

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

March 27, 2025
5:30 p.m.

Conference Room 1E-120
Bellevue City Hall

ATTENDEES: Lauren Chase
Regina Glenn
Tina Morales
Dr. Randy Nunez
Ricardo Perezchica
Paige Wilson

ABSENT: Tulika Dugar
Josh Gabel
Ruhi Gadde
Dr. Elba Moise
Jeri Tiernan

STAFF: City Manager Diane Carlson
Deputy City Manager Joe Todd
Dr. Linda Whitehead, Chief DEI Officer, City Manager's Office
Dr. Marcus Johnson, Diversity, Inclusion and Outreach
Administrator
Erik Mercado, Equity Coordinator

BDAN LIAISON: None.

MINUTES WRITER: Kelly Wilson, City Clerk's Office

1. CALL TO ORDER/ROLL CALL

The meeting was called to order at 5:45 p.m. by Dr. Linda Whitehead. Attendees are listed above.

2. WELCOME

City Manager Diane Carlson said this is a renewal of the CCC committee and noted the importance of the committee's work for the community. She encouraged CCC members to think about how staff can help them be successful. She thanked everyone for their interest in serving on the committee.

Responding to Ms. Glenn, Ms. Carlson said she likes that the CCC members are connected to their communities. She looks forward to seeing how the City can improve its processes to expand civic engagement.

Deputy City Manager Joe Todd said the Council Vision is: Bellevue welcomes the world, diversity is our strength. He said the CCC team will help to engage the community to realize this vision. He encouraged them to have fun and thanked them for their work.

Dr. Whitehead said the group will meet monthly. She thanked Mr. Mercado for his work organizing the meetings and supporting the committee. She thanked Dr. Johnson for his past work with the CCC.

3. BRIEF OVERVIEW OF GROUP DEVELOPMENT PROCESS

Dr. Whitehead introduced the consultant who will be working with the committee, Tanya Ranchigoda. Dr. Whitehead encouraged the CCC members to identify their values as they move forward together.

Ms. Ranchigoda said she is a social worker by training. She noted a “parking lot” list of topics and issues previously raised by the CCC committee and said staff will continue to add to the list going forward. She talked about group development and the phases of forming, storming, norming, performing and adjourning. She said that as people get to know each other and become more comfortable, conflicts might occur. She said conflict is a necessary part of the committee process and talking things through leads to growth.

Ms. Glenn said it is important for committee members to know that this is a safe place for open dialogue. Ms. Ranchigoda said it is best to acknowledge disagreements and to work through them.

4. INTRODUCTIONS AND COMMUNITY DEVELOPMENT

Ms. Ranchigoda suggested that everyone introduce themselves. She said she works as a therapist and as a DEI and organizational development consultant. Her goal is to support the CCC committee with whatever they want to do.

Mr. Perezchica said he is a returning CCC member. He commented on his interest in helping his community and leaving a legacy for his children and grandchildren.

Dr. Nunez said he is a returning member. As an educator, he has always been interested in community involvement. He said he looks forward to seeing how the City adopts and implements the CCC’s recommendations based on their work with the community.

Ms. Morales said she is a new member. She has worked with Latina families over the past 20 years on the Eastside and is interested in compassion, justice and supporting youth. She hopes the CCC can create bridges, pathways and trust where it has not historically existed. She wants to give voice to diverse groups.

Ms. Wilson, a new CCC member, said she is an educator and worked as a math teacher in Seattle for 13 years. She is now a small business owner and works as a substitute teacher. Her hope for the CCC is to break down silos in the community and to build connections.

Ms. Chase, a new CCC member, said she is the mom of a 14-year-old daughter. She works for a Montessori school advancing diversity and equity work. She hopes the CCC can listen to the community and help facilitate connections.

Ms. Glenn, a new CCC member, said she works with small businesses and is involved with the Bellevue Rotary. She hopes for the CCC to be relevant and respected and to model kindness. She noted the need for accurate data and performance measures to inform the CCC's discussions and the City's actions.

Dr. Whitehead said she has worked for the City since 2020 and previously served on the CCC committee. She noted her longtime involvement in the community. Her hope for the CCC is to thoroughly review the Diversity Advantage Plan 2035 update. She expressed support for measuring outcomes related to the implementation of the plan and the CCC's ongoing work.

Dr. Whitehead said a budget equity toolkit was adopted for the first time by the City. She spoke to the need for equity in the delivery of City services. She commented on the importance of clear communication and authentic discussion within the CCC committee. Outside of work, she enjoys reading, spending time with her children and grandchildren, and teaching a Bible study class.

Dr. Marcus Johnson said he was the previous staff liaison for the group. He commended CCC members for their work. He said he is currently learning coding, works with various research groups and enjoys mentoring others. Much of his work is related to education and forming coalitions and relationships. He encouraged the CCC committee to go back to the community and to continue communications and partnership.

Mr. Mercado said he has worked for the City for three years. He first worked in the Community Development Department and has worked with the Diversity Advantage Team for more than one year. He was raised in Bellevue. Outside of work, he enjoys spending time with family and working with Latino and other organizations. He said the CCC committee provides an opportunity for people to learn about how the City works. He said he is still learning about local government.

At 6:41 p.m., the committee took a short break. The meeting resumed at 6:50 p.m.

Ms. Ranchigoda shared her background and led an exercise for committee members to work in pairs to write an "I am" statement and to talk about their backgrounds. Following those discussions, members of the committee shared comments regarding the conversations with the full committee.

5. DISCUSSION AND DEVELOPMENT OF NORMS OF ENGAGEMENT

Ms. Ranchigoda distributed a handout and led a discussion regarding the norms of engagement for the group. Committee members shared comments regarding what has and has not worked well in their involvement with other groups.

6. CLOSING

Dr. Whitehead thanked everyone for their participation. She said the April meeting will include a presentation regarding the DAP 2035 update. She said staff wants the CCC team's input before presenting it to the Council. In May, the committee will hear a review of Robert's Rules, Open Public Meetings Act (OPMA) and the CCC committee's bylaws.

The meeting was adjourned at 7:30 p.m.

/kaw