KENMORE WA

City of Kenmore Diversity, Equity, Inclusion & Belonging Community Survey May 2022

Chanin Kelly-Rae Consulting LLC
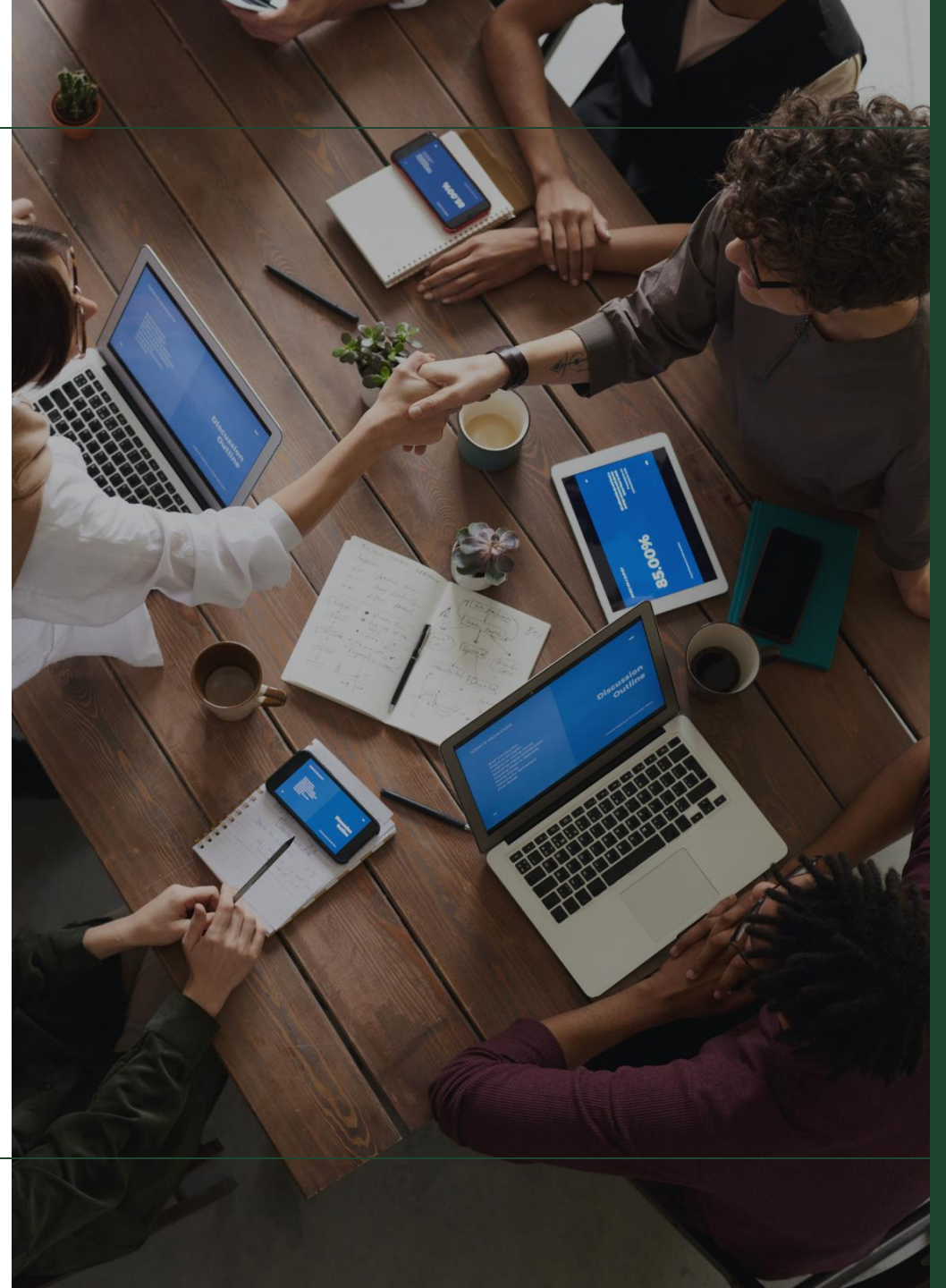
CHANIN KELLY-RAE CONSULTING

KENMORE
WA

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APPROACH

Diversity, Equity, Inclusion & Belonging as a theory of change within an organization or community supports the ability fully leverage the many different lived experiences, perspectives, and unique insights within the population to achieve desired results.

What does that mean for the City of Kenmore?

Creating and nurturing the experience of *belonging* is not automatic within a community. It requires shared values, communication, and common bonds. Each of these elements are driven by different cultural elements among stakeholders.

8 Drivers of Diversity, Equity, Inclusion & Belonging

Critical Elements that promote, support, maintain, and sustain best practices of DEIB.

Diverse Representation
Participation can be enjoyed by those of all backgrounds and experiences

Psychological Safety & Voice
Bringing our full selves and sharing our insights without fear of penalty or punishment

Transparency & Accountability
Having ownership for results of actions to achieve goals

Equitable Rules & Systems
Policies, processes, and procedures that produce equal access, justice and equity

Shared Benefit & Mutual Interest
Individual and/or collective goals where desired outcomes are achieved together

Belonging & Connection
Trust, value, and respect as part of the whole community

Value & Accept Differences
The incorporation of diverse lived experiences, insights, and perspectives into decision-making

Commitment to Change
The will, desire, and promise to actively work toward a desired state where everyone can thrive as both individuals and as a group

Survey Design

Mode

Self-administered Online

Administration

May 2, 2022 – June 3, 2022

Demographic Breaks

1. Years in Kenmore
2. Dwelling type
3. Gender
4. Age
5. Race & Ethnicity

6. Place of Birth (US/Foreign)
7. Household Income
8. Languages spoken in home
9. Disabled
10. Relationship to City of Kenmore (live, work, play, etc.)

Response Rate

Responses: 544

Completion Rate: 87%

The dashboard analyzes survey responses for the City of Kenmore Diversity Equity and Inclusion Community Survey

Data Set Year
2022
Age:
Age as indicated by the survey respondent.
Gender Identity:
Identifies the gender of each respondent as indicated by survey respondents.
Years lived in Kenmore
Identifies the years lived in Kenmore as indicated by survey respondents.
Languages Spoken
The various languages spoken as indicated by survey respondents.
Ethnicity:
Identifies the race/ethnicity as indicated by survey respondents.
American Indian or Alaska Native: A person having origins from the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment.
Asian or Asian American: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including for example Cambodia, China, Japan, Korea, Malaysia, Pakistan, Thailand, and Vietnam.
Black or African American: A person having origins in any of the Black racial groups of Africa.
Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
Native Hawaiian or other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands
Two or More: Persons who identify with two or more racial categories listed.
White or Caucasian: All persons having origins in any of the original peoples of Europe.
Household Income:
Identifies the household income as indicated by the survey respondents.

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Analytical Explanation

A 5-point agreement scale is used for most survey statements.

Top two box scores are the percentage of respondents who selected a 4 or 5 as their response to a survey statement.

The middle indicates neutrality, which can mean either the respondent does not have a strong feeling one way or the other about the statement topic OR they are not totally certain of how they feel.

Bottom two boxes represent disagreement with a survey statement.

**Top 2
Box Scores**

**Middle
Box**

**Bottom 2
Box Scores**

Very Valuable	Valuable	Neutral	Little Value	Holds No Value
5	4	3	2	1

Favorable	Neutral	Unfavorable

KEY INSIGHTS

Key Participant Insights

1. The survey participant demographic was mainly white females with an income of >100K.

2. Questions around cultural awareness for city staff were considered valuable or very valuable for the majority of respondents.

3. Questions regarding diverse hiring practices were considered valuable or very valuable for the majority of respondents.

4. Questions surrounding public art and diverse representation were considered of neutral importance for the majority of respondents.

5. 73 percent of respondents were English-speaking only households.

6. 25% (137 of 544) of respondents have lived in the City of Kenmore for 25 years or more.

Key Strengths

Positive Sentiments

- Respondents shared the strongest positive sentiments with factors ratings ranging from 81% to 84% when asked about issues relative to increased involvement in public land use, involvement with the Kenmore police department, and decisions related to the city's physical infrastructure.

- Working with the City of Kenmore to better understand how government works had a positive factor rating of 81%

- There is moderate positive sentiment ratings for Diversity, Equity, Inclusion, and Belonging relative to working with others in the community, diverse Boards and Commissions, and increasing diverse voice and representation as part of public involvement (historical narrative, arts, displays, events, etc.) with positive factor ratings between 54% and 71%

- Feeling included in decision-making was the top driver among City of Kenmore community respondents, most of whom are owners of single-family homes (73%).

- More than half of respondents do believe it is important for the City's staff and leaders to focus on diversity, equity, inclusion, and belonging both within city government, and as a resource to business and members of the community.

- Creating opportunities to connect with others in the community and find resources to improve experience for all is front of mind.

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Key Opportunities

Negative Sentiments

- Respondents shared the lowest level of positive sentiments when responding to consideration of issues related to evaluation of historical narrative, historic preservation program, actions to determine if and how groups or people have been left out, ensuring diverse events and programs, celebration of everyone in the community, and working with diverse stakeholders on Boards and Commissions; positive factor ratings were between 55% and 57%

- There is a strong correlation between diversity, equity, inclusion, and belonging (DEIB) and loss of control, decision-making, and access among both short-term and long-term, residents of the City of Kenmore.

- Respondents that self identify as White/Caucasian men most often expressed the strongest negative sentiment to diversity, equity, inclusion, and belonging in matters relative to diverse representation, diverse hiring, and diverse programs. Within this same demographic population there was a very strong positive sentiment toward having a voice, collaborating with government, and maintaining the status quo.

- While negative sentiments relative to DEIB was higher among stakeholders who **did not** self-identify as underrepresented racial minorities, those respondents who self identified as White/Caucasian at the $25K-$75K income levels had significantly more positive sentiment toward DEIB.

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MAIN FINDINGS – DASHBOARD DATA
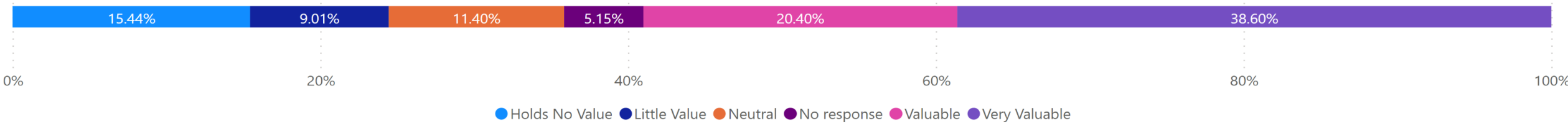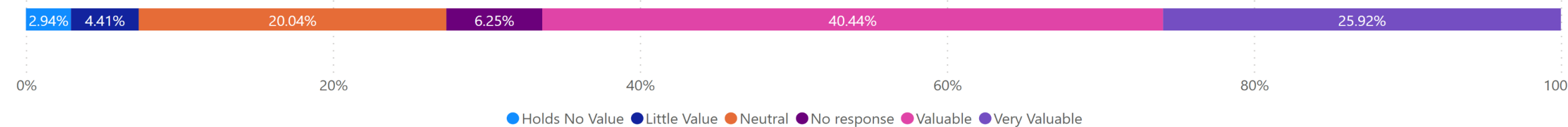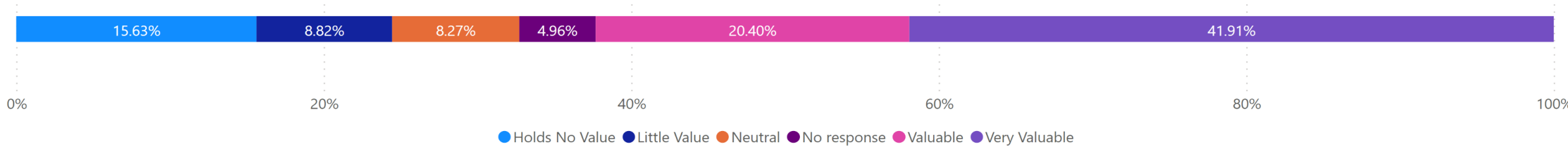
It is important for city staff to examine and discuss how their work is impacted by race, gender, culture, sexual orientation, socioeconomic status, ability, and age, among other factors of identity.

15.44%	9.01%	11.40%	5.15%	20.40%	38.60%

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No response ● Valuable ● Very Valuable

I personally feel Kenmore is a safe, welcoming, and inclusive city.

2.94%	4.41%	20.04%	6.25%	40.44%	25.92%

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No response ● Valuable ● Very Valuable

It is important for Kenmore City Council and city staff to have difficult or sensitive conversations about institutional racism, personal bias, discrimination, cultural differences, disabilities, or power inequities throughout the city.

15.63%	8.82%	8.27%	4.96%	20.40%	41.91%

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No response ● Valuable ● Very Valuable

Race relations, cultural competency, and discrimination training for all of Kenmore city staff

12.87%	11.95%	9.93%	7.54%	24.63%	33.09%

●Holds No Value ●Little Value ●Neutral ●No Response ●Valuable ●Very Valuable
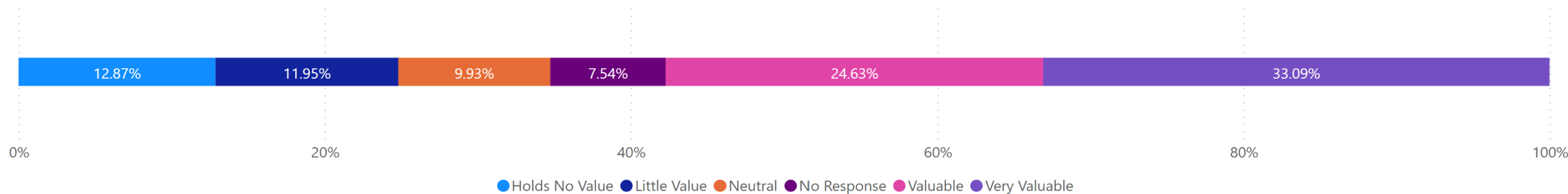
Equitable and diverse hiring, retention and promotion practices for City of Kenmore employees

14.71%	8.64%	8.09%	7.90%	23.53%	37.13%

●Holds No Value ●Little Valuable ●Neutral ●No Response ●Valuable ●Very Valuable
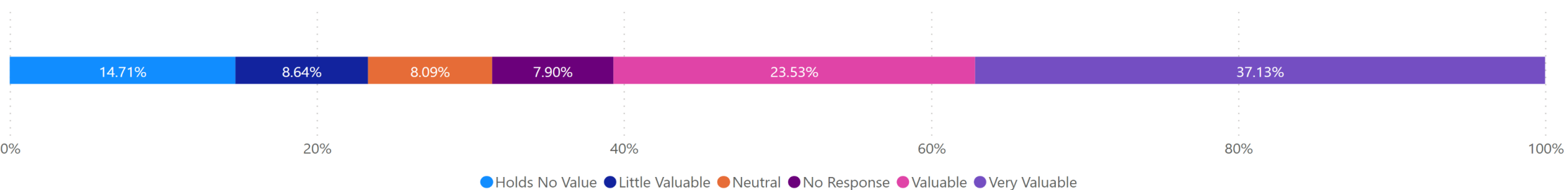
Examination of historical code (laws) and policies that impact equity and opportunities today.

12.87%	10.29%	7.90%	7.90%	24.08%	36.95%

●Holds No Value ●Little Value ●Neutral ●No Response ●Valuable ●Very Valuable
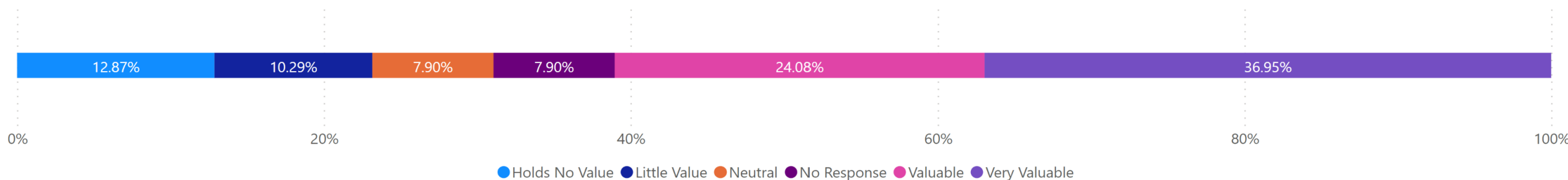
Development of an equity tool to help staff and City Council understand how their decisions or actions may impact marginalized groups and those people with unequal access and impacts.

| 13.60% | 12.50% | 8.64% | 7.90% | 24.63% | 32.72% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
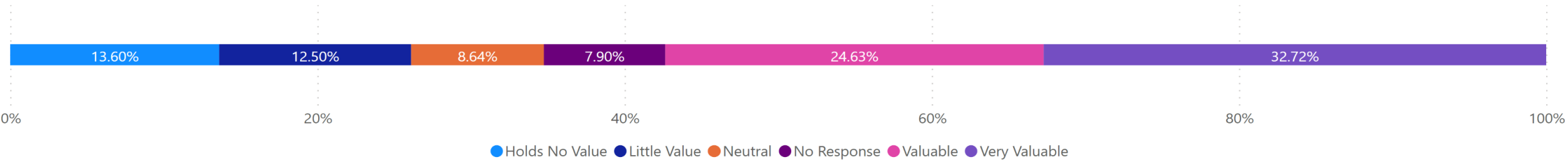
Leading community conversations and education to help community members better understand someone who is different from them

| 12.68% | 10.11% | 12.32% | 9.74% | 28.13% | 27.02% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
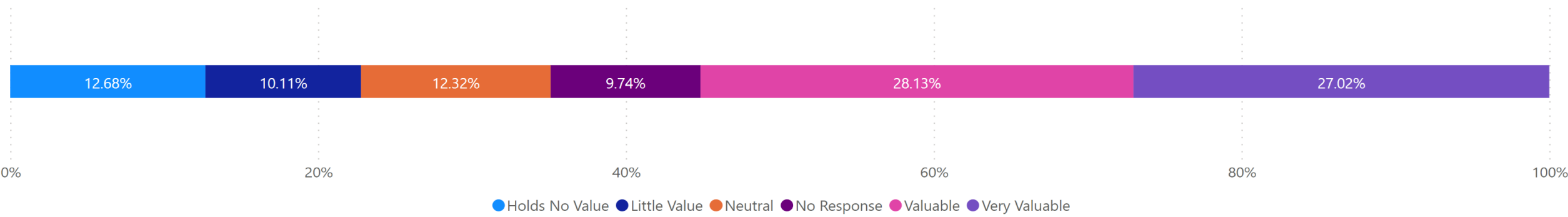
Connecting community organizations and demographic leaders to support their community building efforts
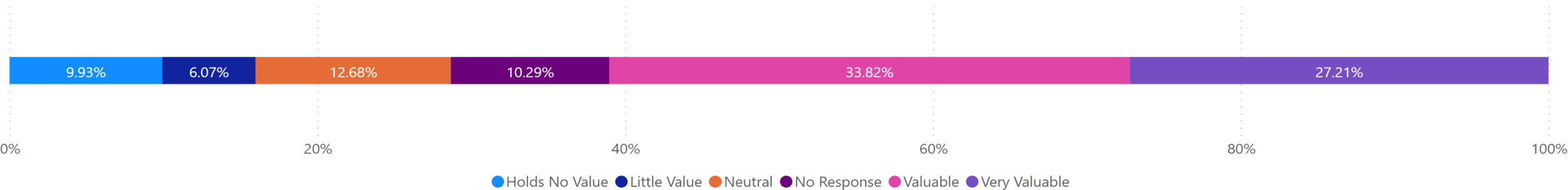
| 9.93% | 6.07% | 12.68% | 10.29% | 33.82% | 27.21% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Finding better ways to capture, evaluate, and incorporate more inclusive and diverse community input into city decision-making

11.76%	9.38%	10.66%	9.93%	23.90%	34.38%

0%　　　　　20%　　　　　40%　　　　　60%　　　　　80%　　　　　100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
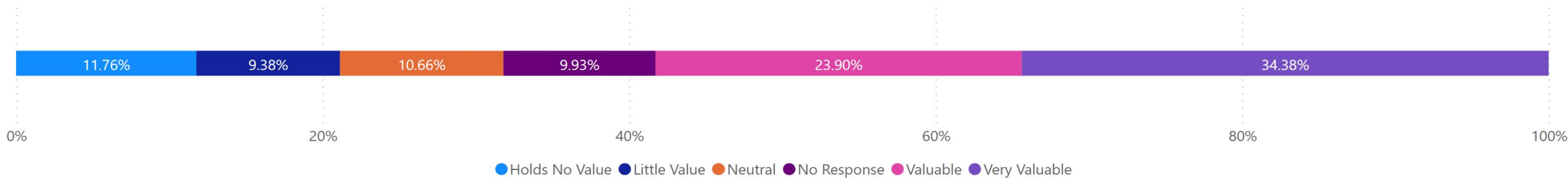
Providing liaison and problem-solving services to underrepresented and historically marginalized groups and community members so they can better access city services

10.29%	9.74%	11.58%	10.66%	22.06%	35.66%

0%　　　　　20%　　　　　40%　　　　　60%　　　　　80%　　　　　100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
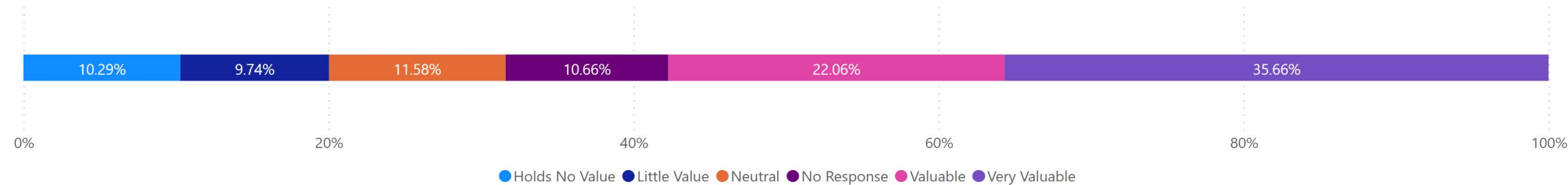
Addressing human services needs and communicating more with non-profit organizations
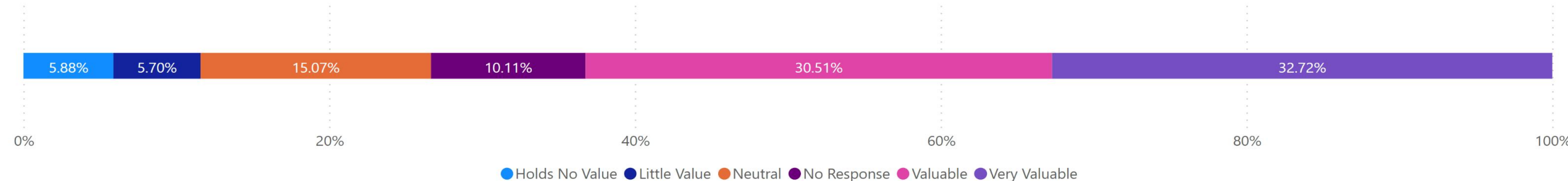
5.88%	5.70%	15.07%	10.11%	30.51%	32.72%

0%　　　　　20%　　　　　40%　　　　　60%　　　　　80%　　　　　100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Providing support for minority and women-owned businesses or employees

| 10.85% | 6.43% | 15.07% | 10.66% | 25.18% | 31.80% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
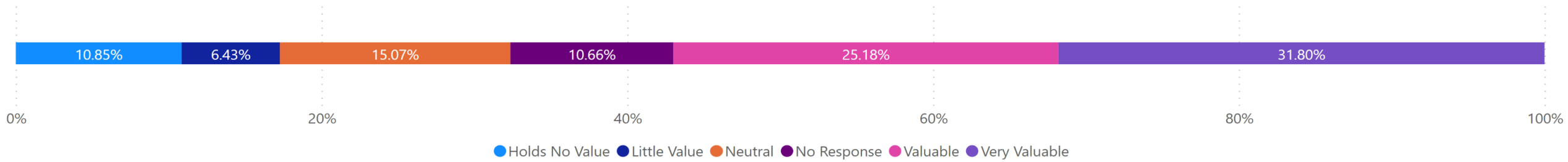
Assisting businesses to help them improve their equitable and diverse hiring practices

| 18.01% | 10.11% | 12.87% | 10.48% | 25.37% | 23.16% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
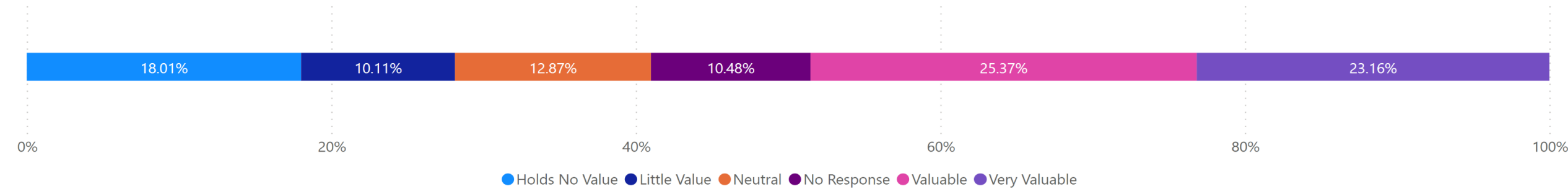
Translating city materials in multiple languages and expanding language interpretation services
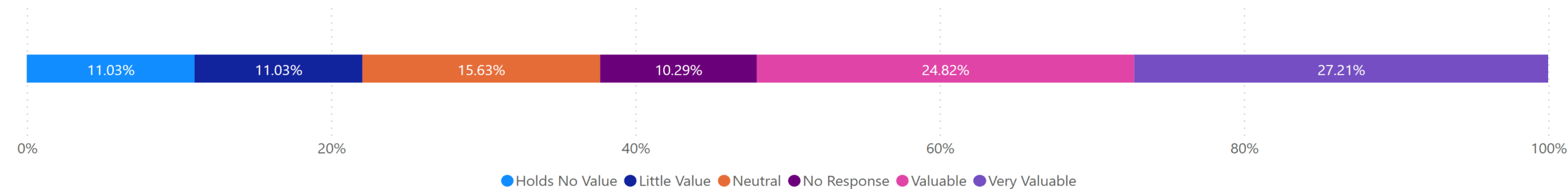
| 11.03% | 11.03% | 15.63% | 10.29% | 24.82% | 27.21% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Kenmore Staff and City Council working more closely with existing and diverse volunteer Boards and Commissions

| 10.66% | 9.38% | 14.71% | 11.40% | 30.33% | 23.53% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
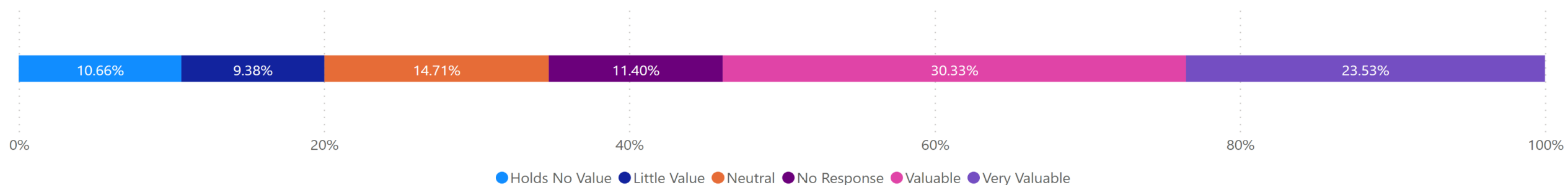
More public involvement in decisions about land use, zoning and affordable housing strategy

| 3.68% | | 11.40% | 11.21% | 35.85% | 35.66% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable
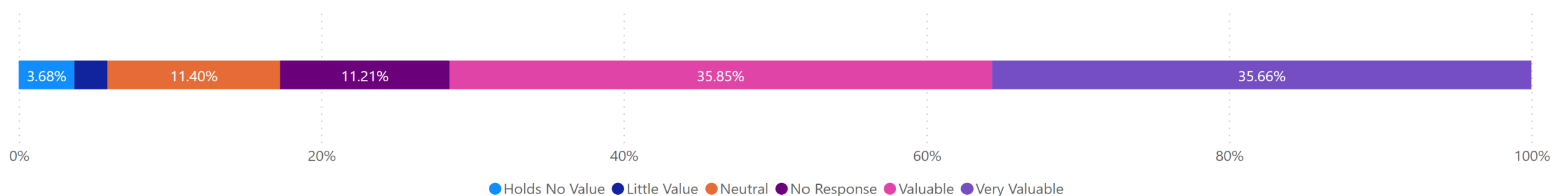
More public involvement, increased communication and engagement with the Kenmore Police Department
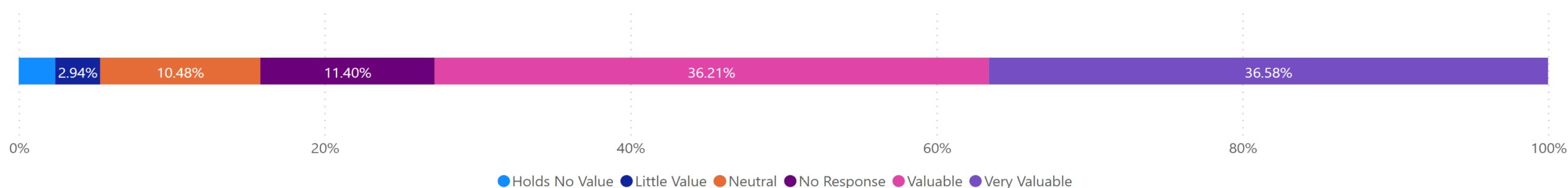
| 2.94% | 10.48% | 11.40% | 36.21% | 36.58% |

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Ensuring physical infrastructure (sidewalks, streets, parks, trails and amenities) are accessible to everyone, regardless of mobility issues, differing abilities, or economic status

3.49%	8.09%	11.95%	27.57%	46.69%

0%   20%   40%   60%   80%   100%
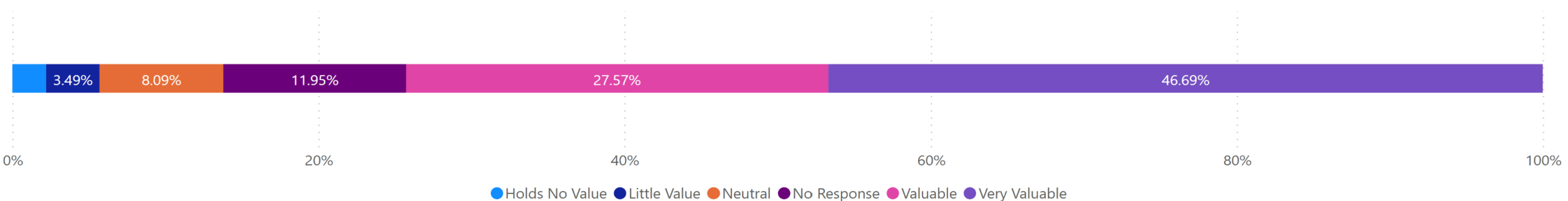
● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Ensuring public art accurately recognizes and celebrates accomplishments of everyone in the Kenmore community

10.48%	7.17%	20.04%	11.21%	26.29%	24.82%

0%   20%   40%   60%   80%   100%
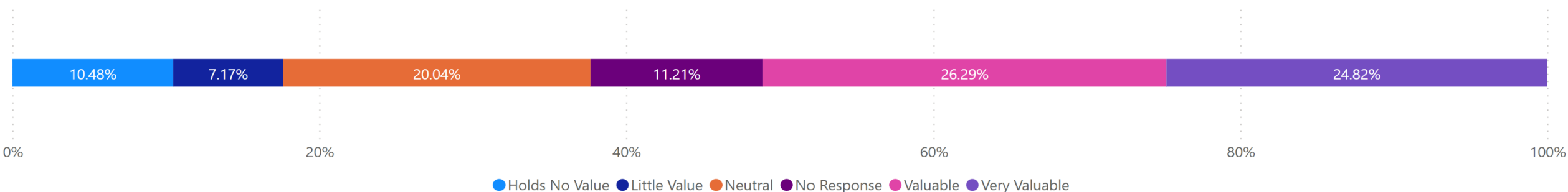
● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Ensuring recreation events and programming are diverse and multi-cultural by Ensuring recreation events and programming are diverse and multi-cultural
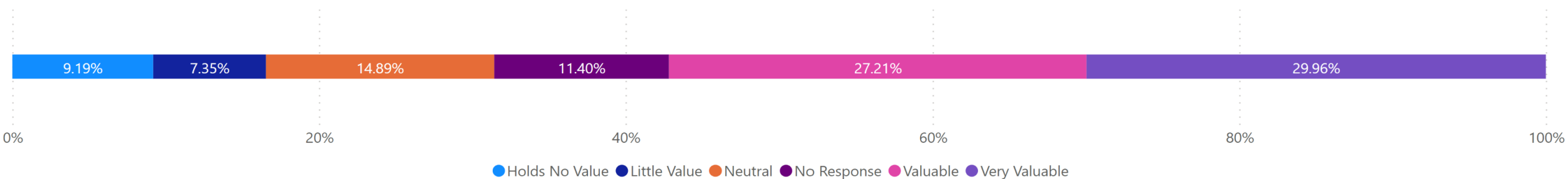
9.19%	7.35%	14.89%	11.40%	27.21%	29.96%

0%   20%   40%   60%   80%   100%

● Holds No Value ● Little Value ● Neutral ● No Response ● Valuable ● Very Valuable

Evaluating the Kenmore historical narrative and historic preservation program to determine if and how any groups or people have been left out or unfairly portrayed

14.52%	11.76%	12.87%	11.40%	22.79%	26.65%

0%   20%   40%   60%   80%   100%

●Holds No Value ●Little Value ●Neutral ●No Response ●Valuable ●Very Valuable
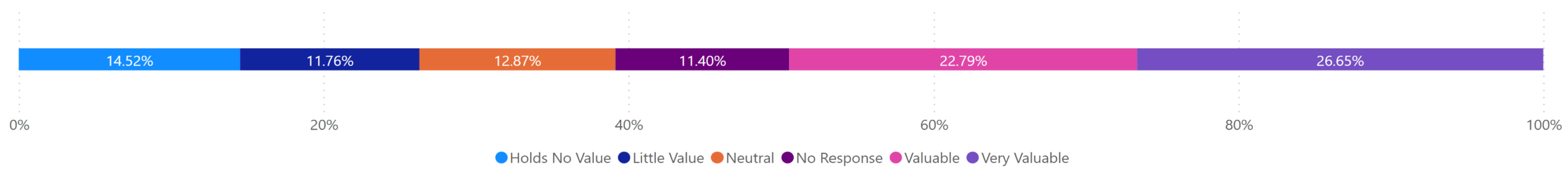
More education for community members about how government works, how and when they can weigh in on decisions, how policies are made, etc.

4.04%	10.48%	11.21%	33.64%	38.05%

0%   20%   40%   60%   80%   100%

●Holds No Value ●Little Value ●Neutral ●NO Responses ●Valuable ●Very Valuable
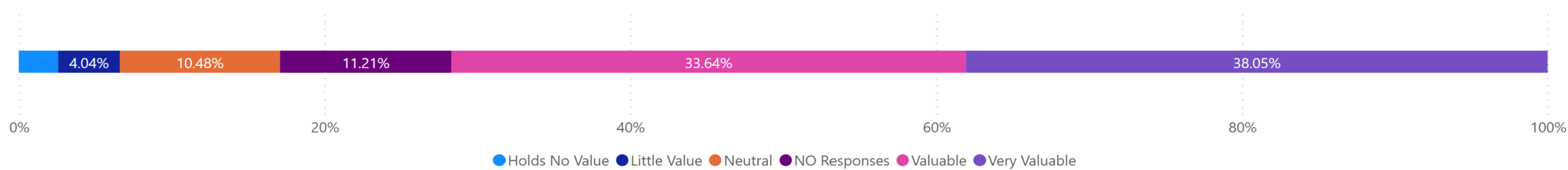
Recommendations

Communication

Communicate both the significance and value-add of DE&I openly, broadening the circle to include staff, community and leadership.

- The Kenmore City Council and City Manager's Office should share key highlights from the survey and assessment resulting in clear messaging, expression of priorities, and alignment with City of Kenmore organizational and community values.

- The City of Kenmore stakeholders must know what diversity, equity, and inclusion represents and what it doesn't. There is a negative connotation associated with a program intended to bring good to ALL of the community.

- According to the US Census Reports between 2015 – 2019 (5-Yr Estimate), 2000, and 2010, there has been a year-over year decrease in the population sizes racial and ethnic minorities. The City of Kenmore must do more to increase its connection with stakeholders that fall within those categories.

- Work to improve communication channels in multiple modalities across the city, to include languages other than English; also include American Sign Language and other accessible modes of communication.

- Create a platform that allows for the community to engage with one another around DEI related topics, issues, and opportunities.

Accountability

Everyone that is part of the City of Kenmore community should have the opportunity for education, engagement, and empowerment relative to DEI.

- Create training and learning opportunities that are available for all of the community to better understand the goals of diversity, equity, inclusion and belonging; and its impacts on the City of Kenmore's community.

- Create formal relationships with organizations whose goal and mission is to improve the lives and outcomes of marginalized members of the community, with a particular emphasis on individuals with disabilities, senior citizens, low-income people, homeless, and racial/ethnic minorities. These relationships should be leveraged to improve communication and partnerships with those impact community members.

- Embed DEI strategy across each city department and establish measurable objectives to hold leaders accountable for results.

- The City of Kenmore should permanently seat a Diversity, Equity, Inclusion and Belonging Board that regularly meets with and advises the Kenmore City Council.

- The City of Kenmore website should clearly and plainly highlight opportunities for community stakeholders to find ways to participate in DEIB efforts both in partnership with the city government and across the Kenmore community.

Understanding

Dig deeper into the experiences and outcomes of members of the community.

- Conduct annual focus groups among demographic groups with special attention to populations with lowest engagement with City of Kenmore leaders, departments, and Kenmore community.

- Probe into the biggest areas of concern: safety, feeling included/belonging, having a voice in City government, opportunities in business/civic/social life, and representation in the workforce across the community.

- Address the value-add of DEI strategies and their impact on all of the community. There is a strong undercurrent of misunderstand and/or hostility toward creating a community that reflects everyone.

- Regularly survey Kenmore community members, conduct focus groups/listening sessions to ascertain experience and outcomes to better inform strategic decision-making.

- Collect and analyze data to better inform decision-making.

Investment

Adequately Resource Diversity, Equity, and Inclusion strategies for long–term sustainable success.

- Ensure appropriate staffing levels to communicate, scale, and support DE&I goals and strategies both within City of Kenmore government, and the Kenmore community. Regular outreach and engagement with the community should be a central strategy to increasing understanding; community buy-in of DEI efforts.

- Identify both internal and external opportunities to champion DE&I through sponsorship, partnership, collaboration, and/or resource commitment (including in-kind) support.

- Review annual DE&I policy, plan, and goals to ensure appropriate funding levels for successful execution of strategic plans.

- Regularly review and assess DE&I initiatives for impact using data and metrics, and staff/community comment.

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Support

Increase efforts to build partnerships, support, and retain local businesses and organizations; while reaching individuals and institutions.

- Create and maintain and strong supplier diversity program to increase diverse business opportunity with City of Kenmore government.

- Establish and/or participate in a business development program. This partnership should be with the Bothell/Kenmore Chamber of Commerce to support and assist existing and future minority and women owned businesses in the City of Kenmore.

- Establish a municipal leadership development program to better support both understanding of how government works, and how community members an participate. Special emphasis should be placed on the participation of underrepresented members of the community. (Disabled, Homeless, Low-Income, Racial Minorities, etc.)

- Work with members of the Kenmore community to create, encourage, support, advertise, and fund programs and events that will allow for the many emerging cultures of the City of Kenmore to be highlighted and celebrated. Community members must better understand their neighbors and leverage that understanding to improve relationships and experience.

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APPENDIX

City of Kenmore Diversity, Equity, Inclusion and Belonging Community Survey

- May 1 – June 3, 2022

CHANIN KELLY-RAE
CONSULTING

544

- Total Responses

- Complete Responses: 544
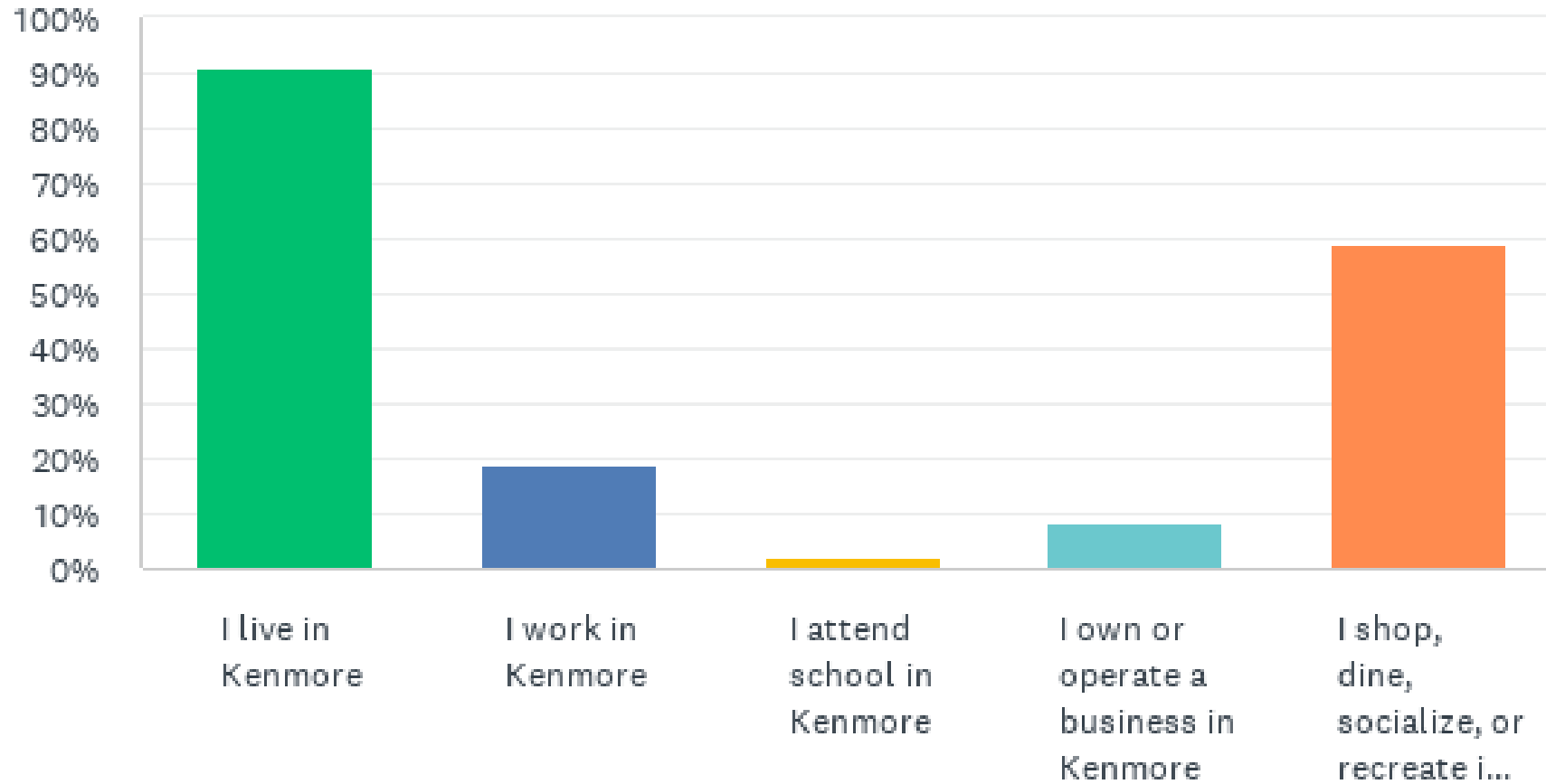
ANSWER CHOICES	RESPONSES	
I live in Kenmore	91.14%	494
I work in Kenmore	18.82%	102
I attend school in Kenmore	1.85%	10
I own or operate a business in Kenmore	8.67%	47
I shop, dine, socialize, or recreate in Kenmore	59.04%	320
Total Respondents: 542		
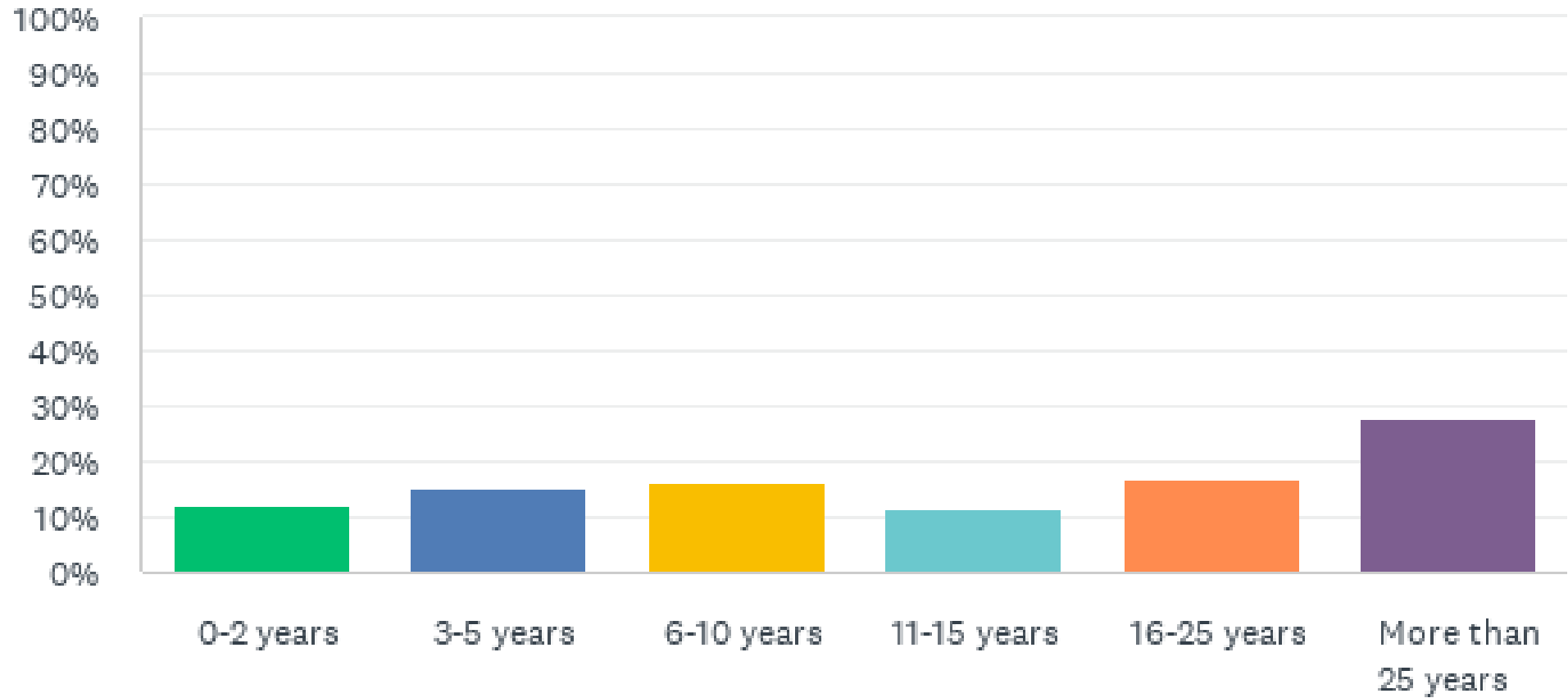
ANSWER CHOICES	RESPONSES	
0-2 years	12.02%	59
3-5 years	15.48%	76
6-10 years	16.09%	79
11-15 years	11.81%	58
16-25 years	16.70%	82
More than 25 years	27.90%	137
TOTAL		491
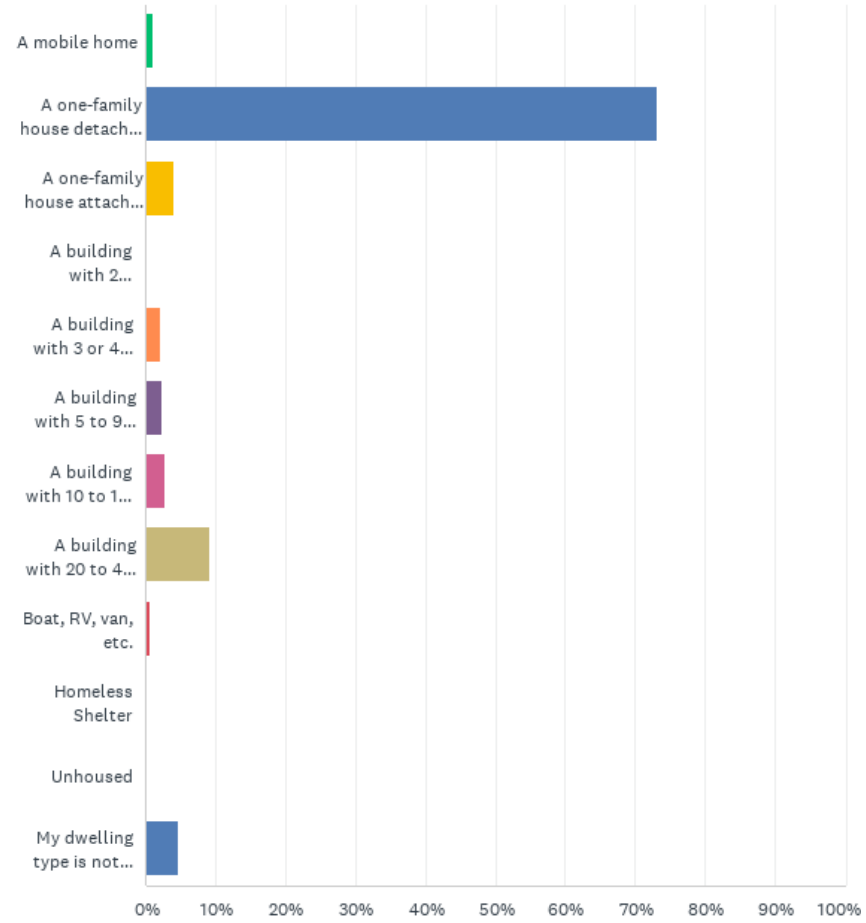
ANSWER CHOICES	RESPONSES	
A mobile home	1.03%	5
A one-family house detached from any other house	73.10%	356
A one-family house attached to one or more houses	4.11%	20
A building with 2 apartments	0.21%	1
A building with 3 or 4 apartments	2.05%	10
A building with 5 to 9 apartments	2.26%	11
A building with 10 to 19 apartments	2.67%	13
A building with 20 to 49 apartments	9.24%	45
Boat, RV, van, etc.	0.62%	3
Homeless Shelter	0.00%	0
Unhoused	0.00%	0
My dwelling type is not listed [Please specify]	4.72%	23
TOTAL		487
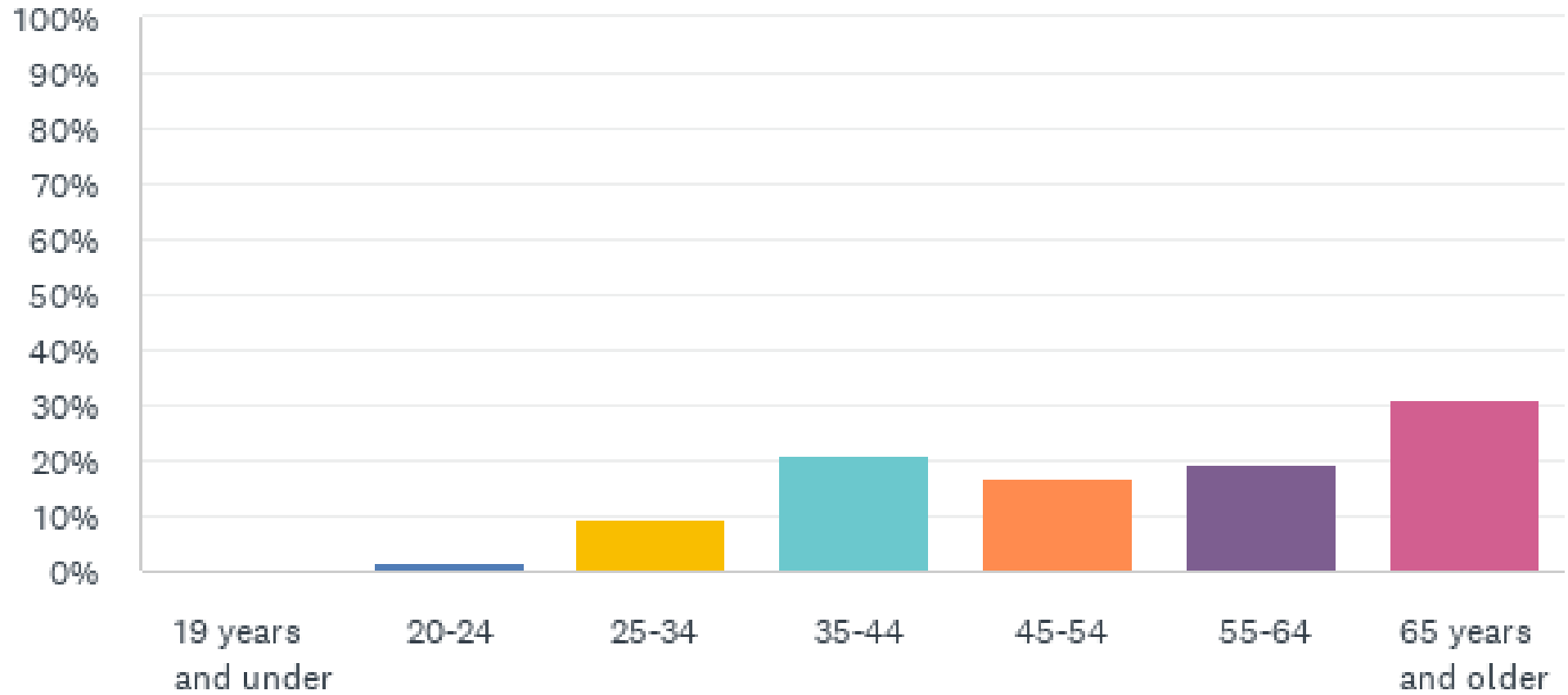
ANSWER CHOICES	RESPONSES	
19 years and under	0.57%	3
20-24	1.32%	7
25-34	9.45%	50
35-44	20.98%	111
45-54	17.01%	90
55-64	19.47%	103
65 years and older	31.19%	165
TOTAL		529
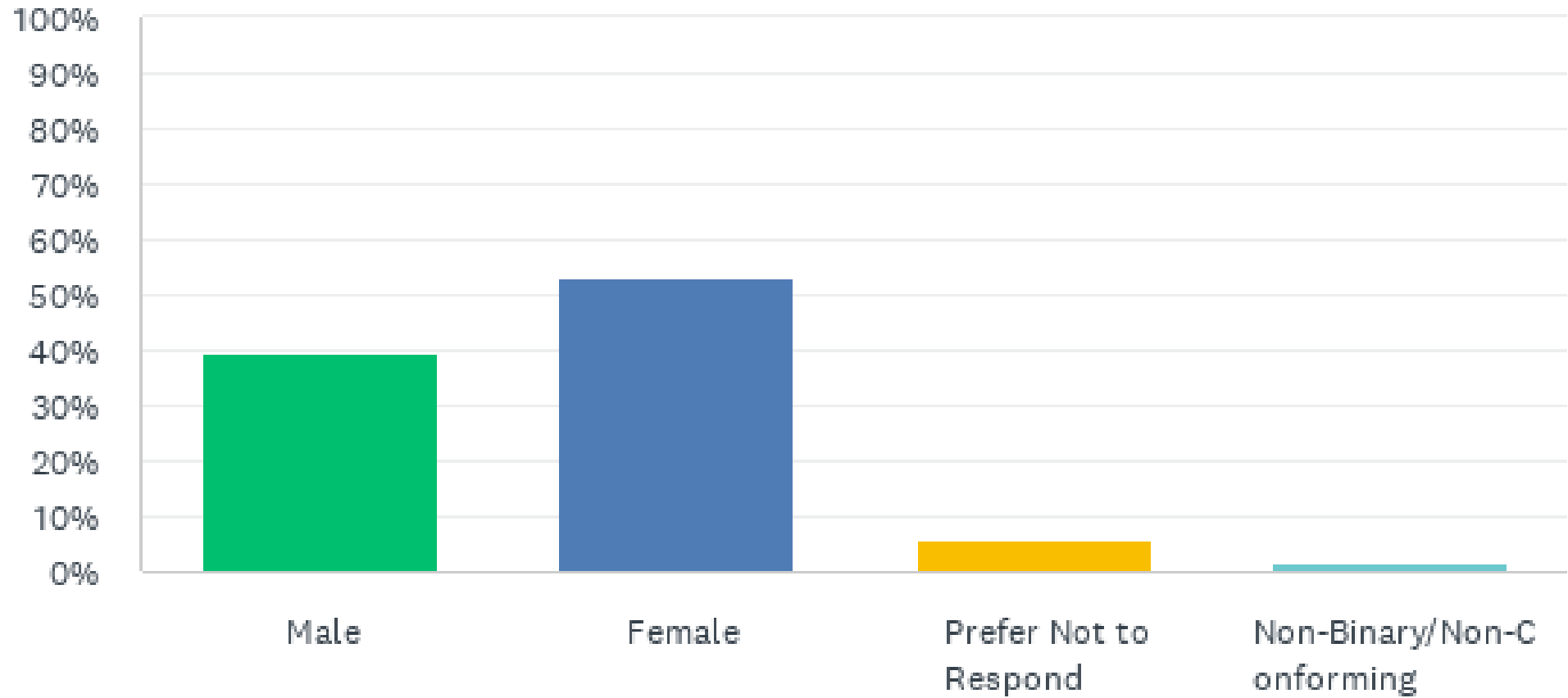
ANSWER CHOICES	RESPONSES	
Male	39.50%	207
Female	53.24%	279
Prefer Not to Respond	5.73%	30
Non-Binary/Non-Conforming	1.53%	8
TOTAL		524
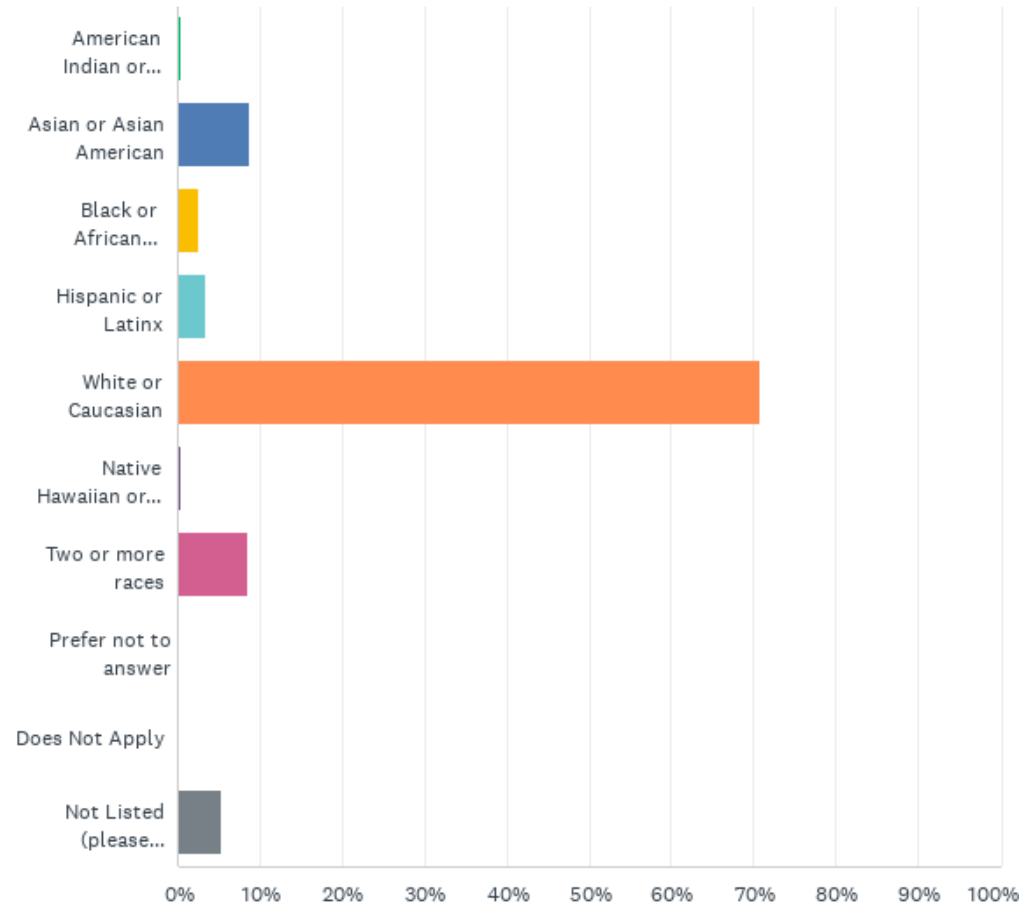
ANSWER CHOICES	RESPONSES	
American Indian or Alaska Native	0.38%	2
Asian or Asian American	8.75%	46
Black or African American	2.47%	13
Hispanic or Latinx	3.42%	18
White or Caucasian	70.72%	372
Native Hawaiian or other Pacific Islander	0.38%	2
Two or more races	8.56%	45
Prefer not to answer	0.00%	0
Does Not Apply	0.00%	0
Not Listed (please specify)	5.32%	28
TOTAL		526
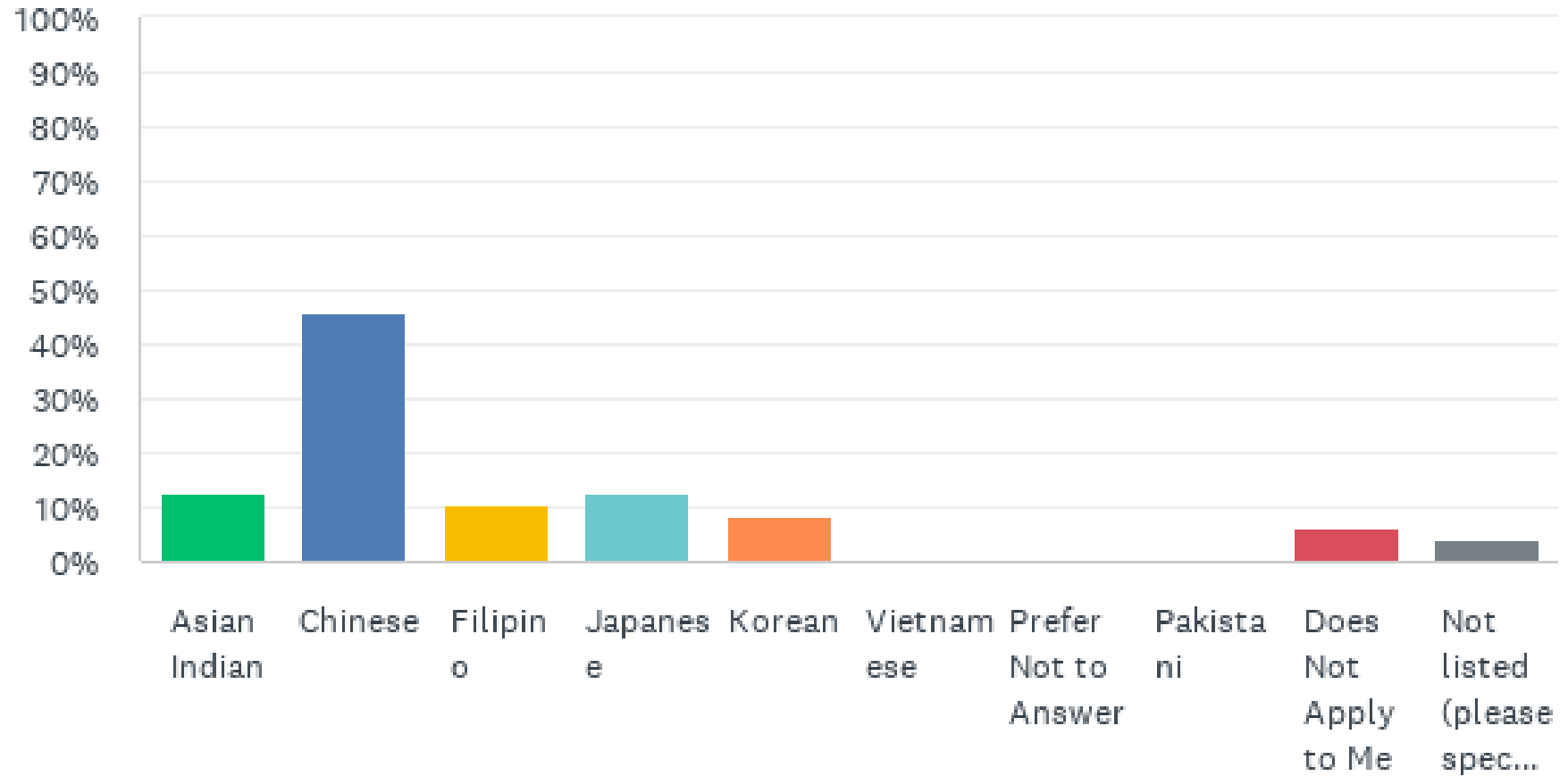
ANSWER CHOICES	RESPONSES	
Asian Indian	12.50%	6
Chinese	45.83%	22
Filipino	10.42%	5
Japanese	12.50%	6
Korean	8.33%	4
Vietnamese	0.00%	0
Prefer Not to Answer	0.00%	0
Pakistani	0.00%	0
Does Not Apply to Me	6.25%	3
Not listed (please specify)	4.17%	2
TOTAL		48
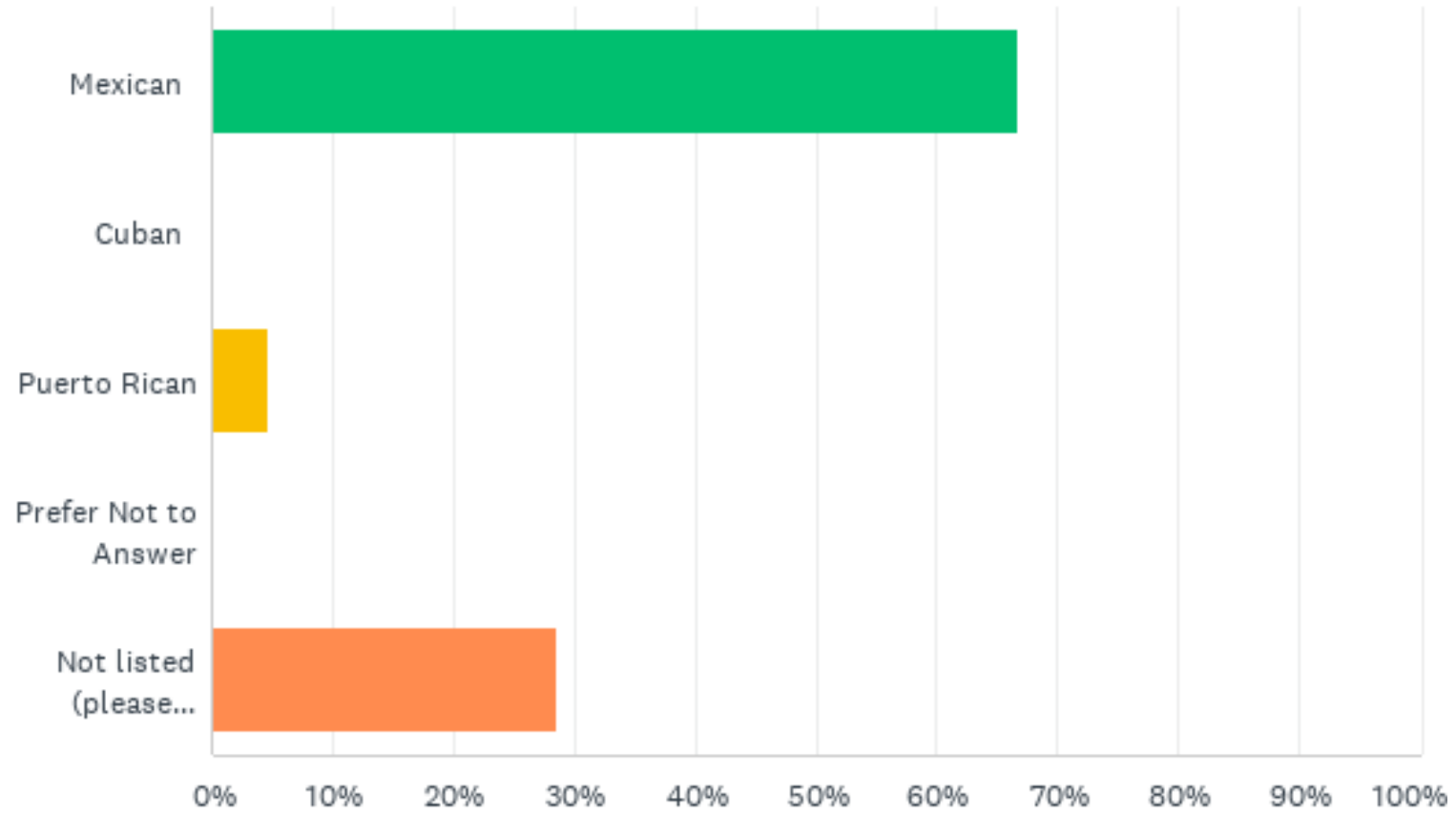
ANSWER CHOICES	RESPONSES	
Mexican	66.67%	14
Cuban	0.00%	0
Puerto Rican	4.76%	1
Prefer Not to Answer	0.00%	0
Not listed (please specify)	28.57%	6
TOTAL		21

Foreign Born
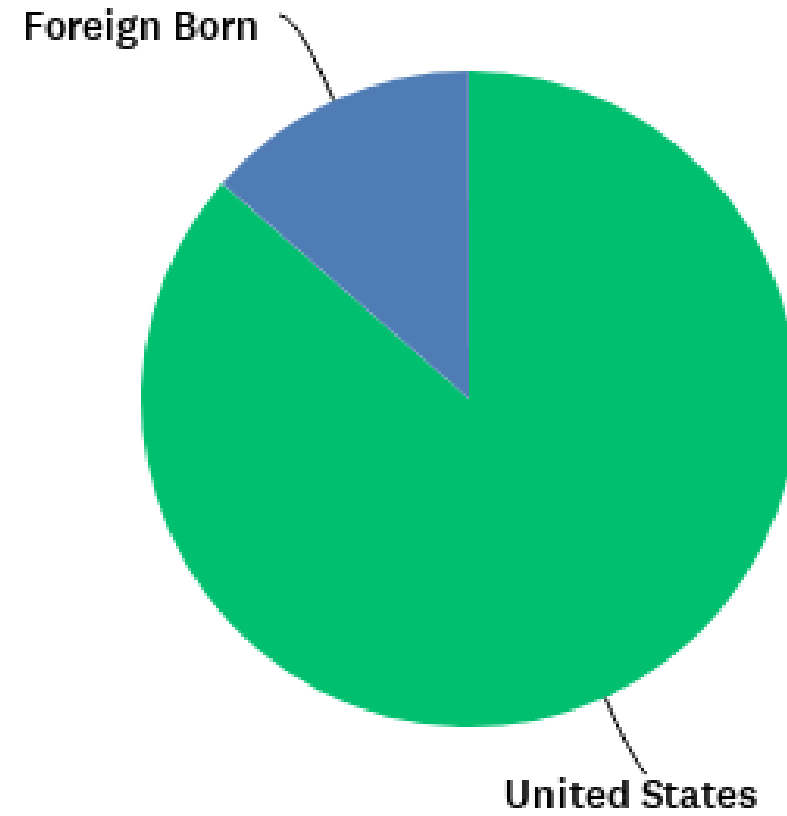
United States

ANSWER CHOICES	RESPONSES	
United States	86.42%	452
Foreign Born	13.58%	71
TOTAL		523
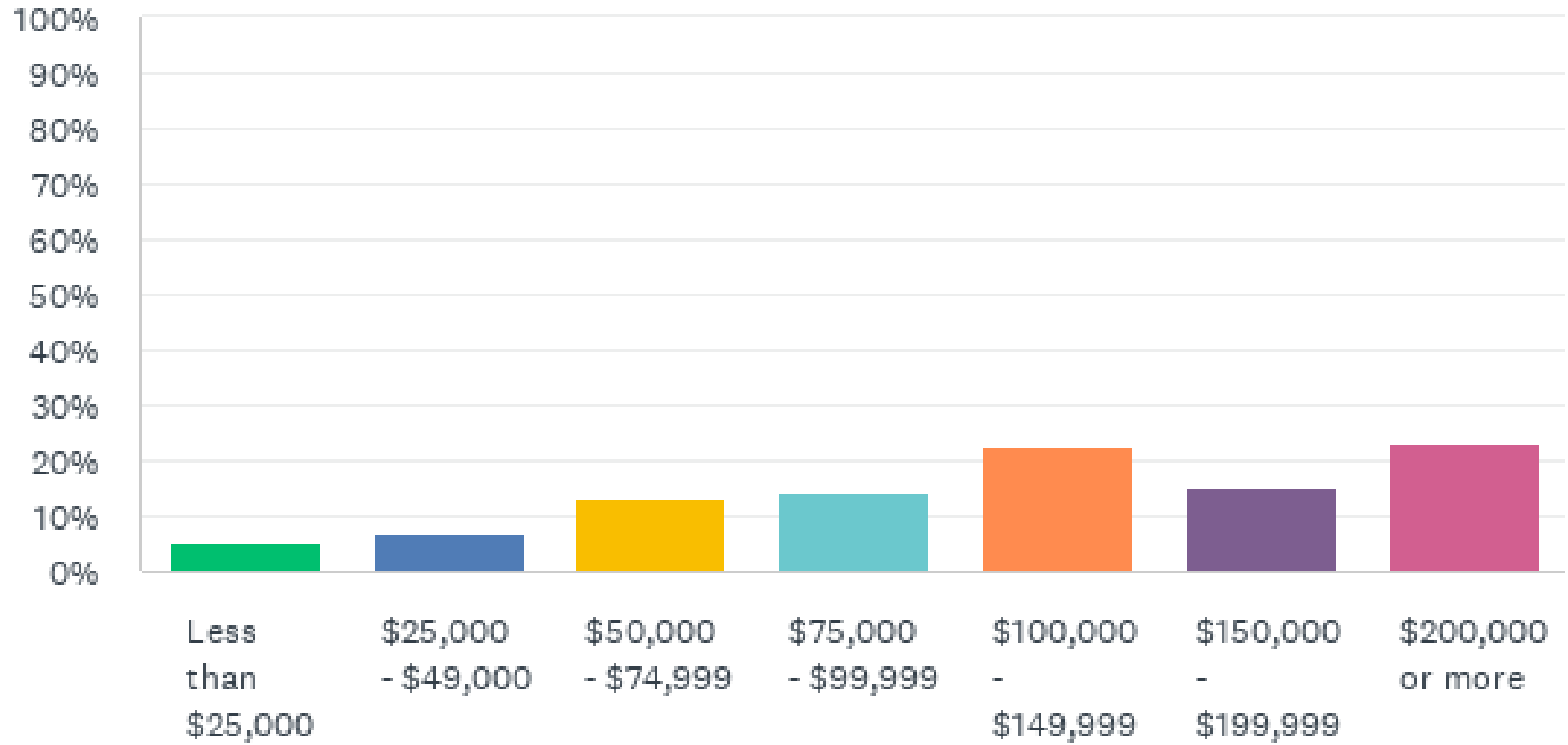
ANSWER CHOICES	RESPONSES	
Less than $25,000	5.36%	26
$25,000 - $49,000	6.60%	32
$50,000 - $74,999	13.40%	65
$75,000 - $99,999	14.02%	68
$100,000 - $149,999	22.47%	109
$150,000 - $199,999	15.05%	73
$200,000 or more	23.09%	112
TOTAL		485

Arabic	
Ukrainian	
Chinese	
English	
French	
Tagalog	
Japanese	
Korean	
Russian	
Spanish	
Urdu	
Vietnamese	
American Sign Language	
Somali	
Punjabi	
Amharic	
Other (please specify)	

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
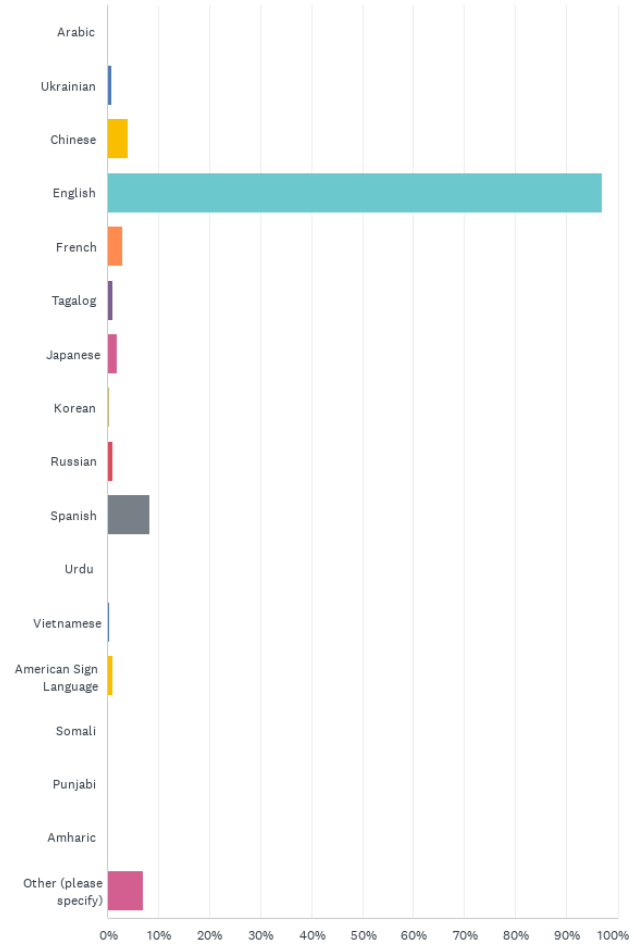
ANSWER CHOICES	RESPONSES	
Arabic	0.19%	1
Ukrainian	0.78%	4
Chinese	4.07%	21
English	97.09%	501
French	2.91%	15
Tagalog	1.16%	6
Japanese	1.94%	10
Korean	0.39%	2
Russian	0.97%	5
Spanish	8.33%	43
Urdu	0.00%	0
Vietnamese	0.39%	2
American Sign Language	1.16%	6
Somali	0.19%	1
Punjabi	0.00%	0
Amharic	0.00%	0
Other (please specify)	6.98%	36
Total Respondents: 516		
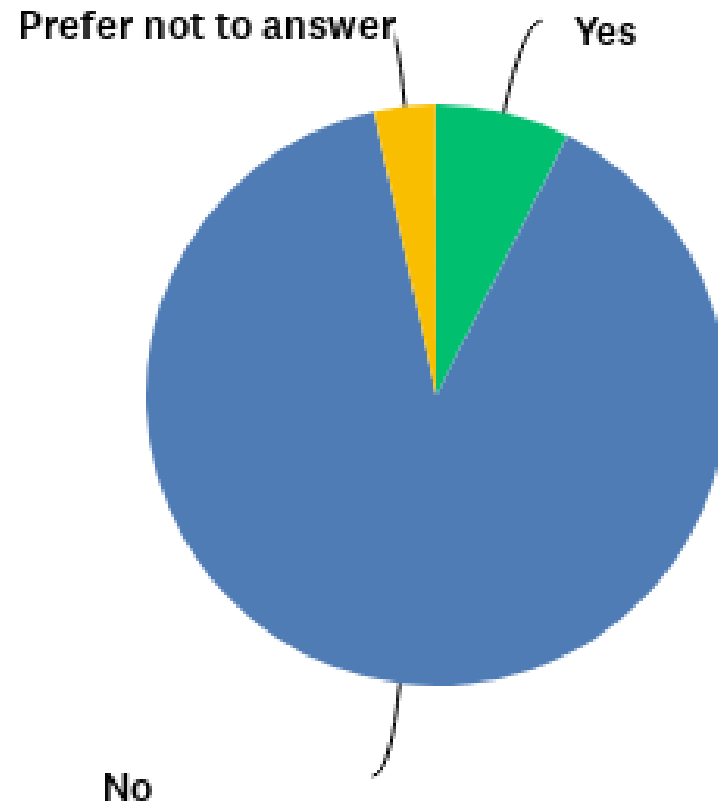
ANSWER CHOICES	RESPONSES	
Yes	7.47%	39
No	89.08%	465
Prefer not to answer	3.45%	18
Other (please specify)	0.00%	0
TOTAL		522
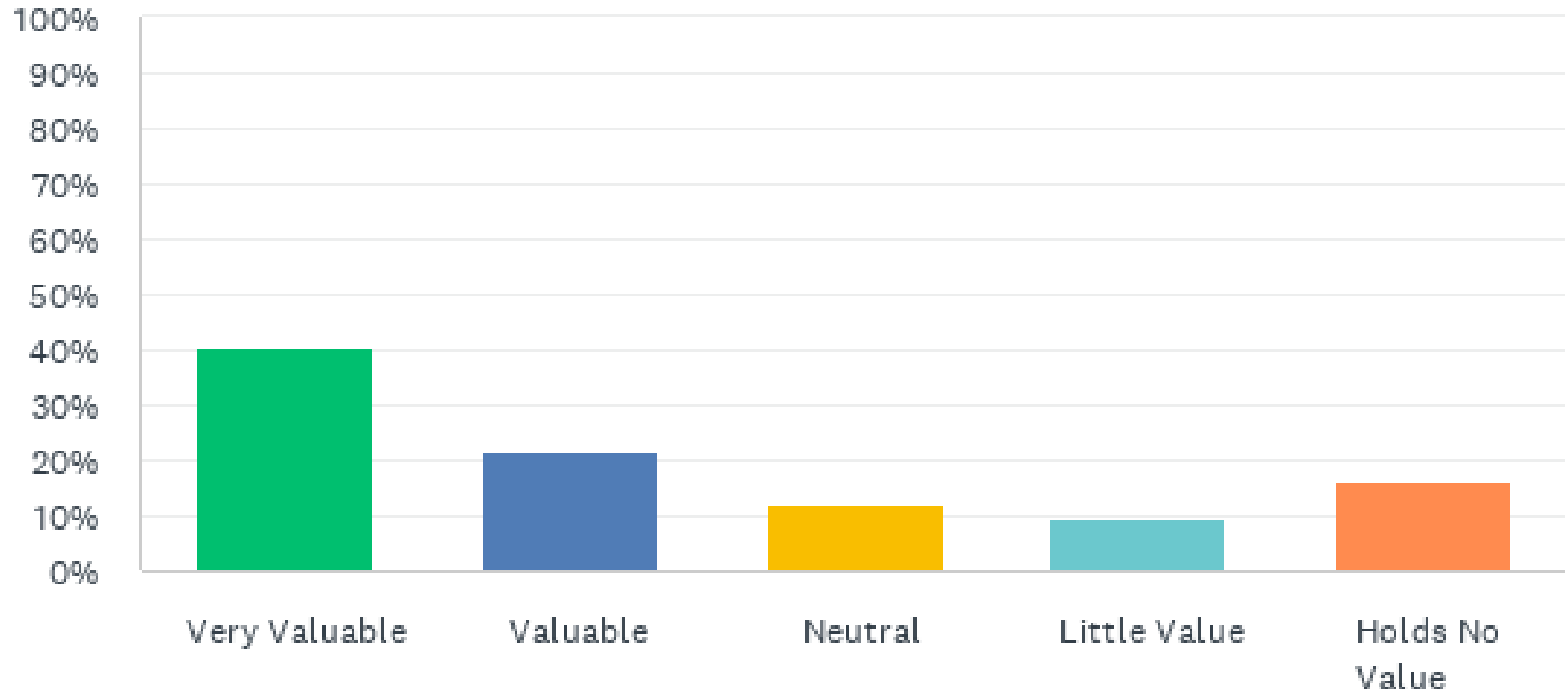
ANSWER CHOICES	RESPONSES	
Very Valuable	40.70%	210
Valuable	21.51%	111
Neutral	12.02%	62
Little Value	9.50%	49
Holds No Value	16.28%	84
TOTAL		516
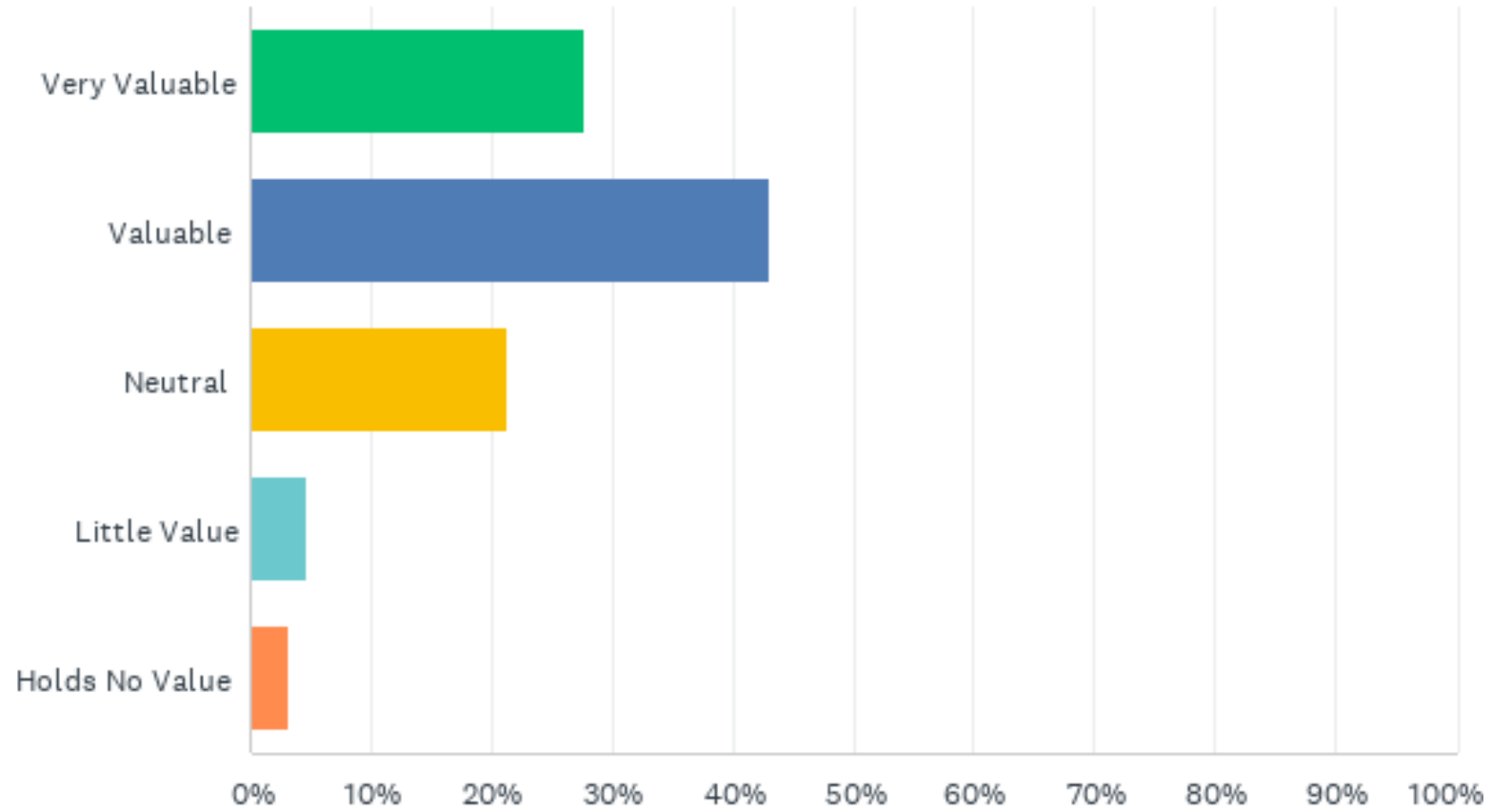
ANSWER CHOICES	RESPONSES	
Very Valuable	27.65%	141
Valuable	43.14%	220
Neutral	21.37%	109
Little Value	4.71%	24
Holds No Value	3.14%	16
TOTAL		510
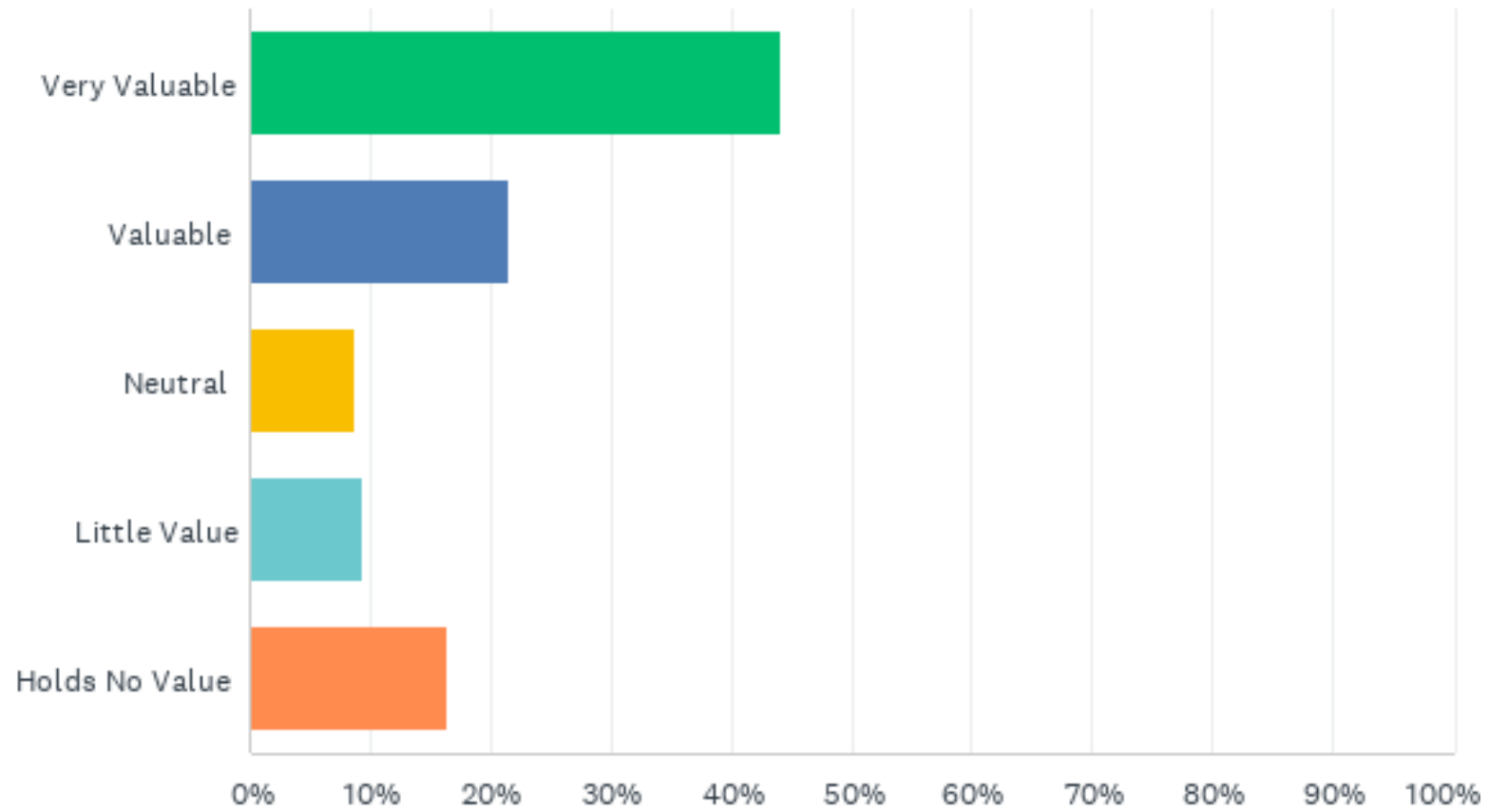
ANSWER CHOICES	RESPONSES	
Very Valuable	44.10%	228
Valuable	21.47%	111
Neutral	8.70%	45
Little Value	9.28%	48
Holds No Value	16.44%	85
TOTAL		517
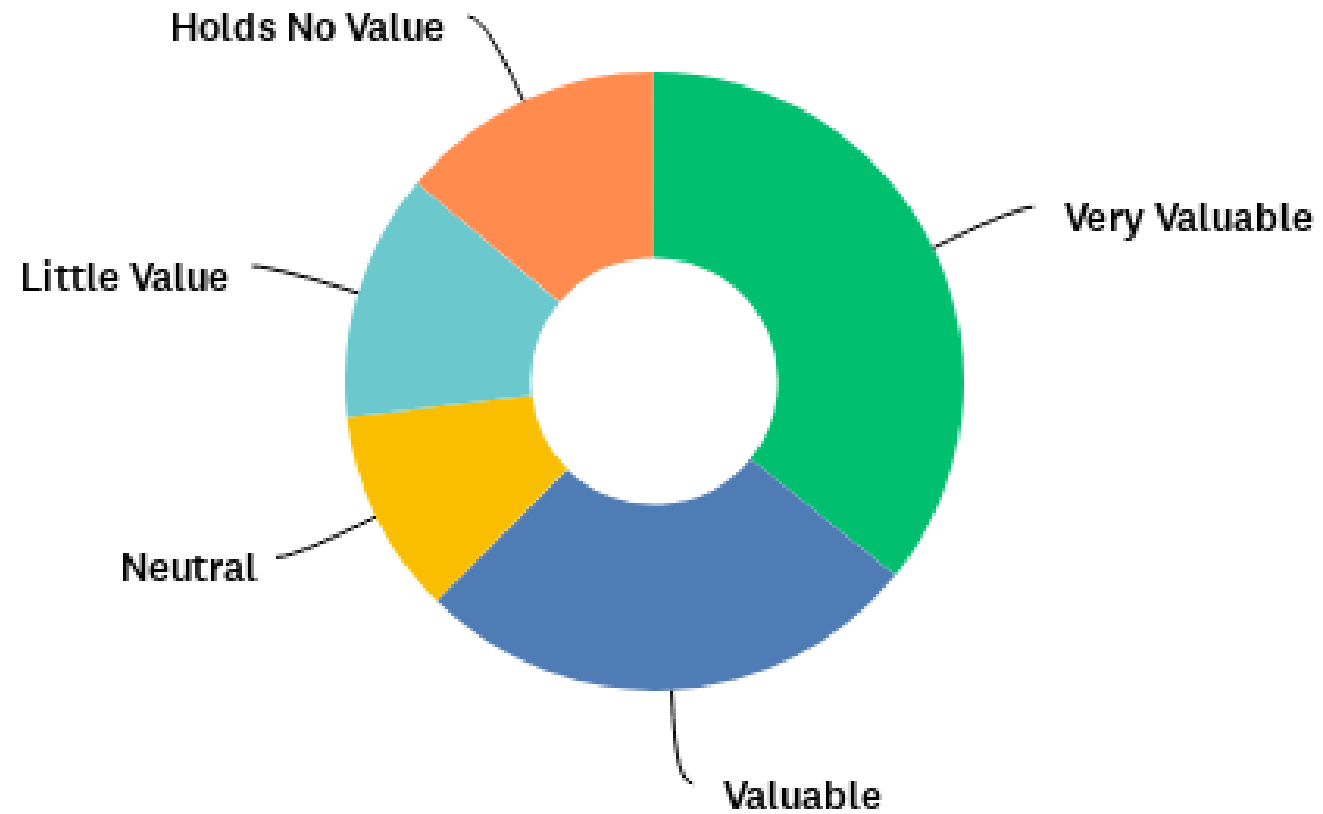
Holds No Value

Very Valuable

Little Value

Neutral

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	35.79% 180	26.64% 134	10.74% 54	12.92% 65	13.92% 70	503	3.57
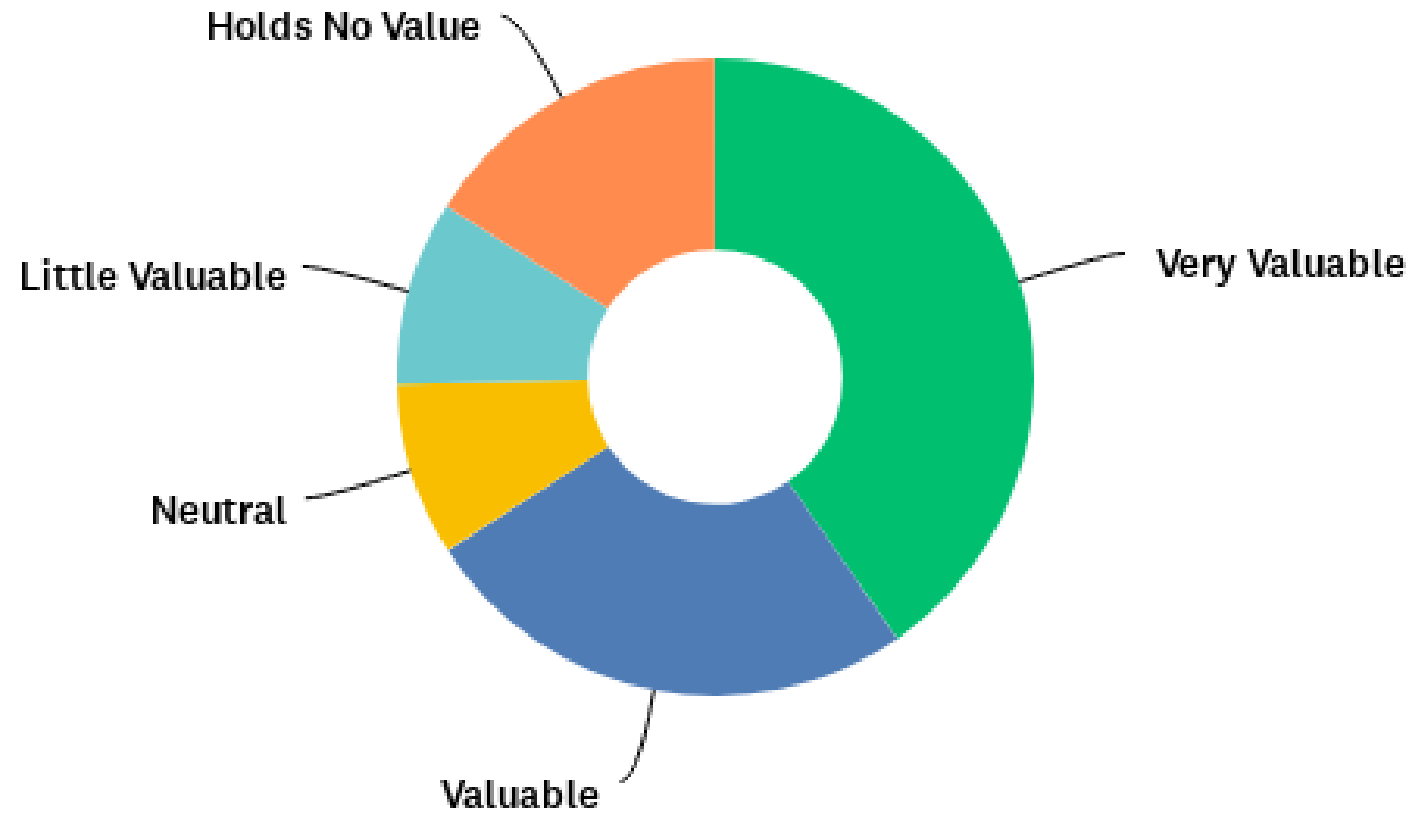
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUABLE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	40.32% 202	25.55% 128	8.78% 44	9.38% 47	15.97% 80	501	3.65
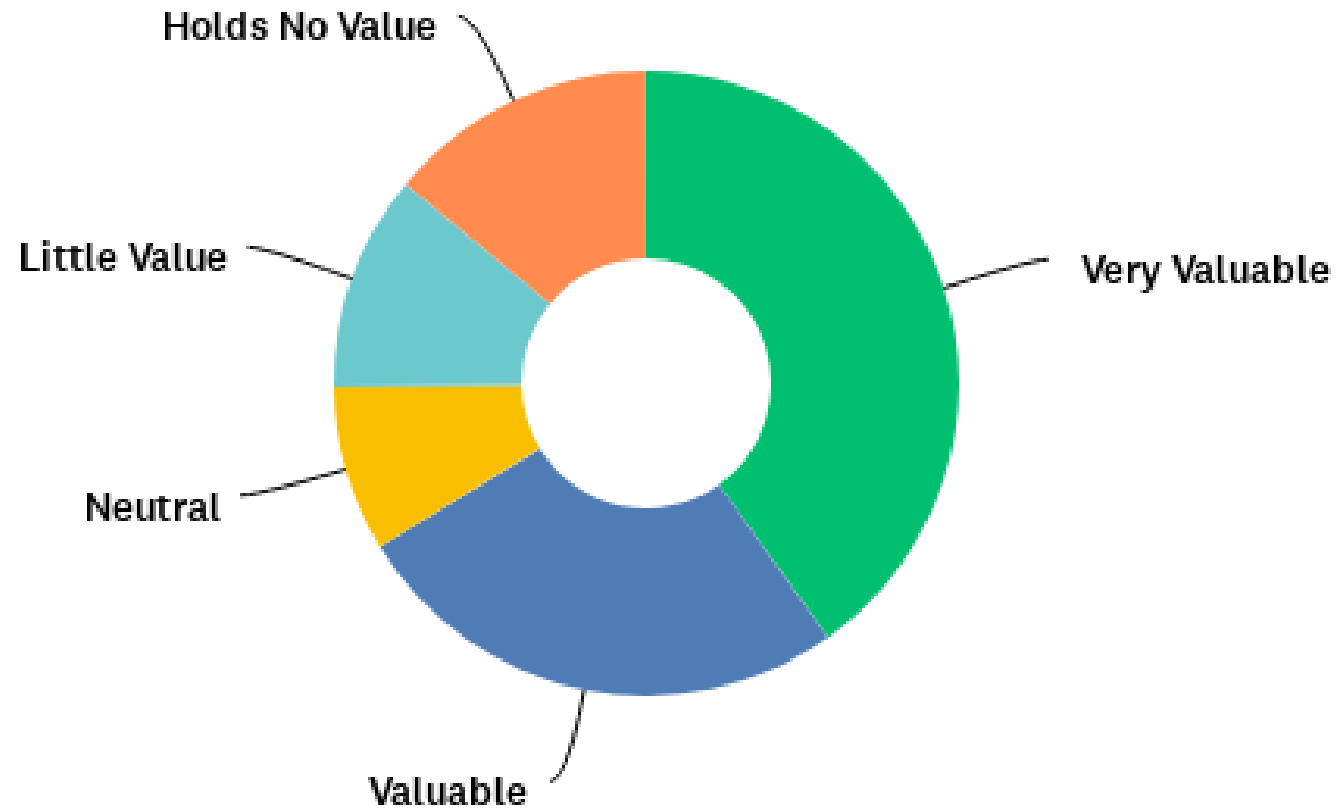
KENMORE
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Holds No Value

Little Value

Neutral

Valuable

Very Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	40.12% 201	26.15% 131	8.58% 43	11.18% 56	13.97% 70	501	3.67
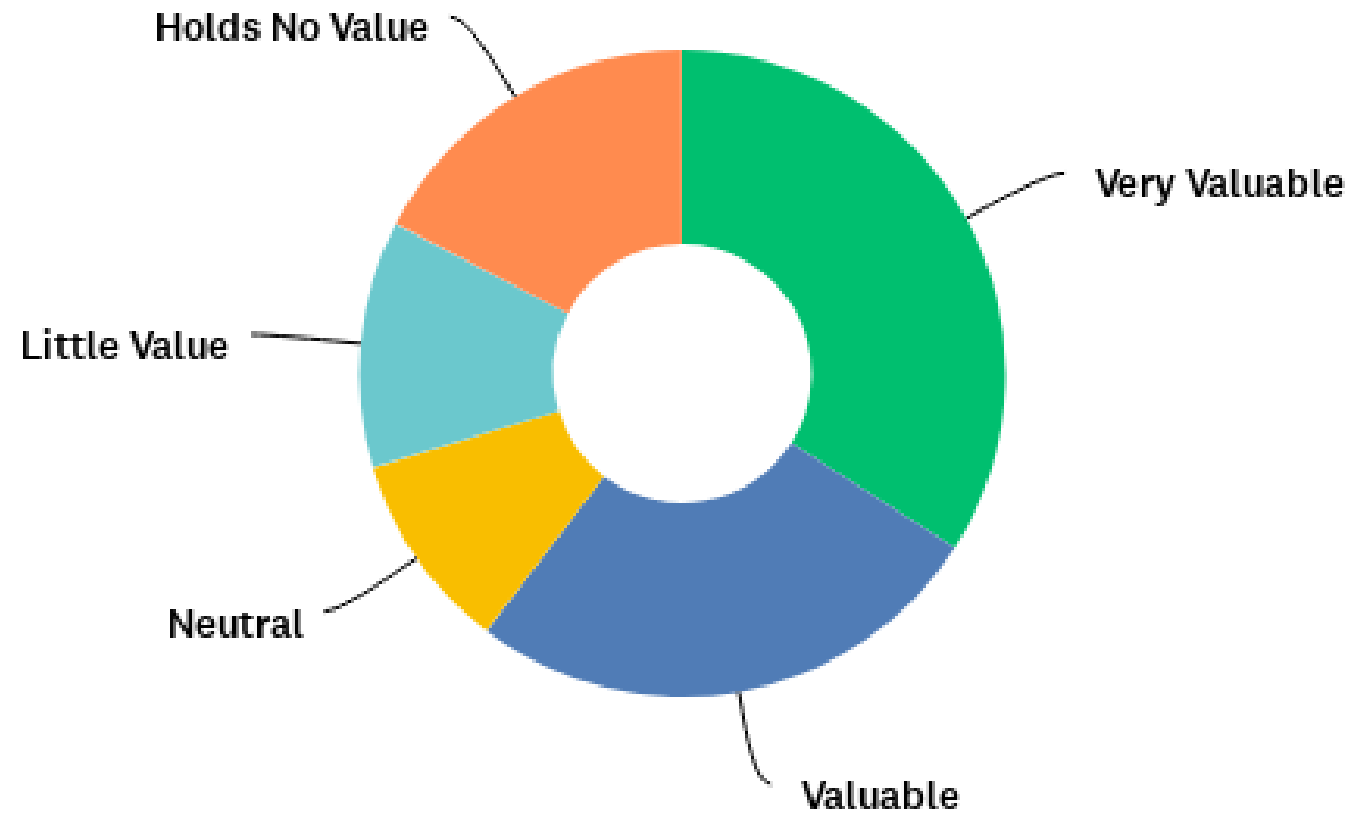
Holds No Value

Very Valuable

Little Value

Neutral

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	34.06% 171	26.29% 132	9.96% 50	12.35% 62	17.33% 87	502	3.47
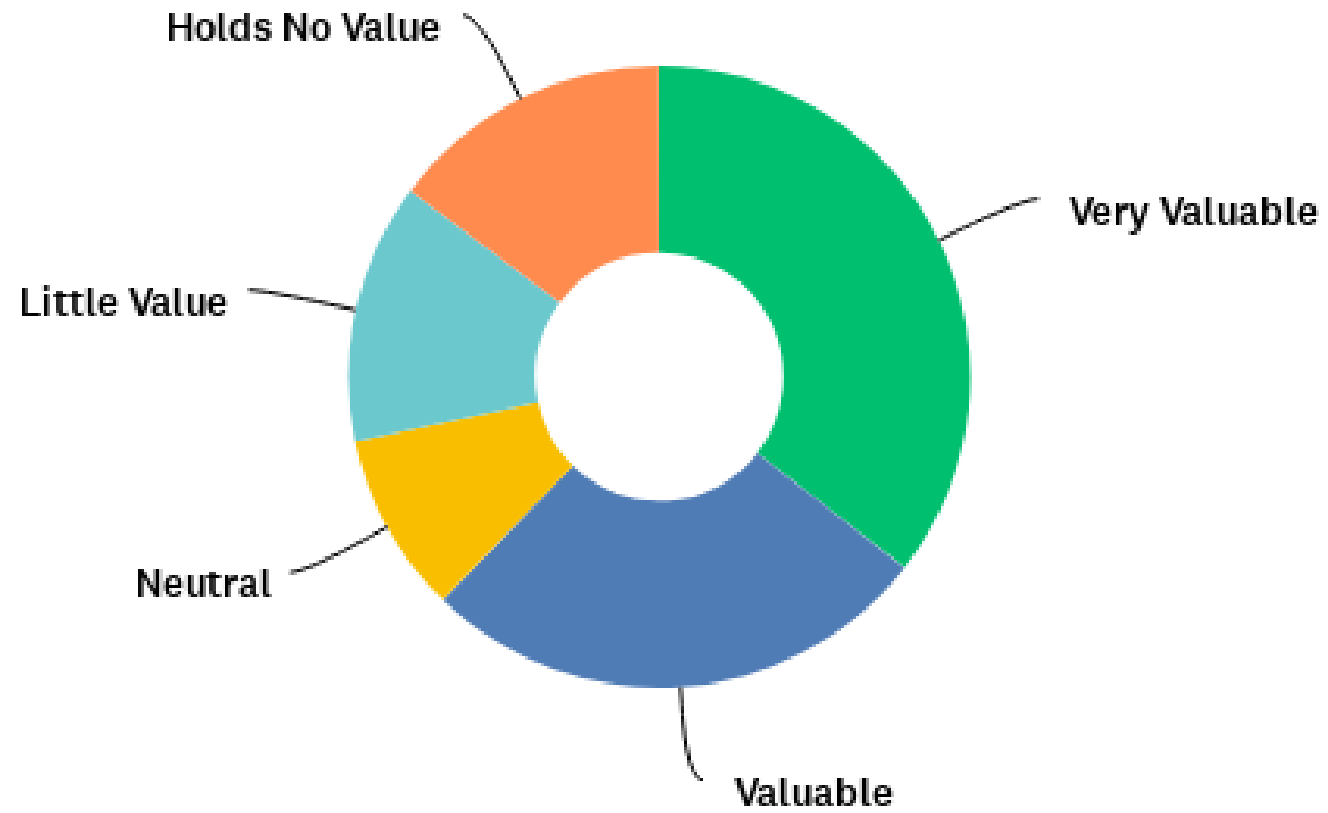
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	35.53% 178	26.75% 134	9.38% 47	13.57% 68	14.77% 74	501	3.55
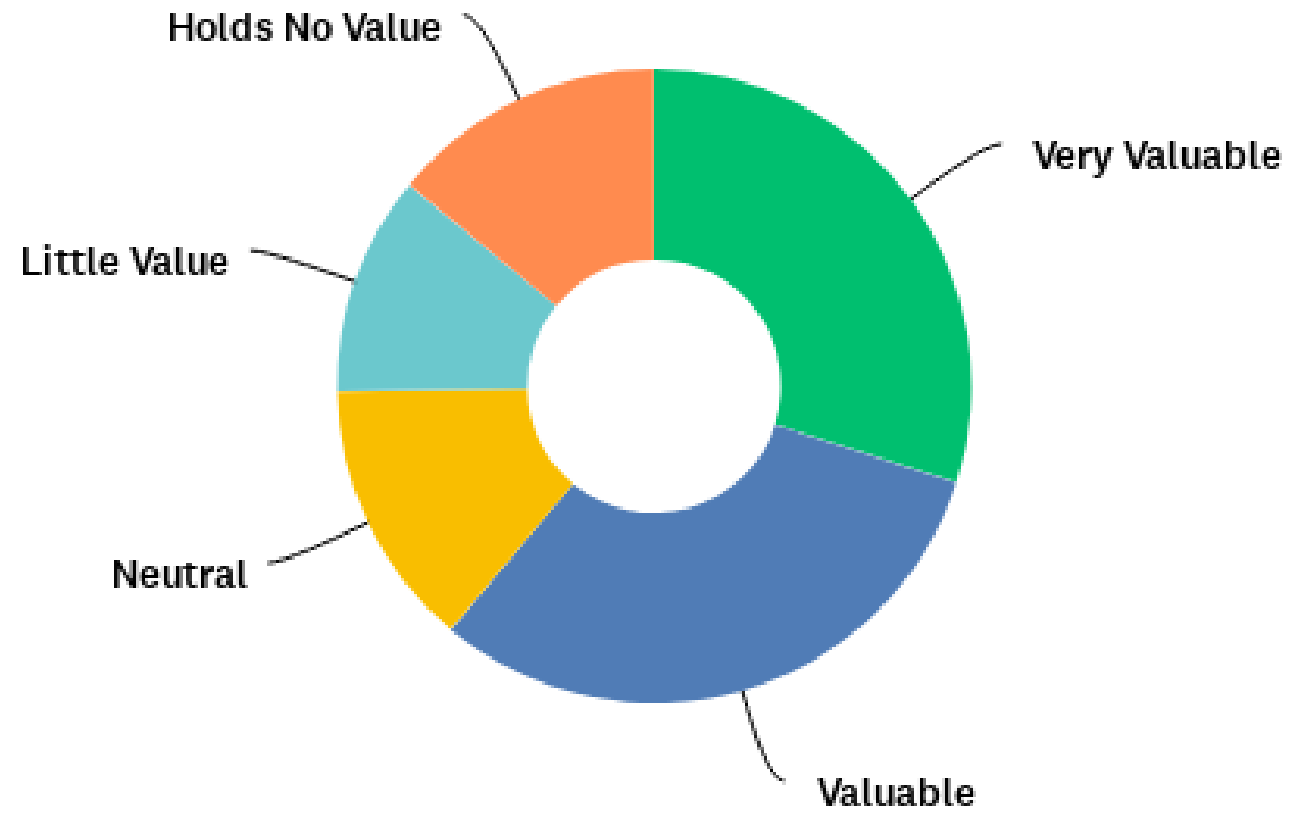
Holds No Value

Very Valuable

Little Value

Neutral

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	29.94% 147	31.16% 153	13.65% 67	11.20% 55	14.05% 69	491	3.52
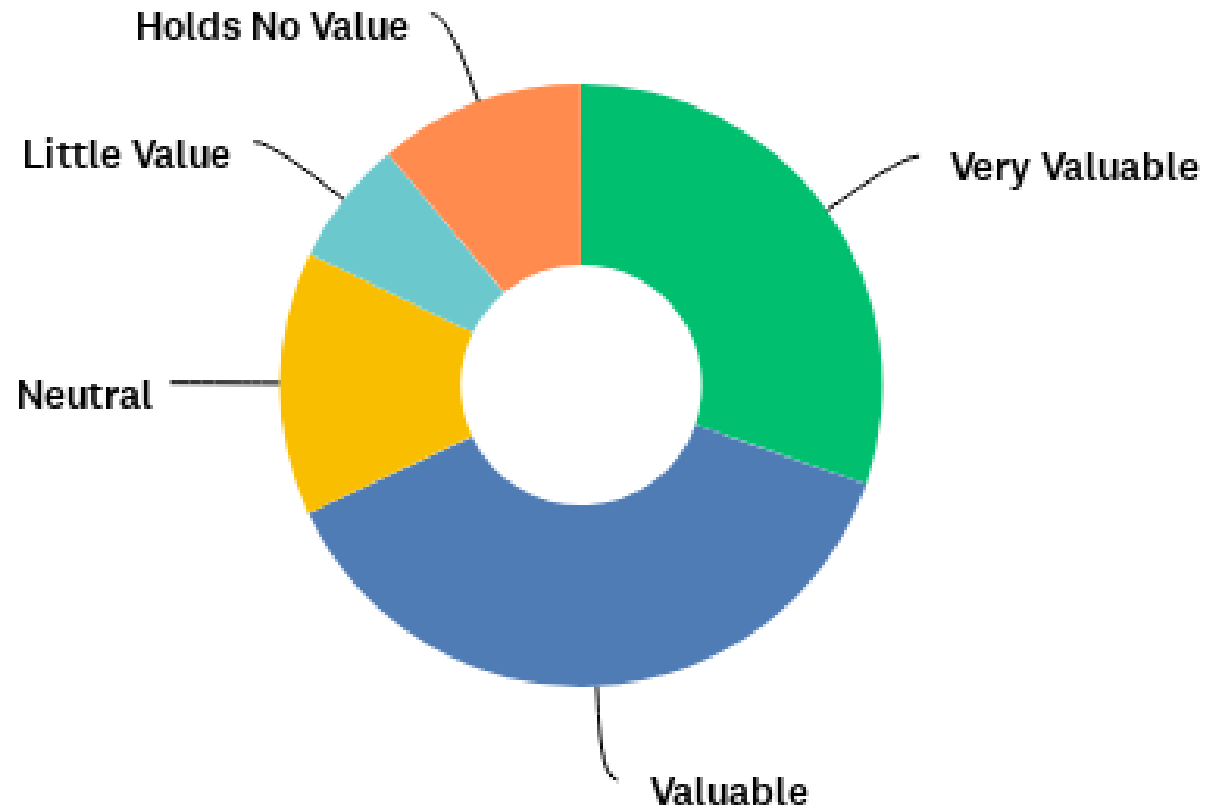
KENMORE
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Holds No Value

Little Value

Neutral

Very Valuable

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	30.33% 148	37.70% 184	14.14% 69	6.76% 33	11.07% 54	488	3.69
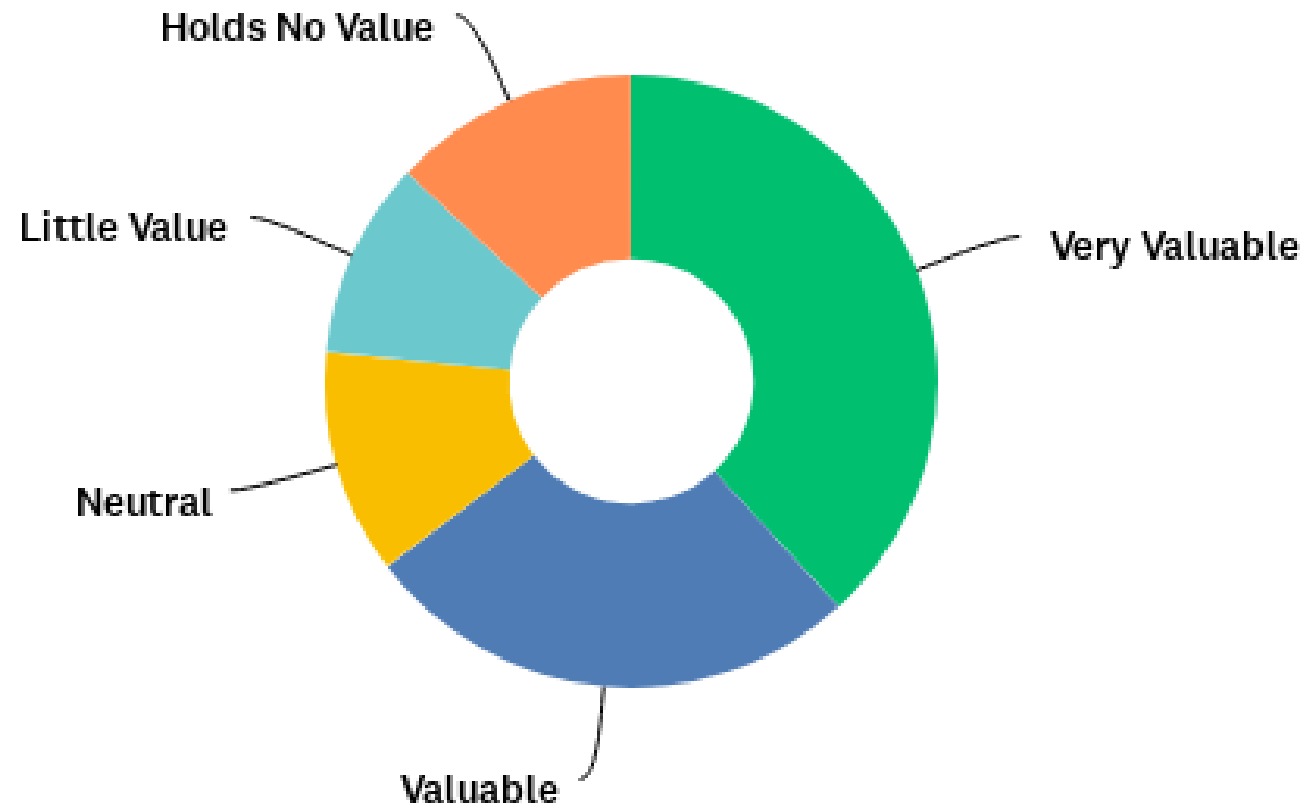
Holds No Value

Very Valuable

Little Value

Neutral

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	38.16% 187	26.53% 130	11.84% 58	10.41% 51	13.06% 64	490	3.66
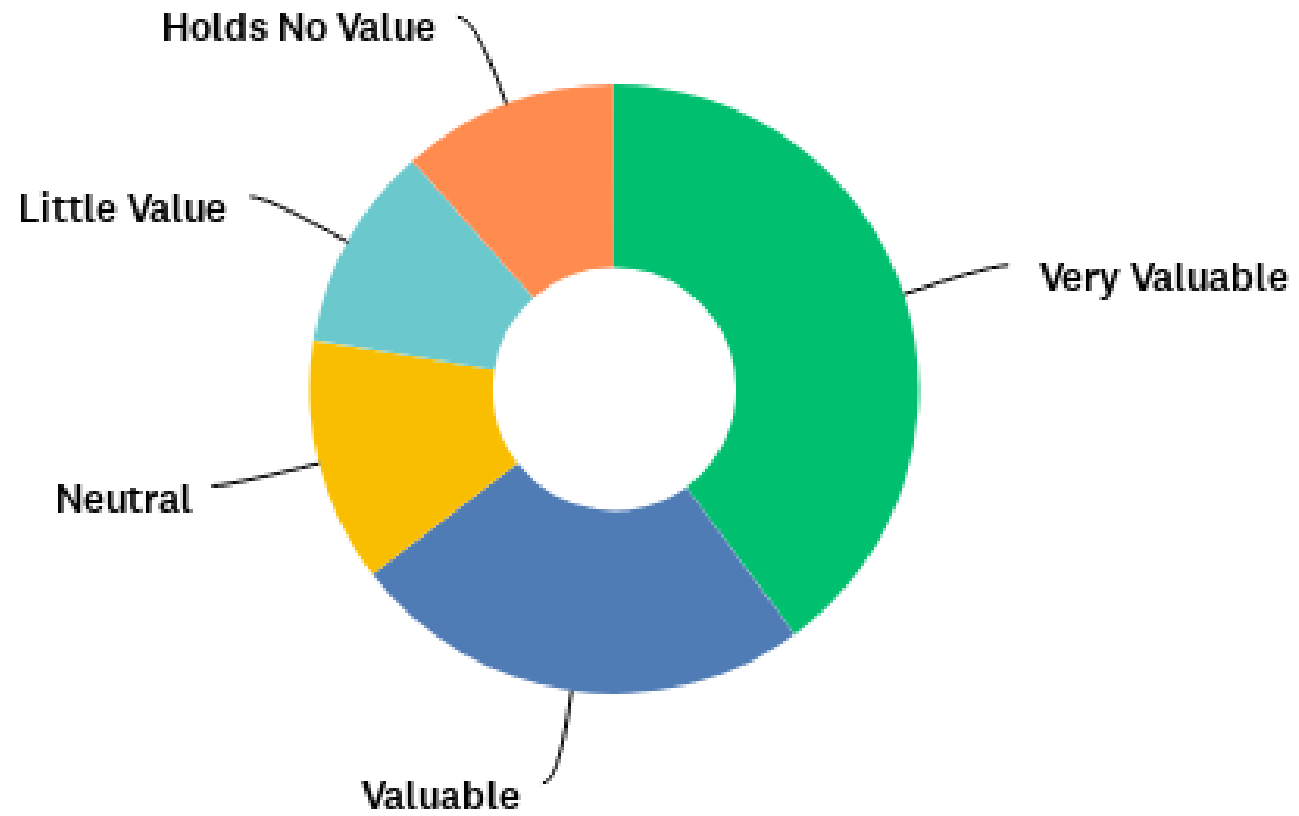
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	39.92% 194	24.69% 120	12.96% 63	10.91% 53	11.52% 56	486	3.71
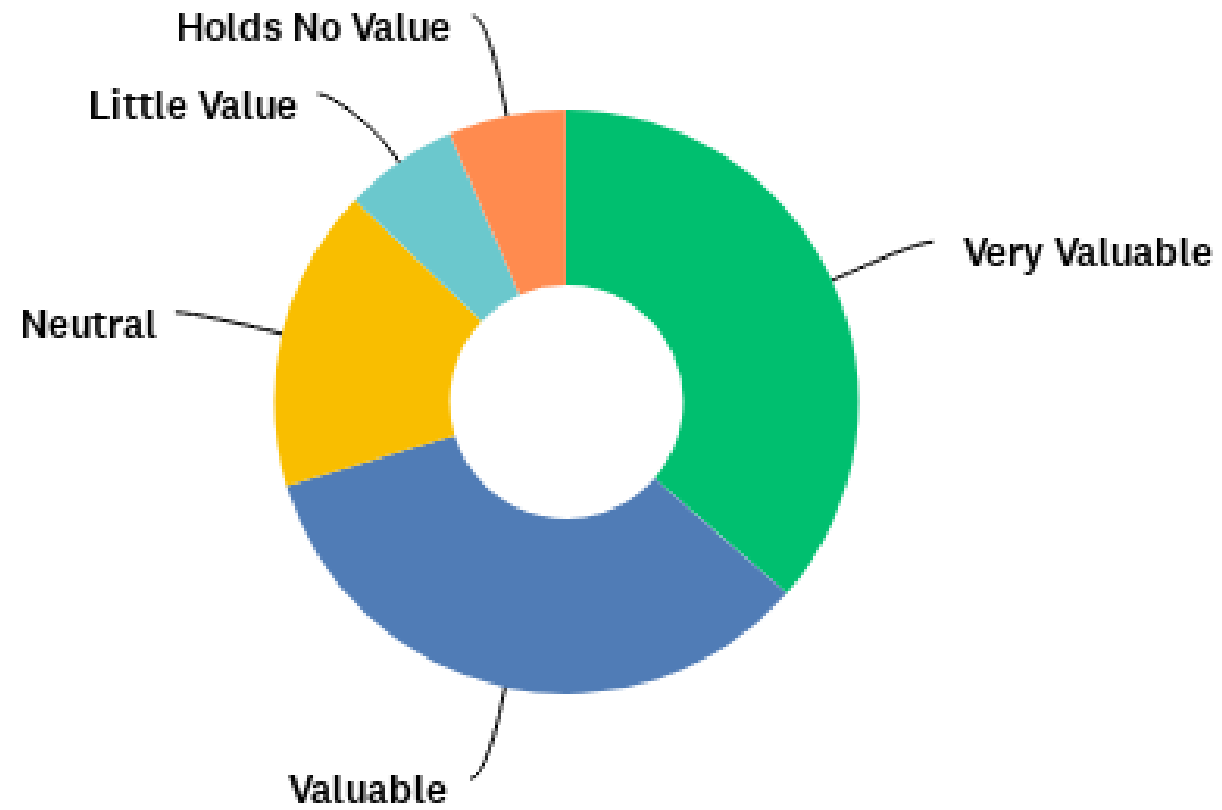
KENMORE
WA

Holds No Value

Little Value

Neutral

Very Valuable

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	36.40% 178	33.95% 166	16.77% 82	6.34% 31	6.54% 32	489	3.87
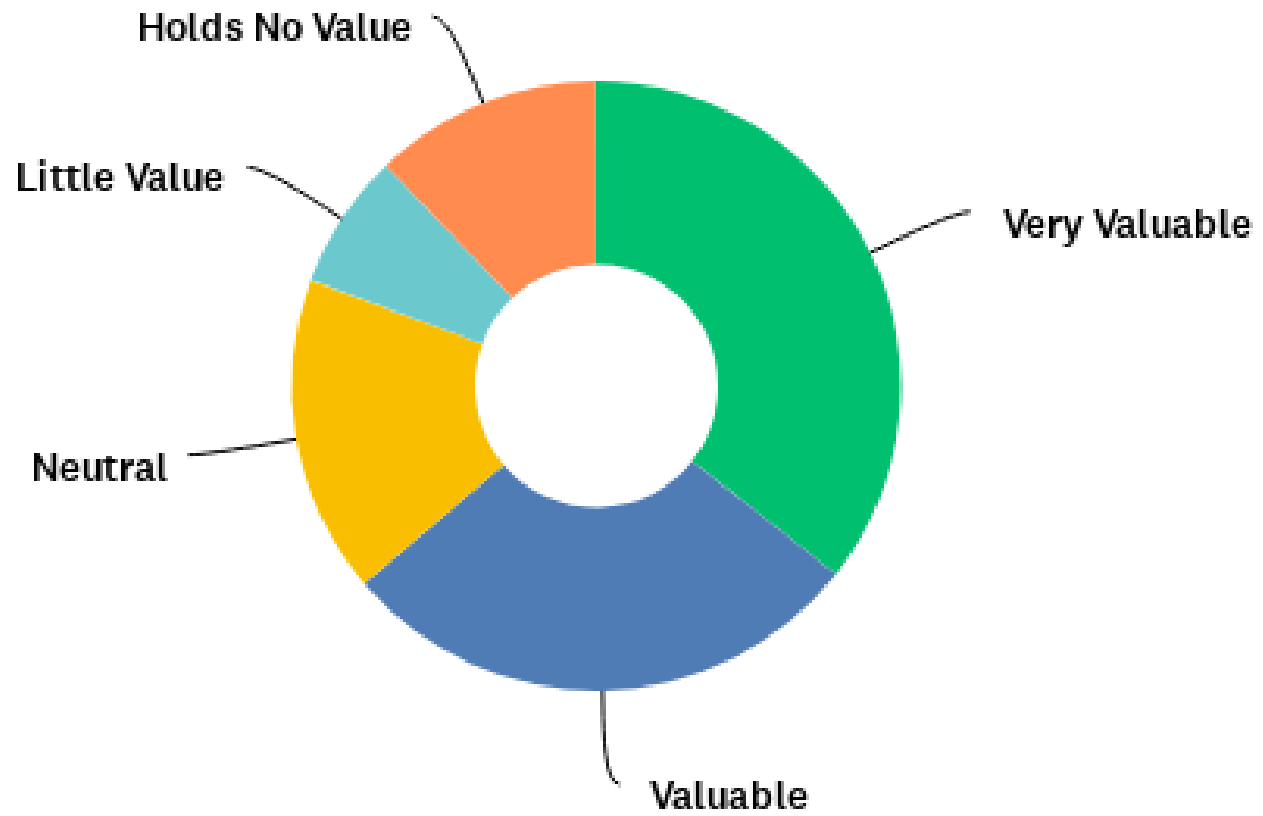
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	35.60% 173	28.19% 137	16.87% 82	7.20% 35	12.14% 59	486	3.68
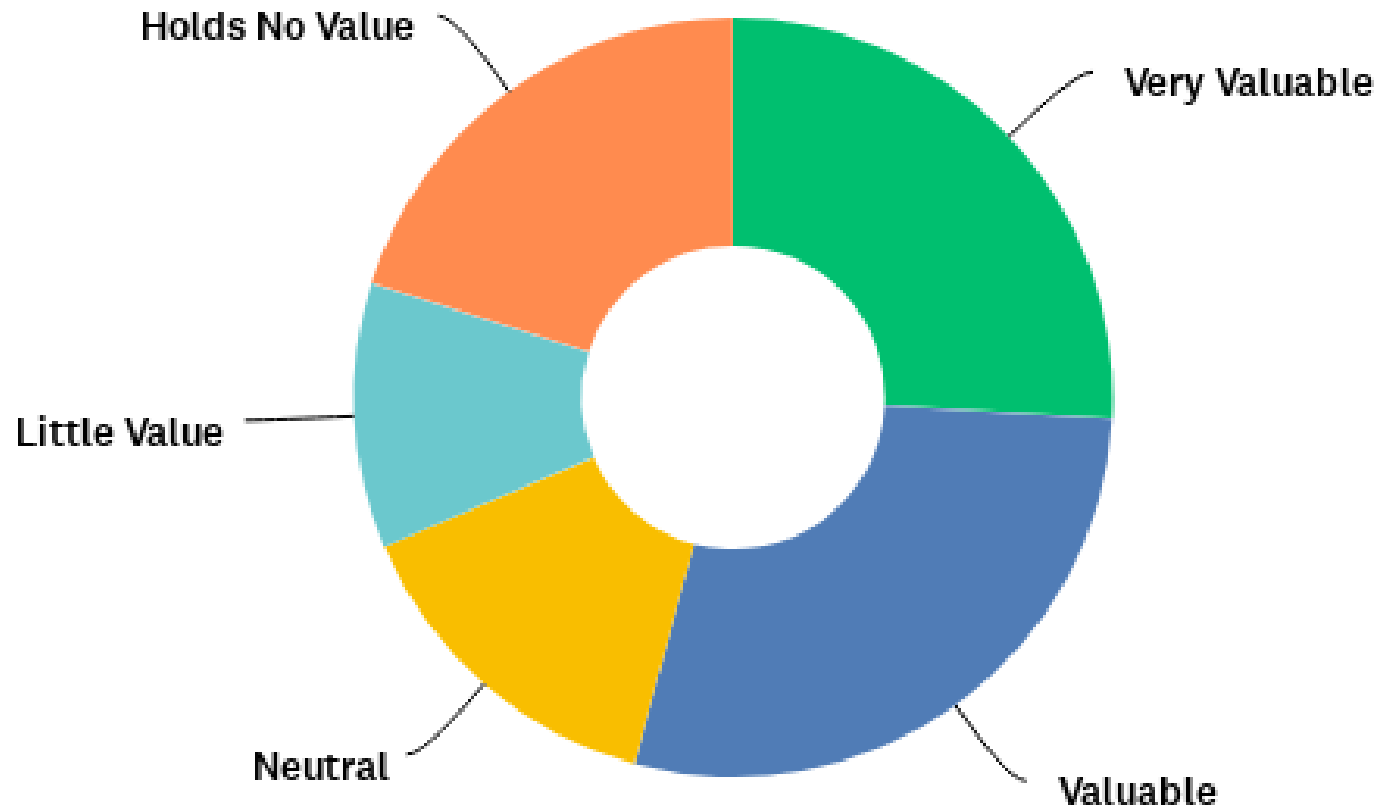
Very Valuable

Valuable

Neutral

Little Value

Holds No Value

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	25.87% 126	28.34% 138	14.37% 70	11.29% 55	20.12% 98	487	3.29
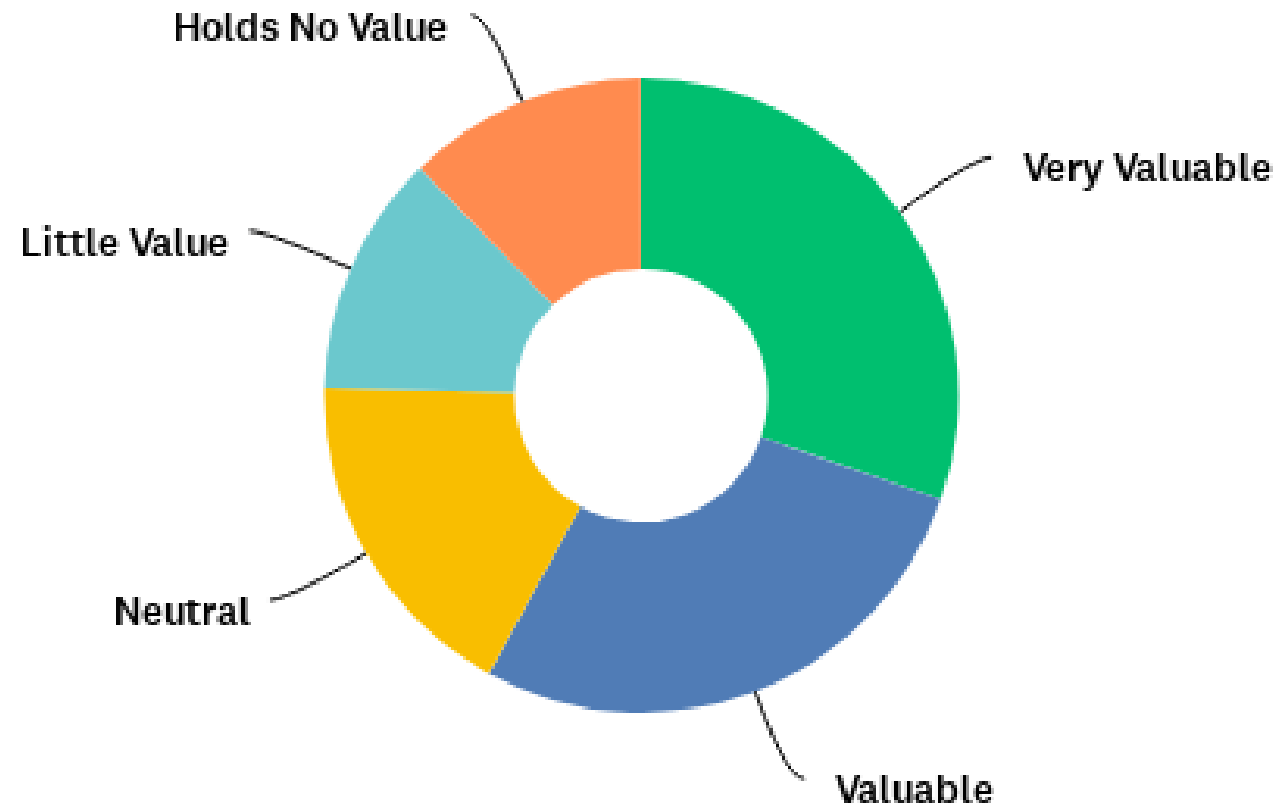
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	30.33% 148	27.66% 135	17.42% 85	12.30% 60	12.30% 60	488	3.51
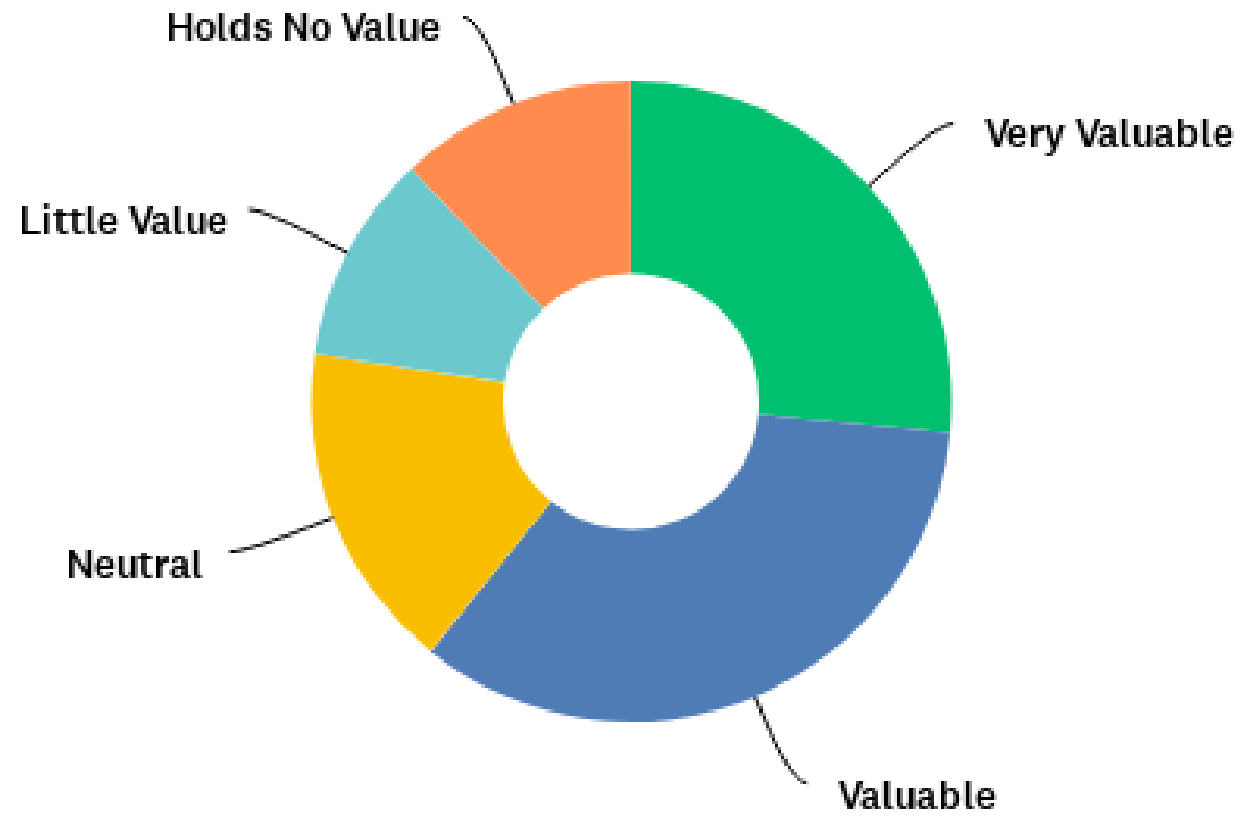
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	26.56% 128	34.23% 165	16.60% 80	10.58% 51	12.03% 58	482	3.53
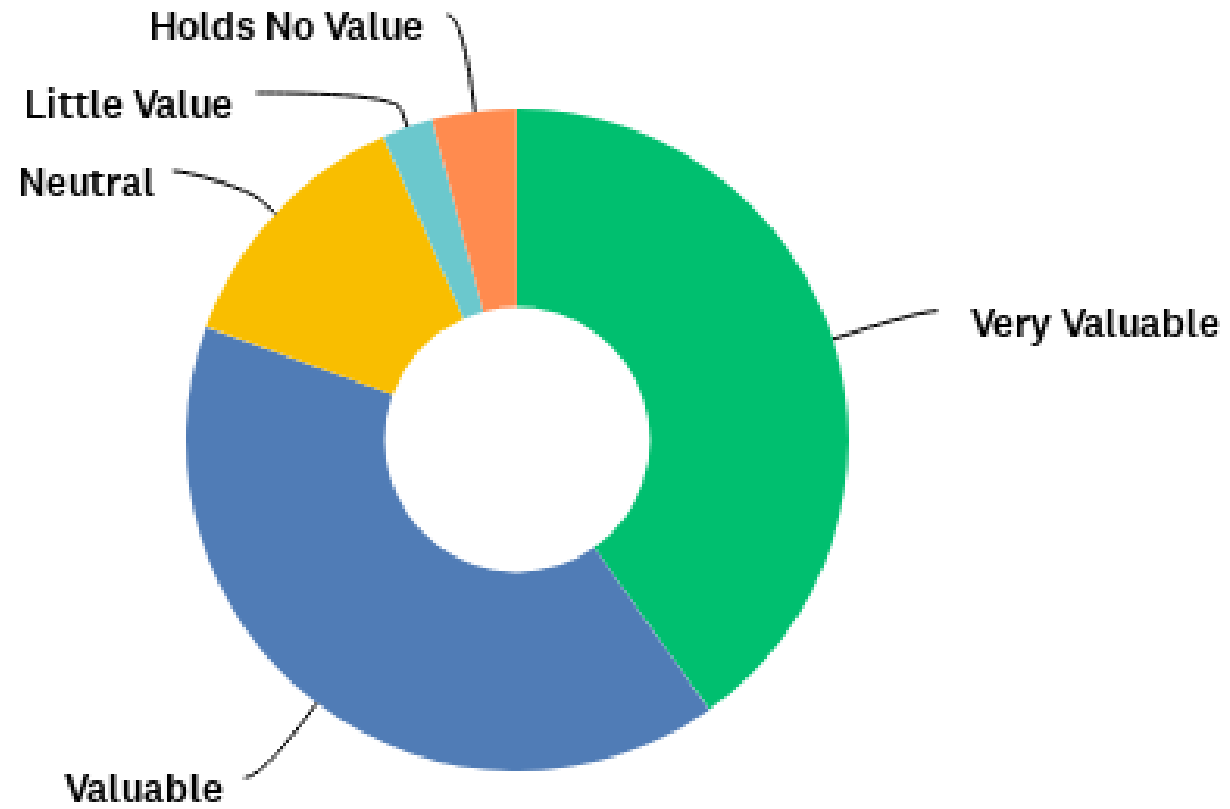
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	40.17% 194	40.37% 195	12.84% 62	2.48% 12	4.14% 20	483	4.10
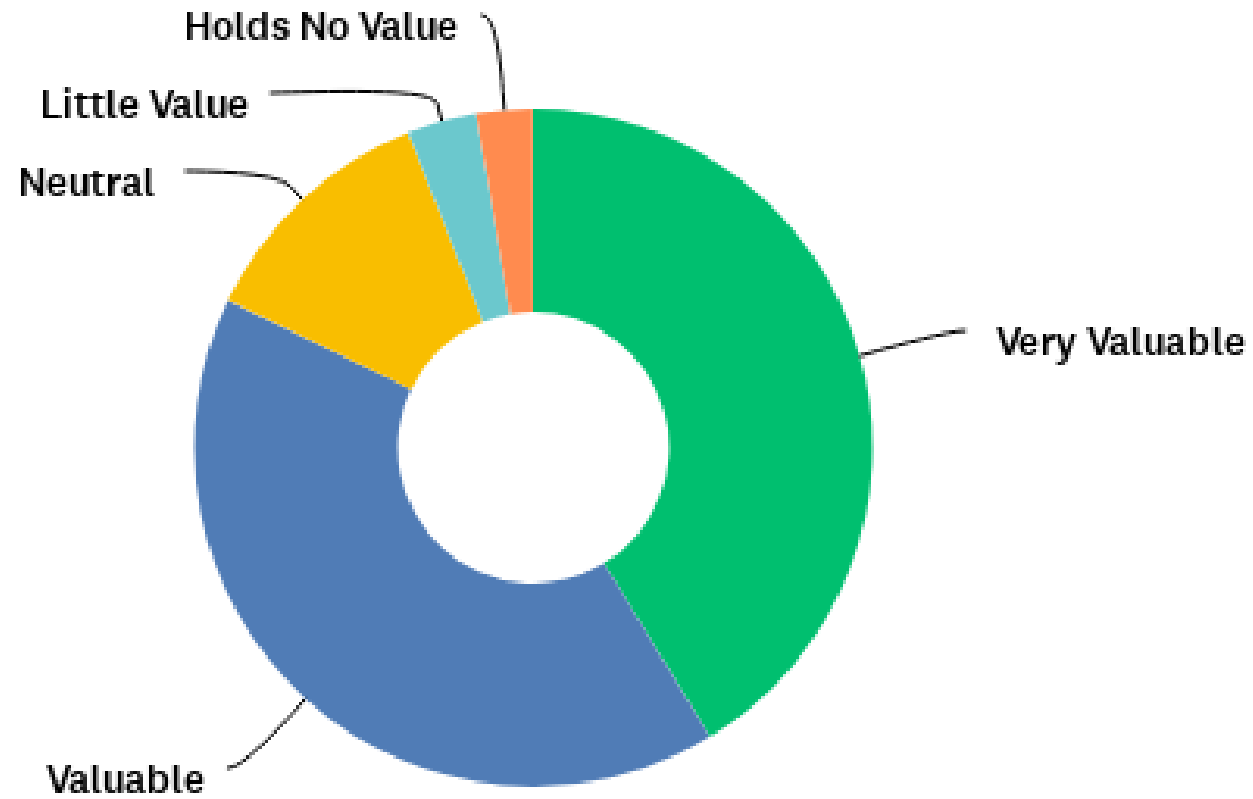
	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	41.29% 199	40.87% 197	11.83% 57	3.32% 16	2.70% 13	482	4.15
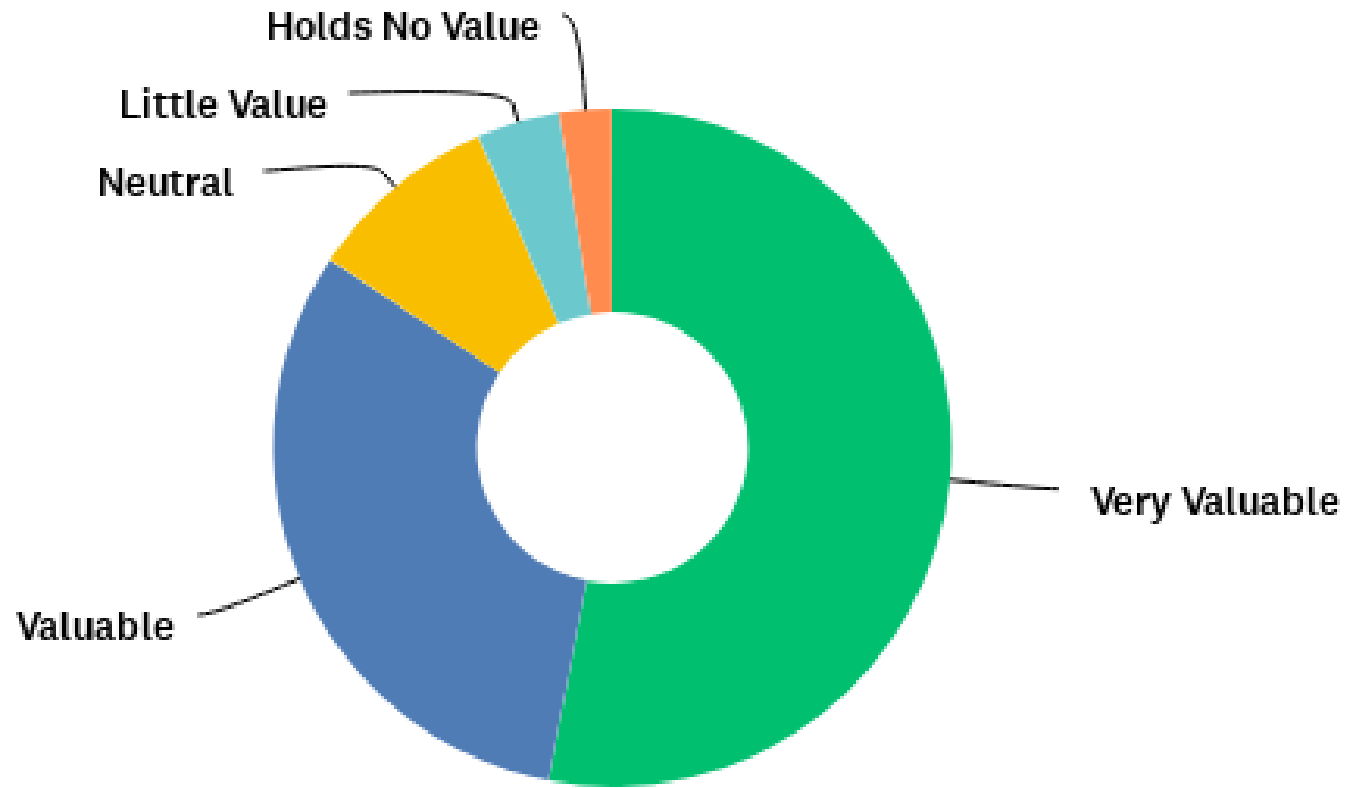
Holds No Value

Little Value

Neutral

Very Valuable

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	53.03% 254	31.32% 150	9.19% 44	3.97% 19	2.51% 12	479	4.28
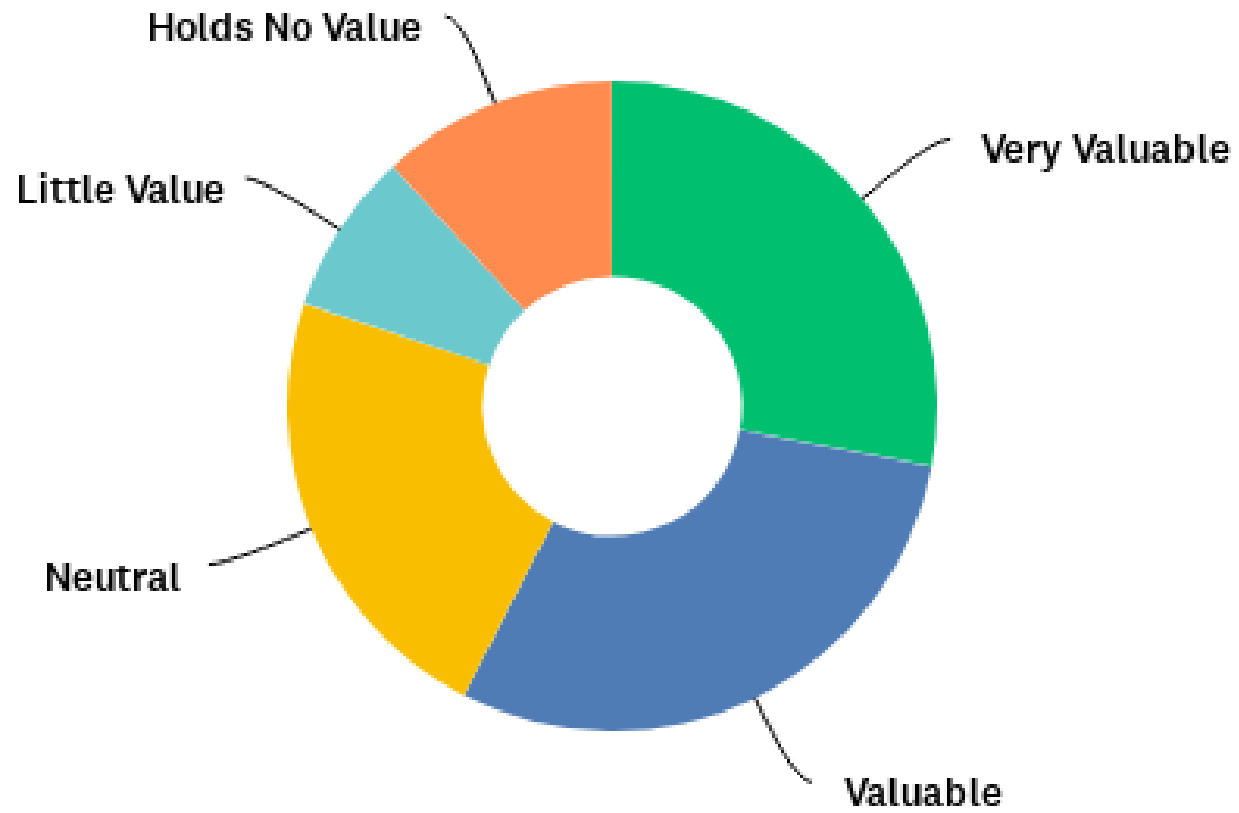
Holds No Value

Very Valuable

Little Value

Valuable

Neutral

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	27.95% 135	29.61% 143	22.57% 109	8.07% 39	11.80% 57	483	3.54
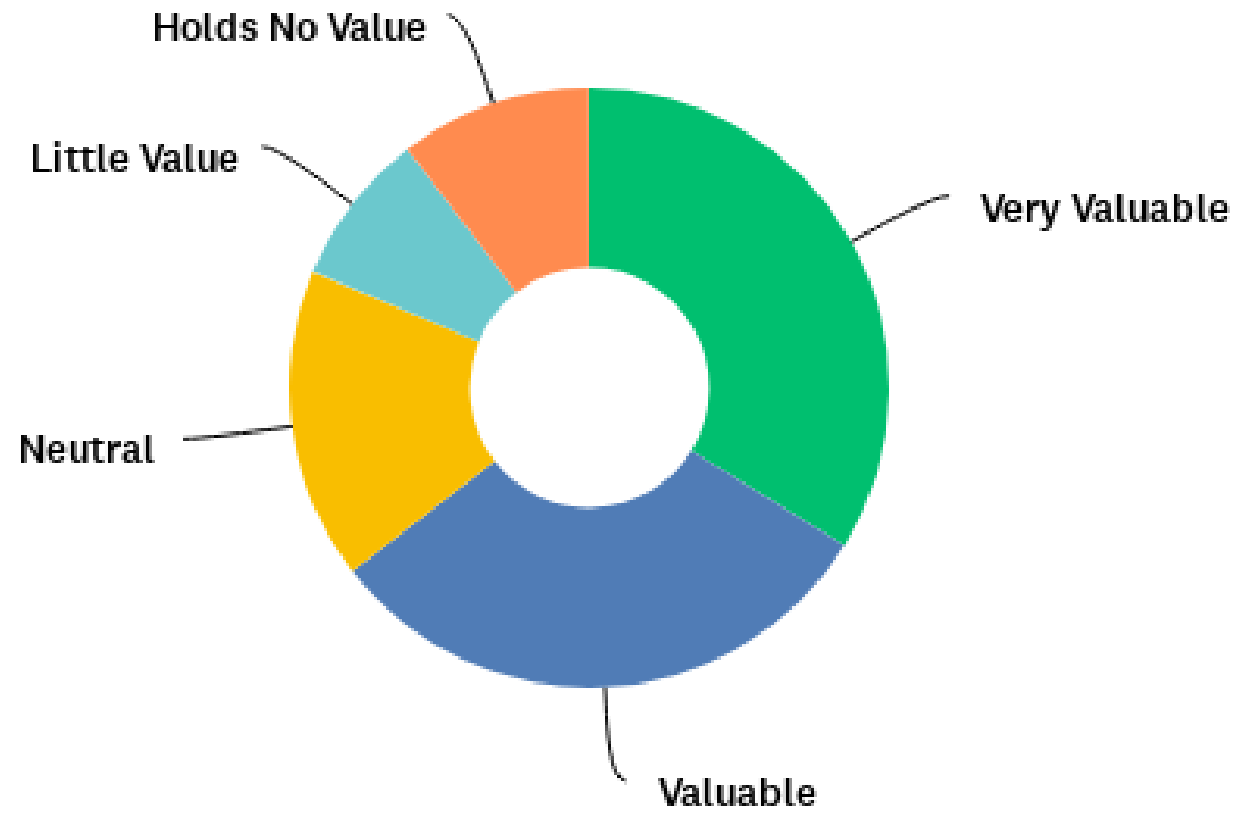
Holds No Value

Little Value

Very Valuable

Neutral

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	33.82% 163	30.71% 148	16.80% 81	8.30% 40	10.37% 50	482	3.69
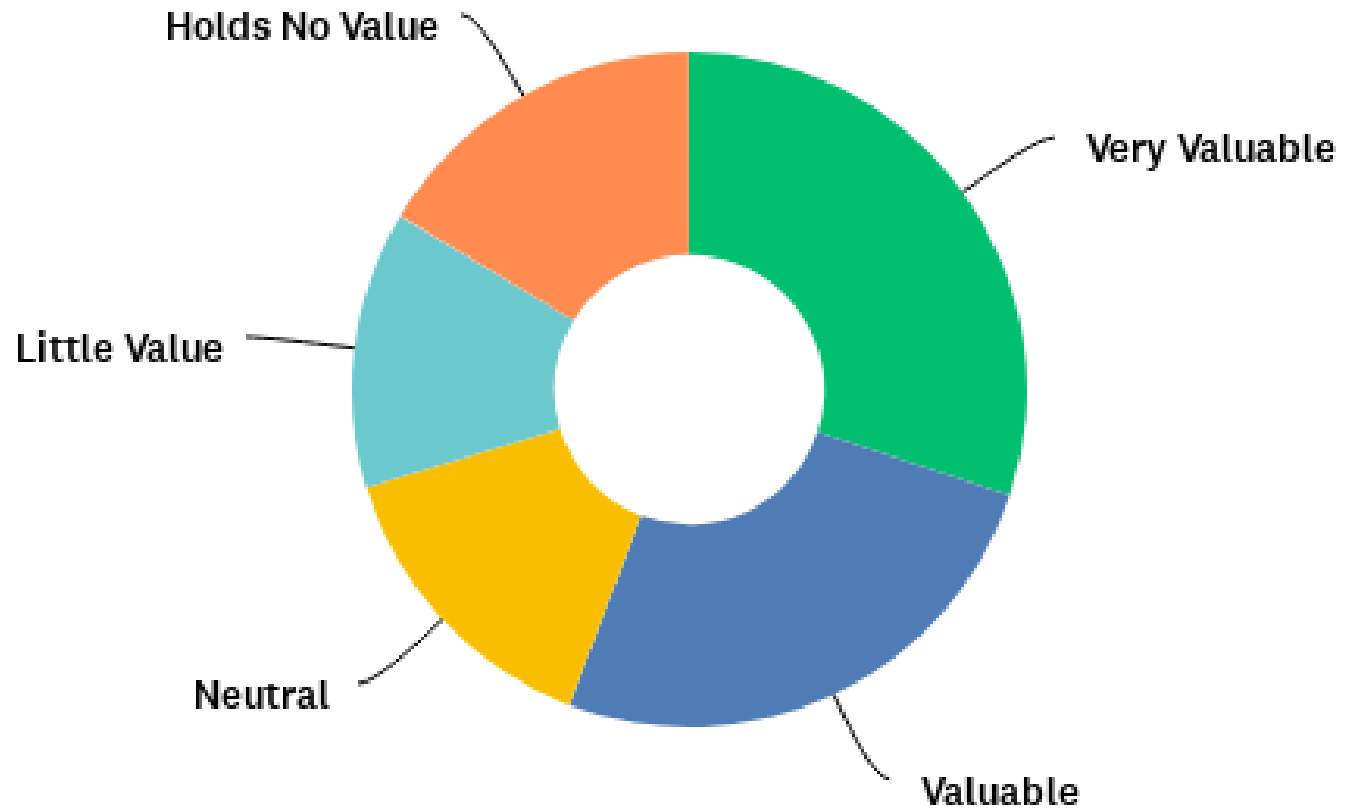
Holds No Value

Very Valuable

Little Value

Valuable

Neutral

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	30.08% 145	25.73% 124	14.52% 70	13.28% 64	16.39% 79	482	3.40
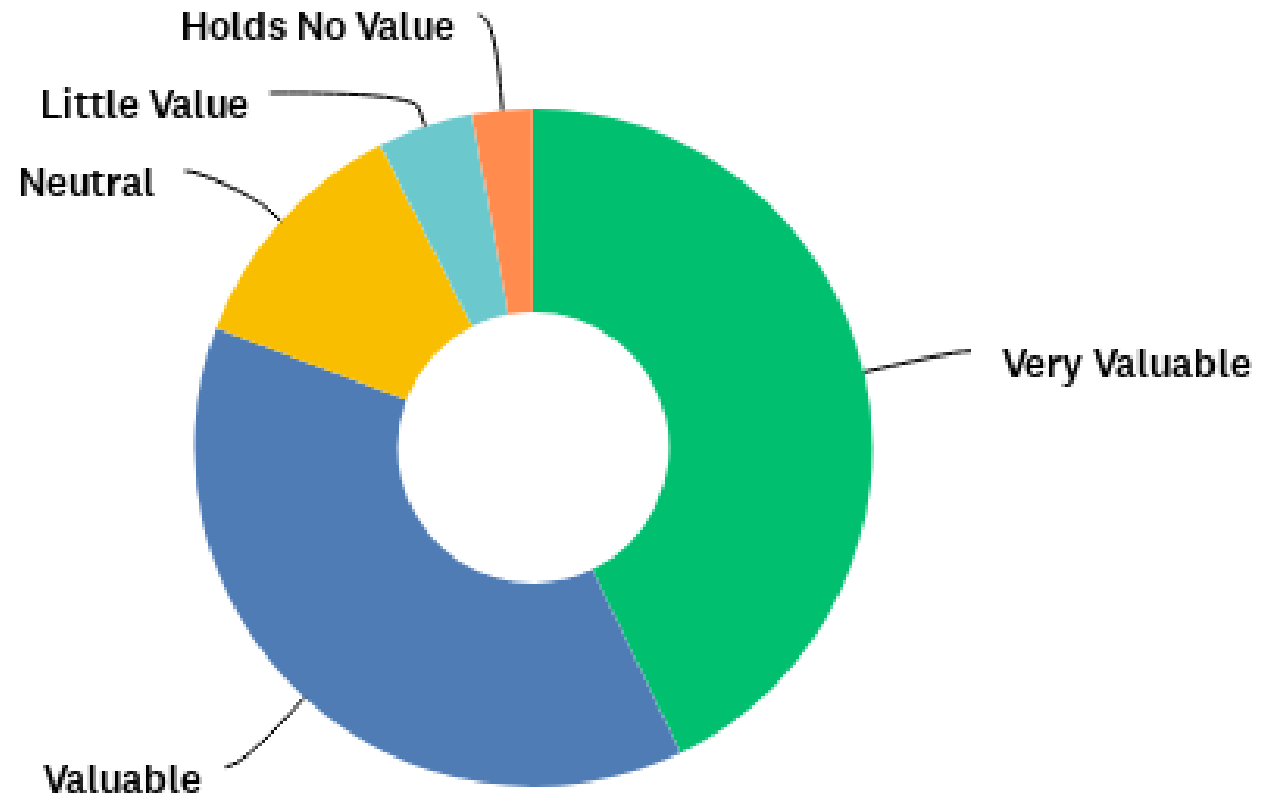
KENMORE WA

Holds No Value

Little Value

Neutral

Very Valuable

Valuable

	VERY VALUABLE	VALUABLE	NEUTRAL	LITTLE VALUE	HOLDS NO VALUE	TOTAL	WEIGHTED AVERAGE
(no label)	42.86% 207	37.89% 183	11.80% 57	4.55% 22	2.90% 14	483	4.13

Thank You!

KENMORE
BY THE LAKE

KENMORE
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Chanin Kelly-Rae
Consulting LLC