

**CITY COUNCIL AGENDA ITEM**  
CITY OF SHORELINE, WASHINGTON

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

**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**

Staff recommends Council adopt proposed Resolution No. 467 – Declaring the City's Commitment to Building an Anti-Racist Community.

Approved By:            City Manager            City Attorney

## **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.

### **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](#).

### **Development of Resolution No. 467**

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.

Staff conducted some preliminary community engagement with individuals and groups regarding proposed Resolution No. 467 both prior to developing the resolution and after a preliminary draft was complete. Their feedback was included in the draft resolution that was discussed at the November 16 Council Meeting. The staff report for this Council discussion can be found at the following link: [Staff Report for Proposed Resolution No. 467 – Declaring the City's Commitment to Building an Anti-Racist Community](#).

## **DISCUSSION**

During the November 16, 2020 Council Meeting, Council discussed proposed Resolution No. 467 (Attachment A) and gave staff direction to bring the proposed resolution back to Council tonight without any edits for potential adoption. Tonight, Council should discuss proposed Resolution No. 467, including any subsequent public comment that has come into Council after the November 16 meeting, before taking action to adopt it.

## **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 City staff members of color 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**

Staff recommends Council adopt proposed Resolution No. 467 – Declaring the City’s Commitment to Building an Anti-Racist Community.

## **ATTACHMENTS**

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

**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