



# 2024-2030 Human Services Strategic Plan

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## City of Bellevue's First Human Services Strategic Plan

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# Direction

Seeking direction from  
Council to return with  
legislation adopting the  
Plan





# Background

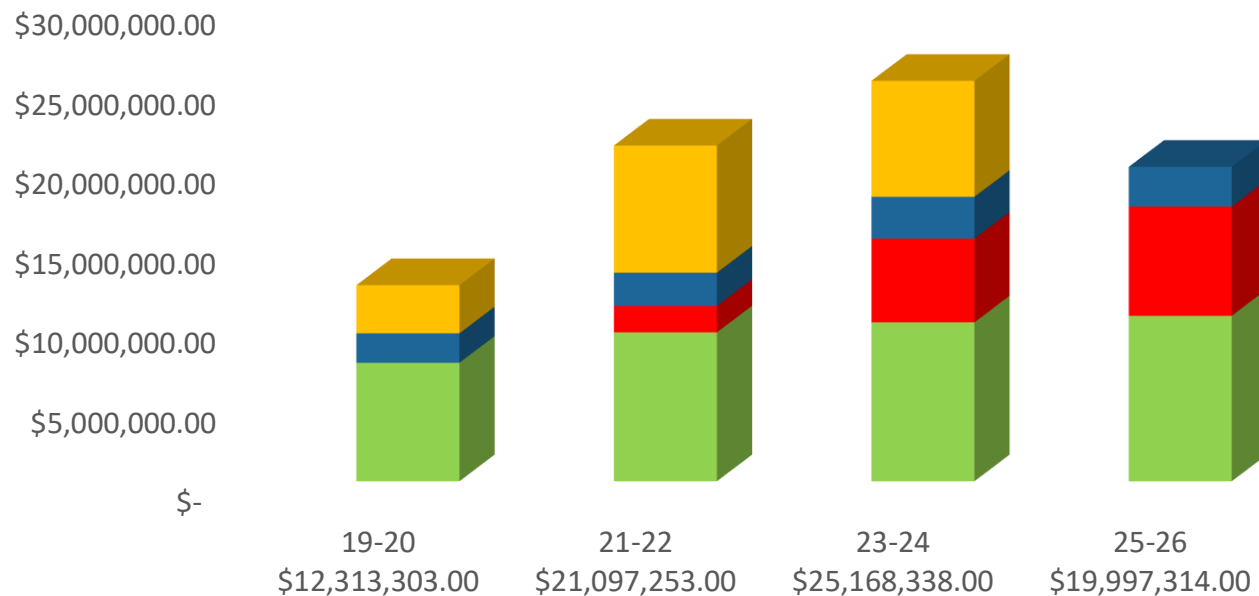
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Given the upcoming end of COVID-19 funding and given the increase in the community's human services needs, what can we do differently with available resources to best address community need and make equitable investments in the human services system?



## Background

Council invested more than \$20 million in one-time funds in response to the pandemic. These funds will end in 2024.



# Objective 1, Part 1

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**Expand equity-focused and data-driven decision-making that best addresses the most significant community needs, prioritizing investments in the areas of greatest disparities for Bellevue residents.**

## *Objective 1 Actions:*

1. Conduct data-driven assessments, including both community voice and quantitative data, to identify the specific needs and disparities experienced by different population groups within Bellevue.
2. Utilize these assessments to adopt funding priorities that shift funding recommendations to address the most significant disparities.
3. Continue to implement a training program for all stakeholders involved in the application review process.



# Objective 1, Part 2

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**Expand equity-focused and data-driven decision-making that best addresses the most significant community needs, prioritizing investments in the areas of greatest disparities for Bellevue residents.**

## *Objective 1 Actions Continued:*

4. Develop a standardized rubric for evaluating funding applications to include the following:
  - The Commission's adopted funding priorities
  - Joint proposals that incorporate collaborative efforts to solve complex systemic issues
  - The capacity to provide culturally and or linguistically specific human services
  - The provision of services that fill service gaps for the most marginalized communities
  - Scoring criteria and scoring system

# Objective 1, Part 3

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**Expand equity-focused and data-driven decision-making that best addresses the most significant community needs, prioritizing investments in the areas of greatest disparities for Bellevue residents.**

## *Objective 1 Actions Continued:*

5. Create a process for application review that includes a diverse panel of community members and allows for reviewers to provide qualitative feedback in addition to numerical scores.
6. Analyze funding recommendations and allocations by disaggregated data and recommend adjustments for future processes to improve equitable distribution of funds.
7. Publish a reporting dashboard to monitor stewardship of city resources and excellent services to Bellevue residents.

# Objective 2

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**Increase the capacity of Bellevue's human services system by providing equitable access to human services funding opportunities, to support organizations in meeting the needs of and reducing disparities among Bellevue's most marginalized residents.**

## *Objective 2 Actions:*

1. Continue to expand outreach to community-based organizations to provide information about the availability and process of applying for human services funding.
2. Promote access to funding opportunities for organizations that may not have the infrastructure or experience with similar application processes.
3. Continue to provide information and resources to support new and less experienced providers in the funding application and contracting process.
4. In order to sustain the human services continuum, adopt the best practice of a standardized 20% for indirect/administrative costs in contracts with City funds.



# Objective 3

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**Expand access for Bellevue residents to culturally and linguistically specific human services.**

*Objective 3 Actions:*

1. Regularly identify service gaps by cultural and linguistic community and incorporate gaps into priorities for that funding cycle.
2. Set targets in each funding cycle for the allocation of funds for culturally and linguistically specific services to meet the needs of Bellevue's increasingly diverse community.

# Objective 4

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**Increase key stakeholders' awareness regarding the City's human service needs, including disparities by community, and serve as a catalyst to collaboratively address those needs.**

## *Objective 4 Actions:*

1. Increase outreach to corporate, community, and internal stakeholders to increase awareness of the needs of Bellevue's most marginalized residents.
2. Support provider forums focused on human services gaps and invite stakeholder participation to gain firsthand insights into challenges.
3. Facilitate opportunities for stakeholders to respond directly to the human services needs of Bellevue's residents and the human services agencies that serve them.



# Direction

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from Council to  
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