

## Diversity Theme

Council question or direction	Information and proposed change
<p><b>How is the community's diversity captured in the Comprehensive Plan?</b> Councilmember Lee noted the Council's vision statement "Bellevue welcomes the world; our diversity is our strength," and how the city has an economic advantage related to its diversity. He asked whether the Comprehensive Plan reflects that vision statement. At an earlier Council meeting, Councilmember Robertson asked about how the plan supports outreach to non-English speaking citizens.</p>	<p>Bellevue's diversity emerged as a theme at multiple points throughout the update. Most notably, diversity was the subject of one of the joint boards and commission meetings held as part of the update. At the same time, the Council adopted its 2014 Council Vision document as well as the new Bellevue Diversity Initiative, both of which commit the City to addressing diversity, cultural competence and equity in Bellevue.</p> <p>Compared to the old Comprehensive Plan, the new draft makes significant progress toward adding the theme of diversity, cultural competence and equity to the plan, but additional policy changes could be considered. The draft plan notes that the community has changed significantly during the past ten years and notes the city's demographics in the Introduction and a number of elements. Areas of the draft that speak to diversity include:</p> <p><b>Introduction</b> The Vision statement on p. 3 notes that Bellevue is an "international center for innovation" and that it is a "community of diverse and vibrant neighborhoods." It also states that "Bellevue meets the housing needs of its diverse population..."</p> <p><b>Neighborhoods</b> The new Neighborhoods Element contains a paragraph in the narrative that discusses diversity.</p> <p><b>Economic Development</b> The Economic Development (p. 214) speaks to how a diverse population and workforce is an economic advantage that helps Bellevue relate and connect globally. Policy ED-11 (p. 221) states, "Build on the strengths of Bellevue's diverse residents and businesses to increase connections and relationships with other countries as Bellevue develops into an increasingly global business center."</p> <p><b>Human Services</b></p>

	<p>This element contains several existing policies that were revised at the recommendation of the Human Services Commission to place a greater emphasis on equity, inclusion and protection of civil rights including HS-11, HS-12, HS-13 and HS-X3.</p> <p><b>Parks, Recreation and Open Space</b> Diversity is discussed in the narrative section of the element with two new policies recommended that promote culturally competent services delivery, PA-X2 and PA-X3.</p> <p><b>Urban Design</b> A new policy is included at UD-X1 “Encourage art and arts programs that create understanding and respect among the city’s diverse cultures.”</p> <p>*****</p> <p>If the Council seeks to further enhance the Comprehensive Plan’s recognition of community diversity and cultural competence, some options include:</p> <p>Add new Citizen Engagement policies to acknowledge the city’s efforts to engage diverse residents in civic affairs.</p> <p><u>CE-Y Commit to engaging citizens on significant civic issues in a manner that equitably reaches all of Bellevue’s population and that is inclusive of people of diverse backgrounds and languages.</u></p> <p><u>CE-Z Provide equitable access to the city’s programs, services, and events -- including accommodation for disabilities, and populations with limited English language ability.</u></p> <p>Add a new Neighborhoods policy to better reflect the Council’s support of the Bellevue Diversity Initiative in regard to supporting culturally competent community life, p 73, after N-5: N-Y <u>Promote the growth of Bellevue as a place that welcomes the world, where residents engage respectfully in cross-cultural community life.</u></p> <p>Additional options that were considered early in the drafting process and not incorporated into the recommended draft: <u>Conduct outreach on significant civic issues that is</u></p>
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	<p><u>designed to reach all of Bellevue's population, including Bellevue's more isolated communities. Recognize that engaging some population groups may require alternative outreach methods and personal contact.</u></p> <p><u>Invest in training for staff to ensure effective and appropriate communication with a diverse community.</u></p>
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