BUILDING AN INCLUSIVE CITY

“It’s in our DNA”

PARTNERING FOR GREAT NEIGHBORHOODS
NEIGHBOR to NEIGHBOR
CITY OF RENTON

Neighbor to
Neighbor Forum

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

THE GOAL:
Building an inclusive informed 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 for the future
- Promoting economic vitality and strategically positioning Renton
- Supporting planned growth and influencing decisions that impact the city
- Building an inclusive informed city with opportunities for all
- Meeting service demands through high quality customer service, innovation, a positive work environment, and a commitment to excellence

2016–2021 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, and connections between neighborhoods 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 informed 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

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RENTON. AHEAD OF THE CURVE.

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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

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2015 Inclusion Accomplishments

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MAYOR'S INCLUSION TASK FORCE

- Improve Access
- Promote Understanding
- Encourage Participation
- Build Connections
- Provide Critical Information

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MAYOR'S INCLUSION TASK FORCE

- Established Mayor's Inclusion Task Force with 26 members representing the diversity of our community
- Bi-monthly meetings with the task force
- 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
- **Planning 2016 World Festival**

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MAYOR'S INCLUSION TASK FORCE

First Ever Multi-cultural Social

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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**

LanguageLine Solutions℠

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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**

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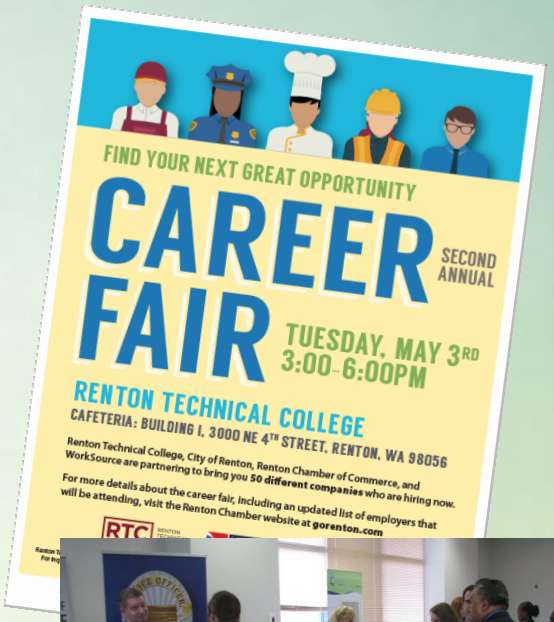
BUILD CONNECTIONS

Employment

Renton Career Fair

- Partnered with Renton Technical College and Renton Chamber of Commerce to host first ever Renton Career Fair
- 50 companies participated and over 400 participants attended
- **Next Career Fair May 3, 2016 and working with RTC, WorkSource and Chamber on planning**



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BUILD CONNECTIONS

Employment/Career Opportunities

Renton School District Career Day

- As part of STEM learning and career programs held first-ever Career Day
- Approx. 350 students from elementary, middle, and high schools participated
- **Met with School District to see how next year's plan can meet our Inclusion goals and benefit the school district and students**

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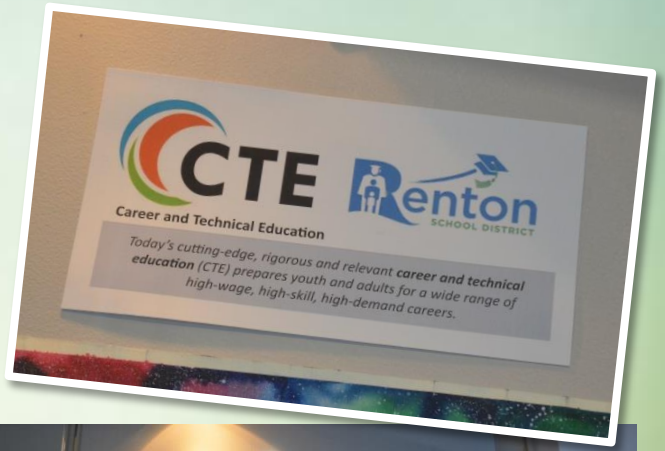
BUILD CONNECTIONS

Diversity and Inclusion

Students from the Renton School District to create exhibits at City Hall several times a year to showcase art in support of city's inclusion goals



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WE GOT IT UNDER "RAAPS"

Partnership with Renton African-American Pastors and Police

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PROMOTE UNDERSTANDING

African-American Pastors Group

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PROMOTE UNDERSTANDING

Improving Positive Relationships with Law Enforcement & Our Youth and Community

- In partnership with African-American Pastors group, Renton Police hosted first of a series of community forums to build trust and improve relationships
- Very successful event with a focus on education, open dialogue, and candid conversations
- Over 85 youth and community members attended
- Two more forums in November 2015 and Feb 2016
- **Next event on April 9 with focus on youth**

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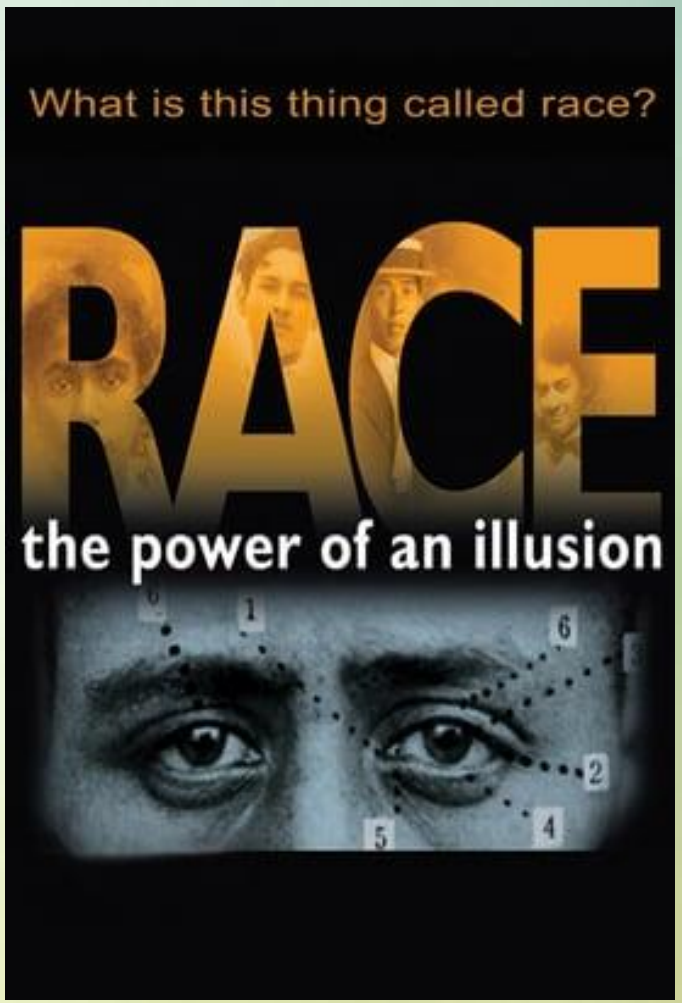
TRAINING

- Completed inclusion training with a focus on the history of institutional racism and its impact on Renton today for all city employees
  - Managers session
  - 16 sessions for all city staff
  - Special session for Council and administrators



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REGIONAL PARTNERSHIPS

- Participated in 2015 Governing for Racial Equity conference in Seattle
- Panel discussion to create regional partnerships in King county
- Provided input on King County Equity and Social Justice strategic plan

GOVERNING FOR RACIAL EQUITY

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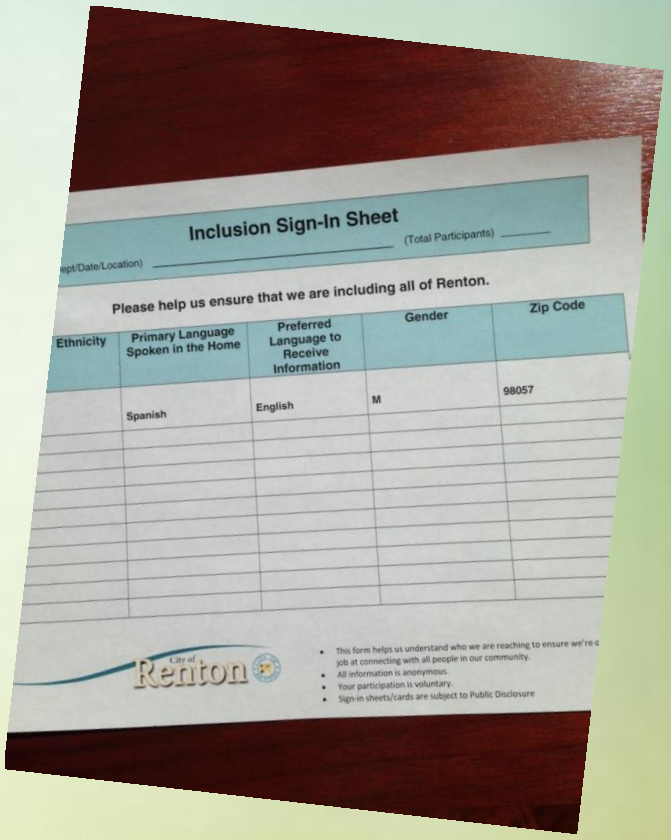
ENCOURAGE PARTICIPATION

- Several departments are piloting the Inclusion Sign-In Sheet at public events
- Voluntary participation for residents
- Working with IT to create a database to store input
- Over time will provide city with a picture of who is being reached and who is not
- **Next steps—department staff to maintain database/spreadsheet**
- **Work with IT for collection and analysis of data**



Inclusion Sign-In Sheet

(Total Participants) _____

Please help us ensure that we are including all of Renton.

Ethnicity	Primary Language Spoken in the Home	Preferred Language to Receive Information	Gender	Zip Code
	Spanish	English	M	98057

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- This form helps us understand who we are reaching to ensure we're d job at connecting with all people in our community.
- All information is anonymous.
- Your participation is voluntary.
- Sign-in sheets/cards are subject to Public Disclosure

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BUILDING AN INCLUSIVE CITY INFRASTRUCTURE

- Continue 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

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INCLUSIVE CITY – RENTON SETS THE STAGE

- 2015 National League of Cities 1st Place award
- U.S. Conference of Mayors 2015 Livability Award
- International City Managers Award 2015 Community Partnership Award
- CNBC's 2015 Most Diverse Cities—Renton ranks #6 of the nation's 230 most populated cities

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2015–2016 Inclusion Next Steps

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BUILDING AN INCLUSIVE CITY ROADMAP

- Create a comprehensive roadmap that enhances the Inclusion goal
- Develop key indicators to measure progress

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RENTON EQUITY LENS

- A team of Administrators has been meeting to customize an equity lens for Renton to assess potential disparate impact on vulnerable communities in policies, budgets, and planning
- A pilot of Renton Equity Lens and training of all administrators to use equity lens

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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.)

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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*

- Collaborate with HR on scheduling for citywide training
- Work with WA State Extension program to develop customized Poverty Simulation Training for Quarterly Managers Meeting

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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.
  - Establish partnerships with Latino and Asian communities to enhance community / police relations
  - Renton Police Command Staff appointed as liaisons to each member of the Mayor's Inclusion Task Force

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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

DEEPENING REGIONAL RELATIONSHIPS

- Continue engagement in Governing for Racial Equity (GRE) regional network
- Deepen relations with regional government entities to better support our increasingly diverse and mobile population of residents (Seattle, King County, Redmond, Bellevue, Tukwila, SeaTac, Burien, Kent, Federal Way, Des Moines, Auburn, etc.)
- Continued participation in King County Police Chiefs' committee which is exploring bias-free policing and building and / or improving relationships between police, African American communities, and other communities of color

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Questions?

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