



2021 CITY OF RENTON LEGISLATIVE AGENDA

Efforts on Racial Justice & Equity and Where the City Stands on Policing Reforms

NOTE: The recent killing of George Floyd in Minneapolis shined a bright spotlight on issues of systemic racism and the cause of how our nation needs to move forward in working to achieve racial justice and equity. This issue is a particularly vital one for Renton, which saw its non-Caucasian population grow 262 percent between 2000 and 2018. Renton was ranked by WalletHub as the seventh most diverse city in the nation in 2020, is comprised of 55 percent communities of color, and has more than 100 different languages and dialects spoken in the Renton School District. The City does not have the market cornered on answers to all these issues and understands it has much more work to do—but at the same time, Renton has worked to be a compassionate community and to be diligent in its efforts to promote inclusion, recognize diversity, and make progress on equity.

Below is a listing of actions Renton is taking on inclusion, racial justice and equity, and in policing, along with a series of policing reform legislative items Renton is poised to support during the 2021 Session.

City of Renton in general including particular Human Resources and Police initiatives

- » In 2012, Renton was **one of the first cities to make inclusion part of its vision statement and Business Plan**, which guides key priorities and objectives. The Business Plan was **updated in 2020 to enhance its commitment to racial justice and equity**.
 - » Renton utilized Mayor's Inclusion Task Force members, its equity and social justice consultant, and other key communities of color spokespersons to **dramatically increase its Census return rates, reaching a rate of 75.1 percent** in the 2020 Census Complete Count.
 - » In 2007, Renton created the Community Liaison group that later became an **Inclusion Task Force** with 30+ reps of various diverse communities across the City's largest population segments.
 - » Since 2016, Renton has **used an equity lens** to help guide its decision-making and policy work across all departments of the City.
 - » Renton **adopted a Human Resources Inclusion Tactical Plan** (2017) that is updated regularly, and since 2014 has **conducted annual citywide training in structural and institutional racism and implicit bias**.
 - » Renton's Human Resources and Police Departments have **continually improved hiring practices and job recruitment** to attract a more diverse pool of candidates more reflective of the racial and ethnic makeup of the City, including strategies to diminish implicit bias in hiring decisions.
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- » Since 2014, Renton has used the **expertise of an equity and social justice consultant** (Benita Horn) to fulfill an annual scope of work based on the Renton Business Plan goal of inclusion.
 - » Led by its Mayor, Police Chief, Deputy Public Affairs Administrator, and equity and social justice consultant, Renton has an **ongoing dialogue and regular conversations with the Inclusion Task Force, Renton African American Pastors (RAAP), Latinos, Vietnamese, youth groups, and more**.
 - » Renton **sponsors a community-wide Multi-Cultural Festival each year** to honor and celebrate the diversity that makes the City special. This year the 5th Annual celebration went virtual.
 - » **Only 0.1 percent of all the Renton Police Department's contacts result in a use of force**. Additionally, the Department extensively trains its members in de-escalation tactics.
 - » Renton has **banned chokeholds** unless an officer's life is in grave danger.
 - » Renton used **CARES Act funding to provide over \$1 million** in rental and food assistance to those in need.

Current City initiatives underway

- » **RETOOLING THE INCLUSION TASK FORCE:** Mayor Armondo Pavone has directed that the Task Force be updated and re-invigorated and that a separate Commission be formed to have an even more active role in providing policy input to the City prior to decision-making and to help the City focus on equitable outcomes.
- » **HB 1590/RENTAL ASSISTANCE:** Renton is one of the King County cities that imposed the 1/10th of 1 cent sales tax for affordable housing authorized under the legislatively enacted House Bill 1590. A City staff team is recommending that some of the initial HB 1590 funding be used for early-action intervention to continue rental-assistance efforts that will be at crisis beginning January 1, 2021.
- » **MENTAL HEALTH CO-RESPONDER AND TREATMENT:** Renton is also part of a multi-South-King-County agency effort to secure up to \$350,000 for mental health field response teams that pair police and mental health professionals to assist those for whom incarceration and arrest is not the answer. The City also is likely to deploy early-action 1590 funding toward supplementing these mental health response and treatment efforts.
- » **COMMUNITY COURT:** Renton is in the homestretch of establishing a Community Court that will use non-incarceration strategies to help those facing mental health and drug-addiction challenges.
- » **BLACK LIVES MATTER STREET MURAL:** The Renton City Council passed an ordinance on November 23 directing that a Black Lives Matter street mural be designed and placed within the City in collaboration with the African-American community.
- » **HUMAN SERVICES/HUMAN NEEDS FUNDING:** As part of its direction to staff in the 2021-22 budget, Renton City Councilmembers asked the City return to at least a \$1 per capita level of human services/human needs funding in the City budget—and beyond that if possible and as the economy improves. Human Services/Human Needs funding had dipped to about 70 cents per capita in the wake of the Great Recession.
- » **EMPLOYEE HIRING AND CONTRACTING:** Mayor Pavone has directed Renton's HR Department and Administrative Services Division (ASD) to spearhead efforts to expedite an already aggressive plan for diversity in hiring and contracting.
- » **RACIAL JUSTICE & EQUITY FUNDING OPPORTUNITIES:** Mayor Pavone directed that a priority be added to Renton's Regional, State, and Federal legislative agendas to actively seek outside funding for increased human-services funds, start-up funding for programs providing new opportunities to people of color, and crisis-response funding such as continued rental assistance.

#8CANTWAIT
Take Action Right Now.

- Ban Chokeholds & Strangleholds
- Require De-Escalation
- Require Warning Before Shooting
- Requires Exhaust All Alternatives Before Shooting
- Duty to Intervene
- Ban Shooting at Moving Vehicles
- Require Use of Force Continuum
- Require Comprehensive Reporting

Police Department City of Renton

Data proves that together these eight policies can decrease police violence by 72%

Policing Reforms Legislation anticipated in 2021

Renton poised to support the following:

- » Use of force statewide data-base and statewide standards.
- » Independent investigations of use-of-force incidents by involving police (*Renton would recommend such a panel include subject-matter-qualified representatives*).
- » Strengthening of the de-certification process.
- » Increased training for police, particularly around de-escalation.
- » Increased funding for mental health, particularly co-responder type programs.
- » Increase funding for training slots at the Basic Law Enforcement Academy.
- » Revamping processes to better recognize decisions by police chiefs who fire employees over inappropriate use-of-force and overall conduct.
- » Banning the use of chokeholds.