

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

August 28, 2025
5:30 p.m.

Conference Room 1E-120
Bellevue City Hall

ATTENDEES: Regina Glenn, Chair
Dr. Elba Moise, Vice Chair
Tulika Dugar
Ruhi Gadde (remote)
Tina Morales
Dr. Randy Nunez (remote)
Ricardo Perezchica

ABSENT: Lauren Chase
Paige Wilson

STAFF: Joe Todd, Deputy City Manager, City Manager's Office
Dr. Linda Whitehead, Chief DEI Officer, City Manager's Office
Erik Mercado, Equity Coordinator, City Manager's Office

CONSULTANT: Tanya Ranchigoda

1. CALL TO ORDER

The meeting was called to order at 5:37 p.m. by Chair Glenn.

Noting her retirement, Dr. Whitehead thanked everyone on the committee for their expertise and dedication. She said the committee is an important bridge to the community. She noted that Deputy City Manager Todd would be taking over as administrator of this group.

Chair Glenn said that any bridge is based on a strong foundation. She thanked the individuals who have been on the committee for a couple of years and continue to want to serve.

Mr. Todd said he looks forward to working with the committee. He is currently the chair of the Washington State Commission on African American Affairs.

2. ROLL CALL

Attendees are listed above.

3. APPROVAL OF AGENDA

Mr. Perezchica moved to approve the agenda. Ms. Glenn seconded the motion, which carried unanimously.

4. REPORTS

Chair Glenn recalled talking about the committee's scope of work during the last meeting. Since that meeting, she and Vice Chair Moise met with Dr. Whitehead, Mr. Todd and City Manager Diane Carlson to discuss the committee's activities and to propose hosting an open house with department directors and City Councilmembers to get to know each other. She said the committee is interested in then inviting staff to attend a subsequent meeting to discuss what their departments are doing that overlaps with the CCC Team's work and recommendations.

Dr. Moise said the City Manager and Mr. Todd were supportive of the suggestion for an open house. She noted an additional idea to host an open house for community members interested in collaborating with the committee. Dr. Moise said they also discussed sharing the report on the 2023 community dialogues and the identification of priorities and issues.

Dr. Moise recalled the idea to create a fact sheet/flyer regarding the CCC with photos and brief biographies of the committee members and with a QR code for the public to access additional online information.

Mr. Mercado noted that Dr. Nunez had joined the meeting remotely.

Chair Glenn expressed an interest in the City's immigration policy and noted that Chief of Police Wendell Shirley produced a video with a statement about the Bellevue Police Department's role versus the role of federal immigration enforcement. She said the video is available for committee members and the public. Mr. Todd suggested watching the video as a group and inviting Chief Shirley to attend to respond to questions and comments.

Ms. Glenn suggested that the committee present information to the City Council in December regarding: 1) 2023 community dialogues, 2) input from the community, and 3) efforts within City departments. She noted that the CCC is funded through the end of the year and she would like to provide an update on the committee's work to date. She said the intent is that all committee members would be present at that City Council meeting.

Responding to Mr. Todd, Chair Glenn said she would like an opportunity during the Council meeting for the committee to address Chief Shirley's statement regarding immigration enforcement.

Mr. Todd said he envisions two different topics for input to the Council, the committee's observations and priorities and staff's presentation regarding the updated Diversity Advantage Plan (DAP 2035).

Ms. Morales asked whether DAP 2035 addresses current immigration enforcement. Mr. Todd said the DAP does not cover how the police react and engage based on immigration status. Ms. Morales referred to provisions of the Keep Washington Working state legislation, including that local law enforcement resources are not utilized for federal enforcement. Mr. Todd said the City follows state law and the state constitution. Ms. Morales suggested that the DAP address stress on the community related to immigration enforcement.

Responding to Chair Glenn, Mr. Todd said if the committee wants to make recommendations beyond the proposed DAP, he suggested refining and narrowing those recommendations. He reiterated that the City follows state law and therefore it is not necessary for DAP 2035 to address immigration enforcement policies. However, he acknowledged that there may be other immigration-related impacts the committee might want to address.

Ms. Glenn said the committee's goal is to support the approval of DAP 2035.

Mr. Todd said the City's boards and commissions review issues and plans to make recommendations to the Council, and sometimes they highlight additional issues and recommendations for further study and consideration.

Dr. Nunez said the committee wants to be responsive to the community's concerns about immigration enforcement and other impacts. He noted that a number of cultural groups are now hesitant to hold public events. He encouraged public education regarding the City's policies and ability to be responsive to concerns.

Responding to Chair Glenn, Mr. Todd said the CCC committee was created by the Council, and the city manager is the designated liaison between the CCC team and the Council. Ms. Glenn acknowledged that support staff to the committee have other priorities as well. She affirmed her interest in collaborating with the City Manager's Office. Ms. Glenn requested extending the contract for Ms. Ranchigoda to continue working with the committee.

Ms. Glenn said the committee looks forward to reviewing DAP 2035. She noted that with both Dr. Whitehead and the City's Human Resources Department Director retiring, the City is considering moving the DEI group into the HR Department. Mr. Todd acknowledged the challenge of finding a director with experience in such a broad range of programs and said the staffing structure will not change if the City cannot find a qualified person. Ms. Glenn said she would like the committee to have a discussion about that proposal and to have the opportunity to provide feedback to Mr. Todd and the city manager. Mr. Todd said members of the CCC and the Bellevue Diversity Advisory Network (BDAN) will be involved in the hiring process.

Dr. Nunez said he participated in the Eastside Pathways BIPOC gathering the previous week and this topic came up. He said some individuals had the perception that such a move will result in DEI work becoming a lower priority. Ms. Glenn suggested the CCC team and staff talk about how to counter the public's concerns.

Dr. Whitehead said Sara Boyle will continue to provide information regarding the implementation of DAP 2035. She will continue to participate in CCC meetings but is also currently focused on meeting with staff in all of the departments.

Responding to Chair Glenn, Mr. Todd said departments will be required to incorporate DAP 2035 objectives and policies into their work. Dr. Whitehead said there are 15 departments and five of those have engaged with DEI staff to date.

In further response to Ms. Glenn, Mr. Todd said DAP 2035 is a high-level plan and more details and performance metrics will be developed over the next year or so.

Mr. Todd referred to three documents addressing the CCC's activities and community dialogue process: 1) Executive Management Team Meeting Memorandum, 2) summary of CCC activities and processes, and 3) CCC initiative. He noted the documents are draft and should not be distributed to anyone else at this point.

Ms. Glenn referred to page 2 of the memorandum and the language regarding the CCC's alignment with the City's strategic target areas (STAs). Mr. Todd said the STAs were adopted by the Council and help guide the budget process. He said the STAs align with the community input gathered by the CCC team.

Responding to Ms. Glenn, Mr. Todd confirmed that he would like the committee to review the documents and provide feedback. He said the documents will not be distributed until the CCC is able to review them. He noted that the documents were produced by Dr. Marcus Johnson, the previous staff liaison for the CCC team. Mr. Mercado confirmed that the final documents will be available in multiple languages.

Dr. Whitehead said the CCC worked with Joshua Barr, a consultant and civil rights lawyer, throughout the community dialogue process. She said the summary document covers the first couple of years of the committee's efforts.

Chair Glenn expressed an interest in a timeline of past CCC events and milestones. Mr. Todd said the documents list the major phases of the CCC's previous work. Dr. Moise said a visual timeline would be helpful.

Ms. Morales asked about the potential for addressing current disparities. Mr. Todd suggested providing a separate communication regarding the current political environment and emerging issues.

Responding to Ms. Morales, Mr. Todd said staff will seek feedback from the CCC regarding the performance indicators proposed by the departments in the future.

In further response to Ms. Morales, Mr. Todd said the public input through the community dialogue process has been incorporated into DAP 2035. However, he acknowledged that the CCC team might want to highlight other areas for further study and Council consideration.

Responding to Ms. Glenn, Mr. Mercado said the three documents listed above will ultimately be combined into one report. There will also be a flyer providing key information about the CCC team, including individual photos and brief biographical information. He said information will be shared with department staff before the open house with the CCC.

At 6:52 p.m., Chair Glenn declared a short break. The meeting resumed at 7:03 p.m.

Chair Glenn suggested that committee members review the documents mentioned above and provide feedback. She said it is important to provide a report back to the community about the input from the community dialogues and how it has been incorporated into DAP 2035.

Mr. Perezchica suggested providing the information on the City's website when the documents are ready to be distributed to the public. Mr. Mercado suggested posting photos of the community dialogue sessions to give the public a better idea of how they were conducted and who participated.

Responding to Ms. Morales, Mr. Todd said public information, whether written or online, is translated into eight languages. Individuals may request alternate formats to accommodate disabilities as well.

Ms. Morales suggested an agenda item for a future CCC meeting to discuss the 2025 deliverables and draft documents.

Chair Glenn moved on to discuss the open house with department staff. She would like to hold the open house in September and to then invite departments to come back in October if they want to present their department-specific input and plans. She wondered whether to invite community members to the open house.

Mr. Todd said the committee could have an executive session first to talk to department directors, followed by an open public meeting for the community. He said the meeting time can be extended if a special meeting notice is distributed at least 24 hours before the meeting. Meetings can be extended by motion during a meeting as well.

Ms. Glenn suggested a September 5 deadline for committee members to provide feedback to Mr. Mercado regarding the report and flyer to be produced. She requested that committee members reply even if just to confirm that they do not have any comments or input.

Ms. Glenn said the open house could be held in October, with September as more of a working meeting for the committee. She suggested extending the October meeting until 8:00 p.m., with the meeting with department staff scheduled from approximately 6:00 p.m. to 7:00 p.m. Mr. Mercado suggested an ending time of 8:30 p.m. might be more reasonable given the agenda for that night. He said the committee can always adjourn before that time. The committee agreed to that approach.

Mr. Mercado noted that Ms. Gadde was watching the meeting remotely.

Chair Glenn said the committee will work during the November meeting to prepare for the presentation to the Council in December. Responding to Ms. Glenn, Mr. Todd said he would meet with the City Clerk to schedule the agenda item and will let the committee know the date.

Chair Glenn suggested inviting Chief Shirley to the CCC meeting in September.

Ms. Morales suggested that the written information address both the history and the evolution of the CCC team over the past few years.

At 7:30 p.m., Dr. Moise moved to extend the meeting to 7:45 p.m. The motion was seconded by Mr. Perezchica and carried unanimously.

5. ORAL AND WRITTEN COMMUNICATIONS

None.

6. OTHER BUSINESS: None.

7. APPROVAL OF MINUTES

Dr. Moise moved to approve the minutes of the July 24 meeting. The motion was seconded by Ms. Glenn and carried unanimously.

Mr. Mercado briefly summarized his plans for the layout of the flyer and the committee agreed to his approach. He asked committee members to send their comments only to staff and not to the full committee to comply with Open Public Meeting Act (OPMA) regulations.

Chair Glenn suggested discussing the final draft of the report and flyer during the September meeting before it is distributed to the public. The committee agreed to that approach.

Ms. Glenn thanked everyone for their participation and encouraged them to continue to be authentic and candid with their comments.

8. ADJOURNMENT

Dr. Moise moved to adjourn. Ms. Dugar seconded the motion, which carried unanimously.

The meeting was adjourned at 7:45 p.m.