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## **CITY OF KENMORE EQUITY FRAMEWORK TOOL**

### **GOALS OF AN EQUITY FRAMEWORK TOOL**

The goal of an equity framework tool for the City of Kenmore and the Kenmore City Council would be to identify and address systemic and structural barriers that perpetuate inequalities within the City, and to promote equity and reduce disparities among its residents and visitors.

Such an equity framework tool could help the City and the Council to:

1. Assess and analyze the current state of equity within the City, including patterns and trends of disparities in areas such as access to basic services, transportation, education, housing, employment, and safety.
2. Identify root causes of inequities, such as discriminatory policies, lack of resources or access, or cultural biases, that may impact different communities in Kenmore differently.
3. Develop a data-driven and evidence-based approach to address equity issues and design policies, programs, and services that are inclusive, fair, and equitable.
4. Engage with and involve diverse community members, including historically marginalized groups, in the development and implementation of equity initiatives to ensure that their needs and perspectives are represented and considered.
5. Create a mechanism for both individual and collective reflection and assessment prior to finalizing decisions.

By using an equity framework tool, the City of Kenmore and the City Council can work to promote social justice, create a more inclusive and thriving community, and achieve positive outcomes for all residents.

# Self-Reflection Questions for Community Impacted Decision-Making

## **Awareness of Bias and Assumptions:**

1. Have I made any assumptions about the cultural identity, genders, abilities, identities and/or background of those impacted by my decision?
2. Is my own personal experience, culture, and/or background preventing me from understanding and taking the cultural issues of marginalized stakeholders into account in deciding what issues exist for those disparately impacted?

## **Understanding of Impacted Groups:**

3. What is my understanding of the group(s) being impacted by my decision? Are there unique cultural circumstances that I should consider?
4. How has the Council's past contact and involvement with marginalized stakeholder communities influenced (or how might it influence) my decision-making process and findings?
5. How am I convinced that reasonable efforts have been made in an individualized way to match the needs of the entire community, particularly marginalized populations?
6. Have we heard from disparately impacted communities before we make any final determinations or decisions?

## **Consideration of Marginalized Populations:**

7. How is my decision going to specifically impact marginalized people; Have I considered how to mitigate harmful results?
8. Have we sacrificed the experience of marginalized people for the comfort and safety of those holding privilege; the majority population; stakeholders not negatively impacted?
9. Are we giving full credibility to those who are sharing concerns, even though their numbers might be small or quiet in our community?
10. What are the racial equity impacts of this decision?

## **Evidence-Based Decision Making:**

11. What evidence has supported every conclusion I have drawn, and how have challenged unsupported assumptions?

## **Mitigation of Unintended Consequences:**

12. Are there strategies to mitigate unintended consequences?

## **Benefit and Burden Analysis:**

13. Who will benefit or be burdened by this decision?