



City of Bellevue

450 110th Avenue NE
Bellevue, WA 98004

Meeting Agenda Communities of Color Coordinating Team

Tuesday, April 14, 2023

5:30 PM – 7:30 PM

Room 1E-120

CCC Mission: Provide advice and support to improve the City of Bellevue’s ability to communicate, collaborate and better serve Bellevue’s diverse community.

Membership: Amirah Haque, Monik Martinez, Royce Yuen, Dr. Randy Nunez, Ryan Qualls, Kananu Mason, Elisa Philippe Arrioja Landa

City Staff Liaison: Dr. Marcus Johnson

City Consultant: Joshua Barr

The Communities of Color Coordinating Team Meetings are conducted in-person with the option to attend virtually.

1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Retreat reflection
5. Old Business (unfinished discussions and issues from previous meetings)
6. Staff updates
7. Community Dialogues with Joshua Barr: Phase 1 & 2
 - a) Reflection Retreat
 - b) Discuss IDI scores
 - c) Group / Network Mapping and Identifying Gaps in the Community
 - d) Next Steps
8. Closing

For alternate formats, interpreters, or reasonable accommodation requests please phone at least 48 hours in advance 425- 452-7871 (voice) or email aowre@bellevuewa.gov. For complaints regarding accommodations, contact City of Bellevue ADA/Title VI Administrator at 425-452-6168 (voice). If you are deaf or hard of hearing dial 711. All meetings are wheelchair accessible.

Community Agreements

1. **Inclusion:** Invite the quiet voice.

Be aware of the personal factors and power differences that may cause certain individuals to feel uncomfortable with expressing themselves. Create a welcoming space with opportunities for all individuals to speak up with dignity and respect.

2. **Diversity:** Make space for those not at the table.

Pay attention to which demographics are not being represented in the discussion party. Acknowledge groups that are missing and make your best attempt to advocate for them but not speak on their behalf.

3. **Trust:** Assume good intent.

Give your peers the benefit of the doubt. Do not jump to conclusions about what someone may be implying, but also do not minimize the feelings of someone who has spoken out about feeling attacked.

4. **Compassion:** Respect everyone's opinion.

Be open minded and embrace sharing. Don't attack other people for their opinions, and foster an environment of friendly discussion even if you don't always agree with your peers.

5. **Brave:** Listen courageously.

This skill is so important to strengthen our relationships with peers in discussion. We need to overcome a fear of listening to dissenting opinions and our fear of silence, becoming bold enough to explore unfamiliar perspectives and examining both common ground and differing beliefs.

6. **Accountability:** Be responsive and graceful.

We encourage that our CCC members stay present and engaged in membership. Hold each other accountable when agreements are violated by [calling each other into the conversation privately](#), coming from a place of respect and recognizing our role as community leaders with the values of equity, access, and inclusion.