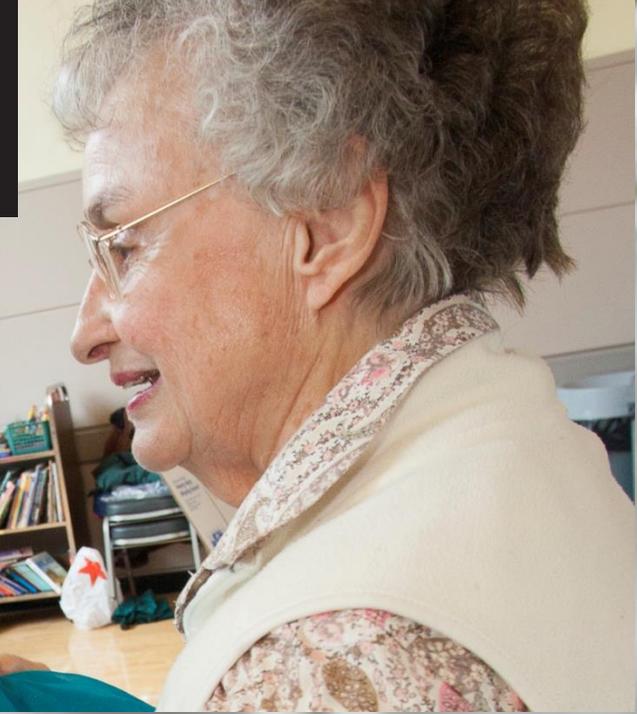




Bellevue Diversity  
Initiative

# The Diversity Advantage

*Putting the positive power of diversity to work in our community*



Parks & Community Services  
Board – June 14, 2016

Bellevue  
CITY HALL



# INTRODUCTIONS

## Diversity Advantage Team

- ❖ Mark Manuel  
Outreach & Engagement
- ❖ Elaine Acacio  
Diversity & Inclusion
- ❖ Jenni Mechem  
ADA & Title VI

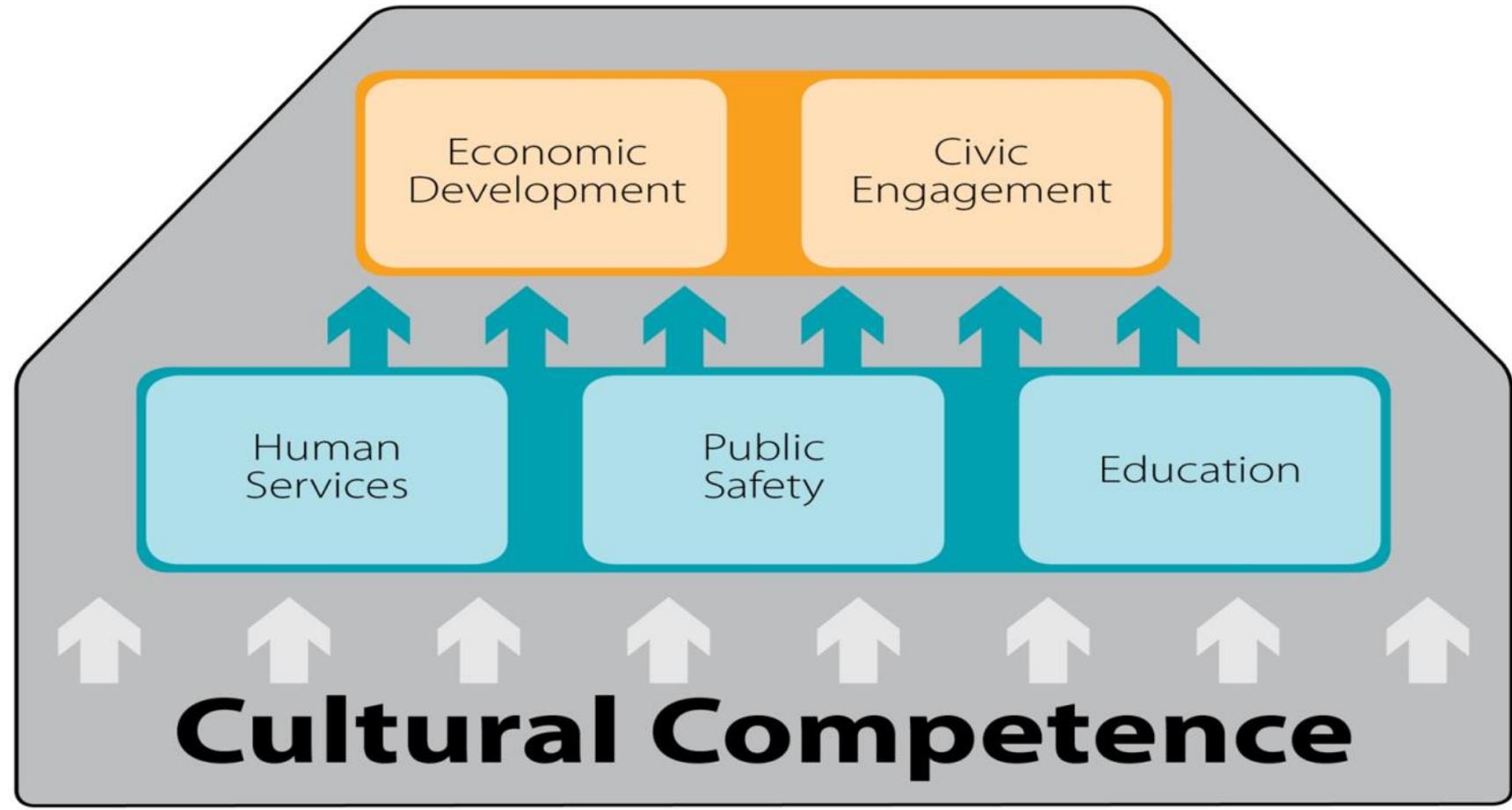
## Today's goal:

- ❖ Diversity Plan Implementation
- ❖ Update Park Board on ADA Self-Evaluation and Transition Plan
- ❖ Provide feedback on Plan and outreach efforts





# INITIATIVE FOCUS AREAS





# GUIDING PRINCIPLES

## CITY OF BELLEVUE DIVERSITY ADVANTAGE PLAN

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



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



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



**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.



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





# ORGANIZATIONAL DIVERSITY & INCLUSION

## Cultural Competence in City Government

- ❖ Training: Cultural Competence Foundations, Implicit Bias, Train the trainer
- ❖ Organizational Assessments
- ❖ Language Access
- ❖ Citywide initiatives





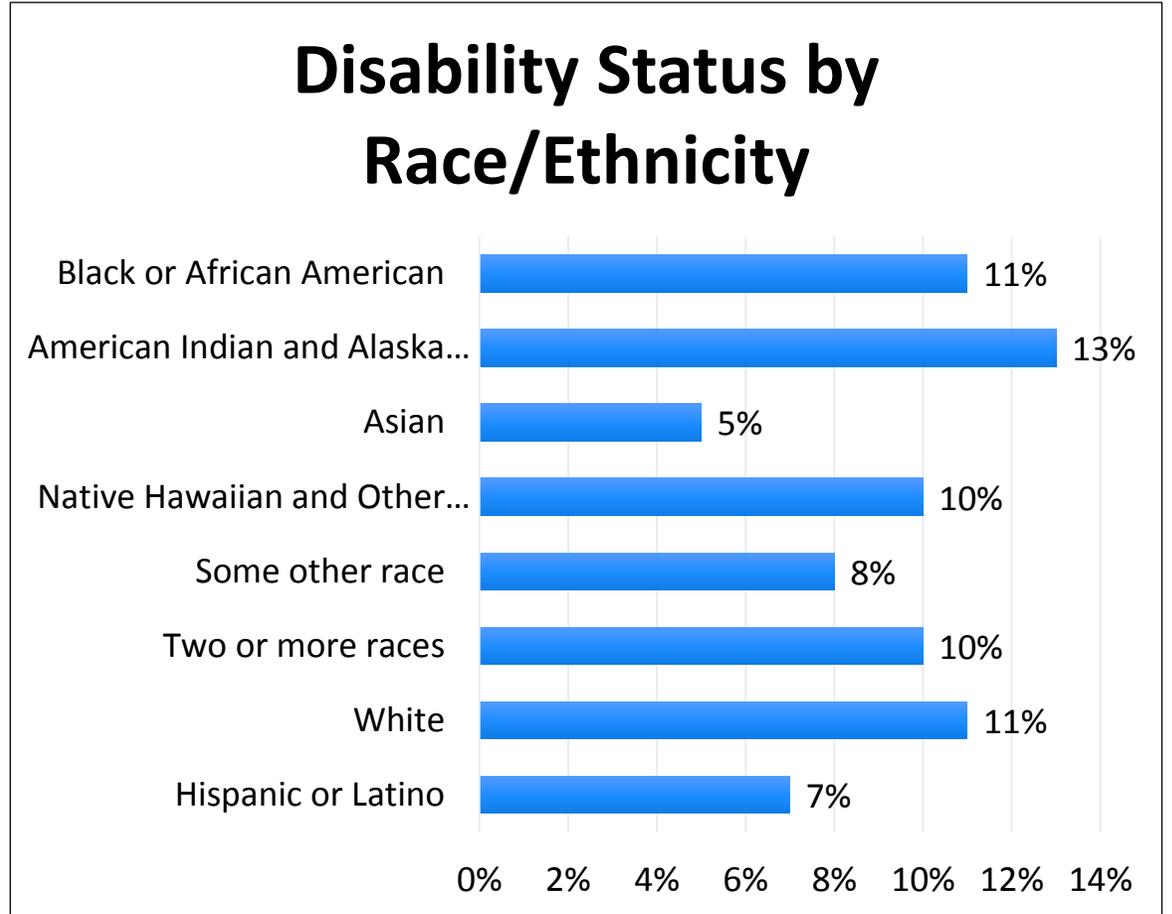
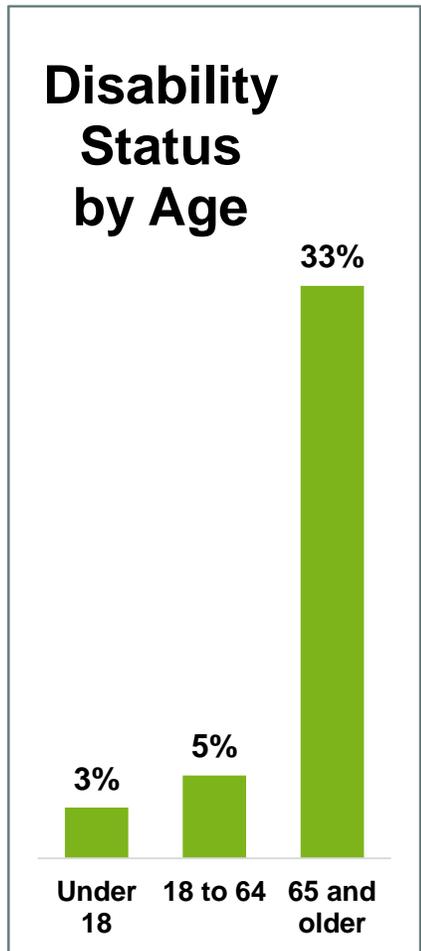
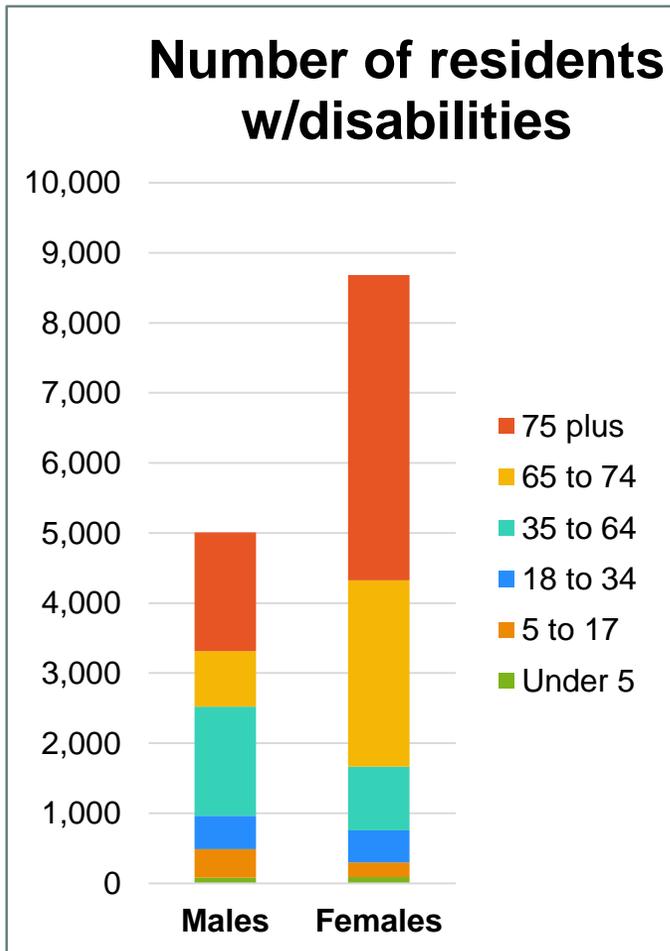
# COMMUNITY OUTREACH & ENGAGEMENT

- ❖ Community Outreach
- ❖ Community Events





# DISABILITY DEMOGRAPHICS



Source: U.S. Census Bureau, 2009-2014 American Community Survey



# AMERICANS WITH DISABILITIES ACT 1990

- 
- ❖ **Program Accessibility**      ❖ All programs and services, when viewed in their entirety, are accessible to and usable by individuals with disabilities.
- 
- ❖ **Effective communication**      ❖ Ensure effective communication; provide auxiliary aids and services for people with disabilities.
- 
- ❖ **Policy & operations**      ❖ Make reasonable modifications and provide accommodations.
- 
- ❖ **Integration**      ❖ Offer services in the most integrated setting appropriate.



# AMERICANS WITH DISABILITIES ACT 1990

- 
- ❖ **Employment**      ❖ Provide reasonable accommodation for qualified individual w/disability.
- 
- ❖ **Administrative Requirements**      ❖ City must have an ADA Coordinator, establish a complaint procedure, and provide notice of nondiscrimination.
- 
- ❖ **Facility Accessibility**
    - ❖ New construction must meet ADA standards.
    - ❖ Existing facilities must be brought up to standard when remodeled or renovated.
    - ❖ Access to programs is guiding principle; if program access can be provided, there is no need to make ALL facilities accessible.
- 
- ❖ **Transition Plan**
    - ❖ Develop a plan for making facilities accessible.
    - ❖ Includes pedestrian facilities: sidewalks, curb ramps, public streets.
-



# ADA SELF-EVALUATION & TRANSITION PLAN

- ❖ Introduction & Background
- ❖ History of Compliance
- ❖ Self-Evaluation: 
- ❖ Transition Plan
  - ❖ City Facilities
  - ❖ Streets & Sidewalks
- ❖ Recommendations
  - ❖ Public input
  - ❖ Employment
  - ❖ Communication
  - ❖ Website & BTV
  - ❖ Governance, policies & laws
  - ❖ Public safety & emergency
  - ❖ Adaptive recreation



# SELF-EVALUATION FINDINGS

## Best Practices



- ❖ Hearing Loop Installation
- ❖ Sidewalk and Curb Ramp Program
- ❖ Adaptive Recreation
- ❖ Park Access and Inclusion
- ❖ Comprehensive Plan Update

## Opportunities

- ❖ Website Redesign
- ❖ Regional Coordination
- ❖ Integration of disability access with broader diversity goals





# RECOMMENDATIONS

## Key Recommendations

- ❖ Staff training on disability awareness
- ❖ ADA customer service resources and tools
- ❖ Internal coordination strategy
- ❖ Public engagement strategy





# PUBLIC INVOLVEMENT IN ADA PLAN

- ❖ Stakeholder Reviews
- ❖ Outreach to Community organizations
- ❖ Preliminary input (highlights)
  - ❖ great plan
  - ❖ emphasis on training
  - ❖ focus on access
- ❖ We have questions for you (later)



## NEXT STEPS FOR ADA PLAN

- ❖ Incorporate public comment into final plan, July 6
- ❖ City Council study session, July 25
- ❖ Council adoption, August 1





# QUESTIONS FOR PARK BOARD MEMBERS

- ❖ What are you hearing in the community about accessibility?
- ❖ Are there other groups we might connect with?
- ❖ Suggestions on access to facilities?
- ❖ Suggestions on access to programs and services?

