CITY OF BELLEVUE

BELLEVUE DIVERSITY ADVISORY NETWORK

MEETING MINUTES

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| July 25, 2017 | Bellevue City Hall |
| 6:00 p.m. | Room 1E-112 |

MEMBERS PRESENT: Anthony Austin, Paulo Perez, Edilberto Flores, Mareth Flores, Eloisa Tran, Justin Daigneault, Andrew Kelly, Tom Brewer, Aleksandra Poseukova, Margie Ye, Chinar Bopshetty, Aisha Kabani, Rita Badh, Maria Batayola, Mohamed Bakr

MEMBERS ABSENT: Beabe Akpojovwo, Linda Whitehead, Jennifer Karls, Haruka Kojima, Alaric Bien, Jingdong Yu

STAFF PRESENT: Mark Manuel

RECORDING SECRETARY: Gerry Lindsay

1. CALL TO ORDER

The meeting was called to order 6:05 p.m.

A. Roll Call

All members were present with the exception of Ms. Badh, who arrived at 6:09 p.m.; Ms. Batayola, who arrived at 6:29 p.m., and Ms. Akpojovwo, Ms. Whitehead, Ms. Karls, Ms. Kojima, Mr. Bien and Mr. Yu.

B. Adoption of the Agenda

Mr. Manuel proposed amending the agenda to strike item III.

A motion to approve the agenda as amended was made by Ms. Flores. The motion was seconded by Ms. Kabani and the motion carried unanimously.

C. Adoption of the Minutes

A motion to approve the June 25, 2017, meeting minutes was made by Mr. Brewer. The motion was seconded by Ms. Flores and the motion carried unanimously.

2. GET TO KNOW YOU

Each member was asked to indicate what their favorite summer drink is. Their answers were: Ms. Badh, gin and tonic; Ms. Poseukova, amber; Ms. Ye, ginger beer; Mr. Daigneault, strawberry milkshake; Mr. Brewer, coca cola; Ms. Tran, lemonade; Mr. Kelly, lemonade; Mr. Manuel, Arnold Palmer; Chair Austin, Manhattan with Jack Daniels neat; Mr. Flores, mojitos; Ms. Flores, Cuba libre; Ms. Kabani, ginger beer; Mr. Bakr, water.

4. RECAP

Mr. Manuel stressed the need for the Network to be looped in on city processes. Accordingly, work needs to continue toward refining the Network’s process. He said the main focus of the meeting would be breaking the Diversity Advantage Plan into the three categories of culturally responsive government, outreach and communication, and engagement. He stressed that the Network would not have a specific role to play relative to each of the 65 items in the Diversity Advantage Plan, and suggested that some of the items would fit into more than one category.

Mr. Manuel said the asset or community mapping exercise will need to take into account that the city’s definition of diversity is broad. The bulk of the work will focus on various cultural groups, but the work should not overlook other areas that are part of the diversity plan, such as older folks, LGBT groups and disability advocacy groups.

In September Mike McCormick-Huntleman will meet with the Network to provide a City 101 training, including a review of what the Council priorities are, the work of the different city departments, and how decisions get made. In November the Network will meet with the diversity liaisons who are currently working within each of the 14 city departments to develop specific plans for diversity; the liaisons will share what each specific department is hoping to achieve.

Putting the items from the Diversity Advantage Plan into the three categories will yield for the Network a better sense of the things that collectively can be done to support all of the items. For example, one item is outreach and recruitment of diverse police officers. It probably is not the mission of the Network to be going out to find diverse police officers, but developing a collection of emails from folks the group is connecting with could be one way to help with outreach in the community.

Mr. Brewer asked if inside the city staff if an Intercultural Development Inventory or something similar has been done. Mr. Manuel said he did not know. Mr. Brewer said there is a wealth of information online about the approach, which is impressively thorough as a way of bringing diverse peoples together in a common language and understanding of terms.

5. DIVERSITY ADVANTAGE PLAN EXERCISE

Chair Austin reported that he, Ms. Badh and Mr. Manuel had been meeting to discuss the approach to be used in dividing the Diversity Advantage Plan items into the three categories. He stressed that some items would not fit into a specific category, in which case he suggested creating and “other” category.

After a full discussion, the Network divided the Diversity Advantage Plan items into four categories as follows:

*Culturally Responsive Government:*

Economic Development items 3, 5

Civic Engagement items 2, 3, 5, 6

Cultural Competence in City Government items 2 (first part), 9, 12

Cultural Competence in the Community items 7, 9

Human Services items 2, 3

Public Safety item 2

Education items 1, 7

*Outreach and Communication:*

Economic Development item 4

Civic Engagement items 1, 3, 5, 9

Cultural Competence in City Government items 2 (second part), 7, 10

Cultural Competence in the Community items 2, 4, 6, 8

Human Services item 5

Public Safety item 1, 3, 4, 6

Education item 7

*Engagement:*

Economic Development items 1, 5

Civic Engagement items 1, 4, 7, 8

Cultural Competence in City Government items 11

Cultural Competence in the Community items 3, 5, 10

Human Services items 1, 7

Public Safety item 1, 3, 5

Education items 2, 6

*Other:*

Economic Development items 1, 2, 6, 7, 8

Civic Engagement item 10

Cultural Competence in City Government item 1

Cultural Competence in the Community items 1, 4

Human Services item 6

Public Safety items none

Education items 3, 4, 5

Mr. Manuel said it was good the Network was taking the time to fully talk about the items and developing both terminology and an understanding of ownership.

6. ANNOUNCEMENTS

Mr. Manuel reminded the members that the Eastside Refugee and Immigrant Coalition is spearheading the Welcoming Eastside strategy. He said Ms. Kabani made the suggestion to him that the Network should be involved in some way. Welcoming America will run from September 15 to 24. He said he was slated to do something with the library on September 23 called Rhythm and Roots involving world music and a story time around the genesis of the music. Because of construction issues, the library will not be able to participate. A two-part project has been planned for the same day focused on a photo exhibit highlighting cross-cultural relationships, followed by an hour of engagement. For Welcoming America week, the idea is to get people in a room and involve them in activities that will get them talking with each other. The idea is that the Network would program the engagement activity.

There was general support for the idea.

7. ADJOURN

A motion to adjourn was made by Ms. Flores. The motion was seconded by Ms. Poseukova and the motion carried unanimously.

Chair Austin adjourned the meeting at 8:08 p.m.