

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

AGENDA TITLE:	Discussion of Resolution No. 467 - Declaring the City's Commitment to Building an Anti-Racist Community - <i>Sponsored by Councilmembers Roberts and Robertson</i>		
DEPARTMENT:	City Manager's Office		
PRESENTED BY:	Christina Arcidy, Management Analyst		
ACTION:	<input type="checkbox"/> Ordinance	<input type="checkbox"/> Resolution	<input type="checkbox"/> Motion
	<input checked="" type="checkbox"/> Discussion	<input type="checkbox"/> Public Hearing	

PROBLEM/ISSUE STATEMENT:

Recent events, both locally and national, have prompted a significant degree of interest in policy issues, as well as proposals for change, related to racism. Councilmembers Chris Roberts and Betsy Robertson request Council consider a Resolution declaring the City's commitment to building an anti-racist community. The Councilmembers are interested in acknowledging the systemic and chronic issue of racism in Shoreline and ensure the City's work towards becoming an anti-racist organization has impacts within the broader community. Tonight, Council will discuss the draft resolution and provide feedback for a final possible resolution. Council is currently scheduled to consider adoption of proposed Resolution No. 467 on November 30, 2020.

RESOURCE/FINANCIAL IMPACT:

Adopting proposed Resolution No. 467 has no direct financial impact. Some policy and/or practice changes may create additional financial costs for the City in the future.

RECOMMENDATION

No action is required by the City Council tonight. Staff recommends that Council discuss the various aspects of proposed Resolution No. 467 and determine if there are any further questions or information that staff should bring back for Council consideration. Council is currently scheduled to consider adoption of proposed Resolution No. 467 on November 30, 2020.

Approved By: City Manager **DT** City Attorney **MK**

BACKGROUND

On May 25, 2020, the world saw the horrific killing of George Floyd, a Black man, at the hands of a white police officer. Although much focus was put on the killing of George Floyd, it is only one example of multiple recent occurrences throughout the United States of the death of a Black individual as a result of the actions of a police officer. The killing of George Floyd has sparked local, regional, and national discussions about how law enforcement systems disproportionately impact people of color as a result of systemic racist policies and practices that have existed not only in law enforcement, but in the broader criminal justice system (courts, jails, legal systems) and other areas where social and racial injustice needs to be addressed, such as housing, health, education, and financial systems and policies.

These recent events have prompted a significant degree of interest in policy issues, as well as proposals for change, related to institutional bias and racism, however this is not a new issue. For example, racism is already the well-documented cause of many negative public health outcomes. Black women are up to [four times](#) more likely to die of pregnancy related complications than white women. Black men are more than [twice as likely](#) to be killed by police as white men. And the [average life expectancy](#) of African Americans is four years lower than the rest of the U.S. population. Racism has been shown to cause persistent discrimination and disparate outcomes in many other areas of life as well, including housing, education, employment, and criminal justice.

The bleak statistics have helped convince cities and counties around the country, and at least three states (Michigan, Ohio and Wisconsin), to declare racism a public health crisis and/or a public emergency. These declarations are seen as an important first step in the movement to advance racial equity and justice and must be followed by allocation of resources and strategic action.

Shoreline's Diversity and Inclusion Efforts

The City has made both policy decisions and completed staff work plan items that have laid the groundwork for a Resolution such as this. In 2016, the City created the Diversity and Inclusion Coordinator position to support the City's work in becoming an anti-racist multicultural organization. Three areas of focus are to increase the capacity of City staff to promote service equity and inclusion; increase access to City information and services by diverse communities; and increase community-based support for diverse communities.

On January 23, 2017, the Shoreline City Council adopted [Resolution No. 401](#) declaring the City of Shoreline to be an inviting, equitable, and safe community for all. The resolution states, "As leaders in the community, we have a special responsibility not to stay silent in the face of discrimination, harassment or hate against any of our residents, and we choose to be a leader in protecting human rights, equity, public safety and social well-being." Additional information regarding Council's discussion on Resolution No. 401 can be found here: [Adoption of Resolution No. 401 Declaring the City of Shoreline to be an Inviting, Equitable and Safe Community for All and Prohibiting Inquiries by City of](#)

Shoreline Officers and Employees Into Immigration Status and Activities Designed to Ascertain Such Status.

Defining common language from which to work has been an important foundational step for the City's work. The City has accepted that race is a social construct with no biological basis. The working definition of racism, which is used in anti-racist work accepted by the City, is defined as institutional prejudice plus the power to act on such prejudice. Racism is a real social system with multiple dimensions that structures opportunity and assigns value based on the social interpretation of how someone looks, or their "race."

The City's staff-led Diversity and Inclusion Team adopted the following vision statement to guide its work: "A City where staff understand and address the impacts of historical and systemic oppression to promote equity, so that all people, regardless of race, cultural and economic background, sexual orientation, gender, or ability, experience Shoreline as an inclusive city with equitable access to opportunities to live, work, and play." The supporting guiding principles are identified as 1) lead with race, 2) develop multicultural proficiency, 3) respect all, 4) listen with intent, and 5) seek equity. The vision and guiding principles are included as Attachment A: City of Shoreline Diversity and Inclusion Vision and Guiding Principles.

DISCUSSION

After participating in community events and one-on-one discussions with Shoreline community members for the last six months, Councilmembers Chris Roberts and Betsy Robertson are sponsoring proposed Resolution No. 467, which would declare the City's commitment to building an anti-racist community in Shoreline. The City is committed to taking steps to undo institutional racism and acting as a leader in this journey to the City of Shoreline becoming an anti-racist community. As a next step in this and recognizing its own historical role in maintaining and perpetuating racism, the proposed Resolution outlines its intent to keep this as an integral and leading role in Council and staff's day-to-day work, as well as recognizing that the City must engage the larger community in co-creating a vision for Shoreline as an anti-racist community if it wants to create lasting and meaningful change beyond this moment. A variety of considerations to support Council's discussion on this Resolution, as well as draft Resolution language (included as Attachment B), follows.

Types of Resolutions

There are three general types of resolutions regarding racism Council could consider, each with different intended outcomes. Options include: 1) declaring racism a public health emergency, 2) declaring racism a public emergency (or other broad step), or 3) a more specific resolution about a certain action Council intends to take. Each is explained in further detail below.

Declaring racism a public health emergency uses national and local public health data to emphasize the need for the declaration and is often done in conjunction with the local health department, similar to what King County and Public Health – Seattle & King County declared in June 2020 (see below for more information about this resolution). Most resolutions staff found were in this category. Intended outcomes are typically related to addressing disparities in health outcomes for Black people, Indigenous people, Hispanic/Latinx people, and other People of Color, such as heart disease, asthma rates, and overall mortality rates, but can also address more general policies and procedures or police-related reforms. Activities addressing outcomes include improving health metric data collection by race, creating new programs for Black people, Indigenous people, Hispanic/Latinx people, and other People of Color to decrease health disparities, and conducting an assessment of city-wide policies and procedures for unintended biases, to name a few examples.

Declaring racism a public emergency or other such declaration is a broader step that typically includes intended changes to the city’s policy and procedures but is not necessarily tied to health outcomes. Intended outcomes are typically related to determining policies to be changed or engaging with the public to determine next steps. The jurisdiction has typically worked within their community, and with Black people, Indigenous people, Hispanic/Latinx people, and other People of Color and communities specifically, to determine the outcomes and activities the jurisdiction will take related to the resolution.

Adopting a resolution on a more specific race-related action typically reflects one step the jurisdiction is taking related to diversity, inclusion, and equity. Intended outcomes are typically very specific to the action instead of being part of an overall anti-racist organizational plan or are aimed at creating an organizational plan before taking on further actions. Activities are similarly limited in scope, such as contracting with a consultant to complete a certain work plan item.

National Resolutions

Nationally, staff found resolutions declaring racism a public health emergency, though not necessarily in conjunction with a public health authority. It is unlikely that these are the only such resolutions on racism, however, a compilation or searchable database does not exist nationally. Here are some examples of the resolutions and their intended outcomes:

Jurisdiction (adoption date)	Resolution Type	Outcome Summary
<u>Boston</u> (June 12, 2020)	Public Health	Create a task force to develop objectives and measurable goals to focus on root causes of inequities; form a new task force on police use-of-force policies; and ensure race and ethnicity data related to health inequities are complete and available (transfers \$3 million from the city’s police department to public health accounts to pay for activities.)

Los Angeles (June 25, 2020)	Public Health	Assess internal City policies and procedures; advocate locally to improve health in communities of color; encourage racial equity training with partners and vendors; and identify goals and objectives to further advance racial equity.
Minneapolis (July 17, 2020)	Public Health	Conduct an internal evaluation of the City Charter as well as all City policies and procedures to prioritize racial equity; create a comprehensive public safety system that decentralizes Black, Indigenous, and People of Color over-policing and criminalization; and allocate money in the Mayor's budget to address inequities.
Pittsburg (December 17, 2019)	Public Health	Continue creating internal policies and procedures centering racial equity in City's work; incorporate efforts to address and dismantle racism in organizational work plans; and advocate for relevant policies that improve health in communities of color.

These resolutions often build on anti-racist work already being done by the cities and include budgets to complete actions outlined in the resolutions. Many other resolutions were found; however, they lacked discernable outcomes. Instead they acknowledged the disparities in health outcomes and planned to do more work on equity in the future without committing to specific outcomes or actions.

Additional resolution examples passed in 26 states can be found on the [American Public Health Association's Racism Declarations webpage](#).

Local Resolutions

Several jurisdictions in the region have acted by resolution to take steps to create an anti-racist organization or mitigate past discriminatory practices. Summaries of a few such resolutions follow:

Jurisdiction (adoption date)	Resolution Type	Outcome Summary
Auburn (May 30, 2019)	Specific Action	Engage a consulting group for diversity training and policy development.
Kirkland (August 4, 2020)	Broad	Drafted based on four key guiding principles: 1) build on previous City work to become safe, inclusive and welcoming; 2) listen, learn and partner with the Black community and People of Color on actions and outcomes; 3) create broad community engagement to identify actions to increase the safety of Black residents and visitors and reduce structural racism; 4) create policy and program outcomes that are specific, measurable, timely and funded. It also included hiring a Temporary Special Projects

		Coordinate to support a citywide engagement program about structural racism and policy and program solutions.
King County (June 11, 2020)	Public Health	Developed a policy agenda and budget centered on communities most impacted by systemic racism and economic inequity. The budget includes new investments and transformations in the criminal legal system, as well as funding priorities for anti-racism, pro-equity work, developed in partnership with advocates, community members, and public servants.
Langley (July 13, 2020)	Broad	Create a multi-racial working group for listening to the communities affected by policies and practices contributing to systemic racism; conduct public educational workshops led by Black, Indigenous, and People of Color; and assess internal policies, especially related to the public safety department, for instances of bias.

City of Shoreline Considerations

A meaningful resolution of this type builds on the City's previous anti-racist work and shows growth from the missteps made in that process as well. As mentioned in the Background section of this staff report, the City has previously made a commitment to becoming an anti-racist, multicultural organization. That said, the City has received limited direct feedback from residents who identify as Black, Indigenous, Hispanic/Latinx, and other People of Color regarding this work. When looking at the most recent resident satisfaction survey of respondents who are of color, there are somewhat mixed results to the question, "Please rate your satisfaction with the City's overall efforts to promote diversity & inclusiveness in the community."

	African American/ Black	White/ Caucasian	Asian	Hispanic/ Latino	Other	Total
Very satisfied	9%	11%	5%	16%	11%	10%
Satisfied	31%	35%	35%	24%	22%	34%
Neutral	42%	41%	46%	24%	34%	41%
Dissatisfied	11%	10%	8%	16%	22%	10%
Very Dissatisfied	7%	3%	6%	20%	11%	5%
Total	100%	100%	100%	100%	100%	100%
<i>Very satisfied, satisfied or neutral</i>	<i>72%</i>	<i>87%</i>	<i>86%</i>	<i>64%</i>	<i>67%</i>	<i>85%</i>

Community Engagement Regarding Resolution

Staff conducted some preliminary community engagement with individuals and groups who may have an interest in this Resolution. Staff explained the intent of the proposed Resolution and asked for feedback about what outcomes and activities community

members would expect within it. Here is a summary of some of the feedback received prior to developing the resolution:

Resolution Framework

- Include City's values and define the terms of "race," "racism," and "institutional racism" so we can act from the same understanding as a community.
- Acknowledge that systemic racism exists, and the City has previously caused harm in both its actions and inactions.
- Commit to making systemic change and principals that include working with the community proactively and directly.
- Possible to seek to build an anti-racist community and declare racism a public emergency; can be both.

Actions/Activities to Include

- Plan for training and engaging the entire community on the resolution to ensure they are part of an ongoing process related to this work.
- Consider how to influence what the City controls or influences, such as City hiring practices, Police contracting, COVID-19 support, economic opportunities for more Black and brown businesses.
- Must be wholistic and work with other systems/institutions to make change (health care provides, school district, courts, etc.).
- Go beyond training, since an organization cannot train its way to becoming anti-racist, it must engage in its work differently on its journey to becoming anti-racist.
- Consider how the activities will be measured so that progress can be tracked (collect unemployment data, police stops, school disciplinary, health metrics/COVID-19 impacts, housing affordability).

Community Building & Engagement Strategies

- Create a space for community to create the vision for Shoreline as an anti-racist community by establishing a multi-month visioning effort by the community.
- City should act as a facilitator for neighbors to know each other, as those individual relationships strength then community as a whole.
- Facilitation process should use strategies to ensure Black and brown voices are centered.

Organizational Capacity Building

- Ensure Councilmembers, Board Members and Commissioners have the training and tools to implement this vision and are able to commit to being an anti-racist leader.
- City hiring process should be audited for anti-racist best practices.
- City staff – especially managers and supervisors – need to buy into and lead this work instead of "doing more of the same" or having the vision of the City's leadership "go in one ear and out the other".
- City staff need ongoing support and training, such as training on anti-racism, equity, and inclusion.

- Focus on strategies and best practices to ensure Black, Indigenous, Hispanic/Latinx, and People of Color staff members are invested in professionally and have opportunities for advancement; focus on recruiting and hiring Black, Indigenous, Hispanic/Latinx, and People of Color managers and supervisors.

Resolution Follow Up Opportunities

- Ensure there is adequate budget and staff capacity to implement the activities needed to bring about change.
- Train elected/appointed officials, staff, and community to create common understanding of the resolution's purpose and provide meaningful ways to join in this work with the City and other institutions within Shoreline.
- Commit to principals of how to accomplish this work, such as caucusing by race, meeting with community proactively and directly, and creating space for visioning by the community to occur.

The draft Resolution was shared with the same people who spent time providing feedback to staff prior to its development. Here is a summary of some of the feedback received, much of which was incorporated into proposed Resolution No. 467 before Council this evening:

General Feedback

- The definitions are helpful and should be expanded to include a definition of anti-racism.
- Do not include language that can be interpreted as white saviorism or in benefit to society at a whole; instead focus on the humanity of Black people and their right to opportunity and a fulfilling life.
- Focus on people over profits, people over property.
- Reflect that this is a journey that individuals who are part of these organizations and systems are on and the work cannot be just a "check the box" activity; the work is not "done".
- Community members expect that all elected Councilmembers attend these trainings and make a commitment to being anti-racist, and want to know if Councilmembers are attending and taking action as expected by the community.
- Want to see more engagement with other institutions to broaden who is doing this work; cannot just be "the City" but must also include institutions such as the school district, etc.

Resolution Implementation

- While there is recognition that this is not the work plan for the resolution, future work needs to include metrics so that the work's impact can be measured.
- Do not want this work – specifically the work needing to be done around hate crimes – to be used as a reason to increase Shoreline's law enforcement budget.
- Include a workplan goal of changing/improving the community's relationship with law enforcement.

- Looking for really specific actions related to how the City’s hiring practices will be addressed to reflect the community; work plan items can include implementing blind resume screening, addressing implicit biases in hiring practices, adding paid internships, creating professional development tracks and other on the job training programs.
- Want to see an easy dashboard for the public to view regarding elected officials’ participation in equity training and community engagement work; including and especially with youth.
- Want to know how Council plans to fund this work as budgets reflect the actual organizational values (not necessarily the publicly touted values on an organization’s website).

Staff Recommendation

After discussing the intent of this proposed Resolution with Councilmembers Roberts and Robertson and gathering feedback from some community members, staff is recommending a broader declaration that centers where the City is in its anti-racist work currently, prioritizes developing meaningful relationships with the community, and has measurable action steps that the City can be held accountable to in the future.

STAKEHOLDER OUTREACH

Staff has reached out to members of Black Lives Matter – Shoreline (including youth members), the Black Student Union, and United Shoreline Organized Against Racism (USOAR) and BIPOC City staff for input and feedback on proposed Resolution No. 467. Feedback has been incorporated into the Resolution’s draft language.

COUNCIL GOAL ADDRESSED

The Resolution supports Council Goal 4: “Expand the City’s focus on equity and inclusion to enhance opportunities for community engagement.”

RESOURCE/FINANCIAL IMPACT

Adopting proposed Resolution No. 467 has no direct financial impact. Some policy and/or practice changes may create additional financial costs for the City in the future.

RECOMMENDATION

No action is required by the City Council tonight. Staff recommends that Council discuss the various aspects of proposed Resolution No. 467 and determine if there are any further questions or information that staff should bring back for Council consideration. Council is currently scheduled to consider adoption of proposed Resolution No. 467 on November 30, 2020.

ATTACHMENTS

Attachment A: City of Shoreline Diversity and Inclusion Vision and Guiding Principles

Attachment B: Proposed Resolution No. 467 - Declaring the City's Commitment to Building an Anti-Racist Community, Sponsored by Councilmembers Roberts and Robertson

City of Shoreline Diversity and Inclusion Vision and Guiding Principles

Vision

A City where staff understand and address the impacts of historical and systemic oppression to promote equity, so that all people, regardless of race, cultural and economic background, sexual orientation, gender, or ability, experience Shoreline as an inclusive city with equitable access to opportunities to live, work, and play.

Guiding Principles

- **Lead with Race:** We recognize that efforts to eliminate racism are essential to achieving an equitable society, and that those efforts by themselves are insufficient. As we center racial equity, we must also address sexism, heterosexism, ableism and other oppressions to be effective.
- **Develop Multicultural Proficiency:** In order to promote equity and inclusion in City services, we must increase our capacity to engage in multicultural processes and effectively engage with all members of our community. We must understand the history of racism, the continued impacts on communities of color, and how power dynamics and our biases impact our work.
- **Respect All:** Value and treat everyone with fairness and dignity, and strive to understand their experiences. Respect for our staff and all members of the community is a cornerstone of how we engage in diversity and inclusion work.
- **Listen with Intent:** Listening is an action focused on hearing both thoughts, feelings and context. We respectfully listen with our ears, our eyes and our hearts to make sure we can understand one another's meaning and intentions, and address unintended consequences.
- **Seek Equity:** By recognizing and working to correct historical and systemic racism and other oppressions, we create a fair and just community where equity is the outcome.

RESOLUTION NO. 467

A RESOLUTION OF THE CITY COUNCIL, CITY OF SHORELINE, WASHINGTON, DECLARING THE CITY'S COMMITMENT TO BUILDING AN ANTI-RACIST COMMUNITY.

WHEREAS, race is a social construct with no biological basis; and

WHEREAS, racism is defined as a system of institutional prejudice plus the power to act on such prejudice; and

WHEREAS, racism is a social system with multiple dimensions: individual racism that is internalized or interpersonal; systemic racism that is institutional or structural, and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks; and

WHEREAS, racism causes persistent discrimination and disparate outcomes in many areas of life, including housing, education, employment, criminal justice, and health; and

WHEREAS, our Black community members bear the brunt of racism and anti-Blackness, and these biases and the pervasiveness of whiteness hurts us all; and

WHEREAS, anti-racism is a process of actively identifying and opposing racism with the goal of eliminating racism at the individual, institutional, and structural levels through changing the policies, behaviors, and beliefs that perpetuate racist ideas and actions; and

WHEREAS, we are committed to being ever thoughtful in our work – as public officials – to ensure that all members of our community feel part of Shoreline and feel protected, listened to, and served by their public servants; and

WHEREAS, the City recognizes Shoreline's historical complicity in maintaining and perpetuating structural racism, and that as an institution we must be a vital player in dismantling oppressive systems that are grounded in white supremacy; and

WHEREAS, the City expects all elected Councilmembers, Council-appointed Board Members and Commissioners, and staff to be committed to building an anti-racist, multicultural organization through intentional action to advance racial equity and continual learning on how racism and other biases impact their work as public servants; and

WHEREAS, the City will continue to work in cooperation with our community partners and leaders to disrupt and dismantle racism and protect the health and well-being of Black, Indigenous, Hispanic, Asian, and other community members of color in Shoreline; and

WHEREAS, the City affirms the June 11, 2020, King County Executive and Public Health – Seattle King County's Declaration of Racism as a Public Health Crisis; and

WHEREAS, as leaders in the community, we have a special responsibility to speak up and take action in the face of discrimination, harassment or hate against any of our residents, and we choose to be a leader in protecting human rights, equity, public safety and social well-being;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SHORELINE, WASHINGTON, DOES HEREBY RESOLVE AS FOLLOWS:

That the City is committed to Shoreline becoming an anti-racist community, which includes addressing all the ways racism persists as a systemic and chronic reality.

That for meaningful and lasting change to occur, the City must work together with members of our community, especially those who identify as Black, Indigenous, Hispanic, Asian, and other People of Color, to co-create a vision of this anti-racist community and the outcomes and activities that will bring us closer to this vision.

That for our community to work to create this change, the City must build trusting, working relationships with community members, and provide opportunities they find meaningful to engage with us in this journey, recognizing that the City must remain committed to learning, addressing past harm, and supporting the community in using its own strengths to create an anti-racist community.

That the City Council reaffirms its previous commitment made in Council Resolution No. 401 to make Shoreline an inviting, equitable, and safe community for everyone; committed to standing together with the people of Shoreline in opposing racism, hate, violence, and acts of intolerance committed against our community members; and committed to continuing our work to reach out to and connect with all members of our community to ensure that our programs are accessible and open to all individuals.

That the City Council and the City Manager recognize the need of the City's Boards, Commissions, Committees, and staff to reflect the diversity of our community.

That the City commits to building and including funding for its own organizational capacity to lead and embody this work through ensuring that hiring practices align with anti-racist core principles, providing ongoing training for all staff to be successful in building an anti-racist community through their day-to-day work, and investing in managers and supervisors to carry out this vision in their roles as organizational leaders.

That the City will educate the community on reporting hate crimes in Shoreline, communicate the hate crime investigative procedures, commit to communicating outcomes to hate crime victims in a timely and understandable method, and report these crimes in the Annual Police Services Report to City Council.

That the City will continue to advocate locally for relevant policies that improve the condition of communities of color, and will support local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism.

That the City will facilitate community listening sessions to hear directly from Shoreline community members – centering the voices of those who identify as Black, Indigenous, Hispanic, Asian, and other People of Color – about their expectations and desired outcomes for City services, policies, and practices as the City recognizes there are opportunities for changes that would result in a more equitable outcome for Shoreline community members.

ADOPTED BY THE CITY COUNCIL ON NOVEMBER 30, 2020.

Will Hall
Mayor

ATTEST:

Jessica Simulcik Smith, City Clerk