

**CITY OF BELLEVUE  
COMMUNITIES OF COLOR COORDINATING (CCC) TEAM  
Meeting Minutes**

September 28, 2023  
5:30 p.m.

City Hall  
Conference Room 1E-120

**ATTENDEES:** Monik Martinez, Chair  
Joel Leiva-Rodriguez  
Dr. Randy Nunez  
Ricardo Perezchica  
Jeri Tiernan, Vice Chair (Remote)  
Lalita Uppala (Remote)  
Royce Yuen

**ABSENT:** Ruhi Gadde  
Kananu Mason  
Ryan Qualls

**STAFF:** Dr. Marcus Johnson, Diversity, Inclusion and Outreach  
Administrator, City Manager's Office  
Sara Boyle, Diversity, Equity and Inclusion Outreach Administrator  
Erik Mercado, Equity Coordinator

**CONSULTANT:** Joshua Barr (Remote)

**BDAN LIAISON:** Jim Lauinger

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

**1. CALL TO ORDER**

The meeting was called to order at 5:42 p.m. by Chair Martinez.

**2. ROLL CALL**

Attendees are listed above.

**3. APPROVAL OF AGENDA**

Mr. Perezchica moved to approve the agenda. The motion was seconded by Dr. Nunez and carried unanimously.

**4. APPROVAL OF MEETING MINUTES:** None.

**5. PUBLIC COMMENT/CHAIR'S COMMENTS**

Patrick Alina, Youth Link Coordinator, Parks and Community Services Department, invited everyone to Youth Link's annual Gumbo Night on October 25, which is an opportunity for youth to get together with elected and appointed officials to discuss their priorities and activities in the community. He said Youth Link's programs address homelessness, DEI issues, food insecurity, mental health and other issues.

Steve LeMay described his Social Change Platforms company using blockchain and digital identity technologies.

Dominic Hoof said he would like to get involved in City planning efforts, including for the Wilburton area. He noted his interest in infrastructure and in serving on the CCC Team in the future.

Mr. Barr noted that Dominic participated in one of the community dialogues.

**6. STAFF UPDATES**

Mr. Mercado said he has been checking on the availability of locations for the November community meeting to wrap up the community dialogue input. He said the cultural center at Stevenson Elementary School is available for November 9 or 16 and there is plenty of parking.

Mr. Mercado noted that September 15 to October 15 is Hispanic Heritage Month and he is currently working on organizing events for both staff and the public for October. He said more information will be provided as soon as possible.

Dr. Johnson encouraged everyone to read the Racial Disparate Impact Report that Sara sent to CCC members.

He noted that the City's Leadership Team is interested in how they can provide support in terms of brainstorming the CCC's recommendations to determine what is possible or feasible.

Dr. Johnson said staff is reviewing the strategic target areas (STAs) for the overall organization based on the Council's Vision and Priorities. He encouraged everyone to review that information as well. He said staff is looking at how the CCC's work can be incorporated into other work underway or to be conducted by City departments.

He said the City held a successful Cross Cultural Project (CCP) community meeting with approximately 110-120 attendees. He noted the importance of seeing how the work involved in that initiative can be coordinated with the CCC's work. He said staff is working to update the Diversity Advantage Plan. After review and discussion by an internal staff group, a community session will be held to solicit feedback and input.

Dr. Johnson said he has been working to build a relationship with Native American Tribes and Mr. Mercado will help with scheduling a joint meeting with City leadership and the Snoqualmie Tribal Council.

Mr. Mercado said the next CCP meeting is scheduled for October 17 at Odle Middle School. The Diversity Advantage Plan (DAP) community meeting will be held at Lewis Creek Park on October 30.

Responding to Mr. Barr, Dr. Johnson said they were able to attract more than 100 people to the CCP event through outreach to community groups and other efforts by communications staff in the City Manager's Office. He noted staff's efforts to participate in events by community groups to support their activities and to identify areas for collaboration.

Responding to Ms. Uppala, Dr. Johnson confirmed that a community meeting will be held in November to present the results of the community dialogues and to ask the attendees to rank their top priorities.

Following discussion, the group reached a consensus to hold the community meeting on November 16. That would allow Mr. Barr to be here for that event and the regular CCC meeting on November 14. Dr. Johnson said he would talk to the City Attorney's Office and City Clerk to clarify their advice about having a quorum of the CCC Team at the November 16 community meeting.

Mr. Mercado noted that the week of November 13 is Transgender Awareness Week.

Mr. Barr cautioned that there is a lot of work to do to prepare for the November 16 meeting. He noted the critical importance of presenting the information effectively and receiving meaningful feedback about the direction the public wants to see for the community.

Responding to Ms. Martinez, Ms. Tiernan said the policy recommendation work group held its first meeting and discussed that CCC Team members are not subject matter experts but are very familiar with the input received through the community dialogues. She encouraged committee members to access their City email accounts to read information that has been distributed via email and posted on the Sharepoint site.

## **7. WORK GROUP UPDATES**

No reports.

## **8. COMMUNITY DIALOGUES WITH JOSHUA BARR: PHASE 2**

Mr. Barr said there are four steps for analyzing the community dialogue input: 1) identify key themes, 2) identify areas for additional research and determine what the City is already doing, 3) determine what falls outside of the scope of City government (What will we do about that?), and 4) develop policies, practices and ideas for recommendations. He reiterated the importance of clear communication and gaining specific input from the community.

Ms. Tiernan noted that reviewing information previously sent to committee members will provide a strong knowledge base for everyone as the group prepares for the work going forward.

Dr. Johnson suggested that the committee focus on community input and the impact of existing and potential policies and programs. He noted the CCC's goal of integrating and embedding DEI concepts throughout the City's policies, programs and practices so that eventually everyone will not have to make such a deliberate, separate effort to address DEI considerations.

Ms. Martinez said the policy recommendations work group is currently going through all of the information and notes from the community dialogues to identify the key themes and suggestions. She said they hope to provide an update at the next CCC meeting. She said they are interested in what other cities are doing as well.

Mr. Mercado said he would work with graphics staff to prepare the boards/posters for the November 16 community meeting.

Ms. Martinez encouraged the event planning work group and strategic planning work group to begin meeting.

Ms. Uppala asked to be added to the strategic planning work group. Ms. Martinez said the other members are Dr. Nunez and Mr. Perezchica. Dr. Johnson said he could provide an example of a streamlined, relatively simple strategic plan.

Mr. Lauinger noted that BDAN has a DEI subcommittee, which he chairs. He said they are working to prioritize issues and have discussed renter protections, affordable housing, the cashless movement and the City's hiring practices.

Dr. Johnson recalled that BDAN was initially tasked to make recommendations for the City Manager and that has not yet occurred. The CCC Team is focused on developing recommendations for the City Council.

Ms. Uppala asked whether BDAN would like to have a representative on the strategic planning work group. Ms. Martinez noted that Mr. Lauinger volunteered to be a liaison to the other two work groups. Ms. Tiernan said she would coordinate with Mr. Lauinger to reach out to BDAN members to gauge their interest.

Dr. Johnson suggested that BDAN and the CCC could collaborate and complement each other's efforts in terms of what recommendations are made to the City Manager by BDAN and to the Council by the CCC Team. He said BDAN can be a good resource for the CCC in developing its strategic plan. He suggested perhaps a joint meeting of the two groups at some point.

Ms. Tiernan suggested that CCC members attend community events as individuals when possible to keep abreast of activities and issues.

Mr. Perezchica suggested research into policies and practices implemented within the past few years to determine their effectiveness and outcomes. He suggested reaching out to local businesses, noting that many of them (including El Rinconsito restaurants) are interested in collaborating for events and community activities.

Ms. Uppala said that Indian American Community Services (IACS) is hosting a Diwali Bazaar on Saturday, September 30 at the North Bellevue Community Center. She noted upcoming candidate forums, both online and in person, including at the North Bellevue Community Center.

## **9. ADJOURNMENT**

The meeting was adjourned at 7:13 p.m.

/kaw