

Evaluation of Resolutions on Racism and Discrimination

Committee of the Whole Council

July 23, 2019

City of Issaquah | Office of Sustainability

Resolution 2019-03: in Condemnation of Racism, Discrimination and Related Acts of Violence

- Renewed and restated resolutions in Resolution 2002-09
- Declared condemnation of hate, violence and terror; embrace of compassion, religious freedom and peace.
- *Direct[ed] 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.*

Resolution 2002-009: Urging City Officials and Staff, School District and all Citizens, to Work to Reduce Intolerance Toward Others of Different Backgrounds or Beliefs

- Urged City and School District to direct “appropriate attention and resources” to support local and state efforts
- Condemned all discrimination and racism
- Proclaimed the City a Hate Free Zone
- Committed the City to honoring Human Rights Day
- Urged residents to exercise tolerance, understanding and respect for human rights

Evaluation Approach

- Inventory of actions
 - Programs and activities by City and School District
 - Policy changes
 - Related resolutions or statements
- Data identification and collection
 - Local and regional
 - Malicious harassment, bias, community sentiment, complaints, etc.
 - Qualitative data
- Analysis and summary report
 - Historical perspective
 - Identification of trends
 - Best practices / frameworks

Limitations of Evaluation

- Unclear objectives and limited specific actions
- No measures of performance specified
- Community indicators reflect a broad range of actions within the community and broader region
- Inventory data availability / reliability

Recommendations

1. Consider resolutions on those issues where the City deems it important to communicate collective community values where groups within the community may be discriminated or threatened.
2. Track and develop actions related to diversity, inclusion and safety within the context of City's broader equity and cultural competency efforts. Consider linkages within the City's Strategic Plan.