**City of Bellevue (COB) Diversity Advisory Network (BDAN)**

Tuesday, November 28 2017 | 6:00PM Bellevue City Hall (room 1E-112)

**Agenda**

**Attendees:** Brad Miyake, Mark Manuel, Linda Whitehead, Edilberto Flores, Mareth Flores, Jennifer Karls, Haruka Kojima, Alaric Bien, Jingdong Yu, Margie Ye, Chinar Bopshetty, Mohamed Bakr, Eloisa Tran, Andrew Kelly, Justin Daigneault, Anthony Austin, Aleksandra Poesukova, Justin Daigneault, Tom Brewer, Aisha Kabani, Alaric Bien

**Absent:** Beabe Akpojovwo

1. **Call to Order: Anthony Austin** (10 minutes)
	1. Roll call of members
	2. Adoption of the agenda
	3. Adoption of the minutes
2. **Recap** (5 minutes)
3. Driving Factors
4. Subcommittee’s: Maximizing our Assets
5. Points for Consideration/Questions we need Answers

1. **BDAN Participation in Community Events** (10 minutes)
	1. Diversity Advantage Breakfast (December 14 7:30-9:00pm)
	2. Dr. Martin Luther King Crossroads Celebration (January 15 11-3pm)
	3. RFP BDI Update
2. **Work Groups** (1.5 hour)
	1. Share within your group a time you felt people made a point to make you feel included.
	2. Share within your group a time when you felt excluded from activity, event…
	3. Cultural Group Mapping
		1. Outlining next steps
		2. Diversity Advantage Breakfast Card
	4. BDAN process discussions with the city
		1. Review City Team question storming
		2. Review meeting dates
		3. Additional Brainstorm
		4. Develop agenda for first meeting with Internal Team

**Recap of Presentations**

Demographics

Police

Emergency Management

Neighborhood Programs

**Driving Factors for BDAN’s Work**

* Council Vision
* Bellevue Diversity Advisory Network Mission Statement
* Definitions
* Subcommittee: Engagement, Outreach, and Culturally Responsive Governance
* Bellevue Diversity Advantage Plan
* Statement of Purpose

**The Bellevue City Council Vision Statement:**

Bellevue Welcomes the World. Our diversity is our strength. We embrace the future while respecting our past.

**What is the BDAN Mission:**

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.

**Definitions:**

* **Cultural Competence:** refers to “a set of congruent behaviors, attitudes and policies that come together in a system or agency that enable effective interactions in a cross-cultural framework.”2 On an individual level, this can manifest itself indifferent components, including: the development of knowledge of cultural differences and societal disparities, increased self-awareness and understanding of social biases, a set of skills that improve communication and build relationships and community partnerships. Institutionally, this will manifest itself in culturally competent staff and elected officials, relevant programs and equitable policies. It is important to understand that cultural competence is a skill that is developed over time. With practice and repetition, it is strengthened within the muscle memory of individuals and organizations.
* **Equity:** refers to the ability for everybody to access, participate in and benefit from services, opportunities, and activities that contribute toward a high quality of life. Equity is achieved as the City and community provide all people with equitable access, which may require providing more or different levels of support for some people, to services, programs and resources
* **Diversity:** The City of Bellevue defines diversity broadly and refers to people of all cultures, languages, classes, races, ethnic backgrounds, disabilities, ages, religions, genders, sexual orientation and other diversity related factors.
* **Community engagement:** Fostering community connectedness that helps build social capital that result in social networks and the norms of reciprocity and trustworthiness that arise from them.
* **Intercultural Engagement:** The definition of intercultural is something that occurs between people of diverse culture groups including different religious groups or people of different national origins. Intercultural Engagement speaks to the active participation in community members focused on cross-cultural sharing and learning.
* **Community Based Cultural Groups:** Community groups characterized by various social markers including cultural identifiers listed in Bellevue’s definition of diversity. These groups practice cultural preservation, connection, expression, education, advocacy, and support. These types of community based cultural groups manifest through a variety means including professional non-profit cultural institutions, arts organizations, religious affiliations, student cultural clubs, classes, community celebrations, and community associations.

**Diversity Advantage Guiding Principles:**

* **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.

**BDAN Subcommittees**

* **Culturally Responsive Government**

Current Committee Members: Jennifer Karls, Jing dong Yu, Linda Whitehead, Beabe Akpojovwo (on leave), Eloisa Tran, Maria Batayola, Andrew Kelly

Establish Bellevue as a city that is dedicated to equity, access, inclusion, opportunity and culturally competency.

Assist in collection of community feedback to help assess the cultural competency of city services.

* **Outreach and Communication**

Current Committee Members: Aisha kabana, Rita Badh , Aleksandra Poseukova Mareth Flores, Edi Flores, Mohamed Bakr, Justin Daigneault

Provide culturally responsive guidance to improve outreach and relationships with isolated communities.

Identify and establish relationships to strengthen two-way communication between the City and Bellevue diverse population.

Establish best practices in connecting with our broad population, with emphasis on our most vulnerable populations.

* **Engagement**

Current Committee Members: Anthony Austin, Alaric Bien, Chinar Bopshetty Haruka Kojima, Margie Ye, Tom Brewer

Broaden collaboration and encourage civic engagement with in diverse groups.

Engage in cross-cultural dialogue focused on diversity issues.

Support mobilization and coordination with diversity-related national and local events warranting a city response.