

SCOPE of WORK

East King County Welcoming Cities Collaborative

A Regional Approach to Equity

Background

The Welcoming Framework

In early 2016 the Eastside Refugee and Immigrant Coalition (ERIC) joined [Welcoming America](#), a nonpartisan nonprofit that provides a framework and resources for creating welcoming communities. Their [Welcoming Standard](#) is a blueprint that serves as a guide for prioritizing efforts and funding. The City of Kirkland (in addition to Bellevue and Redmond) has since become a member of Welcoming America with the opportunity to become a “Certified Welcoming” city.

From Welcoming America:

“Strong 21st Century communities are ones that connect and include people of all backgrounds. By doing so, communities - and those who live there - will meet their highest civic and economic potential. As places look to harness the vibrancy that comes from diverse talent and a more global workforce, welcoming and inclusive communities will set themselves apart. Smart local government leaders across the country are already working to gain this competitive edge. Certified Welcoming provides an exciting new avenue for measuring, promoting, guiding, and validating these efforts.”

ERIC’s involvement with Welcoming America, combined with a desire to address racism and disparities in our community, led to the creation of [Eastside For All](#) in 2019. Eastside For All is a race and social justice advocacy organization that focuses on transforming policies, practices, relationships and investments.

Black Lives Matter and Racial Equity

In the aftermath of George Floyd’s murder, community protests and advocacy resulted in steps by East King County cities to affirm Black Lives Matter, whether that’s meeting with Black community leaders, exploring ways to host productive community forums on racism, or creating public policy, such as the City of Kirkland’s Black Lives Matter Resolution passed on August 4th, 2020. These efforts are very new. Many of our institutions, including our city governments and police departments, have little to no experience speaking about, understanding, or strategically addressing institutional racism. This is a critical time to build foundational understanding and thoughtful responses.

In June of 2020 King County declared [racism a public health crisis](#).

The Welcoming Cities Collaborative (WCC) - Overview and Deliverables

The goal of the Welcoming Cities Collaborative (WCC) is to support and equip Eastside cities in furthering their diversity and inclusion work in ways that are aligned with their respective resources, needs, and strengths.

While each city has its own internal and outward facing initiatives, the WCC will identify shared challenges, opportunities, and solutions to establish a regional approach to anti-racism, inclusion, and equity, similar to how Eastside cities collaborate jointly on homelessness, affordable housing, and economic development. The plan will provide city governments and community partners with actionable steps to operationalize their equity-related public policies and commitments (i.e., welcoming, inclusion, Black Lives Matter resolutions, etc.).

Relationship Between WCC and Local Advocacy Efforts

There are many individuals and groups working toward equity and inclusion in East King County. The WCC is not intended to replace or detract from other important efforts, including the critical recommendations and demands put forward by local advocacy groups.

Overall Objectives

Coordinated by Eastside For All, the Welcoming Cities Collaborative will bring together representatives from the Cities of Redmond, Kirkland, Bellevue, Issaquah, and Sammamish along with leaders from *BIPOC and immigrant communities to accomplish the following:

- Provide city leadership and staff with frameworks and tools to fulfill their commitments to building safe, welcoming, and inclusive cities.
- Organize convening spaces that center BIPOC and immigrant leadership in planning efforts to partner with Eastside cities on mutual goals.
- Build relationships with BIPOC- and immigrant-led communities for ongoing collaborative work that increases civic participation and leadership.
- Prepare cities to apply for the Certified Welcoming designation through Welcoming America, if they choose. Utilizing a regional approach, cities can capitalize on joint efforts without needing to form separate programs/services to meet the certification requirements.

**BIPOC: Black, Indigenous, and other People of Color*

2022 Objectives

- Community Mapping of BIPOC- and immigrant-focused services, resources and programs in East King County: Centered in racial equity frameworks from the [Government Alliance on Race and Equity](#), the mapping process will focus on the [Welcoming Standard](#) components: Government Leadership, Civic Engagement, Equitable Access, Education, Connected Communities, Economic Development, and Safe Communities.
- Utilize the Community Mapping data to inform and complement cities' needs assessments (Economic Development, Human Services, etc.)
- Online Community Directory of BIPOC- and immigrant-focused services, resources, and programs in East King County
- Support inclusive community engagement activities as part of Eastside cities' Comprehensive Plan Updates.

City of Redmond Appropriation Amount

\$8,000

Eastside For All Deliverables for City of Redmond

Tasks	Proposed Timeline
Provide up to 3 trainings/presentations/consultation sessions to support DEI commitments. Examples of topics including authentic community engagement practices, equity and inclusion considerations in placemaking, dialogue skills and tools for multiracial teams, diverse and inclusive civic participation & leadership, intercultural competency, and addressing hate/bias in the community. Participants may include staff, Councilmembers, volunteers, Commissioners, etc.	April – December, 2022
Partner with OneRedmond and OneEastside on efforts to support small for-profit and nonprofit BIPOC- and immigrant- owned businesses utilizing Welcoming Standard practices centered in racial equity (in collaboration with other nonprofits that support small businesses)	April – December, 2022
Partner with the City of Redmond to host a Welcoming Week event in Redmond, jointly sponsored by nonprofit organizations.	Planning: April – August, 2022 Event: September, 2022

Eastside For All Deliverables for Cities of Redmond, Bellevue, and Kirkland

Tasks	Proposed Timeline
Oversee mapping effort to identify current BIPOC- and immigrant-focused services, resources, and programs: gather survey responses via online survey and individual interviews with providers.	March-June, 2022
Collaborate with other BIPOC- and immigrant-led community groups and organizations to host information sessions about the Comprehensive Plan Update process; assist in promoting city-led opportunities for community input.	March-December, 2022
Facilitate visioning and planning for the annual East King County Welcoming Week celebration in September; support event hosts with venues, collaboration opportunities, and other resources	April-July, 2022
Draft community mapping report	July-August, 2022
Coordinate the development and distribution of promotional materials for Welcoming Week events to take place Sept 9-18, 2022	August 1 – Sept 18, 2022

Share the community mapping report draft with BIPOC and immigrant community leaders/groups to gather feedback and recommendations for an East King County regional plan for advancing equity and inclusion.	September-October, 2022
Together with city leadership staff and community leaders, draft the regional plan.	November-December, 2022

Use of Funds

Funding from the cities who join the Welcoming Cities Collaborative will be leveraged with additional funds raised by Eastside For All to fully support staffing required for the above deliverables. Eastside For All will provide compensation to partner organizations/grassroots groups led by and for communities of color who will have roles in leading the Collaborative.

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