

# Diversity Advantage Team City Manager Report

Monday, June 5, 2023

Dr. Linda Whitehead, Chief DEI Officer

Sara Boyle, DEI Community Outreach and Engagement Administrator

*“Bellevue welcomes the world. Our diversity is our strength.*

*We embrace the future while respecting our past.”*



# Tonight's Presentation

Highlights of the Diversity Advantage Team's current work:

- A. Diversity Advantage Plan (2014)
- B. Budgeting for Equity Tool
- C. DEI Training and Development
- D. Centering Communities of Color (CCC)
- E. Cross Cultural Project
- F. Annual Cultural Events

# Highlights of Current Work

## Diversity Advantage Plan (2014)

1. The Diversity Advantage Plan is a data-driven, foundational document guiding our daily work and outlook
2. Update the 2014 Diversity Advantage Plan using both community and staff feedback
3. Deepen commitment to a more equitable diverse community

# Highlights of Current Work

## Budget Equity Tool

1. Implementing equity into departmental policies and practice
2. Analyzing whether budget allocations advance equitable outcomes for all residents
3. Budget Equity Tool strategies:
  - A. Adopt Equity Lens
  - B. Data-Driven
  - C. Assessment and Accountability

# Highlights of Current Work

## DEI Training and Development

Developing Curriculum for All-Staff Training:

1. *"Interrupting Microaggressions and Privilege"*
2. Joint development by Diversity Advantage Team and Human Resources
3. Training of all staff done in conjunction with Human Resources

# Highlights of Current Work

## Centering Communities of Color (CCC)

1. Bellevue, a community that values and commits to racial equity by:
  - A. Developing trust and awareness through dialogue;
  - B. Building racial literacy and skills through education and training;
  - C. Partnering with the city and other institutions to co-create recommendations and actions with racial equity outcomes
2. During July and August 2023, the CCC Team will be hosting Community Dialogues on race and social justice throughout Bellevue
3. BDAN continues to support CCC

# Highlights of Current Work

## Cross Cultural Project

1. Council Direction:
  - A. Move forward with cross-cultural programming;
  - B. Begin looking for a non-profit partner to lead development of cross-cultural work
  - C. Investigate space availability in City of Bellevue

# Highlights of Current Work

## Cross Cultural Project

2. Implementation via:
  - A. Traveling center that will bring diverse cross-cultural activities to trusted locations across the city
  - B. Work with community stakeholders in a short community design process
  - C. City will award funds to non-profits to develop cross-cultural programs and activities
3. Allotted 2023-24 DEI budget will support program development



# Highlights of Current Work

## Annual Cultural Events

Host over a dozen cultural events and programs for staff and the public each year, such as:

- Pride
- Juneteenth
- AANHPI Heritage Month
- Welcoming Week
- Martin Luther King Jr. Day
- Transgender Day of Remembrance
- Latino Heritage Month
- Black History Month



# Thank You