

Diverse, Equitable, and Inclusive City of Bellevue

February 7, 2023

Diversity Advantage Team

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



Your Diversity Advantage Team



- *Dr Linda Whitehead*, Chief DEI Officer
- *Dr. Marcus Johnson*, DEI Outreach and Engagement Administrator
- *Justin Chan*, DEI Outreach and Engagement Administrator
- *Sara Boyle*, Equity Coordinator





Learning Goals

1. Understand why DEI matters and the latest data
2. Learn about how Diversity, Equity and Inclusion Initiatives will advance a Culture of Belonging across the City
3. How we can help you and future opportunities

Community Agreements and Group Norms

- Listen closely with curiosity and respect
- Take a pause and breath, understand reacting vs. responding
- Don't be afraid to ask questions
- Provide everyone a chance to speak and engage
- Embrace moments of discomfort
- Consider how your own experiences and social status (race, gender, ability, class, sexuality, age) may influence your perspectives and responses to your facilitator, peers, etc.

The Diversity Advantage Initiative

- Initiative to integrate access, equity, inclusion, opportunity, and cultural competence into all COB internal and external policies and practices
- Passed in 2014 by City Council
- Included the creation of a city-wide 60-point action plan called the **Diversity Advantage Plan** and the creation of the Diversity Advantage Team
- Promoting, understanding and practicing access equity, inclusion, opportunity and cultural competency is the responsibility of all



Why does DEI matter?

Mission Statement: Bellevue welcomes the world. **Our diversity is our strength.** We embrace the future while respecting the past.

Council Priority 15: Continue to implement the Diversity Advantage Plan, including determining the availability of and need for multicultural programming in the city and completing the cross-cultural study already underway.

Centering DEI...

- Leads to exceptional public service for all our residents
- Helps us value all employees and residents, and their contributions
- Builds trust and ethical leadership
- Encourages innovation and rewards creative ideas and solutions
- Creates a culture where everyone in the City of Bellevue can realize their full potential



@LIZANDMOLLIE

What is DEI?

Diversity

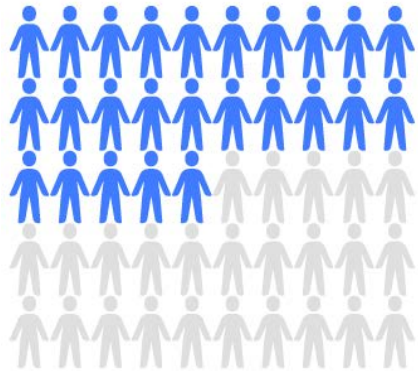
Equity

Inclusion

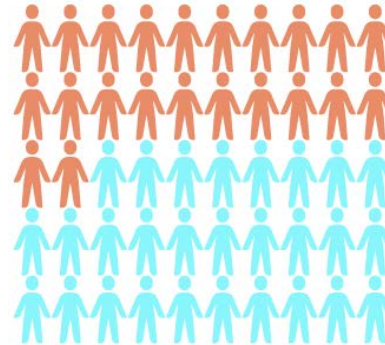
- ❖ What does DEI mean to you?
- ❖ How are diversity, equity, and inclusion distinct from each other?

Diversity

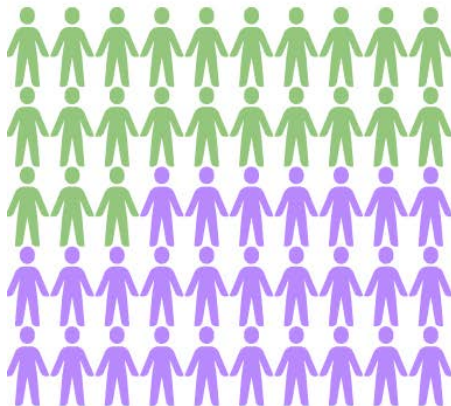
Diversity: Representation of people of differing identities and with diverse thoughts and experiences, including cultures, languages, classes, races, ethnic backgrounds, disabilities, ages, faith traditions, genders, and sexual orientations.

**50%**

identify as a race other than white

**42%**

of Bellevue residents were born outside of the US

**44%**

of residents over Age 5 speak a language other than English at home

Equity

Equity: Everybody in society can access, participate in and benefit from services, resources and opportunities that contribute to a high quality of life, regardless of an individual's identities. Equity means each person has the resources and services to thrive, such that racial and socioeconomic disparities are eliminated, and outcomes improve for all. **Simply put, in an equitable society, one's identities are not accurate predictors of an individual's future outcomes.**

Data on Equity

Black residents of Bellevue experience poverty at approximately **2.7x** the rate of white residents.

The median household income of Black households in Bellevue is **21% lower** than white households.

Hispanic/Latino residents of Bellevue experience poverty at approximately **4x** the rate of white residents.

The median household income of Hispanic/Latino households is **47% lower** than white households.

*Source: 2017-2021 American Community Survey
Estimates for the City of Bellevue*

Inclusion

Inclusion: Creating an environment where people feel valued and psychologically safe to represent themselves authentically. They don't have to be afraid to show their real personality, their talents, and aspirations, but also their insecurities, doubts, and worries. It's a place where everybody can bring their whole self and freely express opinions and traditions that do not harm others.

Data

35% of surveyed Bellevue residents identified racial and ethnic discrimination as a major community issue. (*Human Services Needs Assessment*)

Additional Data



In 2022, Bellevue Police received reports of **27** hate crimes and bias incidents. (*Source: Bellevue Police Department*)

However, hate crimes and bias incidents often go unreported, especially to law enforcement.

In 2020, community-based organizations documented upwards of **200+** reports of hate and bias incidents in East King County. (*Source: 2021 Human Services Needs Assessment*)

Belonging

Belonging: Everyone feels like a full thriving member of the larger community. They feel that they belong and can fully leverage their distinct traits, traditions, and cultures while experiencing ownership and empowerment. They feel included and valued and their contributions to the community gives them fulfillment.

Centering DEI

What are ways in which the concepts of diversity, equity, and inclusion impact the work you do here on the Human Services Commission?

The Diversity Advantage Initiative in action...



- Employee Resource Groups
- Diversity Liaisons and departmental DEI Teams
- Many initiatives linked to the Americans with Disabilities Act and Title VI, including language access programs
- Hiring for Equity Initiative
- Community Engagement
 - BDAN (Bellevue Diversity Advisory Network)
 - CCC (Centering Communities of Color Initiative)
- Training, Education, and DEI Programming

How we can help

- ❖ Provide trainings and resources to help the Commission be a vehicle for a more just and equitable community
- ❖ Help develop the skills and willingness to participate in courageous conversations
- ❖ Assist you in applying an equity lens to your decision-making that addresses implicit bias
- ❖ Support your approach in prioritizing relationships and center the community voices that are furthest away from justice
- ❖ Help you facilitate conversations and strategies that increase diversity, equity, inclusion, and belonging within human services

Next Steps for the DA Team

- ✓ Future Trainings
- ✓ BDAN
- ✓ CCC
- ✓ Cross Cultural Work



Questions?



Thank you!

“The longer we listen to one another – with real attention – the more commonality we will find in all our lives...” – Barbara Deming

“Preservation of one's own culture does not require contempt or disrespect for other cultures.” – Cesar Chavez

“True peace is not merely the absence of tension: it is the presence of justice.” — Martin Luther King Jr.