

RESOLUTION R-5686

A RESOLUTION OF THE CITY OF KIRKLAND DECLARING KIRKLAND AS A WELCOMING, INCLUSIVE, AND SAFE CITY FOR TWO SPIRIT, LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER/QUESTIONING, INTERSEX, ASEXUAL PLUS (2SLGBTQIA+) PEOPLE AND RECOGNIZING THEIR HUMAN RIGHTS AND WELL-BEING.

1 WHEREAS, the City Council reaffirms that the City of Kirkland stands strong in its  
2 Diversity, Equity, Inclusion, and Belonging (DEIB) values to be a welcoming, inclusive, and  
3 safe place no matter a person's sex, gender identity, gender expression, sexual orientation,  
4 especially people that identify as Two Spirt, Lesbian, Gay, Bisexual, Transgender,  
5 Queer/Questioning, Intersex, Asexual, plus (2SLGBTQIA+) and does not tolerate homophobic  
6 and transphobic violence; and  
7

8 WHEREAS, the City is committed to fostering a community where all individuals are  
9 treated with dignity, equity, and respect, regardless of sexual orientation, gender identity, or  
10 gender expression; and  
11

12 WHEREAS, the City recognizes that authentic self-expression is directly tied to  
13 emotional well-being and that 2SLGBTQIA+ individuals who have access to affirming homes,  
14 schools, and community have better health outcomes than those who do not; and  
15

16 WHEREAS, the City acknowledges the importance of gender-affirming healthcare and  
17 offers such care to the City's staff through its employee insurance plans as part of the  
18 employee benefits; and  
19

20 WHEREAS, all people living, working, and visiting Kirkland have the right to express  
21 their identities freely through speech, dress, art, and performance, including drag and queer  
22 cultural expression, and have the right to define their own gender, family structure, and lived  
23 experiences without interference; and  
24

25 WHEREAS, the City's Library Board celebrates Freedom to Read Week, and the  
26 Council supports this through an annual proclamation, standing against attempts to remove  
27 library materials on topics of 2SLGBTQIA+ and Black, Indigenous, People of Color's (BIPOC)  
28 lived experience; and  
29

30 WHEREAS, the City honors the 2SLGBTQIA+ community of Kirkland for their resilience  
31 and activism, and the City acknowledges that work still needs to be done to address  
32 transphobic violence, particularly at this time when transgender rights and existence are being  
33 challenged through restrictive healthcare bans, educational censorship, and policies that erase  
34 identity throughout our country and world; and  
35

36 WHEREAS, transgender, asexual, non-binary, and gender-diverse community  
37 members are our neighbors, business owners, artists, advocates, activists, family members,  
38 and friends who deserve to live free from discrimination and harassment of any form; and  
39

40 WHEREAS, the City recognizes that systemic barriers continue to disproportionately  
41 affect 2SLGBTQIA+ individuals, particularly those that intersect as youth, elders, BIPOC,  
42 immigrants, and those experiencing housing insecurity; and

WHEREAS, The City Council has adopted a series of actions affirming Kirkland's commitment to equity and inclusion, including but not limited to:

- Resolution R-5240 (2017): Declaring Kirkland a safe, inclusive, and welcoming community for all people.
- Resolution R-5550 (2022): Supporting the codification of comprehensive reproductive healthcare, including abortion, and affirming support for marriage equality.
- Resolution R-5434 (2020): Ensuring the safety and respect of Black people, and committing to examine and dismantle interpersonal, institutional, and structural racism in Kirkland.
- Resolution R-5548 (2022): Adopting the City's Diversity, Equity, Inclusion, and Belonging (DEIB) 5-Year Roadmap.
- Ordinance O-3800 (2001): Amending Section 3.80.020 of the Kirkland Municipal Code to include sexual orientation in the City's affirmative action policy.

WHEREAS, Washington State law prohibits discrimination based on sex, gender identity, gender expression, and sexual orientation in employment, housing, and public accommodations and establishes strong legal protections for 2SLGBTQIA+ individuals, including access to gender-affirming healthcare, anti-discrimination policies, and inclusive public accommodations, and the City fully supports these protections; and

WHEREAS, the City acknowledges that silence in the face of discrimination, harassment, or hate against any of Kirkland community members allows for perceived complicity and distrust to grow; and

WHEREAS, the City acknowledges and aspires to be a safe space for all the members of the 2SLGBTQIA+ community who are living in fear and isolation; and

WHEREAS, the City recognizes the importance of and commits to proactive and visible support for the 2SLGBTQIA+ community through policy, advocacy, and investment in inclusive programs and services.

NOW, THEREFORE, be it resolved by the City Council of the City of Kirkland as follows:

Section 1: The City of Kirkland reaffirms its longstanding commitment to equity, inclusion, and the dignity of all people by declaring itself a safe, welcoming, and inclusive community for transgender, nonbinary, and gender-diverse individuals. The City recognizes the inherent worth of every resident, worker, and visitor, and it affirms their right to live openly, express themselves authentically, access gender-affirming care, and participate fully in community life without fear of discrimination, harassment, or marginalization. The City further affirms its values by supporting state laws protecting LGBTQIA+ individuals and by continuing the City's local commitment to inclusion. The City affirms that:

- (a) Every person has the right to express their gender and identity freely through speech, dress, art, and performance—including drag and queer cultural expression;
- (b) Every person has the right to define their own gender, family, and lived experience, free from interference or coercion;

- (c) Every person has the right to seek, obtain, provide, or support gender-affirming healthcare that is legal in Washington State;
- (d) No person shall be subjected to laws or policies that attempt to erase, diminish, or misrepresent transgender, nonbinary, or gender-diverse identities;
- (e) City-funded healthcare programs shall continue to offer legal and clinically appropriate gender-affirming care services; and
- (f) The City opposes any medical restrictions or governmental interference that limit an individual's ability to make informed decisions about their own body and well-being.

Section 2: The City of Kirkland affirms the right of all individuals to be recognized and respected in accordance with their self-identified gender. The City will encourage and provide education about the importance of using pronouns and gender-neutral language in public communications, staff correspondence, and City spaces. The City will not collect or disseminate data based on an individual's sex assigned at birth unless legally required in connection with a criminal investigation or as otherwise required by law. The City will respect self-identified gender markers in City documents, correspondence, services, and programs.

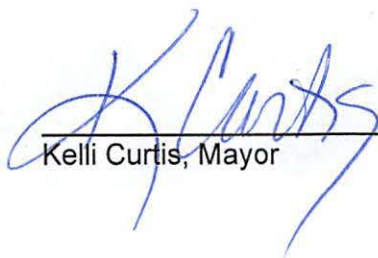
Section 3: The City of Kirkland objects to any efforts to criminalize or penalize individuals based on their gender identity, sexual orientation, access to gender-affirming care, or forms of self-expression protected under law. The City affirms that LGBTQIA+ individuals are entitled to equal treatment and full participation in community life and reaffirms that City funds and resources—including time spent while on duty by City personnel—shall not be used to support or enforce any policies that target, surveil, or penalize individuals on the basis of gender identity, sexual orientation, or access to lawful gender-affirming care. If state or federal laws restricting access to gender-affirming care take effect, the City will evaluate appropriate and lawful avenues to support individuals seeking care within Kirkland. The City will continue to advocate for policies and protections that uphold the civil rights of LGBTQIA+ individuals and support a fair, safe, and inclusive community for all.

Section 4: The City of Kirkland acknowledges that many 2SLGBTQIA+ community members in Kirkland experience a lack of accessible and queer-affirming spaces. The City will advocate for supportive programs and resources and affirms its intent to conduct regular reviews of its policies, practices and public services to ensure they are inclusive, equitable and affirming for 2SLGBTQIA+ individuals.

Section 5: The City Manager will continue to promote opportunities for the Council and staff to come together to discuss and support the shared values of diversity and inclusion through actionable, meaningful, and sustained support. The City will actively celebrate and uplift 2SLGBTQIA+ voices through public events, education, and collaboration with local organizations. The City will raise a Pride flag for the 2SLGBTQIA+ community each June. The City will oppose efforts to erase 2SLGBTQIA+ representation in education, history, and public life.

Passed by majority vote of the Kirkland City Council in open meeting this 17th day of June, 2025.

Signed in authentication thereof this 17th day of June, 2025.



---

Kelli Curtis, Mayor

Attest:



---

Emilee Ferguson, Acting City Clerk