

# MEMORANDUM



Bellevue Parks &  
Community Services

**Date:** March 18, 2026

**To:** Parks & Community Services Board

**From:** Douglas F. Raiford, DEI Program Administrator, *Parks & Community Services*  
Sara Boyle, DEI Community Outreach and Engagement Administrator, *Human Resources*

**Subject:** Report on City of Bellevue's Diversity Advantage Plan 2035  
For information only - no Board action requested

## BACKGROUND/ANALYSIS

Adopted by the City Council on December 9, 2025, the Diversity Advantage Plan 2035 (DAP 2035) is Bellevue's citywide strategic plan for embedding diversity, equity, and inclusion into how the city operates, delivers services, and shows up culturally. Rooted in the city's Diversity, Equity and Inclusion (DEI) Core Value, the plan encompasses the City's vision and commitment to a more equitable Bellevue where the community and the City of Bellevue work together to improve quality of life for community members.

DAP 2035 includes 41 long-term equity objectives shaped by community and staff input, aligned to existing priorities such as the City Council's strategic target areas. Guiding principles throughout the plan speak to both the *how* and the *why* of this ongoing work, addressing community-facing services alongside the organization's internal culture and practices.

The plan serves as a shared roadmap for expanding access, deepening impact, and staying responsive to all who live, work, study, and play in Bellevue. It will help the city:

- Engage more authentically with residents and create real opportunities for shared decision-making
- Respond more effectively to evolving community needs
- Improve meaningful access to city services and programs for all
- Equip staff with the resources and support needed to apply an equity lens to their work
- Connect DEI efforts to broader strategic priorities across the organization
- Establish clear measures of progress and success
- Communicate the city's values and advancements to the communities it serves.

Sarah Boyle, DEI Community Outreach & Engagement Administrator, and Doug Raiford, PCS DEI Program Administrator, will present an overview of DAP 2035 and highlight the sections most relevant to Parks & Community Services.

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## Attachments:

1. [Diversity Advantage Plan 2035](#)
2. [Diversity, Equity and Inclusion Core Value](#)
3. [City Council Strategic Target Areas](#)