



City of Bellevue Diversity Advantage Plan Update

Bellevue City Council
November 14, 2016

Presenters:

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







A year in review 2016

Bellevue now Washington's biggest majority-minority city

Originally published October 31, 2016 at 6:00 am | Updated October 31, 2016 at 5:27 pm



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 25th 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.

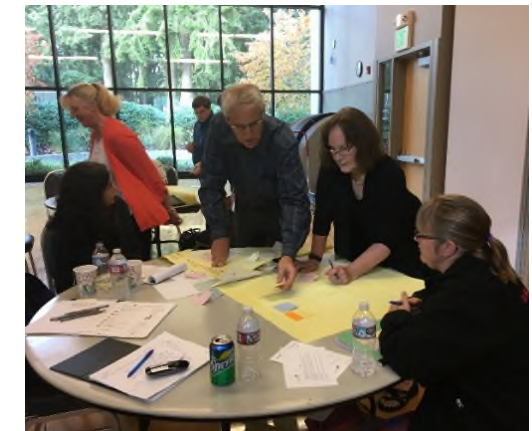


- Outreach & Communication
- Engagement
- Culturally responsive government



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
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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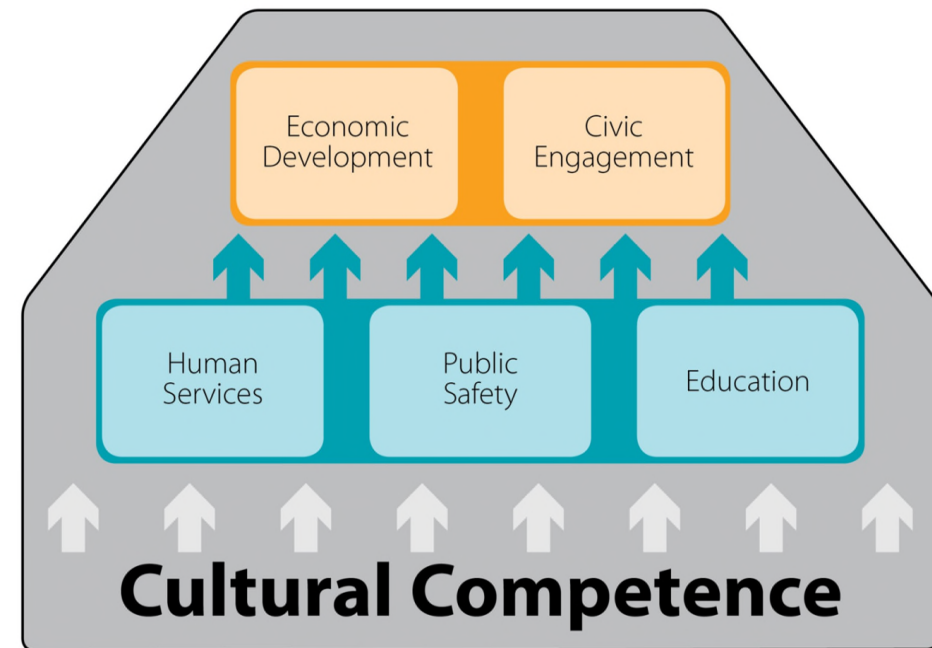
60 Recommended Actions

6 Focus Areas

Bellevue Diversity Initiative
The Diversity Advantage
Plugging the positive power of diversity to work in our community

**Bellevue welcomes the world.
Our diversity is our strength.**
Bellevue City Council Vision Statement, 2014

Recommendations
Adopted December 8, 2014





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



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Questions & Answers