

## RESOLUTION R-5693

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND REAFFIRMING THE CITY'S COMMITMENT TO BEING A SAFE, INCLUSIVE, AND WELCOMING COMMUNITY WHERE ALL PEOPLE BELONG.

1 WHEREAS, the City of Kirkland acknowledges that the Southern Salish Sea region lies  
2 on the unceded and ancestral land of the Coast Salish peoples, the Duwamish, Muckleshoot,  
3 Puyallup, Skykomish, Snoqualmie, Snohomish, Suquamish and Tulalip tribes and other tribes  
4 of the Puget Sound Salish people, and that present-day City of Kirkland is in the traditional  
5 heartland of the Lake People and the River People. We honor with gratitude the land itself, the  
6 First People—who have reserved treaty rights and continue to live here since time  
7 immemorial—and their ancestral heritage; and  
8

9 WHEREAS, in 2021, the City adopted this local land acknowledgement through  
10 Resolution R-5507 acknowledging the First People of present-day Kirkland, developed a Local  
11 Land Acknowledgement Usage Guide, and compiled a hyper-local Native history of Kirkland  
12 document in collaboration with local tribal leaders and Native experts in consultation with a  
13 variety of historical sources; and

14 WHEREAS, in 2020, the City Council adopted Resolution R-5434, affirming the City of  
15 Kirkland's unwavering commitment to ensure the safety and respect of Black people and to  
16 confront and dismantle interpersonal, institutional, and structural racism within the community,  
17 and set in motion a citywide effort to advance equity and belonging, including policy reforms,  
18 community partnerships, and accountability measures that continue to inform Kirkland's work  
19 toward becoming a safe, inclusive, and welcoming city for all people; and

20 WHEREAS, on February 21, 2017, the City Council approved Resolution R-5240,  
21 proclaiming Kirkland as safe, inclusive, and welcoming city for all people; and

22 WHEREAS, reaffirming our commitment to the core values of Diversity, Equity,  
23 Inclusion, and Belonging (DEIB) is essential to sustaining a strong and inclusive community,  
24 as these principles form the foundation of civic integrity and shared prosperity; and

25 WHEREAS, the rights and freedoms of individuals across the nation continue to be  
26 threatened by a broader landscape of regressive forces—including policy decisions,  
27 institutional practices, and rising intolerance that undermine equity and justice making it the  
28 right time for the City to reaffirm our commitment to the core values of DEIB, as defined in the  
29 City's DEIB 5-Year Roadmap; and

30 WHEREAS, the City's commitment to these core values is consistent with constitutional  
31 guarantees of Equal Protection, Due Process, freedom of speech, and freedom of association,  
32 and fostering and promoting DEIB is further required and encouraged by numerous federal  
33 and state laws enshrining equal rights and freedom from discrimination for all people, including  
34 the Civil Rights Act of 1964, the Americans with Disabilities Act, the Washington State  
35 Diversity, Equity, and Inclusion Act, and the Washington Law Against Discrimination; and

36 WHEREAS, the principles derived from and empowered by these laws are essential to  
37 sustaining a strong and inclusive community, as these principles form the foundation of human  
38 dignity, civic integrity, and shared prosperity; and

39 WHEREAS, Kirkland believes in the dignity, equality, justice, and constitutional, civil,  
40 and human rights of all people, and will not tolerate racism, hate, intolerance, discrimination,

harassment, institutional, structural, and systemic barriers, violence, or any behavior that creates fear, isolation, intimidation, or pain; and

WHEREAS, Kirkland believes that all people are valued contributors and vital to the success of our communities and shared future; and

WHEREAS, in December 2024, Council approved the following as the City's Vision Statement that reflects the City's values and commitments: "Kirkland is one of the most livable cities in America. We are a vibrant, attractive, green, and welcoming place for everyone to be. Civic engagement, innovation and diversity are highly valued. We are respectful, fair, and inclusive. We honor our rich heritage while embracing the future. Kirkland strives to be a model, sustainable city that values preserving and enhancing our natural environment for our enjoyment and future generations"; and

WHEREAS, in 2025, the City became a certified Welcoming City by Welcoming America, a nonprofit, nonpartisan organization that leads a movement of inclusive communities becoming more prosperous by ensuring everyone belongs especially the immigrant community; and

WHEREAS, a welcoming city is a supportive environment through acceptance and respect, and denounces discrimination by committing to inclusive programs, policies, and practices for everyone, regardless of race, ethnicity, color, including members of the BIPOC communities, national origin, immigration status, language spoken, sex, gender identity, gender expression, sexual orientation, including all people that identify as being part of the Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, Plus (2SLGBTQIA+) community, abilities and disabilities, age, socioeconomic status, residential status, religion, military and veteran status, minority owned business and political affiliation, as well as other groups and classes protected by law; and

WHEREAS, according to the 2020 U.S. Census Kirkland's demographics by racial composition is 63.8% (58,847) White, 17.8% (16,387) Asian, 7.9% (7,284) Hispanic, 7.0% (6,473) Multiracial, 2.0% (1,842) Black, and 1.5% (1,342) American Indian/Alaska Native/Native Hawaiian/Pacific Islander; and

WHEREAS, in 2024, City staff across various departments utilized 26 different languages for interpretation services, and the top five most widely used languages in Kirkland besides English are Spanish, Brazilian Portuguese, Mandarin, Russian, and Arabic; and

WHEREAS, chapter 3.18 of the Kirkland Municipal Code established a general prohibition on inquiring about immigration status and collecting information regarding religious affiliation; and

WHEREAS, the Kirkland Police Department's Policy 411 prohibits officers from inquiring into the immigration or citizenship status of an individual except where the inquiry relates to a legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law, and this policy is in alignment with the Keep Washington Working Act, which limits local involvement in federal immigration enforcement in order to protect immigrant communities; and

WHEREAS, in September 2025, Governor Ferguson signed Executive Order 25-09 creating the Governor's Immigration Sub-Cabinet to promote coordination between state agencies on immigration issues facing Washingtonians; and

WHEREAS, in October 2018, the City Manager codified administrative policy Chapter 7, Records and Information Policy 7-11 setting forth the responsibilities of City staff in relation to nondiscrimination, immigration status, and religious affiliation; and

WHEREAS, Council passed the following resolutions relating to Resolution R-5240 and our City values: Resolution R-5434 (2020) described above, ensuring the safety and respect of Black people, committing to examining and dismantling interpersonal, institutional, and structural racism in Kirkland; Resolution R-5548 (2022) adopting the DEIB 5-Year Roadmap; Resolution R-5550 (2022) affirming its support of individual's right to comprehensive, safe, and accessible reproductive healthcare, including abortion, and its support of marriage equality; and Resolution R-5686 (2025) declaring Kirkland as a welcoming, inclusive, and safe city for 2SLGBTQIA+ people and recognizing their human rights and well-being; and

WHEREAS, our City values are also reflected in the City Council Goals with Inclusive and Equitable Communities at the top; and

WHEREAS, the City Council supports these principles and strives to reflect them in their actions as elected officials in Kirkland; and

WHEREAS, employees across all departments of the City of Kirkland are committed to upholding DEIB principles, and strive each day to embody these values in the delivery of critical services that promote public health, safety, and welfare—including initiatives such as the Housing Strategy Plan, Homelessness Action Plan; the work of first responders police, fire, and the Regional Crisis Response Agency, and Homelessness Assistance & Response Team; as well as essential services provided by Human Services, Parks, Public Works, Planning and Building, including ensuring these efforts are carried out in an inclusive and equitable manner for all Kirkland residents, visitors, and businesses; and

WHEREAS, the City affirms its commitment to centering community voices—particularly those of historically underrepresented groups—in shaping policies and programs that promote equity and belonging; and

WHEREAS, Kirkland envisions a future where every resident feels a deep sense of safety, inclusion, and belonging—regardless of identity, background, or life circumstance; and

WHEREAS, the City has conducted a comprehensive review of legal requirements and authorities, including the United States Constitution, the Washington State Constitution, the Revised Code of Washington, recent state lawsuits challenging various 2025 Presidential Executive Orders and other federal actions, as well as City resolutions, ordinances, and policies related to DEIB; and this review has been compiled into a central repository, posted on the City's website, and will be updated and reported to the City Council annually in an effort to ensure public accessibility, maintain transparency, and provide a clear foundation for continued progress toward the inclusive future we envision; and

WHEREAS, the City Manager currently provides an annual update to the Council and community on the progress of DEIB goals as outlined in the DEIB 5-Year Roadmap, and this resolution reaffirms the importance of that ongoing reporting to ensure accountability and meaningful outcomes.

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

Section 1. The City Manager will continue to promote and advance opportunities for the Council and staff to support the shared values of diversity and inclusion.

Section 2. The City Manager will continue to highlight to the community their ability to provide feedback on the Diversity, Equity, Inclusion, and Belonging Roadmap as indicated in Roadmap Objective 15.2 – Ongoing Feedback Process to the Roadmap.

131        Section 3. When City staff provide the annual update to the City Council and community  
132 on the progress of the Diversity, Equity, Inclusion, and Belonging (DEIB) 5-Year Roadmap, the  
133 community shall also be provided the opportunity to offer input and updates on the  
134 implementation and progress toward the goals of this Resolution.

135        Passed by majority vote of the Kirkland City Council in open meeting this 7th day of  
136 October, 2025.

137        Signed in authentication thereof this 7th day of October, 2025.

  
Kelli Curtis, Mayor

Attest:

  
Anastasiya Warhol, City Clerk