



City of Bellevue

DIVERSITY ADVANTAGE PLAN UPDATE

Elaine Acacio

Diversity & Inclusion
Program Administrator

Blayne Amson

ADA/Title VI Program
Administrator

Yuriana Garcia Tellez

Diversity Outreach &
Engagement Administrator

August 5, 2019



Direction Needed from Council

Information Only – Staff will provide an update on the progress made over the past year. No direction is being sought from Council at this time.



CITY OF BELLEVUE DIVERSITY ADVANTAGE PLAN

Enriching the quality of life for all through:



Access:

Build an environment that values the abilities of all, by proactively removing barriers and providing accommodations for full participation.



Equity:

Create a fair and just community where equality is the outcome by recognizing and correcting historic and systemic inequity.



Inclusion:

Foster a welcoming city, by providing a safe and gracious space where the entire community can engage in civic life.



Opportunity:

Share prosperity by connecting residents, schools, businesses, faith and non-profits to work together for the common good.



Understanding Cultural Competence:

Produce equitable policies and practices, by developing skills and knowledge that facilitate effective interactions across diverse cultures.



and always Why:

"Bellevue welcomes the world. Our diversity is our strength. We embrace the future while respecting our past."

Council Vision 2014

Reflecting on Past Progress

Since the last Council update, the city has:

- Expanded the Bellevue Diversity Advisory Network
- Leveraged coalitions and collaborations to better understand city and regional equity initiatives
- Created employee resource groups to bring forward diverse perspectives
- Invested heavily in language access
- Adopted the ADA Self-Evaluation & Transition Plan



Fulfilling Plan Recommendations



Cultural competence in the community



Education



Cultural competence in city government



Economic Development



Human services



Civic Engagement



Public safety

For example:



Bellevue Diversity Advantage Network

3



Community Engagement & Partnerships

Highlights from 2018-2019

Outreach & Engagement



3,4,9



2, 8

Representation reflective of the community

Bellevue Diversity Advisory Network

Bellevue Essentials

Police Advisory Committees



6



12



1, 3



9

Cross-Cultural Programming Public Outreach
Study Phase I



Signature Programs



12



2, 8, 10

Dr. Martin Luther King Jr.
Speaker, Celebration & Health
Resource Fair

Welcoming America - Eastside
Welcoming Week



2



2

Cultural Conversations



10

Youthlink Board Unity
Through Diversity



Supporting Community by Removing Barriers



2

Race & Equity Summit



2,5

BSD Boom & Shout Experience



6

Bellevue College Pride



5, 10

Cultural Crossroads Festival



10

Tasveer South Asian Film Festival



Impact Through Partnerships

Local



1,3

Bellevue College &
Bellevue School District



4,5

Wrap-around Services



2,5

Eastside Pathways



Regional



10



2

Eastside Race &
Leadership Coalition



2,10

Eastside Immigrant &
Refugees Coalition



10

Census 2020
Communities Count
Committee



4,12

Governing for Regional
Equity & Inclusion



Emerging Issues in the Community

Highlights from 2018-2019

Pulse on Emerging Issues

Immigration

Support on immigration resources

Know your Rights Initiative

Support in Challenging Times

Solidarity with the Muslim community

Community meetings held by Police and Neighborhood Outreach





Cultural Competence in City Government

Highlights from 2018-2019

Building the Foundations of Cultural Competency



2b,4,5

Training & Development



1,2a,
3,12

Department workplans on diversity



1,12

Cross-functional teams



Cross-departmental Diversity Liaisons



Commissioners & Board members at Cultural Competence Foundations training.

Citywide Initiatives: A culture of belonging



7



Diversity Talent Hiring Initiative



4

1



Employee resource Groups

7,12

- Disability Allyship Resource Team (DART)
- Employees of Bellevue for Racial & Cultural Equity (EmBRACE)
- Rainbow Alliance for Diversity (RAD)



Citywide Initiatives: Removing barriers and creating opportunity



4

Procurement Diversity Inclusion Plan

**EMPOWERING OPPORTUNITY:
M/WBE &
SMALL BUSINESS
PROCUREMENT
NETWORKING & SEMINAR**

December 5, 5:30 pm – 8 pm
BELLEVUE CITY HALL | 450 110th Ave NE, Bellevue, WA 98004

IF YOU ARE A WOMEN, MINORITY BUSINESS ENTERPRISE (M/WBE) OR SMALL BUSINESS ENTERPRISE (SBE), WE ENCOURAGE YOU TO ATTEND!

- Learn about the City's Procurement Diversity Inclusion Plan
- Meet with government contracting representatives
- Network with contractors, professional service providers, and suppliers



8, 9

Language Access



Americans with Disabilities Act & Title VI



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Compliance



2b,4

Curriculum



8,10

Title VI



2b

Ableism, Allyship & Disability Justice

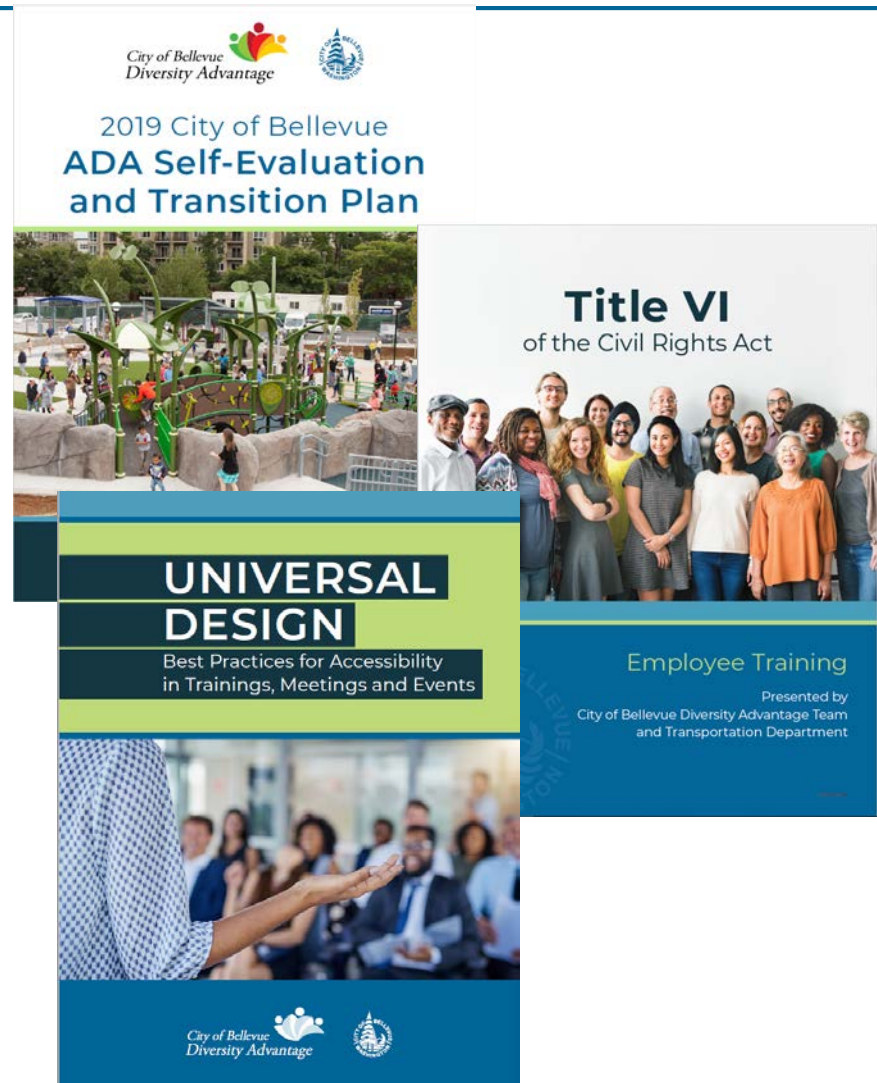


2b,9,10



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Universal design



What's Ahead: 2020



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Cross-Cultural Feasibility Study



5

Exploration of cultural liaisons program



2b,4,5

Expansion of training offerings



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Performance measures and evaluative criteria



8

ADA/Title VI community engagement



3,8,12

Continued implementation of the ADA
Self-evaluation and Transition plan and
departmental work plans



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