



# Creation of Renton's Equity Commission

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Presentation to Council Committee of Whole

Benita Horn, Preeti Shridhar, November 1, 2021



# Declaration of Policy

- Council finds all forms of prejudice and discrimination to have a detrimental effect on the public welfare and well-being.
- To eliminate such prejudice and discrimination the City may use the Renton Equity Lens to identify and address the inequities.
- Council further determines that the City of Renton's Business Plan will include as part of its vision – "Building an inclusive, informed and hate-free city with equitable outcomes for all in support of social, economic and racial justice."





# Creation of Equity Commission

- The City originally had a Diversity Commission but over the years that did not meet the needs of equity and inclusion.
- In 2021, the City undertook a year-long effort including 11 meetings with various community groups reflecting the diversity of Renton to seek input to help shape the Renton Equity Commission.
- The City proposes the Renton Equity Commission and the following details to reflect the needs of equity and inclusion and to be in alignment with the Renton Business Plan.



# Duties and Powers of Commission

- At staff request the Commission will review City practices, policies, or procedures to provide recommendations to the requestor.
- They will recommend whether the practice, policy, or procedure may create or support inequity, including what community or communities may be impacted, and how those impacts may emerge.
- Commission will provide specific actions to resolve the identified inequities.
- Within the first six months Commission shall develop a Mission, Vision, and By-Laws including elections of officers to manage its operations according to the terms of this Chapter.

## Annual Report

The Renton Equity Commission will provide an annual report to the Council on goals, outcomes, and recommendations for future goals.



# Appointment, Term, and Membership

- Total 9 members appointed by the Mayor, confirmed by Council.
- At initial appointment
  - 3 members for 1 year
  - 3 members for 2 years
  - 3 members for 3 years
- Terms shall be from January 1 of appointment year through December 31 of the term of expiration year.
- Members should reflect the diversity of the city but not limited to ethnicity, race, age, gender, faith, gender identity and expression, and profession. It is possible that not every group may be represented.



Applicants should have a commitment to equity.



At least 1 youth member aged 18-25 at time of

Members from appointment thru end of term shall be a resident or business owner in the city of Renton and be able to attend meetings.



If they are no longer residents or business owners, they forfeit their membership.



# Renton Equity Commission Membership Criteria

No City Council member shall be a member of the Renton Equity Commission.



If a Commission member is elected or appointed to Council, they shall forfeit their membership on the Commission effective the date of swearing-in as a Council member.



No City employee or consultant shall be a member of the Renton Equity Commission.



If a Commission member becomes employed or contracted by the City, they shall forfeit their membership on the Commission effective on their first day of employment or contract with the City.

# Appointment Process

- The Mayor shall develop and post a procedure for Renton residents or business owners to apply for membership on the Renton Equity Commission.
- The procedure shall include a public notice for applicants.
- Provision for interview protocols for all applicants.







## Appointment of Subcommittees:

- A majority of the members of the Renton Equity Commission may create subcommittees that will help with the functions of the Commission and with the scope of the Charter of the Commission.

# Procedure and Meetings

- Renton Equity Commission Members will receive training within 90 days of appointment and every 2 years on:
  - How to use the Equity Lens
  - Open Public Meetings Act
  - Public Records Act
- A City staff person shall be assigned as part of their regular duties to provide administrative support to the Commission. Support will include but not restricted to
  - Retaining records
  - Providing subject matter experts
  - Preparing recommendations on behalf of the Commission for presentation to staff and Council
- Members may participate in a “town hall” or similar meetings open to the public, in order to help analyze and provide recommendations on policy, procedures, and practices. Any such meetings will be reviewed for transparency and records retention requirements.





# Procedure and Meetings (continued)

- The Renton Equity Commission may request information from groups such as the Mayor's Inclusion Task force, Latino Forum, Vietnamese/Chinese Forum, African American Pastoral Group, Renton Police Advisory Committee and others.
- Members who have more than three unexcused absences may be removed by action of the Mayor.





## City Council Review

The Renton Equity Commission shall submit to Council by January 31 of each year a summary of all actions taken by the Commission including analysis of policies, programs, services and procedures, and recommendation during the preceding year for the council to review.



# Questions?

Equity, Housing, and  
Human Services

[pshridhar@rentonwa.gov](mailto:pshridhar@rentonwa.gov)

[bhorn@rentonwa.gov](mailto:bhorn@rentonwa.gov)