



*City of Bellevue  
Diversity Advantage*



# Bellevue Centers Communities of Color Initiative

## Background

Bellevue City Council approved the Bellevue Centers Communities of Color initiative in January 2021, a transformative process by which Bellevue recognizes and aims to eliminate systemic barriers to civic participation for people of color.

Prospective members of the Community of Color Coordinating (CCC) team will lead and guide the three-tiered approach to dismantling these barriers by 1) developing trust and awareness through dialogue, 2) building racial literacy and skills through education and training, and 3) co-creating recommendations and actions that will advance racial equity in our community.

## Composition of CCC Team

The CCC team will be composed of 11 community members that live or work in Bellevue, representing Black, Indigenous, Latinx, Asian and Pacific Islander identities.

CCC welcomes and prioritizes the inclusion of members of diverse, intersectional identities such as (but not limited to):

- Representation including youth, minority and women-owned business, entrepreneurship, education among other diverse sectors
- Members of differing faiths and religious practices, prioritizing those who have been historically excluded or discriminated
- Intersectional identities of Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual / Agender (LGBTQIA+)
- Intersectionality with immigrant and refugee backgrounds and experience
- Limited English Proficiency
- Intersectional and prioritization of people of color people with disabilities

## Application Requirements

- Work, attend school or live in Bellevue
- Complete an application and short answer questions
- Have cultural connections and knowledge of the city's diverse population
- Possess a willingness, curiosity, and interest in bridging cultural gaps to strengthen community
- Attend onboarding events, regular meetings, retreats and/or committee meetings
- Commit to an appointment to the Coordinating team of 12 months
- Must not be an employee at the City of Bellevue

## Commitment to Racial Equity and Anti-racism

Members of the CCC team should have a foundational understanding of racial equity and anti-racism practices. Understanding racism involves becoming aware of how race and prejudice affect the lived experiences of people of color, as well as becoming aware of how we participate, often unknowingly, in racism. Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes, so that power is redistributed and shared equitably. Anti-racism not only examines diversity in the context of race and ethnicity, but it also examines the power imbalances between racialized people and non-racialized/white people (Alberta Research Centre).

The City is looking for a diverse set of members with skills that can support in advancing the three main areas of the Bellevue Centers Communities of Color initiative:

- **Experience-Driven:** This initiative seeks to tap into personal commitment, passion for change and lived experiences. In the CCC team, the work is built around centering communities of color in Bellevue so that they are able to bring their authentic, whole selves to the work of racial equity.
- **A Social Justice Framework:** Social justice includes a vision of society in which the distribution of resources is equitable and involves a sense of social responsibility toward others and society.
- **Policy/Advocacy Skills:** Emphasis on emergent advocacy and policy skills that support institutional and social restructuring.
- **Adaptive and Transformational leadership:** Adaptive Leadership is a practical leadership framework that helps individuals and organizations adapt and thrive in challenging environments. It is being able to, both individually and collectively, take on the gradual but meaningful process of change. It is about diagnosing the essential from the expendable and bringing about a real challenge to the status quo. Transformational leadership focuses on “transforming,” organizations by creating valuable and positive change.

## Application:

## Communities of Color Coordinating Team

### Basic Information:

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Phone #: \_\_\_\_\_ E-mail Address: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City \_\_\_\_\_ Zip \_\_\_\_\_

### Demographic information:

Demographic information is used to improve our recruitment efforts. Your responses are optional.

Gender: \_\_\_\_\_ Race / Ethnicity: \_\_\_\_\_

Language(s) spoken at home: \_\_\_\_\_

Are you a person with a disability and/or multiple disabilities?  Yes  No

Are you a member of the LGBTQ+ community?  Yes  No

Age range:  14-18  19-25  26-40  40-60  60+

Occupation and employer (if none please write N/A): \_\_\_\_\_

Do you have any current or past involvement with the City of Bellevue in another volunteer, elected or appointed position? If so, explain: \_\_\_\_\_

## Application response questions

**Please answer the following questions, limiting your response to no longer than one page.**

1. Why are you interested in serving on the Communities of Color Coordinating team? What do you value about this new program?
2. How do you see yourself contributing to building a diverse, equitable and inclusive culture in Bellevue?
3. What experience do you have working with issues of equity and inclusion? What strengths, skills, or knowledge will you bring to the Committee?
4. Is there anything else that you would like to share?

Applicants may request and submit the application in their preferred language. You may also submit a video (.mov) or voice recording (.m4a) to answer the application questions

Applications must be submitted to [diversity@bellevuewa.gov](mailto:diversity@bellevuewa.gov) or postmarked by Sunday, May 16, 2021 to be considered. You can mail your application to:

City Manager's Office  
Diversity Advantage Initiative  
Attn: Garcia Tellez, Yuriana  
450 110th Ave NE  
Bellevue, WA 98004



 For alternate formats, interpreters, or reasonable accommodation requests please phone at least 48 hours in advance 425-452-7886 (voice) or email [ygarcia@bellevuewa.gov](mailto:ygarcia@bellevuewa.gov). For complaints regarding accommodations, contact City of Bellevue ADA/Title VI Administrator at 425-452-6168 (voice) or email [ADATitleVI@bellevuewa.gov](mailto:ADATitleVI@bellevuewa.gov). If you are deaf or hard of hearing dial 711. All meetings are wheelchair accessible.

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