



# City of Bellevue Diversity Advantage Plan Update

Bellevue City Council  
November 14, 2016

Presenters:

Mark Manuel, Diversity Outreach & Engagement Administrator  
Elaine Acacio, Diversity & Inclusion Administrator

**Core Values:** Exceptional Public Service – Stewardship – Commitment to Employees – Integrity – Innovation



# A year in review 2016

## Bellevue now Washington's biggest majority-minority city

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1 of 3 The Eastside's recent changes are reflected in the makeup of a weekly program at North Bellevue Community Center. The program, held by the Indian Association of Western Washington, includes a chair yoga class and... (Ken Lambert/The Seattle Times) [More](#)



# CITY OF BELLEVUE DIVERSITY ADVANTAGE PLAN

*Guiding Principles:  
Enrich the quality of life for all through...*



## **Access:**

Build an environment that values the abilities of all, by proactively removing barriers and providing accommodations for full participation.



## **Equity:**

Create a fair and just community where equality is the outcome by recognizing and correcting historic and systemic inequity.



## **Inclusion:**

Foster a welcoming city, by providing a safe and gracious space where the entire community can engage in civic life.



## **Opportunity:**

Share prosperity by connecting residents, schools, businesses, faith and non-profits to work together for the common good.



## **Understanding Cultural Competence:**

Produce equitable policies and practices, by developing skills and knowledge that facilitate effective interactions across diverse cultures.



## **and always Why:**

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

*Council Vision 2014*





# Bringing Community Together

Field for Dreams Job Fair

Choosing to Lead: Entry into Politics

Youth Link: Moving Beyond First Impressions

MLK Events at Crossroads Shopping Center/Library/City Hall

Neighbors Community Festivals: Strawberry, Blueberry, Night Out

Rags to Riches Against Racism Event

Ukrainian Festival

Better Prepared Together

ADA 25<sup>th</sup> Anniversary

Dialogue with our Muslim Neighbors

COB Diversity Advantage Breakfast

Breaking Out of the Margins Ed Conference

Multi-Day Cultural Crossroads Festival

Cultural Conversations

Police Community Advisory Boards

ELLA Tours for the City





# Tackling the Pertinent Issues of our Time

Police  
Community  
Advisory  
Committee



A Dialogue  
with our  
Muslim  
Neighbors



Rags to  
Riches  
Event with  
ERLC





# Maximizing Collaborative Partnerships

- Eastside Race and Leadership Coalition
- Leadership Eastside
- Eastside Human Services Forum
- Eastside Pathways
- Eastside Refugee Immigrant Coalition

We have built and strengthened relationships with over 150 community stakeholders representing Community, Education, Non-Profits, Business, Public Safety, and Government on the Eastside.







# Bellevue's Diversity Advisory Network

*The Bellevue Diversity Advisory Network will provide support and advice on ways to improve the city's ability to communicate, collaborate, and better serve Bellevue's diverse community.*



- Outreach & Communication
- Engagement
- Culturally responsive government



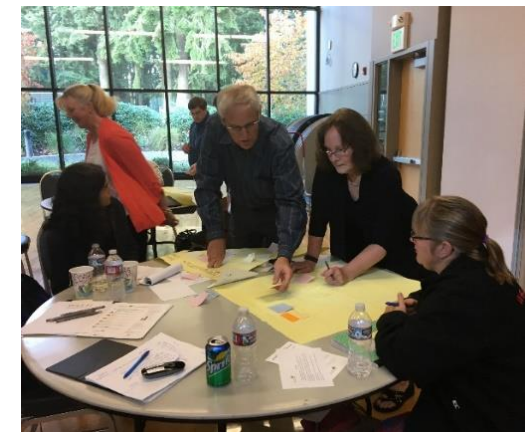


# One-City Teams

- Diversity Liaisons
- ADA/504 Team



- Departmental strategic plans & recommendations
- Enhanced mechanism for communications and staff engagement
- Incorporating and practicing One-City values







# Citywide Initiatives & Partnerships

## Cultural Competence Foundational Training

- *Provide systemic and regular cultural competence training for all City staff over a 5-year period.*
  - *...training for City volunteers and community leaders, including those serving on City boards, commissions and advisory committees.*
  - *Provide ongoing cultural competence training to all public safety staff.*
- About 20% of FTE staff have undergone training in 2015-2016
  - Multiplier-effect in work, innovation, and effectiveness

## Diversity Talent Hiring Initiative

- Implicit Bias Awareness training & Recruitment Toolkit
  - Public Safety recruitment
  - Supported Employment for individuals with disabilities
- *Strengthen and advance recruitment efforts of diverse City staff to better reflect city demographics.*
  - *Continue recruitment efforts designed to diversify public safety staff to better reflect city demographics.*
  - *Promote and support programs that offer...employment opportunities for individuals with barriers to employment, such as ability, age, and language.*

# Citywide Initiatives & Partnerships

- ADA Self-Evaluation & Transition Plan
  - Hearing loop systems (Council Chambers, BYT)
- Language Access
  - Language Line
  - Improvements of website and accessibility
- Minority Women Disadvantage Business Enterprise (MWDBE) Inclusion Plan
  - Community Input Forums:  
Nov 15 and Nov 17



**Your ideas & input are needed!**

The City of Bellevue is seeking to enhance our procurement process

**Two community sessions are designed with you in mind**

- Learn** about 2017 contracting opportunities and resources
- Meet** procurement staff
- Get assistance** with registering on the city's roster
- Share** what matters to you in procurement and contracting
- Hear from** other firms about their experience working with the city

**November 15 ~ 11-1 p.m. ~ Bellevue City Hall ~ Room 1E-112**  
**November 17 ~ 5-7 p.m. ~ Bellevue City Hall ~ Room 1E-112**

*Light refreshments will be served*

**PLEASE REGISTER** for the day you can attend: [karen@armsteadconsulting.com](mailto:karen@armsteadconsulting.com)  
Questions? Email or call Karen at 425-444-2618.

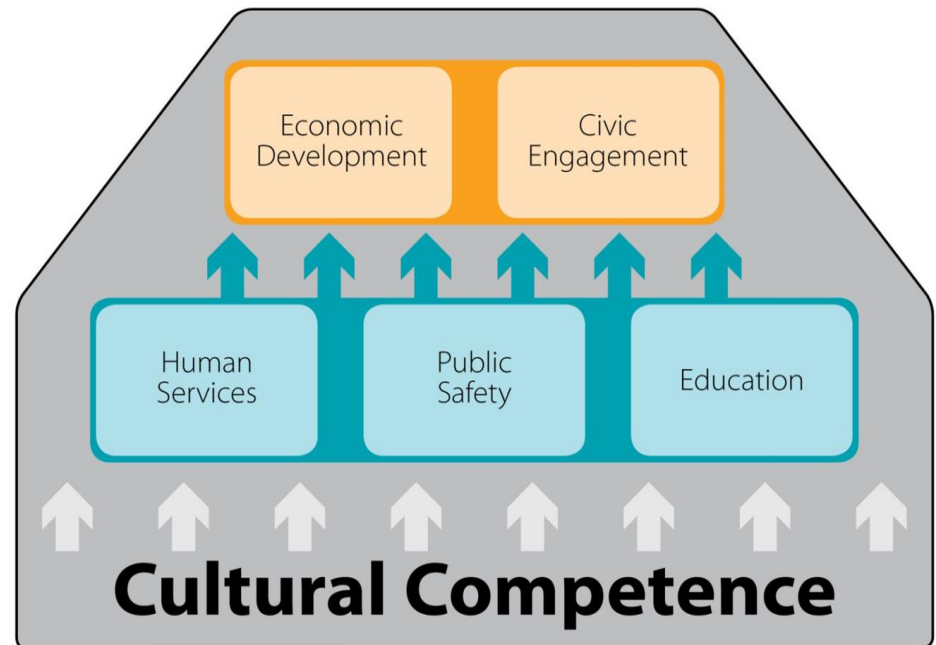
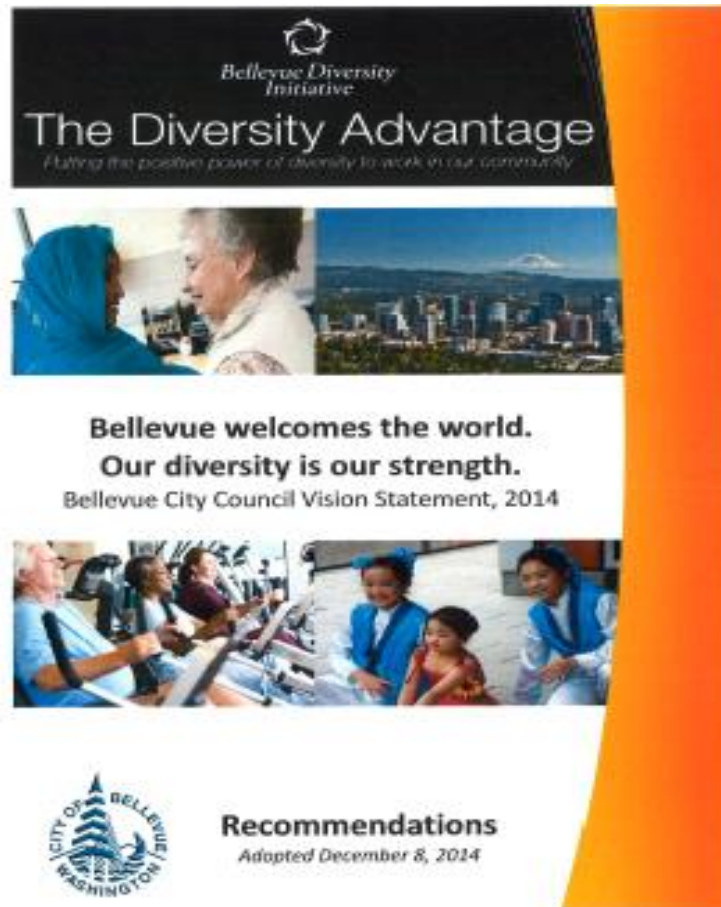


Wheelchair accessible. American Sign Language (ASL) or other language interpretation available upon request. Assisted listening devices available. Call at least 48 hours in advance for any request. 425-452-4246 or Relay Service 711.

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# 60 Recommended Actions

## 6 Focus Areas





# Cultural Competence in City Government

- Highlights

- Foundational training for city employees, volunteers and leaders
- Training for hiring managers and development of resource guides

- Next Steps

- Tiered/academy approach training
- Development of practical resources: equity lens decision making tool
- MWDBE Inclusion plan – outreach, process improvement and training
- Recruitment and Retention tools: Employee Resource Groups/Affinity Groups
- Language Access





# Public Safety



- Highlights

- Enhanced outreach to vulnerable populations
- Police Community Advisory Boards (5 total)
- Ongoing work in recruitment for entry-level fire and police

- Next Steps

- Training
- Translation of essential public and emergency documents
- Expanded partnerships with ethnic media



# Cultural Competence in the Community

- Highlights

- Community events
- Outreach to build relationships of trust and mutual affinity

- Next Steps

- Collect regular community feedback
- Continued coordination with community groups on issues of diversity and culture







# Economic Development

- Highlights

- Signage in Chinese for Global Innovation Exchange (GIX)
- Development of Startup425 for small business development services
- Bellevue/Redmond partnership to hire a Small Business advisor

- Next Steps

- Enhance the City's partnership with Impact Hub
- Expand Startup425 workshops
- Provide assistance to Bellevue businesses affected by East Link construction



Photo courtesy of the University of Washington



# Human Services

- Highlights

- Engaged Eastside Human Services Forum's in discussions of diversity

- Next Steps

- Training of Human Services agencies
- Continued support to include an equity lens when reviewing funding request for the human services common application
- Recruitment and outreach of diverse community volunteers



# Education

- Highlights

- Collaboration with Bellevue School District and Bellevue College
- Work with BSD and Eastside Pathways

- Next Steps

- Support BSD Boom Conference
- Support BC Power of One Conference (educational and leadership workshops for LGBTQ and allies)







# Civic Engagement

- Highlights

- Working with community partners and volunteers focused on civic engagement
- Co-sponsored political panel for those interested in politics

- Next Steps

- Updated Where to Care Guide (Volunteer Guide for Bellevue)
- Launching engagement/volunteer class





# ***Bellevue welcomes the world. Our diversity is our strength.***

- Ongoing 2-way learning and communication with community
- Bellevue Diversity Advisory Network
- Diversity Advantage Plan – Annual Report
- Training
  - Boards and Commissions
  - Staff
  - Human Service Partners
- ADA Self – Evaluation and Transition Plan



# **City of Bellevue Diversity Advantage Plan Update**

## **Questions & Answers**