

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

June 26, 2025  
5:30 p.m.

Conference Room 1E-120  
Bellevue City Hall

**ATTENDEES:** Regina Glenn, Chair  
Dr. Elba Moise, Vice Chair  
Tulika Dugar  
Tina Morales  
Dr. Randy Nunez  
Ricardo Perezchica

**ABSENT:** Lauren Chase  
Ruhi Gadde  
Paige Wilson

**STAFF:** Dr. Linda Whitehead, Chief DEI Officer, City Manager's Office  
Sara Boyle, DEI Community Outreach and Engagement  
Administrator, City Manager's Office  
Erik Mercado, Equity Coordinator, City Manager's Office  
Karin Roberts, Deputy City Clerk, City Clerk's Office

**CONSULTANT:** Tanya Ranchigoda

**1. CALL TO ORDER**

The meeting was called to order at 5:40 p.m. by Dr. Whitehead.

**2. ROLL CALL/ELECTION OF OFFICERS**

CCC members present are reflected above.

Dr. Whitehead and Deputy City Clerk Roberts led the selection of the CCC team's Chair and Vice Chair. Committee members agreed unanimously to hold the elections by voice vote.

Regina Glenn was elected unanimously as Chair and Dr. Elba Moise was elected unanimously as Vice Chair.

Chair Glenn presided over the remainder of the meeting.

### **3. APPROVAL OF AGENDA**

The agenda was approved by consensus.

### **4. REPORTS OF CCC MEMBERS AND STAFF**

Chair Glenn requested an updated copy of all CCC members' contact numbers and the best times for calling each of them.

Ms. Boyle said staff has met with three (Mayor Robinson, Deputy Mayor Malakoutian and Councilmember Hamilton) of the seven City Councilmembers to date to discuss the Diversity Advantage Plan (DAP). She said they all have been supportive and have not raised any concerns.

### **5. PUBLIC COMMENT**

Alex Tsimerman commented on the importance of freedom and support for diverse populations.

### **6. CCC TEAM SCOPE OF WORK**

Ms. Ranchigoda said joy is an act of resistance and asked CCC members to comment on something that recently brought them joy.

Ms. Boyle led a discussion regarding the CCC team's proposed scope of work. She said the updated DAP reflects input from the community dialogue sessions held by the CCC team. She said the Diversity Advantage Team (DAT) staff will work with City departments over the next 6-8 months to: 1) develop a short-term action plan for each department, and 2) create a tracking system of key equity indicators.

Ms. Boyle said the CCC team is currently funded through the end of the year. She noted that Dr. Whitehead is retiring soon.

Ms. Boyle said the CCC team is intended to be advisors and thought partners with departments as they develop their short-term equity plans. She said it is important to ensure that the community dialogue input informs the creation of those plans. She said one of the guiding principles of the DAP refers to fostering racial equity. She noted plans for community information sessions. She said staff would like to have CCC members participate in the presentation of the final DAP to the Council.

Responding to Ms. Glenn, Ms. Boyle said one of the top eight community priorities identified during the 2023 community dialogues was investing in spaces and places for belonging. Ms. Boyle said Dr. Whitehead has been working with the Bellevue School District to determine the potential for establishing a memorandum of understanding (MOU) with the City regarding the use of school facilities for community meetings and events.

Ms. Boyle said department staff will likely not be ready to come to CCC meetings until August or September. She said approximately 14 staff teams are developing work plans for their departments.

Chair Glenn noted that it might not be possible to meet with every department by the end of the year. She suggested prioritizing the departments to come before the CCC team based on their enthusiasm and interest and on which departments might have the best opportunities for implementing community priorities. Ms. Boyle listed the City departments and commented briefly on the extent of their efforts related to DEI initiatives to date.

Ms. Boyle said the Bellevue Police Department has a public data dashboard with crime statistics and information, including by race.

Chair Glenn asked committee members whether they think the proposed scope of work to hold a community information session and to engage in discussions with department staff by the end of the year is feasible and realistic.

Given the time constraints over the next six months, Ms. Dugar suggested an open house for all department staff to initiate conversations.

Mr. Perezchica expressed an interest in the suggestion, noting that it might be beneficial for staff as well to learn what other departments are doing or plan to do.

Dr. Nunez expressed concern regarding current societal and political trends, including the cancellation of community celebrations nationwide due to concerns about immigration enforcement and attempts to intimidate the public.

Responding to Mr. Perezchica, Ms. Boyle said one of the priorities identified through the community dialogues was to create a community court for certain lower level criminal offenses. She said a community court will begin operating at the Bellevue Regional Library in July.

Ms. Morales concurred with Dr. Nunez's concerns about alarming societal crises and suggested the CCC team might need to consider alternative ways to interact with diverse communities and gather information.

Ms. Boyle acknowledged that it might be appropriate to consider other ways to work with the public and to report on the status of the input and recommendations gained through the community dialogues in 2023. Dr. Moise concurred.

Chair Glenn agreed that there are safety and trust issues. She expressed an interest in anything the City is currently doing to protect citizens in this environment and to inform them of their rights. Ms. Boyle said a number of departments, including staff at the Crossroads Mini City Hall, work with immigrants and refugees. Ms. Glenn suggested coordinating those departments and providing the results of their efforts in a document to be distributed to all staff and the public.

Dr. Nunez suggested more discussion internally and with the public regarding a number of issues, including the Bellevue Police Department's policies related to immigration enforcement. He said there are concerns about safety among members of the community.

Chair Glenn reiterated her suggestion to distribute information to help people know their rights.

Ms. Boyle acknowledged that the scope of work looks to the future. However, we are currently in a crisis. She suggested a near-term approach involving discussions with department staff versus reporting on the CCC team's recommendations. She suggested that it might be preferable to wait to present the CCC team's recommendations when the final DAP is presented to the Council.

Chair Glenn summarized the committee's interest in reporting on the status of the community dialogue input to the public, acknowledging the current crisis, and making the best use of the remaining CCC meetings this year, especially in terms of meeting and collaborating with department staff. She agreed with Dr. Moise's suggestion to create an infographic document for staff and the public.

Ms. Ranchigoda asked whether the proposed scope of work is realistic and supported by the committee.

Ms. Glenn returned to the question of whether to have an open house for all departments and/or to invite them to individual CCC meetings for additional discussion. Dr. Moise expressed support for at least one and potentially two open houses.

Following additional comments regarding the timing and sequencing of the committee's work for the rest of the year, the group agreed to continue discussion regarding the scope of work in July.

Ms. Glenn encouraged committee members to think about whether they might want to extend specific meetings beyond two hours to have sufficient time to meet with departments and refine the committee's recommendations.

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

**8. CLOSING**

The meeting was adjourned at 7:33 p.m.