

BUILDING AN INCLUSIVE INFORMED CITY WITH OPPORTUNITIES FOR ALL



**Renton City Council
Committee of the Whole**
September 12, 2016

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

THE GOAL:
Building an inclusive informed city with opportunities for all.



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

2016 Strategies and Accomplishments



If you really want to be inclusive you have to make it part of your DNA—who you are and the way you think and act.

MAYORS INCLUSION TASK FORCE

Somali

Filipino

Latino

Sudanese

Muslim- *exploring new member*

Japanese

Seniors

African American

Chinese

East African

LGBT

Youth – *exploring new member*

Ukrainian

East Indian

Sikh- *exploring new member*

Vietnamese

MAYOR'S INCLUSION TASK FORCE

- Continue strong relationship with Mayor's Inclusion Task Force representing the diversity of our community
- Bi-monthly meetings with the task force - meeting topics have included from recruitment, health and emergency preparedness
- Task force members provide feedback on policies and key issues impacting the city (**hiring, health, emergency preparedness, etc.**)
- Also liaison to their community members
- Coordinated with task force members to promote various events such as Career Fair, SIFF, Fireworks ban, and Teen Summit
- Working together on several action items including international display at City Hall, neighbor-to-neighbor forum, and community gatherings
- **Working on 2016 Renton 1st Annual Multicultural Festival**

MAYOR'S INCLUSION TASK FORCE

First Ever Multi-cultural Social



MAYOR'S INCLUSION TASK FORCE

First Ever Multi-cultural Social



IMPROVE ACCESS

Services

- Established ongoing contract with Language Line vendor
- Assistance available at various locations in city facilities
- Completed citywide training
- Ongoing outreach
- Early data shows several departments using the service
- Setting up system to track language and department use
- **Currently exploring ASL instant video conferencing through an app**



LanguageLine
SolutionsSM



IMPROVE ACCESS Employment



FIND YOUR NEXT GREAT OPPORTUNITY

CAREER FAIR

 SECOND ANNUAL

TUESDAY, MAY 3RD
3:00-6:00PM

RENTON TECHNICAL COLLEGE
CAFETERIA: BUILDING I, 3000 NE 4TH STREET, RENTON, WA 98056

Renton Technical College, City of Renton, Renton Chamber of Commerce, and WorkSource are partnering to bring you 50 different companies who are hiring now. For more details about the career fair, including an updated list of employers that will be attending, visit the Renton Chamber website at gorenton.com

RTC RENTON TECHNICAL COLLEGE
WorkSource WASHINGTON STATE
CTC CITY OF RENTON

RTC.EDU // FIND US!

Renton Technical College provides equal opportunity in education and employment and complies with applicable laws providing discrimination and harassment free workplaces. For more information, contact the Director of Human Resources, 3000 NE 4th Street, Renton, WA 98056, 425-255-7675. To make this information accessible to individuals with disabilities, please contact Disability Support Services at 425-255-7675 x4256.



IMPROVE ACCESS

Employment

- Participated in Public Safety Job Fair
- Targeted outreach to diverse community groups to encourage inclusion
- Over 150 people attended
- **Working with Public Safety Testing to make it more accessible and inclusive, including considering a Renton location rebate; workshops on how to take the test; coordination with other cities to increase the applicant pool**

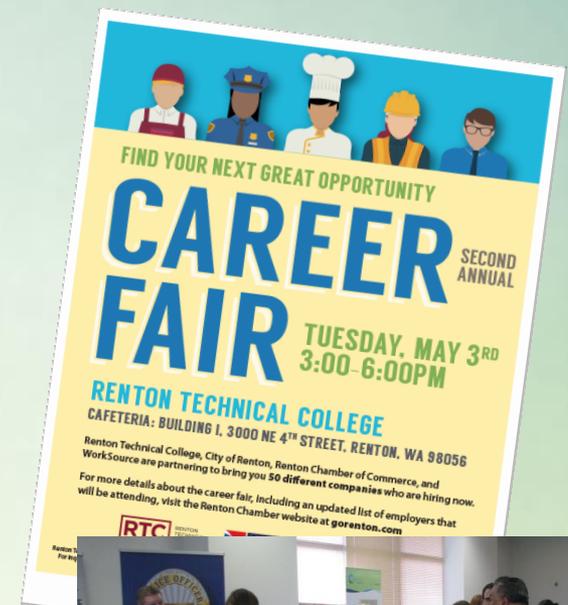


BUILD CONNECTIONS

Employment

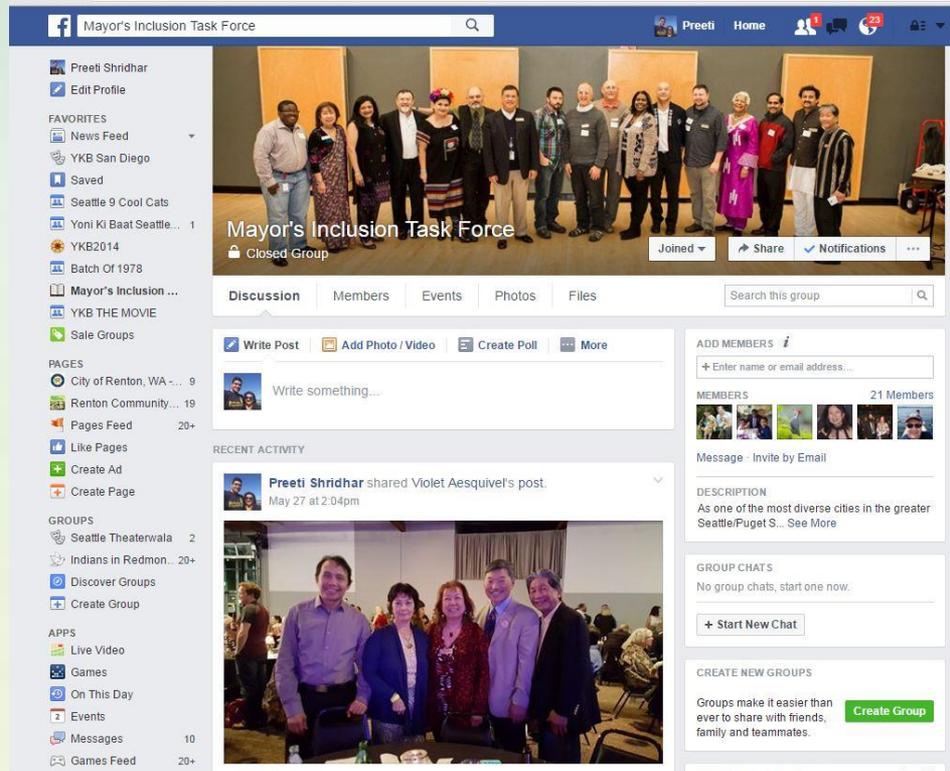
Renton Career Fair

- Partnered with Renton Technical College, Renton Chamber of Commerce and new partner WorkSource to host 2nd Renton Career Fair in May 2016
- 50 companies participated and over 350 participants attended
- **Next Career Fair May 2017 and working with RTC, WorkSource and Chamber on planning**

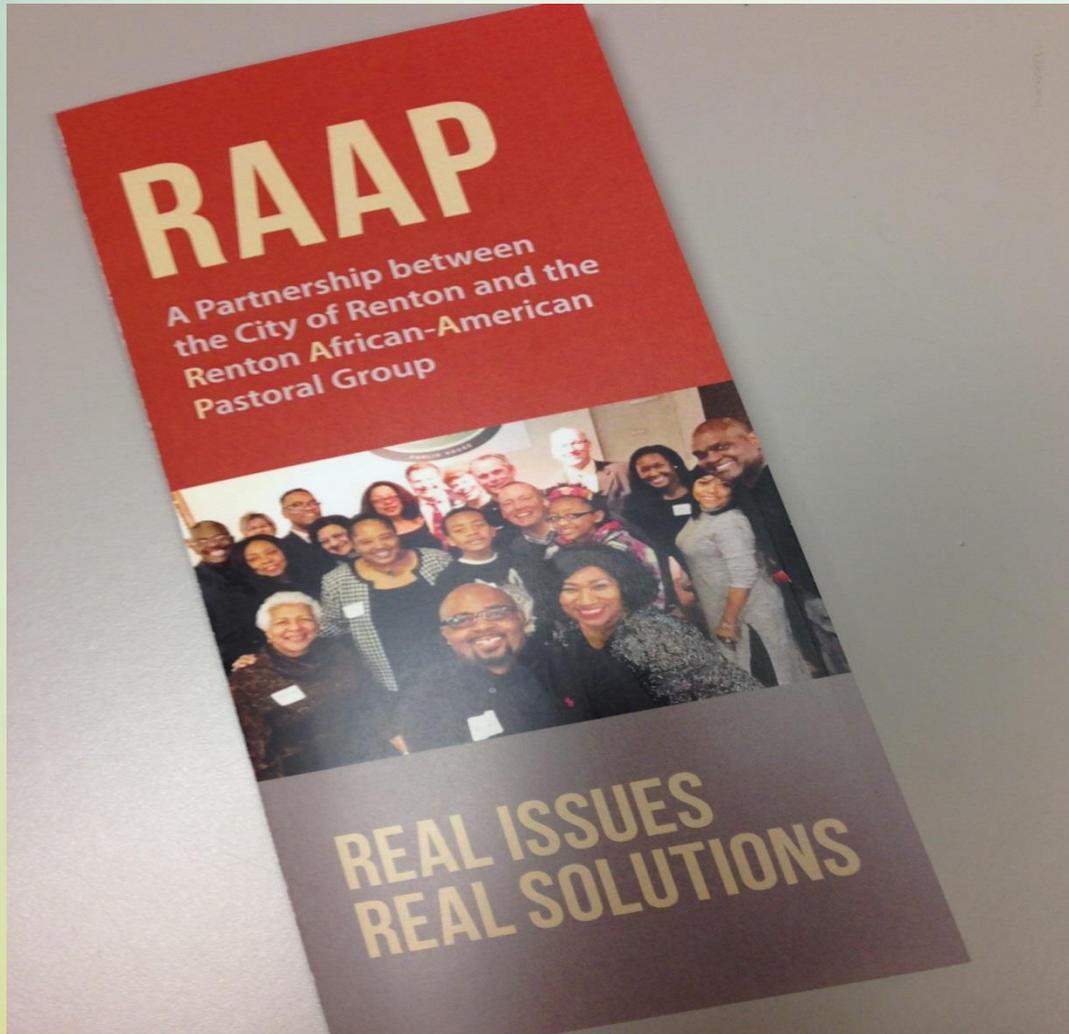


IMPROVE ACCESS

- Communications “on-the-go”
- Facebook group – Mayor’s Inclusion Task Force page



Partnership with Renton African-American Pastors and Police



PROMOTE UNDERSTANDING

Improving Positive Relationships with Law Enforcement & Our Youth and Community

- In partnership with African-American Pastors group, Renton Police hosted a series of community forums to build trust and improve relationships
- These events have been very successful focusing on education, open dialogue, and candid conversations
- Five forums have been held in 2015-2016 and approximately 300 youth and community members have attended.



PROMOTE UNDERSTANDING

African-American Pastors Group



PROMOTE UNDERSTANDING



PROMOTE UNDERSTANDING

BBQ WITH BADGES EVENT



PROMOTE UNDERSTANDING

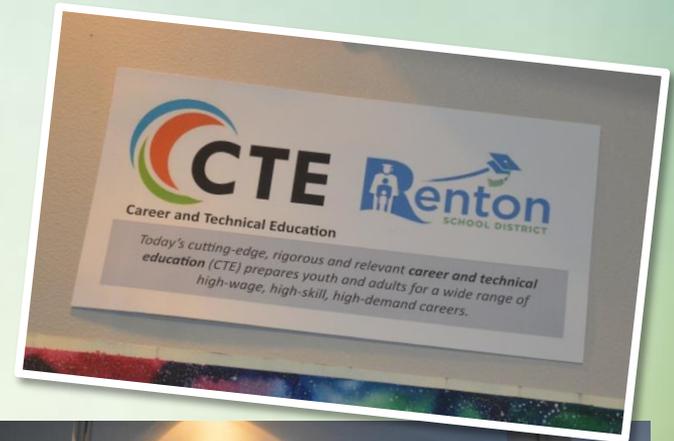
Dialogue and discussions – Police and Pastors after recent national Incidents



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PROMOTE UNDERSTANDING Diversity and Inclusion

Students from Renton School District to
create exhibits at City Hall to showcase art



PROMOTE UNDERSTANDING

Seattle International Film Festival



**THE WORLD OF FILM RETURNS
TO RENTON**

AHEAD OF THE CURVE. AROUND THE WORLD.

SEATTLE INTERNATIONAL FILM FESTIVAL — RENTON

MAY 26—JUNE 1, 2016, RENTON IKEA PERFORMING ARTS CENTER • RENTONWA.GOV

PROMOTE UNDERSTANDING

Showcase the city's diversity in festivals and celebrations



BUILD CONNECTIONS

- Provided key information to the community by targeting ethnic media – newspapers, radio stations, and the local Hispanic TV station
- **Specifically working with various ethnic media for the Renton Multicultural Festival**



BUILDING AN INCLUSIVE CITY INFRASTRUCTURE

- Continued dedicated resources in Mayor's office to provide expertise in inclusion and social justice to sustain inclusion goal strategies
- Consultant services
- Dedicated staff in HR to expand outreach and recruiting
- Citywide staffing commitment to Inclusion efforts
- Police Department volunteer group focused on building relationships with community

BUILDING AN INCLUSIVE CITY ROADMAP

- Roadmap integrated into all departments and all the work going forward
- **Working on key indicators to measure progress**
- **Developing sample dashboard to assess advancement in programs**
- **Working on dedicated web pages and brochure on Inclusion program**



RENTON EQUITY LENS



- With a team of Administrators created a draft equity lens for Renton to assess potential disparate impact on vulnerable communities in policies, budgets, and planning
- **Plan to finalize and formal process to adopt Renton's equity lens**

INCLUSION SYSTEMS ASSESSMENT

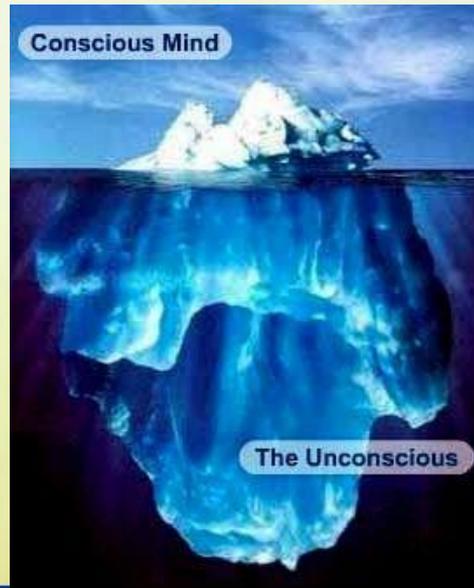
- Renton’s Equity Lens will support an assessment of key systems to enable removal of any barriers to inclusion (systems examples: Recruiting, Hiring, Contracting, Professional Development, etc.)
- Applied equity lens on Renton’s hiring policy
- **Plan to develop written guidelines for when and how the equity lens will be used to be included in the policy.**
- **Plan to train administrators to use equity lens**



ONGOING EDUCATION

- Develop and conduct ongoing training to enhance staff awareness, knowledge, and skills for providing services to Renton's diverse community
- 2016 training currently being developed with a focus on implicit bias

- *Quarterly managers session March 2016*
- *23 sessions for all city employees*
- *Special sessions for Human Services Advisory Committee, REACH*



OVERCOMING
UNCONSCIOUS BIAS

ONGOING EDUCATION



- With WA State Extension program developed and provided customized Poverty Simulation Training for Managers May 2016

BUILD CONNECTIONS

National and Regional partnerships

- Participated in 2015 and 2016 Governing for Racial Equity conference in Seattle
- Presented at annual conference of Washington Recreation and Parks Association
- Presented national webinar and national conference of NAGC- National Association of Government Communicators
- Working on creating a regional group to create partnerships and leverage resources



DEEPENING COMMUNITY PARTNERSHIPS

- Partner with community organizations, faith-based organizations, and residents for ongoing dialogues, meetings, and summits with city representatives
 - Continue partnership with African American Pastor's Forum to enhance community / police relations.
 - **Planning Unity Walk**
 - Continue working on partnerships with Latino and Asian communities to enhance community / police relations
 - **With Mayors Inclusion Task Force – inviting new members to continue emphasis on inclusion and participation**



COMMUNITY PARTNERSHIPS

- Partnership with Renton School District
 - Career Day
 - Lobby display cases
- Deepen partnership with Renton Technical College and Renton Chamber on annual career fair
- Boards and Commissions
 - Requests from REACH for training
 - Renton Municipal Arts Commission—recent presentation
 - Renton History Museum
 - Renton Parks Commission



RENTON MULTICULTURAL EVENT



The poster for the Renton Multicultural Festival 2016 features a collage of images: a woman in a purple and white sari dancing, hands playing a blue instrument, and a plate of yellow food. The text is arranged in a dynamic, angled layout.

RENTON
MULTICULTURAL
festival

2016

Music, Dance,
Stories, Arts,
Play, Food,
Fun and
Community

SEPT 30
6:00 p.m. – 9:00 p.m.
CARCO THEATRE
1717 SE MAPLE VALLEY HWY, RENTON

OCT 1
11:00 a.m. – 3:00 p.m.
RENTON PAVILION EVENT CENTER
& PIAZZA PARK
233 BURNETT AVE S, RENTON

rentonwa.gov
Made possible with support from
City of Renton and Mayor's Inclusion Task Force



Questions?