

# Welcoming Kirkland Initiative Update to the Business Roundtable

January 9, 2019



City Manager's Office

James Lopez

Assistant City Manager

# Today's Update



Background

1

Campaign

3

Adaptive  
Leadership

2

How to Get  
Involved

4



# What is a the Welcoming Kirkland Initiative?

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# Background



- An initiative designed to engage Kirkland residents, businesses, nonprofits, and the City including the Police Department—on how we function together for the health of the overall community.



# Background

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- The initiative was launched to respond to expressed concerns that people of color in general, and black people in particular, have lived experiences of an unwelcoming and inequitable community, in contrast to the City's stated goal to be safe, inclusive and welcoming for all.



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# Adaptive Leadership

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- Adaptive leadership is an approach to making progress on our most important but challenging community issues by mobilizing groups toward a collective purpose beyond any individual ambitions
  - Leadership Eastside
- Adaptive vs. Technical challenges



# Adaptive Challenges

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- No known solution
- People would rather avoid the issue
- Reason and logic alone won't get you there
- Reoccurring problem
- Emotional response

- Prosperity Indiana





# Adaptive Challenges

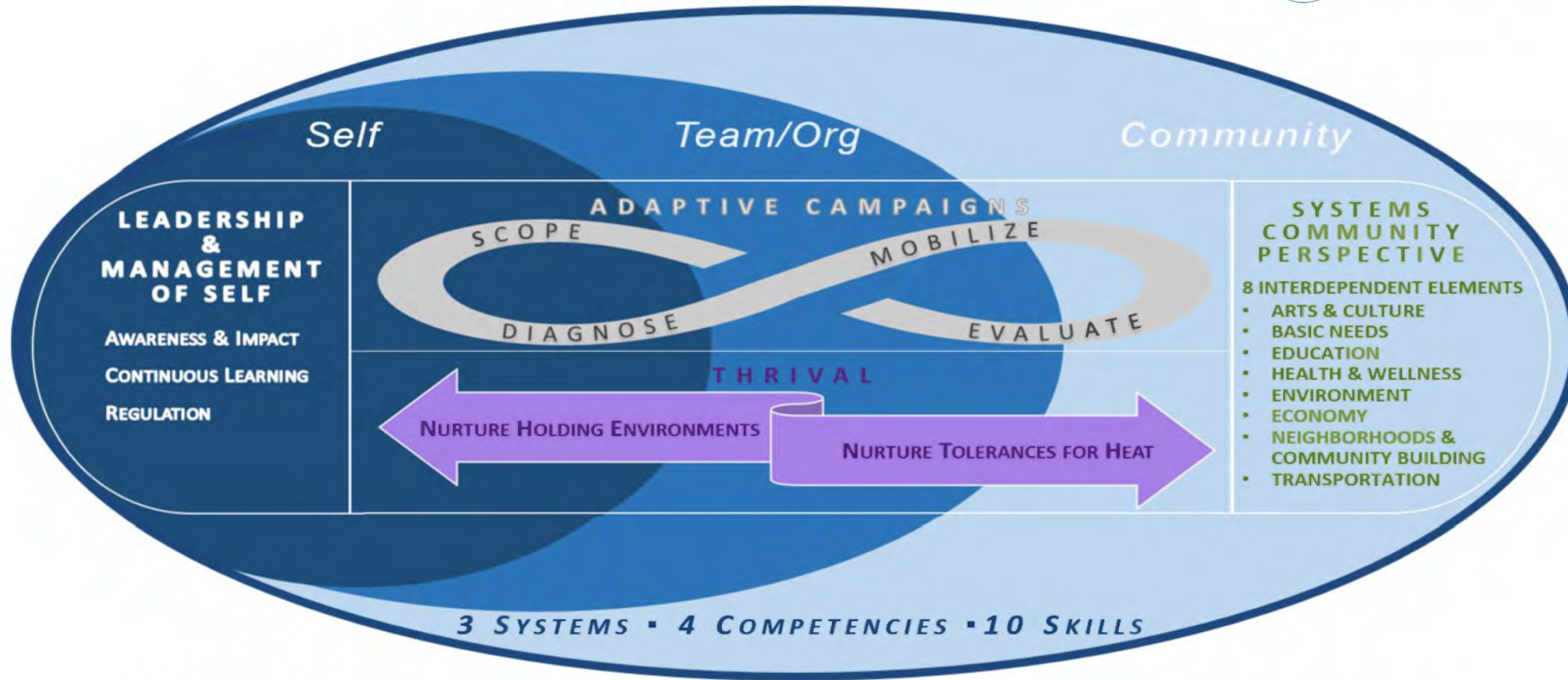
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- Failure to resolve competing priorities
- Moving forward feels risky
- To move forward, some people may be left behind
- People must work across boundaries
- Progress is not linear

- Prosperity Indiana



# ADAPTIVE COMMUNITY LEADERSHIP MODEL



**BUILDING INDIVIDUAL ACL SKILLS AND RELATIONSHIPS FOR THE GREATER GOOD**



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# Welcoming Kirkland Campaign

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- **Planning Group**
- Working Group on Race and Equity
- Working Group on Business and Police Protocols



# Planning Group

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- Centered around People of Color
- Meeting since Spring 2019
- Charter
- Oversee Initiative
- Select group membership



# Race and Equity

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- Develop and deliver a series of community learning sessions focused on race and equity from a historical context, relevant to the needs and desires of the people of Kirkland
- 3 Speaker/Presentations meeting on a specific topic selected by the Working Group.
- Each Speaker/Presentation is followed up by 2 guided community conversations.



# Business and Police Protocols

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- Collectively review and recommend updates to business and police protocols (taking into account City updates) related to the removal of people from business locations.
- Meeting up to 15 times
- Present progress via several “Town Hall” type events
- Present recommendations to the City



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# How to Get Involved

- Attend the first in a series of community learning events on National Day of Racial Healing.
  - Tuesday, January 21, 6:30 to 8 p.m.
  - Lake Washington Institute of Technology
  - Register at [tinyurl.com/Welcoming1](https://tinyurl.com/Welcoming1)

Questions?

Contact [kirkand@leadershipeastside.com](mailto:kirkand@leadershipeastside.com)



## Preparing to be Color Conscious and Color Brave

*"Not everything that is faced can be changed.  
But nothing can be changed until it is faced."*

James Baldwin

### KIRKLAND TALKS

Tuesday, January 21

6:30 - 8pm

Lake Washington  
Institute of Technology  
11605 132nd Ave | Kirkland, WA 98034

Teens and adults from all racial and cultural backgrounds are welcome.

*Facing the reality of racism in our community means showing up for the conversations.*