



Centering Communities of Color Coordinating Team Application 2022-2023

Background: In 2021, the [Centering Communities of Color Coordinating Team \(CCC\)](#) is a 3 year initiative which was created to engage community members in the City of Bellevue's Diversity Advantage Plan, supporting and guiding relationships between diverse communities and the City of Bellevue. Centers Communities of Color initiative is a transformative process by which Bellevue recognizes and aims to eliminate systemic barriers to civic participation for people of color.

Purpose of CCC: CCC is a City Manager-appointed advisory board that brings community expertise and leadership in advising to the city council. The CCC will provide advice and support to improve the City of Bellevue's ability to communicate, collaborate and better serve Bellevue's diverse community. Prospective members CCC 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.

For more information, click [here \(https://bellevuewa.gov/city-government/departments/city-managers-office/diversity-advantage-initiative/centering-communities-of-color\)](https://bellevuewa.gov/city-government/departments/city-managers-office/diversity-advantage-initiative/centering-communities-of-color)



Composition of CCC Team

The CCC team will be composed of 11 community members that live or work in Bellevue, representing Black, Indigenous, Latino, 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

Minimum 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 least 12 months
- Must not be an employee at the City of Bellevue
- Volunteer a minimum of six hours a month, including general network member on the last Thursday of every month and monthly subcommittee meetings; must be able to serve a one-year term.



Ideal Qualifications

- **Diversity, Equity & Inclusion Alignment:** Your core beliefs can be clearly articulated and support our city values and statement of commitment to diversity, equity, and inclusion.
- **Experience-Driven:** In addition to lived experiences, you have a personal commitment and passion for supporting positive change in Black, Indigenous and People of Color communities. You have strong community leadership experience and a history of relationship building and advocacy work with the city's Black, Indigenous, and People of Color communities.
- **Social Justice Framework:** You have 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:** You have an emphasis on emergent advocacy and policy skills that support institutional and social restructuring.
- **Adaptive and Transformational Leadership:** You have the skills to help institutions adapt and thrive in challenging environments by creating valuable and positive change.



Application

1. Full Name: _____
2. Home Phone Number: _____
3. Cell Phone Number: _____
4. Email Address: _____
5. Mailing Address: _____
6. Race / Ethnicity: _____
7. Gender Identity: _____
8. Language(s) spoken at home: _____
9. Do you identify as a person with a disability?
 Yes
 No
 Other: _____
10. Occupation (please include City): _____

11. In the past have you been involved with the City of Bellevue in another volunteer or appointed position? If so, which?



For questions 12 to 14, please limit your response to no more than one paragraph. You may also email a video (.mov) or voice recording (.mp3) response to mjohnson@bellevuewa.gov limited to two minutes.

- 12. Please describe why you are interested in serving on CCC. How has your lived experience and background informed your understanding of racial justice and diversity, equity, and inclusion?**

- 13. What key issues are you most passionate about and what issues are you most concerned about regarding Bellevue's Black, Indigenous, and People of Color communities?**



14. What skills, resources, networks and/or experiences do you think you can bring to CCC to address these issues with us?

Deadline: January 3, 2023, at 11:59 p.m. PST

Submit via:

- **Email:** mjohnson@bellevuewa.gov
- **Mailing Address:**
Marcus Johnson
450 110th Ave. NE
P.O. Box 90012
Bellevue, WA 98009-9012

For Questions, Accommodations, Translations: mjohnson@bellevuewa.gov or 425-623-5089