

MEMORANDUM



Bellevue Parks &
Community Services

DATE: March 16, 2026

TO: Human Services Commission Members

FROM: Douglas Raiford, DEI Program Administrator
Parks & Community Services

SUBJECT: Equity in Funding Training

An Equity in Funding training will take place at City Hall in Room 1E-120. There will be no remote/hybrid option for this meeting. Participants will include human services commissioners and core human services staff.

Background

In alignment with the city's Human Services Strategic Plan and in preparation for the 2026-2027 funding cycle, members of the Human Services Commission will participate in an Equity in Funding training.

This training will be facilitated by Douglas Raiford, the Parks & Community Services' Diversity, Equity, and Inclusion Program Administrator. Participants will (1) explore how implicit bias operates, (2) examine its effects on community organization funding, and (3) develop practical tools and strategies to identify and eliminate bias in the decision-making process.