

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5657

**A RESOLUTION IN SUPPORT OF KCHA'S DAY OF SOLIDARITY PROCLAMATION
ON JUNE 19TH 2020**

WHEREAS, pervasive and systemic racism, social injustice and barriers preventing equity and equitable opportunity persist in the United States and disproportionately harm Black, Indigenous and Other People of Color; and

WHEREAS, the mission of the King County Housing Authority to transform lives through housing must be based upon a foundation of equity both within our organization and within our programs that serve communities across King County; and

WHEREAS, the King County Housing Authority is committed to ensuring that its policies and programs afford equitable treatment and opportunities for its workforce and the Black, Indigenous, and Other People of Color communities that it serves; and

WHEREAS, the King County Housing Authority will collaborate with our communities to identify and address the longstanding impacts of systemic racial discrimination through outreach to our residents, community partners and program participants; and

WHEREAS, June 19th is observed in Washington State and across the nation as the holiday celebrating the end of slavery in the United States; and

WHEREAS, the Housing Authority celebrated June 19th, 2020 KCHA's first annual "Day of Solidarity"; and

WHEREAS, KCHA's Race, Equity, Diversity, Inclusion (REDI) Team drafted and Executive Director, Stephen Norman, issued a Proclamation on June 19th, 2020 reaffirming KCHA's commitment to racial justice and equity both within the organization and within the communities we serve and calling for June 19th to become KCHA's annual "Day of Solidarity";

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF
COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF MARTIN
LUTHER KING JR., WASHINGTON; as follows:**

1. June 19th is hereby established as KCHA's annual "Day of Solidarity" with Black, Indigenous and Other People of Color. The Executive Director and leadership team are directed to establish work hours, events and activities that help recognize and celebrate KCHA's commitment to racial equity and social justice.
2. The Executive Director and leadership team are directed to review KCHA's policies, procedures and processes and eliminate any that disproportionately harm Black, Indigenous, and Other People of Color in our workforce and in our communities.
3. The Executive Director and leadership team are directed to provide the support and resources to the Racial Equity, Diversity, and Inclusion Team needed to carry out its mission.
4. The Executive Director and leadership team are directed to establish group and individual training programs in racial equity, diversity, inclusion and implicit/explicit bias for current and new employees to improve employee competencies, skills and communication with regard to systemic racial and social injustice.

ADOPTED AT THE MEETING OF THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF MARTIN LUTHER KING JR. AT AN OPEN PUBLIC MEETING THIS 20th DAY OF JULY, 2020.

**THE HOUSING AUTHORITY OF
THE COUNTY OF KING,
WASHINGTON**


Douglas J. Barnes, Chair
Board of Commissioners

ATTEST:


Stephen J. Norman
Executive Director and Secretary Treasurer

P R O C L A M A T I O N

“KCHA’s Day of Solidarity”

- WHEREAS,** The King County Housing Authority will take a stand in solidarity with Black, Indigenous, and People of Color to eradicate pervasive and persistent racism, social injustice, and any barriers preventing equity and/or equitable opportunities in our workforce and the communities that we serve.
- WHEREAS,** KCHA will examine policies, procedures, and processes and eliminate those that disproportionately harm Black, Indigenous, and People of Color in our workforce and our communities.
- WHEREAS,** All elements of the hiring, retention, promotion, and disciplinary processes will be guided through an equity lens to ensure the workforce, at all staffing levels, better reflect the communities we serve and are treated justly, subsequently affording equitable opportunities to Black, Indigenous, any People of Color.
- WHEREAS,** KCHA will collaborate with our communities to address the longstanding impacts of systemic racial discrimination. This will include outreach to our residents, community partners, and participants in an effort to improve the long term life outcomes of the people we serve.
- WHEREAS,** Executive leadership will provide support and resources to the Racial Equity Diversity and Inclusion team to fulfill their mission and vision. Together we will operationalize racial equity, integrating it into our routine decision-making processes.
- WHEREAS,** KCHA will build our employee’s skills and competencies through required training to include racial equity; implicit and explicit bias. Given the importance of these values to KCHA, new employees will be required to participate in a conversation regarding race, equity, diversity and inclusion from the very beginning of their employment with the organization, as part of their onboarding.

NOW, THEREFORE, THE KING COUNTY HOUSING AUTHORITY DOES HEREBY PROCLAIM

JUNE 19, 2020 TO BE

KCHA’s Day of Solidarity

Signed: _____

Stephen Norman
Executive Director