



MEMORANDUM

TO: City Council

FROM: David Fujimoto, Director, Office of Sustainability

RE: Evaluating Resolutions on Diversity and Inclusion and Condemning Racism, Intolerance, Discrimination and Violence

DATE: July 23, 2019

On April 1, 2019, the City Council adopted [Resolution 2019-03](#), condemning racism, discrimination and related acts of violence in response to recent events in the Klahanie neighborhood of Sammamish and global events in Christchurch, New Zealand. The Resolution described the City's belief that the strength and success of the community is founded in "ensuring that all our residents are safe, welcome and supported" and declared the embrace of "compassion, religious freedom and peace" as a community value. In addition, the Resolution renewed and restated resolutions from a 2002 Resolution on intolerance ([Resolution 2002-09](#)), which itself followed acts of intolerance and violence after the terrorist acts on September 11, 2001. Several community members spoke in support of the Resolution, voicing its importance to ethnically and religiously diverse members of the community.

With the adoption of the Resolution in April, the City Council directed the Administration to return with a proposal for evaluating progress of the resolution adopted in 2002. Specifically, the adopted motion to Resolution 2019-03 read:

Direct the Administration to report back to the City Council within the next four months with a proposal for how to analyze and evaluate the progress made toward Resolution No. 2002-09 so the Council and City may determine what if any action(s) are needed in order to satisfy the promises made in that resolution.

This memo provides a summary of a potential approach.

Background

As it relates to topics such as equity, diversity, inclusion, cultural awareness, tolerance and peace (or alternatively bias, racism, discrimination, terror, violence and hate), in addition to the aforementioned resolutions, the City has also adopted policies, issued proclamations and implemented a number of actions, administrative procedures and commitments.

Adopted on April 1, 2002, Resolution 2002-09 was drafted and considered in the environment following the terrorist acts on September 11, 2001 and the growing incidences of related religious hate crimes

nationally, as well as in Washington state and the central Puget Sound region. Specifically, the City's 2002 Resolution:

1. Urged all City departments and the Issaquah School District to direct "appropriate attention and resources" to support local and state efforts to:
 - a. Reduce intolerance and hate crimes
 - b. Provide support to communities targeted by hate crimes
 - c. Work with youth, community groups and local organizations to assure procedures for reporting hate crimes are in place and understood
 - d. Clarify and reinforce procedures for responding to discrimination and harassment in the workplace
 - e. Welcome and foster positive interactions among all people and cultures
2. Condemned all discrimination and racism
3. Proclaimed the City a Hate Free Zone
4. Committed the City to honoring Human Rights Day
5. Urged residents to exercise tolerance, understanding and respect for human rights

The adopted 2002 Resolution includes a combination of **broad direction** (applying to City and School District efforts and encouraging of residents), **specific actions** (ensuring proper procedures for reporting and response in the community and workplace, providing for a particular designation for the City and establishing a local day of acknowledgement and awareness), and **statements of values** (support of community, welcoming people and cultures, tolerance and understanding, condemnation of discrimination and racism). It is somewhat unique in that it calls out and includes the Issaquah School District in its statements. The Resolution did not include a reporting or evaluation process or a measurement tool or benchmark in the direction it provided. Taken as a whole, the 2002 Resolution has the effect of providing for a combination of heightened awareness, broad policy intent and a limited number of specific actions aimed at helping to reduce and prevent acts of discrimination and create a safer community.

Evaluating Progress

An evaluation of the effect of the 2002 Resolution should consider a combination of methods to understand the corresponding actions that were undertaken along with community-level and regional indicators of intolerance, discrimination and safety. Elements to be considered include:

- **An inventory of specific actions following the passage of the 2002 Resolution.** These may include program and policy changes undertaken by the City and Issaquah School District, an inventory of cultural and religious inclusion activities in the community, Hate Free Zone and Human Rights Day activities and a review of the history of resolutions and related statements made by the City since 2002 to present.
- **Identification and data collection of appropriate program data, performance measures and community level indicators.** Program data, where available, would be identified and collected with the inventory of actions and may help to discern specific objectives that may have been developed (as well as any corresponding performance measures). Broader community-level indicators would consider City, School District and County quantitative data to allow for comparison of local data with regional trends. Examples of data sources include hate crimes

reported to the Police Department, formal complaints received by the City and School District, and information gathered in the National Community Survey in more recent years. If desired, current perspectives from local agencies as well as the communities affected by hate crimes could shed light on the numbers with insights into the lived experience of individuals and groups within the community.

- **A summary report considering the inventory and community data trends and analysis.** Taken together the inventory and community data will provide a historical perspective of actions occurring following adoption of the 2002 Resolution along with trends as compared to the region. If desired, the City could consider an appropriate framework (or more likely, selected parts of one or more frameworks) to assist in the assessment of current activities with best practices in one or more areas. Such an approach could provide for a wider and more actionable approach but would likely best apply to the design of future work. Further investigation into the framework elements most applicable to the City would also be required since most tend to be much broader, more comprehensive frameworks (for example Welcoming America, Star Communities, the OPERA Framework, the Diversity Scorecard and Just label provide guidance on considering different aspects of inclusion, equity, human rights, diversity and social justice¹).

Limitations

The 2002 Resolution itself clearly states the community-level outcome desired - that all people are welcomed and positive interactions among all peoples and all cultures are fostered in support of a world that works for everyone. However, because the 2002 Resolution did not specify a particular action plan, City objectives, evaluation methodology or reporting process, objectives would need to be inferred from inventory and data collection efforts. In addition, absent a clear set of objectives the wide variety of actions taking place within the community, broader region and state (and nation) during this time make correlating actions with results found in indicators likely to be limited or unreliable. Finally, the information collected spans nearly 17 years and is highly dependent upon on outside parties (i.e. School District, community organizations) with varying levels of data specificity and reliability, record keeping and community promotion, all of which will limit inventory and data reliability.

Resource Requirements

Depending upon the elements of the approach employed, evaluating the 2002 Resolution is anticipated to take between 150-350 hours of staff time. None of this time was included in the 2019 workplan; therefore, other prioritized projects and public service efforts would need to be displaced. This task was

¹ *Welcoming America* provides a roadmap for communities to become more inclusive toward immigrants and all residents. Communities may certify as a Welcoming City - a designation for communities that have created policies and programs reflecting values and commitment to immigrant inclusion. *Star Communities* provides a comprehensive framework and certification program for evaluating local sustainability - encompassing economic, environmental, and social performance measures. The OPERA Framework evaluates compliance with fulfillment of economic, social and cultural rights with a focus on quantitative data. *The Diversity Scorecard* evaluates the impact of diversity on organizational performance and provides outcome measures in six categories: Diversity Leadership Commitment, Workforce Profile Representation, Workplace Climate, Learning & Growth, Diverse Customer / Community Partnerships, and Financial Impact. The *Just* label provides for a broader framework on social justice, incorporating leading practices covering 22 indicators in 6 categories (diversity and inclusion, employee benefits, equity, stewardship, employee health, purchasing and supply chain).

also not contemplated in the Council's recent workshop regarding Strategic Plan priorities for 2020. Including this effort in 2020 would likely displace anticipated actions on the Strategic Plan.

Recommendations

Resolutions are a formal expression of the opinion or will of the City. They tend to be administrative and temporal in nature and are often utilized, for example, to adopt plans, ratify or confirm certain actions or procedures and officially declare intentions. Often, as they relate to statements to the community, they may provide an outward expression of the values, philosophy and beliefs of the City.

The 2002 Resolution includes elements that call for action while others represent a shared expression of values. Because the 2002 Resolution includes broad direction with uncertain levels of effort ("urging" "appropriate attention and resources") as well as a few specific actions, determining the results of the 2002 Resolution is difficult with any amount of precision. Perhaps more relevant is the historical and current community indicator trends that may provide perspective on changes in the community and region before considering further analysis. Data source vetting, data-gathering and analysis would be required to present a high-level perspective including a few different data sources.

Most important, however, is the communication power of resolutions as an expression and reinforcement of community values, particularly in times of distress. Resolutions that provide for statements of community values are important actions in and of themselves and serve to widely communicate and reinforce values where conflicting actions have negative and disproportionate effect within the broader community. In this context, the City utilizes its position as a foundational institution within and as a representation of the broader community, applying the accompanying strength of its voice to reflect, communicate and reinforce community values.

To that end, the Administration recommends the following:

1. Continue to consider resolutions on issues where the City deems it is important for the purpose of communicating collective community values and reasserting norms where groups within the community may be discriminated or threatened. As a future work item, consider guidelines for issuing statements as through resolutions and proclamations.
2. Continue to track and develop actions related to diversity, inclusion and safety in the context of the City's broader equity and cultural competency efforts. In recent years staff have increased work in this area and there are direct linkages within objectives in the City's Strategic Plan (for example future actions could be considered under objective CS1: *The City is actively sustaining an equitable and welcoming city government, embracing diversity, and fostering meaningful, inclusive and varied civic engagement.*). One or more indicators could be identified and tracked as a part of the City's work in this area and link with future performance measurement initiatives.