

Roadmap to Inclusion: Accomplishments & Next Steps



2015 Council Planning Workshop /
Retreat
February 6, 2015

Presented by
Benita R. Horn & Associates

Renton has established inclusion as one of five goals in the strategic business plan.

The Goal:
Building an inclusive city with opportunities for all.

Renton Business Plan

Vision Renton: The center of opportunity in the Puget Sound Region where families and businesses thrive

Mission The City of Renton, in partnership and communication with residents, businesses, and schools, is dedicated to:

- Providing a safe, healthy, welcoming atmosphere where people choose to live
- Promoting economic vitality and strategically positioning Renton for the future
- Supporting planned growth and influencing decisions that impact the city
- Building an inclusive city with opportunities for all
- Meeting service demands through high quality customer service, innovation, a positive work environment, and a commitment to excellence

2013-2018 Goals

Provide a safe, healthy, vibrant community

- Promote safety, health, and security through effective communication and service delivery
- Facilitate successful neighborhoods through community involvement
- Encourage and partner in the development of quality housing choices for people of all ages and income levels
- Promote a walkable, pedestrian and bicycle friendly city with complete streets, trails, complete connections and community focal points
- Provide opportunities for communities to be better prepared for emergencies

Promote economic vitality and strategically position Renton for the future

- Promote Renton as the progressive, opportunity-rich city in the Puget Sound region
- Capitalize on opportunities through bold and creative economic development strategies
- Recruit and retain businesses to ensure a dynamic, diversified employment base
- Nurture entrepreneurship and foster successful partnerships with businesses and community leaders
- Leverage public/private resources to focus development on economic centers

Support planned growth and influence decisions that impact the city

- Foster development of vibrant, sustainable, attractive, mixed use neighborhoods in urban centers
- Uphold a high standard of design and property maintenance
- Advocate Renton's interests through state and federal lobbying efforts, regional partnerships and other organizations
- Pursue transportation and other regional improvements and services that improve quality of life
- Balance development with environmental protection

Building an inclusive city with opportunities for all

- Improve access to city services and programs and make residents and businesses aware of opportunities to be involved with their community
- Build connections with ALL communities that reflect the breadth and richness of the diversity in our city
- Promote understanding and appreciation of our diversity through celebrations and festivals
- Provide critical and relevant information on a timely basis and facilitate two-way dialogue between city government and the community
- Encourage volunteerism, participation and civic engagement

Meet service demands and provide high quality customer service

- Plan, develop, and maintain quality services, infrastructure, and amenities
- Prioritize services at levels that can be sustained by revenue
- Retain a skilled workforce by making Renton the municipal employer of choice
- Develop and maintain collaborative partnerships and investment strategies that improve services
- Respond to growing service demands through partnerships, innovation, and outcome management

RENTON. AHEAD OF THE CURVE.

City of **Renton**

Inclusion Goal Strategies:

- Improve access to city services and programs.
- Build connection with ALL communities that reflect the diversity in our city.
- Promote understanding and appreciation of our diversity through celebrations and festivals.
- Provide critical and relevant information on a timely basis and facilitate two-way dialogue.
- Encourage volunteerism, participation and civic engagement.

2014-15 Inclusion Accomplishments

BUILDING AN INCLUSIVE CITY ASSESSMENT

<i>Goal</i>	<i>Task</i>	<i>Progress</i>
Building an inclusive city with opportunities for all.	Conduct inclusion assessment both internally and externally to determine strengths and opportunities for improvement in inclusion strategies and endeavors.	<ul style="list-style-type: none">• May to June 2014 conducted internal assessment. Findings reported to Council 6-23-14.• June to November 2014 conducted external assessment. Findings reported to Council 11-3-14.

INCLUSION SIGN-IN PROCESS

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Improve access to city services and programs.	Develop a process for assessing the effectiveness of outreach and access to public meetings, community workshops, and city events	<ul style="list-style-type: none">• Created Inclusion Sign-In process requesting demographic data from participating residents.• Implemented 9-1-14 beginning with Community Services.• Working with all departments and IT to develop ongoing process for capturing and summarizing data.

INCLUSION SYSTEMS ASSESSMENT

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Improve access to city services and programs.	Conduct systems assessment of key policies, such as hiring and contracting, to identify and remove any barriers to access.	<ul style="list-style-type: none">• Hiring policy is being assessed in the pilot equity lens process.• HR has dedicated resources for systems assessment.• Contracting best practices to increase M/WBE participation are being researched with Seattle, King County and WSDOT.• Planning a vendor open house in Renton.

RENTON EQUITY LENS

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Improve access to city services and programs.	Customize an equity lens for Renton to assess potential disparate impact on vulnerable communities in policies, budgets and planning.	An Equity Lens Task Force of administrators has met three times to research equity lenses used by Seattle, King County and others, and is customizing an equity lens for Renton.

ENHANCE LANGUAGE ACCESS

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Improve access to city services and programs.	Expand access to an interpreter language line to enhance access and effectiveness of interactions with residents who speak English as a second language.	<ul style="list-style-type: none">• Researched vendors who can provide language line services.• Pending execution of contract with vendor of choice.

HEALTH

Strategy

Build connections with ALL communities.

Task

Provide free blood sugar and blood pressure screenings as part of Renton's Heart Month.

Progress

Partnering with community organizations to expand venues for screenings.



EDUCATION

Strategy

Build connections with ALL communities.

Task

Free workshops and access for staff to attend PSC exhibit *Race: Are We So Different?*

Progress

Continue to identify external resources for staff training that support inclusion goal.



EDUCATION

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Build connections with ALL communities.	Develop and conduct inclusion training focused on the history of institutional racism and its impact on Renton today.	<ul style="list-style-type: none">• Managers session 6-12-14.• Nine staff sessions, 10-9-14 to 12-4-14 (about 500 staff have attended).• Six staff sessions remaining scheduled, 3-17-15 to 3-19-15.

STRENGTHENING COMMUNITY LIAISONS

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
<ul style="list-style-type: none">• Promote understanding and appreciation of our diversity.• Build connections with ALL communities.	Strengthen and expand existing Community Liaisons process.	<ul style="list-style-type: none">• One-on-one meetings with existing Community Liaisons to solicit input.• Outreach to diverse and vulnerable communities without a current liaison.• Used feedback from liaisons to draft a proposal to evolve liaisons to the Mayor's Inclusion Task Force.

STRENGTHENING GOVERNMENT PARTNERSHIPS

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Promote understanding and appreciation of our diversity.	Strengthen and expand partnerships with cities in our region to support and expand our respective goals of inclusion, racial equity and diversity.	<ul style="list-style-type: none">• One-on-one meetings with representatives of cities in our region for two-way dialogue on goals and progress.• Commitment to work with Redmond and Kent to plan a symposium of cities in our region.• Presentation at 2014 Governing for Racial Equity Conference.

PARTNERSHIP OPPORTUNITIES

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Provide critical and relevant information and facilitate two-way dialogue.	Deepen partnership with Renton School District through jointly establishing a student career day to expand awareness of jobs in public sector.	<ul style="list-style-type: none">● Initial planning meeting with Renton School District 12-11-14.● Decision to partner in half- to full-day sessions under the STEM program involving approximately 350 students in the 2014-2015 school year.● Next planning meeting 2-18-15.

PARTNERSHIP OPPORTUNITIES

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Provide critical and relevant information and facilitate two-way dialogue.	Partner with diverse communities for two-way dialogues on issues relevant to the community.	Partnered with Living Hope Christian Church on a Martin Luther King, Jr. program, <i>Building Healthy Bridges</i> , for a dialogue on race relations in Renton. Three administrators participated with community members on the panel.

RENTON JOB FAIR

<i>Strategy</i>	<i>Task</i>	<i>Progress</i>
Encourage volunteerism, participation and civic engagement.	Partner with community organizations and residents to create a job fair promoting employment opportunities for residents in Renton.	<ul style="list-style-type: none">• Partners to date include Renton Chamber, Renton Technical College, Renton Area Youth & Family Services, Puget Sound Training Center and several residents.• Initial planning meeting in February or March 2015.

2015 Inclusion Next Steps

BUIDING AN INCLUSIVE CITY INFRASTRUCTURE

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Identify resources and infrastructure needed for sustainability.	Institutionalize and sustain Renton's progress on the goal of inclusion.	<ul style="list-style-type: none">• Continue dedicated resources in Mayor's office to provide expertise in inclusion and social justice to sustain inclusion goal strategies.• HR has dedicated staff to expand outreach and recruiting.

BUIDING AN INCLUSIVE CITY ROADMAP

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Create a comprehensive roadmap that enhances the Inclusion goal.	Create inter-departmental inclusion work group.	Convene inter-departmental inclusion work group to work with consultant to identify and disseminate best practices and create a city-wide comprehensive approach to further the goal of inclusion.

RENTON EQUITY LENS

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Improve access to city services and programs.	Customize an equity lens for Renton to assess potential disparate impact on vulnerable communities in policies, budgets and planning.	<ul style="list-style-type: none">• Complete pilot of Renton Equity Lens.• Train all administrators to use equity lens.• Implement use of equity lens in policy decisions, budget decisions, and planning.

ONGOING EDUCATION

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Build connections with ALL communities.	Develop and conduct ongoing training to enhance staff awareness, knowledge and skills for providing services to Renton's diverse community.	<ul style="list-style-type: none">• Collaborate with HR on developing curriculum content.• Seek input from all departments.• Seek input from Mayor's Inclusion Task Force.

CULTURAL CELEBRATIONS

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Promote understanding and appreciation of our diversity.	Plan and execute ongoing cultural celebrations in Renton.	Seek input and engagement from Mayor's Inclusion Task Force on ways to engage the community in partnering with the city.

DEEPENING COMMUNITY RELATIONSHIPS

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Provide critical and relevant information and facilitate two-way dialogue.	Partner with community organizations and residents to establish series of ongoing dialogues, meetings and summits with city representatives.	<ul style="list-style-type: none">• Work with Mayor's Inclusion Task Force to schedule dialogues.• Partner with faith-based and formal / informal community leaders to increase outreach and dialogue with diverse communities.

DEEPENING REGIONAL RELATIONSHIPS

<i>Strategy</i>	<i>Tasks</i>	<i>Plans</i>
Provide critical and relevant information and facilitate two-way dialogue.	Participate in King County Police Chiefs' committee to improve relationships with diverse communities.	<ul style="list-style-type: none">• King County Police Chiefs' committee is participating with Washington State Commission on African American Affairs to explore ways to build and improve relationships between police and African American communities.

DEEPENING COMMUNITY RELATIONSHIPS

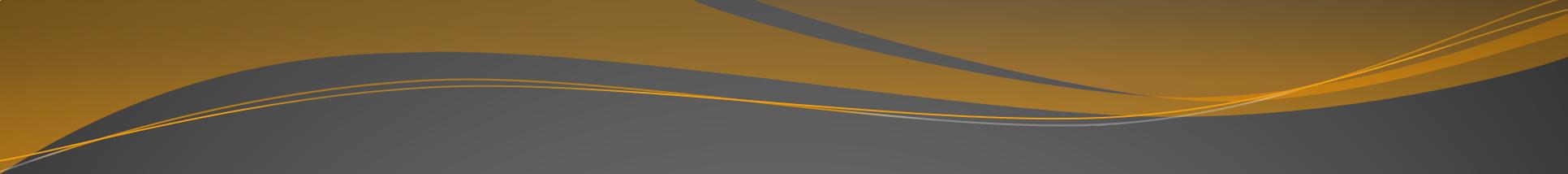
<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Provide critical and relevant information and facilitate two-way dialogue.	Police Department collaborations / partnerships with community organizations and residents to improve relationships with diverse communities.	<ul style="list-style-type: none">• Training at WSCJTC: Blue Courage, Justice Based Policing, Bias & Perception.• Conduct focus group of influential department members to discuss improving relations.• Work with faith-based leaders to increase outreach.• Partner with Renton School District to create a summit of local student leaders to discuss relationship with law enforcement .• Appoint members of Command Staff to act as liaisons with Renton's diverse communities.

NON TRADITIONAL OUTREACH & RECRUITING

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Provide critical and relevant information and facilitate two-way dialogue.	Continue efforts on retention, outreach and recruiting to ensure applicant pool is reflective of the diversity of residents.	Partnering with religious leaders, ethnic media, human services organizations, community organizations and educational institutions to establish process for rapid distribution of job opening information.

PROMOTE VOLUNTEERISM & ENGAGEMENT

<i>Strategy</i>	<i>Task</i>	<i>Plan</i>
Encourage volunteerism, participation and civic engagement.	Enhance diversity in volunteerism, participation and civic engagement.	<ul style="list-style-type: none">• Seek input from Mayor's Inclusion Task Force.• Expand outreach to diverse and vulnerable communities.• Use non-traditional outreach to increase awareness of opportunities.



QUESTIONS?