

**CITY OF BELLEVUE  
CENTERING COMMUNITIES OF COLOR COMMITTEE  
Meeting Minutes**

March 14, 2023  
5:30 p.m.

City Hall  
Conference Room 1E-120

**ATTENDEES:** Amirah Haque (Chair)  
Monik Martinez (Vice-Chair)  
Courtney LeMarco  
Kananu Mason  
Dr. Randy Nunez  
Ryan Qualls (Remote participation)  
Jeri Tiernan  
Royce Yuen

**ABSENT:** Midori Ng  
Gloria Northcroft

**STAFF:** Dr. Marcus Johnson, Diversity, Inclusion and Outreach  
Administrator, City Manager's Office  
Justin Chan, Diversity, Equity and Inclusion Administrator, CMO

**CONSULTANT:** Joshua Barr

**MINUTES WRITER:** Kelly Wilson, City Clerk's Office

**1. CALL TO ORDER**

The meeting was called to order at 5:44 p.m. by Chair Haque.

**2. ROLL CALL**

Attendees identified themselves and are reflected above.

**3. APPROVAL OF AGENDA**

The agenda was approved by consensus.

**4. UNFINISHED BUSINESS**

Dr. Johnson said Mr. Barr met with the consultant for the cross-cultural center. Dr. Johnson said staff wants to ensure that the community outreach for the cross-cultural center aligns and coordinates with the work of this committee.

Dr. Johnson said the CCC committee will be involved in reviewing the process for recruiting and appointing individuals to Boards and Commissions to enhance equity and inclusion. He noted that the bylaws presented tonight have been approved and need to be ratified by the committee.

Dr. Johnson said Mr. Barr met with the Bellevue Diversity Advisory Network (BDAN) to discuss how this committee's work will align with their efforts. He said BDAN makes recommendations for the City Manager and the CCC committee makes recommendations for the City Council.

Mr. Chan announced a bus tour of Bellevue for BDAN members on May 6, 9:00 a.m. to Noon, and CCC committee members are invited to join. The tour will focus on growth areas in the community.

Dr. Johnson said staff will provide an update on the cross-cultural center in the future. He said tablets and email accounts would be provided to the CCC committee members soon.

The committee discussed scheduling its retreat.

Dr. Johnson requested action to ratify the CCC Committee bylaws. A motion was made and seconded, and the bylaws were unanimously approved.

## **5. COMMUNITY DIALOGUES WITH JOSHUA BARR: PHASE 1**

### **(a) Awareness Windows**

Mr. Barr said his role is to lead the committee through the community dialogue process. He said meaningful community dialogues involve an in-depth process that includes the identification of barriers. He said we all operate within a society with a set of rules and laws that dictate how we interact. However, increased understanding among everyone helps to provide opportunities for everyone to succeed and move forward.

Mr. Barr said the City's goal is to create a more equitable environment by understanding the needs of all communities. The committee can make recommendations to the City Council to address specific concerns, hopefully leading to a place where people feel more welcome. Mr. Barr said equity goes beyond diversity and involves creating a society and a community where everyone can contribute and feel like they belong. He said the survey requested of CCC committee members will help everyone understand themselves and each other better.

Dr. Johnson suggested cancelling the next regular meeting and having the retreat in early April.

### **(b) Discuss Intercultural Development Inventory (IDI) Scores**

Mr. Barr said the committee is addressing all communities of color and how our individual cultural backgrounds interact with others and impact society.

Mr. Barr commented on the continuum of intercultural development from not seeing differences to bridging differences. He introduced an exercise to help committee members better understand each other. He asked everyone to comment on the question: “When I reflect on issues affecting communities of color in Bellevue, I draw my attention to \_\_\_\_\_.” Mr. Barr said that when he reflects on issues related to communities of color, what draws his attention is the lack of data.

Committee members took turns responding to the question and sharing their perspectives. Themes and feelings identified throughout the exercise included division, frustration, need for better collaboration and safe spaces, mutual support between communities of color, intercultural exchange, sense of loss due to lack of meaningful intercultural exchange, need for robust community outreach, recognition of holidays from diverse cultures, indifference and hopelessness, importance of allies, systemic racism (including in criminal justice system), and the role of faith and faith-based organizations.

Mr. Barr said the group would continue the discussion during the upcoming retreat.

(c) Next Steps

Chair Haque thanked everyone for their participation and noted the retreat would be held on April 4, 6:00-9:00 p.m.

**6. ADJOURNMENT**

The meeting was adjourned at 7:32 p.m.

/kaw