



Community Conversation

Diversity Advantage Plan Update

January 2024

Executive Summary

The input collected from the DAP community conversation held on October 30, 2023, at Lewis Creek Visitor Center reveals overarching themes and trends that demonstrate the community's collective vision for a more diverse and equitable Bellevue. A resounding call for action echoes throughout, particularly in addressing the critical need for affordable housing and equitable decision-making processes. Throughout the event, we consistently heard the need for more community engagement, accessible services and webpages, and more collaborative efforts with an emphasis on community outreach, engagement, and collaboration.

Intergenerational affordable housing, the celebration of cultural diversity through events and festivals, and the significance of youth involvement were common themes, reflecting a holistic approach to creating more belonging in the community. Additionally, participants stressed the importance of routine community events, restorative healing spaces, and programs that promote social and emotional learning. The emphasis on inclusion, diverse representation, and support for cross-cultural programs rounds out the collective vision. This reflects the community's commitment to fostering a vibrant, interconnected, and inclusive city that is committed to ensuring **diversity is our strength**.

How to Navigate this Document: You can discover insights from over 35 community leaders and residents as they shared their perspectives on how both the City and the community can contribute to fostering a more welcoming and inclusive environment. The report begins with a concise summary, an overview of the community process, methodology, and followed by overall results. Individual notes collected during the process are detailed towards the end of the report.

Background

The City of Bellevue orchestrated a transformative community conversation to update the Diversity Advantage Plan (DAP). This event aimed to disseminate key findings, gather invaluable input, and cultivate community-led initiatives. Over 50 community leaders and

residents converged in collaborative dialogue to collectively shape the city's future through the DAP. Serving as a roadmap, the DAP guides the City and the community towards creating an environment where every individual feels valued, contributing their diverse perspectives and talents. This plan facilitates the implementation of equitable policies and practices, working to make the city more inclusive for all.

Timeline: In September, key members of the City of Bellevue staff collaborated to formulate initial recommendations for updating the DAP with internal actions and programs. Subsequently, in October, the city convened community leaders to share these recommendations and gather input on additional community-led initiatives. This input supplements the information gathered from the Centering Communities of Color dialogues and Cross-Cultural Center workshops. The notes in this report encapsulate the insights obtained. Looking ahead, the City will utilize the insights gleaned from this document to complete the first draft of the updated DAP, slated for completion in the second quarter of 2024.

Why this Matters? The DAP, now a decade old, needs fresh actions and strategies in response to Bellevue's evolving demographics. The feedback gathered from this community conversation is crucial for updating the DAP and guiding the city toward a future where community and city efforts synergize to advance diversity, equity, inclusion, and belonging (DEIB). This, in turn, contributes to an enhanced quality of life for all residents and seamlessly integrates DEIB principles into every facet of city life. The City's goal is to elevate the quality of life for every resident, with those from historically marginalized communities. Irrespective of background or circumstances, every resident and visitor should have an opportunity to thrive and succeed in Bellevue.

Methodology: The review and analysis of the notes began with a review of participants' top choices and their detailed notes. An overall eye scan identified prevalent themes and values. Utilizing software and AI tools, the most frequently mentioned words and themes were quantitatively extracted. The synthesis of qualitative and quantitative insights culminated in this final report of recommendations that provides a holistic understanding of community sentiments and preferences. Below is further information that provides more actionable insights based on both participant choices and our analysis.



Results

Three domain of ideas participants emphasize for implementation:

1. **Affordable Housing Initiatives:** There is clear consensus on the critical need to address housing affordability. Creating zoning for affordable housing, prioritizing affordability for families, and advocating for diverse housing and childcare options underscore the community's pressing concerns. Participants encourage strategic zoning measures that involve a careful and intentional evaluation of existing zoning regulations that caters to the diverse needs of families in Bellevue.

Top Ideas include:

- Introduce strategic zoning measures to enhance the availability of affordable housing options.
- Nurture intergenerational affordable housing initiatives that encompass childcare services within the community.

2. **Enhanced Communication and Engagement:** Participants emphasize the importance of improving communication and engagement between the city and its diverse population. Participants propose the integration of additional community liaisons to assist new residents and immigrants in navigating intricate systems and resources. Cultivating a user-friendly website and strategic community partnerships in addition to transparent two-way communications are emphasized not only to bridge existing gaps but also to amplify community involvement. This approach seeks to promote equity and representation, ensuring an inclusive framework within decision-making processes.

Top ideas include:

- Streamline access to city funds, empowering community organizations and programs to proactively steer the utilization of those resources.
- Develop an intuitive and accessible user-friendly website interface.

3. **Cultural Diversity and Inclusion:** Participants highlight the importance of embracing and fostering inclusion through the celebration of cultural diversity. They advocate for cross-cultural events, festivals, and sustained engagement with cultural organizations as indispensable part in building a mutually enriching and inclusive community. This vision extends to the idea of creating an innovative hub, akin to the Together Center in Redmond, that brings together diverse community organizations under one roof to streamline and enhance the delivery of essential services.

Top Ideas include:

- Create a comprehensive virtual guidebook that spotlights various community nonprofit organizations.
- Organize a lively international festival and celebration that spans multiple days.

Three domain of actions participants are willing to partner with the city on:

- 1. Community Engagement and Collaboration:** Participants emphasize active participation in community events, community outreach, and education initiatives. There is a shared commitment to encouraging community involvement, fostering deeper dialogues, and learning, and contributing to the better sense of belonging. The focus is on collaborative efforts that bring people together and enhance the overall engagement within the community.
Top ideas for collaboration include:
 - Help the City shift towards a transformational relationship with the community, emphasizing meaningful collaboration over transactional relationships.
 - Participate in community outreach, encourage more community involvement while placing priority on youth programs and partnerships with the school district and Bellevue college.
- 2. Cultural and Multicultural Support:** A strong emphasis is placed on supporting cultural events, the arts commissions, and small businesses. Participants express a willingness to contribute where it makes sense, highlighting the importance of collaboration and connection with the city's cultural fabric. The shared goal is to celebrate and preserve the diverse cultural landscape of the community.
Top ideas for collaboration include:
 - Participate in the development of a database of Cultural Organizations.
 - Help to cultivate spaces dedicated to celebrations and cross-cultural events, enriching the community experience.
- 3. Advocacy, Outreach, and Social Impact:** Participants offer their skills in outreach, storytelling, and advocacy to drive positive change. This includes leveraging diverse outreach methods, volunteering for decision-making boards and commissions, sharing stories, advocating for funding, and seeking grants to help develop more community leaders and organizations. The collective approach aims to amplify community voices, address accountability and social issues, and contribute to the overall well-being of the community.
Top ideas for collaboration include:
 - Help to create a centralized repository of information about organizations and events on the City website, ensuring a user-friendly resource for easy access to pertinent information.
 - Advocate for the development of a comprehensive compensation framework, fostering equitable collaboration in their partnerships with the city.

Below are the top 20 themes from the event:

1. Affordable Housing Zoning: Participants consistently express the need to create zoning specifically for affordable housing.
2. User-Friendly Website: A common suggestion is the development of a user-friendly website for better communication and information dissemination.
3. Equity in Decision-Making: Implementation of a decision-making process focused on equity is a recurring theme.
4. Affordability and Access: Ensuring affordability and access for businesses, nonprofits, and families is a priority.
5. Cultural Organizations and Programs: Participants emphasize the importance of facilitating access to city funds and providing control to cultural organizations and programs.
6. International Festival: There is a shared idea of organizing an international festival with social media platforms to celebrate diversity.
7. Intergenerational Affordable Housing: Promoting intergenerational affordable housing is highlighted as a key concept.
8. Collaboration with the City: Collaboration with the city is seen as essential, including centralized guides, compensation frameworks, and a shift towards partnership-focused conversations.
9. Community Outreach and Engagement: Participants stress the importance of community outreach, engagement, and education, involving diverse communities.
10. Restorative Healing Spaces: Creating and supporting restorative healing spaces is a recurring theme, emphasizing the need for holistic well-being.
11. Youth Involvement and Programs: Encouraging youth involvement, events, and programs is a consistent theme across responses.
12. Multicultural Events and Literacy: Calls for multicultural events, literacy initiatives, and multicultural books for children are prominent.
13. Translation and Interpretation Services: Participants highlight the importance of translation, interpretation, and language accessibility.
14. School and Community Outreach: Advocacy for outreach in schools and communities, including literacy, parent education, and multicultural activities.
15. Diversity and Inclusion in Decision-Making: Emphasizing diversity and inclusion in decision-making processes at all levels is a recurring theme.
16. Promotion of Cultural Diversity: Strategies to promote cultural diversity, understanding, and appreciation are mentioned across responses.
17. Continuous Events and Celebrations: Calls for continuous events, not just large festivals, and ongoing celebrations are suggested.
18. Social and Emotional Education: Highlighting the importance of social and emotional education, particularly for youth and families.
19. Community Building and Networking: Emphasis on community building, networking, and relationship-focused initiatives.

20. Inclusive Arts and Cultural Programs: Advocacy for inclusive arts and cultural programs, including festivals, workshops, and initiatives.

Community Notes (Revised for Grammar and Spelling)

Top Two Ideas for Question One: What ideas do you have to help us move forward?

1. Create zoning for affordable housing.
2. Develop a user-friendly website.
3. Implement a decision-making process focused on equity.
4. Ensure affordability and access for businesses and nonprofits.
5. Prioritize affordability for families.
6. Establish a virtual guidebook of nonprofit organizations.
7. Facilitate ease of access to city funds and provide control to cultural organizations and programs.
8. Organize a celebration for several days, an international festival with social media platforms.
9. Promote intergenerational affordable housing.

Top Idea for Question Two: Where do you see yourself collaborating with the city?

1. Centralized point guidebook on the events website.
2. Framework of compensation.
3. Shift towards conversations on partnerships rather than transactional relationships.
4. Engage in community outreach and engagement, encouraging participation, bringing people along, and focusing on education.
5. Provide spaces for celebrations and cultural events.
6. Develop a database of Cultural Organizations.
7. Support city-funded events.

Question 1 Individual Responses

What ideas do you have to help us move forward?

Table 1

- Emphasize belonging in external programs.
- Conduct ongoing listening sessions.
- Facilitate city-to-facility discussions for private/community partnerships to reduce the wealth gap.
- Invest in community outreach programs (e.g., city discount programs).
- Implement school-based programs like multicultural nights.
- Enhance teacher programs for longevity, focusing on cultural representation and retention.
- Support community clubs at the neighborhood level.
- Host smaller events for neighborhoods.

- Modify survey questions to allow write-in answers.
- Recognize the importance of communication, particularly through social media, and promote professional programs for youth.
- Focus on relationship building after cultural arts programs.
- Address the concern that kids are losing their cultural heritage.
- Support multi-group events, especially those involving cultural organizations.
- Simplify the website to make it more user-friendly.
- Promote events that involve food preparation and encourage group participation.
- Advocate for investment in youth involvement, including mental health programs.
- Promote intergenerational programs using computers to support learning for both youth and adults.
- Implement a virtual guide for nonprofit organizations and encourage multi-group projects.
- Emphasize the accountability of program continuation, ensuring proper data, structure, and processes.
- Propose releasing money and control to community groups for diverse programming and youth participation.
- Reiterate the need for a user-friendly website.
- Advocate for help to local community clubs, which are considered the heart of neighborhoods.
- Suggest a focus on smaller local gatherings, alongside or instead of larger celebrations that may be overwhelming.
- Suggest hosting more cultural events in partnership with Community-Based Organizations (CBOs) to bring the community together.
- Advocate for making websites and communications more user-friendly, especially for non-English speakers.
- Propose involving youth in teams, emphasizing youth involvement from elementary to high school.
- Encourage the use of community diversity to bring voices together.
- Recommend multicultural nights and events, including multicultural reading events at schools.
- Advocate for parent advisory groups, back-to-school nights, and teacher diversity initiatives.
- Suggest literacy initiatives and accessible technology for parents.
- Call for investments in community dialogues.
- Highlight the importance of involving youth, especially those who are often overlooked.
- Propose collaboration between the City and the school district.
- Suggest investments in community outreach to diverse groups to help them navigate city services.
- Propose private community partnerships to address key equity issues.
- Propose shared events between cultural groups, emphasizing holiday events.
- Advocate for youth-led events, programs, and cultural events in partnership with the city.

- Encourage expansion of the youth court.

Table 2

- Emphasize equity in decision-making.
- Advocate for affordability.
- Stress the need to build relationships with Black and Indigenous communities.
- Call for a plan/training on equity-driven decision-making.
- Propose local assessable neighborhoods, focusing on diverse events and micro-experiences.
- Advocate for deepening relationships with Indigenous and Black communities through storytelling.
- Stress the need to expand engagement to include people working in Bellevue but not living there.
- Propose easy/accessible resources and outreach for newcomers.
- Reiterate the importance of affordability for all age levels and residence types.
- Advocate for removing barriers to innovate and start new projects, businesses, and organizations.
- Call for inclusive, consistent, and equitable data collection and usage practices.
- Propose creating events focused on connection and making them a tradition.
- Suggest multilingual events and resources.
- Emphasize anti-racism, restorative conversations, and healing meditation.
- Propose workforce housing, subsidized housing, and accountability.
- Stress the importance of vibrancy, color, and homeownership programs.
- Call for small business incubators, pledges for peace and equity, and more opportunities and resources for families.
- Suggest investments in community partners, free event spaces, and affordable rental for businesses/nonprofit spaces.
- Advocate for diverse hiring practices and holistic approaches to mental health.
- Emphasize promoting curiosity and more exposure to local diverse cultures.
- Propose creating opportunities for collaboration by connecting people.
- Suggest removing barriers to starting projects.
- Stress the need to adapt to Bellevue's changing demographics and include people working in Bellevue.
- Propose more culturally and linguistically diverse services.
- Suggest more community events hosted by the city, serving as an information hub.
- Call for innovative technology approaches to community engagement.
- Advocate for regular meetings with community organizations and city staff.
- Advocate for accessible outreach for newcomers, multilingual information, and multicultural staff.
- Highlight the importance of deeper engagement with underrepresented communities.
- Call for deeper relationships with Indigenous communities and regular opportunities for communities of color to meet.

- Propose spaces specifically designed for communities of color and other marginalized communities.
- Stress the importance of continuing data collection quarterly and yearly.
- Call for a closer look at communities that may not be well-represented in data collection.
- Suggest regular opportunities for communities of color and other marginalized communities to meet up.

Table 3

- Propose changing the definition of cultural competence to focus on redefining racial equity and inclusion.
- Suggest more collaboration between nonprofits operating in Bellevue, potentially county-wide for greater accessibility.
- Call for simplified data presentations to address problems ready to be addressed in Bellevue.
- Advocate for improved collaboration between existing health entities and the City of Bellevue to addressing health disparities.
- Stress the need to train all levels of government and civic workers on implicit bias, anti-racism, and other equity-related topics.
- Call for increased public navigation in neighborhoods with visible disenfranchisement.
- Propose paid incentives for community engagement and equity work, acknowledging the burden on communities of color.
- Advocate for investment in practices, values, decision-making, and community building.
- Call for a citizen oversight community.
- Express curiosity about who may have been left out from projects gathering feedback and data.
- Stress the need for diverse residents to feel a sense of belonging in the City of Bellevue.
- Emphasize the importance of hearing from those furthest from the system to better designing programs, services, and supports based on family needs.
- Call for inclusion in funding decision-making.
- Express curiosity about those with the power to decide funding decisions.
- Suggest college/youth volunteering and partnerships between Bellevue Police Department and colleges.
- Propose creating racial social justice circles and intentional community building between colleges and the community.
- Advocate for better, low-income transportation options and collaborative, safe, shared housing programs.
- Stress the importance of sharing stories and creating spaces for ongoing restorative storytelling.
- Advocate for racial healing for diverse underserved marginalized leaders and creating safe neighborhood spaces.
- Propose more home business and food business access, including micro-restaurants.
- Call for better home and business permitting.

- Express concern about barriers to other leaders and stress the importance of creating spaces that make leaders more likely to show up.
- Propose a community gathering space where diverse communities can come together to heal, celebrate, and share culture.
- Suggest opening City Hall on weekends for indoor marketplaces.
- Stress the importance of hiring people who look like community members and are trustworthy.
- Call for accessible, culturally competent, and relevant providers that are also affordable.
- Emphasize affordable housing, language translators/educators, and access to culturally appropriate food.
- Stress the importance of public transportation, community decision-making, and equity in healthcare.
- Call for support for family units available to families making less than average income.

Table 4

- Emphasize community outreach and education on civic rights and basic city resources.
- Propose a living library initiative, allow residents to talk about their lived experiences.
- Suggest workshop certificate programs for minority-owned businesses and a civic directory of affinity groups and cultural centers.
- Advocate for a robust affordable housing program prioritizing access for low-income BIPOC residents.
- Suggest belonging and welcoming ambassadors for city resources.
- Propose joint dialogues between the Bellevue Chamber and current businesses with aspiring entrepreneurs.
- Advocate for youth dialogues with schools about diversity, equity, and inclusion across Bellevue.
- Propose intergenerational dialogues among youth and seniors, volunteer days, and participation of youth in organizational partnerships.
- Express curiosity about the daily life of residents in Bellevue.
- Suggest an international world celebration weekend at Bellevue Square Park and address health equity, and social determinants of health.
- Call for affordable housing, community navigators, and partnership with the King County library system and Bellevue School District.
- Suggest TV, radio stations, and podcasts supported by the city that is multilingual and multicultural.
- Advocate for cultural awareness and inclusion.
- Propose creative housing options such as cohousing triplexes, 4 + 5 Plex apartment options, and single-family residential areas.
- Address the school-to-prison pipeline, call for businesses to support, and suggest celebration days.
- Advocate for restorative justice, LGBTQIA+ spaces, and mental health spaces.
- Propose a channel for community-based accessible design.
- Advocate for drawing BIPOC leaders and individuals (mural) throughout Bellevue.

- Explore what belonging really looks like.
- Suggest restorative justice practices in the Bellevue system focusing on centering healing vs. punishment.
- Advocate for investing in new youth-led initiatives, building bridges, and providing support.
- Call for a robust integration and reintegration process and funding groups based on community needs.
- Suggest working more directly with community organizations like Cocreative Culture and partner with school districts to provide support.
- Propose a community-based response system to support people after hate and bias incidents.
- Suggest alternatives to law enforcement.
- Advocate for accessible free parking, parks and green spaces, and access to water.
- Call for community events focused on food and culture like food walks.
- Emphasize affordable housing, community gardens, and access to affordable childcare.
- Suggest community liaisons to support new immigrants in navigating systems and resources.
- Call for initiatives that engage the community and deepen appreciation and understanding of indigenous communities.
- Stress the need for more accessible mental health resources for LGBTQ plus queer trans individuals.
- Highlight the importance of intergenerational relationship building.

Table 5

- Emphasize art therapy.
- Advocate for affordability for families, including childcare, kid engagement, and older adults engagement.
- Suggest more opportunities for families to have access to human services, and social security.
- Call for meaningful multicultural events.
- Highlight the need for each division to handle its own social media.
- Suggest women's gatherings and intercultural events.
- Call for better access to City of Bellevue facilities that are free.
- Propose centers for older adults and young adults to allow networking.
- Propose an introduction to Bellevue city government in all languages for better engagement.
- Suggest engagement ambassadors to reach out to community groups.
- Call for identifying community groups to partner with, emphasizing the need for a Together Center.
- Express the need for a common understanding of diversity and suggest cultural conversations for older adults and intergenerational events.
- Highlight the importance of older adults' representation and voice.

- Pose a question about considering a place for older adults as a separate diversity group.
- Suggest outreach strategies and an easy process to reserve places.
- Propose a building similar to the Together Center.
- Emphasize leaning on community organizations and marginalized community members for community discussions.
- Advocate for engaging the 65-year-old plus and youth communities to build Bellevue's future.
- Suggest expanding multilingual events and discussions.
- Call for more family-centered programs and spaces like the Together Center.
- Propose utilizing faith-based communities to engage the community.
- Recommend the establishment of community boards to enhance civic participation.
- Advocate for the development of family-sized housing to meet diverse residential needs.
- Promote the creation of easily accessible parks for the community's enjoyment.
- Encourage a broader understanding of diversity, shifting the focus from ethnicity and race to an inclusive definition based on income.
- Propose the organization of women's gatherings to foster community connection and empowerment.

Question 2 Individual Responses

Where do you see yourself collaborating with the city?

Table 1

- Facilitate a youth event with city funding, involving cultural organizations, older adults focused organizations, cultural heritage organizations, and then develop database of organizations.
- Develop a comprehensive guidebook of community organizations including their mission, purpose, and a calendar of events.
- Support co-housing partnerships by providing city assistance in legal matters for individuals in large houses willing to rent or share space with younger folks (students, families, etc.).
- Aid with Accessory Dwelling Units (ADUs) construction by helping individuals navigate the process, offering guidance, contractor lists, permits, etc.
- Help to conduct a realistic and culturally appropriate survey to better understand LCBO (Local Community-Based Organizations) needs.
- Act as a partner host for cultural events, offering financial support with the city acting as a silent partner.
- Create handbooks for each CBO's event to foster collaboration and utilization.
- Offer translation and interpretation services.
- Implement literacy activities.
- Provide parent education programs.

- Engage in school and community outreach initiatives.
- Foster family connections.
- Introduce multicultural books for children.
- Organize field trips to culturally relevant locations.
- Host school-sponsored family events.
- Implement family social-emotional education programs.
- Raise awareness and provide mental health resources for preschool families.
- Organize a youth culture clash series exploring the different cultures in the United States.
- Establish a space for youth to hang out, fostering a sense of belonging, providing assistance with schoolwork, and supporting parents.
- Offer outreach and translation services in the community.
- Communicate and share information with residents through social media.
- Ensure that the city's investment results in meaningful change.
- Organize continuous events throughout the year, not limited to just big festivals.
- Have Friends of the Cross-Cultural Center organize both big and small events for steady engagement.
- Lead youth programs, amplify existing programs, and bring people together across ages and backgrounds.

Table 2

- Cultivate a transparent and responsive two-way communication pathway.
- Evolve from an extraction model to foster mutually beneficial partnerships.
- Engage in collaborative arts and cultural events, ensuring adequate funding for creativity.
- Provide support and facilitation for restorative healing spaces within the community.
- Prioritize relationships, fostering a sense of connection and belonging.
- Actively participate in diverse community events, seizing valuable opportunities for involvement.
- Involve the Arts Commission in cross-cultural events, enriching cultural exchange.
- Extend support to small businesses, enhancing their growth and sustainability.
- Encourage community engagement, emphasizing connection and a sense of belonging.
- Act as contributors where it makes sense, ensuring meaningful and impactful involvement.
- Support the creation of venues for people to connect and build meaningful relationships.
- Foster mutual and compensated partnerships, ensuring equity and sustainability.
- Facilitate restorative healing spaces on a contractual basis.
- Contribute to the design of multicultural events that celebrate cultural diversity.
- Engage in community outreach for events, ensuring inclusion and broad participation.
- Build and nurture relationships within the community and the greater Seattle area.
- Provide essential information for equity-driven decision-making, fostering an inclusive community.

Table 3

- Define and celebrate diverse cultures while addressing disenfranchisement within the community.
- Establish a framework for restorative compensation across diverse communities.
- Create a user-friendly platform website to enhance community access and engagement.
- Promote unity among nonprofit communities, businesses, and groups around housing initiatives.
- Help to implement strategies for affordable housing, ensuring accessibility for all.
- Aid in developing cross-cultural events to maintain community connections.
- Facilitate spaces for justice and community-led restorative healing conversations.
- Develop affordable mixed-use housing opportunities with wrap-around services for individuals with disabilities.
- Make equitable resource investments through an inclusive decision-making process that prioritizes communities of color and underserved populations.
- Reengage storytelling programs between the city and Bellevue college for a shared cultural narrative.
- Establish affinity groups across Bellevue College campus and the city to strengthen community bonds.
- Provide a leadership program training for student leaders at Bellevue College in collaboration with the City.
- Connect class projects and faculty initiatives at Bellevue College to the city's broader goals.
- Invite commuter students at Bellevue College to share their interests in affordable local housing with the city of Bellevue.
- Build a capital fund/bond for multicultural and social building projects.
- Create a network to support neighborhood maintenance, focusing on food-related programming.
- Enhance mediation through a certificate program for more welcoming and peaceful neighborhoods and community engagement.
- Establish a community coalition with the city for cross-cultural spaces and affordable housing projects.
- Support the creation of indoor night markets and festivals in City Hall.
- Identify funding sources within the city's budget through a community-led approach, ensuring fair compensation for participants.
- Help to conduct more extensive outreach to engage community members and foster inclusion.
- Encourage volunteering for decision-making boards to enhance community representation.
- Share stories, advocate for funding, and inspire community members to join meaningful conversations.

- Seek grants to build community leaders' capacity and training for a stronger and more empowered community.

Table 4

- Celebrate cultural diversity like Fiesta del mas: An engaging and intergenerational Pan-American festival.
- Embrace the richness of cultures at the International Festival, a showcase of global traditions.
- Promote foreign language literacy through innovative programs in libraries, fostering a love for languages.
- Provide essential spaces, funding, and labor to forge impactful partnerships that support the city's vibrancy.
- Nurture a culture of restorative justice rooted in community acceptance and understanding.
- Raise awareness about the school-to-prison pipeline, advocating for a fair and just educational system.
- Champion mental health awareness, addressing microaggressions for a more inclusive and supportive community.
- Advocate for equitable decision-making processes that empower every voice in the community.
- Share compelling stories and valuable resources through the Fiesta del channel, fostering deeper connections.
- Collaborate on creative culture initiatives with the city, offering community-based alternatives to address youth challenges.
- Partner with school districts for diversion programs, actively preventing the school-to-prison pipeline.
- Support reentry and integration, contributing to festivals that celebrate the richness of music, dance, and food from diverse cultures.
- Conduct vibrant outreach at farmers' markets and resource fairs, connecting with the community.
- Coordinate with community networks to engage and involve the community.
- Manage volunteer coordination efficiently, ensuring impactful community involvement.
- Bring service providers together to enhance the support system for the community.
- Maintain sensitivity to newcomers, creating an inclusive and welcoming environment.
- Forge partnerships with schools for impactful outreach and community engagement.
- Expand cultural outreach assistance to encompass the entire city, celebrating diversity on a broader scale.
- Collaborate seamlessly with existing programs, maximizing collective impact.
- Plan with the city for facility interpretation, ensuring accessible and inclusive spaces.
- Encourage and educate through dynamic community outreach, fostering a culture of understanding and connection.

Table 5

- Conduct outreach at farmers' markets and resource fairs to connect with the community.
- Coordinate with community networks to involve the community, providing incentives such as food, stipends, and childcare.
- Manage volunteer coordination to streamline community engagement efforts.
- Bring service providers together to enhance collaborative initiatives.
- Demonstrate sensitivity to new individuals entering the community.
- Establish partnerships with schools for targeted outreach and engagement.
- Expand cultural outreach assistance to encompass the entire city.
- Collaborate with existing programs to amplify outreach efforts.
- Plan with the city for facility interpretation to ensure inclusion.
- Encourage and educate through comprehensive community outreach strategies.
- Develop outreach strategies and facilitate the reservation of spaces for community engagement.
- Simplify processes for reserving spaces at the Together Center.
- Engage in community outreach efforts to connect with residents.
- Organize gatherings of service providers to strengthen community support networks.
- Foster partnerships with schools to enhance community engagement.
- Plan events that are inclusive and relevant to all communities within the city.

