



KENMORE
WA

City of Kenmore Diversity, Equity & Inclusion Task Force Final Recommendations 2022



Chanin Kelly-Rae Consulting LLC





City of Kenmore DEI Task Force Members

DEI Task Force Background:

In November 2021, the City of Kenmore advertised and performed outreach city-wide, utilizing various channels and social media outlets to recruit for the Diversity, Equity and Inclusion Task Force.

The talent pool yielded 28 qualified and diverse candidates and was comprised of individuals from a mixed set of demographics and age ranges (16 years up to 90 years). The Kenmore City Council officially appointed and seated its DEI Task Force on January 10, 2022, during its regular Council Meeting.

The following list represents the inaugural DEI Task Force members who helped analyze, revise, and refine processes to assist in creating and implementing a DEI policy that will guide the City in how to make decisions, perform work, and deliver service.

DEI Task Force Member insights and recommendations were incorporated into the Consultant Assessment Recommendations as presented to the City of Kenmore City Council and City Manager.

This document represents insights and recommendations shared during the course of the Diversity Assessment Process.

Darleen Ademba
Juanita Aguilar
David Arthur
Marco Ballesteros
Ligia (Lily) Bishop
William (Bill) Castro
Peggy Chin Evans

Jeanne Galloway
Carlos B. Gill
Aisha Jallow
Leslie McGuire
Juliana Pooley
Nancy Thai

A photograph of a woman and a young girl in a kitchen. The woman, on the left, is wearing a red top and a white patterned sari. She is smiling and looking towards the girl. The girl, on the right, is wearing a white and blue striped sari and is focused on stirring a large metal pot on a stove with a spoon. The kitchen background is slightly blurred, showing various kitchen items and a stove. The overall lighting is warm and natural.

DEI Task Force Key Insights & Recommendations



- The future of the City of Kenmore Diversity, Equity & Inclusion (DEI) Task Force: The Task Force should become an advisory group that is seated by the Kenmore City Manager. Members should have 18-to-24 monthlong terms. Meetings shouldn't have the requirement of continuing as "public meetings" with rules of quorum and public disclosure. This would allow for a free expression of ideas from members of the community and allow for DEI advisory members to meet with one another and other members of the Kenmore community (and stakeholders). At least one (1) member of the Task Force removed themselves for psychological and/or safety concerns because of comments/questions made by community members during the Public Comment portion of meeting(s). The Task Force would like to avoid OPMA and Open Public Records Act.
- More time is requested to research specific topics related to issues brought before the DEI Task Force, more information could be shared from City of Kenmore department staff/leaders, Kenmore community members, and other stakeholders to allow for adequate consideration and deliberation of issues. This would allow for more appropriate recommendations and insights that could be shared with the City's leaders from the Task Force.
- The Task Force would like more time to engage with members of the Kenmore community, and host events to build community and learn what issues most concern community members.
- The Task Force would like to have more influence with City of Kenmore leaders.
- The Task Force would like to be more proactive in their Outreach and Engagement efforts. They would like to canvas neighborhoods, create a list of minority-owned businesses in Kenmore to engage, identify neighborhoods that Task Force volunteers could visit to improve engagement among those populations not currently being contacted by City Hall. Create a volunteer packet that is accessible by QR code informing community members of ways that they can be more engaged with City of Kenmore efforts.
- The Task Force recommends that the City of Kenmore increase its relationship with the Bothell/Kenmore Chamber of Commerce to both increase and align their diversity, equity, and inclusion efforts across the community.
- Meetings and information should always be accessible in multiple languages, people don't come to participate because they know that they won't be able to communicate with city staff or other members of the community who are English-only speakers. This creates an environment that is neither accessible nor welcoming.
- Share City of Kenmore DEI information at Community-wide events, so that the message gets out for to everyone.



- Access to the waterfront: A suggestion was made to possibly converting some of the commercial areas along SR522 into community uses.
- The City of Kenmore should develop a program that would encourage property developers to build “missing middle” and “affordable” housing inventory.
- The City should develop a strategy and/or communication plan whose goal is to encourage property owners to remove restrictive covenants from their titles.
- Adopt new regulations for missing middle housing and engage with the community so that their voices are heard, and input is considered.
- Increase communication between the Kenmore City Council and their community, not just their own constituents.
- Can the City expedite permits in the R-6 areas?
- Strengthen the City of Kenmore’s relationships with housing authorities and housing advocates/organizations.
- Can the City of Kenmore redevelop some of the industrial areas into residential or mixed-use areas where one of the components is also residential.
- The City should find ways to develop and incorporate new housing options into existing neighborhoods, and not only in the R-6 areas, or along arterials.
- Continue to fund and ensure resources are available to continue the work of the City of Kenmore to expand its DEI efforts into the future.
- The Task Force doesn’t have to be compensated if other volunteer Boards and Commissions aren’t getting compensated. In lieu of cash allowances, the group welcomed the opportunity to receive training (i.e., Diversity training) that would be something that would provide a value-add to their professional abilities and resumes. This would be both cost effective, helpful in their volunteer pursuits for the City, and benefit the community as well.
- There should be a regular, annual survey of staff to assess the workplace culture and ensure that strategies work for employees and not against them.
- There should be a regular survey of the community often enough that the City of Kenmore can identify opportunities to best serve the community. The survey should be in many languages and accessible to everyone, and people should be able to identify their cultures.
- The City should identify ways to engage young people in the community, especially in the schools. How can we better teach kids about civics and how they can have a role in government now and in their futures?

Thank You!



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