

**CITY OF KENMORE**  
**WASHINGTON**  
**RESOLUTION NO. 20-348**

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**A RESOLUTION OF THE CITY OF KENMORE,  
WASHINGTON, APPROVING A FRAMEWORK TO  
DEVELOP AND IMPLEMENT POLICIES THAT FOSTER  
AND CREATE A SAFE, INCLUSIVE, AND WELCOMING  
COMMUNITY THROUGH CONTINUED ACTIONS THAT  
IMPROVE DIVERSITY, EQUITY, AND INCLUSION**

**WHEREAS**, The City of Kenmore is committed to support and foster an inclusive and welcoming community for All.

**WHEREAS**, in 2015 the City Council adopted Kenmore’s 2035 Comprehensive Plan Vision Statement which includes seeing Kenmore as inclusive and family friendly, with a small town, feeling that fosters a sense of belonging and pride; and

**WHEREAS**, on March 6, 2017 the City Council adopted Resolution NO. 17-292 reaffirming the City of Kenmore “as a safe, inclusive and welcoming City for all people”; and

**WHEREAS**, on April 13, 2020 the City Council adopted 2021-2022 Council Priorities, including Priority No. 8, to foster and create a welcoming, diverse, affirming community celebrating culture and fun; and

**WHEREAS**, since the tragic killing of George Floyd and Black Lives Matter demonstrations, the City Council has taken steps to address police use of force through adoption of the Obama Foundation’s Mayors Pledge and national Campaign Zero’s “*8 Can’t Wait*” policy recommendations; and

**WHEREAS**, cities regionally and nationally have implemented Diversity, Equity, and Inclusion Policies and Plans leading the way for the City of Kenmore; and

**WHEREAS**, the City Council believes in the dignity, equality and constitutional and civil rights of all people, and will treat all people equitably, and will not tolerate discrimination, harassment or any behavior that creates fear, isolation, or intimidation;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF KENMORE,  
WASHINGTON, DOES RESOLVE**

Section 1. The City Manager is authorized and directed to lead a process to develop a Diversity, Equity, and Inclusion Policy and implementation strategy.

Section 2. The City Manager is further authorized and directed to develop human resource strategies to increase recruitment and retention of a diverse workforce. These strategies may include, but are not limited to:

- a. Identifying and implementing recruitment strategies to hire, support, and retain a diverse workforce;
- b. Providing ongoing professional development and training for all staff to recognize and eliminate influences of implicit bias; and
- c. Creating a staff diversity, equity and inclusion (DEI) committee to oversee DEI implementation measures for the organization.

Section 3. The City Manager is further authorized and directed to develop accountability strategies to assess equitable delivery of city services and other possible changes to organizational structures, policies and programs. These strategies may include, but are not limited to:

- a. Assessment of current city services and delivery, identifying “gaps” in service delivery and implementing strategies and policies that support equitable service delivery;
- b. Assessment of all areas of city policy, policies and programs to identify gaps in diversity equity and inclusion; and
- c. Identifying reporting and measurement tools to assess progress.

Section 4. The City Manager is further authorized and directed to develop engagement and decision-making strategies to facilitate community diversity, equity, and inclusion in Kenmore. These strategies may include, but are not limited to:

- a. Developing and implementing an equity toolkit for use in decision making including all policy and implementation decisions and/or recommendations considered by City Council, boards, commissions, and staff;
- b. Developing a community engagement guide and toolkit to ensure equity and inclusion in community participation, outreach, input and feedback;
- c. Identifying reporting and measurement tools to assess progress;
- d. Facilitating targeted stakeholder input and involvement; and
- e. Facilitating community engagement throughout policy development and implementation.

Section 5. The City Manager is further authorized and directed to develop funding strategies to develop and implement a DEI policy framework as set for in this resolution. These strategies may include, but are not limited to:


- a. Funding an annual Government Alliance on Race and Equity Membership;
- b. Identifying staffing options and associated funding for policy implementation;
- c. Funding for professional consultant expertise to develop a diversity, equity, and inclusion policy and implementation strategies;
- d. Funding for community engagement strategies; and
- e. Reserving funding for meeting other needs expressed by the community and/or council.

Section 6. By November 9, 2020, the City Manager is directed to return to the Council with a draft DEI policy development timeline, including a plan for community engagement, and

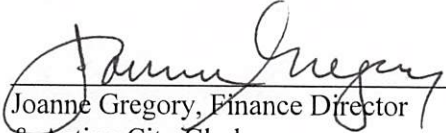
funding recommendations for Council authorization to implement the elements of the framework resolution.

PASSED BY THE CITY COUNCIL OF THE CITY OF KENMORE, WASHINGTON, AT A REGULAR MEETING THIS 14<sup>th</sup> DAY OF SEPTEMBER, 2020.

CITY OF KENMORE

  
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David Baker, Mayor

ATTEST/AUTHENTICATED:

  
\_\_\_\_\_  
Joanne Gregory, Finance Director  
& Acting City Clerk

APPROVED AS TO FORM:

  
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Dawn Reitan, City Attorney