



City of Bellevue

# Diversity and Inclusion

**At Bellevue Botanical Garden**

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May 13, 2019



# **Direction Needed from Council**

Information only, no direction asked.

# AGENDA



Background



Awareness and Learning (2014 – 2016)



Exploration and Planning (2017)



Action and Progress (2018 – now)



Future

# Background

Bellevue Botanical Garden Groundbreaking, 1990







“Bellevue welcomes the world.  
Our diversity is our strength. “  
~ 2014 Council Vision Statement





# Awareness and Learning, 2014 - 2016



- Contemplating our role in the Diversity Advantage Plan
- Learning about Cultural Competency and Implicit Bias
- Understanding Bellevue demographics
- Discovering visitor demographics and motivations

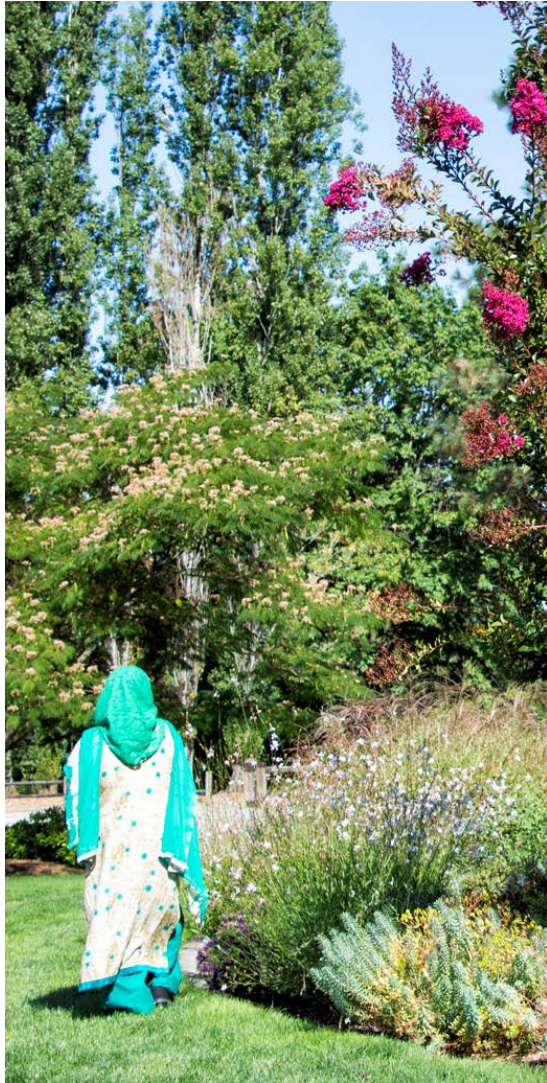
# Exploration and Planning, 2017

- Identifying barriers to inclusion:
  - Physical barriers
  - Language barriers
- Building a strategy to remove barriers
- Involving all stakeholders in developing this strategy





# Action and Progress, 2018



- Create multi-language welcome piece
- Foster relationships
- Make accommodations in programs
- Fund physical improvements



# 2019 and Beyond



- Implement physical improvements
- Develop programs in partnership with stakeholders
- Continue to build relationships and invite participation



# 2019 and Beyond



“Together, we will tap the new advantages made possible by our diversity. By doing so, we will preserve and enhance Bellevue as an excellent place to live, work and play.”

- Diversity Advantage Plan, 2014





“We wanted to share the beauty of this place with as many people as possible.”

- Cal and Harriet Shorts



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