An aerial view of a city skyline, likely Bellevue, Washington, featuring several prominent skyscrapers with glass facades. In the background, a range of mountains is visible, partially covered in snow under a blue sky with scattered white clouds. The foreground shows a dense area of green trees.

Bellevue Welcomes the World.  
Our Diversity is our Strength.

Version: Future

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## Land Acknowledgement

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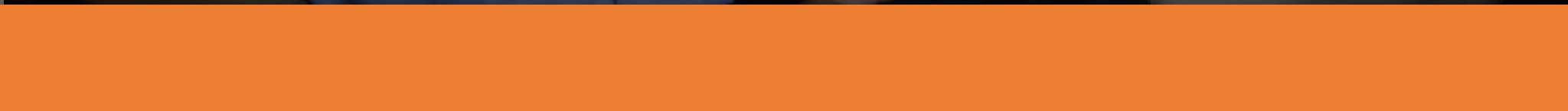
Major groups or tribes of local Native Americans include the Suquamish, Duwamish, Nisqually, Snoqualmie, and Muckleshoot (Ilalkoamish, Stuckamish, and Skopamish) tribes. They evolved complex cultural, social, and economic structures, which the invasion of non-Indian settlers in the mid-1800s almost erased, but which continue today as the tribes struggle for their survival, respect, and renewal.



Mark Manuel

Anne Jess

# Introductions



A network diagram consisting of numerous small, dark, spherical nodes connected by thin, colored lines. The lines are primarily red and orange, with some yellow and purple lines. The nodes are arranged in a complex, interconnected pattern, with a central node that has a high degree of connectivity, radiating outwards. The background is a plain, light-colored surface.

## Overview and Objective:

- X Please keep in mind
- X Make art
- X Learn from you
- X Imagine differently
- X Explore what's possible

# Self Introductions (Use the chat feature)

- What is your name
- How long have you lived, worked, or played in Bellevue?
- What are different ways you culturally greet each other?





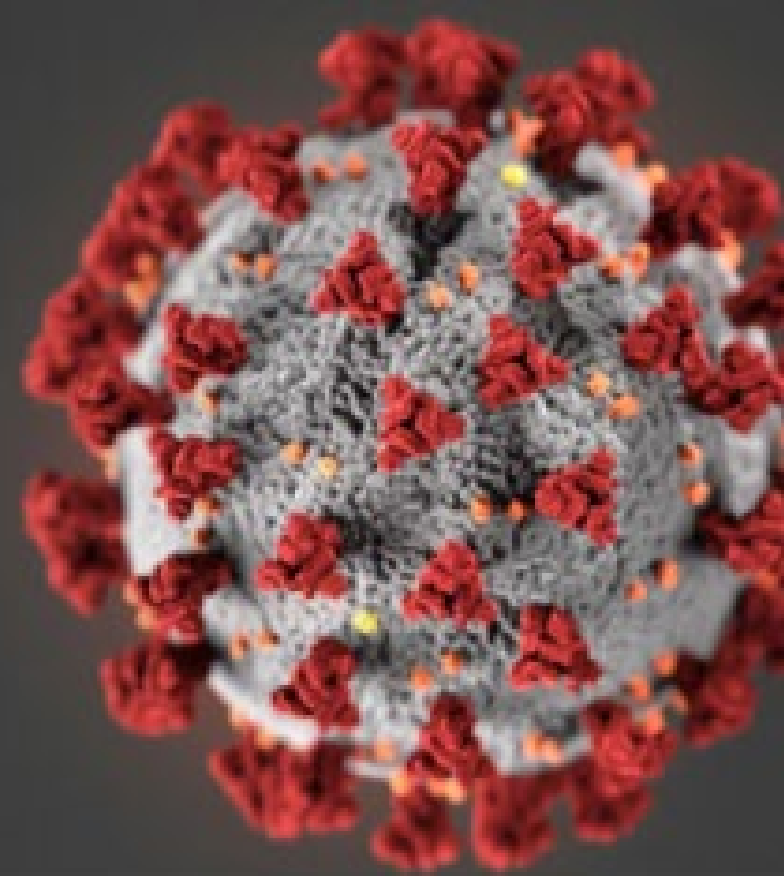
## System thinking

The First Law states, "A body at rest will remain at rest, and a body in motion will remain in motion unless it is acted upon by an external force." This simply means that things cannot start, stop or change direction all by themselves.

Newton's laws of motion

# Coronavirus

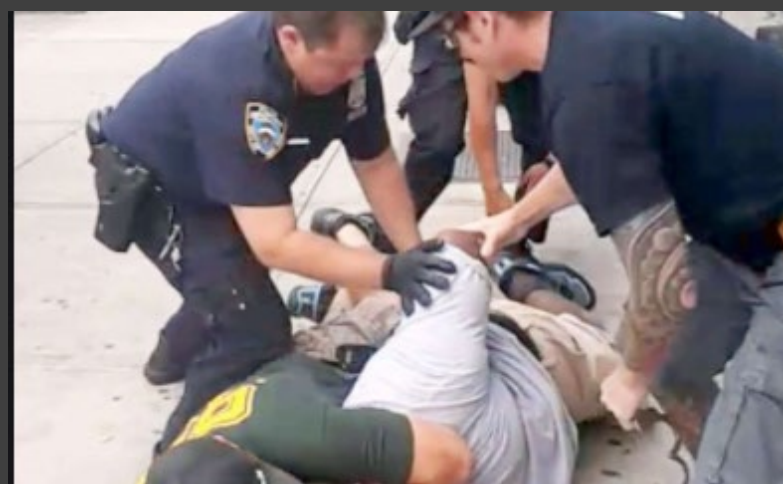
(COVID-19)



2020 changed how we did things



# Black Lives Matter







## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

# Recently Added: Systemic Racism

rac·ism | \ 'rā-,si-zəm also  
-,shi- \

## Definition of racism

- 1: a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.



**Forbes**

EDITORS' PICK | 44,546 views | Jun 11, 2020, 02:34pm EDT

## Merriam-Webster Is Changing The Definition Of Racism To Reflect Systemic Oppression

 **Janice Gassam Asare** Senior Contributor ©  
Diversity & Inclusion  
*I help create strategies for more diversity, equity, and inclusion.*

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in



<https://www.forbes.com/sites/janicegassam/2020/06/11/merriam-webster-is-changing-the-definition-of-racism-to-reflect-systemic-oppression/#6f5e0331400f>

# TURNING POINT

The Americanus: red, choleric, righteous; black, straight, thick hair; stubborn, zealous, free; painting himself with red lines, and regulated by customs.[26]

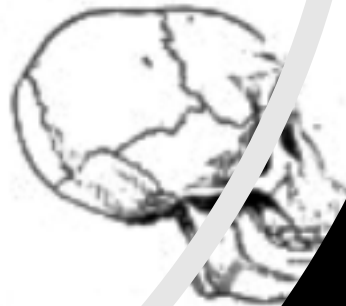
The Europeanus: white, sanguine, brown; with abundant, long hair; blue eyes; gentle, acute, inventive; covered with close vestments; and governed by laws.[27]

The Asiaticus: yellow, melancholic, stiff; black hair, dark eyes; severe, haughty, greedy; covered with loose clothing; and ruled by opinions.[28]

The Afer or Africanus: black, phlegmatic, relaxed; black, frizzled hair; silky skin, flat nose, tumid lips; females without shame; mammary glands give milk abundantly; crafty, sly, lazy, cunning, lustful, careless; anoints himself with grease; and governed by caprice.[29]

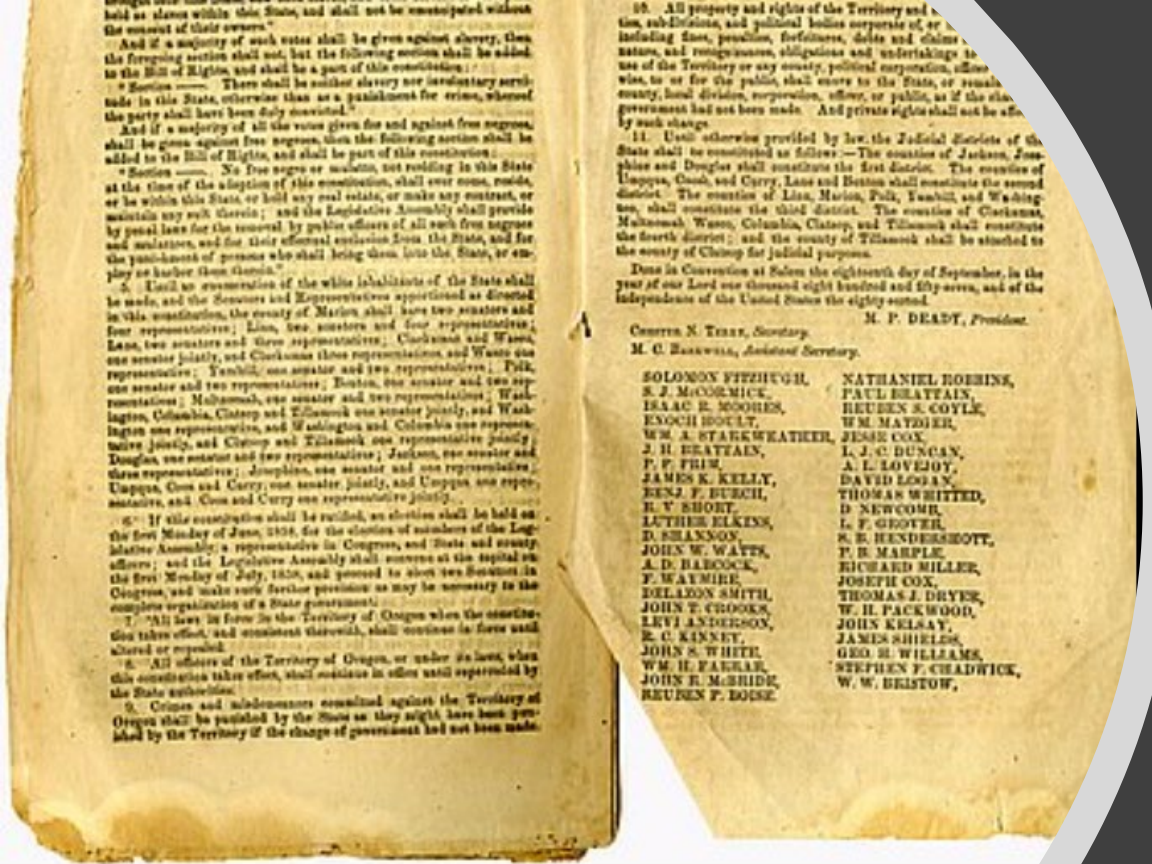


Creole Negro



Negro





...tion, subordination, and political bodies corporate of or including fines, penalties, forfeitures, debts and claims against the Territory or any county, political corporation, office, or for the public, shall move to the State, or remain in the Territory, or be paid, or otherwise, as if the same had not been made. And private rights shall not be affected by such change.

11. Until otherwise provided by law, the Judicial Districts of the State shall be constituted as follows:—The counties of Jackson, Josephine and Douglas shall constitute the first district. The counties of Umpqua, Coos, and Curry, Lane and Benton shall constitute the second district. The counties of Linn, Marion, Polk, Yamhill, and Washington, shall constitute the third district. The counties of Clatsop, Multnomah, Wasco, Columbia, Clatsop, and Tillamook shall constitute the fourth district; and the county of Tillamook shall be attached to the county of Clatsop for judicial purposes.

Done in Convention at Salem the eighteenth day of September, in the year of our Lord one thousand eight hundred and fifty-seven, and of the Independence of the United States the eighty-second.

M. P. DEADY, President.

GEORGE N. TERRELL, Secretary.  
M. C. BARKWELL, Assistant Secretary.

SOLOMON FITZHUGH, S. J. McCORMICK, ISAAC R. MOORES, ESCOH BOULT, Wm. A. STARKWEATHER, J. H. BRATTAIN, F. P. FRIE, JAMES K. KELLY, EENE F. BURCH, H. V. BHOET, LUTHER ELKINS, D. SHANNON, JOHN W. WATTS, A. D. BARCOCK, F. WATMIRE, DELEON SMITH, JOHN F. CROCKEN, LEVI ANDERSON, R. C. KINNET, JOHN S. WHITE, WM. H. FARRAR, JOHN R. MERRIDIE, REUNEN F. DORSE.	NATHANIEL ROEBIN, PAUL BRATTAIN, REUNEN S. COYLE, WM. MATDIER, JESSE COX, I. J. C. DUNCAN, A. L. LOVEJOY, DAVID LOGAN, THOMAS WHITTED, D. NEWCOMB, I. F. GROTTER, R. E. HENDERSHOTT, P. B. MARBLE, RICHARD MILLER, JOSEPH COX, THOMAS J. DRYEN, W. H. PACKWOOD, JOHN KELSAY, JAMES SHIELDS, GEO. H. WILLIAMS, STEPHEN F. CHADWICK, W. W. BRISTOW.
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1884, Oregon officially banned blacks from moving to the state in its state constitution.

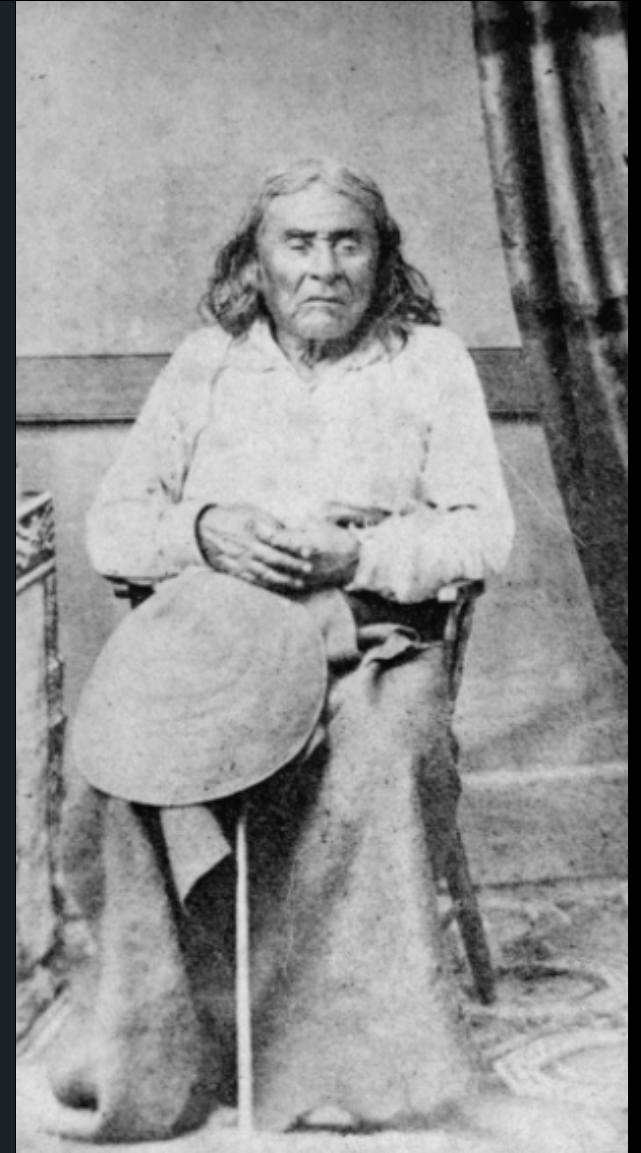
**Article XVIII, from the State Constitution (second**

...on of Oregon State Constitution outlining slavery and  
the 1857 document distributed to Or  
...sy. *Oreg. Hist. Soc. Research*



In 1865,  
the **Seattle** Board of  
Trustees passed a  
law banning **Native  
Americans** from  
living in **Seattle**.

<https://www.historylink.org/file/10979>





# 1886 Seattle Chinese Riots

Anti Chinese sentiment becomes organized. Mobs combining to be 1500 strong forcibly expel most of Seattle's Chinese residents beginning on February 7, 1886.

<https://www.historylink.org/file/2745>



WESTERN DEFENSE COMMAND AND FOURTH ARMY  
WARTIME CIVIL CONTROL ADMINISTRATION

Presidio of San Francisco, California

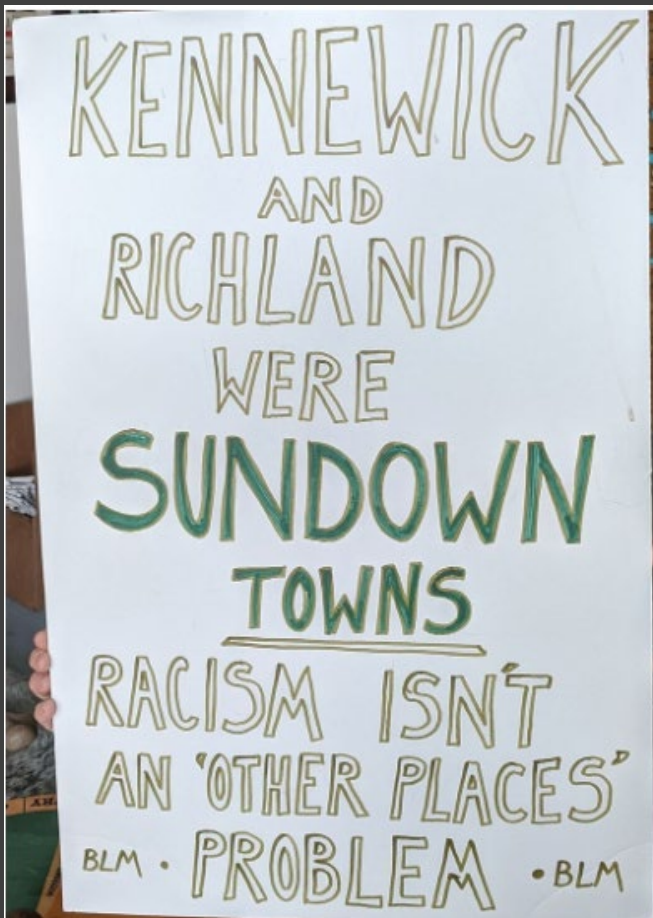
May 7, 1942

INSTRUCTIONS  
TO ALL PERSONS OF  
**JAPANESE**  
ANCESTRY

Living in the Following Areas

City of Sacramento, State of California

**Japanese Internment**  
After the bombing of Pearl Harbor, President Franklin Roosevelt cited military necessity as the basis for incarcerating 120,000 Japanese Americans—adults and children, immigrants and citizens alike. Decades later, a congressional commission found the justification of military necessity to be false.



## Sun-Down Laws

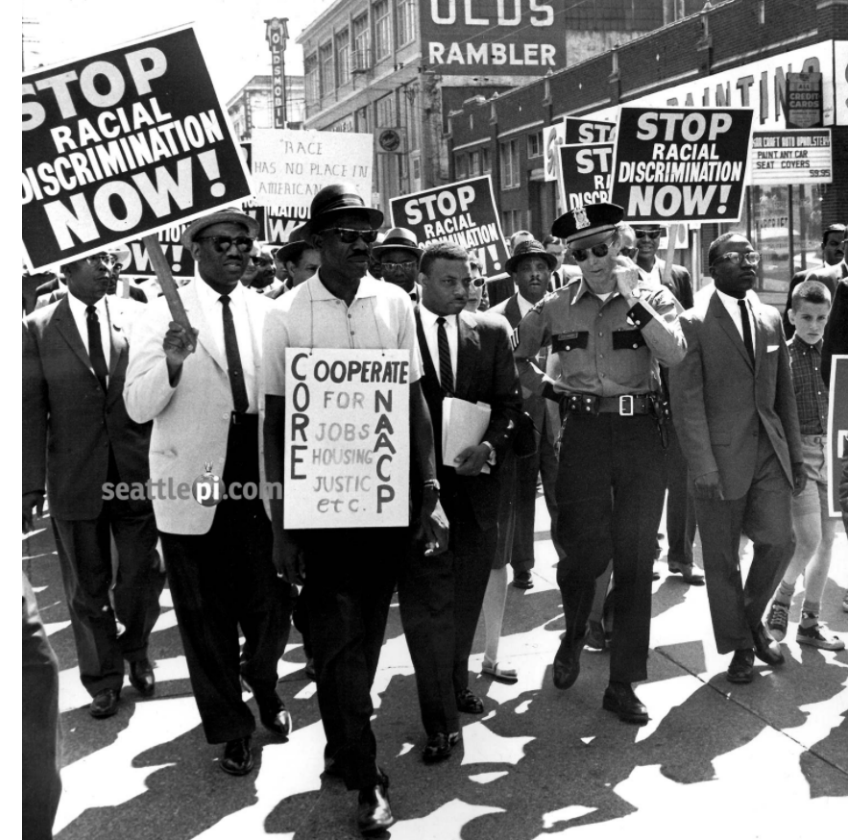
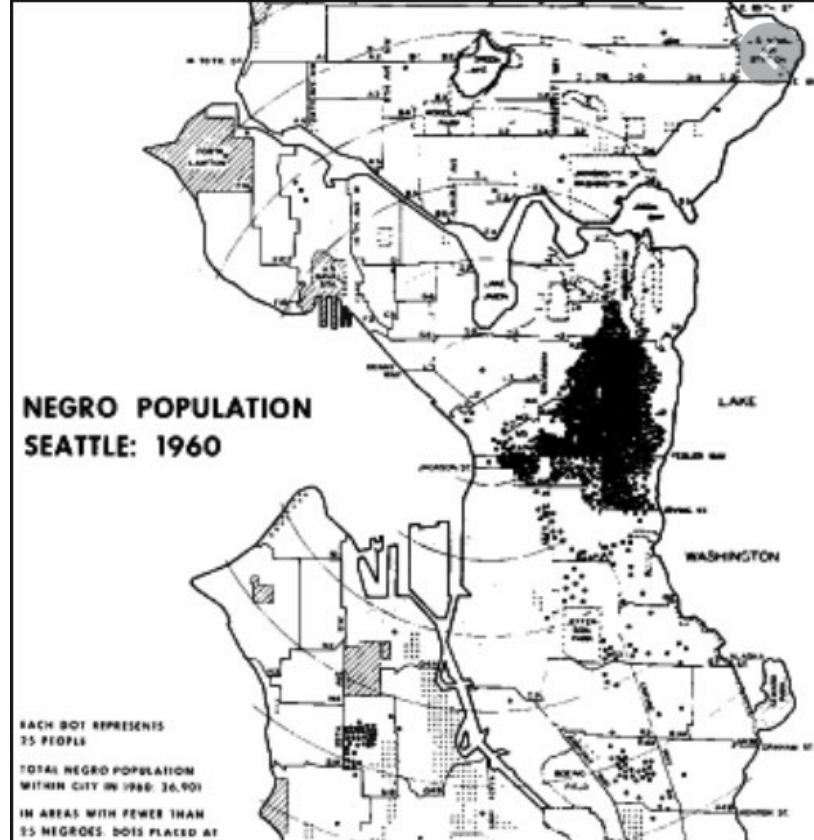


One such practice was to require African-Americans to leave town before sunset. If they were found on the streets after sunset, they would be picked up by the police and dropped on the roadside outside of town or worse. Hence the name “sundown towns.”





This sign at the entrance of Innis Arden advertised to all entering the Shoreline subdivision that it was a “restricted community.”



## Restrictive Covenants

- Most neighborhoods in Seattle were never an option
- Segregation was not a choice
- Home ownership can help build wealth
- Loans are declined in redlined areas
- Where you live impacts your quality of life
- <https://www.bls.gov/osmr/research-papers/2011/pdf/ec110030.pdf>

# Examples of Bellevue Restrictive Covenants

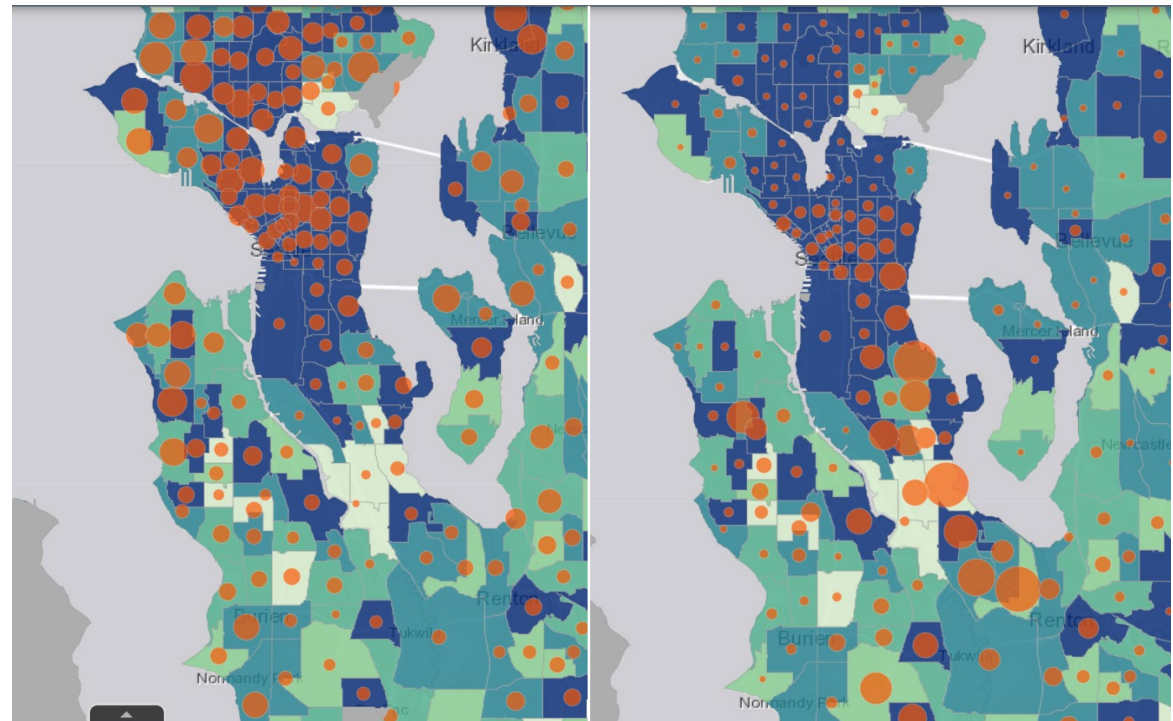
Bellevue	Enatai	<a href="#">Enatai Waterfront Addition</a>	No person of African, Japanese, Chinese, or of any other Mongolian descent shall be allowed to purchase, own or lease said real property or any part thereof.
Bellevue	Killarney Park	<a href="#">Killarney No. 2</a>	No person of any race other than the White race shall use or occupy any building or lot, except that this covenant shall not prevent occupancy by domestic servants of a different race domiciled with an owner or tenant.
Bellevue	Moorland	<a href="#">Shorelands</a>	That neither said premises, nor any interest therein shall at any time be leased, sold, devised or conveyed to, or inherited by or otherwise acquired by, become the property of, used or occupied by any person other than one of the White or Caucasian race, provided however, that persons not of the White or Caucasian race may be kept thereon by such a Caucasian occupant strictly in the capacity of servants of such occupants.
Bellevue	Northwest Bellvue	<a href="#">Manor Hill Addition</a>	No person of any race other than the White or Caucasian race shall use or occupy any building or any lot, except that this covenant shall not prevent occupancy by domestic servants or a different race domiciled with an owner or tenant.
Bellevue	Northwest Bellvue	<a href="#">Pleasure Point Park #2 (unrecorded)</a>	It is understood and agreed that said premises shall be used for residential purposes only and cannot be reconveyed to aliens, disorderly persons, or persons not of the Caucasian race.
Bellevue	West Bellevue	Laguna Vista	No person or persons of Asiatic, African or Negro blood, lineage, or extraction shall be permitted to occupy a portion of said property, or any building thereon except a domestic servant or servants who may actually and in good faith be employed by white occupants of such premises
Bellevue	West Bellevue	<a href="#">Sibley Wood</a>	"No Property in Sibley Wood addition shall at any time be used or occupied by any person or person not of the white and Gentile and

<https://depts.washington.edu/civilr/covenants.htm>

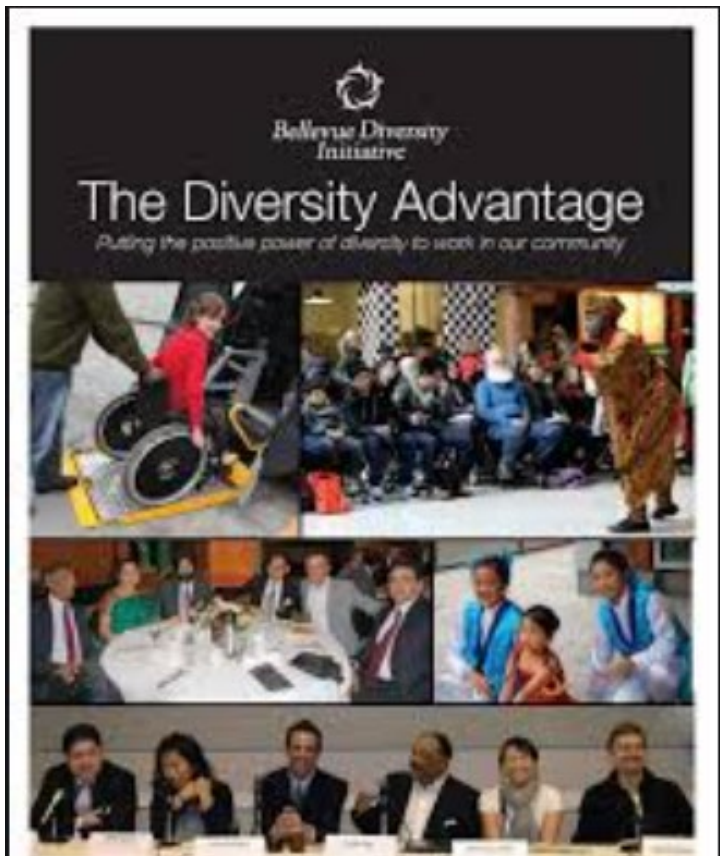
# Opportunity Mapping

- Puget Sound Regional Council conducted opportunity mapping and overlaid it with race. Dark blue areas are highest concentration of opportunities.
- 1<sup>st</sup> chart is White population
- 2<sup>nd</sup> chart is Black population

<https://www.psrc.org/opportunity-mapping>



# Change the script...



- 20 years of diversity public programming
- 2014 Bellevue Welcomes the World. Our Diversity is our Strength
- 2014 Diversity Advantage Plan
- 2021 Diversity Advantage Summit

# What about a City that does that?

Building a Diverse and Inclusive Public Service: Final Report of the Joint Union/Management Task Force on Diversity and Inclusion



The Task Force reported that in successful public sector organizations that focused on diversity and inclusion:

- leverages a range of perspectives needed to address today's complex challenges
- spurs innovation
- increases productivity
- creates a healthy, respectful workplace

# Question:

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**Think back to a time when you were in a situation when you felt included, empowered, and seen.**

**What was the recipe for those things to happen?**



# Poll Question:

## City of Bellevue Diversity Advantage Guiding Principles

“Bellevue welcomes the world. Our diversity is our strength. We embrace the future while respecting our past.” The opening statement of the [City Council Vision](#) is the driving force behind the Diversity Advantage initiative. The initiative's other guiding principles follow:

**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 nonprofits to work together for the common good.

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



## 1-3 Word Popcorn Question:


If Diversity is our  
Strength. What are  
our biggest assets  
to work from?



# Pick A Question to Answer:



- What role do you see City Government in making this vision possible?
- How can community work with city government in this venture?
- What opportunities/risks does the community and city need to take to truly build a Bellevue that welcomes the world?



Future Jump:

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We succeeded in bringing  
the Council Vision to life.

What do you see?