MEMORANDUM

To:	Planning Commission
From:	Allison Zike, AICP, Deputy Planning and Building Director LeAndra Baker-Lewis, Senior Planner
Date:	August 9, 2023
Subject:	Juanita Neighborhood Plan Update, File: CAM23-0554 Kingsgate Neighborhood Plan Update, File: CAM23-00555

RECOMMENDATION

Receive a staff presentation and provide direction on the process and community engagement plan outlined in this memo to update the Juanita and Kingsgate Neighborhood Plans in 2023 and 2024.

BACKGROUND

A key project on the 2023 Planning Work Program is updating the existing Juanita[1] and Kingsgate[2] Neighborhood Plan chapters of the Comprehensive Plan. Neighborhood Plans have historically been updated on a rotating basis and set forth the vision, goals and policies for the future growth of the areas for the next 10-20 years within the context of the citywide General Elements in the Comprehensive Plan. Revised neighborhood plan policies can result in changes in land use and zoning, Zoning Code amendments, or new capital projects. Community-Initiated Amendment Requests (CARs) for changes in land use/rezones may be submitted and considered with neighborhood plan updates. With completion of these two neighborhood plans, future neighborhood plans will be updated as part of the 10-year Comprehensive Plan Update schedule (i.e., not updated individually or in pairs, on a rolling basis).

In 2011, the City of Kirkland annexed areas from King County into the city limits, effectively establishing the Finn Hill, North Juanita, and Kingsgate neighborhoods. The last major update to the Juanita Plan occurred in 2015 as part of the periodic update to the Comprehensive Plan. At this time, the North Juanita neighborhood was combined with the existing South Juanita neighborhood and the boundary between the two areas was eliminated, reflecting an endorsement from the Juanita Neighborhood Association to unite the two neighborhoods.

The Kingsgate Neighborhood Plan was established as part of the 2015 Comprehensive Plan Update. The neighborhood contains 2.3 square miles, the third largest

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[1] https://www.codepublishing.com/WA/Kirkland/html/KirklandCP15J/KirklandCP15J.html
[2] https://www.codepublishing.com/WA/Kirkland/html/KirklandCP15O/KirklandCP15O.html

neighborhood after Finn Hill and Juanita. The Evergreen Hill Neighborhood Association is the group that organizes activities within the Kingsgate neighborhood.

PLANNING PROCESS

Developed in 2018, the Neighborhood Plan Update Framework document (Attachment 1) is a "handbook" used by staff and the community to guide the planning process. Because both the Juanita and Kingsgate Plans are being updated simultaneously, the Framework document is combined for both neighborhoods and has been modified for this year's process to reflect the expectations for both update processes including a scope of work, a tentative schedule, a "cookbook" of policy questions to consider, a public outreach plan, as well as an updated Equity and Inclusion Assessment (EIA)(Attachment 2), all to be used in the update of both neighborhood plans.

The goal is to complete the updated neighborhood plans by the end of 2024 to be adopted with the periodic update to the 2044 Comprehensive Plan. To keep on schedule, some public outreach processes and the meeting schedule for both plans will be combined (for example, we will try to bring the two plans to the same Council and Planning Commission (PC) meetings). The processes will diverge with separate Working Groups, workshops, and with certain engagement opportunities in order to dive deeper into study issues specific to each neighborhood and keep the size of the Working Groups and workshops more manageable. Preliminary study issues for each neighborhood are discussed below.

DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) OBJECTIVES

In response to the passage of Resolution R-5432 and R-5240 in 2020, staff received strong direction from City Council that future neighborhood planning processes should involve more diverse participation from historically underrecognized groups in planning processes including: Black people, indigenous people, immigrants and refugees, faith-based groups, renters, human services, social justice and affordable housing groups, the LBGTQIA+ community, businesses, non-resident interest groups, and young people.
Last year, the City's adoption of the draft DEIB Five Year Roadmap (R-5548)[3] strengthened the aforementioned direction and provided a more focused pathway toward intentional DEIB work.

To help with this effort, staff has gathered demographic information about the people who live in each neighborhood including age, population, race, ethnicity, number of households, household income, and housing tenure, from the 2020 Census and 2025 projections (source: ESRI (a geographic information system and data resource company; see Attachments 3 and 4). Aerial maps depicting the boundaries of each neighborhood are contained in Attachment 5 for the Juanita Neighborhood, and in Attachment 6 for the Kingsgate neighborhood.
Staff will be prioritizing implementation of the policy and text recommendations delivered through the Equity Review Report prepared by ECONorthwest[4] in October of 2022, related to the 2044 Comprehensive Plan update process. The report highlights a

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[3] https://www.kirklandwa.gov/files/sharedassets/public/city-managers-office/roadmap-as-adopted_1.pdf
[4] https://www.kirklandwa.gov/files/sharedassets/public/planning-amp-building/kirkland-2044-comp-plan/equity-review-report-kirkland-comprehensive-plan-econorthwest-final20221108.pdf

displacement risk map in census tracts generally aligning with Kirkland boundaries. Displacement, defined as the involuntary relocation of current residents or businesses, is calculated using available data on socio-demographics, transportation qualities, housing availability, as well as other metrics. The map depicts some areas in Kingsgate and Juanita that might have moderate risk of displacement. This information may be valuable for synthesizing how private and public investments could be prioritized to these two communities.

The updated plans will also reflect on the history of the Duwamish Tribe (whose presence predated white settlement and continues today) as part of the City's commitment to dismantle structural racism. We recognize and celebrate the rich, local native history of these areas and will continue to take actions through policy and practice that emphasize the importance of Kirkland's past that may have historically been neglected through traditional policy.

In addition to including greater diversity in participation, the Council requested, when revising neighborhood plan policies and text, that staff and the community ensure that the revised plans include:

- Text narrative that is welcoming to those who live or work outside the boundaries of each neighborhood, including households who may desire to live in the neighborhood;
- Support for citywide Middle Housing (MH) and affordable housing policies in the Housing Element, the Housing Strategy Plan objectives, and adopted MH and Accessory Dwelling Unit code regulations;
- Support for other citywide goals and policies; and
- Recognition of the First Peoples who lived in the area prior to white settlement of Kirkland and who continue to live in the area today.

Recent work with the City's equity consultant on an "equity scrub" process and application of DEIB principles to future updates has proven valuable as we search for ways to ensure that Kirkland is a welcoming place for all. Staff continues to work with the City Manager's office to improve on these efforts. For example, staff will prepare an Equity Impact Assessment (EIA) at the beginning and end of the process (see Attachment 1 EIA section and draft EIA in Attachment 2).

WORKING GROUPS

Members of the two small Working Groups are in the process of being selected to work closely with staff throughout the process. Their role is as a conduit between staff and their fellow community members in the neighborhood and broader community. Working Group members are expected to attend Planning Commission and other public meetings, and to review draft plans prepared by staff. The Neighborhood Plan Update Framework document (Attachment 1) describes in more detail the membership and role of the Working Group. In selecting the representatives for the Working Groups, we are trying to recruit a diverse range of interests (including the business community) and perspectives to bring to the process while keeping the groups a manageable size.

PUBLIC OUTREACH PLAN

The Framework document in Attachment 1 describes the schedule and public outreach plan for the neighborhood plan process. Planned outreach includes mailing postcards to

all residents and property owners in both neighborhoods, issuing email announcements, conducting an online survey, conducting separate workshops for each neighborhood (visioning and issue identification), holding meetings with Council and PC, and other opportunities. Planning staff will send out email announcements and coordinate with the communications team in the City Manager's office to issue media releases.

PRELIMINARY STUDY ISSUES UNIQUE TO EACH AREA

Potential study issues of concern to each neighborhood will be gathered from results of the online survey, workshops and public comments received. Staff has identified a list of preliminary issues to study below (note that many other issues, such as fostering 10-minute neighborhoods and local-serving neighborhood retail facilities, will be studied as part of the larger K2044 Comprehensive Plan Update):

Juanita Neighborhood Plan (low level of revision is expected)
- evaluate opportunities to increase pedestrian pathways and connections within the neighborhood
- identify policy considerations surrounding open space and parks
- identify policy considerations surrounding Juanita Bay and the associated wetlands to the east, as they are the single most critical environmental feature of the neighborhood that must be protected
- evaluate opportunities to increase protection of natural resources and community amenities
- policy and land use changes may be considered through community requests for zoning changes
- reformat the existing text to be consistent with current format for neighborhood plans
- ensure that the language used reflects Kirkland's values as a welcoming, inclusive, and equitable city
- update the vision statement and try to make it more concise
- re-evaluate, prioritize, and transform the existing text headings into policy statements
- revise to describe current land uses as there have been changes since the last update
- add historical text about the area and recognize the First People of Kirkland

Kingsgate Neighborhood Plan (low to moderate level of revision is expected)
- evaluate opportunities to increase protection of natural resources and community amenities
- support environmental projects that address issues such as urban forestry deficiency, and flooding within the neighborhood
- review and consider improvements to policies related to open space and parks
- address and acknowledge transit/traffic concerns due to growth in nearby jurisdictions
- reformat the existing text to be consistent with current format for existing plans
- ensure that the language used reflects Kirkland's values as a welcoming, inclusive, and equitable City
- re-evaluate, prioritize, and transform the existing text headings into policy statements

- revise to describe current land uses as there have been changes since the last update
- update the existing vision statement, including describing the neighborhood's unique identity
- add historical text about area and recognize the First People of Kirkland

STATUS OF PROJECT

The following tasks have been completed or are in-progress:
- July/August - Project kick off
- Neighborhood Plan Update Framework (see Attachment 1)
- Neighborhood Association Board and general meetings scheduled
- Soliciting Working Group members
- Project webpages live: Juanita Neighborhood Plan[5] and Kingsgate Neighborhood Plan[6]
- Email list servs created on each webpage allowing community members to sign up to receive announcements
- Inter-departmental staff meeting
- Kirkland Youth Council meeting scheduled
- Demographic data from ESRI (see Attachments 3 and 4)
- Drafting of survey questions
- Draft Equity Impact Analysis (EIA) (see Attachment 2)
- City wide media announcement

NEXT STEPS

Staff will begin work in the coming months on the below steps in the neighborhood plan update process *(See Attachment 1, Table 2 for Project Schedule)*:
- City Council briefing – date TBD
- Conduct first Working Group meetings
- Mail postcards to property owners and residents to encourage participation, and publicize the survey and workshop dates
- Issue survey
- Organize and conduct workshops
- Planning Commission study sessions

Future work steps anticipated to begin in 2024 include the following:
- Issue draft Plans for public comment
- Planning Commission public hearing (anticipated Spring 2024)
- Final adoption by City Council (anticipated Fall 2024)
- Post-project analysis and follow up equity analysis via supplemental EIA

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[5] https://www.kirklandwa.gov/JuanitaPlanUpdate
[6] https://www.kirklandwa.gov/KingsgatePlanUpdate

QUESTIONS FOR PLANNING COMMISSION

- Does the Commission support the planning process outlined in this memo and the Framework document? Do you have additional suggestions for the process or public outreach plan?

- Does the Commission have suggested issues to study in each neighborhood that are not listed in this memo?

ATTACHMENTS

1. Framework Document, tables and attachments
2. Draft Equity Impact Assessment
3. Juanita demographic data (ESRI)
4. Kingsgate demographic data (ESRI)
5. Juanita neighborhood map
6. Kingsgate neighborhood map

cc: File Number CAM23-0554, CAM23-00555

EQUITY IMPACT ASSESSMENT (EIA) – August 7, 2023

Stage 1 – Big Picture Thinking

Stage 2 – Learning & Consultation

Stage 3 – Analysis

Stage 4 – Making a Plan

Stage 1 – Big Picture Thinking is about doing a preliminary assessment of the policy, program, service or initiative (PPSI) that is being reviewed. It involves stepping back from the detail and the day-to-day to ask questions about how the issue is related to equity.

Stage 2 – The learning and consultation stage involves data collection and analysis, and then using that information to plan outreach and engagement activities to learn even more. This where consulting with internal and external stakeholders happens, and most importantly, engagement with service users and residents. This stage takes the longest amount of time in the EIA process, and depending on the scale and impact of the issue, will need to incorporate feedback loops with stakeholders.

Stage 3 – Analysis requires deep reflection and critical thinking, as well as vulnerability to admit the issue may have some flaws that need addressing. This stage starts with synthesis of Stage 2 information and identification of gaps in data, feedback still needed, and missing stakeholders. It then moves into critical thinking about how PPSI may have positive or negative impacts on equity and inclusion.

Stage 4 – Making a Plan is the culmination of the EIA process, and where innovation and design come into play. Developing an inclusive and equitable issue is the goal and is accomplished by making recommendations, identifying an implementation plan and tracking steps to get there. This stage results in a document to share with decision-makers for review and feedback.

Stage 1 – Big Picture Thinking

While it may sound obvious, having a clear description of the policy, program, service or initiative is critical.

What is the PPSI?

Beginning in 2023, The City of Kirkland Planning and Building department will be coordinating with the Juanita neighborhood community to conduct an update to the Juanita Neighborhood Plan chapter within the Comprehensive Plan. The Neighborhood Plan serves to establish a vision and a set of policies specific to the neighborhood for the next 20 years that promote the broader, citywide goals and policies of the Comprehensive Plan.

Why is this PPSI needed?

The Juanita neighborhood is growing and developing in many ways. Naturally, a Neighborhood Plan that adequately and equitably guides this growth requires periodic evaluation to determine if the vision statement and policies within the Plan continue to reflect the people who live, work, and visit the neighborhood. The update is also essential for ensuring consistency with the Comprehensive Plan. Since the Plan's last update in 2015, the City has adopted three major resolutions within the last few years: R-5240, which directs the City to identify ways to be a more welcoming and inclusive community and R-5434, which strives to create a Kirkland where Black people feel safe and respected and interpersonal, institutional and structural racism no longer exists, and R-5548, which adopts the draft Diversity, Equity, Inclusion and Belonging Five Year Roadmap (July 5, 2022). It is important that that City policies, plans, programs, and initiatives acknowledge and support these efforts and propel them forward.

Who is your audience?

All people who live, work and visit the Juanita neighborhood including: residents (renters, property owners, as well as those experiencing homelessness), business owners and employees, immigrants, youth, seniors, participants in the faith-based community and anyone who visits the neighborhood.

What are the intended outcomes?

- An updated neighborhood plan that has been cultivated through a public outreach process that involved a diversity of participants from the community in the neighborhood.
- Priority list of potential code amendments or other initiatives to implement the new policies. One example may be increasing residential density in the Juanita Neighborhood by adopting code amendments.

- Other changes to be considered include:
  - Adding a land declaration to the plans which acknowledges the Coast Salish First People in Kirkland, the Duwamish (this is planned to be included in the beginning of the *revised 2044* Comprehensive Plan update).
  - Policy support for open space, public greenspace, and pedestrian connections in areas of the neighborhood currently deemed to be deficient
  - More inclusive and equitable policies that foster and promote a greater sense of belonging for Black, Indigenous and People of Color in the community
  - Greater representation of businesses serving diverse cultures and age ranges
  - Continuing to build upon efforts related to R-5434, R-5240, and R-5548 to broaden outreach and representation in the neighborhood planning process, with special emphasis to hear from, respond to, and act upon those voices which have been historically underrepresented in the past.

How is the PPSI related to equity and inclusion along the following markers of difference? Is there likely to be a high, medium or low impact for certain groups of people in your community?

The answers below are a best guess given existing information, and the goal will be to make changes that create positive impacts. A deeper evaluation of demographic information and business ownership information will aid in further analysis. Each neighborhood is unique and may have different levels of proposed changes and impacts. Staff will do a thorough analysis with information we can obtain. And we will enlist others with expertise on equity, inclusion, and affordable housing to inform staff on beneficial changes to update the plans.

- Race or ethnicity? Positive – Medium to High impact
- Gender and gender identity? Positive – Low impact
- Disability? Positive – Medium impact
- Age? Positive – Low impact
- Sexual orientation? Positive – Low impact
- Religion, Faith or Belief? Positive – Low to Medium impact
- Socio-economic factors? Positive – Medium to High impact
- Language proficiency? Positive – Medium impact

Which communities and groups will need to be involved in the development of the PPSI?

The goal is to conduct strategic and thorough public outreach through a variety of techniques to involve a diverse population within the neighborhood. See the Community Engagement and Public Outreach Plan within the Neighborhood Plan Framework scope of work and process document. Specifically, we will involve the Planning Commission, Kirkland Youth Council, Kirkland Senior Council, City Council, the neighborhood association, the faith-based community, and representation from those who rent homes, own homes, or those experiencing homelessness in the neighborhood. We must also involve those who work in the businesses within the neighborhood but perhaps face barriers to living in Kirkland, as well as other networks that work closely with Black, Indigenous and other communities of Color.

Stage 2 – Learning & Consultation

EIA's should ensure that the PPSI incorporates the best available data, and that outreach and engagement approaches include communities and groups that will be most impacted. This stage should set out how equity information, research and best practice has been collected. It should also describe in detail the fieldwork plan and the feedback loops back to stakeholders and communities.

What available data do we have on the service users/customers/communities that will be impacted by this PPSI?

☐ Equity profile of service users by race/ethnicity, gender and gender identity, disability, age, sexual orientation, religion/faith and socio-economic status.
☐ Evidence from relevant surveys, complaints, outreach efforts
☐ American Community Survey data specific to Kirkland

What do stakeholders think about the PPSI?

Preliminary stakeholders indicate there is great opportunity to make the Neighborhood Plan relevant to the City's efforts to be better connected and more equitable. Staff plans to make additional efforts throughout the engagement process, continuing to pose this question at multiple stages throughout the update to better understand what resonates best with the community.

How have you consulted with key stakeholders in the process of developing the PPSI?

☐ Consulted with internal staff stakeholders, Public Works, Parks and Planning and Building
☐ Consulted with City Manager's Office (Communications, DEIB, and Economic Development) staff
☐ Consulted with Human Services division staff
☐ Consulted with Juanita Neighborhood Association
☐ Consulted with Transportation division staff
☐ Consulted with Planning Commission
☐ Consulted with City Council
☐ Consulted with Kirkland Youth Council
☐ Consulting with Kirkland Senior Council
☐ Meeting/consulting with Juanita Working Group
☐ Outreach to priority populations contacts associated with the 2044 Comprehensive Plan update

What have we done already and what more do we need to do?

More inclusive and equitable outreach is a city-wide goal that this effort is aimed at achieving. All stakeholders that have been contacted have been supportive of our outreach efforts so far, but more can be done and greater emphasis will be put forth in reaching historically underrecognized community members such as Black, Indigenous, and other community members of Color, renters, and employees of businesses. The City has built up an extensive network of community stakeholders as part of the Comprehensive Plan update process, which will be an important resource for this Neighborhood Plan update as we aim to reach the populations we traditionally hear from the least.

As part of the 2044 Comprehensive Plan update process, Broadview Planning consultants worked with City staff to develop a Community Engagement Plan. In addition, an Equity Review Report prepared by EcoNorthwest (October 2022) provides an equity gap analysis of the existing Comprehensive Plan with recommendations for policy and text changes for each Element, a demographic profile of Kirkland, including maps where there are populations living at risk of displacement and higher health risks, an overview of new requirements from the Regional and State levels that cities should consider when planning for equity and inclusion. Both documents should be used as resources for the neighborhood plan update process.

What are some potential barriers to participation for different groups? What voices have been missing from your outreach?

☐ Many Black, Indigenous, and other community members of Color don't have specific representation, but staff is actively seeking to achieve a Working Group for the neighborhood that is proportionally reflective of the community.

☐ Renters may have barriers related to lack of ownership and may not feel included in the plans as they have not been specifically addressed in previous neighborhood plans and they have not had the same representation that homeowners have enjoyed. The interest level of renters in participating in a neighborhood planning process may also be a barrier.

☐ Non-English speakers have barriers related to language in plans and outreach meetings.

☐ Disabled community members may have physical access and electronic access barriers, both for the outreach process and those that can be addressed in the final plans.

☐ Barriers for many of the underrepresented groups mentioned above could be financial as it takes time to participate that could otherwise be spent working to support oneself or family. The City's gift card policy to encourage participation could be explored if there is budget in the outreach process.

Gaps:

Areas where more information is required and longer-term measures to be taken to strengthen data?

- Renter community data and contact strategies
- Neighborhood business breakdown by business type to determine specific markets and engagement opportunities
- Data regarding people with disabilities or accessibility challenges and their needs within the neighborhood
- Social media engagement data (both for businesses and community members)
- Businesses employee data (how many employees and if live locally or not)

How feedback and challenges from informed groups and individuals will be used to ensure that the final PPSI is robust, addresses identified needs and promotes equity and inclusion.

- Greater emphasis on learning and applying what we learn from Black, Indigenous, and People of Color; youth; folks who identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual plus (LGBTQIA+); seniors; low-income households; people experiencing homelessness; people with disabilities or accessibility challenges; and immigrant communities including people facing language barriers, renters and faith-based communities.

- Each outreach process informs the next one and continually improves them city-wide so that all community members see representation and are heard. Interdepartmental collaboration between Planning Staff, City Manager's Office, the Human Services division, Capital Facilities team, Transportation division, and other internal stakeholders will prove valuable and will help ensure outreach is effective, efficient, and that lessons learned from previous efforts help direct our approach.

Stage 3 – Analysis

This is where you start synthesizing your information and assessing impact. It is essential to consider not just the intended consequences of the PPSI but also any unintended consequence and barriers that might prevent it being effective for certain community groups. This section sets out how equity information has been analyzed and the likely impact identified.

Will any groups be <u>negatively</u> impacted because of the PPSI?

- If the updated Plan does not have inclusive and equitable policy language, then protecting the status quo will remain in place and equitable growth will be less likely to occur.

☐ A potential breach in trust may occur if the input received from our traditionally underrecognized communities isn't studied with intention and reviewed with open communication throughout the process. This may result in an overall negative outcome for future public engagement processes the City undertakes.

Will there be issues of access for some groups?

Yes, renters or employees of businesses who have not been historically represented by existing neighborhood and business organizations might present issues for access. The employees of the neighborhood who may not be able to afford to live in Kirkland but would like to may be more difficult to access given the natural degree of their civic participation interests and time spent in the area being primarily occupational in nature. Additionally, in areas of the neighborhood with a higher concentration of non-native English speakers, language accessibility could present as an issue. Translation of educational and engagement materials should prevent the issue from being a barrier in meaningful participation.

How might the PPSI positively impact equity and inclusion?

☐ The more diverse representation in the Working Group and throughout the engagement process to ensure inclusionary and equitable outcomes.
☐ The city-wide policies that have sprung from R-5434, R-5280, R-5548 will be brought into the neighborhood plans and should help inform direction for all neighborhoods and planning efforts.
☐ The learning that is going on now regarding equity and inclusion is front and center in our outreach efforts, and we will be discussing this fact with the entire neighborhood. In this way, we can invite all community members to a common understanding about how to move forward and build a city where all feel welcome and included in all city initiatives.

Stage 4 – Making a Plan

This section sets out recommendations, actions to be taken to address any adverse impacts, and other areas that could promote equity and inclusion. It is recommended that Stage 4 identifies who in your organization is accountable for next steps; that it sets out clear measures for tracking progress; and clearly shows how communication will flow back to stakeholders and the broader community.

How can we mitigate any negative issues identified in Stage 3?

☐ Awareness of potential negative outcomes and discussion of barriers to reaching all stakeholders.

☐ Address the gaps in diverse participation by using existing relationships developed by the City Manager's Office and Human Services division using our trusted messengers and allies to develop a resilient connection for all city outreach.

How will the PPSI promote equity and inclusion? Are there further ways to <u>maximize</u> the positive impacts?

☐ Consultation with diversity, equity, inclusion and belonging experts, as resources allow.
☐ Review of the Equity Review report by EcoNorthwest and Community Engagement Plan by Broadview Planning consultants prepared for the 2044 Comprehensive Plan.
☐ Language in the plan will be revised to be inclusive and that which is exclusive will be removed (see reports listed above).
☐ Consultation with City Manager's Office and Human Services division so that this planning effort can be a great representation and show other City outreach staff how we are learning and applying diversity, equity, inclusion and belonging concepts.
☐ Achievement of more equitable policies that encourage evaluation of potential opportunities to encourage more affordable housing consistent with Land Use, Housing, Human Services, Transportation element policies within the Comprehensive Plan.
☐ Concrete actions should come from the information we learn, so that those who are participating for the first time feel they have a voice as we build and empower them to be leaders in the community.
☐ Enhanced Transportation policies that promote and support neighborhood connectivity to other areas and districts within Kirkland and which make mobility even easier, safer and faster, and which improves existing connections to the Cross Kirkland Corridor.

How will the PPSI be implemented and communicated to make it accessible and transparent?

☐ The final plans themselves should be communicated broadly and be relevant and accessible. Plans that mindfully incorporate equity and inclusion at their core should be templates for future work. Policies that come from the neighborhood planning update process may be implemented in terms of new code amendments or new programs. Implementation will be open, accessible and transparent. The many diverse representatives from the neighborhood will be kept abreast of changes so they can remain engaged and can provide support.

Who is responsible for making recommendations to the appropriate body? i.e. City Manager, City Council, Department Director? How will we track progress on recommendations?

☐ Staff makes a recommendation to the Planning Commission, which holds a public hearing and then with staff facilitation makes a recommendation, based on community feedback from workshops, surveys to the City Council for both changes to the existing neighborhood plans and any related code amendments that come later.

Recommendations

- Conduct a post assessment after this process to determine which efforts should be repeated in the future, those that should not, and how we can otherwise improve on our next effort. See Community Engagement Plan for the 2044 Comprehensive Plan update for an example of post evaluation process.
- Consider recording the new policies and code amendments and track their success over time. And if not achieving an outcome, look to revise specific policies or code amendments between cycles of plan updates.
- Formalize the use of Diversity, Equity, Inclusion and Belonging staff and designate a central person to work with staff on outreach efforts and evaluating outcomes from the PPSI.
- Utilize cross training opportunities for all things related to equity with boards and commissions to enhance understanding and support as we transform the city to be an even greater example for the region.

Summary	Census 2010	Census 2020	2023	2028
Population	16,892	18,238	18,635	18,649
Households	7,472	8,012	8,171	8,143
Families	4,100	-	4,566	4,619
Average Household Size	2.22	2.26	2.25	2.26
Owner Occupied Housing Units	4,171	-	4,468	4,634
Renter Occupied Housing Units	3,301	-	3,703	3,509
Median Age	35.6	-	38.3	39.2

Trends: 2023-2028 Annual Rate	Area	State	National
Population	0.02%	0.58%	0.30%
Households	-0.07%	0.70%	0.49%
Families	0.23%	0.75%	0.44%
Owner HHs	0.73%	0.89%	0.66%
Median Household Income	3.25%	3.36%	2.57%

Households by Income	2023 Number	2023 Percent	2028 Number	2028 Percent
<$15,000	473	5.8%	360	4.4%
$15,000 - $24,999	178	2.2%	115	1.4%
$25,000 - $34,999	209	2.6%	139	1.7%
$35,000 - $49,999	461	5.6%	345	4.2%
$50,000 - $74,999	906	11.1%	708	8.7%
$75,000 - $99,999	911	11.1%	828	10.2%
$100,000 - $149,999	1,714	21.0%	1,728	21.2%
$150,000 - $199,999	1,321	16.2%	1,562	19.2%
$200,000+	1,999	24.5%	2,357	28.9%

	2023	2028
Median Household Income	$122,537	$143,796
Average Household Income	$162,111	$187,065
Per Capita Income	$70,900	$81,480

Population by Age	Census 2010 Number	Census 2010 Percent	2023 Number	2023 Percent	2028 Number	2028 Percent
0 - 4	1,023	6.1%	948	5.1%	972	5.2%
5 - 9	831	4.9%	964	5.2%	889	4.8%
10 - 14	799	4.7%	998	5.4%	891	4.8%
15 - 19	796	4.7%	878	4.7%	887	4.8%
20 - 24	1,161	6.9%	1,169	6.3%	1,199	6.4%
25 - 34	3,685	21.8%	3,167	17.0%	3,259	17.5%
35 - 44	2,642	15.6%	3,341	17.9%	3,072	16.5%
45 - 54	2,429	14.4%	2,363	12.7%	2,534	13.6%
55 - 64	1,953	11.6%	2,104	11.3%	1,972	10.6%
65 - 74	898	5.3%	1,680	9.0%	1,666	8.9%
75 - 84	463	2.7%	765	4.1%	1,002	5.4%
85+	213	1.3%	257	1.4%	309	1.7%

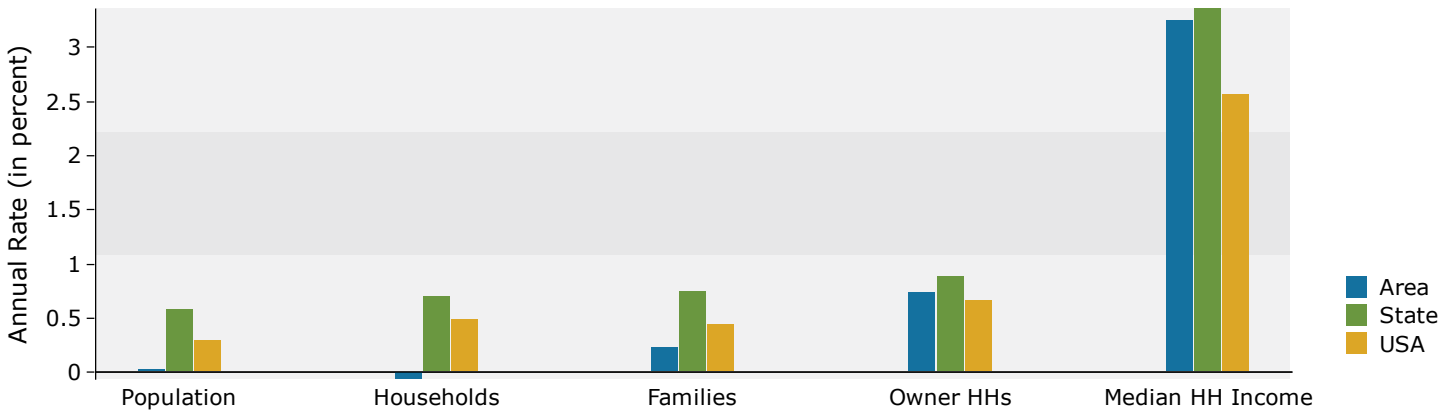| Race and Ethnicity	Census 2010 Number	Census 2010 Percent	Census 2020 Number	Census 2020 Percent	2023 Number	2023 Percent	2028 Number	2028 Percent
White Alone	12,961	76.7%	12,132	66.5%	11,965	64.2%	11,225	60.2%
Black Alone	364	2.2%	436	2.4%	464	2.5%	498	2.7%
American Indian Alone	99	0.6%	87	0.5%	87	0.5%	87	0.5%
Asian Alone	1,926	11.4%	2,924	16.0%	3,319	17.8%	3,828	20.5%
Pacific Islander Alone	56	0.3%	36	0.2%	39	0.2%	39	0.2%
Some Other Race Alone	621	3.7%	687	3.8%	725	3.9%	782	4.2%
Two or More Races	865	5.1%	1,937	10.6%	2,037	10.9%	2,190	11.7%
Hispanic Origin (Any Race)	1,430	8.5%	1,592	8.7%	1,698	9.1%	1,801	9.7%

Data Note: Income is expressed in current dollars.

Source: Esri forecasts for 2023 and 2028. U.S. Census Bureau 2010 decennial Census data converted by Esri into 2020 geography.
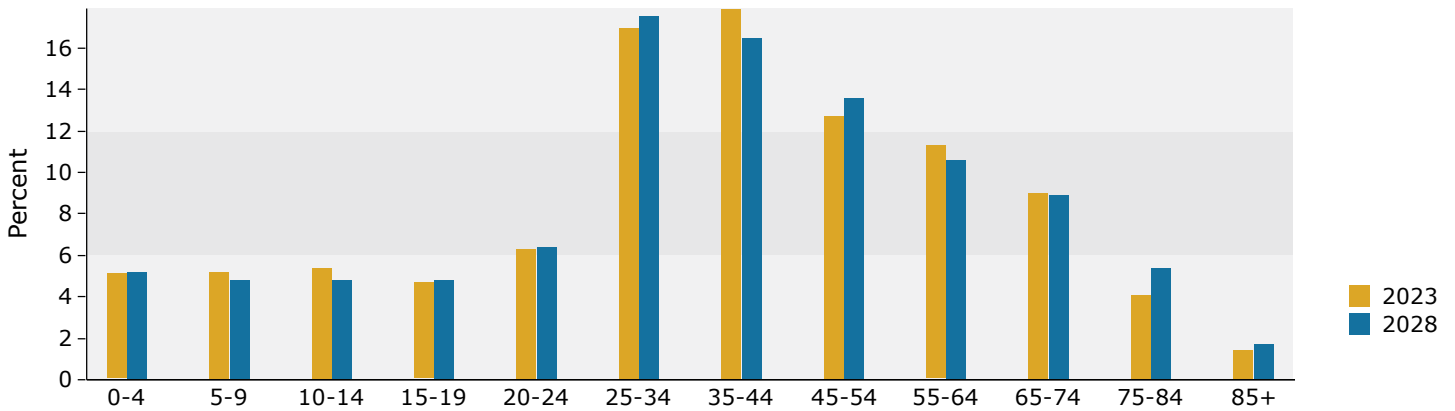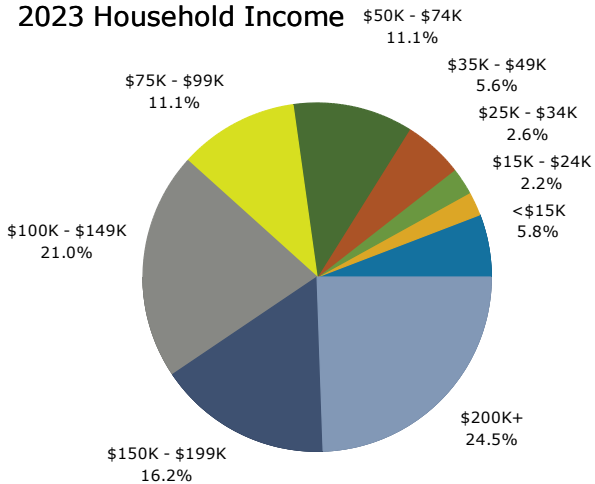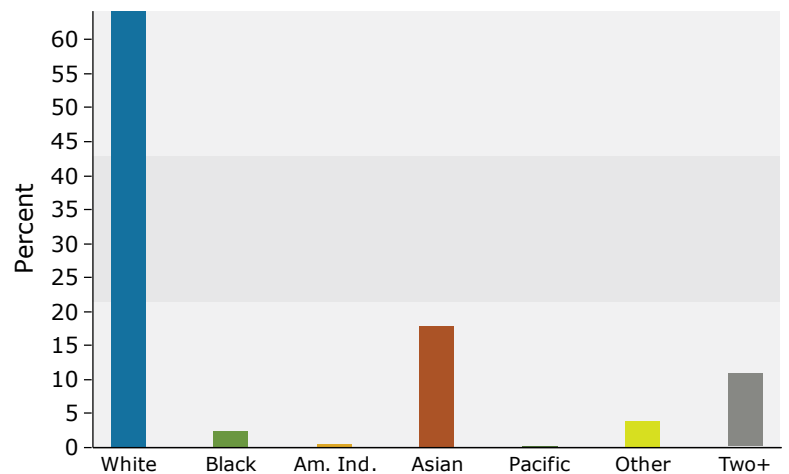
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Trends 2023-2028

Bar chart of Annual Rate (in percent) by category:
- Population
- Households
- Families
- Owner HHs
- Median HH Income

Legend: Area, State, USA

Population by Age

Bar chart of Percent by age group: 0-4, 5-9, 10-14, 15-19, 20-24, 25-34, 35-44, 45-54, 55-64, 65-74, 75-84, 85+

Legend: 2023, 2028

2023 Household Income

Pie chart:
- $50K - $74K: 11.1%
- $35K - $49K: 5.6%
- $25K - $34K: 2.6%
- $15K - $24K: 2.2%
- <$15K: 5.8%
- $200K+: 24.5%
- $150K - $199K: 16.2%
- $100K - $149K: 21.0%
- $75K - $99K: 11.1%

2023 Population by Race

Bar chart of Percent by race: White, Black, Am. Ind., Asian, Pacific, Other, Two+

2023 Percent Hispanic Origin: 9.1%

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Summary	Census 2010	Census 2020	2023	2028
Population	11,295	12,588	12,698	12,713
Households	4,074	4,474	4,503	4,493
Families	2,864	-	3,278	3,311
Average Household Size	2.73	2.76	2.77	2.78
Owner Occupied Housing Units	3,019	-	3,278	3,308
Renter Occupied Housing Units	1,056	-	1,225	1,185
Median Age	37.3	-	38.9	39.3

Trends: 2023-2028 Annual Rate	Area	State	National
Population	0.02%	0.58%	0.30%
Households	-0.04%	0.70%	0.49%
Families	0.20%	0.75%	0.44%
Owner HHs	0.18%	0.89%	0.66%
Median Household Income	3.44%	3.36%	2.57%

Households by Income	2023 Number	2023 Percent	2028 Number	2028 Percent
<$15,000	172	3.8%	135	3.0%
$15,000 - $24,999	124	2.8%	80	1.8%
$25,000 - $34,999	178	4.0%	115	2.6%
$35,000 - $49,999	274	6.1%	185	4.1%
$50,000 - $74,999	390	8.7%	300	6.7%
$75,000 - $99,999	435	9.7%	340	7.6%
$100,000 - $149,999	980	21.8%	1,004	22.3%
$150,000 - $199,999	678	15.1%	815	18.1%
$200,000+	1,272	28.2%	1,520	33.8%

	2023	2028
Median Household Income	$129,992	$153,912
Average Household Income	$169,868	$197,833
Per Capita Income	$60,878	$70,924

Population by Age	Census 2010 Number	Census 2010 Percent	2023 Number	2023 Percent	2028 Number	2028 Percent
0 - 4	768	6.8%	753	5.9%	761	6.0%
5 - 9	704	6.2%	806	6.3%	764	6.0%
10 - 14	724	6.4%	871	6.9%	782	6.2%
15 - 19	723	6.4%	688	5.4%	758	6.0%
20 - 24	606	5.4%	706	5.6%	653	5.1%
25 - 34	1,725	15.3%	1,724	13.6%	1,842	14.5%
35 - 44	1,711	15.1%	2,064	16.3%	1,889	14.9%
45 - 54	1,692	15.0%	1,601	12.6%	1,716	13.5%
55 - 64	1,370	12.1%	1,572	12.4%	1,456	11.5%
65 - 74	770	6.8%	1,172	9.2%	1,153	9.1%
75 - 84	346	3.1%	580	4.6%	717	5.6%
85+	155	1.4%	161	1.3%	221	1.7%

Race and Ethnicity	Census 2010 Number	Census 2010 Percent	Census 2020 Number	Census 2020 Percent	2023 Number	2023 Percent	2028 Number	2028 Percent
White Alone	8,265	73.2%	7,476	59.4%	7,186	56.6%	6,662	52.4%
Black Alone	194	1.7%	316	2.5%	330	2.6%	352	2.8%
American Indian Alone	48	0.4%	87	0.7%	87	0.7%	88	0.7%
Asian Alone	1,810	16.0%	2,601	20.7%	2,918	23.0%	3,298	25.9%
Pacific Islander Alone	33	0.3%	26	0.2%	26	0.2%	27	0.2%
Some Other Race Alone	458	4.1%	686	5.4%	715	5.6%	760	6.0%
Two or More Races	486	4.3%	1,395	11.1%	1,437	11.3%	1,527	12.0%
Hispanic Origin (Any Race)	1,052	9.3%	1,311	10.4%	1,383	10.9%	1,456	11.5%

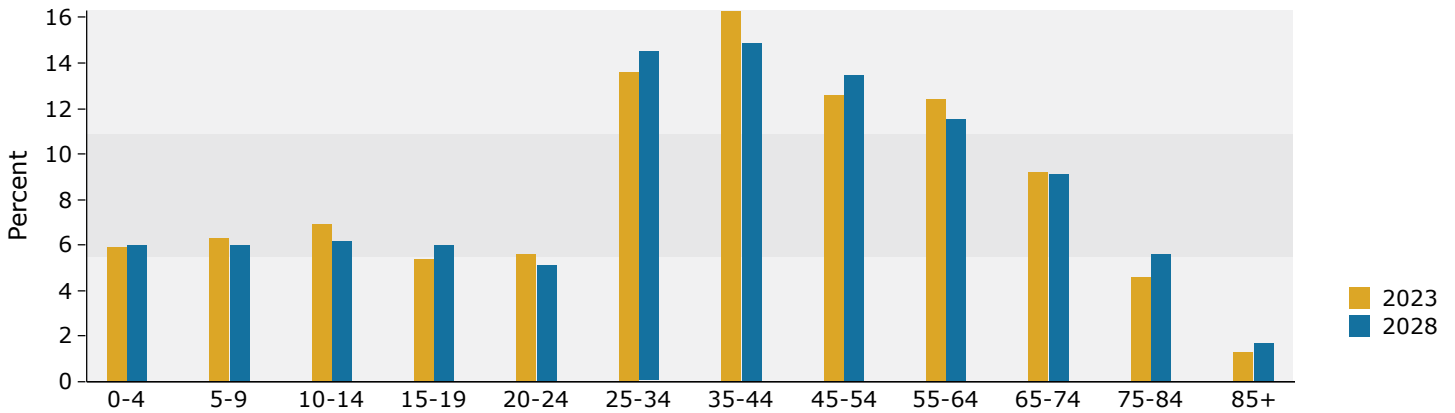**Data Note:** Income is expressed in current dollars.

Source: Esri forecasts for 2023 and 2028. U.S. Census Bureau 2010 decennial Census data converted by Esri into 2020 geography.
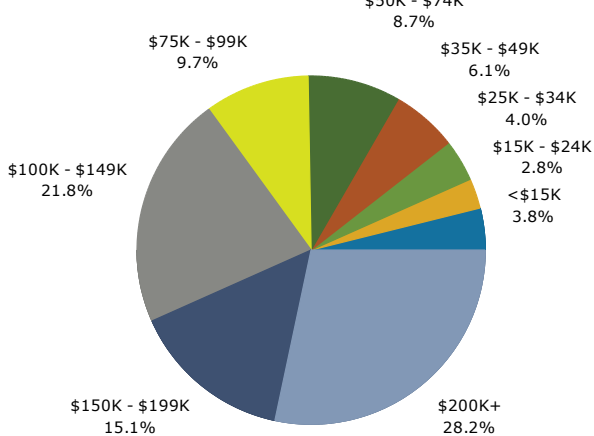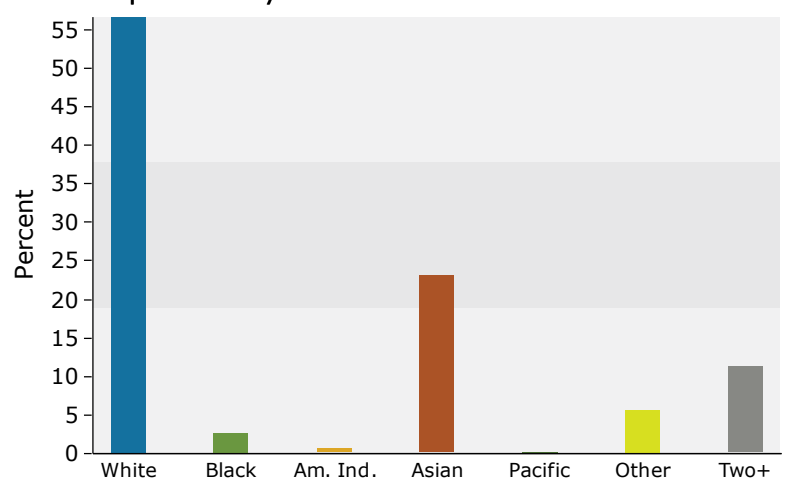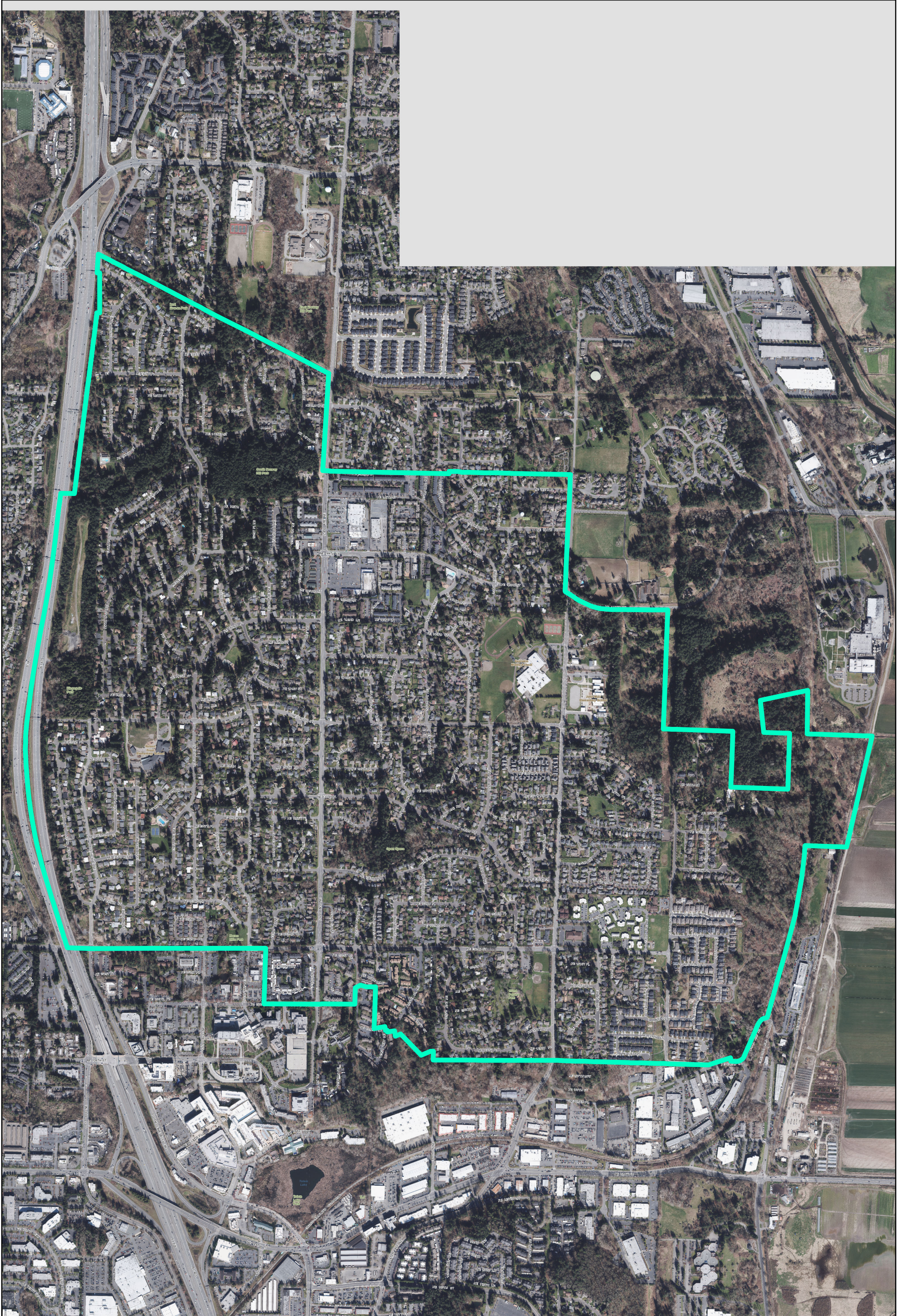
July 31, 2023

Trends 2023-2028

Bar chart showing Annual Rate (in percent) for Area, State, USA across Population, Households, Families, Owner HHs, and Median HH Income.

Population by Age

Bar chart showing Percent by age group (0-4 through 85+) for 2023 and 2028.

2023 Household Income

Pie chart:
- $50K - $74K: 8.7%
- $75K - $99K: 9.7%
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- $100K - $149K: 21.8%
- $150K - $199K: 15.1%
- $200K+: 28.2%

2023 Population by Race

Bar chart showing Percent by race: White, Black, Am. Ind., Asian, Pacific, Other, Two+.
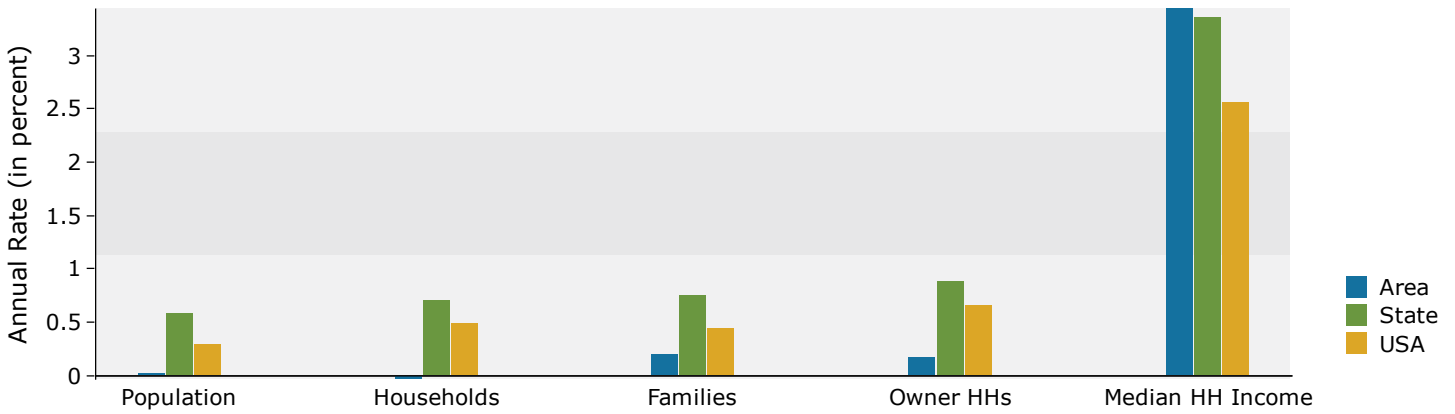
2023 Percent Hispanic Origin: 10.9%

Kingsgate Neighborhood

Juanita Neighborhood

CITY OF KIRKLAND WASHINGTON