

Bellevue Centers Communities of Color Initiative

Proposal for Implementation

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Direction

Move to direct the City Manager to proceed with implementation of the Bellevue Centers Communities of Color Initiative which includes:

1. Establishing a coordinating team
2. Three-year timeline
3. Three areas of focus of developing trust and awareness through dialogue, building racial literacy and skills through education and training, and developing recommendations toward racial equity



Agenda

1. Why we must center communities of color
2. What is the Bellevue Centers Communities of Color Initiative?
3. Implementation proposal
4. Desired outcomes



Background: CCC Initiative

- City Council appropriated \$150,000 December 2020.
- The Bellevue City Council has recognized the need to do more to address racial inequities and to build accountability with our residents.
- This supports ongoing efforts from the Diversity Advantage Initiative and other citywide workplans.



1. Why we must center communities of color





MLK African American Leadership panel, 2018

Historic Laws and Policies with Current Impacts

The history of governmental and societal institutions of the United States has been structured to favor some people over others

Race has historically been made a barrier and central target within systemic racism

Black, Indigenous, and people of color (BIPOC) communities make up 49% of the city's racial demographics



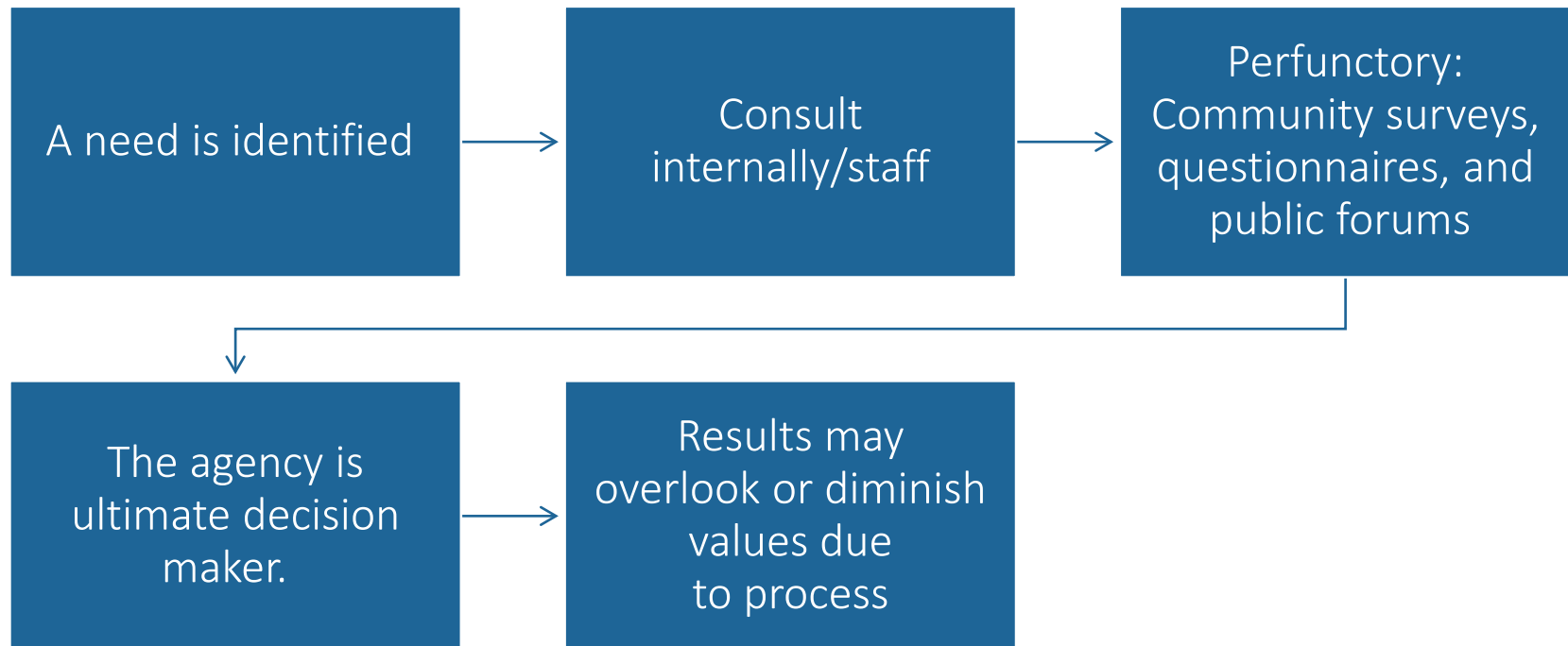
A community that values and commits to racial equity

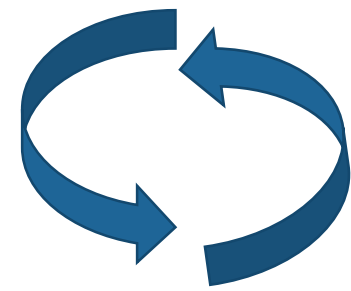
The City of Bellevue's existing policies and programs.

The Communities of Color Initiative is a part of the ongoing commitment.

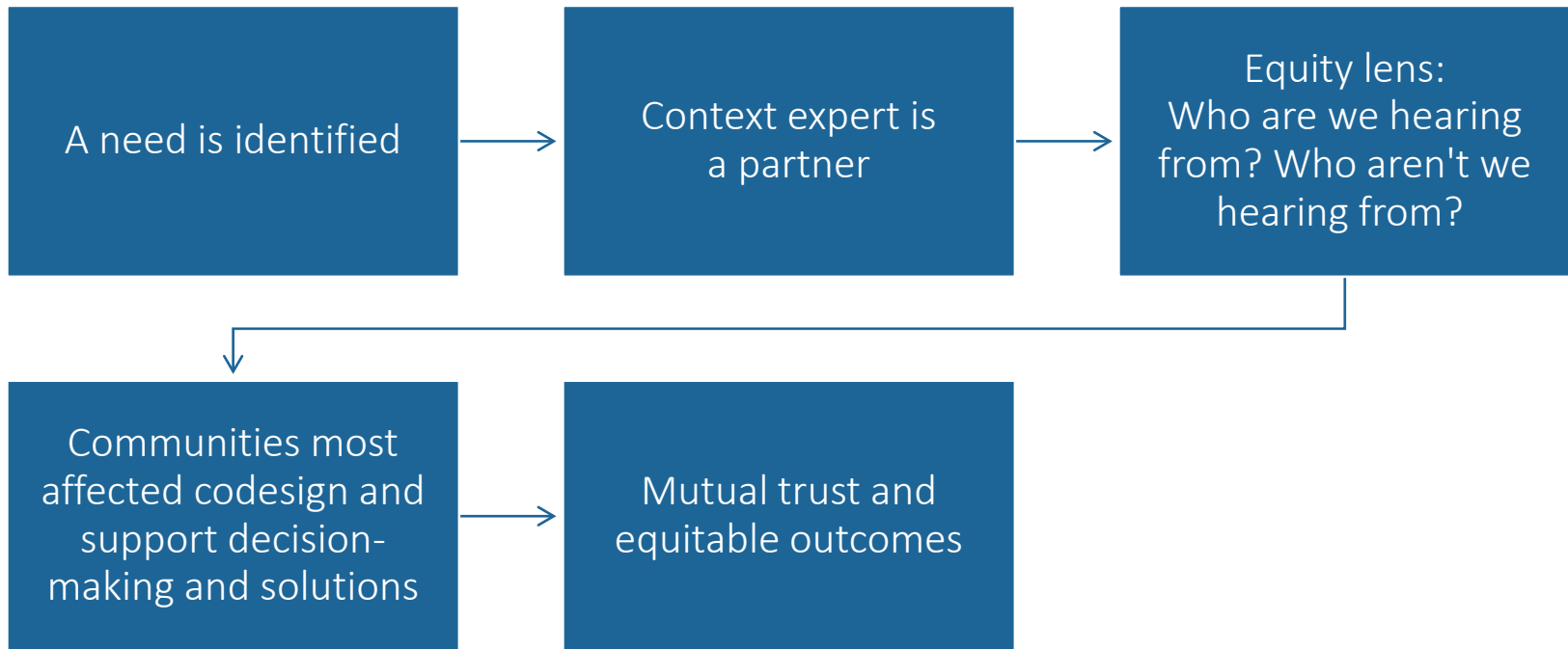


Traditional Engagement





Inclusive Engagement



Beliefs and assumptions

- The City has a responsibility to represent all people.
- There is growing need to understand and center racial equity.
- Most effective is a comprehensive approach collaborating with multiple institutions and community members.
- The community has the right talent, skills, and resources.



2. What is the Bellevue Centers Communities of Color Initiative?





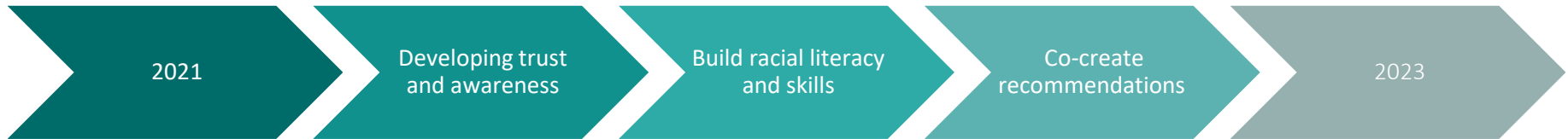
Mission

To support a community-led effort to help transform the city of Bellevue into a community that values racial equity through

1. developing trust and awareness through dialogue;
2. building racial literacy and skills through education and training;
3. and partnering with the city and other institutions to co-create recommendations and actions with racial equity outcomes.



"If you want to go fast, go alone. If you want to go far, go together." -African Proverb



1) Develop trust and awareness through dialogue (year 1)

- Community conversations that build empathy and awareness
- Exposure to various topics across equity and inclusion

2) Building racial literacy and skills (years 1-2)

- Education and training
- Community learning across sectors

3) Co-create recommendations and actions towards racial equity (years 1-3)

- Participatory approach to identify recommended actions for racial equity

3. Implementation proposal





The Coordinating Team

- The Coordinating team is a City Manager appointed group from the community, working in partnership to help build the City into a community that values and commits to racial equity under the three target areas.
- City's commitment to authentically strengthen community trust, understanding, foster relationships and healing across its diverse communities.



CCC Structure and Members

11 members

- African American/Black
- Asian Pacific Islander
- Indigenous
- Latinx

Additional representation factors

- Youth
- Minority owned-business/entrepreneurship perspective
- Private sector, non-profit, or educational partners' perspectives
- Intersectional perspectives within the LGBTQ+, disability, faith-based, or immigrant communities



Resources

City Staff Support

- Provide venue
 - Technical assistance and facilitation
 - Connect to resources and contacts
 - Assist in workplan execution
- \$150,000 budget



4. Desired Outcomes



Desired outcomes

- Strengthened trust and relationships with communities of color
- Acknowledging and undoing harm from historic racism
- Bellevue, as a community across sectors, will engage and build foundational skills around racial equity
- Elevate the skills and expertise of BIPOC communities that will enhance ways we center equity in city policy and processes.
- Recommendations inform updates to the Diversity Advantage Plan for next set of workplans





Direction Needed from Council

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