnant person in your home?

29	Yes
176	No
4	Unknown

3. Do you or someone in your home have special needs?

17	Yes
189	No
3	Unknown

3.a Who has special needs?

10	Son/Daughter
7	Husband/Wife
3	Someone else who lives with me:

Sección II (Spanish)

Sobre la Vida en Kirkland:

1. ¿Cuáles son 3-4 temas/aspectos positivos o negativos sobre su vida en Kirkland?

Temas en orden de importancia:

- a.
- b.
- c.
- d.

2. Otro comentario/Sugerencia:

Section II (English) – About Life in Kirkland

1. **What are 3-4 positive or negative themes /aspects about your life in Kirkland?**

Topics in order of importance:

- a.
- b.
- c.
- d.

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Respuestas, Comentarios y Sugerencias: 1.a (Spanish)	Answers, Comments and Suggestions 1.a (English)
Hay sobrepoblación	There's overpopulation
Seguridad - positivo - La seguridad de las personas en Kirkland es excelente, se puede caminar por las calles e ir al parque sin temor.	Safety - positive - The safety of people in Kirkland is excellent, you can walk the streets and go to the park without fear.
Hay muy pocos lugares de artículos y/o comida Latina	There are very few places of articles and/or Latino food
Limpieza Me gusta la limpieza y el orden en la ciudad.	Cleanliness I like the cleanliness and order in the city.
Positivo: El downtown y marina park son muy bellos y seguros	Positive: Downtown and marina parks are very beautiful and safe
Me encanta porque es un lugar bonito y muy tranquilo.	I love it because it is a nice place and very quiet.
Positivos: Seguridad al caminar	Positive: Safety when walking
Me siento segura viviendo aquí	I feel safe living here
Falta de eventos y actividades incluyentes y accesibles.	Lack of inclusive and accessible events and activities
Seguridad	Security
Positivos: 1)me encanta contar con opciones para actividades fuera de casa. 2)La seguridad 3) La policía siempre responde rápidamente	Positive: 1) I love having options for off-home activities. 2)Security 3) Police always respond quickly
Buenos servicios públicos	Good public services
seguridad: siento que es una comunidad donde se ve poca violencia y te sientes tranquila al caminar en la calle a cualquier hora.	security: I feel like it's a community where you see little violence and feel calm walking on the street at any time.
Seguridad	Security
Limpieza	Cleaning
Pues no creo que es una buena zona	Well, I don't think it's a good zone
Ubicación geográfica, beneficios de estar en las afueras de la ciudad, mucho verde y parques cuidados.	Geographic location, benefits of being on the outskirts of the city, lots of green and manicured parks.
Vecinos buenos	Good neighbors
Segura	Secure
Tranquilidad	Tranquility

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Cercanía a supermercados y tiendas. Cercanía a Seattle, lugar de trabajo y grandes empresas.	Close to supermarkets and shops. Proximity to Seattle, workplace, and large businesses.
Naturaleza	Nature
La comunidad Latinoamericana de esta ciudad necesita más representación en asuntos políticos, particularmente en el tema de habitaciones accesibles.	The Latino American community of this city needs more representation in political matters, particularly about accessible housing
trabajo	Work
El aspecto más positivo de vivir en Kirkland es la tranquilidad y seguridad de criar a mis hijos. Los barrios son tranquilos, limpios y seguros. El medio socioeconómico es muy bueno para implementar negocios, conocer gente, hacer amigos.	The most positive aspect of living in Kirkland is the tranquility and safety of raising my children. The neighborhoods are quiet, clean, and safe. The socioeconomic environment is very good for implementing businesses, meeting people, making friends.
la seguridad	safety
Renta es muy caro	Rent (housing) is very expensive
Positivo trabajo en Kirkland, me gusta	Positive job in Kirkland, I like
Vida relajada	Relaxed living
Kirkland me gusta porque es un lugar tranquilo.	I like Kirkland because it's a quiet place.
Salud y bienestar	Health and well-being
Kirkland tiene que cambiar y ser más inclusivo y equitativo con las comunidades que por alguna razón no tienen representación, voz o voto en las decisiones que toma la ciudad	Kirkland needs to change and be more inclusive and equitable with communities that for some reason have no representation, say, or vote in the decisions the city
Salud y bienestar	Health and well-being
Salud y bienestar	Health and well-being
Salud	Health
Salud	Health
Limpieza	Clean (place)
La ubicación, que está cerca de otras ciudades importantes.	The location, which is close to other major cities.
Seguro	Security
La educación me parece muy bien , los maestros apoyan	Education seems to me very well, teachers support (us)
Me encanta porque mi trabajo está muy cerca	I love it because my work is so close
Buen servicio	Good service

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Demasiado trafico	Too much traffic
Kirkland es una ciudad bastante sana sobre delincuencia, hay un buen número de seguridad.	Kirkland is a healthy city about crime, there's a good number (amount) of security.
Vivienda, el costo de las casa esta esta fuera de nuestro alcance y sigue creciendo.	Housing, the cost of the house is out of our reach and continues to grow.
Great School (positive)	Great School (positive)
Belleza natural Proximidad al lago y áreas públicas(positivo) Viviendas Económicas (negativo) Centros culturales inclusivos (no existentes) Vecindarios equitativos y justos (negativo)-no hay	Natural Beauty Proximity to the lake and public areas (positive) Economic Housing (negative) Cultural Centers (do not exist) Equitable and fair neighborhoods (negative)-there is none
A los alrededores de la casa tenemos varios parques, los cuáles se encuentran en excelente estado.	Around our home we have several parks, which are in excellent condition.
educación Pública	public education
Seguridad. En zonas privadas como residencias hay más seguridad que en otras zonas.	Security. In areas where they are private as residences there is more security than in other areas.
Parques disponibles para la familia son muy variados	Parks available to families are (much) varied
- La ubicación es excelente	-The location is excellent
Seguridad, últimamente ha habido más robos a autos afuera de las casas (abren los autos y se llevan lo que encuentran)	Security, lately there have been more car brake-ins outside houses (they open the cars and take what they find)
educación escolar necesitamos más apoyo para ayudar a nuestros hijos en la escuela, necesitamos entrenamiento en tecnología para estar más actualizados.	school education we (parents) need more support to help our children in school, we (parents) need tech training to be more actualized
Las escuelas siempre tienen interpretes of buscan la manera de comunicarse con las familias.	Schools always have interpreters or, they look for ways to communicate with families.
Es una comunidad muy tranquila.	It's a quiet community.
me gusta mucho la seguridad que tiene	I really like the security it (Kirkland) has
Necesitan un centro comunitario	We need a (Latino) community center
Los semáforos no están coordinados y causan tráfico.	Traffic lights are not coordinated and cause traffic

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Me gusta mucho vivir en Kirkland. Me siento segura pero he visto incremento de comentarios de las redes sociales como Next door de que hay más robos a los carros por ejemplo.	I really like living in Kirkland. I feel safe but have seen increasing (number) comments from social networks like Next door that there are more car thefts for example.
Buenos hospitales.	Good hospitals
Comunidad tranquila	Quiet community
Transporte; sería conveniente qué ampliarán los horarios, y pusieran más rutas .	Transportation: it would be more convenient if the schedules got extended and added more routes.
Encuentro actividades divertidas y a bajo costo para mi familia en el verano	I find fun and inexpensive activities for my family in the summer
Es una ciudad hermosa.	It's a beautiful city.
El trabajo	The work
Nos gusta mucho el área y la calidad de vida	We really like the area and the quality of life
Acceso a servicios Me gusta que tenemos Biblioteca y quisiera tener más eventos locales como los hay en Bellevue para no tener que desplazarme a otra ciudad.	Access to services I like that we have a Library and would like to have more local events such as there are in Bellevue, so I don't have to go another city.
área tranquila	quiet area
No hay racismo	There's no racism
Es central y tiene andenes para caminar.	(Kirkland) is Central and it has walkways for walking
La ciudad es pequeña y me gusta pero necesita vivienda más accesible para los Latinos	The city is small, and I like it, but needs more accessible housing for Latinos
Trafico	Traffic
trabajo	Employment
Hay más oportunidades de trabajo	There are more job opportunities
En Kirkland no hay clínicas comunitarias, o servicios de salud donde hablen español.	In Kirkland there are no community clinics, or health services where they speak Spanish.
Una Ciudad muy tranquila	A very quiet city
Las escuelas son muy buenas.	Schools are very good.
Buena comunidad.	Good community.
Kirkland es un lugar Cayado (callado) y seguro.	Kirkland is a quiet and safe place.

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Necesitamos más alumbrado en algunas de las calles residenciales	We need more lighting on some of the residential streets
A mí me gustaría que los niños pudieran ir a la escuela porque siento que así no están aprendiendo lo suficiente	I wish the kids could go to school because I feel like they are not learning enough.
Las playas	The beaches
Las tiendas están cerca	Shops are nearby
El clima	The weather
Hace falta más control de la policía, el lugar donde trabajo los acaba de robar...	More control is needed from the police, the place where I work just got robbed...
Más programas en español En la comunidad	More Programs in Spanish In the Community
Kirkland tiene muy buena comunidad	Kirkland has a very good community
It has everything I need. Stores, markets. I like the Brazilian store.	It has everything I need. Stores, markets. I like the Brazilian store.
Buen transporte, pero se debería de poner otra ruta para Bellevue (es bueno) lo Que nos están preguntando en esta encuesta.	Good transportation, but you should put another route to Bellevue. (it's good) what they're asking us in this survey.
No hay muchos recursos en español	There aren't many resources in Spanish
es un lugar bonito	it's a nice place
Positivos ayuda de electricidad ,	Positive electricity assistance (program)
seguridad, es una ciudad donde no escucha de violencia	security, it's a city where you don't hear about violence
seguridad	Security
no violencia	non-violence
Amo la ciudad de Kirkland	I love the city of Kirkland
Un lugar muy tranquilo	A quiet place
Es un lugar hermoso y central	It's a beautiful and central place
Las escuelas son muy buenas	The Schools are very good
Transportación	Transportation
Trabajos, escuelas	Jobs, schools
No hay mucha comunicación con los grupos líderes de la ciudad	There's not much communication with the city's leadership groups
Es una ciudad segura (positivo)	It's a safe city (positive)
Intérpretes de lengua indígena	Indigenous language interpreters

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Estoy descansando porque mi trabajo cerró por el cov19	I'm resting because my work closed because of COVID-19
La biblioteca in Kingsgate, desde la infancia de mi hijo ha sido el lugar perfecto para nuestra familia	The Kingsgate library, since my son was little it has been the perfect place for our family
Trabajo en Kirkland i vivo en Bothell mucho trafico	I work in Kirkland; I live in Bothell... there is a lot of traffic
Renta muy cara	Very expensive rent
Es muy caro vivir en Kirkland tienes que trabajar el doble para pagar una renta	It is awfully expensive to live in Kirkland you must work twice as hard to pay for rent
Hace falta policías bilingües	We need Bilingual police (officers)
Seguridad	Security
Kirkland es bonito	Kirkland is nice
hay gente mexicana	there are Mexican people
La renta es muy cara	The rent is very expensive
Positivo es una ciudad segura	Positive: is a safe city
Este año bajo mucho el trabajo por el covid-19	This year employment went down because of COVID-19
Un poquito más en el tema de salud quizás por qué cuando nos enfermamos casi no vamos al hospital por qué es muy caro	A little more on the health issue maybe why when we get sick, we hardly go to the hospital why it's so expensive
Es muy seguro.	It's very safe.
Me gusta vivir en esta ciudad	I like living in this city.
Positivo la seguridad	Positive: security
(necesitamos) Personal en las escuelas que hablen Español	(we need) Spanish-speaking Staff in schools
vivimos en Kirkland con mi familia	we live in Kirkland with my family.
Kirkland es un lugar muy hermoso	Kirkland is a very beautiful place.
Kirkland me gusta mucho, tiene un ambiente muy tranquilo	Kirkland, I like a lot, it has a very tranquil atmosphere.
Seguridad	Security
Seguridad	Security
no hay servicios para los Latinos	there are no services for Latinos
Me gusta por las tiendas que están cerca de mi APT donde vivo	I like it for the shops that are near my APT (apartment) where I live

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Pues lo positivo de vivir en Kirkland me gusta porque mi trabajo está aquí en la misma área y es más fácil para mí porque vivo sola con mis hijos y también hay tiendas cerca de comida	The positive thing about living in Kirkland: I like it because my job is here in the same area and it's easier for me because I live alone with my kids and there are grocery stores nearby.
Kirkland es muy bonito en el aspecto de las personas que viven ahí que apesar de no ser Latinos son muy amistosos... Los residentes de Kirkland son muy amistosos en especial las personas de la tercera edad	Kirkland is very nice in the look of the people who live there who apprehend not being Latinos are very friendly... Kirkland residents are very friendly especially seniors
Educación	Education
He vivido en esta ciudad desde que inmigre de Mex.	I've lived in this city since I immigrated from Mex.
la policía	The police
Safe neighborhood	Safe neighborhood
Que no cuenta con una clínica médica en Kirkland tienen que asistir a otras ciudades para cuidado de la salud.	Whoever does not have a medical clinic in Kirkland has to attend other cities for health care.
Apoyo a la comunidad.	Community support.
aquí no tenemos ayuda del gobierno y con esta pandemia tenemos mucha necesidad cómo de la renta y otras cosas más	here we have no help from the government and with this pandemic we have a lot of need how about rent and other things
Es una ciudad muy limpia	It's a very clean city
Positivos: Que todo está muy cerca	Positive that everything is very close
1. Muy cara la renta 2. No hay negocios hispanos 3. Los supermercados no son muy accesibles.	1. Very expensive rent 2. There are no Hispanic businesses. 3. Supermarkets are not very accessible.
Positivos son muchos pero creo que nuestra comunidad no tenemos muchos servicios de ayuda en español para nuestra gente adulta .	Positive are many but I think our community does not have many Spanish help services for our adult people.
La educación	Education
Seguridad Para mí durante el tiempo que conozco Kirkland es un lugar seguro y tranquilo.	Security For me during the time I know Kirkland is a safe and quiet place.
El Arreglar las calles	Fixing the Streets
ES un Lugar muy seguro para vivir	IT'S a very safe place to live
Nuestra área tiene un ambiente tranquilo	Our area has a quiet atmosphere

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Lindos parques y playas con tiendas y restaurantes cerca y baños disponibles y limpios	Nice parks and beaches with shops and restaurants nearby and bathrooms available and clean
Es un lugar muy hermoso	It's a very beautiful place
Una ciudad muy limpia y ordenada	A very clean and orderly city
Variedad de tiendas.	Lots of shops.
Mucha actividad criminal por atrás del edificio donde trabajo.	Lots of criminal activity behind the building where I work.
MUCHO TRAFICO	A LOT OF TRAFFIC
El trafico	Traffic
Seguridad	Security
En lo personal me gusta es muy tranquilo	Personally, I like it, is very quiet
Es muy caro para vivir.	It's too expensive to live in.
Positivo: Hay variedad de empleos	Positive: There are a variety of jobs
Importante hay trabajo-ahí está mi trabajo y estoy muy a gusto	Important there's work -there's my job and I'm very comfortable
Muy cara la renta	Very expensive rent
Kirkland nos gusta pero si pagamos muy caro la renta	Kirkland, we like it but if we pay high rent
Se me hace un lugar muy tranquilo	I think it's a very quiet place
Aspectos positivos; es un lugar maravilloso para salir a caminar por el lago con la familia se mira muy muy tranquilo al igual por su calle principal sus pallitas muy limpias etc.	Positives: it is a wonderful place to go for a walk on the lake with the family looks very very very quiet just like by its main street its very clean etc.
Yo trabajo en Kirkland	I work in Kirkland
Tomar más en cuenta la opinión del Latino.	Take more into account opinion of the Latinos.
Seguridad	Security
La seguridad en Kirkland es buena, no se escuchan muchos casos de robos o violencia.	Security in Kirkland is good, we do not hear about many cases of theft or violence .
Positivos q es una ciudad muy tranquila y limpia	Positive q is a very quiet and clean city
Kirkland es muy tranquilo	Kirkland is very quiet
Seguridad	Security
La vivienda es algo cara	Housing is expensive

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El precio de la vivienda es caro	The price of housing is expensive
Me gusta mucho Kirkland, viví ahí hace 3 años por motivos personales me mudé a Lynnwood-Kirkland es muy limpio	I really like Kirkland, I lived there 3 years ago, but for personal reasons had to move to Lynnwood-Kirkland is very clean
Positiva: Seguridad social	Positive: Social safety
Es un lugar de buenos trabajos	It's a place where there is good employment
Não tem opção	You don't have a choice
Ciudad muy tranquila. Buen	Very quiet city. Good
Positivo: la valorización de la vivienda.	Positive: rising value of the homes
El área recreativa y limpieza de la ciudad es excelente	The recreational area and cleanliness of the city is excellent
Es una ciudad muy bonita	It's a very nice city
Seguridad buena	Good security
Seguridad buena	Good security
La seguridad es buena	Safety is good
No hay mucho apoyo para aprender ingles	There's not much support to learn English
Ayuda escolar, yo no hablo Ingles y no puedo ayudar a mis hijos en la escuela como yo quisiera.	School help, I don't speak English and I can't help my kids at school the way I want.
Clases de superación personal	(Need) Self-improvement classes
Clases de ingles	(Need)English lessons
Calidad de vida	Quality of life
Seguridad	Security
La Seguridad es buena	Security is good
Me gusta que todo está accesible, los tráilers se conectan	I like that everything is accessible, the trailers (trails) connect
No ay mucho acceso al bus	I don't have much access to the bus.
Oportunidad de trabajo	Job opportunity
La ciudad es muy tranquila	The city is very quiet
Me gusta porque yo tengo 13 años viviendo en Kirkland	I like it because I have 13 years living in Kirkland
Es muy tranquilo	It's very quiet.
Pues mi mama vive ay y yo solo trabajo ay pero se me hace una ciudad muy tranquila	Well, my mom lives in Kirkland and I only work there-but I think is a very quiet city

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Bonitos Parques	Nice Parks
tenemos buenos servicios de parques	we have good park services
Antes de COVID-todo estaba bien, teníamos mucho trabajo	Before COVID-everything was fine, we had a lot of work
Las rentas son muy altas	The rents are very high
Las rentas son muy caras	Rents are very expensive
Se siente como una ciudad pequeña pero con las comodidades de una ciudad grande como restaurantes y tiendas.	It feels like a small town but with the comforts of a big city like restaurants and shops.

Spanish 1.b	English 1.b
Hay parques por todos lados para caminar y hacer ejercicio, además de las playas.	There are parks everywhere for walking and exercising, in addition to the beaches.
Playgrounds accesibles para todo tipo de habilidades. Actualmente no son accesibles para niños con necesidades especiales o poco soporte corporal.	Playgrounds accessible for all kinds of skills. They are currently not accessible to children with special needs or little body support.
Áreas verdes	Green areas
Negativos: Últimamente se han llenado los parques de jovencitos fumando marihuana.	Negatives: Lately the parks have been filled with young men smoking marijuana.
Seguridad	Safety
gente amable: cuando necesito pasar la gente es muy amable y te da el paso al peatón, al igual siento que la gente te saluda siempre cuando salimos a caminar.	Kind people: when I need to pass people are very friendly and give you the right- away, just as I feel like people greet you always when we go for a walk.
Buenas escuelas	Good schools
Calidad de calles	Street quality
Talvez muy caro para vivir	Maybe too expensive to live.
Limpieza de las calles y muy buena atención al cliente en todos lados.	Cleanliness of the streets and very good customer service everywhere.
La renta es cara	Rent is expensive
Limpia	Clean (city)

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Limpieza	Clean (city)
Parques, lagos y otras áreas verdes, muchas opciones para recreación al aire libre.	Parks, lakes and other green areas, many options for outdoor recreation.
Calidad de vida	The quality of life
Quisiera ver más eventos de comunidad para los Latinos.	I want to see more community events for Latinos.
programas para niños y adultos	programs for children and adults
Las escuelas públicas son buenas con una infraestructura moderna y adecuada para la educación de los niños. El apoyo que se da con personal/maestros capacitados para reforzar la educación y aprendizaje a niños con discapacidad o niños que necesitan ayuda extra para lectura o matemática.	Public schools are good with a modern infrastructure suitable for the education of children. Support with staff/teachers trained to strengthen education and learning for children with disabilities or children who need extra help reading or math
los parques	Parks
Necesitamos becas o beneficios para los universitarios	We need scholarships or benefits for college students.
Negativo q hay mucha construcciones nuevas y el tráfico esta pesado	Negative q there are a lot of new constructions and traffic is heavy
Todo está cerca (shopping, supermercado, lago, bosques)	Everything is close (shopping, supermarket, lake, forests
Tengo cerca la escuela y el hospital y lo que ocupo.	I have school and the hospital close to me, I have what I need.
escuelas	Schools
escuelas	Schools
escuelas	Schools
trabajo	Employment
trabajo	Employment
Seguridad	Safety
El tener parques, la Marina, restaurantes, etc.	Having parks, the Marina, restaurants, etc.
Buenas escuelas	Good schools
La seguridad es buena	Safety is good
Me gusta la ciudad porque tengo salida al Norte y al Sur, tengo opciones.	I like the city because I have access to the north and south, I have options.
Buenas escuelas	Good schools
Renta de vivienda muy cara	Very expensive housing rent

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Kirkland tiene un buen nivel de educación educativo escolar y es una buena ciudad para crear mis hijos.	Kirkland has a good level of school's education and is a good city to raise my children.
Parques, hay muchas áreas para caminar y ejercitarse.	Parks, there are many areas for walking and exercising.
Amicable neighbors (positive)	Amicable neighbors (positive)
El alcantarillado funciona de maravilla. Es un gusto observar que el sistema funciona tan bien y que los impuestos se reflejan en la estructura de la ciudad.	The sewer sys works great. It is a pleasure to note that the system works so well and that taxes are reflected in the structure of the city.
Seguridad	Safety
Hay lugares de viviendas que son muy caras y las que son accesibles están muy descuidados por ejemplo el área de Juanita.	There are places of housing that are very expensive and those that are accessible are very neglected for example the area of Juanita.
Recursos médicos o hospitales disponibles	Available medical resources or hospitals
- Precio de casas un poco altos	- Price of slightly high houses
Centro Comunitario Latino, creo que hace falta uno en Kirkland	Latino Community Center, I think we need one in Kirkland.
Salud información de donde recibir recursos, prevención de enfermedades, como ayudar a nuestros hijos para que tengan un nivel de vida saludable.	Health information, resources about where to go to get assistance related to prevention of diseases, how to help our children to have a good and healthy life.
Las clínicas también tienen intérpretes.	Clinics also have interpreters.
Los vecinos son tratables.	Neighbors are sociable
Todo tranquilo	All is quiet
Mucho trabajo disponible para la Comunidad.	Lots of employment available to the Community.
En general las personas son respetuosas y amables, tengo buenos vecinos y mi vecindario es muy tranquilo	Overall people are respectful and friendly, I have good neighbors and my neighborhood is very quiet
Una ciudad limpia y de cierto forma segura para las familias.	A clean and somehow a safe city for families.
No hay servicios para Latinos o en español	There are no services for Latinos or in Spanish
Cuidados al adulto mayor.	Care for older adults.
Hay lugares públicos y gratuitos muy bonitos para visitar, muchos parques y lugares frente al agua.	There are very nice public and free places to visit, many parks and waterfront places.
Es muy limpia y ordenada	It's very clean and orderly.
La calidad de vida	Quality of life
La inseguridad ha ido incrementando	Insecurity has been increasing.

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Discriminación racial A veces los transeúntes suelen ser groseros y la gente mayor que encuentras en los comercios también es déspota cuando ve tu tono de piel.	Racial discrimination Sometimes passers-by tend to be rude and older people you encounter in shops are also despots when they see your skin tone.
free way cerca	freeway nearby
Limpia	Clean
Es seguro	It's safe
Necesitamos empezar a trabajar en programas de vivienda para evitar homelesnes like Seattle!	We need to start working on housing programs to avoid homelessness like Seattle!
Homeless people	Homeless people
buena gente	good people
Mejor salario	Best salary
La seguridad es muy buena.	Security is very good.
Me gusta salir a caminar cuando no estaba el virus.	I like to go for a walk when the virus wasn't there.
Las tiendas Latinas son buenas	Latino shops are good
Buenos trabajos	Good jobs
Es un lugar limpio	It's a clean place
No hay Dentistas	There are no dentists
también me gustaría que hubiera más ayuda para las personas que no tienen seguro social	I would also like more help for people who don't have social security (number)
Los parques	Parks
Es seguro	It's safe
lugar seguro	It's safe
No hay comunicación entre la comunidad y la ciudad	There is no communication between the community and the city
Más programas en español en las escuelas para padres	More Spanish programs in schools for parents
Necesitamos clínicas	We need clinics
It is beautiful. I love beaches and Parks.	It is beautiful. I love beaches and parks
La Ciudad está alumbrada, hay trabajo,	The City is lit, there is work,
Ciudad tranquila	Quiet city

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No tenemos oportunidades para reunirnos como Latinos	We don't have opportunities to meet as Latinos
lugar muy tranquilo	very quiet place
Muchos servicios médicos	very quiet place
Necesitamos de un lugar donde hablen Español para pedir información en general	We need a place where they speak Spanish to ask for information in general.
Vigilancia	Surveillance
policía vigilando	Police watching
La gente es muy amable y respetuoso	The people are very friendly and respectful
No contamos con una escuela para niños menores 3 años cerca de nuestro domicilio.	We do not have a school for children under 3 years of age close to our home.
Es seguro parar vivir	It's safe to live
La gente Latina de Kirkland es muy capacitada	The Latino people of Kirkland are very trained
Maestros y voluntarios bilingües en las escuelas y programas en Kirkland	Bilingual teachers and volunteers in schools and programs in Kirkland
Transportes públicos accesibles para la ciudad y comunidad para transportarse en los alrededores de la ciudad y clínicas y hospitales	Public transport accessible to the city and community to transport around the city and clinics and hospitals.
Kirkland es muy bonito	Kirkland is very beautiful
Tiene una excelente ubicación (positivo)	It has a great location (positive)
Centro de Ayudan para los padres	(We need) a Parent Help Center (in Kirkland)
Ahora en restaurante la mayoría no hay nada (de trabajos)	Now there's nothing (jobs) in restaurant
El community Park . Excelentes programas creo que mi hijo ha asistido durante años a muchos de las clases, actividades y programas ... hasta que el covid-19 , ya no lo permitió , sin embargo me gustaría que integraran más programas en ESPAÑOL !!!para la comunidad adulta !!!!	The community Park. Excellent programs I think my son has attended many of the classes, programs, and activities ... until covid-19 no longer allowed it, however, I would like to see more programs Spanish to be integrated m !!! for the adult community !!!!
La renta es muy cara	The rent is very expensive
Mucho trafico	A lot of traffic
La gente Es amable	People are friendly.
Bonita naturaleza	Beautiful nature
Gente Amable	Kind People

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había trabajos para los mexicanos/Latinos en Kirkland (antes de COVID) ahora no se...	there were jobs for Mexicans/Latinos in Kirkland (before COVID) now I am not sure...
hay que hablar ingles	must speak English
El estilo de vida es caro	Lifestyle is expensive (in Kirkland)
Negativo todo es muy caro	Negative everything is very expensive.
Damos gracias a dios porque no nos hemos contagiado y estamos sanos	We thank God because we haven't become infected and we're healthy
En lo de seguridad quizás un poco más para nuestra comunidad	In relation to safety, maybe there should be a little more for our (Latino) community
Hay tráfico pero no es terrible	There's traffic but it's not terrible
Tenía más de 22 años trabajando en Kirkland	It had more than 22 years working in Kirkland (lost job because of COVID)
Negativo: falta de navegador cultural para inmigrantes	Negative: lack of Cultural Navigator for immigrants (in Kirkland)
Clínica de bajo recursos	(Need) Low-income clinics (in Kirkland)
tengo trabajo	I have a job
Kirkland tiene oportunidades	Kirkland has opportunities
Es una ciudad que se siente segura	It's a city that feels safe
Buenas escuelas	Good schools
Tranquilidad	Tranquil
hay recursos cercanos	there are resources nearby
Y lo malo es que el costo de la renta es cara	And the bad is that the cost of rent is expensive
Y lo negativo sería que esta caro la renta pero por motivo de mi trabajo vivo en Kirkland y la escuela de mis hijos está Cerca también	negative would be that rent is expensive but because of my work I live in Kirkland and my children's school is close too
ALGO que no se mira casi en Kirkland es como programas o asociación para hispanos Latinos para poder convivir y conocer más gente de habla hispana	Something we don't see in Kirkland is programs or associations for Latino Hispanics to be able to socialize and meet more Spanish-speaking people
Vivienda, es difícil pagar donde vivir especialmente apartamento. Son muy caros.	it is difficult to pay where to live, especially apartment. They're very expensive.
Hay trabajos y he trabajado en Kirkland	There are jobs and I have worked in Kirkland
la falta de servicios en español	lack of services in Spanish

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Quiet neighborhood	Quiet neighborhood
Nosotros/ellos necesitan personal en sus escuelas que hablen español	We/They need staff in schools who speak Spanish
Asistencia en el área de salud y alimentación.	(we need) Assistance in the areas of health and food.
lo bueno qué hay un poco de trabajo solo como para medio comer aquí ayuda del gobierno federal a nosotros no da nada para el no existimos	good thing there is some work to pay for our food-Here the federal government helps, but it does not give us (immigrants) nothing, for them we don't exist
No hay muchos Latinos ahí	There aren't many Latinos there
muchas servicios accesibles en otras ciudades	There are many accessible services in other cities
1.Es una ciudad segura. 2. Buenas escuelas.	1.It is a safe city. 2. Good schools.
Negativos yo creo que el tráfico se ha incrementado mucho pocos parking para autos ? solo son de poco - tiempo	Negative; I think the traffic has increased a lot, fewer parking and only for a short amount of time
la seguridad	safety
Inmobiliaria Creo que se necesitan más lugares de vivienda que sean de bajos recursos o por lo menos que sean accesibles.	Real Estate- I think more housing is needed for low-income families or at least places that are cost accessible.
Me gusta que la Ciudad está Limpia	like that the City is clean
Tiene playas muy lindas	It has very nice beaches
Estamos en un sitio privilegiado cerca a hospitales, universidades, escuelas, supermercados.	We are in a privileged place; close to hospitals, universities, schools, supermarkets.
Me gustan las actividades que tienen en la revista de parks and recreación y las opciones qué hay para rentar o hacer cosas como comunidad	- I like the activities they have at the parks and the recreation magazine and the options to rent or do things like community
Los servicios públicos son muy buenos	Public services are very good
Kirkland es una ciudad segura y moderna	Kirkland is a safe and modern city
Trafico	Traffic
Me encanta que ya abrieron varios parques para poder sacar a mis niñas	I love that several parks are open now so I can take my girls out.
ES MUY CARO	IT'S VERY EXPENSIVE

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Las tiendas	Stores (positive)
Bienestar	Wellbeing
Lo malo es que últimamente todo es más caro no hay tantos homeless.	Bad news is that lately everything is more expensive there aren't that many homeless people.
Positivo: La comunidad hispana está creciendo	Positive: Hispanic community is growing
Me gusta es un lugar muy limpio	I like it is a very clean place
Mucho más empleo	Much more employment
Kirkland es muy tranquilo	Kirkland is very quiet
Hay muchas cosas y lugares que puede uno disfrutar y pasear con la familia	There are many things and places one can enjoy and walk with the family
Aspecto negativo. es muy caro para vivir las rentas son muy caras no está al alcance de muchos de nosotros .se requiere q bajen las rentas para poder solventar lo necesario para nuestras familias.	Negative. it is very expensive to live the rents are very expensive is not within reach of many of us, it is required to lower the rents to afford what is necessary (basics needs) for our families.
Mi esposo tiene un medio tiempo en Kirkland	My husband has a half-time (job) in Kirkland
tratar de que todos tengan un buen servicio médico ,y pueda pagar de acuerdo a su presupuesto.	Attempt to get everyone a good medical service, and people can pay according to your budget.
Ayudas	Aid
Hacen falta lugares de servicio de salud para personas de bajos recursos, así como servicios de prevención como son las pruebas de COVID, vacunación gratuita, detección oportuna de enfermedades.	Health service are needed for low-income people, as well as prevention services such as COVID testing, free vaccination, timely disease screenings.
Negativos q no hay tantos recursos para la gente hispana, se necesita intérpretes y más clínicas hispanas	Negatives: that there aren't many resources for Hispanic people, we need interpreters and more Hispanic clinics
Crear un Centro Comunitario para Latinos	Create a Community Center for Latinos
educación	Education
Falta información acerca de ayuda a la comunidad/familias Latinas	Missing information about supports for Latino community/families
Los vecinos no son muy amigables	Neighbors are not very friendly
Me gusta que la policía siempre está ahí al tanto	I like that the police are always there and alert
Positiva: Vida familiar	Positive: Family life
Los parques son bien	The parks are fine
La ciudad es muy bonita organizada y limpia-me siento segura .	The city is very nice, organized and clean - I feel safe.

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Buen tráfico.	Good traffic.
Negativo: muy caros los servicios.	Negative: very expensive services.
Estando en Kirkland puedes sentir la seguridad de la ciudad	Being in Kirkland you can feel the safety of the city
hay casas grandes	there are big houses
Muy cara la renta	Very expensive rent
Renta muy cara	Very expensive rent
Hay mucho trafico	There's a lot of traffic
La renta es muy cara	The rent is very expensive
salud, no tengo seguro médico he tenido problemas de salud y visitas de emergencia al hospital	Challenge: Health, I don't have health insurance I've had health problems and emergency hospital visits
Deportes	Sports
clase de superación personal	self-improvement classes
Cerca a todo	Close to everything
Hospitales	Hospitals
La ciudad se mantiene limpia	The city stays clean
la ciudad está constantemente arreglando las calles	the city is constantly fixing the streets
Los parques no son muy recreativos no ay muchos para los niños	Parks aren't very recreational, but there aren't too many for kids
Una ciudad muy tranquila para vivir	A very quiet city to live in
tenemos cercas todos los servicios	we are close to all services
La policía es siempre atenta	The police are always alert
muy buenas personas en la comunidad Latina	very good people in the Latino community
Me gusta mucho la seguridad que hay en la ciudad	I really like the safety of the city
Buenas Bibliotecas	Good Libraries
Buenas servicios de Bibliotecas	Good Library Services
Es un lugar seguro	It's a safe place
Se vive muy tranquilo	Life is tranquil
Es una ciudad muy tranquila para vivir	It's a very quiet city to live in
Me gusta que Kirkland tiene muchos parques públicos y los mantiene limpios y bonitos.	I like that Kirkland has many public parks and keeps them clean and beautiful.

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1.c (Spanish)	1.c (English)
falta de áreas verdes	lack of green areas (in some communities)
La gente - positivo - En general, la gente es amigable, amable y respetuosa, sin importar raza o credo.	Positive-the people- Overall, people are friendly, kind, and respectful, regardless of race or creed.
Pocos eventos Latinos	Few Latino events
Es un lugar donde me siento segura y a salvo.	It's a place where I feel safe and secured.
Negativo: No hay mucha diversidad. O comida mexicana autentica	Negative: There's not much diversity or, authentic Mexican food
Me gustaría que hubiera más opciones de lugares para que los niños pudieran tomar clases de natación (áreas públicas)	I would like it to have more options for children to take swimming lessons (public areas)
Negativos: Calles muy empinadas Parques llenos sin tapabocas Rentas elevadas	Negative: Very steep streets Parks full without face coverings Elevated rents
Hay diferentes tipos de supermercados y restaurantes.	There are different types of supermarkets and restaurants.
Actualmente actividades extra curriculares ofrecidas por el community center No son pensadas en incluir a personas con discapacidades, intelectuales o físicas.	Currently extracurricular activities offered by the community center are not intended to include people with disabilities, intellectual or physical.
Calidad de supermercados y alimentos	Supermarket and food quality
Vivo frente a Juanita beach y en el estacionamiento del parque donde se pone el Farmer market siempre hay chicos hasta muy tarde haciendo mucho ruido con los autos. Sería bueno que hubiera horario para cerrar Juanita Beach	I live in front of Juanita beach, and in the parking lot of the park where the farmers market takes place there are always youth until very late and making lots of noise with cars. It would be nice to have a schedule to close access Juanita Beach
Inclusión Latina	Latino inclusion
tranquilidad: se siente un ambiente de mucha paz, ya que tengo más de 10 años viviendo en esta área y siempre he sentido mucha tranquilidad.	tranquility: it feels an atmosphere of a lot of peace, since I have more than 10 years living in this area and have always felt lots of tranquility.
Lo malo son las distancias; casi todo se necesita un carro	The bad thing is the distances; almost everything is needed a car
Vecindario tranquilo y muy seguro	Quiet and very safe neighborhood
Necesita más ayuda para los inmigrantes	Needs more allude for immigrants

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Lugares para comer muy variados y estacionamiento (aunque ahora hay que pagar en algunos).	Places to eat very varied and parking (although now you must pay in some).
Serca de trabajo	Close to work
Parques	Parks
Seguridad	Safety
Hasta el momento buena experiencia con las escuelas y maestros.	So far good experience with schools and teachers.
Sociedad - soledad	Society - loneliness
Vivimos en una área de Washington muy inclusiva, esto es bueno.	We live in a very inclusive area of Washington, this is good.
oportunities	opportunities
La parte negativa es el costo de vida. Los impuestos de propiedad son altos. Otro aspecto negativo es la falta de acceso a una segunda lengua (como el Español) en la educación primaria. Las escuelas no cuentan con programas así.	The negative part is the cost of living. Property taxes are high. Another negative aspect is the lack of access to a second language (such as Español) in primary education. Schools don't have programs like that.
actividades cerca	have activities nearby
Es una ciudad bonita pero muy caro para vivir	It's a nice city but very expensive to live in
Tiene lugares hermosos	It has beautiful places
Debería haber escuelas de lengua hispana .	There should be Hispanic language schools.
El único detalle es que no me es fácil encontrar una escuela para mi niña de 3 años como programas de aprendizaje temprano, o Headstart.	The only detail is that it's not easy for me to find a school for my 3-year-old as early learning programs, or Head start.
trabajo	Work
trabajo	Work
trabajo	Work
Amistad	Work
Amistad	Friendship
Actividades al aire libre	Outdoor activities
El ambiente es más familiar y agradable	The atmosphere is appropriate for families and pleasant
Cómodo	Comfortable
Las oportunidades de trabajo con buenas	Job opportunities with good
Vivo aquí desde hace 20 años, primero viví en la ciudad de Kirkland y ahora vivo en la ciudad vecina Kenmore.	I have lived here for 20 years, first lived in the city of Kirkland and now I live in the neighboring city of Kenmore.

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Muy caro vivir aqui	Very expensive to live here
Ciudad muy limpia y bonita para vivir	Very clean and very nice city to live in
Kirkland tiene un poco alto los niveles de renta y es un poco caro rentar o comprar una vivienda en esta ciudad.	Kirkland has a little high-income level and is a bit expensive to rent or buy a home in this city.
Seguridad, la ciudad es segura.	Security, the city is safe.
Parks and trails (positive)	Parks and trails (positive)
En esta zona contamos con accesibilidad a diversas tiendas de servicio.	In this area we have accessibility to various service shops.
Elevado costo de vivienda	High cost of housing
Hay caminos un poco descuidados las carreteras un poco descuidadas.	There are slightly sloppy roads on the roads a little sloppy.
Buenas fuentes de trabajo	Good sources of work
- Me gusta que se puede hacer compost	I like that you can make compost
Existe gran diversidad cultural	There is great cultural diversity
Socializar, Tanto nosotros como adultos y nuestros niños necesitamos de eventos donde podamos recibir y dar apoyo, por naturaleza somos seres sociables y el venir a un país diferente y en medio de esta pandemia estamos aislados. necesitamos eventos virtuales de interés para la comunidad Latina.	Socialize, We and adults and our children need events where we can receive support, by nature we are sociable beings and coming to a different country and amid this pandemic we are isolated. we need virtual events of interest for the Latino community.
Mucho trabajo	A lot of work
como gustaría que hubiera más programas para los Latinos, de ayuda	how I wish there were more programs for Latinos, help
Buenas y bonitas áreas para actividades recreacionales.	Good and beautiful areas for recreational activities.
3 Lo que me parece que hace falta es que haya más oferta de servicios en Español u oportunidades para ayudar a la comunidad Latina. Cuando yo llegue a vivir aquí quería ser voluntaria y no encontré nada en lo que yo pudiera ayudar a los Latinos	3 What I think is necessary is that there is more offer of services in Spanish or opportunities to help the Latino community. When I got to live here, I wanted to volunteer, and I didn't find anything I could help Latinos
Escuelas nuevas.	New schools
No hay Comunidad Latina in Kirkland	There is no Latino community in Kirkland
Vivienda , asequible y disminución en cobros de rentas , y también facilidades para compra sin muchos requisitos.	Housing, affordable and decrease in rent collections, and facilities to buy without many requirements.
Es difícil encontrar un parqueo gratuito, o parqueo en general cuando voy a cualquier lugar con mi familia	It's hard to find a free parking, or parking in general when I go anywhere with my family

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Se Respetan las leyes.	Laws are respected.
Seguridad	Security
La educación no es muy buena en todas la áreas	Education is not very good in all areas
Seguridad Me gusta poder caminar por las calles con mis hijas. Segura de que no tendré problemas o correré riesgo, pero sería bueno saber de más programas de actividades para niños en cualquiera de los centros comunitarios claro cuando sea seguro volver a estar con más gente.	Security I like being able to walk the streets with my daughters. I'm sure I won't have any problems or take any chances, but it would be nice to know more about more kids' activity programs at any of the community centers clear when it's safe to be with more people again.
tienda cerca	store nearby
Con buenas escuelas	With good schools
No existen muchas rutas de buses	There aren't many bus routes
Se necesitan más campañas de reciclaje y empezar a forzar a todos los negocios a tener dos botes en cada entrada! Uno de recycle y uno de basura!	More recycling campaigns are needed and start rubbing all businesses to have two boats at each entrance! One of recycle and one of garbage!
High Population	High Population
freeways cercas	Freeways near
Mejores oportunidades de trabajo	Better job opportunities
Los vecions son buenos.	Neighbors are good
Me gustaba mucho ir a la biblioteca con mis hijos.	I really liked going to the library with my kids.
Los parques públicos son muy limpios.	The public parks are very clean.
Tiene tiendas Latinas	It has Latino shops
Tiene bonitos lugares para visitar	It has nice places to visit
Mo hay comunidad Latina en Kirkland que se junte a hacer cosas/actividades	Mo there's Latino community in Kirkland who gets together to do things/activities
Me gustaría saber que si hay algún programa de ayuda para la gente que le ha bajado el trabajo debido a la pandemia	I'd like to know that if there's any help program for people who have lowered their work because of the pandemic.
El mall	The mall
La escuela esta cerca	Schools are near
limpio	It's clean
No hay conexiones entre la ciudad y la comunidad Latina en Kirkland	There is no connection between the Latino community and the city

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Más ayuda Cómo clínicas de bajos recursos aquí en nuestra comunidad	More help, such as clinics for low-income people here in our community
Más ayudas a los hispanos	More supports for Hispanics
Sometimes too much traffic.	Sometimes too much traffic.
Buen ambient para esparcimiento	Good environment for recreation
Hay muchos Latinos	There are lots of Latinos
No tenemos (los Latinos) trabajo...	There are no Jobs for Latinos
no podemos comprar casa en Kirkland es muy caro.	We (Latinos) can't buy a homes in Kirkland, is very expensive.
Recursos de ayuda de comida y renta	Resources for food and rent assistance
Me gustaría ayudar la comunidad pero no hablo Ingles.	I'd like to help the community, but I don't speak English.
Limpieza	Cleanness of the city
Ciudad limpia	Clean city
No veo mucho racismo	I don't see much racism
No hay un Sea Mar cerca	There is no SeaMar clinic close to us
El problema es q es muy caro la renta	The problem is that the rent is very expensive
Las familias Latina debe tener oportunidades para crear verdadera comunidad en Kirkland	Latino families need to have opportunities to create true community in Kirkland
Guarderías accessible	Accessible childcare
Organizaciones de apoyó para Latinos en Kirkland	Organizations that provide support and resources to Latinos
tenemos muchos jóvenes Latinos estudiando y hablando inglés, son nuestro futuro	We have a lot of young Latinos studying and speaking English, they're our future.
Proyecto de crecimiento en el área de Rose Hill con edificios de comercios y casa habitación, de varios pisos de altura. El área ya está sobre poblada y se refleja en la falta de salones en las escuelas. Construir estos edificios provocará más tráfico del que ya hay, las escuelas se saturaran aún más y también el ruido incrementará en zonas que actualmente son de casas habitación y no de desarrollos gigantescos. (Negative)	Growth project in the Rose Hill area with retail buildings and apartment-homes several stories high. The area is already overpopulated and reflected in the lack of classrooms in schools. Building these buildings will cause more traffic than there already is, schools will become even more saturated, and noise levels will also increase in areas that are currently house houses and not gigantic developments. (Negative)
Banco de comida Latina	Latino food bank
Estoy con mis hijos más tiempo	I'm with my kids longer

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Necesitamos más luz en las calles ... más lámparas en las calles para que sea más seguro caminar en ellas !!!	We need more light on the streets ... more lamps on the streets to make it safer to walk !!!
Muchos empleos	(there are) Many jobs
Kirkland es muy caro para vivir	Kirkland is too expensive to live in
Las escuelas ayudan a nuestros hijos	Schools help our children
Hacen falta tiendas mexicanas grandes	We need large Mexican stores (in Kirkland)
Trafico	Traffic
La policía no se sabe comunicar con los Latinos que vivimos allí.	Police can't communicate with the Latinos we live there.
No hay mucha información en español	There's not much information in Spanish
Es seguro	It's safe
Positivo trabajo a sus alrededores	Positive work around
Mi hija va muy bien en la escuela a pesar de la situación!	My daughter goes very well in school despite the situation!
Es una ciudad muy limpia	a very clean city
Está bien comunicado	well connected
Muy tranquilo	Very quiet
Falta de programas para Latinos	Lack of programs for Latinos
Más información para ayuda de desastre o con esta enfermedad dónde puede ir las personas que no hablan inglés	More information about disaster relief or about this illness (COVID) where people who don't speak English could go
creo que es un buen lugar para crecer a mi familia	I think it's a good place to grow my family
Kirkland no cuenta con oportunidades para minoridades	has no opportunities for minorities
Un poco difícil por el parqueo	It's a little hard because of parking
Buen comunicación/avenidas para llegar a otras ciudades	Good communication and avenues to go to other cities
ubicación	Location
Kirkland es diverso	Kirkland is diverse
Lo malo es que te para el policía si te mira sospechoso oh solo muy noche	One bad is when police could stop you if you look suspicious to them or if you are out very late at night
Y también lo para más la policía en esta área eso sería algo que no me gusta	We also get stopped more by police in this area, this is something I don't like

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Yo podría sugerir qué se pudieran compartir más información en Español sobre centros de ayuda para las personas de bajos recursos como bienestar médico y de salud u organizaciones que apoyan a personas de bajos recursos pero que se de información en español para aquellos que aún no pueden dominar el idioma del país	I might suggest that more information could be shared in Spanish about support/help centers for low-income people such as medical and health well-being or organizations that support low-income people with information in Spanish for those who still cannot master the language of the country
alimentación	Food/nutrition
Hay oportunidades solo hay que buscarlas	There are opportunities, we just must look for them
la ciudad es muy rica en belleza natural y recursos	The city is very rich in natural beauty and resources.
My casa is close to freeways	My house is Close to freeways
Que nos brinden más recursos de ayuda para personas que viven el día a día. Más viviendas de bajos recursos. Y programas de ayuda para los jóvenes	Give us more resources to help people who live day to day. More low-income housing and youth aid programs
Atención a la seguridad ciudadana.	Pay attention to citizen's safety
si esas personas que quieren ayudarnos que bueno en verdad la gente lo necesita mucho hay que no tienen ni para comer	If city people want to help us that's good... really people need it a lot, there are people who don't even have enough to eat
No tienen muchas cosas para Latinos	They don't have a lot of things for Latinos
Es una ciudad muy cara	a very expensive city
Buenos parques, seguros y limpios.	Good parks, safe and clean.
la renta bastante caro o el alquiler de cualquier casa o condominio pero yo creo que es una bonita Ciudad para vivir o trabajar-Thanks	rent is expensive for the rent of any house or condo, but I think it's a nice city to live or work Thanks
la policía	The police
Las calles Aunque han tratado de arreglar algunas calles principales de Kirkland , todavía requieren que tengan más cuidado en arreglarlas , pues en días lluviosos y de nieve es peligroso manejar.	The streets Although they have tried to fix some of the major streets in Kirkland, they still require to be more careful in fixing them, because on rainy and snowy days it is dangerous to drive.
No ay gente sin hogar en las calles	No homeless people on the streets
No hay muchos Latinos en la calles de Kirkland	There aren't many Latinos on the streets of Kirkland
Las calles están bien cuidadas	The streets are well maintained
Tiendas y complejos nuevos donde hay shopping tipo mall, restaurantes, y departamentos arriba en edificios, con lugares para niños	New shops and complexes where there are shopping malls, restaurants, and apartments buildings, with places for children

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La naturaleza es hermosa	is beautiful
Excelente parques limpios y seguros	Excellent clean and safe parks
Lugares recreativos	Recreational areas
Los policías que son de Kirkland en veces pueden ser agresivos y racistas.	Kirkland police can sometimes be aggressive and racist.
ESTA LIMPIO	It's clean
Los lugares para salir	There are places to go out
El comercio	Commerce
Creo se necesitan más ayuda para los jóvenes más actividades o grupos de ayuda para que no caigan en drogas	I think more help is needed for young people, more activities or support groups so they don't fall for drugs
no hay tanta delincuencia.	there's not that much crime
Positivo: el sistema educativo es bueno	Positive: the education system is good
Tiene unos parques muy bonitos	It has some very nice parks
Excelente servicios médicos	Excellent medical services
Menos homeless	Less homeless
Lo que no me gusta que siempre hay mucho tráfico	Which I don't like that there's always a lot of traffic
Otro aspecto positivo de Kirkland que tiene todo lo necesario e importante como lo es el hospital uno de los mejores con muy buen trato a los pacientes- lo digo por experiencia mis 3 hijas son nacidas en ese maravilloso hospital .	Another positive aspect of Kirkland is that it has everything necessary and important such as the hospital one of the best customer service- I say it from experience my 3 daughters are born in that wonderful hospital.
Vamos a las tiendas en Kirkland	We go to the shops in Kirkland
Abrir programas educación.	Open educational programs.
Deportes para los jóvenes	Sports for young people
El nivel escolar es bueno, mi hija ha asistido a 2 escuelas en Kirkland de nivel Elementary y ambas con personal preparado y con buena atención a los alumnos y padres de familia. En una de ellas no teníamos acceso a información en español (Mark Twain), en la otra si (AG Bell).	The school level is good, my daughter has attended 2 schools in Kirkland Elementary level and both with staff prepared and with good attention to students and parents. In one of them we did not have access to information in Spanish (Mark Twain), in the other we did (AG Bell).
Negativo q al Latino nos tienen tan olvidados	Negative- That the Latinos have been so forgotten
Tengo lo que necesito cerca	I've got near what I need.

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Idioma	Language
Hay poca violencia, es seguro	There's little violence, it's safe
Es una Ciudad segura	a safe city
Me gusta porque el Hospital está cerca y siempre al tanto con la comunidad	I like it because the Hospital is close and always keeping up with the community
Negativa: Mucho Tráfico	Negative: A lot of traffic
Trabajo buenos	Good jobs
A nuestra comunidad le falta apoyo , como alguien que ayude en las escuelas. también para conseguir consulta en los hospitales para nuestros hijos	Negative: Our community lacks support, such as someone who could help in schools. Also, it's hard to get an appointment for our children at the hospital
Personas agradables.	Pleasant people.
Negativo: muy cara la administración y no sabemos cómo hacer para frenar que siga subiendo.	Negative: very expensive management and do not know how to slow it down to keep it from going up.
La gente es amable!	The people are friendly!
yo limpio casas en Kirkland	I clean houses in Kirkland
No hay eventos para gente hispana	No events for Hispanic people
Difícil poder comprar una casa aquí porque son muy caras las hipotecas	Hard to buy a house here because mortgages are so expensive
La renta es muy cara	Rent is very expensive
No hay muchas actividades en español	There aren't many activities in Spanish
Ayuda con adolescentes, tengo un hijo adolescente, como madre sola algunas veces no sé cómo guiarlo.	Help with teenagers- I have a teenage son, as a single mother sometimes I don't know how to guide him.
Nutricion	Nutrition
Nutrición	Nutrition
Tremendo vecindario	Tremendous neighborhood
Acceso rápido a otras ciudades.	Quick access to other cities.
Servicio de transporte es bueno	Transportation is good
La gente es muy amigable	People are very friendly
Las escuelas son muy buenas	Schools are very good
Con muchos lugares para caminar muy pacíficos	With many places to walk peacefully

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No ay mucha ayuda para los Latinos	Not much help for Latinos
Ay mucha vigilancia	Oh, a lot of surveillance
Es una ciudad muy limpia también	It's a very clean city too
Buenos Hospitales	Good Hospitals
Buenas escuelas	Good schools
todo se siente organizado en la ciudad	Everything feels organized in the city
Es una ciudad muy limpia y si homeless	It's a very clean city and if homeless
Es tranquilo seguro para vivir	It's quite safe to live
Me gusta que Kirkland tiene buen servicio de transporte publico pero no me gusta que Metro cambio las rutas a Seattle. Se hace muy dificil ahora llegar a downtown Seattle en bus.	I like that Kirkland has good public transportation, but I don't like Metro changing routes to Seattle. It becomes very difficult now to get to downtown Seattle by bus.

1.d (Spanish)	1.d (English)
Positivo: Muy buenos vecinos	Positive: Very good neighbors
Me gustaría que hubiera más proyectos para hispanos al aire libre o públicos.	I wish there were more projects for Hispanics outdoors or public.
Estoy cerca de Bellevue, Woodville y Bothell.	close to Bellevue, Woodville, and Bothell.
Áreas para hacer ejercicio	Exercise areas
Me encanta la naturaleza que rodea Kirkland	I love the nature surrounding Kirkland
Señalización muy buena	(Street) Signage is good
Necesitamos más trabajo en esta zona	We need more Jobs in this zone
Muy buenas escuelas publicas	Very good public schools
Vibrante	Vibrant (community)
ayuda a la madre naturaleza	helps Mother Nature
Mas trabajo para los Latinos y veneficios médico	More work for Latinos and medical benefits
amistad	friendship
amistad	Friendships

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amistad	Friendships
Familia	Friendships
Familia	Friendships
Muy caro	Too expensive
Me gustan los Distritos Escolares.	I like the School district.
localización, la ciudad está cerca de Seattle, Bellevue y Redmond	location, the city is close to Seattle, Bellevue, and Redmond
High cost of living (negative)	cost of living (negative)
Las calles siempre se observan limpias y en buen estado.	The streets are always clean and in good condition.
El centro comercial de Totem Lake le dará un buen impulso a la economía de la ciudad de Kirkland y así trabajo a la comunidad.	The Totem Lake Mall will give a good boost to Kirkland's city economy and thus work for the community.
Seguridad	Safety
- Se debería ofrecer compost en los complejos de apartamentos	Compost should be offered in apartment complexes
Hospital cercquitas.	Closed hospital
saber cómo mantenernos informados de lo que pasa en la ciudad	know how to keep us informed of what's going on in the city.
Me gustaría ver más eventos diversos para la comunidad.	would like to see more diverse events for the community.
En general creo que falta que la Ciudad pueda comunicar los servicios que hay disponibles porque no sabemos qué cosas se ofrecen.	In general, I believe that the City is lacking communication about the services they offer because we do not know what services they offered.
Pero también se hace notar el racismo y bullyng en escuelas no solo entre alumnos sino también de algunos maestros.	But racism and bullyng are also noted in schools not only among students but also of some teachers.
Lugar calmado	Quiet place
Las personas son muy amables.	The people are very friendly.
Diversidad de comercios y de población. Me gusta porque mía hijas han tenido acceso a otras culturas y eso hacer tener otra mentalidad. Tener espacios donde la gente pueda dar a conocer las tradici9nes de sus países y que hubiera promoción ayudará mucho.	Diversity of shops and population. I like it because my daughters had access to other cultures and that make you have another mindset. Having spaces where people could share about the traditions of their countries and there was promotion it would help a lot.
Es segura	It's safe
No hay centros de ayuda para Latinos	There are No Latino Help Centers
Mejor asistencia médica	Better medical care
las escuelas si tienen personal que hablen español.	schools have staff who speak Spanish.

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Me gusta que cuando hay crisis económica en mi hogar el banco de comida nos ayuda mucho que no pase la noche sin que cenemos gracias a todas las personas por su buen corazón que donan.	I like that when there is economic crisis in my home the food bank helps us a lot that does not spend the night without us having dinner thanks to all the people with a good heart that donate.
Transporte	Transportation (not enough)
Las escuelas son las mejores	are the best
La gente es amable	are friendly
Más ayuda legal bilingües	More bilingual legal aid
Viviendas clínicas públicas	clinical housing
Un pequeño parque para perros ... sería fantástico .	A small dog park ... it would be fantastic.
Me encanta el lago de Juanita beach	I love Lake Juanita beach
Es cara la renta	Rent is expensive
Es una ciudad tranquila y me gustaría que hubiera más apoyo para nosotros por qué cuando llegan apoyos casi no participamos-porque no sabemos	It's a quiet city and I wish there were more support for us, because when there are supports, we hardly participate-We do not know about them
Más Ayuda para los padres sobre cómo pueden ayudar Asus hijos con lo que está pasando tener personal para que los oriente en su idioma	More Help for Parents On How Asus Kids Can Help With What's Going On Have Staff to Guide Them in Their Language
Todo bien	Everything is fine
Costo de vivienda extremadamente caro	Extremely expensive housing cost
Y me gusta el lugar hay muchas cosas buenas cerca	And I like the place there are good things nearby
Schools are close to my house	Schools are close to my house
Programas para mantener a los jóvenes en actividades positivas como deportes o talleres de artes.	Programs to keep young people in positive activities such as sports or arts workshops.
Salud	Health
Los pocos que hay deberán estar trabajando	The few there will have to be working
Los servicios públicos son buenos	Utilities are good
Kirkland es una ciudad turística y variedad de negocios cerca de la playa	Kirkland is a tourist town and variety of businesses near the beach.
CONSIDERO QUE NO HAY SUFICIENTES PARQUES DE JUEGOS, CONSIDERANDO LA MUCHA POBLACION.	I DON'T THINK THERE ARE ENOUGH PLAYGROUNDS, CONSIDERING the POPULATION.
no tiene Centro comercial.	it doesn't have a mall.

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Muy agusto vivimos	We live very comfortably
Otro aspecto positivo que tiene la ciudad muchos empleos y están en un muy bien acceso	Another positive aspect that the city has many jobs that are accessible
Trabajamos allí, Pasamos mucho más tiempo en Kirkland que en nuestra casa.	We work there and spent a lot more time in Kirkland than in our house.
Necesitamos tener un buen servicio de intérpretes.	We need to have a good interpreter service.
Hay muchos lugares de recreación al aire libre. Sería bueno tener algunas opciones techadas para el invierno como Indoor playgrounds y lugares como Bump it up a bajos costos para las personas de bajos recursos.	There are many outdoor recreation venues. It would be nice to have some indoor options for winter like Indoor playgrounds and places like Bump it up at low costs for low-income people.
Negativo q los Latinos muchos de nosotros no tenemos anexo ala aseguranças ya q son caras y no podemos pagar	Many of us Latinos don't have access to insurance since they're so expensive and we can't pay
Negativa: muchísima construcción y sobrepoblación	Negative: lots of construction and overpopulation
Me gusta que están poniendo más trabajos	I like that they're putting up more jobs
Buenos restaurants y tiendas .	restaurants and shops.
Negativo: el incremento de adolescentes drogadictos y alcohólicos.	Negative: the increase of drug-addicted and alcoholic adolescents.
No hay clases de inglés para adultos y seguir avanzando en el idioma	There are no English classes for adults and keep advancing in the language
Convivencia social	Social coexistence
Lo negativo de la ciudad es que las rentas son muy altas- las personas de bajos ingresos no podemos pagar estas rentas	The negative thing about the city is that the rents are very high- low-income people can't afford these rents
Desde 2003, se ve más racismo, se siente cuando llegas a las tiendas	Since 2003, you see more racism, you feel when you go to the stores
La ciudad está creciendo mucho	The city is growing a lot.
No hay servicios/programas para adultos mayores o necesidades especiales en español	No services/programs for older adults or special needs in Spanish
todo esta accessible	everything is accessible

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2. Otros Comentarios/Sugerencias	2. Other Comment/Suggestion:
Quizá que haya más eventos para personas de la tercera edad para convivir y conocerse.	There may be more events for seniors to live together and get to know each other.
Programas de apoyo para viviendas a gente de diferentes recursos para tener mayor diversidad de personas.	(We need) Housing support programs for people of different resources to have greater diversity of people.
La situación del COVID-19 nos afectó a muchos y más afectados fuimos la comunidad inmigrantes no hemos recibido ayuda muchos de nuestros hermanos Latinos.	The situation of COVID-19 affected us many ... and more affected we were the immigrant community many of our Latino brothers have not received help
programas para los niños	Programs for children
Considero que las autoridades locales deberían acercarse más a nuestra comunidad hispana con programas que nos ayuden a conocernos y a unirnos.	I believe that local authorities should get closer to our Hispanic community with programs that will help us get to know each other and unite.
Que grandes compañías como Costco aporten más ayuda a la comunidad como los bancos de comida	Let big companies like Costco bring more help to the community like food banks
muy buena ciudad	Very good city
La rentas de vivienda son muy caras-	Housing rents are very expensive-
Me gustaría que regresen las clases de inglés a la biblioteca.	I'd like the English classes back to the library.
Tranquilidad en el area	Tranquility in the area
Más servicios de ayuda para jóvenes y niños escolares oh servicios para verano para niños durante las vacaciones en las escuelas	More support services for young people and school children oh summer services for children during school holidays
Actividades físicas para adultos y nutricionales para la salud	Physical activities for adults and nutritional for health
Gracias por tomarse el tiempo de tomarnos en cuenta	Thank you for taking the time to consider us
Policías, bomberos, clínica de la comunidad, escuela gente que hablen los dos idiomas, Ayuda para los padres sobre la nueva forma que tan tomando sus hijos clases	Cops, firefighters, community clinic, school people who speak both languages, Help parents about the new way they so taking their children classes
gracias por hacer esta encuesta	thank you for doing this survey
Gracias por preguntar!	Thanks for asking!
Nunca me habían preguntado, gracias!	I've never been asked, thank you!
Hospital close to my house	Hospital close to my house
Es un lugar muy turístico está muy cerca el Lago puedo salir a caminar	It's a very touristy place is very close the Lake I can go for a walk

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Kirkland es una buena ciudad para vivir pero es muy cara para las minorías.	Kirkland is a good city to live in, but it's very expensive for minorities.
Niños	children
Hacen falta más recursos recreativos para la comunidad especialmente artísticos para los Latinos	More recreational resources are needed for the especially artistic community for Latinos
- Quisiera participar en mi comunidad pero no es como hacerlo. - En mi condominio quisiera embellecer su aspecto pero no tengo muy claro hasta qué punto puedo hacer cambio en las zonas comunes.	I'd like to participate in my community, but it's not like doing it. - In my condominium I would like to beautify its appearance, but I am not very clear to what extent I can make change in the common areas.
no hay mucha ayuda comunitaria.	there's not much community help.
Q no sea tan caro para poder vivir en un lugar tan bonito como lo es Kirkland y q haya más ayuda para la gente con bajo salario.	I wish we could live in a place as beautiful as Kirkland, but it is too expensive, also help for low-wage people.
Nos recomendó Catalina	Catalina recommended us (to take this survey)
Qué bueno que estén tomando en cuenta que en Kirtland , que es una gran ciudad tenga ayudas para la Comunidad.	I am glad you are doing this survey in Kirkland-this is a great city and it needs to have more assistance (centers for the community)
Que haya ayudas comunitarias en esta ciudad	We need community assistance in this city
Que necesitan más lugares para vivir baratas	need more places to live cheap
Es una buena Ciudad	It's a good city
Necesitamos más iluminación en las calles por nuestra seguridad. No sabemos qué hacer cuando en nuestra comunidad pasa algo y llamamos a la policía y ellos llegan directo a nuestro domicilio, así hallamos hecho una denuncia confidencial o sea que no nos coloque en evidencia. Necesitamos que la policía entienda más a los Latinos y no sean tan racistas.	We need more lighting on the streets for our safety. We don't know what to do when something happens in our community and we call the police- they come straight to our home, but never file a confidential complaint, so it doesn't expose us. We need the police to understand Latinos more and not be so racist.
no hay mucha gente que hable español por allá	there aren't many people who speak Spanish over there
Me gustaría que hubiera algunos talleres para adolescentes y para los papás también o algunas actividades en familia	I wish there were some workshops for teens and Dads as well or some family activities
Nos gustaría que redujeran los impuestos de casas y carros	We'd like them to reduce house and car taxes.
Tomará más en cuenta a los pequeños negocios y servicios étnicos en Kirkland	It will take more in terms of small businesses and ethnic services in Kirkland
No hay suficiente personal en los servicios que ofrece la ciudad que hable nuestro idioma o entiendan nuestra cultura	There are not enough staff in the services offered by the city to speak our language or understand our culture

Teníamos un tipo de vida antes de COVID- ahora todo ha cambiado y hay mucha necesidad en las personas que perdimos nuestros empleos... todo cerro y ahora estamos esperando a que se normalice el mundo

We had a kind of life before COVID- now everything has changed and there is a lot of people who lost our jobs... everything closed and now we're waiting for the world to be normalize

Sección III

Sobre los Servicios que se ofrecen y la Comunidad Latina en Kirkland:

Section III

About the Services Offered and the Latino Community in Kirkland:

Spanish 1. ¿Cuáles son las características que más le gustan de la comunidad Latina de Kirkland?	English 1. What characteristics do you like best about the Latino community in Kirkland?
Realmente no conozco a la comunidad Latina de Kirkland. Tengo conocidos Latinos, pero no sé dónde buscar a "la comunidad".	I don't really know the Latino community in Kirkland. I have Latino acquaintances, but I don't know where to look for "the community."
No tengo mucho contacto con la comunidad Latina de Kirkland aún	I don't have much contact with the Latino community yet
No se nota una verdadera presencia de la comunidad Latina. No hay centros culturales, ni clubes, ni galerías representativas de la comunidad Latina.	There is no real presence of the Latino community. There are no cultural centers, clubs, or galleries that are representative of the Latino community.
No conozco mucha gente Latina pero la poca que conozco son muy buenos y accesibles. Siempre dispuestos a ayudar.	I don't know many Latino people but the few I do know are very good/nice and accessible. Always ready to help.
Que somos muchos y cada vez conozco más gente Latina.	That we are many and every time I meet more Latino people.
No sabía que había una comunidad Latina en Kirkland, probablemente el hacer más promoción para poder incorporarse a la comunidad	I did not know that there was a Latino community in Kirkland, probably doing more promotion to be able to join the community
Que en los supermercados encuentras comida, verduras de países Latinos.	That in supermarkets you find food, vegetables from Latino countries.
Abiertas y dispuestas a apoyar	Open and willing to support
No conozco a mucha gente	I don't know many people
Que es gente con un mayor nivel educativo	That they are people with a higher educational level
Cercanía comunicación	Close communication
Yo no conozco la comunidad (Latina de Kirkland)	I don't know the (Latino community in Kirkland) community
Es una linda comunidad con personas respetuosas y amables	It is a nice community with respectful and kind people
Son amigables	They are friendly
Que estamos crescendo como Comunidad Latina	That we are growing as a Latino community

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No sabía que acá hay una comunidad Latina.	I didn't know that there was a Latino community here
Amables	Friendly
No conozco muchos Latinos en Kirkland, los que conozco son respetuosos	I don't know many Latinos in Kirkland, the ones I do know are respectful
No las conozco	I don't know them
En general las personas Latinas con las que nos hemos encontrado son amables, trabajadoras y les gusta apoyarse.	In general, the Latino people we have across are friendly, hardworking, and like to support each other
Mis amigos cercanos	My close friends
Comunidad inclusiva y tolerante de gente extranjera.	Inclusive community and tolerant of foreigners
q es una Comunidad q te ayuda	It's a community that helps you
Ahora que se hay comunidad Latina, me gustaría saber más del programa, servicios, y actividades.	Now that there is a Latino community, I would like to know more about the program, services, and activities
Me gustaría conocer más comunidad	I would like to know the community more
No se q decirte por q no conozco a muchos.	I don't know what to say because I don't know many
En Kirkland no hay comunidad Latina.	There is no Latino community in Kirkland
En algunos lugares hablan español y puedo comunicarme mejor	In some places they speak Spanish, and I can communicate better
q son muy amable y serviciales	They are friendly and helpful
q son muy amable y serviciales	They are friendly and helpful
q son muy amable y serviciales	They are friendly and helpful
q es unida y q apoyan	It is united and they support each other
q es unida y q apoyan	It is united and they support each other
El reconocimiento de la comunidad Latina por parte de la Ciudad y Ayuntamiento	The recognition of the Latino community by the City and City Council
Todavía no conozco mucha gente Latina en Kirkland. Las pocas personas que conozco son personas que apoyan a la comunidad.	I still don't know a lot of Latino people in Kirkland. The few people I know are people who support the community.
Somos luchadores y siempre estamos participando para el bienestar	We are fighters and we are always participating for the well-being
Que somos muy trabajadores y siempre andamos compartiendo información para ayudarnos entre todos.	That we are very hard-working, and we are always sharing information to help each other.
Mucha gente Latina trabajando en negocios muy trabajadores y honestos	Lots of Latino people working in businesses, very hardworking and honest

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La ayuda que presta esta ciudad cuando hay una necesidad de por parte de falta de trabajo a la comunidad hispana.	The help that this city provides to the Hispanic community when there is a need due to lack of work.
No estoy enterada de ninguna comunidad Latina, no he visto actividades.	I am not aware of any Latino community; I am unaware of activities.
I'm a non-Hispanic Latino (Brazilian ancestry)... I'm but not too engaged with other Latinos in the area.	I'm a non-Hispanic Latino (Brazilian ancestry)... but I'm not too engaged with other Latinos in the area.
Qué comunidad Latina existe en Kirkland? Aquí me siento sola.	What Latino community exists in Kirkland? I feel lonely here.
La pregunta no es clara. Para opinar sobre la comunidad Latina primero tendría que conocer a la comunidad Latina y realmente no se si exista alguna asociación así, solo conozco a otra familia Latina en Kirkland.	Question is not clear. In order to have an opinion about the Latino community, I would first have to know the Latino community and I don't know if there is such an organization, I only know another Latino family in Kirkland.
No es de mi conocimiento que haya una considerable comunidad Latina.	It is not of my knowledge that there is a considerable Latino community.
no conozco a mucha gente Latina en Kirkland	I don't know many Latino people in Kirkland
Las tiendas Mexicanas con mucho surtido de productos de Latinoamérica	Mexican stores with a wide assortment of Latino American products
Que somos cada vez más	That (with time) we are more and more
Kirkland es un lugar seguro, aunque últimamente los robos en el área han aumentado.	Kirkland is a safe place, although thefts in the area have increased lately.
aquí en esta área está muy tranquila mi comunidad.	Here in this area my community is very quiet.
Que son amigables y ayudan a la gente.	They are friendly and help people
que hay comunicación de los sucesos de la ciudad	That there is communication of the events of the city
Que todos son respetuosos	Everyone is respectful
Hay mucha comunidad Latina en toda área geográfica de Kirkland.	There is a large Latino community in all geographic area of Kirkland.
Pues no conozco a la comunidad Latina que vive en Kirkland, personalmente conozco a pocas personas pero no sé cómo encontrar a otras personas Latinas en mi comunidad.	Well, I don't know the Latino community that lives in Kirkland, I personally know few people, but I don't know how to find other Latino people in my community.
No conozco la comunidad Latina de Kirkland.	I don't know the Latino community in Kirkland
Lugar bonito	Pretty place
No conozco muchos Latinos en Kirkland pero los que conozco son muy serviciales y amigables.	I don't know many Latinos in Kirkland but the ones I do know are very helpful and friendly.

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Que son cordiales y se ayudan entre ellos.	They are cordial and help each other out
Apoyo mutuo	Mutual support
Que se ayudan unos a otros	They help each other out
Que hay mucha gente dispuesta a ayudar.	There are many people willing to help
no conosco mucha gente	I don't know many people
Hay respeto	There's respect
Que es una comunidad alegre y muy trabajadora!	It's a happy and hard-working community!
me gusta porque hay mucha gente Latina muy buena.	I like it because there are many very good Latino people.
que son amigables y muy amables.	They are friendly and very pleasant
Que somos muy trabajadores	We are very hardworking
Creo que los Latinos son muy tranquilos.	I think Latinos are very calm.
Ay mucha unión, y respeto entre otras etnias	There is a lot of union, and respect among other ethnic groups
Aprender de diferente culturas	To learn about different cultures
Es un lugar tranquilo	It's a calm place
Las fiestas, las reuniones con amigos	Parties, gatherings with friends
Se entiende bien con ellos	One gets along well with them
No sé cuántos Latinos hay en Kirkland pero los que yo conozco son buenas personas.	I don't know how many Latinos there in Kirkland but the ones I know are good people.
No conozco	I don't know (any)
Brazilian Store	Brazilian Store
Hay pocos Latinos viviendo en Kirkland que yo sepa, son buenas personas.	As far as I know there are few Latinos living in Kirkland, they are good people
ciudad limpia	Clean city
que nos tomen en cuenta	That we be taken into consideration/ acknowledged
Bonito	Pretty
Seguridad	Safety
Seguridad	Safety
La gente es amable y social	The people are friendly and social
No tengo mucha convivencia c la gente Latina	I do not have much coexistence/cohabitation with Latino people

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Las escuela	Schools
Es una. Ciudad tranquila, con oportunidades para jóvenes y niños y adultos en aprendizaje y trabajos	Is a. Quiet city, with opportunities for youth and children and adults in learning and jobs
Las culturas de cada país y costumbres y experiencias de los paisanos	The cultures of each country and the customs and experiences of the countrymen
que somos muchos y de diferentes lugares de América Latina	that we are many and from different places in Latino America
Los servicios que brindan a la comunidad	The services they provide to the community
Son muy amigables y ayudan	They are very friendly and helpful
El respeto ... y la limpieza de sus calles !	Respect ... and the cleanliness of its streets!
No conozco ningún evento Latinos en Kirkland	I don't know of any Latino events in Kirkland
Restaurante Mexicano	Mexican restaurants
Que son amables	That they are well-mannered, polite, friendly, nice
No sé no, nos juntamos como comunidad	I don't know, we don't get together as a community
No hay gente Latina que se reúna, así que no se	There are no Latino people meeting so I don't know
Apoyan	Are supportive
Somos personas muy honradas y trabajadoras	We are very honest and hardworking people
Que a veces se organizan para hacer cosas por apoyar a nuestra gente	That sometimes organize to do things to support our people
Muchos de mis clientes son de Kirkland y se van pasando mis referencias los unos a los otros	Many of my clients are from Kirkland and they pass on my references to one another
Que seamos unidos	That we be united
Crear un programa de bienvenida y orientación para nuevos vecinos inmigrantes en Kirkland	Create a Welcome and Orientation Program for New Immigrant Neighbors in Kirkland
Gente que ayuden a la comunidad	People who help the community
La ciudad es muy agradable	The city is very pleasant
Hay tiendas Latinas	There are Latino stores
Las tiendas y sus parques	The stores and its parks
No Inter relacionó con comunidad Latina en Kirkland	I don't interact with Latino community in Kirkland
No tengo idea	I have no idea
hemos gente que nos reunimos y ayudamos a otras familias	We have people who meet and help other families

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Que hablamos el mismo idioma	We speak the same language
Que hablamos el mismo idioma y somos unidos en ayudar	That we speak the same language, and we are united in helping
Desafortunadamente no conozco MUCHOS Latinos pero me gusta que cuando te miran se sienten confiados de hablar inmediatamente en español	Unfortunately, I don't know MANY Latinos, but I like that when they look at you, they feel comfortable to immediately speak in Spanish
No sabía qué hay una comunidad Latina aquí	I didn't know there was a Latino community here
Hay ocasiones en las que nos juntamos	There are occasions when we gather
Es bonito	It's pretty
Friendly	Friendly
Que unos a otros nos brindan información que ya conocemos	That one another provide us information that we already know
La cohesión y unificación de esfuerzos para apoyar a la comunidad más necesitada.	The cohesion and unification of efforts to support the community most in need.
la verdad aquí donde yo vivo nunca llega la información para esas ayudas	the truth is where I live the information for those aids/assistance never gets here
No hay mucha comunidad Latina	There isn't much of a Latino community
Son muy amables y sociables	They are very friendly and sociable
No conozco personas Latinas que vivan ahí.	I don't know Latinos that live there
Creo que no me ha tocado convivir o mirar más a la comunidad Latina en Kirkland y creo que es el costo de vivienda.	I think I have not lived with or seen more of the Latino community in Kirkland and I think it is (due) the cost of housing.
Una ciudad muy limpia	A very clean city
una comunidad muy trabajadora	A very hardworking community
No tengo mucho contacto con personas Latinas de Kirkland	I don't have much contact with Latino people in Kirkland
No he visto muchos Latinos en Kirkland, pero en general coincidimos Latinos en actividades generales de la ciudad	I have not seen many Latinos in Kirkland, but in general we meet Latinos at general activities in/of the city
Son personas trabajadoras y sociables	They are hardworking and sociable people
No conozco mucha población Latina	I don't know a lot of Latino population
Hay muchos recursos de ayuda a los necesitados.	There are many resources to help those in need.
Muchas personas nomas quieren trabajar y salir adelante, y no se meten con nadie	Many people just want to work and get ahead, and they don't mess/associate with anyone
La ayuda que dan	The help they provide

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Su apoyo a la comunidad	Their support to the community
Sus tiendas Latinas	Their Latino stores
Casi no conozco a nadie pero la gente es muy amable	I hardly know anyone, but the people are very nice.
Es tranquilo.	It's calm.
Que estamos creciendo. Y que nos ayudamos los unos a los otros	We are growing. And that we help one another.
Pues me gusta que son muy unidos	Well I like that they are very connected/united
Que esta creciendo	That it is growing
Tiendas cercas	Nearby stores
Pienso que como en todas las ciudades conocemos personas buenas y personas malas	I think that like in all cities we meet good people and bad people
Que Son muy unidos amables, y trabajan en equipo.	They are very close, friendly, and work as a team.
El apoyo a la comunidad	Community support
Apoyo	Support
Las personas Latinas se caracterizan por ser serviciales y amables, siempre buscan ayudar a los demás. En Kirkland no conozco muchas personas de nuestra comunidad, las que conozco en su mayoría tienen un círculo cerrado de amistades.	Latino people are characterized by being helpful and kind, always looking to help others. In Kirkland I don't know many people from our community, the majority of whom I know have a closed circle of friends.
Que las pocas q ahí no se dan abasto para ayudar a tanta gente q ocupas q nada al Latino	That the few (help) are not enough to help so many people in need nothing to the Latino
la gente es tranquila y amable	People are calm and friendly
No conozco que haya comunidad Latina en Kirkland	I am not aware that there is a Latino community in Kirkland
Solo conozco algunos negocios que ofrecen buen servicio	I only know a few businesses that offer good service
Son muy conscientes	They are very conscious/aware
Todos somos amables y nos apoyamos	We are all friendly and we support each other
Realmente no tengo mucho contacto con la comunidad Latina	I don't really have much contact with the Latino community
Me gusta la comida	I like the food
ayudan un a los otros	Help others
Siempre tratan de mantenerla bien.	They always try to maintain it well.
No las conozco.	I don't know them

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La aceptación	The acceptance
son buena gente	They're good people
La gente es respetuosa y solidaria	People are respectful and solidary
La seguridad	Safety/ Security
Tratan de ayudar con recursos gratis	They try to help with free resources
Cuentas con servicios basicos	You can count on basic services
cuenta con varios servicios	Can count on several services
No coo o a ningún Latino en KIRKLAND	I don't a single Latino in Kirkland
Vigilanciia	Surveillance
No puedo decir, porque no hay lugares donde nos reunamos como Latinos	I can't say, because there are no places where we meet as Latinos
La unión de la comunidad Latina fuera de Kirkland	Merging the Latino community outside of Kirkland
Creo que somos una comunidad muy tranquila y pacifica	I think we are a very calm and peaceful community
Es una ciudad muy tranquila y saludable	It's a calm and healthy city
Creo q somos una comunidad muy tranquila	I think we are a calm community
Que somos gente muy pacifica	We are very pacific people
La gente es muy tranquila y buena	The people are very calm and good
Que somos muy trabajadores y responsables	We are very hard working and responsible
La unión y comunicación entre la gente Latina	Union and communication among Latino people
Noy hay	There aren't any
No creo que haya comida Latina en Kirkland... somos muy desunidos	I don't think there is Latino food in Kirkland ... we are very disunited
Que son una comunidad tranquila	That they are a quiet community
Es muy tranquilo puedes salir y a caminar y dejar tu carro abierto no pasa nada	It is very quiet you can go out and walk and leave your car open nothing happens
Hay una gran mezcla de gente Latina en Kirkland y buena comida de muchos países Latinos en Kirkland.	There is a great mix of Latino people in Kirkland and good food from many Latino countries in Kirkland.

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2. ¿Cuáles son las características que menos le gustan sobre la comunidad Latina de Kirkland?	2. What are your least favorite characteristics about the Kirkland Latino community?
Not enough community gatherings	Not enough community gatherings
no la conozco	I don't know them
Realmente no conozco a la comunidad Latina de Kirkland.	I don't really know the Latino community in Kirkland.
Que no hay muchas personas Latinas en mi vecindario	That there aren't many Latino people in my neighborhood
Sin comentarios	No comment
Que es muy chica	That it is very small
Que casi no hay eventos públicos para la comunidad Latina, pienso que deberían hacer más y hacer una invitación más extensiva.	That there are almost no public events for the Latino community, I think they should do more and make a more extensive invitation.
N/A	N/A
Que no hay convivencia.	That there is no coexistence (interaction).
Que no hay muchas actividades para convivir y conectar	That there are not many activities to live together and connect
Ninguno	None
Nada	Nothing
Ninguna	None
Que no hay mucha protección	There isn't much protection
Nada	Nothing
Nada	Nothing
No está muy extendida o no muy bien organizada, no nos ha sido tan sencillo encontrar grupos o proveedores de servicio que hablen español.	It is not very widespread or not very well organized, it has not been so easy for us to find groups or service providers that speak Spanish.
Siento qué hay poca comunidad	I feel like there is very little community
Costo de la vida, específicamente el costo de la vivienda.	Cost of living, specifically housing
que nos cerramos las puertas nosotros mismos	We shut doors on ourselves
No hay muchos eventos o anuncios de parte de la comunidad Latina. La falta de propaganda sería el aspecto que menos me gusta.	There are not many events or announcements from the Latino community. The lack of propaganda would be the aspect that I like least.
hay muy pocos!	There are very few

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Que no sé mucho sobre el apoyo de la comunidad	That I don't know much about community support
No se q decirte por lo mismo q respondí arriba.	I don't know what to say for the same reason I answered above.
no se	I don't know
no se	I don't know
No suficientes comercios de productos mexicanos	Not enough stores of Mexican products
Que algunas personas no tienen empatía hacia los demás.	That some people don't have empathy for others.
No se	I don't know
Por ahorita no conozco muchos programas sobre la comunidad Latina en Kirkland.	Right now, I don't know of many programs about the Latino community in Kirkland.
Ver respuesta anterior.	See previous answer
N/A	N/A
No se encuentran y menos me gusta el colorismo y racismo q existe entre nosotros.	They are not found, and I like less the colorism and racism that exists between/among us.
No es clara la pregunta.	Question is not clear
No tengo suficientes experiencias con comunidades Latinas en Kirkland que me permitan rendir una opinión.	I do not have enough experiences with Latino communities in Kirkland to allow me to render an opinion.
no tengo comentarios negativos	I don't have any negative comments
En realidad ninguna	(In reality) None
Necesitamos formar un grupo de apoyo más grande donde nos ayudemos unos a otros	We need to form a larger support group where we help each other out
Todo está bien.	All is good
N/A	N/A
Todo bien	All good
De la gente que conozco es solidaria, le gusta compartir, que podemos hablar en español. Pero no conozco muchas personas Latinas.	The people I know are supportive, they like to share, we can speak in Spanish. But I don't know many Latino people.
Que no estamos unidos,	We're not united
comunidad callada	Quiet community
No hay realmente congregación de la comunidad Latina en Kirkland.	There is really no congregation of the Latino community in Kirkland.
Todo está bien.	Everything is good

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Desorden	Disorder
Que a veces algunas familias son más discriminatorias que las mismas familias locales	That sometimes some families are more discriminatory than the same local families
que no convivimos	That we do not coexist
No son muy buenos para el reciclaje, no se envuelven mucho en ayudar a la comunidad y no mantienen sus áreas de vivienda en buen aspecto	They are not very good at recycling; they are not very involved in helping the community and they do not keep their living areas looking good/ well kept
No tengo nada negativo que decir.	I don't have anything negative to say
Trabajamos mucho y descansamos poco.	We work hard and rest little.
que casi no se les ve en la comunidad...	That they are hardly seen in the community
Que no participamos a juntas y eventos que se hacen	That we don't participate in meetings and events that are held
que a veces hay gente gritando en la madrugada	Sometimes there are people in the wee hours of the morning (dawn)
No hay comunicación entre la oficina del alcalde de Kirkland y la comunidad Latina en Kirkland... no tenemos representantes- que yo he visto o conozca.	There is no communication between the Kirkland mayor's office and the Latino community in Kirkland ... we have no representatives - that I have seen or know of.
No conozco	I don't know (any)
Que no se conocen mucho porque van de su trabajo a su casa.	They don't know each other much because they go from work to home.
buenas escuelas	Good schools
que no nos toman en cuenta en esta ciudad.	That they don't take us into account in this city.
no hay comunidad Latina que se reúna en Kirkland	There isn't a Latino community that meets in Kirkland
No hay	There isn't any
Hasta el día de hoy no miramos cosas desagradable	To this day we don't see unpleasant things
No tener comunicación	Not having communication
Es un lugar muy bonito	It's a pretty place
Ninguna	None
Ninguna ,todo bien	None, all Good.
que no hay recursos o programas en español	There are no resources or programs in Spanish
Ninguna	None
El trabajo ahorita escaseó	Work is scarce now

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La poca tolerancia de otros para nuestra comunidad ... Latina !!!!	The little tolerance (or intolerance) of others towards our community ... Latino !!!!
Me gustaría conocer sobre la comunidad Latina en Kirkland	I would like to know about the Latino community in Kirkland
Que no hay suficiente policías de bilingües	There aren't enough bilingual police officers
Que son desordenados	They are disorderly
Que no nos juntamos como comunidad	That we don't get together as a community
No se	I don't know
No conozco mucha gente Latina en Kirkland	There aren't many Latinos in Kirkland
De que casi no participan	They hardly participate
Algunos se les olvida q son Latinos	Sometimes they forget that they are Latinos
Que no hay ayuda a los Latinos	That there isn't help for Latinos
no poder comunicarme en mi idioma	To not be able to communicate in my language
no hay suficiente comunidad	There isn't enough community
Los parqueos	Parking
Tengo 9 años viviendo en Kirkland. Y no he visto ninguna comunidad Latina. Solo en Facebook	I have been living in Kirkland for 9 years. And I have not seen any Latino community. Only on Facebook
no se nos toma en cuenta en la toma o proceso de hacer decisiones para la comunidad	We are not taken into consideration in the decision-making process for the community
Que manejan muy rápido	They drive too fast
Pues que algunas personas son problema ticas pero no todas también hay personas buenas	Well, some people are problematic but not all they are also good people
Lo que menos me gusta es que casi no se hace comunidad ya sea por el trabajo o la rutinas de vida que se lleva de sólo trabajar llegar a dormí a casa y ya	What I like the least is that there is hardly any community, either because of work or the life routines that consists of just working to getting home to sleep and that's it.
no hay muchas actividades dedicadas a los Latinos en Kirkland	Not many activities dedicated to Latinos in Kirkland
no hay comunidad	There isn't community
Falta de compromiso	Lack of commitment
No tengo ninguna	I don't have any
La falta de conciencia ciudadana en algunas personas.	The lack of citizen (civic) awareness in some people.

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no sabemos si existe no se dan para saber si hay	We do not know if they exist, they are not a given to know if there are
Los Latinos que hay trabajan y no se dan tiempo para recrear	The Latinos out there, work and don't take time for recreation
Las personas que hablan bien inglés... cuando yo les quiero hablar español me ven feo	People who speak English well ... when I want to speak Spanish with them, they give me an ugly look
No he visto muchos negocios hispanos.	I haven't seen many Hispanic businesses
No tengo ninguno.	I don't have any
Las calles que están sin arreglar	The streets that are not fixed
debe haber más liderazgo en la comunidad Latina para al mismo tiempo integrar a otros	there must be more leadership in the Latino community so that at same time others can be integrated
No estamos unidos, no los conozco	We are not united; I do not know them
De que si no hay cosas gratis no nos animamos a ir, siempre andamos buscando el gratifica todos los Latinos	That if there are no free things we are not motivated to go/attend, we Latinos are always looking for the free
Que algunas beses no respetan las reglas	That sometimes they don't respect the law
Hay muy pocos negocios Latinos	There are very few Latino businesses
Cada vez más estamos viendo más crimen por las noches, gente drogada en las esquinas.	We are seeing more crime at night, drugged people on street corners.
Que casi no hay	That there are almost none
La falta de actividades	Lack of activities
La falta de empatía.	Lack of empathy
Muchas veces no acátanos bien las reglas. Como el uso del cubre bocas por ejemplo	Many times, we don't comply with the rules very well like the use of face masks.
No tengo nada que opinar saber esto	I have nothing to say about this
Calles peligrosas	Dangerous streets
Lo mismo de la pregunta interior porque si te tomas con puras personas buenas puedes decir que es una comunidad amable pero si te tomas con buenas y malas puedes decir que es una comunidad común	The same as the previous question because if you are only with good people you can say that it is a friendly community but if you are with good and bad you can say that it is a common community
A no hay mucha Comunidad por q es muy caro y no pueden pagar por rentas tan caras.	There is not much community because it is very expensive, and they cannot pay for such expensive rents.
Todas me gustan	I like them all

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No somos unidos	We're not united
Que viven "escondidos" veo mucha gente oriental e indú por ejemplo, pero muy pocos Latinos.	They live 'hidden', I see a lot of Asian and Indian people for example but very few Latinos
Q nos tenemos q levantar y entre Latinos apoyarnos	We must lift each other up and among Latinos support each other
hasta ahora no veo nada malo	Up until now, I see nothing wrong
No hay o no conozco lugares o convivencia entre Latinos	There aren't any or I do not know places or coexistence among Latinos
La ignorancia a veces	Ignorance sometimes
No siento que tengan mucha publicidad	I don't feel like they have a lot of publicity
Que haya más negocios Latinos	That there be more Latino businesses
No veo nada negativo Me gusta esa Ciudad	I don't see anything negative I like this city
No sé por qué desconozco su existencia.	I do not know because I do not know of its existence.
No hay un sitio para comunicarse y preparar actividades	There is no place to communicate and prepare activities
que casi no hay muchos	That there aren't many
No participamos en eventos escolares académicos	We don't participate in academic school events
No hay mucho apoyo	There isn't much support
El trafico	Traffic
Que no nos informamos	That we do not inform our selves
Que no nos informamos por el idioma	That we do not inform ourselves due to the language
N/a	N/A
No mucha información en Español	Not much information in Spanish
NO veo nada negativo en mi comunidad	I don't see anything negative in my community
Algunas personas son desidiosas y no prestan atención a su salud ni a sus hijos	Some people are irresponsible and do not pay attention to their health or their children
pues que no ay actividades para la comunidad Latina	Well, there are no activities for the Latino community
No veo nada negativo	I don't see anything negative
no creo que tenga nada negativo que decir	I don't think I have anything negative to say
pues que no ay servicios en español	Well that there are no services in Spanish

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no todo está bien	No, everything is fine
no comentario	No comment
Que no se nos toma mucho en cuenta	That we are not taken into consideration much
Que no hay comunidad Latina organizada en Kirkland	That there is no organized Latino community in Kirkland
somos muy pocos Latinos en Kirkland, no estoy familiarizado con ninguna comunidad Latina organizada en Kirkland	We are very few Latinos in Kirkland; I am not familiar with any organized Latino community in Kirkland
No convivo mucho puesto que no ay muchos lugares donde pueda convivir	I do not interact much since there are not many places where I can do that
No ay eventos para Latinos	There are no events for Latinos
Nada	Nothing

3. ¿A dónde o, con quién acude si necesita ayuda o asistencia?	3.Where, or to whom, do you go if you need help or assistance?
<input type="checkbox"/> Amigos - 92	<input type="checkbox"/> Friends - 92
<input type="checkbox"/> Servicios Sociales - 61	<input type="checkbox"/> Social Services (Most in cities other than Kirkland) - 61
<input type="checkbox"/> Familiares- 91	<input type="checkbox"/> Family - 91
<input type="checkbox"/> Otros Servicios: <ul style="list-style-type: none"> • Redes Sociales • Google • Escuelas • Servicios y programas en Seattle, Lake City, Bellevue, otras ciudades • Promotores/Navegadores/Community Liaisons • Hopelink 	<input type="checkbox"/> Other Services used: <ul style="list-style-type: none"> • Social Media • Google • Schools • Services and Programs in Seattle, Lake City, Bellevue, and Other Cities • Promoters/Navigators/Community Liaisons • Hopelink

4. ¿Usted comparte información sobre los recursos comunitarios con su familia, amistades y vecinos?	4.Do you share information about community resources with your family, friends, and neighbors?
172 Si/Yes	
32 No/No	

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5. Qué tipo de servicios sociales o ayudas de Kirkland o, servicios del Eastside ha utilizado anteriormente?	5. What kind of social services or supports in Kirkland or the Eastside have you used before?
Muchos pero en Redmond o Seattle	Many but in Redmond or Seattle
RASCK de Kirkland (En Petco), la biblioteca de Bellevue, y los parques en general	RASCK in Kirkland (at Petco), Bellevue library, and the parks in general
Solamente cursos de inglés	Only English classes
Yo personalmente no he utilizado ninguno.	I personally have not used any
Ninguna	None
Ninguna, no hay muchas opciones o no las conozco.	None, there aren't many options o I am not aware of them
NO hay nada en Juanita La mayoría de los servicios de ayuda los busco u ofrezco en línea sin ser necesariamente en Kirkland	There is nothing in Juanita Most of the services I look for or offer online without it being necessarily in Kirkland
Refugio, banco de comida	Shelter, Food bank
No he podido utilizar, únicamente la iglesia a la que acudo ha podido brindar apoyo.	I have not been able to use, only the church I go to has been able to provide support.
Ninguno	None
Ninguno	None
Dispensa Food Banks	Food Banks/ pantry
no tengo conocimiento	I have no knowledge about this
Ninguna	None
Ninguno aun	None yet
No se	I don't know
No he utilizado ningún servicio social. Si he ayudado en las bancos de comida como voluntaria.	I haven't used any social services. I have helped at the food banks as a volunteer.
Parks and Recreación	Parks and Recreation
He usado el servicio de Kindering de Bellevue	I have used Kindering in Bellevue
Cupón de lavado de coche	Car wash coupon
Ni uno	None

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WIC para mi esposa e hija cuando nació.	WIC for my wife and daughter when she was born
transportación vivienda	Transportation, housing
NKCC, library	NKCC, library
Escuela y clínicas	Schools and clinics
Nada hasta el momento.	Nothing so far
Ninguna	None
banco de comida	Food bank
banco de comida	Food bank
banco de comida	Food bank
WIC	WIC
WIC	WIC
Biblioteca ~ Preparación de impuestos	Library ~ tax preparation
Sólo he utilizado servicios o eventos en la comunidad.	I have only used services or events in the community
Ninguna	None
Found Plate, ayuda que se dio para las personas que trabajamos en restaurante en Kirkland.	Found Plate, help that was provided to (us) people who work in restaurants in Kirkland.
Ayuda escolar	School help
Ninguno	None
Ninguno por ahorita porque no conozco servicios sociales en esta ciudad.	None for now because I do not know of social services in this city.
Donación de comidas	Food donations
Eventos culturales	Cultural events
Negocios locales y Latinos	Local and Latino businesses
Banco de comida	Food bank
Ninguno-no los conozco.	None – don't know them
Ninguno-no hay!	None – there aren't any!
Basket Brigade	Basket Brigade
Nourishing Food network.	Nourishing Food Network

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El estiro fest (evento de reciclado) Los parques La Biblioteca de Bellevue Lugares para reciclar electrónicos en Bellevue Me case en Redmond porque no había ese servicio en Kirkland	El estiro fest (recycling event) Parks The Bellevue Library Places to recycle electronics in Bellevue I got married in Redmond because the service is not available in Kirkland
Banco de comida, programas recreacionales para bajos recursos. ayuda con la renta, comida	Food bank, recreational programs for low income Assistance with rent, food
Parques, piscinas públicas, biblioteca, playas, etc.	Parks, public pools, libraries, beaches, etc.
Evergreen hospital	Evergreen Hospital
Kirkland community center	Kirkland Community Center
Cuando mi esposo se quedó sin trabajo usamos guías para Seguro Médico. Y apoyos en la escuela para mi hija mayor	When my husband lost his job, we used guides for health insurance. And school support for my oldest daughter
Ayudas para rentas comida	Assistance for rent, food
Ninguna	None
Ninguna	None
Ninguno	None
Programas de comida por medio de una iglesia.	Food programs through a church
Banco de comida	Food bank
Como no hay, nunca he buscado...	Since there aren't any, I haven't looked
Ayuda de comida de iglesias	Food assistance from churches
Hopelink	Hopelink
Food Banks, Food stamps	Food Banks, Food stamps
Bancos de comida, los paquetes de comida de la escuela, descuento para el pago de la luz por falta de ingreso.	Food banks, food packages from school, discount for electricity (bill) payment due to lack of income.
Bancos de comida, estampillas, aseguranza medica	Food Banks, food stamps, health insurance
Ninguna	None
La librería	The library
Hopelink	Hopelink
Banco de comida	Food bank

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ninguno, no hay	None, there aren't any
sociales, ayudas para familias jóvenes, programas de educación para adultos.	Social services, aid for young families, adult education programs.
Food bank	Food bank
Ayuda para la renta	Rental assistance
Solo WIC para mis niños	Only WIC for my children
Hope link	Hopelink
Ninguno, no hay, a menos que tengamos que ir al hospital.	None, there isn't any unless we go to the hospital
Iglesias católicas	Catholic churches
Clínicas y hospitales	Clinics and hospitals
ninguno, no hay...	None, there isn't any
Orca Card	Orca Card
Food stamps	Food stamps
La biblioteca Seattle Health Department	The library Seattle Health Department
Hopelink	Hopelink
Solo las clínicas de salud	Only health clinics
Yo no se	I don't know
Ningún	None
Médica, alimentación	Medical, nutrition
salud, programas educativos para la familia y adultos, servicios sociales.	Health, educational programs for families and adults, social services.
correo	Mail
Casi ninguno, solo en el banco de comida	Almost none, only at the food bank
Servicios sanitarios, restaurantes y bares	Health services, restaurants, and bars
Bibliotecas	Libraries
Banco de comida	Food bank
ninguno no hay	None, there aren't any
el hospital	The hospital

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Ninguno solo he trabajado en Kirkland	None I have only worked in Kirkland
Bibliotecas King country	King County Libraries
Ninguna	None
no hay , solo el hospital	There aren't any just the hospital
no en Kirkland pero si en otras ciudades como Redmond	Not in Kirkland but yes in other cities like Redmond
información para familias emigrantes	Information for emigrant families
Church and School s	Church and schools
Por ahora ninguno	None for now
Ayuda alimentaria.	Food aid
Banco de comida.	Food bank
La clínica médica	The medical clinic
Servicio de Salud de Evergreen hospital tenía unas clases para las mujeres embarazadas pero era en inglés.	Evergreen Hospital Health Service had a class for pregnant women, but it was in English.
Ninguno. No los conozco	None, I don't them
Ninguno	None
Doctor	Doctor
Parques	Parks
WIC, Food bank.	WIC, food bank
PROGRAMAS DE CARIDAD	Charity programs
WIC, banco de comida	WIC, food bank
El banco de comida	Food bank
Ninguna.	None
El WIC, Food bank	WIC, food bank
El banco de comida	Food bank
Food bank. WIC.	Food bank, WIC
Ninguno	None
Food Bank	Food Bank
El dentista, el oculista	The dentist, eye doctor (ophthalmologist)

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Ninguno	None
Banco de comida	Food bank
WIC	WIC
Banco de alimentos	Food bank
Banco de comida	Food bank
No hemos usado	We haven't used
Los parques	Parks
Ninguno	None
del doctor y comida	Doctor and food
Las escuelas con clases de inglés o Colegio de Lake Washington	Schools with English classes or Lake Washington College (Tech?)
Banco de comida	Food bank
Banco de comida, electricidad	Food bank, electricity
Banco de comida	Food bank
Food bank	Food bank
ni una	Not even one
Ninguno-no hay	None, there aren't any
No hay, he buscado	There aren't any, I have looked
Eastgate Public Health en Bellevue	Eastgate Public Health in Bellevue
Trabajo en Kirkland	Work in Kirkland
En el mes de abril pedí ayuda para la renta pero no recuerdo la organización que me ayudo pero fue por medio de la escuela	In April I asked for rent help, but I don't remember the organization that helped me, but it was through the school
No conozco ninguno	I don't know any
Yo voy a Health Point a Redmond	I go to Health Point in Redmond
En Bellevue Hopelink La clínica de salud y Dental que es Eastgate	In Bellevue Hopelink, Eastgate dental and health clinic
Eastside: apoyos familiares, nutrición, apoyo de la maternidad	Eastside: Family Support, Nutrition, Maternity Support
WIC, de las escuelas, ayudas en otras ciudades	WIC, the schools, help in other cities
la Biblioteca, el transporte público y la clínica de Eastgate	The library, public transportation and Eastgate clinic
Solo he asistido a Health Point que se encuentra en Redmond	I have only been at Health Point located in Redmond WA

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Health Point Dental y Medico en Redmond WA	Dental and doctor at Health Point in Redmond WA
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6. ¿Qué servicios importantes o programas comunitarios se necesitan en Kirkland?	6.What community programs or important services are needed in Kirkland?
Programas y servicios en español!	Programs and services in Spanish!
Lo más importante es que los servicios de la ciudad estén también en Español para el acceso de todos, y que haya más oportunidades para voluntarios en español (que no sea solo de limpiar parques)	The most important thing is that city services are also in Spanish for everyone to access, and that there are more opportunities for volunteers in Spanish (other than just cleaning parks)
Grupos de mamás Latinas, grupos de eventos culturales o manualidades de nuestras tradiciones, Elementary School con programas bilingües	Groups for Latino mom, groups for cultural events or crafts of our traditions, elementary school with bilingual programs
Cultura Alimentación saludable Acceso a salud	Culture Healthy nutrition Access to health
Ahora con el COVID está difícil pero más programas de apoyo serían buenos	With COVID now it is a challenge, but more support programs would be good
Creo que hacen falta servicios recreativos para niños, algo así como cursos de verano para gente con bajos recursos.	I think there is a need for recreational services for children, something like summer classes for low-income people.
Me encantaría ver promover a nuestra comunidad y alguna festividad de unidad y celebración de nuestros países	I would love to see our community promoted and some type of festival that unites and celebrates our countries
Eventos de convivencia para la tercera edad, para no sentirse tan aislados	Communal events for the elderly, so as not to feel so isolated
Incluyentes... y que niños y adultos con discapacidad física e intelectuales puedan utilizar los servicios ofrecidos a la Comunidad.	Inclusiveness ... and that children and adults with physical and intellectual disabilities can use the services offered to the community.
Medicina preventiva, clases de inglés, promoción del ejercicio a personas mayores.	Preventive medicine, English classes, promotion/fostering of exercise to the elderly.
Ayuda de Educación virtual , community College etc.	Virtual Education Help, Community College etc.

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no tengo conocimiento	I don't have any knowledge
Tal vez más programas para adultos de la 3era edad y programas para niños Latinos que tengan oportunidad de practicar su español	Maybe more programs for older (senior) adults and programs for Latino children so they have an opportunity to practice their Spanish
Servicios comunitario dental	Community dental services
Mas programas gratis para padres y niños en edad temprana	More free programs for parents and young children (early age)
Encuentros específicos en español para que la gente se conozca.	Specific meetings in Spanish so that people get to know each other.
Expandir clases en horarios para diferentes grupo	Expand class schedules for different groups
Servicios para los niños pequeños, actividades	Services for young children, activities
Directorio de proveedores Latinos	Directory of Latino providers
Acceso a comunidad mediante eventos imposible ahorita lo sé	Access to community through events impossible right now I know
más para la comunidad Latina como educación vivienda y mejoría con la vida	More for the Latino community like education, housing, and life improvement
Mas cosas en español!	More things in Spanish
Guarderías que Sean más económicas para los Hispano y ayudas para los Universitarios	Daycare centers that are cheaper for Hispanics and aid for university students
Creo q más ayuda a la gente Latina ahora q se necesita por la pandemia de covid19	I think more help to Latino people now that is needed due to the covid19 pandemic
Iglesia en Español, Escuelas en Español, actividades para niños en Español.	Church in Spanish, schools in Spanish, activities for children in Spanish.
Aprendizaje para la edad temprana para preparar a los niños para entrar a kínder.	Early learning to prepare children for kindergarten.
más atención a los niños	More attention to children
más atención a los niños	More attention to children
más atención a los niños	More attention to children
más a ayuda	More help
más a ayuda	More help

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Actividades en Español en el Centro Comunitario	Spanish activities at community center
Seguir apoyando a la comunidad Latina, creando más programas para promover la cultura y el idioma. Que no solo beneficie a la comunidad Latina, sino que también otras comunidades puedan aprender y disfrutar de nuestra cultura.	Continue supporting the Latino community, creating more programs to promote culture and language. That not only benefits the Latino community, but also so other communities can learn and enjoy our culture.
Clases en Lake Washington Instituto, guardería gratis	Classes at Lake Washington Institute, free daycare/nursery
Servicio de Salud a un precio razonable.	Health service at a reasonable price
No hay servicios o atención al Latino	No services for or attention to Latinos
Programas para ayuda a hispanos para aprender un oficio como Plomero, electricidad, etc. Orientación para ayuda de los servicios básicos como gas, electricidad, agua, etc.	Programs to help Hispanics learn a trade such as plumber (plumbing), electricity, etc. Guidance for help with basic services such as gas, electricity, water, etc.
No se	I don't know
Summer programas for Children	Summer programs for children
Centro cultural para todo Latino Lugar para organizar pro-equity	Cultural center for all Latinos Pro-equity place to organize
Recreacionales para los pequeños, quizás actividades por zonas para los pequeños. Más señalización en los alrededores de escuelas y parques pues algunos coches exceden el límite de velocidad.	Recreational activities for kids, perhaps activities by zone for the kids. More signs around schools and parks as some cars exceed the speed limit.
Viviendas con costos más accesibles	Housing with more accessible costs
eventos organizados por Latinos	Latino organized events
Day Care, hospitales, parques, áreas verdes, clases de inglés gratis para padres, servicio de internet a bajo costo	Daycare, hospitals, parks, green areas, free English classes for parents, low-cost internet service
Un espacio para tener más presencia Latina como un centro comunitario o club deportivo	A space to have more Latino presence such as a community center or sports club
Trabajadoras social y consejeras que hable español en las escuelas principalmente elemental y secundaria.	Spanish-speaking social workers and counselors in schools, primarily elementary and secondary schools.
Campamentos de Verano o programas gratis de verano para mis hijos.	Summer camp or free summer programs for my children

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Todo tipo de ayudas a los Latinos y a las personas que lo necesitan.	All kinds of help for Latinos and people in need
programas para los niños después de la escuela	After School programs for kids
Servicios a la comunidad	Services for the community
Mas servicios y ayudas para familias immigrants. Mas diversidad de empleados en los negocios de Kirkland. Personal que hable español.	More services and assistance for immigrant families. More diversity of employees in Kirkland businesses. Spanish-speaking staff.
Pues se necesitan programas que puedan ser inclusivos con las personas que no hablen inglés. ningún servicio de la página de la Ciudad tiene una traducción a otros idiomas.	Well, programs that can be inclusive with people who do not speak English are needed. None of the services on the City page has translation into other languages.
Mas programas recreacionales-deportivos accesibles para mantener activos a nuestros hijos. Personal que hable español en las escuelas.	More accessible recreational/sports programs to keep our children active. Spanish-speaking staff in schools.
Centros para Latinos donde hablen español y den servicios en español	Centers for Latinos where they speak Spanish and provide services in Spanish
Envío de información vía correo	Sending information via mail
Apoyo financiero y/o gratuito con el cuidado de menores de 5 años, y con el cuidado de menores antes y después de la escuela.	Financial assistance and/or free childcare of children under age 5 and with the care of minors before and after school.
Hacer más apoyos en radio, televisión para que la comunidad se sienta apoyada.	Have more support on radio, television so that the community feels supported.
Actividades para menores	Activities for minors
Apoyo para currículos, practicar inglés,	Support for resumes, practice English
programas divertidos para jóvenes	Fun youth programs
Ayuda y comprensión especialmente en tiempos difíciles como el COVID	Help and understanding especially in difficult times like COVID
Centro de apoyo familiar y clases de ingles	Family support center and English classes
Mejores oportunidades de trabajo	Better job opportunities
Servicios de Salud! Una clínica que de servicios en español.	Health services. A clinic that provides services in Spanish

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Clases de ingles	English classes
No conozco a ninguno.	I don't know any.
Ayuda por iglesia	Help through church
No sé qué servicios tienen	I don't know what services they have
todos, en español y que se den por gente Latina o que entiendan la cultura y hablen bien el idioma.	All, in Spanish and that they are provided by Latinos or people who understand the culture and speak the language well
Mas actividades para los niños bajo costo o gratuitas.	More low cost or free activities for kids
Escuela presencial en la cuarentena.	In person school during quarantine
aseguranza para los padres, ayuda para la renta, ayuda para la alimentación	Insurance for parents, rent assistance, nutrition assistance
todos los servicios que apoyan a las familias, jóvenes, niños y personas mayores de nuestra comunidad.	All services that support families, youth, children, and seniors in our community
Más programas para jóvenes	More youth programs
Grupos para jóvenes	Youth groups
Hace falta banco de comida, para tramitar licencia	Need a food bank, to get a license
servicios sociales en español	Social services in Spanish
de salud y escuelas para adultos	Health and schools for adults
servicios sociales, ayudas con las rentas y para familias indocumentadas	Social services, rent assistance and aid for undocumented families
Asistencia mental	Mental help
Creo que un programa para Latinos donde se conozcan más	I think a program for Latinos where they can get to know each other more
Un Sea Mar cerca, una escuela de aprendizaje temprano para niños de 3 años.	A SeaMar nearby, early learning school for 3-year-old children
La ciudad necesita tener Más comunicación la gente Latina sobre los programas y servicios de información	The City needs to have More communication with Latinos about their programs and information services

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todo tipo de servicios sociales	All kinds of social services
Servicios de Food bank, y más servicios para aprender Inglés, más asistencia en programas de salud.	Food bank services, more services to learn English, more health assistance programs
Ayuda financieras para más programas en las escuelas e instituciones, locales de apoyó de la ciudad	Financial aid for more programs in schools and institutions, City support centers
todo tipo, sociales, educativos, de salud, de apoyo, etc.	All kinds, social, educational, health, support, etc.
Banco de comida Latina	Latino food bank
Ayuda para la renta ya q estoy atrasado en eso por la falta de empleo	Rent assistance since I am behind due to lack of employment
Departamentos de ayuda con trámites para las propias ayudas , me refiero a personal que ayuden con trámites escolares , de situación migratoria , abogacía y asesoría sobre derechos y obligaciones . Y temas importantes cómo equidad y anti-racismos (color, sexo, religión, condición) en la ciudad de Kirkland	Help departments for assistance with procedures for the aid itself, I am referring to personnel/staff who can help with school procedures, immigration status, advocacy and advice on rights and obligations. And important issues such as equity and anti-racism (color, sex, religion, condition) in the city of Kirkland
Viviendas de banjos recursos para las personas que tienen bajos ingresos	Low-income housing for people with low incomes
Yo no se	I don't know
Ayuda a la gente mayor a prender la nueva tecnología	Help older people learn new technology
alimentación, de la vista, dental	Food/nutrition, vision, dental
servicios sociales en español, programas de información y recursos	Social services in Spanish, information programs and resources
todos	All
Quizás en programas de apoyo a nuestra comunidad para que tengamos más participación	Perhaps programs to support our community so that we have more participation
IBCLC (Lactation Consultant) Latina	Latina IBCLC (Lactation Consultant)
Ayudas	Aids
Clínica de bajos recursos ,gente que hablen Español en las escuelas, un lugar donde la gente se reúna para poder expresar sus problema	Low-income clinic, people who speak Spanish in schools, a place where people meet to express their problems
programas para familias Latinas jóvenes-como la mía	Programs for young Latino families-like mine

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todo tipo	All kinds
Pesas más deportes	(programs) Weights and sports
Acceso a programa de ayuda financiera para pagar el Mortgage.	Access to financial aid program to pay the mortgage.
servicios dedicados a los Latinos y en español	Services dedicated to Latinos and in Spanish
Como ayudan en estos momentos de pandemia que tenemos	How they help in these moments of pandemic that we have
Cómo ayuda en estos momentos de pandemia y desastres que los Latinos no emos tenido	Like help in these times of pandemic and disasters that Latinos have not had
Información sobre salud o asistencia a personas de bajos recursos	Information on health or assistance to low-income people
todos, especialmente el de personas que nos ayuden a conectar y navegar a otras servicios que no hay en Kirkland	All, especially people who help us connect to and navigate other services that are not in Kirkland
todos, especialmente servicios sociales	All, especially social services
Indoor community Aquatic center	Indoor community aquatic center
Servicios de atención de cuidado de la salud en Kirkland	Health care services Kirkland
ayuda de todo	All kinds of help
necesitan ser más inclusivos	Need to be more inclusive
que haya más información para los Latinos	That there be more information for Latinos
Más programas para familias hispanas	More programs for Hispanic families
Banco de comida	Food bank
Creo que es muy importante impulsar las actividades culturales en las familias Latinas clases de Ballet Canto pintura	I think it is very important to promote cultural activities in Latino families Ballet classes Singing Painting
Tener presencia Latina o tal vez no se si hay grupos	Have a Latino presence or maybe I don't know if there are groups
Talk time en inglés para practicar	Talk Time in English to practice

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Ya programas de ayuda para hispanos	Already(?) aid programs for Hispanics
Bancos de comida. Programa de desarrollo hispano.	Food Banks Hispanic development program
PROMOVER MAS DEPORTES. MAS CAMPOS DEPORTIVOS QUE ESTEN ABIERTOS AL PUBLICO.	PROMOTE MORE SPORTS. MORE SPORTS FIELDS THAT ARE OPEN TO THE PUBLIC.
Ayuda para jóvenes	Assistance for youth
Me gustaría clases de arte o deportes para niños pero a bajo costo pero de buena calidad.	I would like low cost but good quality art or sports classes for children
Una clínica comunitaria	Community clinic
No estoy informada	I am not informed
Clínica comunitaria, servicios médicos bajo costo	Community clinic, low-cost medical services
No se	I don't know
Se necesita más apoyo a la Comunidad inmigrante.	More support is needed for the immigrant community
Doctores particulares para bajos recursos	Private practice doctors for lower incomes
Ayudas para soccer	Assistance for soccer
Servicios de salud para personas de bajos recursos. Programas de educación para personas que quieren prepararse para tener un mejor empleo. Programas para practicar y desarrollar el idioma inglés de forma fluida y que no sea una barrera para la comunicación con el entorno	Health services for people with low incomes. Education programs for people who want to prepare for a better job. Programs to practice and develop fluent English so that it is not a communication barrier within their surroundings.
Traductores	Translators
Crear un centro comunitario Latino	Create a Latino community center
Programas comunitarios en español como clases de cocina, manualidades, deportes, pintura, música.	Community programs in Spanish such as cooking classes, crafts, sports, painting, music
Faltan servicios en español como deportes, actividades culturales y sociales.	There is a lack of services in Spanish such as sports, cultural and social activities.
Clases de inglés para adultos	English classes for adults

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Clínica pública	Public clinic
Mas parques	More parks
Se necesita más información de los programas	More information is needed about the programs
Ayuda a familias a las familias que tienen necesidades críticas. Programas Latinos. Esta encuesta es un buen inicio!	Help families, families with critical needs. Latino programs. This survey is a good start!
Antes hacían bonitos Shows	Before they used to have beautiful shows
Se necesita más información e inclusión con la comunidad hispana.	More information and inclusion with the Hispanic community is needed.
más cosas para gente de mi edad	More things for people my age
Una clínica de salud y servicio dental a bajo costo. Actividades y programas familiares en español	A low-cost health and dental clinic. Family activities and programs in Spanish
Información o ayuda económica para hispanos	Information or economic assistance for Hispanics
Clases en español para adultos	Spanish classes for adults
Mas programas para padres inmigrantes	More programs for immigrant parents
Biblioteca en español	Libraries in Spanish
centro de información	Information center
Un centro comunitario Latino donde nos den información/recursos/apoyos para la comunidad	A Latino community center where they give us information/ resources/ supports for the community
Todos, especialmente servicios sociales para Latinos por Latinos Programas para familias y padres en general	All, especially social services for Latinos by Latinos Programs for families and parents in general
clínicas comunitarias servicios comunitarios	Community clinics Community services
algún programa para jóvenes especialmente ahorita en la pandemia	Some (kind of) youth program especially right now during the pandemic
En todos los sentidos porque no sabemos a dónde recurrir para pedir ayuda	In every sense/way because we don't know where to turn for help
clínicas de salud comunitarias para Latinos	Community health clinics for Latinos

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Necesitamos un Centro de información para Latinos	We need an information center for Latinos
Dentistas, clínicas	Dentists, clinics
todos	All
todo tipo en español	All kinds/types in Spanish
Lugares que ofrezcan servicios sociales para Latinos	Places that offer social services for Latinos
Otra clínica	Another clinic
Ya hay suficientes servicios en Kirkland en inglés, pero no en español!	There are enough services in English in Kirkland already, but not enough in Spanish.

7. Otros Comentarios/Sugerencias	7. Other Comment/Suggestion:
Debería de haber planeación en las vialidades antes de dar tantos permisos de construcción, y esta información debería de ser publicada claramente y anunciada por correo escrito a la comunidad ANTES de que empiece la construcción.	There should be planning in the roads before giving so many building permits, and this information should be clearly published and announced by written mail to the community BEFORE construction begins.
Gracias por tomarnos en cuenta nos sentimos olvidados	Thank you for taking us into account- we feel forgotten
Tenemos varios años pidiendo servicios en español y otros idiomas en Kirkland... esperemos que esta vez sí escuche la ciudad lo que estamos diciendo en esta encuesta	We have several years asking for services in Spanish and other languages in Kirkland...hopefully this time the city will hear what we're saying in this survey
En el pasado nos reuníamos durante el verano para un picnic o BBQ en el parque, organizado por el vecindario y así los vecinos se conocían. Ahora con COVID es un poco difícil pero son eventos más específicos para invitar a la comunidad a conocerse y así tener más empatía con el vecino.	In the past we met during the summer for a picnic or BBQ in the park, organized by the neighborhood and so the neighbors knew each other. Now with COVID it is a little difficult, but they are more specific events to invite the community to get to know each other and thus have more empathy with the neighbor.
Saber dónde te puedes ayudar para la comunidad hispana	Know where you can help the Hispanic community
más cuidado a la ciudadanía en general	more care for citizens in general

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Necesitamos programa de Ingles para adultos en Kirkland	We need English Programs for Adults in Kirkland
Durante esta época de COVID es cunado necesitábamos tener más respuestas, apoyo, educación e información en español sobre las medidas que esta tomado la ciudad y la forma en que podemos interactuar y apoyar algunas de estas medidas	During this time COVID is lured we needed to have more answers, support, education, and information in Spanish about the measures that the city is taken and the way in which we can interact and support some of these measures
No estamos seguros como trabaja la ciudad de Kirkland o como pone a la disponibilidad fondos para los programas como se decide este proceso. Lo que sí sabemos es que no se están otorgando fondos para programas o servicios Latinos en Kirkland... porque no los hay, y la mayoría de las familias Hispanas tenemos que ir a buscar servicios en español a otras ciudades...	We are not sure how the city of Kirkland works or how it makes program funding available and how this process is decided. What we do know is that no funds are being provided for Latino programs or services in Kirkland... because there are none, and most Hispanic families must go looking for services in Spanish in other cities...
Crear un Network de Latinos para el Eastside?	Create a Latino Network on Eastside?
Esta encuesta es importante. Gracias por la oportunidad. Soy nuevo Residente de Kirkland por los últimos 16 meses.	This survey is important. Thanks for the chance. I am a new Resident of Kirkland for the past 16 months.
Una clínica de Salud Pública sería excelente!!! como el que está en Eastgate.	A public health clinic would be excellent!!! like the one in Eastgate.
No se dan muchos recursos en esta área de Kirkland...	There are not many resources in this area of Kirkland...
Sería bueno crear un comité de Latinos que trabaje con la ciudad y la comunidad...	It would be nice to create a Latino committee that works with the city and community...
Me gustaría saber cómo involucrarme más en la comunidad de Kirkland	I'd like to know how to get more involved in the Kirkland community
Se necesita más ayuda para la gente hispana de Kirkland	More assistance for the Hispanic people in Kirkland is needed
Mas información disponible en en español en las escuelas considero muy importante para poder entender cómo funcionan el sistema escolar y de esa forma podremos establecer comunicación con los maestros de nuestros hijos y apoyarlos.	Have more information available in Spanish in schools, I consider very important to be able to understand how the system works school and in this way, we will be able to establish communication with and support our children's teachers.
Quiero saber más sobre los programas de Navegadores y Promotores	I want to know more about Navigators and Promotores programs

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Es una ciudad que ha subido mucho en bienes raíces y es difícil pagar renta o comprar casa. Cada vez es más caro y eso corre a la comunidad de la ciudad.	It's a city that's gone up a lot in real estate and it's hard to pay rent or buy a house. It's getting more expensive and that runs to the city community.
Sugiero más áreas verdes, y no urbanizar mas	I suggest more green areas, and no more urbanization
Servicios sociales- disponibles en español!	Social services- available in Spanish!
Centró de ayuda a la comunidad Latina como llenar papeles en inglés .	Focused on helping the Latino community how to fill out papers in English.
Quando nos van a informa que van a hacer con esta información?	When are they going to inform us what they're going to do with this information?
la ciudad necesita tener más comunicación con la comunidad Latina	the city needs to have more communication with the Latino community
Asistencia de adicciones, para bajos recursos	Addiction assistance, for low resources
Los Latinos tenemos mucha riqueza y potencial, es una lástima que la ciudad no la haya podido apreciar hasta ahora... esta encuesta es un buen paso	We Latinos have a lot of wealth and potential, it is a pity that the city has not been able to appreciate it until now... this survey is a good step
Tener más personal Latino en la ciudad y en programas de servicio social... pero por personas de confianza	more Latino staff in the city and in social service programs... but by people we trust
Más ayuda económica para las escuelas y comunidades	More financial aid for schools and communities
Apoyar las clínicas públicas y guarderías de cuidado para niños y asilos para personas de la tercera edad	Support public clinics and childcare centers and nursing homes
Interpretes indígenas	Indigenous interpreters
Servicios relacionados con la depresión (Salud Mental)	Depression-related services (Mental Health)
educación cívica	Civic Education
Información como poder mantener la ciudad más limpia	Information on how to keep the city more clean
algún lugar donde anunciar nuestros servicios para la comunidad Latina	somewhere to advertise our services for the Latino community (Business)
más oportunidades/servicios en Kirkland para padres jóvenes	more opportunities/services in Kirkland for young parents

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Que pague uno menos de renta	That we/ one could pay less for rent
Cómo pagar menos de renta	How to pay less for rent
Como aquí en Kenmore El Mayor esta siempre promocionando la ayuda a la comunidad	Such as here in Kenmore the Mayor is always promoting help to the community (services like Kenmore)
El incrementar los servicios comunitarios para Latinos	Increasing community services for Latinos
Se podrían hacer reuniones de Latinos en el parque para compartir conocerse y proponer actividades o servicios y necesidades	Latino meetings could be held in the park to share, meet neighbors, and propose activities or services and needs
Más programas y oportunidades para los Latinos in Kirkland	More programs and opportunities for Latinos in Kirkland
Creo que se necesitan más negocios hispanos y lugares donde hablen español	I think more Hispanic businesses are needed and places where they speak Spanish
Es importante que todos los que tenemos que ver con Kirkland tengamos la oportunidad de aportar al igual que opinar sobre los programas, servicios y oportunidades que hay para "Todos los residentes de Kirkland" no solo los que se pueden comunicar en Ingles... la Diversidad es importante y hermosa!	It is important that all of us who have to do with Kirkland have the opportunity to contribute as well as to have an opinion about the programs, services and opportunities that are available for "All Kirkland Residents" not only those who can communicate in English...Diversity is important and beautiful.
clases para padres, como ayudarlos a manejar el estrés .	parenting classes, such as how to help them (parents) manage stress.
Doctores particulares y dentistas para bajos recursos	doctors and low-income dentists
Q Kirkland es una ciudad hermosa pero con pocos recursos para el Latino	Kirkland is a beautiful city with few resources for Latinos
Que la policía trabaje con la comunidad Hispánica	Have the police work with the Hispanic community
Mas anuncios sobre programas.	More announcements/adds about programs.
Qué bueno que existiera una organización que fomente la ayuda y la participación de la comunidad hispana.	It is good that there was an organization that encourages the help and participation of the Hispanic community.
pero que hablen español	speak Spanish
Ayuda para bajar los costos de renta	Help lowering rental costs
Reducción de impuestos	Tax cuts

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Tener un Centro Latino que sea planeado, organizado y que de los servicios por Latinos para Latinos	To have a Latino Community Center, planned, organized and serviced by Latinos for Latinos
tener servicios de bajo costo o gratis en Boys & Girls Club	have low-cost or free services at Boys & Girls Club
no tenemos servicios para los Latinos en español. Gracias por preguntar	we don't have services for Latinos in Spanish. Thank you for asking
generalmente busco en otras ciudades servicios en mi idioma, no tenemos en Kirkland	I usually look in other cities for services in my language, we don't have in Kirkland

Sección IV

Sobre los Individuos y Familias de Kirkland:

Section IV

About Kirkland Individuals and Families:

1. ¿Qué está <u>funcionando bien para las familias e individuos Latinos que viven o trabajan en Kirkland?</u>	What is working well for Latino families and individuals living or working in Kirkland?
Conocer a otras familias Latinas que saben cómo navegar el sistema	Meet other Latino families who know how to navigate the system
la página de gobierno de la ciudad	the city's government page
En Google	Google
Internet	Internet
Internet Facebook Google	Internet Facebook Google
En páginas del gobierno	the city's government page
En redes sociales y grupos de amigas en Facebook	Social networks and a group of friend on Facebook
Internet	Internet
Online	Online
Internet	Internet
Desconozco que funciona bien para los Latinos en Kirkland	I do not know what works well for the Latinos in Kirkland
Online	Online
no tengo conocimiento	I don't know
En la página de LWSD	LWSD Web page
Páginas de internet	Internet pages
en el sitio del distrito de Lake Washington	Lake WA School District

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29 Esta encuesta	29 people: This survey
Internet	Internet
No he conseguido y voy a Bellevue que tiene bastantes programas en español para los niños	I haven't gotten and I go to Bellevue which has quite a few Spanish programs for the kids
En internet, en la página del distrito escolar LWSD	Internet, the school district's web page
En la página Great School	The page of Great School
No estoy seguro. No he visto mucho.	I'm not sure. I haven't seen much.
Bibliotecas	Library
Hablando con otros padres de la misma escuela de mis hijos, yendo a la escuela y conectarme con los directivos. también en la página web del distrito escolar.	Talking to other parents at the same school as my children, going to school and connecting with the managers. also on the school district's website.
no sé dónde buscar	I wouldn't know where to look
Es lo que necesitamos. Para saber cómo nos pueden ayudar para tener más información	what we need. To find out how they can help us learn more
Internet	Internet
Website	Website
Estas preguntas	These questions
5 por medio de promotores y consejera de la escuela de mis hijas	Through the Promotores and counselor at my daughters' school
Internet	Internet
Iría a la página oficial de Kirkland o preguntaría a conocidos para conocer más del tema.	I'd go to Kirkland's official website or ask acquaintances to learn more about it.
Los navegadores	Navigators
Con la escuela de mis hijos	My kid's school
Por medio de la misma escuela o por Internet.	Through schools or Internet
En la escuelas	Schools

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Los grupos de líderes Latinos que hay alrededor de Kirkland	Latino leaders' groups around Kirkland
En la internet	Internet
En internet	Internet
LWSD.org	LWSD.org
Online En mi trabajo	Online Work
No mucho en este tiempo de COVID	Not much during this COVID time
En Facebook o buscando en internet.	Facebook or searching through internet
A través del distrito escolar y la comunicación con las escuelas	Through the School district
La idea de que puedan atender las recomendaciones de esta encuesta	The hope is that they (City) can attend to the recommendations from this survey
por internet, no hay una fuente de información destinada a esto	Through internet, we don't have a source dedicated to this
a través de vecinos y las páginas web	Neighbors and web pages
Internet o medios locales	Internet, local social media
emails del distrito escolar y redes sociales.	e-mails from the district and social media
En la misma escuela.	At school
de las escuelas de mis niños	My kid's schools
Remodelar las escuelas	Remodeling schools
Por medio de la guía recreacional de la ciudad de Kirkland.	City Community Recreational Guides
En internet, por medio de amistades o en las mismas escuelas.	Internet Friends or the schools
Las escuelas, otros padres de familia	Schools Other families
En internet	Internet
En radio.	Radio

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Generalmente por recomendación de algún amigo o familiar. En algunas ocasiones en folletos	Usually on the recommendation of a friend or family member. Sometimes in brochures
En Internet	Internet
Por amigas que trabajan en la ciudad	Through friends who work in the city
sitios webs	Web sites
Busco online y sugerencias de amistades	Online and Friends recommendations
Internet y por medio de amigos	Internet and Friend
En Google	Google
Food bank	Food bank
Con las amigas	Friends
Las escuelas	School
Platicando con amigos y familias y por el 411	Talking to friends and families and 411
Por amigas	Friend
Hopelink	Hopelink
Los vecinos y amistades	Neighbors
La maestra de mis hijos, amigos, vecinos.	My children's teacher, friends, neighbors.
En la clínica, la escuela.	At the clinic, at school.
Las iglesias de Kirkland ayudan mucho a los Latinos de Kirkland	churches help Kirkland Latinos a lot
La verdad a veces ni sabemos dónde preguntar	The truth sometimes we don't even know where to ask
En la escuela	School
Por medio de mis amigos	Through my friends
Pregunto a la gente que conozco.	I ask the people I know
no se	I donut know
en las escuelas	Schools

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Folletos, o por parte de la comunidad	Pamphlets, o the community
En las escuelas de mis hijos	My Children's schools
Librerías o hope link	Libraries or Hopelink
En las escuelas	Schools
Community Center city of Kirkland, Friend of Youth Kirkland. And College of Kirkland.	Kirkland Community Center, Friends of Youth and Kirkland College
Por internet y redes sociales con amigas y familias Latinas del barrio y organizaciones de apoyo	Internet, Social Media, Friends and other Latino Families from the community... other support programs
En las escuelas, le pregunto a otras familias.	School, I ask other families
En la página del distrito escolar.	School District Page
Amigos	Friends

2.¿Qué más hace falta para ayudar/apoyar a familias e individuos Latinos en Kirkland?	2.What else is needed to help/support Latino families and individuals in Kirkland?
7 Entender el sys de leyes y pólizas de la ciudad	7 - Understand the system of city laws and policies
5 ESL Clases. Clases en la biblioteca, algunas veces no nos damos cuenta de todas las clases que proveen a la comunidad.	5 ESL classes. Classes at the Library. Might not find out all the classes/training they provide to the community
22 Clases de Inglés gratis	22 Free English Classes
Mas trabajadores que hablen español en la Ciudad	More Spanish speaking City Staff
3 Lake Washington Community College tiene clases en español por \$25 por 3 meses, pero no está incluido en el paquete de información	3 Lake Washington Community College has English classes for \$ 25 per 3 months, but that is not included in their information packages.
35 Una tienda grande donde exista bastante comida Latina.	35 A big grocery store with Hispanic foods
15 Programas para personas de la tercera edad en español.	15 Programs for seniors in Spanish

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21 Personas de la tercera edad se quedan fuera de la información porque no utilizan la tecnología por medio de la cual es compartida la información.	21 Seniors don't get information because they don't use technology, and many times information is given thru technology.
41 Servicios de salud mental ni en ingles ni en español que sean accesibles. Por lo menos que haya programas que den información que hablen de que es salud mental.	41 Low cost (Accessible) Mental health services/programs are not available in English or Spanish. At least we need to have programs that provide information and talk about mental health.
34 Programas sobre drogadicción para jóvenes y familias. (YES es una organización que trabaja en Kirkland y con muchas escuelas, trae programas en español, comparte información en Facebook).	34 Programs about drug use for youth and families. (Y.E.S is an organization that works in Kirkland and with many schools, that have programs in Spanish they share information in Facebook)
28 Servicio dental para la comunidad Latina.	28 Dental services for the Latino Community
8 SeaMar ofrece servicios de salud. No esta en Kirkland.	8 SeaMar that offers health services is not in Kirkland.
29 Medios de comunicación en español/Latinos	29 Latino/ Spanish Speaking Medical services

Note: Same responses (More or less) for questions 3, 4, 5

Sección V

Sobre Educación:

Section V – About Education

1.¿En dónde y cómo encuentra usted información y recursos sobre Educación y Escuelas en la Ciudad de Kirkland?	1. Where and how do you find information and resources about education and schools in the City of Kirkland?
Conocer a otras familias Latinas que saben cómo navegar el sistema en la página de gobierno de la ciudad	Meet other Latino families who know how to navigate the system On the City's web page
En Google	On Google
Internet	Internet
Internet Facebook Google	Internet Facebook Google
En páginas del gobierno	On the government's web pages
En redes sociales y grupos de amigas en Facebook	On social media and friend's groups on Facebook
N/A	N/A
Internet	Internet
Online	Online
Internet	Internet
Desconozco que funciona bien para los Latinos en Kirkland	I am not aware of what works well for the Latino Community in Kirkland
Online	Online
no tengo conocimiento	I do not know
En la página de LWSD	On the LWSD web page
Páginas de internet	Internet pages
Librería	Library
en el sitio del distrito de Lake Washington	On the Lake Washington district's web-site
Esta encuesta	This survey
Internet	Internet
No he conseguido y voy a Bellevue que tiene bastantes programas en español para los niños	I have not found any. I go to Bellevue because there are many programs for kids in Spanish
En internet, en la página del distrito escolar LWSD	On internet, on the School District's LWSD web page

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En la página Great School	On the web page "Great School"
No estoy seguro. No he visto mucho.	I am not sure. I have not seen much
Bibliotecas	Libraries
Hablando con otros padres de la misma escuela de mis hijos, yendo a la escuela y conectarme con los directivos. también en la página web del distrito escolar.	Talking to other parents from the same school as my kids, going to the school, and connecting with the administrators. Also going to the school district's web page
no sé dónde buscar	I do not know where to look
Es lo que necesitamos. Para saber cómo nos pueden ayudar para tener más información	Is what we need. To know how we can be helped about receiving more information
Internet	Internet
Website	Website
Estas preguntas	These questions
por medio de una amiga q trabaja en la ciudad de Kirkland y por la consejera de la escuela de mis hijas	Through a friend who works for the City of Kirkland and through my kid's school counselor
por medio de una amiga q trabaja en la ciudad de Kirkland y por la consejera de la escuela de mis hijas	Through a friend who works for the City of Kirkland and through my kid's school counselor
por medio de una amiga q trabaja en la ciudad de Kirkland y por la consejera de la escuela de mis hijas	Through a friend who works for the City of Kirkland and through my kid's school counselor
por medio de promotores y consejera de la escuela de mis hijas	Through the Promotores and through my kid's school counselor
por medio de promotores y consejera de la escuela de mis hijas	Through the Promotores and through my kid's school counselor
Internet	Internet
Iría a la página oficial de Kirkland o preguntaría a conocidos para conocer más del tema.	I would go to the official website for the City of Kirkland or would ask my acquaintances to find out more about the subject
Los Navegadores	The search engines
Con la escuela de mis hijos	With my kid's school
Por medio de la misma escuela o por Internet.	Through the school or internet
En la escuelas	At the schools
Los grupos de líderes Latinos que hay alrededor de Kirkland	The groups of Latino leaders we have around Kirkland
En la internet	On internet
En internet	On internet
LWSD.org	LWSD.org
Online	Online
En mi trabajo	At work

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No mucho en este tiempo de COVID	Not much during this time of COVID
En Facebook o buscando en internet.	On Facebook or searching online
A través del distrito escolar y la comunicación con las escuelas	Through the school district or schools
La idea de que puedan atender las recomendaciones de esta encuesta	The idea that the recommendations of this survey can be considered
por internet, no hay una fuente de información destinada a esto	Internet, there is not a source of information dedicated for this
a través de vecinos y las páginas web	Through neighbors and web pages
Internet o medios locales	Internet or local sources
emails del distrito escolar y redes sociales.	emails from the school district or social media
En la misma escuela.	At the school
En la biblioteca	At the library
de las escuelas de mis niños	My kid's schools
Remodelar las escuelas	Remodel the schools
Por medio de la guía recreacional de la ciudad de Kirkland.	Through the City of Kirkland recreational guide
No sé porque no tengo niños	I do not know because I don't have kids
En internet, por medio de amistades o en las mismas escuelas.	On internet, through friends or at the schools
Las escuelas, otros padres de familia	Schools, other parents
En internet	On internet
En radio.	On the radio
Generalmente por recomendación de algún amigo o familiar. En algunas ocasiones en folletos	Generally, because of some friend or family member. Sometimes through brochures
En Internet	On internet
Por amigas que trabajan en la ciudad	Through friends who work for the City
sitios webs	Websites
Busco online y sugerencias de amistades	I search online and friend's recommendations
Internet y por medio de amigos	Internet and friends
En Google	On Google
Food bank	Food bank
No tengo comenario	I do not have any comments
Con las amigas	With my friends
Las escuelas	Schools
Platicando con amigos y familias y por el 411	Talking with friends and family, and through 411
Por amigas	Friends

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N/A	N/A
Hopelink	Hopelink
Los vecinos y amistades	Neighbors and friends
La maestra de mis hijos, amigos, vecinos.	My kid's teacher, friends, and neighbors
En la clínica, la escuela.	At the clinic and at school
Las iglesias de Kirkland ayudan mucho a los Latinos de Kirkland	The churches in Kirkland help the Latinos in Kirkland
La verdad a veces ni sabemos dónde preguntar	The truth is that sometimes we don't even know where to ask
En la escuela	At school
Por medio de mis amigos	Through my friends
Pregunto a la gente que conozco.	I ask people I know
no se	I do not know
en las escuelas	At the schools
Folletos, o por parte de la comunidad	Brochures or the community
En las escuelas de mis hijos	At my kid's schools
Librerías o hope link	Libraries or Hopelink
En las escuelas	At the schools
Community Center city of Kirkland, Friend of Youth Kirkland. And College of Kirkland.	City of Kirkland's Community Center, Friend of Youth Kirkland, and Kirkland College
Por internet y redes sociales con amigas y familias Latinas del barrio y organizaciones de apoyo	Through internet and social media; with friends, and Latino families from our neighborhood; and support organizations
En las escuelas, le pregunto a otras familias.	At the schools, I ask other families
En la página del distrito escolar.	On the school district's web page
Amigos	Friends
En el distrito	On the District
En la biblioteca	At the Library
En las. Iglesias y las escuelas	At church and schools
En la escuela de mis hijo	At my kid's school
Con familiares o amigos	With friends and family
Por amigos o familiares	Through friends and family
en las escuelas	At the schools
solo para las escuelas de mis hijos, en las propias escuelas	Only for my kid's schools, the own schools
En Iglesias	At the churches
Con los familiares	With family

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Internet	Internet
Por Facebook y con la escuela	On Facebook and at the school
Preguntan a la misma gente que ha podido Ayuda es la persona que te puede ayudar por el problema del idioma	Because of the language barrier, asking the same person who has previously received help is the person who can help you
en línea	Online
Google	Google
En el Internet y amigos	On internet and friends
Página del distrito escolar y LWTECH	Schools District's web page and LWTECH
Por internet	On internet
pregunto a la gente, Google	I ask people, Google
En línea de internet	On internet
Pues no sé porque no sé el idioma inglés y no se mucho como información	I do not know because I don't know English and I don't have much information
Por el correo postal	Through the postal mail
En la escuela	At the school
Google	Google
pregunto a mis amigos	I ask my friends
Biblioteca	Library
En las escuelas	At the schools
En bibliotecas o por internet.	At the schools or internet
con familiares y en las escuelas	With family and at the schools
En alguna página de la ciudad y en lo que sube el mayor	On the City's web page
En redes sociales	On social media
En la librería	At the library
Librería	Library
Por las mismas escuelas y en internet.	Through the schools and internet
Internet	Internet
en las distintas páginas web, y en el Website del distrito escolar.	On the different websites, and on the District's web page
Creo que en la Biblioteca	I think that the library
Web, internet en general	Web, internet in general
Buscando el distrito escolar de Kirkland	Searching on the Kirkland's School District
En el College	At the college
En el sitio de internet de Kirkland.	On the City of Kirkland's website

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En Facebook, páginas de Comunidad	On Facebook, community's web pages
CON FAMILIARES	With family
En Google,	On Google
Banco de comida	Food bank
preguntando en las clínicas , trabajadoras sociales o amistades.	Asking at the clinics, social workers, or friends
En internet	On internet
En internet muy bien tienen información	On internet, is good, it has information
Mayor parte por amistades	Through friends on the most part
En alguna escuela	At some schools
En las mismas escuelas	At the schools
En el distrito	At the District
Por medio del distrito escolar.	Through the School District
Internet	Internet
Cuando estaba buscando lugar para vivir, uno de los factores que influyó fue la calificación de la escuela, información que busqué en internet.	When I was looking for a place to live one of the factors that influenced was the school's ratings, I found this information on internet.
Mediante internet o por conocidos	Through internet or acquaintances
No lo he necesitado	I have not needed it
Por familiares y amigos	Through friends and family
Con los maestros	With the teachers
En la misma escuela o por folletos que mandan al correo	At the school or through brochures that are sent through postal mail
En la biblioteca pública	At the public library
Internet	Internet
En la librería	At the library
Internet	Internet
En las mismas Escuelas	There at school
Internet.	Internet
En el sitio web de las escuelas	At the school Web page
en la librería	At the Library
En las escuelas de los niños con las trabajadoras sociales o con algunos amigos	At the children's schools, with the school's social worker o with some friends
Hopelink	Hopelink

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Por medio de amigos que viven en el área	Thru friends that live at the area
Consejera de la escuela	School's counselor
Entre amigos	Among friends
En los amigos	With friends
Google	Google
Google	Google
por medio del internet pero no ay muchos	Thru internet but there is not much
Solo la información que recibimos ahorita en la pandemia	Just the information we get now since the pandemic
por correo electrónico	Thru email
En la biblioteca tiene a veces anuncios	At the library sometimes they have flyers
No sabría	I wouldn't know
211	211
211	211
voy a la biblioteca	I go to the Library
En el banco de comida	At the food bank
En la misma escuela	At the school
No aplica	Not Applicable

Internet	Internet
En las mismas Escuelas	There at school
Internet.	Internet
En el sitio web de las escuelas	At the school Web page
en la librería	At the Library
En las escuelas de los niños con las trabajadoras sociales o con algunos amigos	At the children's schools, with the school's social worker o with some friends
Hopelink	Hopelink
Por medio de amigos que viven en el área	Through friends that live in the area
Consejera de la escuela	School's counselor
Entre amigos	Among friends

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En los amigos	With friends
Google	Google
Google	Google
por medio del internet pero no ay muchos	Thru internet but there is not much
Solo la información que recibimos ahorita en la pandemia	Just the information we get now since the pandemic
por correo electrónico	Thru email
En la biblioteca tiene a veces anuncios	At the library sometimes they have flyers
No sabría	I wouldn't know
211	211
211	211
voy a la biblioteca	I go to the Library
En el banco de comida	At the food bank
En la misma escuela	At the school
No aplica	Not Applicable

2. ¿Cómo ha sido su experiencia con estos servicios?	2. What has been your experience with these services?
Es difícil encontrar lo que uno busca y necesita en Kirkland...	It's hard to find what you're looking for and/or need in Kirkland...
No tengo hijos	I don't have children
Buena	Good
Ha sido positiva	It has been positive
Grata	Pleasant
Muy buenos! Así he encontrado muchas opciones!	Very good. This way I have found many options

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Las escuelas necesitan tomar un poco más el tiempo o los recursos para explicar cómo funciona el sistema educativo en Estados Unidos. Asegurándose de que los padre familia tienen un entendimiento a que tienen derecho y que servicios pueden obtener.	Schools need to take more time or resources to explain how the Education System works in the USA. Making sure that parents understand what they are their rights and what services they can get
Nunca los he buscado	I have never looked for them
Desconozco	I don't know
poca	Little
Buena	Good
Mal	Bad
Lo mejor es cuando me llega el correo electrónico porque buscar en el sitio a veces es difícil.	The best is when I get an email because looking for something at the website is sometimes difficult
Buena, clara	Good and clear
Bueno, en general las maestras y administrativos son amables, ayudan y tienen algunos materiales en español.	Good, in general teachers and administration staff are kind, help and have some resources in Spanish
Mala. No hay buena info	Bad. There is not good information
No tengo mucha experiencia con esto.	I don't have too much experience with this
buena	Good
Buenos. Encuentro siempre la información que necesito.	Good. I always find the information I need
Creo que son. Buenos pero necesitamos saber por más Vegas para las universidades	I think they are good, but we need to know more about scholarships for Universities
Un poco difícil por q hay q buscarlos en la red.	A little difficult because you have look them up in the web
Buenos	Good
Bueno	Good
muy buena gracias	Very good thank you
muy buena gracias	Very good thank you
muy buena gracias	Very good thank you
buena	Good
buena	Good
Buenos	Good

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Todavía no he necesitado de estos servicios y programas pero estaría interesada en un futuro cercano.	I have not needed these services and programs yet, but I would be interested in the near future
Me ha sido buena	It has been good for me
Buenos , pero siento que falta más ayuda para los padres hispanos.	Good, but I feel that more help is needed for Hispanic parents
No he tenido	I have not had
Bastante bien.	Pretty good
No he tenido la experiencia	I have not had experience
Haven't used anything specific to Latinos, just general info, and resources in English.	Haven't used anything specific to Latinos, just general info, and resources in English
Satisfactorio	Satisfactory
Solo he tenido contacto con escuelas privadas como lo son el LW poder Group y el prescolar City Kids.	I have only had experience with private schools like LW poder Group and City Kids preschool
Buena	Good
Creo que les ha ido bien cuando les refiero a donde pueden acudir para ayuda	I think good when I have referred others where they can get help
buenos	Good
Muy buna.	Very good
Buenas	Good
me gustaría más información en Español	I would like more information in Spanish
Muy bien	Very good
No sé porque no tengo niños	I don't know because I don't have children
Difícil entender ya que por el idioma Ingles y venir de otro país es difícil entender cómo funciona sobre todo es sistema escolar y manejar la tecnología se convierte en otro problema que lo complica aún más.	Difficult to understand, due to the English language and coming from another country it is difficult to understand how the school system works and to use the technology becomes another problem that makes it even more difficult
así nomás...	More or less
Falta más apoyo con estos programas	We need more support with these programs
En general muy buena aunque algunas veces difícil porque no están disponibles en español	Good in general, but sometimes it is difficult because they are not available in Spanish
Aceptables	Acceptable

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Buena,	Good
buena	Good
La escuela primaria sobre todo la maestra de mi hijo es excelente aunque ha bajado por un punto hace poco tiempo.	My son's Elementary school specially his teacher is excellent, but it has decreased a point just recently
Bueno	Good
Buenas	Good
Bien	Good
Buenos	Good
Muy buenos, algunas veces nos han llamado en español.	Good, sometimes they have called us in Spanish
Perfecto!!! Fácil y conveniente	Perfect.!!! Easy and convenient
Los cupos para estos servicios se llenan muy rápido y no califico	The spaces/room for these services fill up quickly and I don't qualify
buenos	Good
no los he usado mucho	I have not used them much
No eh tenido la oportunidad de conocer programas	I have not had the chance to know about these programs
Lake Washington Instituto, hacen falta más opciones para cursos	Lake Washington Institute needs more Course options
Bien con las escuelas, otros recursos y ayuda tengo que ir a otras ciudades.	Ok with schools, for other resources and help I need to go to other cities
no se	I don't know
más o menos, en veces no puedo comunicar, e con ellos por el idioma	More or less, sometimes I cannot communicate with them because of the language
Muy buena	Very good
Muy buenos	Very good
Bien	Good
buena experiencia	Good experience
Excelentes	Excellent
Muy buenos en algunos aspectos	Very good in some respects
Buena	Good
Bueno	Good
Buena	Good

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Algunas veces buenos y exitosos	Sometimes good and successful.
Son buenos	Good
Estoy empezando a conocer el programa	I just started knowing the program
Buena	Good
así nomás, no tuve mucha comunicación con ellos	More or less, I did not have much experience with them
buena	Good
Muy bueno	Very Good
Mi experiencia ha sido normal con poca participación	My experience has been normal with low participation
Buenos	Good
Excelente por qué se preocupan por la comunidad Latina	Excellent because they care about the Latino community
no hablan español	They don't speak Spanish
así nomás, tengo que llamar y ver lo que funciona	More or less, I have to call and see what works
Muy buena	Very good
Buena	Good
No tengo experiencia	I don't have experience
no mucha, nos hemos cambiado de distrito escolar varias veces	Not much, we have change of school district several times
Bien	Ok
Ninguna	None
No he Sido beneficiario de alguno de estos aun	I have not used any of these yet
Si ayudan	They do help
Fue así nomás, cuando mis hijos estuvieron en la escuela no había ningún servicio para las familias que hablábamos español.	More or less, when my children went to school there were no services for the Spanish speaking families
aun no tengo niños en la escuela, estoy recién casado	I don't have children I just got married
Bien	Good
Bien	Good
ninguna	None
no mucha	Not much
buena en el lugar donde vivo pero no lo he encontrado en Kirkland	Good where I live but I have not found something like in in Kirkland

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Buena	Good
bueno	Good
Muy buenos	Very good
Excelente	Excellent
solo con el programa de salud que mencione pero no estaba dirigido a los Latinos	Just with the health program I mentioned but it is not directed to Latinos
No los he utilizado	I have not used them
Buena	Good
Buenos	Good
Regular	More or less
Excelente	Excellent
Buenos	Good
buenos.	Good
Muy buena	Very good
Buena	Good
Excelente	Excellent
Muy bien	Very good
No hay muchos servicios!	There are not many services available
Muy buenos	Very good
Ellos dan la información.	They provide the information
Buenos	Good
Kirkland se tienen que enfocar un poco más en el Latino ya que hay muchos de nosotros que no hablamos el inglés	Kirkland has to focus a little more on the Latinos because many of us don't speak English
Buena	Good
Regular	More or less
Buena	Good
Muy bueno	Very good
Mas o menos, la mayor información es de boca y boca	More or less, most of the information comes from word of mouth (from person to person)

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No los he usado ningún servicio en Kirkland	I have not used them in Kirkland
Buenos	Good
He estudiado en Lake Washington pero no sé cómo funcionan o cómo buscarlos.	I have studied in Lake Washington, but I don't know how they work or how to look for them.
Ninguna aún no va a las escuela	None, they don't go to school yet
pues muy poca porque yo no los he usado	Not much as I have not used them
A veces difícil por el idioma, las escuelas no cuentan con mucho personal bilingüe	Sometimes it is difficult by the language, schools don't have a lot of bilingual staff
Muy buena	Very good
Me han dado buenos resultados	I have gotten good results
buena pero creo que hay mucha información que no recibo y otra no la entiendo.	Good, but I think there is a lot of information that I don't get and other that I don't understand
más o menos-Google te informa de lo que hay	More or less. Google informs of what is available
así nomas	More or less
No muy bien por q no encuentras mucha información	Not very well because I have not found a lot of information
Es buena	It is good
pues más o menos por que nos dan la información en español	More or less because we don't get the information in Spanish
A veces buena a veces no porque el programa que anuncian ya se venció	Sometimes it is ok others it is not because the program they promote is already due/closed
buena	Good
así nomas	More or less
A veces la información que tienen no está actualizada	Sometimes the information they have is outdated
podría decir que buenas	You can say it is Ok
Siempre han funcionado	It has always work
No aplica	N/A

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3. Usted y su familia están interesados en información sobre programas y servicios para:	3. Are you and your family interested in information about programs and services for... ?
74 <input type="checkbox"/> Niños infantes, desde el <u>NACIMIENTO A CINCO AÑOS</u>	74 <input type="checkbox"/> Infant children, from birth to five years of age
64 <input type="checkbox"/> Niños en <u>escuela PRIMARIA</u>	64 <input type="checkbox"/> Children in elementary school
52 <input type="checkbox"/> Jóvenes en escuela <u>SECUNDARIA</u>	52 <input type="checkbox"/> Young people in Middle School
55 <input type="checkbox"/> Jóvenes en escuelas de <u>PREPARATORIA</u>	55 <input type="checkbox"/> Young people in high schools
44 <input type="checkbox"/> Adultos - <u>UNIVERSIDAD & CARRERA</u>	44 <input type="checkbox"/> Young Adults - college & Career
140 <input type="checkbox"/> <u>EDUCACIÓN PARA ADULTOS</u> (Ejemplo: inglés como segundo idioma, capacitación laboral, computación, escuela técnica, etc.)	140 <input type="checkbox"/> Adult education (Example: English as a second language, job training, computer science, technical school, etc.)

4. Cuando necesita-¿Cómo encuentra ayudas y recursos para <u>Estudiantes Indocumentados?</u>	4. When you need it, how do you find aid and resources for <u>Undocumented Students?</u>
Casa Latina en Seattle, amigos	Casa Latina in Seattle, friends
Organizaciones no lucrativas	Non-profits
No aplica	N/A
En Facebook, en la biblioteca pública, en el food bank, con amigos Latinos.	On Facebook, in the library he posts, in the food bank, with Latino friends.
No sé	I don't know
Desconozco	I do not know
Online fb	Online, Facebook
no aplica en mi familia	N/A
No lo se	I don't know

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No he buscado	I have not looked
N/A	N/A
No estoy seguro, no he tenido mucha experiencia con esto por medio de amigos preguntando	Not sure. I haven't had much experience with this through friends asking
Sé necesita mucho para las familias indocumentadas	We need a lot for undocumented families
Eso me gustaría tener más información	I would like to have more information about this.
No me ha tocado ayudar a nadie por me dio de amistades	I have not been able to help anyone. Through friends
por me dio de amistades	Through friends
por me dio de amistades	Through friends
por medio de promotores de la ciudad q nos mantienen informados	through city promoters that keep us informed
por medio de promotores de la ciudad q nos mantienen informados	through city promoters that keep us informed
Internet	Internet
Por medio de internet o preguntando a familiares o amigos.	Through internet or asking family or friends
No se	I don't know
Con amigos o en la internet.	With friends or on the internet.
No he estado en esa situación.	I have not been in this situation.
N/A	N/A
Google Latino alliance	Google Latino Alliance
No ha sido necesario, pues no nos encontramos en esta situación. no he tenido esa necesidad	It has not been necessary, because we are not in this situation. haven't had the need
en la escuela de mi hijo hay un programa de Natural Leaders que ayudan a las familias a acceder a estos servicios allí es donde los mando	at my child's school there's a Natural Leaders program that helps families access these services where I run them
En línea	Online
Por medio de la escuela	Through school
No sé de estos programas...	I don't know about these programs...

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So se, no lo hemos hecho...	I know, we haven't...
no lo eh buscado, me gustaría saber cómo, para ayudarlos	I didn't look for it, I'd like to know how, to help them
Por Internet	Internet
Grupos comunitarios de la ciudades cercanas.	Community groups in the nearby cities.
Centros comunitarios o preguntando a personas conocidas.	Community centers or asking known people.
En Kirkland no tenemos nada de esto...ni siquiera se habla de esto. Hay que crear estas informaciones y recursos para quien los necesite...	In Kirkland we don't have any of this... you don't even talk about this. You have to create this information and resources for those who need them...
Programas sociales.	Social programs
Preguntando en la escuela	Asking at the school
No lo he hecho	I have not done it
Asesores en las escuelas	School advisers
no lo se	I don't know
Por medio de amigos	Through friends
No hay	There's none
No tengo ni idea...	I have no idea...
En la escuela	At school
No he buscado esta información, no sé.	At school
Pregunto a noticiero como Jaime Méndez oh iglesia	I ask the news program Jaime Mendez or the church
ayuda si son de bajos recursos.	Supports if they are for low-income people
En la tele	TV
no se...	I don't know
En la escuela	At school
No sé, pregunto.	I don't know, I ask
no se	I don't know
Seattle	Seattle
Buscando en línea	search online
En las escuelas	In schools

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Librerías	Libraries
Voy a Seattle, NWIRP	I go to NWIRP in Seattle
Con ayuda de trabajadoras sociales de friend of youth Kirkland y escuelas	With support from Friends of Youth in Kirkland and schools
Desconozco esos servicios	I don't know these services
-en Kirkland no hay.	There aren't any in Kirkland
No se	I don't know
No se	I don't know
Escuelas !!	schools!!
No sabemos a dónde pueden acudir Edison niños	We don't know where to go-Edison Niños
Amigos	Friends
En la escuela	Schools
No hemos buscado, pues no creo calificar para estos servicios	I have not looked since I don't think I qualify
le pregunto a otras mamás	I ask other mothers
Iglesias escuelas	Churches and schools
No sé cómo obtener información	I do not know who to access this information
Es difícil	It's hard
En las escuelas	In schools
voy a Seattle-NWIRP	I go to NWIRP Seattle
Google	Google
Mucha	Lots
No se	I don't know
Le pregunto a la gente que sabe	I ask people who know
La verdad no encuentro ayuda	Truly, I can't find assistance
Pues no se mucho yo no más califico para el lonche gratis de mis hijos en la escuela	Do not know much about this, I only qualify for free lunch for my child
Preguntando en las escuelas	I ask at the school
ellos van con sus consejeros de las escuelas, también le pregunto a otras familias	They go to School counselor; we also ask other families

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ayuda, información y recursos	Assistance, information and resources
Iglesia/ escuela	Church and schools
Preguntando a programas que ayudan con ese tema	I ask programs who assist with these areas
No se	I don't know
En las redes y la escuela con el trabajador social de la escuela	Social media, School and the social worker at school
No lo se	I don't know
Eso no lo puedo contestar por k no he encontrado ayuda para mis hijas	This I cannot answer because I could not find any help for my daughters
con amigos y otros contactos	With Friends and contacts
No se	I don't know
No lo se	I don't know
Preguntando en la escuela	I ask the school
Trabajadoras social de la escuela	Social workers at the school
no es mi caso.	This is not my case
Buscando en internet. Llamando a trabajadores sociales.	I search on the internet. Calling social service providers
No la eh nesecitado	I don't need it
Por las noticias. Amistades.	Through the news. friends
Si	Yes
Buscando O preguntando donde se pueda	Searching or asking anywhere I can
Por medio de los maestros en la escuela	Through the teachers at the school
No ha sido necesario	Is has not been necessary
Mediante el internet	Internet
no se	I don't know
Me gustaría saber donde	I would like to know where
Internet o m radio live	Internet or M Radio Live
No sé, le pregunta a algún promotor o navegador por la información	I don't know, could ask a Promotor or Navigator for information
No sé, con más información información	I don't know, maybe more information
Me imagino que por internet.	Internet, I imagine

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no he visto yo eso	I have not seen this (Info)
Preguntando a los amigos o a otros padres de los niños que van con los nuestros	I ask Friends and other parents
Preguntando a personas que ya han pedido la ayuda	I ask people who have asked for this type of assistance
no sé, yo tengo un hijo de preparatoria que nació en México	I don't know, I have a son in HS that was born in Mexico
Trabajadores sociales	Social workers
trabajadores social	Social workers
No sé, pero me interesa	I don't know
busco en Seattle	I would look in Seattle
No lo he nesesitado	I hadn't the need
En las escuelas	schools
No los he necesitado	I hadn't the need
No sé por qué, necesito ayuda con eso mi hijo cumplió 15 años y quiero llenar la aplicación de DACA	I don't know why; I need help with that my son turned 15 and I want to fill out the DACA application
No lo he necesitado	I have not had the need
no se	I don't know
En el distrito escolar	I go to the school district
Voy a las oficinas del distrito escolar	I go to the school district
No se	I don't know
No se	I don't know
Hopelink	Hopelink
No aplica	N/A

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5. Usted se involucra o participa en las actividades de la/las escuelas de su/sus hijo/os?	5. Do you get involved or participate in the activities of your child's schools?
125 Si/Yes	80 No

6. ¿Cómo podrían las escuelas locales y el sistema educativo fortalecer las relaciones con las familias y la comunidad Latina de Kirkland?	6. How can local schools and the education system strengthen relationships with families and the Kirkland Latino community?
Más programas en español	More programs in Spanish
Programas bilingües	Bilingual Programs
Ofreciendo comunicados en español	Offering information releases in Spanish
Clases de lengua y días de exposiciones donde se hable de la cultura	Language classes and days of exhibitions about the culture
Haciendo proyectos que inmiscuyan nuestras tradiciones ya sean familiares o no, incluyendo eventos de todo tipo como musicales y hasta gastronómicos, día de muertos, etc.	Doing projects to share our traditions, including events of all kinds such as musicals and even gastronomic events, day of the Dead, etc.
Proveyendo de los medios para poder entender cómo funciona el sistema, involucrándonos en lo que sus hijos están haciendo	Providing the tools to understand how the system works. Getting involved in what our children are doing
Buscando apoyo recíproco de las familias...	Seeking mutual support from families
dando más programas o más información de esos programas	Giving us more programs or more information about the programs
Invitar a las familias Latinas a participar más en los colegios	Invite Latino families to participate more in schools
Mas dialogo	More information
Creo que asignando un "mentor" o persona con más años en la escuela ayuda a navegar las cantidad de información que recibimos (o que no conocemos). En la secundaria se hacen muchos eventos (con interpretes) y los folletos se escriben en español, y eso ayuda pero muchas veces las madres trabajan y no pueden asistir a esos eventos o tienen muchos niños y se les complica. Tal vez realizando algún evento el sábado puede ayudar.	I believe that assigning a "mentor" or person with more experience can help us navigate the amount of information we receive (or that we don't know about) In middle school there are a lot of events (with interpreter) and the brochures are in Spanish. This helps but a lot of times mothers have to work, and they are not able to attend the events. Or they have too many kids and it's complicated to attend. Maybe scheduling these events on a Saturday would help
Awareness de las necesidades, hacer consultas directas a estas familias	Awareness of the needs, ask those families directly.

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A través de reuniones, charlas, visitas ofreciendo recursos y programas.	Through gatherings, talks, and visits offering resources and programs
Creando grupos, eventos y listas de correo con enfoque en los Latinos.	Creating groups, events and email lists focused on Latinos
Creando foros que cuenten con información de programas q así den acceso a familias	Creating forums that provide information of the different programs that families can get access to
ofreciendo seminarios y clases gratis sobre el asunto	Offering seminars and free classes about it
Con programas para Latinos, programas a donde podamos acudir y aprender	With programs for Latinos, programs where we can attend and learn
Como lo han venido haciendo, involucrando a los padres	Like they have been doing it, getting the parents involved.
Empezar por ofrecer las clases de Español. Crear grupos en las escuelas de niños Latinos para que hagan especiales proyectos en Español.	Start by offering Spanish classes. Create groups in the schools for Latino kids where they can create special projects in Spanish
Que las consejeras hablen Español	Spanish speaking advisors
necesitan más personas q hablen Español	They need more people that speak Spanish
necesitan más personas q hablen Español	They need more people that speak Spanish
necesitan más personas q hablen Español	They need more people that speak Spanish
más personas q hablen español	More people that speak Spanish
Involucrando a los padres de familia en las actividades.	Involving parents in activities
Creo que teniendo reuniones de vez en cuando con los padre hispanos.	I believe having meetings from time to time with Hispanic parents
Si las escuela ayudan	Schools help
Creo que lo están haciendo bien Hoy en día hay muchísima comunicación entre padres de familias y maestros	I think they are doing ok. Even today there is a lot of communication between teachers and parents.
Haciendo más reunión para involucrar a los padres hispanos.	Organizing more meetings to involve Hispanic parents
Tener más personas bilingües disponibles para ayudar a niños y padres que no hablen ingles	Have more bilingual staff available to help kids and parent that do not speak English
Pasar y votar por los levys (Taxes) Apoyar a los maestros	Vote for the levy (Taxes) Support teachers

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Invitar la Participación en mayores números en PTA y otros eventos escolares y comunales a la gente Latina	Invite and increase participation in the PTA meetings and other events and Latino community focused.
Contando con maestros que hablen español.	Having teachers that speak Spanish
Manteniendo buena. Comunicación con la comunidad	Keeping good communication with the community.
Invitando a los padres a ser más participativos	Invite the parents to be more participative
Invitando a las familias Latinas a eventos con enfoque Latino y con intérpretes o eventos 100% bilingües para que puedan entender más el sistema de educación en EUA e involucrarse	Inviting the Latino families to Latino focused events with interpreters or 100% bilingual events so that they can better understand the US education system and be more involved.
Teniendo más personal bilingüe creando programas de información para la comunidad PE: clases de disciplina para padres, clases de información sobre el uso de drogas	Having more bilingual staff creating informational programs for the community like classes on how to discipline for parents, classes around drug abuse.
Normalmente las escuelas tienen muy buena comunicación con nosotros (en inglés)...	Normally schools have great communication with us (in English)
En mi comunidad todos estamos unidos...maestros y padres de familia...	In my community we are very united, teachers and parents
sería que los Padres se involucren más en la escuela de sus hijos	Parents need to be more involved in their children's school
Tener más escuela educación	Have more school education
Tener más eventos y presentaciones educativas en español y fácilmente de acceder.	Have more education events and presentations in Spanish and easily accessible.
Pues teniendo acercamiento directamente con los papas y teniendo alguien que hable español para los que no puedan hablar en inglés. Yo conozco papas que no saben cómo ayudar a sus hijos porque no hablan inglés y por lo tanto no saben cómo pedir ayuda	Reaching out directly to parents and having someone that speaks Spanish for those that do not speak English. I know parents who do not know how to help their kids because they don't know how to speak English and do not know how to ask for help
Diseñando programas en español y enseñando a manejar la tecnología.	Designing programs in Spanish and teach how to handle technology
Creando grupos de padres líderes, que guíen y sean liderados por los mismos padres.	Creating parenting leadership groups that guide and are driven by the same parents
Tener siempre comunicación con comunidad Latina tomarlos en cuenta y hacer festividades mexicanas para que se involucren todos tanto americanos como Latinos.	Having constant communication with the Latino community. Take us into consideration and organize Mexican festivities so that both American and Latinos get involved.
Teniendo más igualdad en los servicios	Having more equality in services
Elevar el nivel de programas bilingües	Improve the level of the bilingual programs

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Definitivo con más participación y contacto. Buscar qué las escuelas tengan en sus PTSA gente Latina, involucrarlos, por un tema cultural al Latino nos cuesta involucrados. Pero cuando lo hacemos ayudamos mucho. El tema es sentir que se nos da la oportunidad y que es seguro.	Definitively with more participation and contact. Find out what schools have some Latino members in their PTA, involve them, due to our culture, it is hard for Latinos to get involved. But when we do, we are very helpful. The key is feeling we are given the opportunity and that we are safe doing so.
regresando a la escuela físicamente (clases presenciales)	Returning physically to school
Creo que hay suficiente comunicación y tenemos posibilidad de encontrar todo en nuestra idioma.	I think there is enough communication, and we have the possibility of finding everything in our own language.
Fomentando el voluntariado por parte de Padres Latinos	Fostering volunteering of Latino parents
Motivar más a la comunidad Latina a participar	Motivating the Latino community to participate more
Aser programas de padres e hijos en la escuela.	Create programs of parents and kids at school
Creo que todo está bien, se nos hace llegar la información por correo electrónico o llamadas.	I think everything is ok, we get the information via email or phone calls
Tener más opciones en programas español	More program options in Spanish
Organizando juntas	Organizing gatherings
tener programas para familias Latinas en las escuelas, que sean bilingües.	Having bilingual programs for Latino families at school
Hacer más junta, clases y reuniones con los padres y en español.	Organize for meetings, classes and gathering with the parents in Spanish
Reuniones en español	Meetings in Spanish
Creo que las escuelas están haciendo muy buena trabajo con la comunidad Latina...	I think schools are doing a great job with the Latino community
No se!	I don't know!
tener programas a padres de familia Latinas.	Have programs for Latino parents
involucrando a las familias	Involving families
teniendo más personal y maestros Latinos	Having more Latino teachers and staff
Llegando información hasta los hogares	Delivering information directly to homes
Se necesita q hablen más español	Need to speak more Spanish
Teniendo más personas q hablen español y q puedan tener más comunicación con las familias.	Having more people to speak Spanish and they can communicate more with the families.
Dando información en español	Giving more information in Spanish

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Creando un grupo de padres líderes Latinos en las escuelas.	Creating a Group of Latino Leaders in the Schools
Con apoyó de personal bilingües en las reuniones con los maestros en las escuelas y programas de información educacional sobre ayudas para los padres y estudiantes con las tareas y apoyó para los niños	With support of bilingual staff in meetings with teachers in school. Educational information programs to help parents and students with homework and support for children
Dando apoyó con las tareas e información en los 2 idiomas	Giving support with homework and information in both languages, Spanish and English
Involucrando a los padres y dándoles las herramientas que necesitan para apoyar a sus hijos...	Involving parents giving them the necessary tools to support their kids
Actualmente mi escuela, Mark Twain Elementary, tiene una buena comunicación con los papás Latinos.	Actually, my school, Mark Twain, have good communication with Latino parents
Educar a los padres con reuniones.	Train the parents with more meetings
No se	I don't know
Información en nuestro idioma y reuniones en nuestro idioma !!	Information and meetings in Spanish
Tener más eventos Latinos para toda la comunidad	Have more Latino events for the whole community
A mí en lo personal, saber sobre los programas en las escuelas... Especialmente sobre los programas de necesidades especiales, y ya no tenemos niños de escuela pero estamos interesados en apoyar	To know about the programs in the schools, specially about the special need programs. We no longer have kids, but we are interested in supporting
Con talleres o cursos familiares. Eventos deportivos	With workshops or family courses. Sport events
Tener personal Latino/bilingüe	Have Latino, bilingual staff
haciendo grupos de padres Latinos	Creating Latino parent groups
Más comunicación dirigida a nuestra comunidad y programas	More communication directed to our community and programs
algún sitio donde las ofertas y las demandas de trabajos y otros servicios se pidieran consultar	Some site where we can find the offers and demands for jobs and other services, easy to consult.
Mejorando el nivel académico	Improving the academy level
haciendo más oportunidades para que podamos incurrir en español	More opportunities for us to participate in Spanish
crear líderes Latinos	Create Latino Leaders
Informar in poco mas	Give us more information
Por medio de actividades culturales	Cultural activities
crear más oportunidades para padre lideres	Create more opportunities for Leader parents
Que hablen más español	Speak more Spanish

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Qué haya más ayuda en español y poder entender más	More help in Spanish, so we can understand better
creando grupos o clubs de padres Latinos, para tener voz y voto en lo que hace el sys. escolar de Lake WA	Creating groups of Latino parents, to have our voice heard in the decisions of Lake Washington School District system.
trabajando con las familias y teniendo representantes elegidos por estas familias	Working with families and having representatives elected by these families
Siendo bilingües	Being bilingual
Mandar toda la información posible en nuestro idioma y teniendo más personal en las escuelas que sean bilingües	Send as much information as possible in Spanish. Have more bilingual staff in the schools
Compartiendo.	Sharing
Hacen falta traductores en las escuelas	Interpreters are needed in schools
Con más traductores	More interpreters
Pienso que debería de haber trabajadoras sociales que hablen español para que puedan involucrarse con la comunidad hispana.	I think there should be social workers who speak Spanish so they can get involved with the Latino community
Conferencias para padres , es lo mismo que está haciendo Redmond.	Parent conferences, it's the same thing Redmond is doing
Mas comunicación o información	More communication and information
Teniendo más traductores y personas que se comuniquen en español con los padres de familias Latinos	Having more interpreters and staff who communicate in Spanish with Latino parents
Creo que las familias que tienen hijos en la escuela pueden tener más información sobre estas organizaciones o grupos. Las personas como yo que somos adultos mayores no tenemos acceso a esta información	I believe that families who have children in school may have more information about Organizations or Groups. People like me who are older adults don't have access to the information
Pidiéndoles directamente ayuda en algo, ya que los Latinos nos gustan ayudar y de ahí ya se puede tener confianza para que podamos pedir ayuda o información	Asking them directly for help since Latino people like to help. So, we can feel more confident and we can ask for help or information
Asiendo conferencias con grupos de padres de familia	Organizing conferences with parent groups
que los padres se involucren más en la educación de sus hijos.	Parents become more involved in their children's education
Tener más ayuda en español	Have more help in Spanish
Con más información en diferentes idiomas	With more information in different languages
Teniendo más información en español	Having more information in Spanish
No lose	I don't know
Poniendo personal bilingüe	Hiring bilingual staff

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Con la comunicación	With the communication
Informando	Communicating
Enviar la información en español. Crear un espacio para las personas Latinos, algún evento cada cierto tiempo para relación entre las familias y la escuela. Personal que hable español para que las personas no dominen el inglés se sientan con la confianza de acudir a resolver sus dudas e inquietudes.	Sending the information in Spanish. Create spaces for Latino people, some events every so often to strengthen relationship between families and school. Staff who speak Spanish, so people who are not fluent in English feel confident to ask their doubts and concerns
Que haya más eventos Latinos bingos que haya más traductores q se hagan células de personas Latinos	More Latino events like bingos. More interpreters.
Que haya más programas para las familias Latinos en las escuelas	More programs for Latino people in the schools
Se necesitan más maestros bilingües	More bilingual teachers
Que tuviéramos más ayuda económica para poder relacionarnos directamente con la escuela, ya que al tener que trabajar todo el día es difícil atender.	We need more financial help to be able to participate directly with the school activities, since having to work all day is difficult to attend
a través de programas	Through programs
Festivales, conciertos programas de inmersión	Festivals, concerts, immersion programs
Mandándonos más información de los programas	Sending us more information about the programs
Mas información	More information
Incluyendo a las personas Latinos, escuchándolas, apoyándolas, dándole oportunidades de estudio para poder mejorar el medio en que viven...	Including Latino people, listening to them, supporting them, giving them more opportunities to improve the environment in which they live
Teniendo comunicados hablados/ vídeos para entender mejor	Having spoken announcements / videos to understand better
con que pongan más cosas para los Latinos en la ciudad	More Latino related things in the city
Teniendo grupos Latinos en las escuelas, y programas en español para niños y familias Latinos	Having Latino focused groups in the schools and programs in Spanish for kids and Latino families
Dando más apoyo a los padres que solo hablan español y no pueden hablar mucho inglés. Maestras bilingües	Providing more support for parents that only speak Spanish and can't speak a lot of English. Bilingual teachers
ofreciendo información en Español y consejeras que hablen Español.	Offering information in Spanish and Spanish speaking advisors
Eventos con los padres	Events with the parents
tener evento con los padres	Having events with the parents

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teniendo personal que hable español y sea de nuestra cultura	Having staff that speaks Spanish and is from our culture
mejor comunicación y servicio a las diferentes etnias que hay en las escuelas. Poder comunicarse con los padres en la llave del éxito para los estudiantes	Better communication and services with the different ethnicities that attend the school. Being able to communicate with the parents in the key to success for students.
Que se comunicaran con las familias en español y que proporcionen más información en español	Communicate with families in Spanish and provide more information in Spanish
Que se comunicaran con nosotros en español	That they communicate with us in Spanish
Que tuvieron más personal que habla español	Having more staff that speaks Spanish
pues mi comunicación con la escuela es siempre en español	Mi communication with the school is always in Spanish
Se que son muy buenas escuelas	I know the schools are very good
Eventos Latinos, demostraciones culturales en Español... organizados por Latinos para Latinos.	Latino events, cultural demonstration in Spanish... organized by Latinos for Latinos
Mas eventos culturales Latinos	More Latino cultural events
Teniendo una buena comunicación con las familias que hablan otros idiomas... teniendo empleados Latinos, y otros idiomas, otras culturas	Having a Good communication with families that speak other languages... having Latino employees, and other languages and other cultures
Teniendo más reuniones más comunicación con los papas	Having more meetings and more communication with parents
Que nos tomen más en cuenta	Take us more into account

7. ¿Otra sugerencia o comentario?	7. Other suggestions or comments?
Crear lugares a donde den asistencia para mejorar en todo	Create places (Service Center for Latinos) where we can be assisted with everything
Q depende de los padres también q se enteren lo q está pasando en la escuelas	it's up to parents to also find out what's going on in schools
q traten de abrir las escuelas porque los niños no están aprendiendo nada creo q es un año escolar perdido	they try to open schools because kids aren't learning anything I think it's a lost school year
q traten de abrir las escuelas porque los niños no están aprendiendo nada creo q es un año escolar perdido	they try to open schools because kids aren't learning anything I think it's a lost school year

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q traten de abrir las escuelas porque los niños no están aprendiendo nada creo q es un año escolar perdido	they try to open schools because kids aren't learning anything I think it's a lost school year
q sean más accesible	make them (services in Kirkland) more accessible
Ayuda para llenar solicitud de trabajo	We need help filling out job applications
Incluir a todos en este proceso, hasta los q no tenemos familia.	Include everyone in this process, even those who have no family.
como padre hacer un tiempo para hacer voluntariado en las escuelas	as a parent, make time to volunteer in schools
Que la ciudad nos diga en donde podemos encontrar información en español sobre ayudas/fondos para iniciar programas comunitarios para Latinos en Kirkland? No tenemos ninguno...	The City needs to tell us where to find support information in Spanish and funds to start community programs for Latinos in Kirkland? He has none...
Ayudar a los papas q no hablamos inglés se nos hace difícil con esta tecnología.	Help parents who don't speak English... this technology it is difficult for us with
Más información disponible en español	More information needs to be made available in Spanish
Más apoyó en las escuelas para padres hispanos	More supported schools for Hispanic parents
Que allí y se encuentres personal voluntario bilingües en todas las escuelas para que la comunidad pueda seguir las instrucciones de los maestros y directivos de las escuelas y así poder educar y ayudar mejor a sus hijos	That we find bilingual volunteer staff in all schools so that the community can follow the instructions of teachers and managers of the schools so that they can better educate and help their children
Actividades recreativas y divertidas de nuestra cultura ... más integradas en la comunidad sería importante	Recreational and fun activities of our culture ... more integration of the community would be important
Más Ayuda a la comunidad Latino	More Help to the Latino Community
Que todo sea mejor	Make everything is made better
ha habido mucha falta de comunicación entre la comunidad y las escuelas en general. algunas si tienen a alguien que hable español, pero no en todas, ni en otros programas como el Y, o City Hall... Necesitamos apoyo y ayuda bilingüe en todas partes	there has been a lot of lack of communication between the community and schools in general. some (schools) have someone who speaks Spanish, but not at all, or in other programs like the Y, or City Hall... WE need bilingual support everywhere
Mas programas para adultos	More adult programs
Los counselor necesitan más tiempo para atender a los alumnos, porque siempre están ocupados	Counselors need more time to support students because they are always busy
Que tengan más personal bilingüe disponible	Have more bilingual staff available
Que nos comuniquemos más en nuestro idioma español	Let us communicate more in our Spanish language
Que incluyan a los hijos también	That children are also included

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Mas información... más acción	More information... more action
Ojalá esta envías ir a para saber que hay muchos Latinos que como yo viven y trabajan en Kirkland y por falta de hablar un buen Inglés, hemos sido discriminados, en nuestro sitio de trabajo y lo peor en las escuelas donde trabajamos y donde nuestros hijos van a estudiar, me gustaría apoyar este proceso con información, creo que con eso es necesario para que nos incluyan y no sigan humillándonos y burlándose por tener acento, y esclavizándonos en los trabajos.	I hope you send this to let them know that there are many Latinos who like me, live and work in Kirkland and for lack of speaking good English, we have been discriminated against, on our job site and the worst in the schools where we work and where our children are going to study, I would like support this process with information, I think that is necessary so that they include us and do not continue to humiliate us and mock us for having an accent, and enslaving us in our jobs
que se fijen en que hay gente de mi edad	to notice that there are people my age (seniors)
No participamos en las actividades de la escuela por la barrera del idioma.	We do not participate in school activities because of the language barrier.
More actividades con los padres	More activities with parents
Necesitamos más información de la ciudad en lo que se refiere a lo que van a hacer con la información de esta encuesta...	We need more information from the city about what they plan to do with the information in this survey...
La ciudad tiene un gran potencial en la comunidad Latino de Kirkland. Hay que iniciar diálogos y explorar oportunidades para apoyarnos mutuamente.	The city has great potential in the Latino community of Kirkland. Dialogue must be started, and opportunities explored to support each other.
Mas comunicaciones es diferentes idiomas en el web de la ciudad y los servicios/programas sociales que se ofrecen en Kirkland	More communications in different languages on the city's website and the social services/programs offered in Kirkland
La confianza es difícil de obtener, ojalá y la ciudad entiendo esto. Las preguntas y respuestas que estamos proveyendo en esta encuesta son muy importantes para el bienestar de nuestra comunidad Latina en Kirkland.	Trust is hard to get, hopefully the city understands this. The questions and answers we are providing in this survey are very important for the well-being of our Latino community in Kirkland.

Sección VI

Sobre su Salud y Seguridad:

Section VI - About Your Health and Safety:

1. ¿Qué <u>servicios o programas de salud</u> utiliza para usted y su familia?	1. What <u>health services or programs</u> do you use for yourself and your family?
tenemos un parque cerca	We have a park nearby
Los servicios públicos (agua, luz, drenaje, etc.) y la seguridad	Public services (water, electricity, drainage, etc.) and security
No hay mucha discriminación	There isn't too much discrimination
Las escuelas multiculturales Los servicios de asistencia	Multicultural schools Support / aid services
Que la comunidad es muy amigable, responsable y abierta a nuevas culturas	That the community is very friendly, responsible and open to new cultures
Que tenemos muchas opciones de trabajo, gracias a que hablamos 2 idiomas, nos toman en cuenta para trabajos por el idioma español, es como un extra!	That we have many job options, thanks to the fact that we speak 2 languages, they take us into consideration for jobs in the Spanish language, it's like an extra!
Es una comunidad que se preocupa y se une para servir, no necesariamente solo la comunidad Latino	It is a community that cares and comes together to serve, not necessarily just the Latino community
Creo que no hay racismo y si inclusión.	I don't think there is any racism and yes inclusion
Se acepta la diversidad	Diversity is accepted
No lo se	I don't know
Comunicación e inclusión	Communication and inclusion
Que se den más información de los programas Latinos que hay en Kirkland	More information on the Latino programs in Kirkland
Los colegios, las amistades que viven cerca, y viviendo en un lugar seguro y educado	Schools, friends who live nearby, and living in a safe and polite/ educated place
Todo en infraestructura es muy cuidada	Everything in infrastructure is very cared for
No lose	I don't know
Por lo pronto saber el idioma inglés. Las escuelas también ayudan.	For now, learn the English language. Schools help too.

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Suficientes espacios de esparcimiento	Enough recreation spaces
Todo es muy tranquilo y uno puede estar seguro	Everything is very calm, and one can be safe/secure
El nivel de vida es bueno, hay mucho trabajo y oportunidades	The standard of living is good, there is a lot of work and opportunities
Los trabajos	Jobs
Hay buenos recursos sociales: librerías, transportación, clínicas, etc....	There are good social resources: libraries, transportation, clinics, etc. .
comunicación	Communication
hay más traducciones	There are more translations
Que si hay trabajos	That there are Jobs
Para mi q trabajo en Kirkland creo q todo está bien.	For me, that I work in Kirkland I think everything is fine.
No se	I don't know
banco de comida servicios comunitario	Food Banks, community services
banco de comida servicios comunitario	Food Banks, community services
banco de comida servicios comunitario	Food Banks, community services
más respeto y amabilidad	More respect and kindness
más respeto y amabilidad	More respect and kindness
Ayuntamiento	City hall
Hace tiempo vi que en la biblioteca daban clases de música en español a los niños y me pareció muy bueno.	A while ago I saw that the library gave music classes in Spanish to children and I thought it was very good.
Ciudad tranquila	Calm city
Que existan esta clase de organizaciones para ayudarnos a nuestras necesidades.	That there be these kinds of organizations to help us meet our needs.
Me la paso trabajando no se	I just work so I don't know
La ciudad es segura, el transporte es accesible, la comunidad es progresiva, no hemos presenciado intolerancia por parte de la sociedad.	The city is safe, transportation is accessible, the community is progressive, we have not witnessed intolerance on the part of society.
La ciudad da la bienvenida a todos los inmigrantes y personas de color / ascendencia que no sean blancos. Nos sentimos seguros y pertenecientes aquí.	City is welcoming to all immigrants and people of color / ancestry other than white. We feel safe and belonging here.
Tranquilidad.	Calmness/ tranquility

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En lo particular a nosotros nos beneficia la cercanía a las tiendas de comestibles y a los parques, pero eso no es exclusivo de los Latinos, sino de quienes vivimos en esta área.	In particular, the proximity to grocery stores and parks benefits us, but that is not exclusive to Latinos, but to those of us who live in this area.
No tengo suficiente información para opinar	I don't have enough information to provide an opinion
he escuchado comentarios de Latinos que han salido de la ciudad a causa de la discriminación	I have heard comments from Latinos who have left the city because of discrimination
No estoy segura	I am not sure
Que cada vez hay más inclusión de nuestra comunidad en los programas y eventos de la ciudad, piensan más en nuestra participación	That there is more and more inclusion of our community in city programs and events, they think more about our participation
El nivel de educación es bueno. servicio de policía bueno	The level of education is good. Good police service
No conozco mucho de esto...	I don't know much about this
Para mi Kirkland está tratando de funcionar bien y nos quieren ayudar.	For me Kirkland is trying to function/ do well, and they want to help us.
Si hay fuentes de trabajo,	(If) there are sources of work
Más negocios trabajo	More businesses, jobs
Mucho trabajo	Lots of work/jobs
Para mi funciona bien la parte de la seguridad, los servicios públicos como la basura, las limpieza de las calles etc.	For me what works well is the security/ safety part, public services such as garbage, street cleaning, etc.
No estoy seguras cosas están cambiando por el COVID.	I'm not sure, things are changing because of COVID.
El apoyo unos entre otros.	Support amongst each other.
Oportunidad de empleo	Job opportunity
Mantener rentas accesibles	Keep rents accessible
Seguridad	Security/safety
trabajos	Jobs
Aceptan nuestro idioma y cultura. No he encontrado personas racistas.	They accept our language and culture. I have not encountered racist people.
ayuda	Help
No hay muchos servicios para la comunidad Latina.	There are not many services for the Latino community.

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Que en estos tiempos de escasez la comunidad ayuda al que más lo necesitan.	That in these times of scarcity the community helps those who need it most.
No sabría decirle.	I wouldn't know
Uno puedes estar en comunidad de Kirkland sin miedo y con protección	One can be in the Kirkland community without fear and with protection
Si	Yes
ser unidos como familia.	To be united as a family
¡El programa de Buy Nothing es de mucha ayuda!	The Buy Nothing program is very helpful!
los bancos de comida	Food Banks
las personas son amables	People are nice
No se	I don't know
Trabajo, servicios.	Jobs, services
había trabajos antes de COVID	There were jobs prior to COVID
trabajos antes de pandemia	Jobs before the pandemic
las escuelas	Schools
El transporte	Transportation
Kirkland es muy buena área aunque es caro	Kirkland is a good area, just too expensive
Mi trabajo requiere ir a muchas partes pero una de las cosas es q se facilita andar en Kirkland	My job requires that I go to many places but one of the things is that it is easier to walk (go/be?) in Kirkland
Estamos en un lugar céntrico para los trabajos	We are in a central location for work
Nada, por ahora tenemos que ir a otras ciudades a recibir todo tipo de servicios	Nothing, for now we have to go to other cities to receive all kinds of services
La educación y fondos de viviendas	Education and housing funds
Las escuelas, las clínicas públicas	Schools, public clinics
Las escuelas, esta encuesta	Schools, this survey
Que en la ciudad se promueve la igualdad y equidad de sus ciudadanos. Es una ciudad inclusiva.	That the city promotes equality and equity for its citizens. It is an inclusive city.
La ayudan comunitaria	Community assistance
No se	I don't know

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Aceptación como comunidad	Acceptance as a community
Que si hay oportunidades de trabajo	That there are job opportunities
Yo no se	I don't know
El transporte	Transportation
Mucho trabajo y la mayoría de las tiendas están cerca de donde viven	Lots of work and most stores are close to where they live
Esto funciona solo para las familias que hablan inglés, no hay mucho funcionando en español	This works only for English speaking families, there is not much working in Spanish
No mucho	Not much
Ma	¿?
Servicios de transportes y de salud	Transportation and health services
Las áreas recreativas	Recreational areas
En estos momentos nada	Right now nothing
hay recursos	There are resources
creo que hay muchas oportunidades	I think there are many opportunities
El transporte publico	Public transportation
No tengo información	I don't have any information
por ahora no mucho, solo el hecho que nos están preguntando por medio de esta encuesta.	Not much for now, just the fact that they are asking us through this survey.
Trabajo	Work
Qué somos personas responsable y respetuosas con las de más personas	That we (people) are responsible and respectful with others
La comunicación con otras personas del área de Kirkland	Communication with other people in the Kirkland area
No lo se	I don't know
Hay otras familias Latinas en Kirkland	There are other Latino families in Kirkland
algunos seguimos trabajando	Some of us are still working
Información bilingüe en las escuelas y en hospitales	Bilingual information in schools and hospitals
Las escuelas, los empleos y la seguridad.	Schools, jobs and safety
Los programas de apoyo familiar.	Family support programs
no sabemos nada de todo eso	We don't know anything about all that

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Creo que este tipo de encuestas son inicio	I think these types of surveys are a start
que haya muchos autobuses y lugares cerca la gente tiene acceso al transporte publico	There are many buses and places nearby; people have access to public transportation
Este proyecto que están haciendo, encuestando a las personas es bueno de esta manera se darán cuenta lo que la comunidad necesita.	This project that is being done; surveying people is a good way to realize what the community needs are.
El trabajo en restaurantes es muy bueno y los nuevos establecimientos como el mall en Totem Lake genera más trabajo.	The restaurant work is very good and new establishments like the mall in Totem Lake generate more work.
Me gusta la amabilidad de las personas no ay mucho racismo	I like people's kindness, there isn't much racism
No se	I don't know
Las escuelas y la variedad y oportunidades de trabajo	Schools and variety and job opportunities
Que la gente americana no es racista en algunas áreas de Kirkland	American people are not racist in some parts of Kirkland
Las seguridad	Safety/ security
Ayudan con la renta ...es más baratas	They help with rent, it is cheaper
Facebook noticias nuevas sobre la comunidad y eventos	Facebook; new news about the community and events
Uno vive más tranquilo en cuanto a crimen se refiere.	In terms of crime, one lives more peacefully
Los empleos	Jobs
No puedo opinar	I can't comment
Cada vez hay más empleos bilingües	There are more and more bilingual jobs
Muy bien	Very well
El fácil acceso de llegar a Kirkland tiene buenos salario en algunos casos	Easy access getting to Kirkland and it has good pay in some cases
El trabajo	Work
La seguridad	Safety/security
La mayoría sino es que todas viven en mejores condiciones que en sus países donde son originarios, la calidad de vida y la economía son mejores, pero eso es a nivel nacional.	Most if not all of them live in better conditions than in their countries of origin, the quality of life and the economy are better, but that is at the national level.
Q es muy pasivo	It's very passive
el hospital	The hospital
Las escuelas	Schools
Buenas escuelas	Good schools

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Ser amigables	Be friendly
El transporte público	Public transportation
Se siente como una comunidad pequeña e íntima	It feels like a small and intimate community
No se	I don't know
Buen trato.	Good treatment (Treated well)
No sé... vivo acá en Kirkland hace 18 años y mi esposo y yo hemos trabajado aquí también y nunca hemos tenido apoyo cuando hemos necesitado... gracias a Dios ha sido sólo un par de veces, en esas dos ocasiones son nuestros vecinos y amigos los que nos han apoyado.	I don't know ... I have lived here in Kirkland for 18 years and my husband and I have worked here too, and we have never had support when we have needed it ... thank God it has been only a couple of times, on those two occasions it has been our neighbors and friends who have supported us
Es cada vez hay más comunidad e incluso en parques puedes conocer y compartir con más Latinos	There is more and more community and even in parks you can meet and partake with more Latinos
pues yo creo que el doctor porque te atienden bien	Well, I think the doctor because they treat you well
Las escuelas que apoyan con el aprendizaje de ingles a los niños que no lo hablan bien	Schools that support children who don't speak English well with their learning English
Buenos trabajos	Good Jobs
El transporte	Transportation
Hay varios trabajos	There are various jobs
varios trabajos	Various jobs
En realidad no sé	I actually don't know
Dicen que las escuelas son buenas pero necesitan tener mejor comunicación son las familias de color para que los padres puedan apoyar mejor a los hijos	They say schools are good, but they need to have better communication with families of color so that parents can better support their children
No mucho, no hay servicios en español	There isn't much, there are no services in Spanish
La seguridad	Safety/ security
las oportunidades de trabajo	Job opportunities
Pues las escuelas están muy bien	Well schools are very good
como no ay nada	There is nothing
Pues creo que el vivir en una ciudad muy tranquila aunque es cara eso es muy importante	Well, I think that living in a very calm city, although it is expensive, is very important.

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Los negocios Mexicanos/Latinos	Mexican/ Latino businesses
Los negocios mexicanos, como los restaurantes, tiendas... La ciudad debería de apoyarlos más, porque también estos negocios nos dan empleo a nosotros.	Mexican businesses, such as restaurants, shops ... The city should support them more because these businesses also employ us.
Buenos trabajos (antes de COVID)	Good jobs (pre-COVID)
Pues que vivimos muy tranquilo para vivir entonces por eso nos quedamos a vivir aquí	Well, we live very peacefully (to live) so that's why we stayed to live here
La seguridad	Safety/ security
Siento que todo funciona bien para familias Latinas en Kirkland.	I feel like everything works well for Latino families in Kirkland.

2. ¿Cuáles han sido sus <u>experiencias</u> con estos servicios y programas en Kirkland y/o el Eastside?	2. What have been your experiences with these services and programs at Kirkland and / or the Eastside?
mayor información	Greater information
Mas opciones de tiendas realmente mexicanas/Latinos (por ejemplo una tortillería), apoyando a los pequeños empresarios. Que las escuelas contaran con personal bilingüe.	More options of truly Mexican/Latino stores (for example a tortilla shop), supporting small entrepreneurs. That schools have bilingual staff.
Mayor difusión de nuestros derechos, integración	Greater dissemination of our rights, integration
Mostrar presencia a través de programas de cultura y educación	Show presence through culture and education programs
Programas para familias Latinas o centros comunitarios	Programs for Latino families or community centers
Proyectos, conciertos, eventos familiares, eventos para niños, etc.	Projects, concerts, family events, events for children, etc.
promoción y mercadeo así la comunidad sabe que tenemos presencia en Kirkland y podemos usar nuestra voz en servicio de nuestra comunidad	Promotion and marketing so the community knows we have a presence in Kirkland and can use our voice in service of our community
Las rentas son caras, el precio de la comida saludable es muy alto.	Rents are expensive, the price of healthy food is very high.
Actividades para conectar	Activities to connect (network)
Cursos a distancia	Remote learning classes
que den más información de programas	That more information about programs be given
Programas de apoyo a aprender inglés para los Latinos que no dominan el idioma	English learning support programs for Latinos who are not proficient in the language

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Poner más información	Put (out) more information
Mas apoyo a negocios de Latinos	More support for Latino businesses
Promover a través del Facebook los programas que existen	Promote existing programs through Facebook
Mas esfuerzos para crear comunidad y conectar Latinos. Proveedores que hablen español.	More efforts to create community and connect Latinos. Spanish-speaking providers.
El sentido de comunidad	A sense of community
alcance comunitario, ayuda con impuestos federales, traducción en asuntos legales.	Community outreach, federal tax assistance, legal translation
mas information	More information
Trabajos donde la gente Latina pueda Preescolares y Escuelas bilingües Mas diversidad Latina de restaurantes	Jobs where Latino people can (response not complete) Bilingual preschools and schools Restaurants with more Latino diversity
más gente bilingüe!	More bilingual people
Eventos sociales en los que nos puedan ayudar (ferias comunitarias)	Social events where they can help us (community fairs)
Creo q personas q en verdad se preocupen en nosotros.	I think that people who really worry/ are concerned about us
De todo si no hay nada	(All kinds of) everything because there is nothing
Disminuir el pago de renta de apartamentos	Lower apartment rent payment
estar más informados sobre los progresos para terminar con esta pandemia	Be more informed about/ regarding progress (advancements) to end this pandemic
estar más informados sobre los progresos para terminar con esta pandemia	Be more informed about/ regarding progress (advancements) to end this pandemic
estar más informados sobre los progresos para terminar con esta pandemia	Be more informed about/ regarding progress (advancements) to end this pandemic
más apoyo económico	More economic support
más apoyo económico	More economic support
Programas comunitarios en español	Community programs in Spanish
Más información sobre cómo obtener diferentes servicios, entre ellos, el aprender o mejorar el inglés. El cómo buscar trabajo o escuelas donde tomar clases.	More information about how to obtain different services, among them learning or improving English. How to look for work or schools to take classes.

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Centros de Salud. Centros de ayuda emocional. Centros de educación para adultos indocumentados.	Health centers Emotional support centers Education centers for undocumented adults
Cuidado de niños barato	Inexpensive childcare
No se	I don't know
N/A	N/A
Un centro comunitario Algo q atrae a más Latinos	A community center Something that attracts more Latinos
He visto muchos comentarios en grupos de Facebook del área de Seattle sobre los seguros médicos, considero que es un punto importante de ayuda, aunque no se si esto sea posible.	I have seen a lot of comments on Facebook about the Seattle area regarding health insurance, I think it is an important issue for help, although I do not know if this is possible.
Posiblemente mayor de difusión de los programas existentes. que los negocios sean más incluyentes	Possibly more dissemination of existing programs. That businesses be more inclusive
Proveer a las familias con máscaras y guantes y artículos esenciales para ayudar a prevenir el COVID servicio de internet	Provide families with masks and gloves and essential items to help prevent COVID; internet service
Un lugar donde puedan concentrarse para hacer actividades y aprender niños y adultos en nuestro idioma y cómo un centro recreativo para toda la familia.	A place where children and adults can focus on activities and learn in our language and like a recreational center for the whole family.
Crear programa de interés para adolescentes donde ellos puedan también ser voluntarios.	Create a program of interest for teenagers where they can be volunteers.
No hay lugares para Latinos en Kirkland.	There are no places for Latinos in Kirkland.
Mas ayuda con lo de COVID-19...Pruebas y servicios de apoyo... esto está afectando mucho a las familias!	More help with COVID-19 ... Testing and support services ... this is affecting families a lot!
información, ayudas para familias que no trabajan en estos momentos	Information, help for families who are not working at this moment
Apoyo familiar	Family support
Mas programas y oportunidades de ayuda financiera tipo becas para que las familias puedan participar.	More scholarship-type financial aid programs and opportunities for families to take part in.
Pues hace falta primero generar confianza entre la Ciudad y la comunidad.	Well, it is first necessary to generate trust between the City and the community.

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información en español por parte del departamento de policía de Kirkland. que se logre un mejor acercamiento y confianza en la policía de Kirkland.	Information in Spanish from the Kirkland Police Department. That a better rapport and trust be achieved with Kirkland police.
Servicios para Latinos en Kirkland	Services for Latinos in Kirkland
Hacer más labor comunitario con comunidad Latina.	Do more community work with the Latino community.
Más servicios en español	More services in Spanish
Fomentar más el contacto de las familias a las escuelas locales y promocionar los programas que hay. Orientar sobre el sistema educativo,	Encourage more family contact with local schools and promote existing programs. Provide guidance on the education system
no lo se	I don't know
Más eventos culturales y económicos. Necesitamos más conexión y ayuda mutua	More cultural and economic events. We need more connection and mutual help
Clases de inglés gratis y guardería en sitio para los papas que atienden a las clases	Free English classes and on-site childcare for the parents who attend the classes
After school programs	After school programs
mas tiendas Latinas	More Latino stores
Organizaciones que ofrecen más servicios en español.	Organizations that offer more services in Spanish.
Más información de los lugares donde hay ayuda en estos tiempos de necesidad.	More information on where there is help in these times of need.
tal vez que tengamos más información sobre los recursos aquí en la ciudad.	Maybe that we have more information on the resources here in town.
Más ayudas de comida oh ayudas de asistencia de hogar	More food help or help with household assistance
Programas de apoyo	Support programs
más servicios y programas para y por Latinos.	More services and programs for and by Latinos
Mas grupos de apoyo para mujeres y madres Latinas	More support groups for women and Latina mothers
Ayuda con el pago de los servicios eléctricos, de agua, etc., en este momento de COVID	Help with the payment of (utility) electric services, water, etc., during this time of COVID
alimentación gratuita, ayuda económica con la compra de ropa, ayuda económica para la energía.	Free food, financial aid with the purchase of clothes, economic aid for energy.
sé que hay ayudada de parte de la ciudad, pero no sé si hay ayudas para los Latinos en Kirkland.	I know there is help from the city, but I don't know if there is aid for Latinos in Kirkland.

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Más propaganda para saber de recurso	More propaganda to know about resources
Centro de orientación para ayuda, una oficina para asistencia	Guidance center for help, an office for assistance
Proporcionar más apoyos y tener personas que hablen nuestra idioma u sea de nuestra cultura	Provide more support and have people who speak our language or are of our culture
más programas específicos para los Latinos	More programs specific for Latinos
programas gratis de educación temprana para los niños	Free early education programs for children
Idioma español	Spanish language
Las rentas más bajas	Lower rents
Mas trabajos para Latinos, más oportunidades.	More jobs for Latinos, more opportunities.
Programas de ayuda o información	Help or information programs
Crear nuevos programas, proyectos y servicios sociales en español para los Latinos.	Create new programs, projects and social services in Spanish for Latinos.
Grupos de apoyo bilingües y agencias de ayuda para conseguir más empleos para inmigrantes	Bilingual support groups and agencies to help get more jobs for immigrants
Apoyar los pequeños negocios y las organizaciones de apoyo de la ciudad y escuelas	Support small businesses and city and school support organizations
más apoyos y recursos en español en Kirkland	More support and resources in Kirkland
Ayudan económica en tiempo de crisis	Economic help in times of crisis
Pues en be estás fechas muchas cosas juguetes para los niños	Well, on/during these dates many things, toys for children
Ropa	Clothing
Chamarras para el frío	Jackets for the cold weather
Integración como comunidad	Community integration
Conocer más sobre la comunidad Latina para saber cuál es el apoyo que podemos recibir	Learn more about the Latino community to find out what support we can receive
Mas information	More information
Más información y comunicación porque a veces no nos enteramos de muchas cosas	More information and communication because sometimes we do not find out about many things
Cursos de capacitación para tener mejores oportunidades de empleo.	Training courses to have better employment opportunities.
Tiendas Latinas y negocios Latinos	Latino stores and Latino businesses
Mas servicios en español o bilingües	More service in Spanish or bilingual
ayudas y programas para Latinos	Help and programs for Latinos

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Más recursos	More resources
Más programas para participar mas	More programs to participate more
Ayudas	Assistance
Personal bilingües	Bilingual staff
incluir el idioma y a las familias Latinas	Include language and Latino families
crear comunidad	Create community
Seguro medico	Health insurance
Programas sociales y culturales	Social and cultural programs
servicios en español	Services in Spanish
No se que mas	I don't know what more
Que apoyen más como en momentos de desastres	That they provide more support like in times of disaster
Información en español sobre todo tipo de servicio de ayuda en Kirkland	Information in Spanish on all types of assistance in Kirkland
Que más hispanos Latino sepamos de ayuda para Latinos	Let more Latinos/Hispanics (us) know about help for Latinos
más comunicación y alcance a las familias por parte de la ciudad	More City communication and outreach to families
cada familia es diferente hay que preguntarles	Each family is different, have to ask them
Más servicios en español	More services in Spanish
Lugares de orientación en español que brinden recursos a todo tipo de necesidades	Guiding sites in Spanish that provide resources for all types of needs
Unificar mayor esfuerzo en determinar cuáles son las necesidades de la comunidad y mayor voluntariado en las áreas que se requiera ayuda.	Unify a greater effort in determining what the needs of the community are and greater volunteerism in the areas where help is needed
muchas cosas se necesitan si	Yes, many things are needed
Dinero y recursos	Money and resources
Mas información en Español	More information in Spanish
Más fuentes de trabajo	More employment sources
Vivienda de bajos recursos .	Low-income housing
orientación	Orientation/ guidance
bajar los costos de rentas y servicios	Lower the cost of rents and services

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Tener una organización que nos conecte.	Have an organization that connects us.
Tiendas de comida Latina	Latino food stores
Programas médicos de bajos recursos	Low-income medical programs
Oportunidad de empleo.	Work opportunity
Nada	Nothing
None	None
Solo mas actividades y donde involucren a los jóvenes	More activities and where young people can be involved
programas que ayuden al crecimiento emocional de los papas .	Programs that help the emotional growth of parents.
Alguna forma de conseguir seguro medico	Some way to get health insurance
Estoy desinformada sobre esto	I am uninformed about this
Es todo	It's it/all
Mas apoyo del gobierno.	More support from govt
Los doctores y dentistas	Doctors and dentists
Hacerse conocer.	Make themselves known
Comunicación	Communication
Tener más facilidades para desarrollar nuevas habilidades y talentos y así puedan tener mejores oportunidades laborales. Diseñar programas académicos en español para las personas que no dominan el inglés, para que esto no sea una barrera para seguirse preparando. Actividades recreativas y deportes en español, no participan en las actividades de los Centros Comunitarios ya que todo es en inglés.	Have more ease to develop new skills and talents so they can have better job opportunities. Design academic programs in Spanish for people who are not fluent in English, so that this is not a barrier to continue training(/learning). Recreational activities and sports in Spanish, they do not participate in community center activities since everything is in English.
Escuelas hospitales clínicas de habla hispana	Spanish-speaking clinics, hospitals, schools
quiero que haya más lugares y organizaciones que den servicios en español	I want there to be more places and organizations that provide services in Spanish
Centros comunitarios en español	Community Centers in Spanish
Consejeros, ayudas legales	Counselors, legal aid
Beneficios de aseguranza, servicios de salud, ayuda por parte del gobierno. Que fueran parejos al dar la ayuda y con los salarios	Insurance benefits, health services, help from the government. That they were even (equal) when giving aid and with salaries
Más ayudas médicas	More medical assistance

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Servicios bilingües, letreros bilingües y festivales Latinoamericanos	Bilingual services, bilingual signs and Latino American festivals
información	Information
Una escuela de ESL para inmigrantes	An ESL school for immigrants
Mas información	More information
Servicios en español, información de estudios ya sea inglés u otra cosa en español, apoyo cuando se trate de un percance en el trabajo o en el estudio como por ejemplo discriminación. Qué debemos hacer en cualquier caso de estos. Apoyo y ayuda sin discriminar a nadie.	Services in Spanish, information on studies (research?) or other things either in English or Spanish, support in the case of a mishap at work or academics such as discrimination. What should we do in any of these cases? Support and help without discriminating against anyone.
Publicidad en español de los servicios y centros comunitarios	Advertising in Spanish of services and community centers
más cosas para los que hablamos español	More things for those of us who speak Spanish
Mas información sobre los programas de las escuelas en español	More information about school programs in Spanish
Trabajos justos	Fair jobs
Becas para los hispanos	Scholarships for Hispanics
Educación para adultos para aprender el inglés, bajar los costos de vivienda	Adult education to learn English, lower housing costs
Cuidados de niños de bajos recursos	Low-income childcare
Cuidado de niño de bajos recursos	Low-income childcare
En realidad no sé	I actually don't know
información en Español sobre servicios locales	Information in Spanish about local services
Un centro Latino-nos hace mucha falta	A Latino center - we really need it
centros de información y recursos para los Latinos-No hay!	Information and resource centers for Latinos-There aren't any!
Servicios Sociales	Social services
Es que creo q casi no hay servicios ni ayudas para Latinos	I think there are almost no services or help for Latinos
Centros comunitarios que nos puedan ayudar con renta y pagos de servicio	Community centers that can help us with rent and service payments
más apoyo para nuestra comunidad	More support for our community
Que se sientan más incluidos con la ciudad	That they feel more included with(/in) the city
Boys & Girls Clubs	Boys & Girls Clubs
más programas de preparación para las personas que quieran ayudar en la comunidad	More programs to prepare people who want to help out in the community

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involucrar a la comunidad en los procesos	Involve the community in processes
Eventos sociales donde pueda compartir la comunidad Latina	Social events where the Latino community can share (partake)
Eventos que nos unan y nos ayuden a crear más comunidad Latina en Kirkland... No tenemos representantes en la ciudad	Events that unite us and help us create more Latino community in Kirkland ... We do not have representatives in the city
Tal vez gente que hable español en el ayuntamiento.	Maybe people who speak Spanish in city hall.

3. ¿Cómo, y en dónde encuentra información y recursos de SALUD en la Ciudad de Kirkland?	3. How and where do you find health information and resources in the City of Kirkland?
En non-profits en Seattle	At Seattle nonprofits
No tengo idea	I have no idea
Internet o Casa Latina en Seattle, grupos de ayuda en Facebook	Internet or Casa Latina in Seattle, assistance groups on Facebook
Busco organizaciones no lucrativas en Internet y acudo a Facebook	I look for non-profit organizations on the Internet and go to Facebook
Nunca lo he buscado	I haven't looked for it
Por Internet o por grupos de amigos de mexicanos en Seattle, Facebook.	On the Internet or through groups of Mexican friends in Seattle, Facebook.
Asumo que en line o con amistades, sé que hay muchos recursos en Seattle. No he oído que haya la misma disponibilidad en el lado Este	I assume online or with friends, I know there are many resources in Seattle. I have not heard that there is the same availability on the Eastside
N/A	N/A
Noa hay en Kirkland	There isn't any in Kirkland
No sé, no hay servicios Latinos en Kirkland	I don't know, there aren't any Latino services in Kirkland
Desconozco	I don't know
Online	Online
no tengo conocimiento	I have no knowledge
En línea supongo	Online I suppose

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Poner una área para coleccionar comida	Establish an area to collect food
A través de mi iglesia	Through my church
En Hopelink	At Hopelink
N/A	N/A
No tengo experiencia encontrando servicios en Kirkland.	I don't have experience finding services in Kirkland
No estoy seguro	I am not sure
por un amigo o programas	Through friend or programs
Mucho porque hay familias que necesitan hasta para pagar la renta	A lot because there are families who don't have (money) to even pay the rent
Normalmente en la internet	Normally on the internet
En la biblioteca	At the library
Preguntado a amigos	Asking friends
Por Familiares q saben y comparten donde y como dan ayudas por medio de fundaciones	Through relatives who know and share where and how aid is given through foundations/organizations
Por Familiares q saben y comparten donde y como dan ayudas por medio de fundaciones	Through relatives who know and share where and how aid is given through foundations/organizations
Por Familiares q saben y comparten donde y como dan ayudas por medio de fundaciones	Through relatives who know and share where and how aid is given through foundations/organizations
por medio de programas	Through programs
por medio de programas	Through programs
Internet	Internet
Por medio de Facebook, internet o preguntando a amigos o familiares.	Through Facebook, the internet or asking friends or family
No he tenido ayuda para indocumentados- no sé.	I haven't had assistance for undocumented people – I don't know
No he estado en esa situación	I haven't been in this situation
N/A	N/A

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Google La voz Fb	Google La Voz Facebook
No ha sido necesario, pues no nos encontramos en esta situación.	It has not been necessary, as we are not in this situation.
en Google	On Google
Preguntando a amigos o familiares	Asking friends or family
Redes sociales	Social media
No hemos recibido mucha información sobre esto...	We haven't received much information about this
La Ciudad de Seattle está ayudando mucho a los emigrantes.	The City of Seattle is helping emigrants a lot
Sé que hay bancos de comida	I know there are food banks
Por internet	On the internet
Hopelink	Hopelink
Los servicios y ayudas los puedes buscar en internet pero si no están en español y es una barrera, también hace falta que haya personas Latinas ayudando con esos servicios para generar confianza con la gente. La mayoría de las personas que están en esas situación tienen miedo de decir siquiera que son indocumentados. así que hace falta gente que ya sea por teléfono o en persona puedan establecer/generar confianza para que las personas se animen a pedir a ayuda.	You can search for services and help on the internet but if they are not in Spanish (and) it is a barrier, there is also a need for Latino people helping with those services in order to build trust with people. Most of the people in these situations are afraid to even say that they are undocumented so it takes people who either by phone or in person can establish/ build trust so that people are encouraged to ask for help.
Centros comunitarios, Iglesias.	Community centers, churches
Google, FFN o promotores.	Google, FFN or promotores.
Me gustaría recibir	I like to receive
Apoyo en iglesias, personas.	Support in churches, people
Generalmente por recomendación de algún amigo o familiar. En algunas ocasiones en folletos	Generally, on the recommendation of a friend or relative. Sometimes in brochures
Buscando en internet	Searching the internet

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En la escuela Elementary	In elementary school
masa o menos con Hopelink	More or less with Hopelink
No tengo idea	I have no idea
Por medio de amigas	Through (girl)friends
No hay! La gente tiene temor y mejor acude a individuales americanos!	There isn't any! People are afraid and they rather go to individual Americans!
no tenemos ayuda	We don't have help
Por medio de internet o le pregunto a los vecinos que tienen más tiempo viviendo aquí.	Through the internet or I ask the neighbors who have lived here longer.
Banco de comida en la escuela el WIC	Food bank, at school, WIC
No sabría.	I wouldn't know
Hablando con familia se sabe de ayudas y por iglesias	Talking to families who know about assistance and through churches
No sé en Kirkland.	I don't know in Kirkland
Por familiares	Through relatives
Pregunto a mis amigos	I ask my friends
Le pregunto a la gente que conozco. En Kirkland no hay programas en español que tengan info en nuestro idioma... tengo que ir a Seattle.	I ask the people I know. In Kirkland there are no programs in Spanish that have info in our language ... I have to go to Seattle.
no	No
yendo a otras ciudades, y por medio de otros programas que no son de Kirkland.	Going to other cities and through other programs that are not Kirkland's
Folletos en los centros médico	Pamphlets at medical centers
En hope link	At Hopelink
Preguntado o hope link	Asking or Hopelink
pregunto... no hay nada en Kirkland.	I ask... there is nothing in Kirkland
75% muy buen servicio	75% very good service

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En organizaciones de apoyo y en la. City Kirkland	In support organizations and in the City of Kirkland
Me voy a buscarlos a otros lugares-en Kirkland no hay.	I seek them in other places – Kirkland doesn't have any
En centros comunitaria	At community centers
Iglesias Lugares q ayudan	Churches Places that help
Todo se encuentra en Seattle !! La biblioteca tiene ayuda pero no es suficiente .	Everything is found in Seattle!! The library has help but it is not enough
Sé necesita mucho para saber a dónde acudir cuando se necesita de algo legal	Much is needed to know where to turn to when something legal is needed
Yo no se	I don't know
Por las noticias	Through the news
Las clínicas medicas dan información	Medical clinics provide information
voy a otras ciudades a buscarlos	I go to other cities to look for them
le pregunto a otras personas	I ask other people
En Iglesias	At churches
A través de las noticias y familiares	Through the news and family
Soy Leader de La Leche League y en Kirkland tenemos un grupo de ayuda a las nuevas familias con la lactancia y es gratuito. Todo el mundo es bienvenido.	I am the Leader of La Leche League and in Kirkland we have a group to help new families with breastfeeding and it is free. Everyone is welcome.
Por los amigos comentarios	Through friends, comments
Con amigos	With my friends
Preguntando a la gente o por medio de las redes sociales	I ask people or through social media
pregunto a mi familia	I ask my family
Google	Google
Seguro médico y más ayuda económico	Health insurance and more economic help

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No se	I don't know
ELAP	ELAP
Mis amigos me dicen.	My friends tell me
Pues no se encuentra ayuda (en Kirkland) debe tener uno mismo dinero o si tiene amigos ellos ayudan con préstamo de dinero, así es cómo sale una familia de los gastos	Well there is no help (in Kirkland) you must have money yourself or if you have friends, they help with money loan, that is how a family comes out ahead of expenses
En el consulado	At the consulate
No lo se	I don't know
voy a Seattle	I go to Seattle
voy con un abogado que conozco	I go to an attorney I know
A través de la Iglesia	Through church
Preguntando con personas que conocen un poco más sobre lo necesario	Asking people who know a little more about what is necessary/needed
Buscando información a través de personas relacionadas con el medio y con mayor experiencia y relaciones a nivel social y comunitario.	Looking for information through people related to that setting (or circle) and with greater experience and relationships at a social and community level.
aquí no tenemos ni idea en donde se busca	Here we have no idea where to look
lo buscaría en las paginas o redes sociales de la ciudad	I would look for it on the City's webpages or social media
Internet	Internet
No tengo información de eso	I don't have any information on that
No se	I don't know
No lo se	I don't know
Preguntando a las amistades	Asking friends
Le tengo que pedir ayuda a mis hijos	I have to ask my children for help
Preguntando. A amigos	Asking friends

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No he buscado	I haven't looked
busco a alguna trabajadora social.	I look for a social worker
Preguntando al WIC	Asking at WIC
Por medio del internet	Through the internet
Por medio de las noticias	Through the news
No hemos recibido ayuda	We haven't received help
Buscando en el banco de comida.	Looking at the food bank
Con la comunidad	With the community
preguntando a amigos .	Asking friends
Preguntando a amigos	Asking friends
En internet pero por otras ciudades ya q Kirkland no lo ahí	On the internet but for other cities since Kirkland doesn't have
No lo he necesitado	I haven't needed it
Consultando con amigos	Consulting with friends
Hace falta asistencia de ayuda	Help assistance is needed
No tengo idea	I have no idea
En el internet	On the internet
En la comunidad	In the community
En la Librería orientaciones	In the Library orientations
Ayuda no se nunca he pedido. No sé.	Help, I don't know, I have never asked. I don't know.
Creo que es más fácil , muchas veces, encontrar ayuda para las personas indocumentadas que para nosotros los que tenemos un estatus. Por ejemplo mi esposo y yo estuvimos sin aseguranza médica por más de 10 años y lo más grave, mis hijas por tres años... nunca encontré nada para nosotros y sabía de personas indocumentadas que tenían aseguranza... nunca entendí.	I think it is easier, many times, to find help for undocumented people than for us who have a status. For example, my husband and I were without health insurance for more than 10 years and worst, my daughters for three years ... I never found anything for us, and I knew of undocumented people who had insurance ... I never understood.

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yo no he sabido de eso	I haven't known about that
Hopelink	Hopelink
Yendo al Centro de la Raza	By going to Centro de la Raza
Preguntando a las personas cercanas	Asking people I am close to
WIC	WIC
WIC	WIC
En realidad no sé	I don't know actually
Hemos tenido muchas necesidades, pero tengo que ir hasta Bellevue a buscar ayuda	We have had many needs, but I have to go to Bellevue for help
No hay servicios	There no services
Por parte de otros amigos que nos pasan la voz que viven en otras ciudades	Through other friends who live in other cities who spread the word to us
No hemos encontrado hasta hoy lugares de ayuda en Kirkland	We haven't found places that help in Kirkland until today
No he encontrado aquí en Kirkland	I haven't found here in Kirkland
Pues yo las encuentro en Bellevue	Well I find them in Bellevue
En Seattle	In Seattle
Pregunto a mis conocidos, las Navegadoras, voy a Seattle	I ask people I know, the Navigators, I go to Seattle
No sé, no tengo info se servicios en Kirkland... la gente en veces va a las iglesias	I don't know, I don't have information about services in Kirkland ... people sometimes go to churches
En las escuelas	At schools
En Hopelink en Bellevue es donde he encontrado esa información	Hopelink in Bellevue is where I have found that information
No estoy al tanto de ayuda para gente sin documentos.	I am not aware of help for people without documents

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4.¿Qué otros <u>servicios de SALUD hacen falta</u> en la Ciudad de Kirkland?	4. What other health services are lacking in the City of Kirkland?
No tengo idea	I have no idea
Grupos de Facebook	Facebook groups
No conozco ningún programa así	I don't know of any program like that
Pensaría que en grupos de Facebook	I would think that on Facebook groups
Por Google, por grupos de amigos Latinos.	Through Google, Latino friend groups
N/A	N/A
N/A	N/A
No sé	I don't know
Desconozco	I don't know
no aplica eso en mi familia	Does not apply to my family
No lo se	I don't know
Grupos de consejos	Advice groups
A través de mi iglesia católica	Through my Catholic church
N/A	N/A
No se	I don't know
por parte de clínicas públicas como HealthPoint	Through public clinics like HealthPoint
por las redes sociales	Through social media
Grupos de redes sociales, iglesias que ofrecen ayuda, y conectarse con madres o padres en la misma situación.	Social media groups, churches that offer help, and connect with (parents) mothers or fathers in the same situation
211	211
Mucho porque es muy difícil porque todo es muy caro tanto Como la electricidad como el agua	Much because it is very difficult because everything is very expensive, such as electricity and water

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No sabría decir, nunca lo he hecho	I wouldn't know (what to say), never done it
No sabría decir	I wouldn't know (what to say)
En el WIC	AT WIC
Promotores de Servicio en la ciudad de Kirkland	Service Promotores in the city of Kirkland
por medio de programas y promotores de la ciudad de Kirkland	Through programs and Promotores in the city of Kirkland
N/A	N/A
No lo he necesitado.	I haven't needed it
No lo se	I don't know
No he estado en esa situación	I haven't been in that situation
N/A	N/A
No me interesa No me identifico No sé	I am not interested I don't identify I don't know
No ha sido necesario, pues no nos encontramos en esta situación.	It hasn't been necessary, as we are not in this situation.
No tengo conocimiento de estos programas.	I am not aware of these programs.
n/a	N/A
en Google	On Google
Busco en internet	I search on the internet
No lo he necesitado.	I haven't needed it
En los bancos de comida.	At food banks
no lo se	I don't know
En el Facebook	On Facebook
Por medio de Hopelink.	Through Hopelink
Programas y recursos... preguntarles a ellos (mama y papas solteros).	Programs and resources ... ask them (single mom and dad).

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En Iglesias, y apoyos personales.	At churches and personal supports
Generalmente por recomendación de algún amigo o familiar. En algunas ocasiones en folletos	Generally, on the recommendation of a friend or relative. Sometimes in brochures
En internet	On internet
Por amigos que participan en programas sociales preguntándoles	By asking friends who participate in social programs
Hopelink	Hopelink
No tengo idea	I have no idea
Se necesita más control! Hay personas abusando del sistema!	More control is needed!! People are abusing the system!
no se	I don't know
Igual, le pregunto a los compañeros de trabajo.	Same, I ask my coworkers
WIC banco de comida escuela	WIC food bank School
No sabría.	I wouldn't know
Por las clínicas	Through clinics
A través de la trabajadora social	Through the social worker
No sé en Kirkland.	I don't know in Kirkland
no se	I don't know
NA	NA
No se	I don't know
no!	No
voy a Seattle	I go to Seattle
Cosas, o apartamentos de bajos costo (renta)	low-cost homes / apartments (rent)
En hope link tienen mucha información y ayuda	Hopelink has a lot of information and help
Preguntando a familiares o amigos.	Asking friends or family
No se realmente	I really don't know

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No se	I don't know
60% bueno	60% good
Más o menos si se encuentra buscando	More or less you can find some if you look
Hay que buscarlos en otros lugares-en Kirkland no hay.	Have to look for them elsewhere - in Kirkland there aren't any
A través de la iglesia y Next door neighborhood.	Through the church and Next-Door Neighborhood
No sé dónde pedir ayudan .	I don't know where to ask for help
No se	I don't know
Escuelas !!!	Schools!!!
Si se necesita especialmente cuando tienes hijo pequeños y no tienen a donde acudir	(If) it is needed especially when you have young children and they have nowhere to turn
Yo no se	I don't know
Platicando con alguna persona que esté pasando por lo mismo	Talking with/to someone who is going through the same thing
Programas de apoyo por parte de las escuelas e iglesias	Support programs by schools and churches
No se	I don't know
No se	I don't know
No he tenido casos	I haven't had any cases
Toda la ayuda es poca. Yo trabajo también con familias uni-parentales	All help is little. I also work with single parent families
No se	I don't know
En la clínica de bajos recursos escuela	Low-income clinic, School
no se	I don't know
Google	Google
Mucha ayuda	Lots of help
No se	I don't know
pregunto a personas que saben sobre esto	I ask people who know about that

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Por ayuda de la gente que conozco...	Through the help of the people I know
Pues no es mucha la ayuda porque yo soy madre soltera y la verdad es difícil porque no más tengo un hijo nacido aquí y me ayuda con estampillas 150 dólares y no es mucha ayuda porque tengo dos hijos no más que mi otra hija nació en El Salvador	Well, the help is not much because I am a single mother and honestly it is difficult because I just have one son born here and he helps me with \$150 (of food) stamps, and it is not much help because I have two children except my other daughter was born in El Salvador
No conozco algún tipo de apoyo aún	I don't know any kind of support yet
No tengo ayuda no sé cómo encontrar	I don't have help, don't know where to find it
pregunto	I ask
no se	I don't know
Por medio de la Iglesia	Through church
No sabría a quién acudir	I wouldn't know who to go to
Buscando información sobre Programas referentes al área.	Looking for information on programs related to the area
preguntando con amigos	Asking Friends
En las redes	On the web
Creo que por la clínica medica	I think through medical clinic
Internet	Internet
No se	I don't know
No lo se	I don't know
Buscando por línea	Online search
Banco de comida	Food bank
con trabajadoras sociales	With social workers
Nunca lo eh buscado	I have never looked for it
Ninguno	None
No se!	I don't know

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Con la comunidad	With the community
No ha sido necesario	It hasn't been necessary
Mediante otras ciudades	Through other cities
No lo he necesitado	I haven't needed it
No tengo idea	I have no idea
Preguntando en las redes	Asking on the web
Comunidad Latina	Latino community
No sé.	I don't know
No sé. Nunca he tenido que hacerlo.	I don't know. Have never had to do it.
no he visto yo eso	I haven't seen that.
WIC	WIC
WIC	WIC
No sé	I don't know
No lo he necesitado	I haven't needed it
No hay servicios	There are no services
Nunca he necesitado de ese servicio no se	I have never needed that service, don't know
Los programas comunitarios	The community programs
No lo he necesitado	I haven't needed it
No lo he necesitado	I haven't needed it
Yo me he apoyado en esa cuestión con mi familia	I have found support for myself in this matter with my family
En Seattle	In Seattle
Pregunto a mis conocidos, las Navegadoras, voy a Seattle	I ask my acquaintances, the Navigators, I go to Seattle
No sé, no tengo info se servicios en Kirkland... la gente en veces va a las iglesias	I don't know, I don't have information about services in Kirkland ... people sometimes go to churches

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No se	I don't know
Igual en Hopelink	Same at Hopelink
No aplica	Not applicable

5. Qué tan <u>seguros se sienten</u> usted y su familia en la Ciudad de Kirkland:	5. How safe do you and your family feel in Kirkland?
168 Seguro	168 Safe
4 No seguro	4 Not safe
18 No sé	18 I don't know

6. ¿Cómo <u>describe usted una situación de EMERGENCIA</u> ?	6. How do you describe an emergency situation?
13 Llamar al 911	13 Call 911
13 Una situación de vida o muerte	13 Life-or-death situation
Algo inesperado que se tiene que atender de manera inmediata	Something unexpected that needs to be addressed immediately
Una eventualidad que ponga en riesgo la seguridad y salud de cualquier miembro de la familia.	An eventuality that jeopardizes the safety and health of any family member.
Un asalto, un robo o un accidente	An assault, robbery or accident
Donde tengo que buscar cómo mantenerme segura	Where I have to find ways to stay safe
Cuando hay que tomar decisiones rápidas y no hay oportunidad de prepararse	When we have to make quick decisions and there's no opportunity to prepare
Una situación prioritaria de ayuda	A priority situation
Mi situación es una emergencia, no se leer ni escribir, no hablo inglés y soy madre soltera con 5 niños... tengo esperanza que personas como yo tengan apoyo por medio de esta encuesta- ¡Gracias por tomarnos en cuenta! Mi hijo me ayudó con estas preguntas...	My situation is an emergency, no reading or writing, I do not speak English and I am a single mother with 5 children... I hope that people like me will have support through this survey- Thank you for taking us into account! My son helped me with these questions...
Violencia o desastre natural sucediendo	Violence or natural disaster

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Violencia domestica	Domestic violence
Es una situación que pone en riesgo mi seguridad.	It's a situation that puts my safety at risk.
Si nuestra integridad física estuviera en peligro	If our physical integrity were in danger
Situaciones que requieren atención de la policía, ambulancia, bomberos, ayuda médica, ayuda para asuntos de salud mental	Situations that require police care, ambulance, firefighters, medical help, mental health assistance
Cuando todo se paraliza y se pierde servicios básicos por un desastre natural como tormentas de viento o nieve.	When everything is paralyzed, and basic services are lost because of a natural disaster such as windstorms or snow.
Racismo	Racism
Cuando pasa un accidente y hay q ir al hospital	When an accident happens, and you have to go to the hospital
5 situación q amerita ir al hospital	5 When an accident happens, and you have to go to the hospital
De tipo medico	Medical type
Una situación de emergencia sería un accidente, complicación de una enfermedad. Algún problema de incendio o algo similar en casa.	An emergency situation would be an accident, complication of an illness. A fire problem or something similar at home.
Un terremoto , un incendio , un accidente en carro.	An earthquake, a fire, a car accident.
Cuando hay que ir a ER o llamar a la policía	When to go to ER or, call the police
El fin del mundo Peligro mortal Desastre natural Escasez comunitario	The End of the World Deadly Danger Natural Disaster Community Scarcity
Un robo. Un incendio. Un accidente automovilístico. Un atropellado.	A robbery A fire A car accident A hit-and-run
puede ser un accidente, un fenómeno meteorológico, un robo, incendio donde se necesite la asistencia de los demás	an accident, a weather phenomenon, a robbery, a fire where assistance of others is needed
No sabría describirla...	I couldn't describe it...
actuar rápidamente y avisar de los que está pasando.	act quickly and provide warn of what's going on.
accidente de coche	Car accident

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Siempre hay buena asistencia en caso de emergencia	There's always a good assistance in cases of emergency
Mucha incertidumbre y miedo de no saber qué va a pasar.	A lot of uncertainty and fear of not knowing what's going to happen.
Es algo que pasa de repente y que necesita atención o ayuda inmediata	It's something that happens all of a sudden and needs immediate attention or help
Desastre natural, accidente con personas heridas, un incendio, ataque cardiaco, abuso a menores o mayores también, etc.	Natural disaster, accident with injured people, a fire, heart attack, child or major abuse as well, etc.
Alguien que se encuentre en peligro de perder la vida, o algún siniestro.	Someone who is in danger of losing his life, or some accident.
Una situación en la que necesito ayuda de la policía o de personal médico de salud.	A situation where I need help from the police or medical health personnel.
Es una situación en la que no tengo control o recursos para mitigarla	It's a situation where I don't have control or resources to mitigate it
Una situación inesperada	unexpected situation
Algo que pone en riesgo mi vida o a de alguna persona cercana a mi	Something that puts my life or someone close to me at risk
no lo se	I don't know
Accidente grave, falta de empleo, fallecimiento	Serious accident, joblessness, death
No tener trabajo y tener que salir de mi vivienda	Not having a job and having to lose my home
Me voy a Seattle o Bellevue en caso de que necesite ir a un hospital.	I'm going to Seattle or Bellevue in case I need to go to a hospital.
Cuando los padres no tienen trabajos x q no podemos pagar los gastos del hogar.	When parents don't have jobs and we can't afford household expenses.
Depende de la situación...	depends on the situation...
Siempre tengo muchos recursos y ayuda por emergencia. , como estación de policía oh bomberos y clínicas	I always have a lot of resources and emergency help, like police station or firefighters and clinics
Muy buena, hay seguridad de parte de la policía	there is security on the part of the police
Actuar y alertar a los demás siempre u cuando no haya peligro.	Act and alert others as long as there is no danger.
Que nos saquen de donde vivimos, no poder pagar la renta	When they try to get us out of where we live, not being able to pay the rent
Incendio, robo.	Fire, robbery.
una emergencia económica	an economic emergency
Eh tenido situaciones de emergencia	I've had emergency situations

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Ha habido algunos problemas desde que empezó la pandemia... nos da miedo llamar a la policía porque no podemos hablar con ellos en español	There have been some problems since the pandemic began... we're afraid to call the police because we can't talk to them in Spanish
Pandemia	Pandemic
no lo había pensado	I hadn't thought about it
Muy rápida	Very fast
Como por ejemplo la situación que estamos viviendo en estos momentos con el COVID 19 y en invierno durante una Nevada intensa y no poder ir a trabajar	Like for example the situation that we are currently living with COVID 19 and in winter during intense snowing and not being able to go to work
Cuando tengo un accidente en casa oh cuando hay una enfermedad y se necesita ayuda y estoy sola	When I have an accident at home or when there's an illness and one need help... and one is alone
cuando se trata de una situación de vida o muerte	when it comes to a life-or-death situation
Una situación en la que la vida humana está en peligro, incendio, terremoto, asaltos.	A situation in which human life is in danger, fire, earthquake, assaults.
inundación, delincuencia, enfermedad	flooding, crime, disease
Cuando hay un accidente	When there's an accident
No me ha pasado	Hasn't happen to me.
Cuando algo se está quemando	When something is burning
Cuando pasa o puede pasar algo que dañe a las personas, animales o al medio ambiente	When something happens or something can happen that harms people, animals or the environment
Un incendio	A fire
Cuando hay alarma y se prohíbe la salida de las casas	When there is an alarm and leaving your apartment is not allowed
Peligro para los habitantes	Danger to the inhabitants
Para mí una emergencia sería una deportación	For me, an emergency would be a deportation
Situación de peligro donde se debe pedir la intervención de organismos competentes.	Hazard situation where the intervention of competent bodies should be requested.
Para mí y mi familia una emergencia es lo que nos está pasando en esta pandemia, no trabajo, no pago de renta, no comida... la salud mental de todos... esta es una situación muy alarmante!	For me and my family an emergency is what is happening to us in this pandemic, no work, no rent payment, no food... everyone's mental health... this is a very alarming situation!
caminar por la calle y caer en una alcantarilla	walk down the street and fall into a sewer

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Alguna situación imprevista que me suceda a mi o alguien	Some unforeseen situations that happen to me or someone else
ES DONDE YO ESTUVIERA SOLO, INCAPAZ DE MOVERME O CON MUCHO DOLOR.	IT'S WHERE I WAS ALONE, UNABLE TO MOVE OR IN A LOT OF PAIN.
Haber sido asaltado en la ciudad de Kirkland y la policía respondió inmediatamente	Having been assaulted in the city of Kirkland and the police responded immediately
En Kirkland la mejor asistencia de bomberos	In Kirkland, the best fire department
Saber a dónde ir cuando ocupo ayuda	Know where to go when I need help
Algún incidente que no puedas controlar como un robo, incendio, accidente vial o en casa.	An incident you can't control such as a robbery, fire, road accident or at home.
Mal tardan mucho en atender	They take a long time to attend
Algo que no pueda solucionar uno mismo como accidentes de carro, heridos, intoxicación, infartos, incendios.	Something you can't solve yourself, like a car accidents, injuries, poisoning, heart attacks, fires.
Algún accidente o enfermedad	Any accident or illness
Robo, fuego, violencia	Theft, fire, violence
No tengo idea	I have no idea
Es una situación que requiere inmediatamente la presencia de la policía.	It is a situation that immediately requires the presence of the police.
Frustrante, desesperado	Frustrating, desperate
Necesitar apoyo inmediato	Need of immediate support
Necesitar ayuda	Need of help
No tengo plan de emergencia	I don't have an emergency plan.
Falta de oxígeno	Lack of oxygen
Esta pandemia	This pandemic
Emergencia la que estamos viviendo ahora... muchas familias no saben que hacer	Emergency the one we are living now... many families don't know what to do
voy a Evergreen H	I'm go to Evergreen Hospital
Depende la situación	It depends on the situation
Una situación en que se siente en peligro o en que una persona no está consciente.	A situation where you feel in danger or in which a person isn't conscious.

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7.¿Qué hace o <u>que haría</u> en caso de una emergencia?	7. What do you do, or would you do, in case of an emergency?
103 Call 911	103 Call 911
54 Depende de la emergencia. Por ejemplo, llamar al 911 (la policía/ambulancia)	54 Depends on the emergency. For example, call 911 (police/ambulance)
34 Llamar a la policía	34 Call the police
3 Cerrar todo y refugiarnos en el basement. Llamar a la policía.	3 Close everything and take refuge in the basement. Call the police.
21 Buscar ayuda, redes de apoyo	21 Seek help, support networks
4 Evacuar y seguir los procedimiento de evacuación	4 Evacuate and follow evacuation procedures
29 No se	29 I don't know
11 Depende de que emergencia es...	11 Depends on which emergency is...
5 Llamar al proveedor de salud	5 Calling your health care provider
6 Estar en casa, acudir a los vecinos más cercanos, contactar a la ciudad de Kirkland para informar la emergencia si es necesario.	6 Be at home, go to the nearest neighbors, contact Kirkland city to report the emergency if necessary.
7 Asistir a familiares y hospital	Attending family members and hospital
13 Dependiendo el caso, si no es muy grave quizás pedir ayuda a amigos. Pero si es una emergencia grave acudir a algún hospital/Urgent Care o llamar al 911, policía o bomberos.	13 Depending on the case, if it is not very serious perhaps ask friends for help. But if it's a serious emergency to go to a hospital/Urgent Care or call 911, police or firefighters.
Pedir ayuda	Seek help
3 Primero calmarme y después pedir ayuda.	3 First calm down and then ask for help
Ir a ver a mi madre en Bellevue si me es posible. Cerrar mi casa y rezar.	Go see my mother in Bellevue if I can. Close my house and pray.
17 Depende de la situación, pero lo primero sería poner a salvo a mis hijos, a mi esposo y a mí, después llamar a emergencias al 911.	It depends on the situation, but the first thing would be to keep my children, my husband and me safe, then call the 911.

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Comunicarme con las autoridades o servicios correspondientes	Contact the appropriate authorities or services
8 Ir al ER	8 Go to the ER
39 contactar a familiares o personas cercanas	contact family members or people close to me
Llamar al 911 y Buscar recursos de ayuda para mí y mi familia para sobrevivir y salir adelante todos juntos en una situación difícil y complicada	Call 911 and Find resources to help me and my family survive and get ahead together in a difficult and complicated situation
Dependiendo de la emergencia, llamaría evaluaría mi casa o establecimiento.	Depending on the emergency, I would call would evaluate my home or establishment.

8.Usted se siente/se sentiría cómodo y seguro llamando y reportando alguna situación al Departamento de Policía local:	8.Do you feel/or would you feel comfortable and safe calling to report a situation to the local Police Department?
157 Si/Yes	
18 No/No	
37 No estoy seguro/a – Not sure	

9.¿Alguna Otra sugerencia o comentario?	9. Other suggestions or comments?
Buscar ayuda de apoyo emocional en organizaciones públicas	Seek emotional support help in public organizations
Cuando eres indocumentada no te sientes seguro x q siempre tienes el temor de si te reportan.	When you're undocumented you don't feel safe because you're always afraid of being reported.
Cuando llamemos, en el caso de mi familia, a la policía, cómo podemos hacerle entender a la policía que no necesitamos que nos ponga en evidencia, porque por esta razón hace dos años estuvimos en peligro por reportar algo y al día siguiente se desquitaron con nuestro carro...	When we call the police, in my family's case, how we can make the police understand that we don't need to be exposed, because for this reason two years ago we were in danger for reporting something and the next day they retaliated on our car...
Dar seminarios online sobre cómo afrontar emergencias, por ejemplo de terremotos.	online seminars on how to deal with emergencies, such as earthquakes.

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En una emergencia no me sentiría cómodo llamando al departamento de policía porque si me pedirían información personal.	In an emergency I wouldn't feel comfortable calling the police department because if I were asked for personal information.
estas informaciones de la ciudad/policía están disponibles en español?	is this city/police information available in Spanish?
La gente evita utilizar los servicios de policía... no nos podemos comunicar...	People avoid using police services... we can't communicate...
La policía no hace mucho alcance a la comunidad Latina de Kirkland	Police don't reach out much to Kirkland's Latino community
la policía no tiene a nadie que hable español... ha habido muchos robos últimamente	the police don't have anyone who speaks Spanish... there's been a lot of robberies lately
más información sobre Eastside for ALL, como trabaja	more information about Eastside for All, how it works
más personas que sean bilingües trabajando en Kirkland	more people who are bilingual working in Kirkland
Mucha gente no va al médico (Urgent Care o ER) por miedo a las cuentas y cargos y copagos debería haber algún servicio en donde la gente se sienta cómoda al ir y que la traten como debe ser sin necesidad de pagar mucho, si yo con seguro médico a veces me cuesta ir pensando en la cuenta y con pagos no puedo i9maginar a alguien sin seguro médico. La gente si va en caso de extrema urgencia y aplica a las ayudas del gobierno para pagar las cuentas, pero no deben esperar mucho o pensarlo 2 veces!	Many people do not go to the doctor (Urgent Care or ER) for fear of bills and charges and co-payments there should be some service where people feel comfortable going and they are treated as it should without paying much... I with health insurance sometimes find it difficult to think about the account and payments. I cannot imagine someone without health insurance. People go in case of extreme urgency and apply to government aid to pay the bills, but they should not wait too long or think twice about it!
Kirkland es muy tranquilo y seguro No me puedo comunicar con la policía no me podría comunicar con ellos en caso de emergencia	Kirkland is very quiet and safe I can't communicate with them I couldn't communicate
No tengo con quien hablar en Kirkland de los servicios que ofrece la ciudad de Kirkland por el idioma, aunque sea una emergencia...	I have no one to talk to in Kirkland about the services offered by the city of Kirkland by language, even if it is an emergency...
No sé si es cultural, pero la policía me intimida. Prefiero hablar con el 911.	I don't know if it's cultural, but the police intimidate me. I'd rather talk to 911.
Pedir ayuda de emergencia a una clínica pública si hay una enfermedad	Ask an emergency clinic for emergency help if there is a medical condition

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Porque no hablo ingles	Because I don't speak English
Prefiero no llamar ni interactuar con la policia nunca jamás de los jamases. No lo hecho NUNCA ni pienso hacerlo. Por la seguridad propia y ajena- no se llama la policia.	I'd rather never call or interact with the police. I'm never going to do it. For self-security and others – don't call the police.
que contraten y que tengan más personal Latino...	who hire and have more Latino staff...
que haya más gente bilingüe pero hay personas mayores que no saben i el Hi ni el hopare you .	there are more bilingual people but there are older people who don't know how to say Hi or how are you. (?)
Que haya personas que hablan español en los servicios más esenciales que ofrece la ciudad.	That there are people who speak Spanish in the most essential services offered by the city.
Si pudiera ayudar como hacen las otras ciudades con ayuda monetaria para poder cubrir la renta en estos momentos q nosotros los indocumentados no calificamos para la ayuda del gobierno	If I could help the way other cities do with monetary aid so that we can cover the income right now that we undocumented people don't qualify for government aid
Son muy atentos y acuden rápido al llamado	They are very attentive and come quickly to the call
yo no sé leer ni escribir alguien me está ayudando a llenar esta encuesta	I can't read or write.... someone is helping me fill out this survey
Hay q haber servicios comunitarios en alerta y al acceso de los cuales puedo acudir pero q no estoy enterada. Incendio o emergencia antes de la policia	There are community services on alert and access that I can go to, but I am not aware of. Fire or emergency before police

Sección VII

Sobre otras Informaciones y Recursos importantes:

Section VII - About other Important Information and Resources

1. ¿Qué significa COMUNIDAD para usted?	What does COMMUNITY mean to you?
lugar de vivienda, juego, donde encuentras apoyo	place of residency, play, where you find support
Un grupo de gente con un background, costumbres o intereses en común	A group of people with a similar background, customs and common interests
Un grupo de personas que se apoyan mutuamente	A group of people who support each other
Una red de apoyo entre individuos con un mismo objetivo.	A support network between individuals with the same goal.
Grupo de personas/familia donde me siento cómoda y segura para compartir, aprender y ayudar	Group of people/family where I feel comfortable and safe to share, learn and help
Un grupo en común de personas que tenemos un bien común.	A group of people who have a common benefit
Tener comunicación, solidaridad, integración y hacer cosas juntos para vivir seguros, sanos y en armonía	Having communication, solidarity, integration and doing things together to live safe, healthy and in harmony
Que todos los habitantes de un área compartan servicios, atención, vida social	That all the inhabitants of an area share services, attention, social life
Gente con la que convivo, encuentro apoyo y aceptación. Grupo que tiene cosas en común.	The people I live with, where I find support and acceptance. Group that has things in common.
Un grupo de personas que se unen para una misma causa y que vive en una zona cercana	A group of people who join for the same cause and who live in a nearby area
Los que compartimos mismos intereses	Those of us who share the same interests
Lugar donde vives	Place where you live
unidad de grupo, que puedas contar con gente a tu alrededor.	group unit, that you can count on, people around you.
Un grupo de gente con la que puedes contar, convivir, y compartir	A group of people you can count on, live together, and share with
Tener un posible Kirkland Latino	a possible Latino Kirkland
Unidad	Unidad

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Grupo de personas que comparten algo en común, buscan el bien común del otro.	Group of people who share something in common, seek the common good of the other.
Fraternidad	Fraternity
Red de apoyo	Support network
Es convivencia con las personas de mi entorno de mi ciudad	It's the relationship with the people around my city
Un grupo de gente con necesidades similares que se apoya.	A group of people with similar needs who rely on each other
Agrupación con intereses comunes	Group of people who live together and share living space.
Grupo de gente que convive y comparte espacio de vivir. Grupo de gente que tiene puntos de vista e intereses personales similares.	Group of people who live together and share the same living space. Group of people who have similar views and similar personal interests
fortaleza	Strength
Comunidad es un grupo de personas con intereses parecidos que tengan en común una cultura, idioma, tradiciones y valores.	Community is a group of people with similar interests who have in common a culture, language, traditions and values.
Mi gente	Mi people
Un grupo de personas	A Group of people
Unión de personas para la ayuda entre si	Union of people to help each other
Gente con las que comparto lugar, grupo, trabajo, creencias	People I share a place, group, work, beliefs
Es el pueblo	Is the town
somos un grupo de personas apoyándose unas a otras	we are a group of people supporting each other
somos un grupo de personas apoyándose unas a otras	we are a group of people supporting each other
grupo de personas q se apoyan	group of people who rely on each other
Gente vecina acogedora y amable	Welcoming and friendly neighbors
Es un grupo de personas que viven en la misma área y comparten costumbres, reglamentos, etc.	It is a group of people who live in the same area and share customs, regulations, etc.
Gente como yo	People like me
Las personas que habitamos en el mismo lugar	The people we live in the same area
Es mi casa	It's my home
Un grupo de personas que viven en una zona específica.	A group of people living in a specific area.
Un conjunto de personas con una misma misión y que se apoyan entre si	A group of people with the same mission and who support each other

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-Centros q une a la gente -Eventos q elevan y celebran culturas diversa -Lugares abiertas a todos -Gente diversa	-Centers that bring people together -Events that elevate and celebrate diverse cultures -Places open to all -Diverse people
Un grupo de persona que tienen un interés en común y que trabajan en equipo para conseguir su visión.	A group of people who have a common interest and who work as a team to achieve their vision.
Pertenecer Apoyo Compartir Cultura Convivencia Hermandad	Belonging Support Shared Culture Cohabitation Brotherhood
apoyarse mutuamente	Support each other
Es ayudar unos con otros y compartir información necesaria, de ayuda y positiva para todos	help each other and share the necessary information, positive helpful for all
Las personas que viven a mi alrededor y con las que me involucró en diferentes actividades como escuela, iglesia, deporte, etc. y cuando se trata de una misma comunidad es una misma raza o grupo étnico también	The people who live around me and with which I'm involved in different activities such as school, church, sport, etc.... and when it comes to the same community is the same race or ethnic group also
Comunidad, grupo de personas que comparten cosas en común como lenguaje, cultura, necesidades y servicios.	Community, group of people who share things in common such as language, culture, needs and services.
No sé.	I do not know.
Todo el pueblo de Kirkland es mi comunidad	The whole town of Kirkland is my community
estar en contacto con la gente y dar apoyo al que lo necesite	To be in touch with people, and provide support those who need them
Comunidad es estar unidos comunicación	Community is to be united, communication
Grupo de personas y organizaciones que trabajan juntos para un bien en común.	Group of individuals and organizations working together for a common good.
Es el lugar donde vivo, la gente con la que comparto info sobre los servicios, mi vecindario o ciudades vecinas.	It's the place where I live, the people I share info about services, my neighborhood or neighboring cities.
Un grupo de personas que vivimos en una misma área con los mismos intereses.	A group of people who live in the same area with the same interests.
grupos de gente	groups of people

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Es una unión, para realizar, bienes comunes, hacia vecinos y gente que solicite ayuda.	It is a union, to realize, common goods, towards neighbors and people who ask for help.
Significa un conjunto de personas en las que puedo confiar y con las que puedo contar en caso de necesitar ayuda y para ayudarlas. Personas que se preocupan por el bienestar común.	It means a group of people I can trust and can count on in case I or they need help. People who care about common well-being.
El conjunto de personas, servicios, negocios e infraestructura en la que nos desarrollamos	The group of people, services, businesses and infrastructure in which we grow
Grupo de familias con ideales similares	of families with similar ideals
Gente unida, compartiendo servicios, recursos , momentos, etc.	People together, sharing services, resources, moments, etc.
apoyo uno al otro	support for each other
Donde se juega los niños sin peligro y que la gente es amable y respetuoso uno al otro ofreciendo ayuda o pidiendo ayuda sin miedo o pena. Respetando la comunidad sin tirar la basura y cada uno es responsable siendo un buen vecino.	Where children play safely, and people are kind and respectful to each other offering help or asking for help without fear or shame. Respecting the community without throwing away trash and everyone is responsible for being a good neighbor.
Lugar donde uno se siente en confianza y respaldado	Place where you feel confident and supported
Ayudarse unos a otros	To help each other
Familia	Family
No hay “comunidad” que se reúna en Kirkland.	There is no “community” that meets i Kirkland.
Un grupo de personas q están dispuestas ayudarte	A group of people who are willing to help you
Nosotros los Latinos!	We the Latinos!
Una unión entre todas las personas sin importar color sexo o religión	A union between all people regardless of color sex or religion
Estar unidos para ayudar a los que necesitan algún servicio	Be united to help those who may need of some service
Ser unidos como comunidad.	To be united as a community.
La unidad donde uno vive	The unit where one lives
Cuando estamos unidos	we're united
un grupo de personas igual que yo,	a group of people just like me,
Gente unida	United people
gente igual que yo...	people just like me...
gente igual que yo	people just like me
mi gente, mi familia	my people, my family

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Ayuda en grupo	Group help
grupo de misma gente	group of same people
grupo de personas iguales	group of same people
conjunto de personas q viven bajo las reglas de una comunidad	set of people who live under the rules of one community
Grupo de personas viviendo en el mismo lugar y se conocen por su comunidad	Group of people living in the same place and know each other by their community
Mi gente, mi familia, gente como yo	My people, my family, people like me
Un grupo de personas que apoya y auxilia a la comunidad, hispana y Latino	A group of people who support and help the community, Hispanic and Latino
Organizaciones de personas que viven en la misma ciudad con ciertas reglas y que tenemos los mismos intereses	Organizations of people who live in the same city with certain rules and who have the same interests
la gente como yo	People like me
Grupo de personas que comparten una región e intereses comunes y se apoyan en casos de necesidad.	Group of people who share a common region and common interests and rely on each other in cases of need.
Grupos de habitantes	Groups of inhabitants
Lugar donde nos cuidamos y ayudamos todos	Place where we take care of each other and help each other
Unión - Fuerza	Unity-Strength
Personas nativas, apoyándose en lo que se necesite	Native people, supporting each other on what they need
Personas unidas	People united
Un grupo de personas que están de acuerdo en la misma reglas	A group of people who agree on the same rules
Un grupo de personas que se apoyan en tomar o cuando se toma una decisión. Que todos tengan derecho de opinar si están o no de acuerdo	A group of people who support each other on making a decision. That everyone has the right to have an opinion, regardless of whether or not they agree
gente como yo	people like me
gente que tiene algo en común	people who have something in common
Comunidad es o son los individuos	is or are individuals
Sentirte cómodo ,e integrado ,respetado y valorada dónde trabajas o vives	Feeling comfortable and integrated, respected and valued where you work or live
Importante	Important

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Seguridad ,confiable	Security, reliable
gente que es como yo	people who are like me
comuni3n entre los Latinos en Kirkland	communion among Latinos in Kirkland
Muy importante	Very important
Lugar donde puedes encontrar soporte y compartes cosas en com3n	Place where you can find support and share things in common
La unidad en com3n. Grupo de personas que tienen algo en com3n. Sea que vivan en una misma ciudad, o tengan alg3n sentimiento y vivencias en com3n	Unity in common. Group of people who have something in common. Whether you live in the same city, or have some feelings and experiences in common
gente como yo	people like me
La uni3n entre familia	The union between family
Comunidad entre amigos y familia	Community between friends and family
Comunidad significa conjunt3 de personas que comparten y comunican cosas entr3 s3 , comunidad conjunto de personas que conocen las necesidades de otros y buscan como ayudarse unos con otros . Compartir y conocerte eso es comunidad	Community means conjunction of people who share and communicate things among themselves, united community of people who know the needs of others and seek to help each other. Sharing and getting to know you... that's community
eventos, reuniones con gente como yo	Events, meetings with people like me
m3s gente igual que yo, con la que me junte	more people just like me, people I get together with
Donde vivo y me siento parte de	Where I live and I feel part of
Comunidad somos todos los habitantes que vivimos en esta misma ciudad	Community is us, all the inhabitants who live in this same city
Es la poblaci3n concentrada en un sector o 3rea determinada y que tienen intereses comunes.	the population concentrated in a given sector or area and which have common interests.
donde encuentras gente que te apoya	where you find people who support you
Personas unidas por una causa, como cuando quieren defender su colonia, cuidar las espaldas de otros	People united by a cause, such as when they want to defend their neighborhood, take care of the backs of others
Pues que es como una familia que est3n ah3 cuando los necesitamos	it's like a family that's there when you need them.
Unidad entre individuos que tienen convergencia com3n	Unity between individuals who have common convergence
Grupo de personas que viven en un 3rea com3n	Group of people living in a common area
Grupo de personas unidas por algo en com3n, (personas en tu neighborhood) (personas de tu escuela o trabajo) (personas de tu	Group of people united by something in common, (people in your neighborhood) (people from your school or work) (people from your

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ciudad) (personas de tu mismo país) (personas que hablan tú mismo idioma), etc.	city) (people from the same country) (people who speak the same language), etc.
Lugar para vivir	Place to live
Unión, red de apoyo, medio de vida, una manera de sentirse seguro.	Union, support network, half-life, a way to feel safe.
Un grupo de personas comprometidas a ayudarse entre sí.	A group of people committed to helping each other.
Gente en apoyo a otros	People in support of others
Un grupo de personas que se cuidan y respetan unas a otras.	A group of people who take care of each other and respect each other.
Una agrupación de diferentes individuos apoyándose uno con otros	A grouping of different individuals who rely on each other
Ayudarse mutual mente	Helping each other
Diferentes personas reunidas con un solo propósito	Different people gathered for one purpose only
No lo se	I don't know
Un grupo de personas unidas con el mismo fin, viciòn de apoyo al prójimo	A group of people who unite with the same purpose, and support others
Ayuda	Help
Buena convivencia, y unión.	Good coexistence, and union.
Ser unidos	united
Un grupo de personas que comparten los mismos intereses y/o características.	A group of people who share the same interests and/or characteristics.
Unidos	United
Lugares donde ayudan a las familias	Places where they help families
Conjunto de personas	A group of people
Unión	Union
Es unión	It's union
In grupo de personas que comparten intereses comunes y proveen soporte social y/o financiero de los miembros	In group of people who share common interests and provide social and/or financial support to members
Pues comunicación, participación con la comunidad	Communication and community engagement
São pessoas que convivem em uma mesma localidade que se ajudam	People who live together in the same location
Unión de personas para un bien común	Union of people with a common good

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Es la reunión de individuos con o para un fin en común.	It is the gathering of individuals with or for a common purpose.
Hermandad, ayuda, comunicación, pero sobre todo participación! Para crear una comunidad y pertenecer debes actuar y participar	Brotherhood, help, communication, but above all participation! To create a community and belong you must act and participate
significa donde está la gente	It means where people are
Es un lugar seguro donde hay unión y gente con la que puedes contar en caso de necesitar ayuda	It's a safe place where there's union and people can count on in case you need help
Grupo de personas dispuestas a ayudar	Group of people willing to help
Grupo de personas	Group of people
Saber que se puede confiar en los vecinos que viven en el área	Knowing that you can trust the neighbors who live in the area
grupo de personas que son igual	group of people who are the same
Grupo de habitantes	Group of inhabitants
un grupo de habitantes	a group of inhabitants
Es donde todos podemos compartir nuestros problemas y buscar soluciones a estos!	It's where we can all share our problems and look for solutions to these!
Grupo de personas que comparten cosas en común.	Group of people who share things in common.
Yo y otros como yo	Me and others like me
Tener a donde acudir basado en nuestra cultura e idioma en caso de se necesite	Have where to go based on our culture and language in case you need
unión	Union
pues como la comunidad Latina	like the Latino community
Pues como Latinos somos una comunidad	Well, as Latinos we're a community
pues no sabría cómo explicarlo	I wouldn't know how to explain it
nosotros como Latinos	us Latinos
unión	Union
unión, fuerza comunitaria... tener a donde ir a reunirme con gente como yo...	union, community strength... to have a place to go and meet people like me...
Ayudarnos unos y con otros	Helping each other
El estar unidos	Being united
Gente que veo frecuentemente en mi ciudad/condado.	People I see frequently in my city/county.

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Sistemas y programas que funcionan con equidad y justicia racial en mi comunidad!	Systems and programs that work with equity and racial justice in my community!
Lugar donde valgo y soy tomado en cuenta...	Place where I value and am taken into account...

1. ¿Usted siente que a la comunidad Latina se le toma en cuenta en la Ciudad de Kirkland?	2.Do you feel that the Latino community is taken into account in the City of Kirkland?
3 Si, siempre	3 Yes, always
48 Si	48 Yes
3 Creo que sí	3 I think so
7 Un poco	7 A little
4 Algunas veces	4 Sometimes
21 No se/ No creo/ No estoy seguro	29 I don't know/ I don't think/ I'm not sure
10 No mucho	10 Not much
91 No	91 No

Comentarios:

Comments:

No creo que mucho, porque no estoy enterada	I don't think much because I'm not aware of it
Si, pero pudiera tomarse más en cuenta	Yes, but we could be taken more into account
No siento que haya comunidad Latina acá.	I don't feel like there's a Latino community here.
En cierta medida, hay muchos recursos en español, más allá de eso no estoy muy consciente de que otros eventos u oportunidades enfocados a la comunidad Latina existen en Kirkland.	To some extent, there are many resources in Spanish, beyond that I am not aware of other events or opportunities focused on the Latino community exist in Kirkland.
La verdad que ni sabía que había comunidad Latina en Kirkland	The truth is, I didn't even know there was a Latino community in Kirkland.
No se le toma en cuenta	Is not take into account

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Todavía no he conocido mucho de la comunidad Latina, quizás debería haber más difusión.	I haven't known much about the Latino community yet, maybe there should be more outreach.
No es la primera vez y lo agradezco.	No, this is the first time and I appreciate it.
Creo que hace falta más empeño o más trabajo con respeto a la ciudad.	I think we need more effort or more work from the city.
No estoy enterada de ninguna comunidad Latina en Kirkland	I'm not aware of any Latino community in Kirkland.
Honestamente no conozco a muchos Latinos que vivan en Kirkland, al menos no en mi área, solo somos nosotros y otra familia más.	I honestly don't know many Latinos living in Kirkland, at least not in my area, it's just us and another family.
No tengo suficiente información para opinar	don't have enough information to comment
Mas o menos, hay mucha aceptación de restaurantes Latinos y tiendas pero al mismo tiempo no se ve mucho mas de eso	More or less, there's a lot of acceptance of Latino restaurants and shops but at the same time you don't see much more than that
Recientemente creo que empiezan a tomarla en cuenta más que en otros años	Recently I thought they start taking us into account more than in other years
Necesitamos líderes que ayuden a descubrir las necesidades y conectar con recursos, las familias inmigrantes si tienen una vida mejor que en su país ya eso es bueno sin saber que puede pude vivir mucho mejor.	We need leaders who help discover needs and connect with resources, immigrant families if they have a better life than in their countries of origin... is good to know we can live much better.
Si por medio de ellos llene esta forma.	through them, I completed this form.
En una pequeña proporción	In a small proportion
sí, pero no en los hospitales.	Yes, but not in hospitals.
no, solo a los Latinos que hablan ingles	no, just Latinos who speak English
Creo que la ciudad tiene programas inclusivos pero muchas veces los Latinos somos apáticos y no participamos.	I think the city has inclusive programs, but many times Latinos are uninterested, and we don't participate.
A veces hacemos personas que no sabemos de los servicios	there are people who don't know about the services
Yo creo que sí con el solo hecho de hacer está encuesta oportunidad para poder expresar lo que un Latino piensa	I think so, just by having the opportunity to participate in this survey and express what a Latino thinks...
no me daba esa impresión hasta ahora que estoy llenado esta encuesta que prueba que ya hay intentos de acercamiento de la ciudad a la comunidad	didn't get that impression until now that I'm filling out this survey that proves that there are already attempts to get the city closer to the community

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NO sé, no estoy segura, creo que no sé cómo integrarme	I don't know, I'm not sure, I just don't think I know how to integrate
Yo pienso que sí, pero a veces nosotros o comunidad Latina no nos unimos o interesamos en hacernos oír, o pedir ayuda, o ayudar, o involucrarnos en cosas de la ciudad que pueda impactar, o no sabemos como	I think so, but sometimes we or Latino community don't get together or are interest in making ourselves heard, or asking for help, or helping, or getting involved in things that can impact the city, or we just ddon't know how
Un poco hace falta más ayuda y unión en comunidad	little bit needs more help and union in community
Si pero lamentablemente no asistimos a los eventos importantes	Yes, but unfortunately, we don't attend major events
No, porque no hay programas de educación en español, y hay muchas personas que no dominan el inglés y es una barrera para su desarrollo personal y económico.	No, because there are no Spanish education programs, and there are many people who do not master English and it is a barrier to their personal and economic development.
No se mucho pero, no lo creo, no lo siento...	I don't know much but, I don't think so, I'm not sorry...
Si depende de uno. Gracias Kirkland Promotores	If it depends on one. Thank you, Kirkland Promotoras
no creo mucho porque no saben lo que queremos si no hay muchos que entiendan o hablen mi idioma	I don't believe much, because they don't know what we want and there aren't that many who understand or speak my language (At the City)
No porque no ay servicios para Latinos ni centros comunitarios en Kirkland	because there aren't services for Latinos or, community centers in Kirkland
No tanto como en otras ciudades como Tukwila o Seattle.	Not as much as in other cities like Tukwila or Seattle.

3.¿Usted es/ ha sido VOLUNTARIO de algún proyecto, servicio o programa en Kirkland o, en otra ciudad?	3.Are you/have you volunteered for a project, service or program in Kirkland or another city?
46 Si	46 Yes
146 No	146 No
12 No estoy seguro/a	12 I am not sure

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3.a Si su respuesta es SI: Nombre del programa o servicio en donde es voluntario/a:	3.a If yes: Name of the program or service where you volunteer(ed):
Ayude en los eventos de la ciudad durante el verano, en la limpieza de los parques y el KC.	Assist in city events during the summer, in the cleanliness of the parks and the KC.
Ayudó en la escuelas de mis hijos antes del virus a los maestros a leerle los niños en español	I helped at my children's schools. Helped the teacher read to children in Spanish before the virus.
Catholic community Services y banco de comida	Catholic community Services and food bank
ciudad de Bellevue	City of Bellevue
Desfile del 4 de Julio	Fourth of July Parade
En el food bank	At the food bank
en escuelas de mis hijos.	in my children's schools.
En la escuela	school
(3) En las escuelas de Bellevue	(3) At Bellevue Schools
En Mark Twain Elementary	Mark Twain Elementary
(3) Escuela de Kirkland	(3) Kirkland School
Escuela de los niños	Children's school
Escuela STEM	STEM School
Escuelas de Lake Washington SD	Lake Washington SD Schools
food bank	food bank
Food bank and eastside community helpers	Food bank and eastside community helpers
Food bank- Hopelink	Foodbank- Hopelink
Fui voluntaria en la biblioteca de Bellevue en el programa de alfabetización para adultos en español	I volunteered at Bellevue's library in the Spanish adult literacy program
Fui voluntaria en la Biblioteca de Bellevue el programa se llama Plaza Comunitaria. Y ahora soy voluntaria de RASK en el Petco de Kirkland que está cerca del Costco. ahí soy Customer Service y ayudo a las personas que van a adoptar mascotas	I volunteered at the Bellevue Library ; the program is called Community Square. And now I'm a RASK volunteer at the Kirkland Petco near the Costco. That's where I'm Customer Service and I help people who are going to adopt pets
He sido voluntaria para un programa de lectura para ayudar a la gente que tiene problemas de vista.	I've volunteered for a reading program to help people with eye problems.

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Human services advisory board	Human services advisory board
Iglesia Santa Luisa de Marillac en Bellevue, Primera comunión	St. Louisa de Marillac Church in Bellevue, First Communion
La iglesia de los santos de los últimos días	The Church of Latter-day Saints
Las escuelas de mis hijas	Daughters' Schools
Leader de La Leche League grupo hispano de WA online	Leaders of La Leche League WA Hispanic group online
Líderes naturales en las escuelas de mis hijos	leaders in my children's school
Limpieza en el verano en la Escuela de mi hijo	Summer cleaning at my child's school
LWSD volunteer, Kirkland Parks	LWSD volunteer, Kirkland Parks
Madres de casino	Casino mothers
Natural lidere, YMCA Embassador	Natural Leaders, YMCA Ambassador
New Bethlehem Project	New Bethlehem Project
Office of human concern en Rogers Arkansas	Office of human concern in Rogers Arkansas
Padres Unidos y Sistema Escolar USA	Parents and School System US
PTSA de la escuela, Centro comunitario	PTSA School, Community Center
PTSA de las escuelas, bancos de comida	PTSA schools, food banks
Robert frost school	Robert frost school
Salvation Army	Salvation Army
voluntario de la ciudad	City volunteer
voluntario en bancos d comida Iglesia o escuela	volunteer at church or school food banks
YMCA	YMCA

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3.b Si NO ha sido voluntario –¿Le interesaría serlo?	3.b If you have NOT volunteered – Would you be interested in volunteering?
76 Si	76 Yes
81 No	81 No

4. Vivienda: ¿Usted siente que la vivienda es accesible y económica en la Ciudad de Kirkland?	4.Housing: Do you feel that housing is accessible and affordable in the City of Kirkland?
21 Si	21 Yes
185 No	185 No

5. ¿Usted está informado y entiende las leyes de vivienda y sus derechos como arrendatario?	5.Are you informed and understand housing laws and your rights as a tenant?
94 Si	94 Yes
111 No	111 No

6. ¿Usted necesita información sobre renta o, compra de una casa en la Ciudad de Kirkland?	6.Do you need information about rent or buying a house in Kirkland City?
95 Si	95 Yes
110 No	110 No

7. Por favor díganos sobre su ACCESIBILIDAD Y POSIBILIDADES DE PAGAR por los siguientes servicios:

7.a Servicios legales:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.b Servicios de Inmigración:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.d Deportes para niños, jóvenes y adultos:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.e Cuidado de niños:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.f Programas para padres adolescentes:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.g Programas y servicios para personas con necesidades especiales:

Son accesibles: Si__ No__

Yo podría pagar por estos servicios: Si__ No__

7.h Programas y servicios para personas de la tercera edad/adultos mayores:

Son accesibles: Si__ No__

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Yo podría pagar por estos servicios: Si ___ No ___

1. Please tell us about your ACCESSIBILITY AND POSSIBILITY TO PAY for the following services:

7.a Legal Services:

They are accessible:	46 Yes	153 No
I could pay for these services:	41 Yes	152 No

7.b Immigration Services:

They are accessible:	45 Yes	156 No
I could pay for these services:	37 Yes	154 No

7.d Sports for children, youth and adults:

They are accessible:	68 Yes	133 No
I could pay for these services:	45 Yes	132 No

7.e Child Care:

They are accessible:	48 Yes	156 No
I could pay for these services:	32 Yes	156 No

7.f Adolescent Parent Programs:

They are accessible:	39 Yes	166 No
I could pay for these services:	25 Yes	164 No

7.g Programs and services for people with special needs:

They are accessible:	50 Yes	152 No
I could pay for these services:	29 Yes	150 No__

7.h Programs and services for seniors/older adults:

They are accessible:	47 Yes	156 No__
I could pay for these services:	24 Yes	157 No__

Sección VIII

Deseos y Sueños para usted, su familia y su comunidad.

Section VIII

Dreams and desires for you, your family and your community.

1. ¿Qué es lo que necesitan los <u>individuos</u> para prosperar en la comunidad Latina de Kirkland?	1. <u>What</u> do individuals need to thrive in the Latino community of Kirkland?
mayor información sobre los programas y servicios que ofrece la ciudad para los Latinos de Kirkland	More information on the programs and services offered by the city for Latinos of Kirkland
No entiendo la pregunta	I don't understand the question
Trabajo, educación y salud	Work, education and health
Más apoya e incluir más	More support and include more
Más oportunidades, más espacios, por ejemplo a mí me gustaría tomar clases de inglés y sueño con tener mi propio negocio, sin embargo es muy caro rentar un local.	More opportunities, more spaces, for example I would like to take English classes and I dream of having my own business, however it is very expensive to rent a place.
Ser vistos, escuchados y hacernos presentes	Be seen, heard and present
Estar unidos y compartir de sus talentos	Be united and share your talents
Más servicios en español y oportunidades para aprender inglés.	More services in Spanish and opportunities to learn English
Más info	More info
más votación y estar más involucrados con la comunidad	More voting and to be more involved with the community
Poder comunicarse y tener herramientas para poder informarse	To be able to communicate and to have tools to be informed
Mas trabajo	More work
Oportunidades específicas para Latinos	Specific opportunities for Latinos
Programas de formación educativa y en la salud. Oportunidades de trabajo	Educational and health training programs. Job opportunities
Oportunidades, trato justo, no discriminación. Recursos en español u oportunidades para aprender inglés laboral o funcional	Opportunities, fair treatment, non-discrimination. Resources in Spanish or opportunities to learn working or functional English
oportunidades de trabajo con salario que cubre el costo de vida	Job opportunities with a salary that covers the cost of living
mejores oportunidades y estudio más comunicación	Better opportunities and education, more communication

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pensaría que más oportunidades de trabajo donde se pueda utilizar el español más que el Inglés.	I would think that there be more job opportunities where you can use Spanish more than English.
Que Mis hijo a terminen la universidad	That my children complete college
Creo q tener esas ganas de salir adelante	I think to have the desire to get ahead
Educación	Education
q la renta se más accesible y q no la suban tan seguido	That rent be more affordable & that they don't be raised so frequently
más trabajos dignos con mejor salario y más respeto	More dignified work with better pay and more respect
Comunicación y representación	Communication and representation
Dependiendo el caso, pero diría programas de apoyo para ESL clases, orientación para búsqueda de trabajo.	Depending on the case, but I would say support programs for ESL classes, job search orientation
Que existan servicios alrededor tales como Ingles como segunda lengua, preparatoria , universidad, computación, para crecer como individuos.	That there be services around such as English as a second language, high school, university, computers, to grow as individuals.
Un oficio para que puedan desempeñar un trabajo con una mejor paga.	A trade so they can do a job with better pay.
Costos de vivienda accesibles	Costs of affordable housing
Vivienda económica	Affordable housing
Sentirse apoyados para conseguir trabajo y por ende vivienda.	Feel supported to get work and therefore housing.
Recursos y educación	Resources and education
Tener más oportunidades laborales y vivienda accesible	Have more job opportunities and affordable housing
Apoyo inmigratorio para resolver su estatus legal y poder involucrarse más y sentirse más como en casa	Immigration support to resolve your legal status and be able to become more involved and feel more at home
Más acceso e información a los programas, oportunidades y programas dentro de la ciudad pero en español	More access and information to programs, opportunities and programs within the city but in Spanish
para mi todo está bien.	For me everything is good.
Mas empleos	More employment
más oportunidades para los Latinos	More opportunities for Latinos
Trabajo	Work
Mas ayuda e información .	More help and information
Oportunidades de empleo, de aprender ingles	Employment opportunities, to learn English

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Programas accesibles para aprender Inglés y aprender a manejar la tecnología (computación).	Accessible programs to learn English and learn to use technology (computing).
ayuda y recursos, que se les acepte como inmigrantes y aportadores esenciales de la comunidad.	Help and resources, to be accepted as immigrants and essential contributors to the community.
Qué las autoridades correspondientes presten ayuda y notificaciones por correo.	That the corresponding authorities provide assistance and notifications by mail.
Creo que las personas de la tercera edad necesitan más apoyo con transporte, compañía, alimentación y actividades. Las madres de familia necesitan más ayuda con el cuidado de los niños, tanto con ayuda económica como con acceso a estos servicios.	I think seniors need more support with transportation, company, food, and activities. Mothers need more help with childcare, both financially and with access to these services.
Mucho trabajo	More work
Estar unidos y ayudar unos a otros	To be united and to help others
A veces los rangos de salario para acceder a programas de ayuda son muy bajos pero el promedio de ingreso anual deja un rango en donde algunos vivimos pero no podemos pagar deportes de niños o clases para adultos para permitir mejorar con un mejor trabajo.	Sometimes the salary ranges to access aid programs are very low, but the average annual income leaves a range where some of us live (within) but we cannot pay for children's sports or adult classes to allow us to improve with a better job.
Mas y mejor planeación sobre los programas que necesitamos para la comunidad. Somos diferentes tipos de Latinos. Algunos con más recursos y oportunidades que otros. Pero todos queremos progresar y ver crecer a nuestra comunidad.	More and better planning about the programs we need for the community. We are different types of Latinos. Some with more resources and opportunities than others. But we all want to progress and see our community grow.
Ayuda de renta o ayuda para que las personas puedan abrir sus negocios o algún tipo de préstamo para que puedan avanzar y pagar con tiempo por los gastos de sus negocios o renta de local.	Rent assistance or help so that people can open their businesses or some type of loan so that they can get ahead and pay on time their business expenses or leases.
hablar ingles	Speak English
Mas comunicación	More communication
trabajar	Work
Creo que ms programas de ayuda económica y culturales.	I think more cultural and financial aid programs
Escuelas de ingles	English schools
Mas servicios comunitarios y sociales en español. Empleados Latinos dando estos servicios.	More community and social services in Spanish. Latino employees providing these services.
Esta perfecto como están	It's perfect as is
información acerca de nuestros derechos y aprender inglés.	Information about our rights and to learn English

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más apoyos y servicios para las familias Latinas en Kirkland.	More assistance and services for Latino families in Kirkland
Unirse mas	Unite more
oportunidades de trabajo, hospitales	Employment opportunities, hospitals
Que haya trabajo	That there be work
Mas apoyos y recursos disponibles en Kirkland... no en otras ciudades. Mas trabajos, más apoyos por parte de la ciudad para los negocios La comunidad necesita trabajar en equipo con la ciudad.	More supports and resources available in Kirkland ... not in other cities. More jobs, more support from the city for business The community needs to work as a team with the city
Ser escuchados	Be Heard/ listened to
Aprender más inglés, estudiar más, y prepararse más.	Learn more English, study more, prepare oneself more
Mas atención y oportunidad de parte de la ciudad de Kirkland	More attention and opportunities on the part of the City of Kirkland
servicios en español	Spanish services
salir de nuestras casas e inmiscuirnos más, siempre y cuando tengamos la oportunidad de hacerlo de una manera significativa	Get out of our homes and meddle (get involved?) more, so long as we have the opportunity to do so in a meaningful way
Educación	Education
Apoyarse más unos a otros y compartir información	Support each other more and share information
Más comunicación e información	More communication and information
Mas programas, info y recursos en español	More, info and resources in Spanish
Aumento de trabajos para inmigrantes y bajos recursos de rentas para inmigrantes	Increase in jobs for immigrants and low-income rent resources for immigrants
Apoyo emocional y económico con trabajos y pequeños negocios	Emotional and financial support with jobs and small businesses
involucrarnos más en las decisiones que se toman para la comunidad.	Get more involved in the decisions made for the community
La unión y más donaciones .	Unions and more donations
Educación y Más áreas de empleos	Education and more areas of employment
Sueldos y Oportunidades justas	Just salaries and opportunities
Reuniones para mejorar en nuestra comunidad	Meetings to improve (with)in our community
Ocupamos más gente que informe platiqué y unirnos	We occupy more people that informs, talks and unites us
Ser más unidos y no ser tan egoístas. Y respetar las buenas y malas decisiones de los demás...	Be more united and less selfish. And respect the good and poor decisions of others
ser tomados en cuenta, ofrecer más info y recursos en español	Be taken into consideration, offer more info and resources in Spanish

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oportunidades para trabajar, educación y líderes que nos representen	Opportunities to work, education and leaders who can represent us
Bajar la renta	Lower rent
Aumentar los salarios porque la rentas son muy altas	Increase salaries because rents are too high
Más programas	More programs
comunicación	Communication
Más personal bilingües y clínicas en las escuelas más personas que se puedan comunicar en español	More bilingual staff and clinics in schools; more people who can communicate in Spanish
que se cree la oportunidad de hacer comunidad	Create the opportunity to create community
más oportunidades de opinar como esta...	More opportunities to opine like this one
Ser un poco más unidos	Be a bit more united
No se	I don't know
más apoyos	More supports
Más dinero	More money
Cómo más ayuda en nuevos programas de escuela	Like more help with new school programs
Reunirnos y conocer más sobre lo que el condado ofrece	Get together more and learn more about what the County has to offer
Ma equidad, entablar una comunicación con los líderes para ver cuáles son la oportunidades y los retos de hacer esto	More equity, establish communication with leaders to see what the opportunities and challenges of doing this are..
educación, trabajo y oportunidades	Education, work and opportunities
Participación	Participation
Que haya más lugares de apoyo y viviendas de bajos recursos	That there be more support locations and low-income housing
Estabilidad laboral, cultura general de la ciudad y conciencia ciudadana.	Job stability, general culture of the city and civic awareness
oportunidad de trabajo	Work opportunity
información	Information
más unión, entre Latinos somos muy egoístas, se trata de ser humanos durante este tiempo de pandemia	More union, among (us) Latinos we are very selfish, it is about being human during this time of pandemic
Estudiar set más inteligentes en relación a oportunidades	Study and be smarter with regards to opportunities
Tener más recursos y unidad	Have more resources and unity
Tengo formación universitaria, pero mala comunicación en inglés quisiera tener clases en ingles pero grupos pequeños de 3 o 4	I am college educated but my communication in English is bad. I would like to do English classes but in small groups, with 3 or 4 people.

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personas. En lo personal quisiera poder tener oportunidad de conocer nuevos trabajos	Personally, I would like to have the opportunity to know about new jobs
Trabajar mucho, papá y mamá e hijos en cuanto puedan,	Work hard, mom and dad and children as soon as they can,
Crear y fomentar más fuentes y mejores fuentes de trabajo	Create and promote more sources and better sources of work
Sentirse apoyado por servicios disponibles en la ciudad, tener recursos laborales.	To feel supported by services available in the city, to have employment resources
Tener buen trabajo y menos renta	Have a good job and less rent
TAL VEZ MAS RECURSOS LATINOS COMO TIENDAS, CLINICAS BILINGUES. LA MAYORIA DE LAS VECES TENEMOS QUE IR A SEATTLE PARA ENCONTRAR PRODUCTOS LATINOS Y PARA RECIBIR ATENCION MEDICA DE SEA MAR O A BOTHELL PARA IR A HEALTH POINT.	Maybe more Latino resources like stores, bilingual clinics. Most of the times we have to go to Seattle to find Latino products and to get medical attention from sea mar or Bothell to go to health point.
Todo está bien	All is good
Buscar la oportunidad de crear nuevos líderes, la juventud Latina en Kirkland debe de ser apoyada. Ellos son nuestros futuro.	Seek the opportunity to create new leaders, the Latino youth in Kirkland must be supported. They are our future.
Comunicación apropiada entre ciudad, negocios, proveedores de servicio y comunidad	Appropriate communication between city, businesses, service providers and community
Crear fuentes de educación financiera, emocional y escolar.	Create sources of financial, emotional and school education
Que las rentas sean más baratas	That rents be cheaper
No me siento/estoy segura...	I don't feel/ am safe
Tener un trabajo bien pagado	Have a good paying job
No se	I don't know
Que haya más oportunidades de ayudas para los Latinos en Kirkland	That there be more aid opportunities for Latinos in Kirkland
Mejores salarios	Better salaries
Dar a conocer los servicios disponibles para los Latinos.	Promote the services available for Latinos
Tenemos que aprender a hablar inglés	We have to learn to speak English
Necesitamos sentirnos valorados; platicando con una persona me decía que vivir en USA es tener una mejor vida... y sí, pero a costa de sentirse muchas veces humillados y pisoteados por sus jefes quienes no son Latinos, la mayoría de los Latinos no está preparado	We need to feel valued; speaking with a person s/he told me that living in the USA is having a better life ... and yes, but at the expense of feeling humiliated and trampled many times by their bosses who are not Latino, most Latinos are not academically prepared because there

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académicamente porque no hay programas en español y les quita la posibilidad de aspirar a tener un mejor puesto de trabajo.	are no programs in Spanish and that takes away the possibility of aspiring to have a better job.
Crear más trabajos	Create more jobs
no estoy segura, más apoyos	Am not sure, more support
Información de programas	Information about programs
Que nos dieran la misma oportunidad que tienen las personas americanas, que se nos ofrecieran los mismos beneficios en salario y servicios disponibles... menos discriminación racial	That they give us the same opportunity that Americans have, that they offered us the same benefits in salary and available services ... less racial discrimination
Más oportunidades de escuelas para Latinos, programas en ingles	More opportunities for school for Latinos, English programs
Marketing, visión/misión y critical mass	Marketing, vision/mission and critical mass
Mas oportunidades de trabajo	More employment opportunities
Ser más unidos	Be more united
Lograr nuestras metas como estudiar y tener una comunidad sana de drogas.	Achieve our goals like studying and having a healthy drug free community.
Informarse sobre involucro cívico para Latinos	Learn about civic engagement for Latinos
juntarse más para conocerse	Get together more to get to know each other
Mas talleres de información y ayuda para iniciar nuestros propios negocios	More information workshops and help to start our own businesses
Mas oportunidades de Trabajar, y educación	More work opportunities and education
Mas trabajos	More work
Mas ayuda económica y más actividades en español	More financial aid and more activities in Spanish
Fuerza de voluntad	Will power
Voluntad de sobrevivir esta pandemia con los pocos recursos que hay para Latinos en Kirkland	Willingness to survive this pandemic with the few resources available for Latinos in Kirkland
estar más informados sobre las ayudad relacionadas a COVID	Be more informed about aid related to COVID
No hay centros de servicios sociales. Que nos tomen en cuenta.	There are no social services centers. We are not taken into consideration.
Identificar buenos y los mejores líderes y representantes <u>auténticos</u> <u>Latinos</u> de Kirkland. No líderes impuestos por la ciudad u otras organizaciones. Mas Estudio	Identify good and the best <u>authentic</u> Latino leaders and representatives from Kirkland. Not leaders imposed by the city or other organizations. More study/education

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Mas oportunidad y orientación de trabajos	More job opportunities and guidance
Pues somos unidos pero no tenemos servicios para nosotros en español aquí.	Well, we are united, but we do not have services for us in Spanish here.
Yo creo que más servicios en español	I think more services in Spanish
No sé si decir que programas que nos ofrezcan más servicios	I do not know whether to say which programs that offer us more services
Que se les informe sobre servicios y programas que la Ciudad ofrece para Latinos	Be informed about services and programs the City offers for Latinos
Mas servicios en primer idioma y cultura, más proveedores de servicio que hablen español	More services in the first language and culture, more service providers that speak Spanish
más programas y servicios en español/Latinos para Latinos	More Spanish/Latino programs and services for Latinos
Mas viviendas que podamos pagar	More housing we can afford
Más y buenas oportunidades para las familias Latinas	More and better opportunities for Latino families
Debemos de crear nuestro propio Centro de servicios Latinos en Kirkland...Mas y mejores servicios sociales	We must create our own Latino Service Center in Kirkland ... More and better social services
Mas apoyo unirse mas	More support, unite more
información sobre ayuda de renta en español.	Information about rental assistance in Spanish

2. ¿Qué es lo que necesitan las familias para prosperar en la comunidad Latina de Kirkland?	2. What do families need to thrive in Kirkland's Latino community?
mayor información	More information
No entiendo la pregunta	I don't understand the question
Apoyo comunitario, salud, trabajo, educación.	Community support, health, work, education
Más voz de voto y más gente	More voting voice and more people
Oportunidades para aprender, préstamos para emprendedores, que los niños puedan tener las mismas oportunidades que todos.	Opportunities to learn, loans for entrepreneurs, that children can have the same opportunities as others.
Los mismo que los individuos	The same as individuals
Lugares para hacer deporte e información sobre alimentación saludable y precios bajos en alimentos	Places to do sports and information on healthy eating and low food prices
Comunicación. De programas	Communication of programs

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unidad	Unity
Poder comunicarse y tener herramientas para poder informarse. Tener plataformas disponibles para conocer a más familias Latinas	Be able to communicate and have tools to be informed. Have platforms available to meet more Latino families
Diálogo mas	More dialogue
Conocerse más.	Get to know each other more
Tener más accesibilidad a	Have more Access to
comunicación de las oportunidades, apoyo con los niños.	Communication about opportunities, support with children
programas sociales de inclusión y servicios de salud física y mental.	Social inclusion programs and physical and mental health services
unión	Unity
Mas programas de educación es español y eventos familiares de comunidad Latina.	More Spanish education programs and Latino community family events.
Mas trabajos	More jobs
Creo q de salir de las sombras	I want to come out of the shadows
Buen trabajo	Good job
trabajos mejores pagados	Better paid jobs
trabajos mejores pagados	Better paid jobs
trabajos mejores pagados	Better paid jobs
más programas de ayuda para estudios para aprender ingles	More assistance programs for/to learn English
más programas de ayuda para estudios para aprender ingles	More assistance programs for/to learn English
Ayuda bilingüe	Bilingual help
Crear más programas o asociaciones que puedan apoyar y guiar a las familias	Create more programs or associations that can support and guide families
Mas oportunidades en buenos trabajos.	More opportunities in better jobs
Me gustaría tener información para cómo comenzar mi propio oficio.	I would like to have more information about starting my own business
Lo mismo de arriba	Same as above
Ni sé	I don't know
Sin familia	No family
Sentirse respaldados.	To feel supported

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Apoyos de vivienda educación	Housing support Education
acceso a recursos comunitarios	Access to community resources
ayudas monetarias para que los padres no tengan que trabajar tanto y dedicar más tiempo a los hijos	Financial aid so that parents do not have to work so much and can spend more time with their children
Hablar inglés para obtener mejores trabajos donde puedan aprender más y seguir avanzando en país de las oportunidades.	Speak English to get better jobs where they can learn more and continue advancing in the country of opportunities.
Mas recursos/apoyos económicos y servicios basados en la cultura	More financial resources/aid and culturally based services
Que seamos una comunidad tranquila y respetarnos unos con otros y trabajar duro.	That we be a calm community and we respect each other and work hard.
apoyo, entrenamiento para trabajar	Support, work training
Trabajo	Work
Oportunidades para los niños para desarrollar habilidades, deportes, educación, etc.	Opportunities for children to develop skills, sports, education, etc.
Unidad.	Unity
ayudas y recursos en español... que se les preguntó además de que necesitan, también como pueden aportar cuales son su fortalezas y metas en Kirkland	Help and resources in Spanish ... ask more than what they need, also how they can contribute what are their strengths and goals in Kirkland
Apoyo con el cuidado de los niños pequeños, más actividades deportivas y artísticas gratuitas para adolescentes. Programas gratuitos o favorables económicamente para la familia donde todos puedan participar y entretenerse.	Support with the care of young children, plus more free sports and arts activities for teens. Free or accessible family-friendly programs where everyone can participate and be entertained.
Trabajo y organización	Work and organization
Unidad y respeto	Unity and respect
Mas lugares de esparcimiento sano que fomenten la unión.	More places for healthy recreation that promote unity.
Crear programas y servicios financieros para los Latinos/Hispanos.	Create financial programs and services for Latinos / Hispanics.

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Las guarderías accesibles o comprensibles de pago. O que se pueda pagar con algún tipo de ayuda y por supuesto pagando de vuelta esas ayudas con tiempo.	Accessible or comprehensive paid daycare. Or that it can be paid with some type of aid and of course paying back that aid in time.
Unión entre familias y hablar ingles	Family unity and to speak English
Mejores empleos	Better jobs
trabajar	Work
Que nos tome en cuenta...y den oportunidades para involucrarse con los procesos sobre las decisiones que toma la ciudad	That they take us into account ... and give opportunities to get involved with the processes about the decisions that the city makes
Trabajos que consideren tu idioma	Jobs that consider your language
gente que de servicios que sean como ellos!	Service people who are like them!
La unión	Unity
Aprender inglés y mejores trabajos	To learn English and better jobs
Mas oportunidades de interactuara con las personas que toman las decisiones para la ciudad. Que la ciudad desarrolle relaciones con la comunidad.	More opportunities to interact with the people who make the decisions for the city. That the city develops relationships with the community.
Ayudarse los unos a los otros	Help each other out
no enfermarnos con COVID... los apoyos deben de ser para todos, no solo para los que califican	not get sick with COVID ... supports should be for everyone, not just those who qualify
Que haya trabajo	That there be work/employment
Programas y servicios en español en Kirkland	Spanish programs and services in Kirkland
Ayuda	Help
trabajos y oportunidades para prosperar	Jobs and opportunities to prosper
mantención de la ciudad	City maintenance
ser reconocidos como comunidad aportadora	To be acknowledged as a contributing community
Idioma	Language

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Más comunicación	More communication
Mas oportunidad para los Latinos . Mas negocios Latinos.	More opportunity for Latinos. More Latino businesses.
Más oportunidades	More opportunities
Tener más conexiones y diálogos con los grupos/personas que toman decisiones sobre la comunidad	Have more connections and dialogues with groups/people who make decisions about the community
Más apoyó , más trabajos y negocios, para salir adelante	More support, more jobs and businesses, to get ahead
Apoyó y notificaciones de trabajos para poder prosperar y apoyo emocional y económico	Support and job notifications to be able to prosper and emotional and financial support
ser tomados en cuenta y que haya gente Latina/bilingüe dando los servicios	To be taken into consideration and that there are Latino / bilingual people providing services
Estar educada a las informaciones que se ofrece.	To be educated about the information that is offered
Educación financiera	Financial education
Ayuda financiera	Financial aid
Programas para familias y estudiantes as para personas de bajos recursos	Programs for families and students for low-income people
Mas apoyo de programas sin fines de lucro y ser más tomado en cuenta por los servidores públicos	More support from non-profit programs and be more taken into consideration by public servants
ser tomadas en cuenta, ofrecer más info y recursos en español	Be taken into consideration, offer more info and resources in Spanish
más recursos y ser tomados en cuenta	More resources and to be taken into consideration
Más participación	More participation
Clínica , personal en la escuela que hablen Español, policías ,bomberos	Clinic, Spanish-speaking school staff, police, firefighters
que se nos tome en cuenta... oportunidades para apoyar a los servicios/programas que ofrece la ciudad	That we be considered ... opportunities to support the services/programs offered by the city
más oportunidades y apoyos... no todos necesitamos ayuda, también hay profesionales en nuestra comunidad	More opportunities and support ... not all of us need help, there are also professionals in our community

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Informarse un poco más	Be a bit more informed
más apoyos	More support
Pagar menos de renta	Pay less rent
Ayuda de recursos a escuelas y a los niños	Resource help to schools and children
Educación académica y dominar el idioma	Academic education and mastering the language
que se les tome en cuenta a todos sin importar la situación o condición, todos pagamos impuestos	That everyone is taken into consideration regardless of the situation or condition, we all pay taxes
más apoyos	More supports
Comprometerse	Engage
Más cuidado de niños,	More Childcare
Trabajar, estudiar y progresar en unidad y equilibrio.	Work, study and progress in unity and balance
Que cooperen porque la misma gente no cooperamos	That they cooperate because the same people do not cooperate
Unión y que bajen los precios de las rentas	Unity and that rent prices go down
Apoyo	Support
más programa sociales recreativos y culturales	More social, recreational and cultural programs
Ayuda para guarderías, para poder trabajar mamá y papá, guía en las escuelas para que los jóvenes conozcan las carreras que pueden ejercer y el impacto económico, que sepan las oportunidades de trabajo en la región, apoyar los negocios Latinos	Aid for day care centers, for mom and dad to be able to work, guide in schools so that young people know the careers they can pursue and the economic impact, that they know the job opportunities in the region, support Latino businesses
Centros de Apoyo familiar y de terapias	Family support and counseling centers
Más fuentes de trabajo	More work sources
Mas posibilidad de rentar	More possibilities to rent
Todo está bien	All is well
None	None

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Integrarse más a la sociedad.	Integrate more into society
Bajas el precio de la renta. Tener beneficios médicos en los trabajos.	Lower the price of the rent. Have medical benefits at work
Viviendas más baratas	More affordable housing
No se	I don't know
Mas apoyo	More support
Donde trabajan que nos paguen más	To get paid more where we work
Informarnos mas	Be more informed
(la ciudad) Necesita conectarse con otras familias Latinas, para seguir creciendo como comunidad y hacerla más fuerte, además de que los niños puedan crecer y formar amistades dentro de la misma comunidad haciendo que se haga más fuerte nuestra cultura e idioma.	(The city) needs to connect with other Latino families, to continue growing as a community and make it stronger, in addition to the children being able to grow and form friendships within the same community, making our culture and language stronger.
Q haiga más empleos para las personas Latinas	That there be more employment for Latino people
No sabría, mi familia es muy joven	I wouldn't know, my family is very young
Que las rentas y los billes fueran más económicos	More affordable housing and cheaper bills
Escuelas de inglés gratis	Free English schools
Un lugar sano y seguro para vivir	A safe and healthy place to live
Trabajo	Work
Buscar información	Look for information
Ayuda financiera e información. Estudio accesible.	Financial aid and information. Accessible studies.
Participar	Participate
más cosas de la ciudad para ellos	More things from the city for them
Mas información sobre como tener tu propio negocio o casa, orientación para sacar permisos gubernamentales para abrir nuestros propios negocios	More information on how to have your own business or home, guidance on how to obtain government permits to open our own businesses
Educarse	Educate (yourself)

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Mas trabajos para los Latinos y renta accesible	More work for Latinos and affordable rents
Fuerza de voluntad	Will power
mucha atención	Lots of attention
Somos únicos como comunidad	We are unique as a community
programas gratis/em español para después de la escuela	Free programs in Spanish for after school
Mas programas en español y ayuda para familias	More Spanish programs and help for families
Mas información para la comunidad Latina	More information for the Latino community
Que tuviéramos más apoyo más servicio	That we have more support, more service
un poco más de apoyo	A bit more support
Centros que ofrezcan más servicios en español	Centers that offer more services in Spanish
Creo que lo mismo que dije anteriormente	I think the same thing I said before
Mas educación, recursos ya poyos en español	More education, resources and supports in Spanish
Mas información sobre cómo opera la ciudad y oportunidades de comunicación con las personas que toman las decisiones para la comunidad	More information on how the city operates and communication opportunities with the people who make decisions for the community
más información, comunicación y apoyos por parte de la ciudad y escuelas	More information, communication and support from the city and schools
Unión apoyarse entre uno mismo	Union support (amongst) each other

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3. ¿Qué es lo que necesitan los <u>jóvenes</u> para prosperar en la comunidad Latina de Kirkland?	3. What do youth need to thrive in the Latino community of Kirkland?
Los jóvenes necesitan mayor información	Young people need more information
Acceso a educación superior	Access to higher education
Lo mismo supongo. Incluirse más	The same I suppose. Be included more
Tener los mismos derechos e igualdad, que no se discrimine a nadie.	Have the same rights and equality, that no one is discriminated against.
unidad	Unity
Información, programas de valores	Information, values programs
Mas ayuda para los jóvenes	More aid for youth
Algún lugar donde se puedan reunir (cuando pase el COVID)	Some place to gather (once COVID is over)
Educación de alta calidad	High quality education
Oportunidades para ir a la universidad	Opportunities to go to college
lugares sociales para convivir y trabajo.	Social places to hang out and live
más comunicación unión con la comunidad	More communication, union with the community
Escuelas y trabajos	Schools and jobs
Depende de la educación que haya tenido en casa	It depends on the education you have had at home
Responsabilidad	Responsibility
más atención	More attention
más atención	More attention
más atención	More attention
más atención y comprensión y apoyo de sus padres y de la comunidad	More care and understanding and support from their parents and the community
más atención y comprensión y apoyo de sus padres y de la comunidad	More care and understanding and support from their parents and the community
Actividades al aire libre	Outdoor activities

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Enfocarse en los estudios , enfocarse en los deportes y no olvidar sus raíces.	Focus on studies, focus on sports, and don't forget their roots.
Programas para que se distraigan y los orienten a un mejor nivel académico.	Programs to distract them and guide them to a better academic level.
Programas que incluyan participación de jóvenes de diversas nacionalidades	Programs that include the youth participation of various nationalities
Centros comunitarios donde disfrutar sanamente	Community centers where one can enjoy healthily
Sentirse aceptados y respaldados.	To feel accepted and supported
Acceso a la educación	Access to education
acceso a educación	Access to education
Oportunidades para hacer voluntariado	Volunteering opportunities
Más interacción con los padres y hablar español para poder comunicarse con sus padres y abuelos	More interaction with parents and speaking Spanish to be able to communicate with their parents and grandparents
Actividades donde ellos puedan participar fuera de la escuela	Activities where they can participate outside of school
Mas actividades accesibles para familia de bajos recursos.	More activities for low-income families
Mas centros de deporte y bibliotecas.	More sports centers and libraries
orientación, apoyo para que sigan estudiando	Guidance, support so they can continue studying
Tener comunicación con sus padres respeto escuela	Have communication with their parents about school
Mas programas a bajo costo y que se ofrezcan becas	More low-cost programs and more scholarship offers
Mas apoyo en las escuelas.	More support in schools
Buenos guías, buenos ejemplos de líderes públicos cada uno es diferente, preguntarles...	Good guides, good examples of public leaders, each one is different, ask them
Qué allá unión física y verbal, con autoridades correspondientes.	That there be a physical and verbal union, with corresponding authorities.

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Actividades deportivas y artísticas gratuitas o de bajo costo donde puedan participar y a las que puedan ser transportados si sus padres no tienen la capacidad de hacerlo.	Free or low-cost sports and arts activities where they can participate and to which they can be transported if their parents do not have the capacity to do so.
Apoyo en servicios y educación	Support in services and education
Educación de calidad	Quality education
Mas lugares seguros donde puedan convivir con otros jóvenes sin malas influencias	More safe places where they can live with other young people without bad influences
strong healthy minds	Strong healthy minds
Alguien que los guie permanentemente, programas académicos escolares after School donde se siente apoyados y motivados a estudiar. Entre más tiempo estén aprendiendo (en la escuela) menos tiempo les dará para tomar malos caminos	Someone to guide them permanently, after school academic programs where they feel supported and motivated to study. The more time they are learning (in school) they will have less time to take bad paths
Estudios estudios	Study study
trabajar	Work
Hay que preguntarles a ellos...	We need to ask them
Más becas	More scholarships
más apoyos!	More supports
Más programas Latinas	More Latino programs
Participar a eventos comunitarios	Participate in community events
pregúntenles a ellos... ellos tienen que ser tomados en cuenta.	Ask them... they need to be taken in consideration
seguir estudiando y trabajar	Continue studying and work
más apoyos y programas en Kirkland	More support and programs in Kirkland

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Ser escuchados	Be heard
más programas para jóvenes que involucren a los padres	More youth programs that engage/involve parents
más atención	More attention
más apoyos para ellos y sus familias	More support for them and their families
Seguir estudiando	Continue studying
Oportunidades y bajos recursos	Opportunities and low income (or resources?)
Apoyo e información	Support and information
Tener más conexiones y diálogos con los grupos/personas que toman decisiones sobre la comunidad y su acceso a la educación	Have more connections and dialogues with groups / people who make decisions about the community and their access to education
Becas y apoyo estudiantiles para el College.	Scholarships and Student support for college
Oportunidades de empleos y ayuda para terminar el College y la universidad.	Employment opportunities and aid to finish college and university
apoyos y ayudas, buenos ejemplos y lideres	Support and help; Good role models and leaders
Programas comunitaria .	Community programs
Educación financiera	Financial education
Oportunidades educativas y académicas	Academic and educational opportunities
Que haya programas de deportes donde los jóvenes pueda hacer deportes	That there be sports programs where young people can play sports
Cómo padres inculcar deportes y	As parents instill sports and
Becas y mejor educación.	Scholarships and better education
ser tomados en cuenta, ofrecer más información y recursos en español/bilingüe	Be taken into consideration, offer more information and
preguntarles	Ask them
Información y apoyos	Information and supports
Ayuda para que hagan deportes ,	Help so they participate in sports
más educación e información sobre educación y oportunidades	More education and information on education and opportunities
preguntarles	Ask them

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Involucrarse más en la educación	Get more involved in education
Actividades deportivas y culturales	Cultural and sport activities
más apoyos	More support
Estudiar más	Study more
Cómo aprender sobre cómo ayudar a otra persona en caso de un desastre y obtener más ayuda en la escuela	How to learn about helping someone else in the event of a disaster and get more help at school
Escuela	School
tener diálogos con los líderes de la ciudad	Have dialogue with city leaders
más apoyos	More support
Estudiar	Study
Talleres educativos	Educational workshops
Estudiar y conciencia ciudadana y valores.	Study, civic consciousness and values
Ganas de salir adelante	Desire to get ahead
que tengan más actividades para los jóvenes para que dejen de fumar marijuana y puedan hacer algún deporte	That they have more activities for young people so that they stop smoking marijuana and can do some sports
Hablar mucho con ellos en estos tiempos tan difíciles	Talk a lot with them during these difficult times
Programas culturales	Cultural programs
Enfocarse en la escuela, y reconocer el trabajo y esfuerzo de los papas para tener lo que tienen hasta hoy, necesitan liderazgo y actividades que los hagan moverse a investigar, a cansarse, a voluntaria ese en cosas del gobierno, de la ciudad, de la comunidad, de parks and recreación , para que puedan en un futuro saber hacer un impacto para todos, que se les dé la oportunidad de trabajar aún	Focusing on school, and recognizing the work and effort of the parents to have what they have today, they need leadership and activities that motivates them to investigate, to tire, to volunteer in (things in) government, the city, the community, parks and recreation, so that in the future they can know how to make an impact for everyone, that they be given the opportunity to work even

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que sean pocas horas para que se acostumbren a una rutina de estudio y trabajo y tengan menos tiempo de ocio, responsabilidad y respeto al tener parejas, ambiciones de mejora personal y en cualquier cosa, oportunidades y clases de Public speaking	if it is only a few hours so that they get used to a routine of study and work and have less leisure time; responsibility and respect when having partners, ambitions for personal improvement and in anything, opportunities and public speaking classes
programas de motivación	Motivational programs
None	None
Actividades y más vigilancia policial	Activities and more police vigilance
Estar enfocado en actividades después de clases como deporte ,arte y que les enseñen clases de emprendedores o finanzas.	Be focused on after-school activities like sports, art, and being taught entrepreneurship or finance classes.
Más apoyo	More support
Que vayan a la escuela	That they go to school
útiles	Supplies
Mas convivencia apoyo de la ciudad	More coexistence, support of the city
Mejor comunicación	Better communication
Estudiar ,para tener un mejor futuro	Study to have a better future
Ser escuchados	Be Heard
Programas en español	Spanish programs
Que hubiera más deportes, más reuniones y eventos deportivos y culturales para la comunidad Latina	That there be more sports, more meetings and sporting and cultural events for the Latino community
Ayudas comunitarias , seguir estudiado	Community aids, continue studying
información	Information

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Comunicación	Communication
Seguridad e información sobre estudios.	Security and information about studies
Enseñanza en casa para valorar y estar orgulloso de ser Latino	Teaching at home to value and be proud of being Latino
mirar otras cosas que no sean sus teléfonos	See other things other than their phones
Ayudas en los colegios, que haya más becas para deportes, arte, talleres de aprendizaje en cosas cotidianas.	Help in schools, there be more scholarships for sports, art, learning workshops in everyday things.
Estudiar y prepararse para encontrar mejores trabajos	Study and prepare to find better jobs
Estudiar	Study
Tener más programas de ayuda	Have more assistance programs
Responsables	Responsible
que los padres motiven a sus hijos	That parents motivate their children
Programas de apoyo e información	Support and information programs
más programas para ellos, mentores de acuerdo a su cultura e idioma	More programs for them, mentors according to their language & culture
Mas programa de tutoría para los estudiantes Latinos	Tutoring programs for Latino students
Mas actividades deportivas y recreativas	More recreational and sport activities
Mas actividades lugares donde puedan asistir que sean accesibles	More activities, places where they can attend that are accessible
Lugares donde puedan hacer ms actividades	Places where more activities can take place
Actividades para jóvenes	Youth activities
Mas apoyo	More support
Programas de deportes para jóvenes y familias, como bailes, arte, música	Sports programs for youth and families, such as dance, art, music
Mas información sobre cómo opera la ciudad y oportunidades de comunicación con las personas que toman las decisiones para la comunidad, jóvenes y familias	More information about how the city operates and communication opportunities with decision makers for the community, youth and families

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más información, comunicación y apoyos por parte de la ciudad y escuelas	More information, communication and support from the city and schools
Mas lugares o actividades	More places or activities
Mas actividades para los jóvenes	More youth activities

4.¿Qué es los que necesitan los niños para prosperar en la comunidad Latina de Kirkland?	4. What do children need to thrive in the Latino community of Kirkland?
más escuelas en español	More schools in Spanish
Que sus padres se sientan seguros Programas de apoyo para padres.	That their parents feel safe Parent support programs.
Con suerte estarán en una comunidad sana	With luck they will be in a healthy community
Mismas oportunidades y derechos.	Same opportunities and rights
Ser educados por sus padres para que compartan y se immersen con la cultura de la ciudad	Being educated by their parents to share and immerse themselves in the culture of the city
comunicación	Communication
Una buena educación, amor, valores	A Good education, love and values
Education	Education
Buena educación, que los papás sepan cómo acceder a los recursos	Good education, that parents know how to access resources
Programas de deportes y clases extracurriculares	Sports programs and extracurricular classes
Buenas escuelas, maestros y áreas verdes. Actividades para niños.	Good schools, teachers and green areas. Activities for children
parques y lugares donde convivir con otros niños	Parks and other places to get along with other kids
opportunities	Opportunities
Programas bilingües o prescolares y escuelas donde se ensene español.	Bilingual programs or preschools and schools where Spanish is taught
Programas hispanos donde haiga a eventos Latinos	Hispanic programs where there are Latino events
No se q decir	Don't know what to say
Que tengan buena Educación	That they have a good education

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más amor y atención de sus padres	More love and attention from their parents
más amor y atención de sus padres	More love and attention from their parents
más amor y atención de sus padres	More love and attention from their parents
Programas después de la escuela, apoyo de transporte a las familias	After School programs, transportation support for families
Deportes, estudios, para que sean buenos Profesionistas y hagan de esta una gran Ciudad.	Sports, studies, so that they are good Professionals and make this a great City.
Tal vez lugares donde puedan salir fuera de casa y tener actividades infantiles.	Maybe places where they can go out and have activities for children.
Lo mismo de arriba	Same as above
Mira arriba	See above
Sentirse cuidados e impulsados a lograr sus sueños.	Feeling cared for and driven to achieve your dreams.
Acceso a la educación	Access to education
más parques abiertos	More open parks
Más tiempo de calidad con los padres. Más apoyo de parte de los papás en sus actividades y talentos	More quality time with parents. More parental support for their activities and talents (skills)
Que los padres les enseñen valores.	That parents teach them values
programas de ayuda, apoyo, para hacerles saber que ellos pueden estudiar y salir adelante	Help programs, support, to let them know that they can study and succeed
Atención	Attention
Mas programas a bajo costo y que se ofrecen becas	More low-cost programs and scholarships offered
apoyo socio emocional, medio ambientes seguros, aceptarlos como hijos de inmigrantes con futuro... darles oportunidades de estudiar	Socio-emotional support, safe environments, accepting them as children of immigrants with a future ... giving them opportunities to study
Motivación en escuelas, por igual entre nacidos americanos y nacidos Latinos.	Motivation in schools, equally among American born and Latino born.
Ayuda con su cuidado durante el día o durante el tiempo que sus padres están trabajando. Mas actividades deportivas y artísticas donde puedan estar lejos de las pantallas, aprender y socializar. Preferiblemente gratuitas o de bajo costo y con servicio de transporte.	Help with her care during the day or during the time her parents are working. More sports and artistic activities where they can be away from the screens, learn and socialize. Preferably free or low cost and with transportation service.
Apoyo de sus padres y buenas escuelas	Support from their parents and good schools

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Education de calidad y bases en el hogar	Quality education and foundations at home
Más espacios seguros donde jugar, cansarse y donde también desarrollar su imaginación, más programas culturales, artísticos que les permitan desde pequeños desarrollar habilidades sociales y gusto por las artes, las humanidades y no solo lo tecnológico	More safe spaces where to play, get tired and where they can also develop their imagination, more cultural and artistic programs that allow them from a young age to develop social skills and a taste for the arts, humanities and not only technology
strong healthy minds	Strong healthy minds
Bases académicas fuertes, constancia y seguimiento por parte de un adulto	Strong academic foundations, perseverance and follow-up by an adult
Responsabilidad	Responsibility
estudiar	Study
Hay que preguntarles a ellos...y a sus familias.	We need to ask them and their families
Más becas para deportes ayuda con las tareas	More scholarships for sports, homework help
más apoyos para las familias, padres...	More supports for families, parents
Más programas Latinas	More Latino programs
Participar a los eventos comunitarios	Participate in community events
más servicios, apoyos para las familias	More services, supports for families
poder tener buena educación	To be able to have a good education
seguridad para salir a jugar a gusto	Security to go out and play at ease
estudiar	Study
más ayuda para los padres, oportunidades de educación temprana	More help for parents, early education opportunities
Tomarse en cuenta	Be considered
programas gratis para ellos y sus familias.	Free programs for them and their families
más apoyos para ellos y sus familias	More support for them and their families
información	Information
ayudaría en apoyarlos con el deporte	Help them in supporting them with athletics/sports
Escuelas donde hablen los 2 idiomas Español	Dual language schools Spanish
Apoyarlos y oportunidades	Support them and opportunities
que apoyen a sus padres	Support for their parents

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Mas actividades durante el verano y apoyó con las tareas más lecturas bilingües para el desarrollo mental	More activities during the summer and support with homework more bilingual reading for mental development
Que los apoyen emocionalmente en actividades para que se mantengan activos mental y sanamente sin vicios y sin drogas y ellos puedan tener actividades físicas y de artes etc.	That they support them emotionally in activities so that they remain mentally active and healthy without vices and without drugs and they can have physical activities and arts etc.
apoyo para sus familias y su comunidad	Support for their families and community
Educación financiera	Financial education
Aceptación	Acceptance
Programas de deportes donde los ayuden con las tareas	Sports programs where they can help with homework
Programas des pues de escuela para enseñanza extra	After School programs for extra teaching
Mejor educación y mejores servicios de salud	Better education and better health services
ser tomados en cuenta, ofrecer más info y recursos en español para ellos y sus padres	be taken into consideration, offer more information and resources in Spanish for them and their parents
apoyos y preguntarles a los padres	Support and ask parents
Programas para niños	Programs for children
Que promuevan más los deportes ayuda para hacer tareas	Promote sports more, help to do homework
poyos para sus familias	Support for their families
ayudas apropiadas a sus necesidades	Appropriate help for their needs
Prepararse mejor	Prepare better
Más parques y actividades	More Parks and activities
más apoyos	More support
Estudiar más	Study more
Cómo que ayuda de personas que les enseñan a llevar su vida más próspera y sana y no caer en los vicios de droga	Like help from people who can teach them to lead a more prosperous and healthy life and not fall into drug addictions
más apoyos y oportunidades para los padres	More support and opportunities for parents
más apoyos para sus familias	More support for their families
Deportes	Sports
Deportes	Sports
Protección familiar, comunitaria y gubernamental, educación integral.	Family, community and government protection, comprehensive education

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Impulso de los padres	Parental impulse
que haya lugares recreativos y que sean más accesibles en los precios	That there be recreational places and that they be more accessible in prices (affordable)
atención	Attention
Programas extra escolares con precios más accesibles	More affordable extracurricular programs
Exigirles buenas calificaciones, e involucrarlos en equipos, actividades, tiempo de plática para que practiquen su español, que sepan la ventaja de hablar 2 idiomas, que tengan oportunidad de Public speaking y para que tengan confianza en sí mismos	Demand good grades from them, and involve them in teams, activities, conversation time so that they can practice their Spanish, that they know the advantage of speaking 2 languages, that they have the opportunity for public speaking so that they have confidence in themselves
Más unión familiar	More family unity
None	None
Enfocarse en la escuela.	Focus on School
Mas programas	More programs
Ropa	Clothes
Que se les apoye y se les escuche	That they be supported and heard
Él apoyó con los deportes	Support with sports
Animarlos a estudiar	Motivate them to study
Buenos programas educativos, aulas académicas que ayuden a desempeñar un buen aprendizaje, maestros bien preparados y con gusto por enseñar. Áreas de recreación y esparcimiento. Programas deportivos y artísticos.	Good educational programs, academic classrooms that help students to learn well, well-prepared teachers who are happy to teach. Recreation and amusement areas. Sports and artistic programs.
Tener unos padres con otro sistemas de enseñanza	Having parents with other teaching systems
más lugares donde tengan actividades instructivas gratis para los niños y sus familias	More places to have free instructional activities for kids and their families
Programas en español	Programs in Spanish
Que hubiera más parques de diversión y albercas sin costo para poder entrar	That there were more amusement parks and swimming pools at no cost to be able to get in
Seguir estudiando	Continue studying
Un lugar sano y seguro para vivir	A safe and healthy place to live

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Mas atención	More attention
Utilizar los programas .	Use the programs
Parques seguros, escuelas seguras.	Safe parks, safe schools
Conocer más niños Latinos	Get to know more Latino kids
estar más juntos	Be more together
Talleres después de clases escolares	Workshops after school classes
Estudiar, tener una familia estable	Study, have a stable family
Estudiar	Study
Motivación de los padres	Motivation from parents
ayuda de los padres	Help from parents
más programas para ellos, mentores de acuerdo a su cultura e idioma	More programs for them, mentors according to their culture and language
Mas programas gratis para familias de bajos recursos	More free programs for low-income families
actividades después de escuela	After school activities
más actividades	More activities
Mas apoyo en las escuelas	More support in schools
Que se nos informe a nosotros ;los padres sobre los programas que ofrecen las escuelas	Let us, parents, be informed of programs offered by schools
Mas actividades para menores, aprendizaje en español	More activities for minors, learning in Spanish
más servicios y apoyos para sus familias	More support and services for their families
más información, comunicación y apoyos por parte de la ciudad, escuelas y servicios sociales para sus familias	More information, communication and support from the city, schools and social services for their families
Mas deportes	More sports
Mas apoyo de los papas y maestros	More support from parents and teachers

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5. ¿Otras sugerencias, comentarios o algo más que usted quiera añadir?	5. Other suggestions, comments or more that you want to add?
No a la discriminación, que tenga más proyección de los mismos derechos para todos.	No to discrimination, with more projection (protection) of the same rights for all.
Q aun nos falta mucho para ser una comunidad q nos preocupemos por todos los q necesitamos	That we still have a long way to go to be a community that we care about all of us in need
más apoyo Escolar para los niños	More School support for children
más apoyo Escolar para las familias	More School support for families
Me gustaría que involucraran nuestras costumbres a la Ciudad de Kirkland, para que los demás residentes aprendieran de nuestras raíces.	I would like them to involve our customs in the City of Kirkland, so that other residents learn of our roots.
Me gustaría que los niños y jóvenes pudieran tener apoyo para hablar inglés y español fluido y también aprender a leer y escribir ambos idiomas.	I would like that children and young people could have support to speak English and Spanish fluently and learn to read and write both languages.
Algo para los solteros? No se nos consideran necesitados de servicios y apoyos.	Something for singles? We are not taken into consideration as in need of services and supports.
Apoyos para familias con necesidades especiales	Supports for families with special needs
me gustaría más información sobre la cuida	I would like more information about the care
Programas para conocernos y apoyarnos los papas. Formar grupos de apoyo para nosotros los Adultos y nuestros Hijos.	Programs to meet and support us parents. Form support groups for us Adults and our Children.
Más trabajaos para los Latinos	More Jobs for Latinos
Debemos ser tomados más en cuenta...	We must be taken into consideration
Como comunidad no tenemos una relación con la Ciudad. Hay que desarrollar confianza.	As a community we do not have a relationship with the City. Trust needs to be developed.

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Existen muchos programas para niños como deportes, actividades, cuidado pero son costosos y cuando hay ayudas financieras algunas veces se acaba la ayuda o no calificamos para ella entonces no podemos pagar por ellos.	There are many programs for children such as sports, activities, care but they are expensive and when there is financial aid sometimes the aid runs out or we do not qualify for it so we cannot pay for them.
Gracias por tomarnos en cuenta por medio de esta encuesta.	Thank you for acknowledging us through this survey
Gracias por tonarnos en cuenta.	Thank you for acknowledging us
Más clases de arte y matemáticas	More art and math classes
Que apoyen a las escuelas para que ellos tengan apoyo para ayudar a los niños con clases extras y actividades	That they support the schools so that they have support to help children with extra classes and activities
Educarnos más acerca del anti-racismos	Educate ourselves more about anti-racism
Ocupamos apoyo para personas mayores, ayuda con la nueva tecnología	We need support for the elderly, help with new technology
Un lugar donde puedan estar los niños haciendo deportes	A place where children can be doing sports
hay que seguir preguntado... tomar el parecer de la comunidad Latina y de las otras etnias también	Need to keep asking ... take the opinion of the Latino community and other ethnic groups as well
gracias por pregunta	Thank you for asking
Creo que las familias y trabajadores Latinos de Kirkland estamos listos para participar y ser tomados más en cuenta. Tenemos mucho talento en nuestra comunidad. Podríamos iniciar programas en español que sean ejemplares para otras ciudades	I believe that the Latino families and workers of Kirkland are ready to participate and be taken more into consideration. We have a lot of talent in our community. We could start programs in Spanish that are examples for other cities
Que esté año 2021 todos sean felices	That in 2021 everyone be happy
Kirkland necesita tener más oportunidades y desarrollar un plan de equidad, justicia social y transparencia en relación a las minoridades que vivimos en esta ciudad	Kirkland needs to have more opportunities and develop a plan for equity, social justice and transparency in relation to the minorities that (we) live in this city
gracias por esta encuesta	Thank you for this survey

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A veces vas a las escuelas y no ves padres Latinos no cooperan están trabajando... mandan a los niños a la escuela y no veo que tengan participación	Sometimes you go to schools and you don't see Latino parents, they don't cooperate, they are working ... they send the children to school and I don't see that they have participation
TODO ES MUY CARO EN KIRKLAND	Everything is too expensive in Kirkland
Tener más eventos en español o bilingües para crear amor a nuestro idioma, clases de información de lo que ofrece la ciudad, en cuanto a seguridad, salud, ayudas económicas, clase, voluntariados, estudios, becas, trabajos etc.	Have more events in Spanish or bilingual to create love for our language, information classes about what the city offers, in terms of safety, health, financial aid, class, volunteering, studies, scholarships, jobs, etc.
Vivienda baratas	Inexpensive housing
Ayuda para hacer actividades para los Latino	Help to create activities for Latinos
Por favor el migrante o Latino necesitamos ser escuchados	Please (the) Latinos/ migrants we need to be heard
Mas unidad	More unity
Mas unión Latino más información	More Latino unity, more information
Necesitamos sentirnos incluidos, informados y seguros.	We need to feel included, informed and safe.
Me gustaría que hubiera talleres en donde los jóvenes puedan aprender oficios, a hacer o arreglar cosas por ejemplo una bicicleta cambiar llantas o cadena, poner o cambiar una pila a un reloj, o algo parecido. Lugares donde puedan tener más amistades Latinas	I would like there to be workshops where young people can learn trades, to make or fix things for example a bicycle, change tires or chain, put or change a battery to a watch, or something similar. Places where they can have more Latino friends
Tenemos que mantener esta comunicación abierta entre la comunidad y la ciudad	We need to keep this communication open between the community and the city
Tener más programas bilingües en las escuelas y maestros que hablen español y otros idiomas	Have more bilingual programs in schools and teachers who speak Spanish and other languages
nosotros como Latinos necesitamos más involucro cívico en los procesos de esta ciudad	We as Latinos need more civic involvement in the processes of this city

Sección IX

Conexiones

Section IX

Connections and Feedback About the Survey

<p>1. Al final de este proceso publicaremos el reporte de este proyecto- ¿Quiere/está interesado en que compartamos el reporte con usted?</p>	<p>1. At the end of this process we will publish the report of this project- Do you want/are you interested in us sharing the report with you?</p>
<p style="text-align: center;">168 Si/Yes 29 No/No</p>	

<p>2.Si su respuesta es Si- ¿Cuál es la mejor forma de comunicarnos con usted?</p>	<p>2.If your answer is Yes- What is the best way to communicate with you?</p>								
<table style="width: 100%; border: none;"> <tr> <td style="text-align: right; padding-right: 20px;">56</td> <td>Teléfono /Phone</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">121</td> <td>E-mail</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">16</td> <td>Both Phone/E-mail</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">21</td> <td>Otra forma: Letter Promotores, phone message</td> </tr> </table>		56	Teléfono /Phone	121	E-mail	16	Both Phone/E-mail	21	Otra forma: Letter Promotores, phone message
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121	E-mail								
16	Both Phone/E-mail								
21	Otra forma: Letter Promotores, phone message								

<p>3.¿Usted preferiría recibir información en inglés, español, en los dos idiomas o, en algún dialecto/otro idioma?</p>	<p>3.Would you prefer to receive information in English, Spanish, both languages or, in a dialect/other language?</p>										
<table style="width: 100%; border: none;"> <tr> <td style="text-align: right; padding-right: 20px;">137</td> <td>Español (Spanish)</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">13</td> <td>Inglés (English)</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">53</td> <td>Español/Inglés (Spanish/English both)</td> </tr> <tr> <td style="text-align: right; padding-right: 20px;">21</td> <td>Dialecto: Náhuatl, Purépecha (Other Dialect)</td> </tr> <tr> <td></td> <td>Otro: Portugués, Italiano (Portuguese, Italian)</td> </tr> </table>		137	Español (Spanish)	13	Inglés (English)	53	Español/Inglés (Spanish/English both)	21	Dialecto: Náhuatl, Purépecha (Other Dialect)		Otro: Portugués, Italiano (Portuguese, Italian)
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	Otro: Portugués, Italiano (Portuguese, Italian)										

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4.¿Como se enteró de este cuestionario?	4.How did you learn about this questionnaire?
7	Aviso/Flyer
40	Internet/Redes Sociales Internet/Social Media
83	Familia/Amigo/Otra Persona Family/Friend/Someone else
68	Promotor

5. ¿Qué fue lo que le animo a participar?	What encouraged you to participate?
Dar feedback a la ciudad-Es importante	Provide feedback to the city-It's important
Mejorar y acercarme más a la comunidad Latina	Improving and getting closer to the Latino community
Hacernos escuchar en Kirkland como Latinos	To be heard in Kirkland as Latinos
Me da gusto ser parte de cualquier cosa que incluya a la comunidad Latina	I'm happy to be a part of anything that includes the Latino community
La oportunidad para poder expresar las necesidades que tenemos como Latinos.	The opportunity to express the needs we have as Latinos.
Curiosidad y me da gusto haberlo hecho ya que no sabía que había una comunidad Latina en Kirkland.	Curiosity and I am glad to have done so as I did not know that there was a Latino community in Kirkland.
¿Como podemos ayudar a promover a la comunidad y auxiliarla?	How can we help promote and help the community?
El hecho de estar contenta donde vivo y querer ser partícipe de lo que pueda para mejorar la situación de la comunidad	Being happy where I live and wanting to be involved in what I can to improve the situation of the community
Me gusta ayudar a este tipo de proyectos ya que yo soy estudiante de Salud Pública	I like to help these kinds of projects since I am a public health student
Aportar para mejorar la comunidad	Contribute to improve the community
Trabajo en Kirkland	I work in Kirkland
Mi Promotora Angelica Flores	My Promoter Angelica Flores

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Las cosas que podríamos mejorar en la ciudad para ayudar a la comunidad Latina	The things we could improve in the city to help the Latino community
Las preguntas... son importantes!	The questions... are important!
Poder contribuir con mi granito de arena y dar mi punto de vista.	To be able to contribute with my grain of sand and give my point of view.
Por ser de la comunidad Latina	Being from the Latino community
Mi opinión vale	My opinion is worth it
Mi esposa me informo sobre este importante proceso...	My wife informed me about this important process...
Se me hace muy bueno el trabajo que están haciendo. Quiero apoyarlos como pueda.	the work you're doing is very good I want to support in any way I can.
ayudar a la comunidad	help the community
Dar mi voz en este cuestionario , informarme más sobre la Comunidad Latina y apoyar a un promotor.	Include my voice in this questionnaire, get myself more informed about the Latino Community and support the promotor.
Para saber más si hay real comunidad Latina en Kirkland	To find out more if there's a real Latino community in Kirkland
Por q trabajo en Kirkland	Because I work in Kirkland
La curiosidad de ver los que va a pasar con esta información!	The curiosity to see what's going to happen with this information!
Poder dar en mi opinión lo que necesitamos como comunidad Latina.	To be able to give in my opinion about what we need as Latino community.
q necesitamos mucho apoyo de la ciudad gracias	we need a lot of support from the city-thank you
q necesitamos mucho apoyo de la ciudad gracias	we need a lot of support from the city-thank you
q necesitamos mucho apoyo de la ciudad gracias	we need a lot of support from the city-thank you
ayudar a la ciudad a q haga los cambios q necesita	help the city make the changes it needs
ayudar a la ciudad a q haga los cambios q se necesitan	help the city make the changes needed
El porvenir/futuro de mi comunidad mexicana	help the city make the changes needed
Me gusta apoyar programas o estudios que ayuden a la comunidad Latina. También me parece muy importante que podamos compartir nuestras ideas y necesidades para que tengamos más apoyo en la comunidad.	I like to support programs or studies that help the Latino community. I also think it is very important that we can share our ideas and needs so that we have more support in the community.
M Radio Live	M Radio Live
Se me hizo interesante	Thought it was interesting.

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El título del aviso "Kirkland Latino,"	The title of the notice: "Kirkland Latino,"
Que me encanta que nos tomen en cuenta , porque también pertenecemos a esta ciudad y a este país.	That I love to be taken into account, because we also belong to this city and this country.
Tener más información sobre el paquete de COVID-19 información & los recursos en la guía de servicios de Kirkland	Have more information about the COVID-19 package information & resources in the Kirkland Service Guide
COVID-19 información & recursos en la guía de servicios de Kirkland	COVID-19 information & resources in the Kirkland's service guide
Ver si puedo aportar algo	See if I can contribute with anything
Porque me interesa El Progreso de la ciudad donde vivo.	Because I'm interested in The Progress of the city where I live.
Es la primera encuesta que veo un proceso enfocado a la comunidad Latina en Kirkland!	It's the first survey process I see focused on the Latino community in Kirkland!
Pasar la voz a mi comunidad	Passing the word on to my community
El nombre "Kirkland Latino," en el flyer...	The name "Kirkland Latino," on the flyer...
Leí en un post que es la primera vez que se acercan a los Latinos en Kirkland, por eso decidí participar. Para generar cambios se necesita presencia, estoy aportando a eso.	I read in a post that this is the first time they've approached Latinos, in Kirkland, that's why I decided to participate. To generate change you need presence, I'm contributing to that.
trabajo en Kirkland y he vivido por 18 años ahí	I work in Kirkland and I've lived there for 18 years
Que es para ayudar a la comunidad Latina y la ciudad	Which is to help the Latino community and the city
Que esto traerá mejoras en la ciudad para un Kirkland Latino más fuerte y poderoso	That this will bring improvements in the city for a stronger and more powerful Kirkland Latino
Para tener una mejor comunidad necesitamos ser mejor como individuos y participar en programas que se nos ofrecen.	To have a better community we need to be better off as individuals and participate in programs offered to us.
Porque conozco al Promotor (Delfina) y me explico para lo que era, sobre la ciudad y sobre los cambios que pueda producir este estudio.	Because I know the Promotora (Delfina) and she explain the purpose and about the city and about the changes this study could produce.
El saber más a fondo sobre Kirkland Latino.	Lo learn more about a Kirkland Latino.
poderme informar más de lo que pasa en la cuida	To be able to tell me more about what's going on in the city
Las encuestas y de que se trataba	The survey and what it was about
Trabajo en Kirkland y con la comunidad Latina.	I work in Kirkland and with the Latino community.
Que me interesa mi comunidad para que tengamos un lugar mejor. Que la comunidad Latina participe en más actividades comunitarias, deportivas, culturales, de trabajo, etc.	I'm interested in my community so that we have a better place. Hope the Latino community can participate in more community events, sports, cultural, work activities, etc.

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Me interesa conocer a la comunidad Latina en mi comunidad de Kirkland, conocer más padres de Familia, compartir experiencias y apoyarnos.	I am interested in meeting the Latino community in my Kirkland community, meeting more parents, sharing experiences and support each other.
el promotor, ayudar con mis ideas, posibilidades de aportar para ver cambios en Kirkland y tener un Kirkland Latino también...	The Promotor, also to help with my ideas, the possibility of contributing, to see changes in Kirkland and have a Kirkland Latino as well...
Qué nuestra palabra sirva, para ayudar a la comunidad Latina.	Hope our words help the Latino community.
Ayudar a la comunidad	To help the community
Compartir mi opinión , creo que no se vale quejarse si no participamos.	Sharing my opinion, I don't think is Ok to complain if we don't participate.
La idea de una comunidad Latina en Kirkland	The idea of a Latino community in Kirkland
Que haya mejoría en nuestra comunidad porque necesitamos más apoyo para no sentirnos tan solo I. Porque hay muchas consecuencias detrás por sentirnos solos y abandonados. Y también la tarjeta de regalo.	Hope that there are improvements in our community because we need more support so as not to feel so alone. Because there are many consequences behind us for feeling lonely and abandoned... And also the gift card.
Yo podría ayudar parte time con programas de ayuda a la comunidad Latina. Por eso quise llenar la encuesta	could help part time with programs to help the Latino community. That's why I wanted to fill out the survey.
Amigos	Friend
Por el promotor	The Promotor
Participar, apoyar a mi comunidad y mi ciudad	Participate, support my community and my city
Los Promotores	The Promotores
Que la Ciudad se entere de lo que la comunidad necesita!	To let the City know what the needs of community are!
La necesidad que estamos viviendo no hay mucho trabajo y no recibimos ayuda del gobierno (algunos de nosotros no calificamos)	The need we are experiencing... there is not much work and we do not receive help from the government (some of us do not qualify)
Porque se trata de la ciudad y uno se quiere enterar de lo que pasa en la comunidad	Because it's about the city and we want to find out what's going on in the community
Con la actual pandemia uno está más en necesidad y también me gusta dar mi opinión. De mi comunidad donde trabajo.	With the current pandemic one is more in need and I also like to give my opinion. From my community where I work.
Para que Kirkland tenga más servicios comunitarios	For Kirkland to have more community services
Que se nos tome en cuenta... Gracias por hacer esto!	Let us be taken into account... Thank you for doing this!
La ayuda con la tarjeta de regalo	The help of the gift card

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La necesidad!	Need!
El título del aviso "Kirkland Latino," esto nunca había pasado. Mi amiga Delfina.	"Kirkland Latino" the title of the flyer, "this has never happened before... My friend Delfina.
Mire el aviso en la Tienda QFC Urban Kirkland	Watch the ad at the QFC Urban Kirkland Store
Que nos tomen en cuenta...	That they take us into account...
Flyer Kirkland Latino	The flyer "Kirkland Latino"
quiero ser tomado en cuenta	I want to be taken into account
Ayudar; información y equidad para los Latinos en Kirkland	To help; information and equity for Latinos in Kirkland
quiero sentirme parte de la comunidad	I want to feel part of the community
saber qué servicios y oportunidades hay en la comunidad para los Latinos	know what services and opportunities are in the community for Latinos
saber más de la comunidad	know more about the community
Saber de mi comunidad de Kirkland lugar donde vivo	To know about my Kirkland community, the place where I live
Para que se nota más la comunidad Latina en Kirkland	To make the Latino community in Kirkland more noticeable
Saber de qué se trataba la información q podía obtener de mi comunidad	To know what information I could learn about my community
Que la ciudad nos quiere tomar en cuenta.	That the city wants to take us into account.
El apoyo para mi comunidad y la ayuda que necesitamos todos los Latinos, hispanos y obviamente la tarjeta de \$30 de ayuda que necesito para mi familia por qué necesitamos ayuda para comprarnos comida	To support my community and the support all Latinos, Hispanics need and obviously the \$30 gift card I need for my family... because we need help buying food
La ayuda que están brindando los \$30 y gracias por tomarnos en cuenta con esa ayuda que estaremos recibiendo y beneficiándonos y ayudándonos para podernos comprar comida en esta pandemia y en realidad vale la pena hacerla por la ayuda que nos están brindando a toda nuestra raza Latina. Muchísimas gracias de todo corazón. Dios los bendiga a todos los colaboradores y por tomarnos en cuenta en nuestra comunidad.	The help that the \$30 gift card is providing and thank you for taking into account us with that help that we will be receiving and benefiting and helping us to buy food in this pandemic and it is actually worth doing it for the help they are giving us to our entire Latino race. Thank you very much wholeheartedly. God bless all collaborators and for taking us, our community into account.
Quiero que mi comunidad prospere y este más involucradas con lo que está pasando en la ciudad de Kirkland.	I want my community to thrive and be more involved with what's going on in the city of Kirkland.

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Participar en un proyecto que puede beneficiar a los Latinos en Kirkland.	Participate in a project that can benefit Latinos in Kirkland.
Mi opinión para más servicios a la comunidad Latina.	My opinions about more services for the Latino community.
La necesidad q está en estos momentos al principio pero después el poder dar una perspectiva diferente de mi forma de pensar	The current situation, the needs at the moment at first, but then being able to provide a different perspective on my way of thinking
Mejoras para mi comunidad Latina	Improvements for my Latino community
Para conocer los tipos de Program as a los que podemos acudir si necesitamos ayuda...	To know the types of Program (from the City) that we could go to if we need the assistance...
Tengo interés en ser voluntario y aprender más cosas	I'm interested in volunteering and learn more
Para que la comunidad hispana sea tomada en cuenta	For the Hispanic community to be taken into account
Necesitamos elevar y que se tome en cuenta a la comunidad Latina en Kirkland	We need to elevate and take into account the Latino community in Kirkland
quiero que se nos tome en cuenta	I want us to be taken into account
Compartir mi punto de vista	Share my point of view
Me motivo mi hermano a participar	My brother is my reason for participating
Me gustaría estar más comunicada con la comunidad Latina de Kirkland y poder ofrecerles mis servicios (Negocios)	I would like to be more connected to Kirkland's Latino community and to be able to offer you my services (business)
La ayuda q nos brindan	The help they give us
Aportar	To contribute
Para poder mejorar la ciudad de Kirkland y para nosotros los Latino	To be able to improve the city of Kirkland and for us Latinos
quiero apoyar este proceso	I want to support this process
El promotor comunitario	The community Promotor
el titulo	The title (on the flyer)
Mire los avisos sobre la encuesta en la comunidad	I saw notices about the survey in the community
Me intereso cuando lo vi el anuncio	I was interested when I saw the flyer
Conocer más de los proyectos o programas sociales en Kirkland	Learn more about social projects or programs in Kirkland
Tarjeta de regalo de \$30 dólares	The \$30 gift card
quiero que se nos tome en cuenta	I want us to be taken into account
Me intereso pensar que podemos hacer cambios en las pólizas y acciones de equidad de la ciudad	It interested me to think that we can make changes to the city's policies and equity actions

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Mi esposa	My wife
Pues por la ayuda de la tarjeta de 30 dólares en estos momentos es difícil para mí porque no trabajo mucho y para comida	the help of the \$30 gift card... right now it's hard for me because I don't work much, and this will help with food
Lo que me animó a participar fue el interés por la opinión de la comunidad hispana-Latina...	What encouraged me to participate was the interest in the opinion of the Hispanic-Latino community...
quiero que se nos tome en cuenta y apoyar a la comunidad Latina de Kirkland	I want to be taken into account and support the Latino community of Kirkland
me dio gusto saber que están haciendo esto en español para nuestra comunidad	I was glad to know that you're doing this in Spanish for our community
Temas para Latinos	Topics for Latinos
Que veamos/tengamos cambios	That we see/have changes
Formar parte de esta comunidad y poder conocer y participar de los programas comunitarios.	To be part of this community and know and participate in community programs.
por lo que se necesita en esta comunidad	so it's needed in this community
el apoyo entre nosotros	To support each other
Que la promotora me conto y quiero que sepan que tenemos voz	That the Promotor told me, and I want them (the City) to know that we have a voice
Porque quiero lo mejor para los amigos	Because I want what's best for friends
Quisiera estar más integrada a la comunidad,	I'd like to be more integrated into the community,
Recomendación y ayuda que necesitaba mi amiga, La encuesta es en español, La tarjeta de regalo, y ayuda a la comunidad Latina	Recommendation and help my friend needed, The survey is in Spanish, The Gift Card, and helps the Latino community
Para apoyar a la comunidad Latina	support the Latino community
Me gustaría participar en encuestas y es un buen estímulo que den tarjeta de regalo.	I like to participate in surveys, and it is a good encouragement to provide a gift card.
TENER EN KIRKLAND MAS SERVICIOS, MI INTERES PARA NO VIAJAR TAN LEJOS PARA CONSEGUIR LO QUE NECESITO.	TO HAVE MORE SERVICES IN KIRKLAND, I AM INTERESTED NOT TRAVELING SO FAR TO GET (the services) THAT I NEED.
Honestamente la tarjeta porque la situación está difícil!	Honestly, the card, because the situation is difficult!
El apoyo a la comunidad	Community support
Apoyar a mi amiga	Supporting my friend
A ver si hay mejoras en un futuro. Y Angelica (Promotora) me motivo!	See if there are any improvements in the future. And Angelica (Promoter) motives me!

KCPN-City of Kirkland Latino(x)/Hispanic Community Engagement Project -Activity & Survey Report

Estar informada	Being informed
Angelica (Promotora)	Angelica (Promoter)
Angelica (Promotora) Ver que la comunidad tenga voz y voto	Angelica (Promoter) To see that the community have a voice and vote
Angelica	Angelica
Solo porque me intereso	Just because it interested me
Mi amiga Angelica Salgado y por q yo visito y trabajo en Kirkland	My friend Angelica Salgado and because I work and visit Kirkland
Que en estos tiempos no tenemos mucho trabajo y necesitamos ayuda con lo que se pueda y nos puedan ayudar	That in these times we don't have much work and we need help with what we can and can help us
Los nuevos proyectos de ayuda Latina y tomar en cuenta sus necesidades	The new Latino assistance projects and to take into account their (community) needs
Para dar mi opinión	To give my opinion
El poder decir y q quizás sea escuchada mi voz	Being able to say that maybe my voice will be heard
Mi amiga me animo	My friend encouraged me
Que se tome en cuenta a la comunidad Latina	Let the Latino community be taken into account
Que la comunidad Latina crezca en Kirkland	Let the Latino community grow in Kirkland
Que quieran saber las necesidades de nosotros los Latinos	That they (the City) want to know our needs
Porque están tomando a la comunidad Latina en cuenta	Because they're taking the Latino community into account
Ver que pongan más programas e información Angelica salgado	See them (the city) add more programs and information Angelica Salgado
Compartir	Share
Saber que había alguien interesado en la comunidad hispana aquí en Kirkland.	Knowing that there was someone interested in the Hispanic community here in Kirkland.
Hacer crecer nuestra comunidad	Growing our community
sí quiero que hagan cosas para los más viejitos	I want them (the City) to do something for our elders
Que me gustaría tener una comunidad Latina más grande y con más beneficios	That I would like to have a bigger Latino community and with more benefits
Una amiga	A Friend
Quisiera vivir sin más tranquila saber que mis hijos estarán bien.	I'd like to live without further a peace of mind knowing that my children will be fine.

KCPN-City of Kirkland Latino(x)/Hispanic Community Engagement Project -Activity & Survey Report

Necesidades	Needs
necesidad	Need
Hace poco tiempo llegue a Washington y es muy difícil vivir en un lugar sin hablar el idioma, sin manejar y conociendo muy poca gente.	I recently came to Washington and it is very difficult to live in a place without speaking the language, without driving and meeting very few people.
Que nos tomen en cuenta y nos apoyen más, queremos un lugar a donde acudir cuando tengamos que pedir apoyo/ayuda	To be taken into account and supported more, we want a place to go when we have to ask for support/help
Estamos en un cambio muy grande... lo que era ya no es. La ciudad entiende que debemos hacer las cosas diferente y con más eficiencia a los que hacíamos antes. Esto incluye involucrar y consultar a la comunidad con todo lo que tenga que ver con esta!	We are going through a very big change... What was is no longer. The city understands that we must do things differently and more efficiently than we did before. This includes engaging and consulting the community with everything that has to do with it!
Porque me recuerda lo que yo he pedido antes y sé que si podemos crear programas que funcionen para los Latinos en Kirkland	Because it reminds me of what I've asked for before and I know that we can create programs that work for Latinos in Kirkland
pues siempre me ha gustado cuando puedo compartir mi opinión	because I've always liked it when I can share my opinion
mejorar los programas	improve programs
pues una amiga compartió mi número y me llamaron	because a friend shared my number and they called me
Pues solo me llamaron y me explicaron de lo que se trataba y me anime a participar.	Well, they just called me and explained what it was about and encouraged me to participate.
Compartieron mi número y me llamaron	They shared my number and they called me...
Se me hizo interesante	Is interesting to me.
Apoyar a mi comunidad	Supporting my community
la oportunidad de tener compartir mis ideas, sentires y sugerencias- Gracias!	the opportunity to have share my ideas, feelings and suggestions- Thank you!
Ver que la ciudad se está interesando por nuestra comunidad Latina y que nos quiere involucrar... gracias este es un buen paso	See that the city is taking an interest in our Latino community and that it wants to involve us... thanks this is a good step
Mi hija me dijo!	My daughter told me!
Porque me gusta siempre participar	Because I like to always participate
La tarjeta de regalo. =)	The gift card. =)
Saber más sobre cómo funciona la ciudad y las oportunidades de dar apoyo en lo que se pueda...	Learn more about how the city works and the opportunities to support what you can...

Project Design and Management

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