

## Racial Equity Commitment and Vision

The City of Sammamish is committed to eliminating racial inequities within our organization and the community we serve. City elected officials and staff recognize that advancing racial equity is critical to ensuring everyone in Sammamish can grow, excel, and thrive. The City acknowledges that the historical system of government and service provisions were deliberately constructed to perpetuate racial inequities and exclusion and embraces its responsibility to change these systems.

Situated on the traditional lands of Coast Salish peoples, who have lived here since time immemorial, the City of Sammamish acknowledges its responsibility to support Indigenous communities and particularly the Snoqualmie Tribe. This acknowledgment prompts the organization to critically assess the past, understand the City's role in promoting racial equity, and strive to build a future founded on equitable systems and opportunities.

The City of Sammamish's primary approach centers on racial equity, providing a comprehensive framework to address all forms of marginalization. This commitment involves fostering equity throughout our organization, with the goal of uplifting and empowering everyone. The City's intentional focus on racial equality will also improve the status of individuals and communities from all nationalities, religions, economic statuses, genders, sexual orientations, ages, and/or abilities. The City recognizes that the opportunities experienced by many conceal the challenges faced by those who lack generational or personal access to success.

We will achieve racial equity in the City's operations through the following focus areas:

- **Leadership, Operations, and Services**  
Racial equity in decision-making begins with leadership and resources, and the City allocates appropriate resources to achieve this goal. An employee-led committee informs and guides the organization in achieving its equity outcomes, racial equity training, and opportunities to celebrate diversity, equity, inclusion, and belonging in the City of Sammamish.
- **Workplace and Workforce**  
The City of Sammamish organization is inclusive and forward-thinking, actively working to achieve racially equitable recruitment, promotion, retention, contracting, and pay equity across all demographic groups. Staff feel empowered to take action to achieve racial equity within the organization and the community.
- **Budgets, Plans, and Policies**  
Racial equity is a guiding principle that flows through all critical aspects of the organization's work, particularly in the development of transparent budgets, plans, and policies.
- **Outreach, Community Engagement, and Partnerships**  
The City of Sammamish proactively and transparently engages with the community in an equitable manner that actively seeks the voices of traditionally marginalized communities to participate in decision-making. The City's equitable community engagement prioritizes purposeful outreach and inclusive partnerships.

To achieve these outcomes, the City will adopt and implement a racial equity workplan. The City will also develop and strategically implement a Racial Equity Toolkit, which lays out a process and a set of questions to guide the development, implementation, and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.