

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

September 25, 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 (Remote)

ABSENT: Lauren Chase
Ruhi Gadde
Paige Wilson

STAFF: Joe Todd, Deputy City Manager
Marcus Johnson, Diversity, Inclusion and Outreach Administrator
Erik Mercado, Equity Coordinator

CONSULTANT: Tanya Ranchigoda

1. CALL TO ORDER

The meeting was called to order at 5:38 p.m. by Chair Glenn.

2. ROLL CALL

Attendees are listed above.

3. APPROVAL OF AGENDA

Dr. Moise moved to approve the agenda. Ms. Morales seconded the motion, which carried unanimously.

4. REPORT FROM CHIEF OF POLICE

Chair Glenn introduced Chief of Police Wendell Shirley to discuss the Bellevue Police Department's position on immigration enforcement. The committee watched a video of Chief Shirley's statement for the public. On the video, Chief Shirley said the BPD will not deport or

help deport undocumented immigrants or families and will follow Washington state law. He said BPD's job is to keep the community safe, not to enforce federal law, and their priority is to help community members feel safe when they contact law enforcement during an emergency. Chief Shirley said the BPD values its strong relationships within the community. They will not risk those relationships to meet the demands of federal policies when federal law enforcement resources are already dedicated to enforcing federal immigration laws.

Chief Shirley said BPD officers will not ask or collect information regarding a person's immigration or citizenship status during a routine traffic stop or community event. If an officer determines that an undocumented individual is committing violent crimes or is involved in the distribution, delivery or manufacture of illegal drugs, federal authorities might be contacted following the arrest of the suspect. Chief Shirley said it is important for everyone to have trust in law enforcement and the work officers do to protect the community. All individuals, regardless of citizenship status, can count on Bellevue being a safe place to live and work.

Chief Shirley said there have been a few incidents involving Immigration and Customs Enforcement (ICE) officers in Bellevue, including one involving a City employee. He said he met with that person to learn about the encounter and to discuss how the employee felt during and since the incident.

Chief Shirley said he reached out to the U.S. Department of Homeland Security (DHS) in Seattle and they came to meet with him and the City's leadership team. He said he asked DHS personnel about their masks and how they are presenting and identifying themselves when they detain someone. He said DHS personnel acknowledged their enforcement efforts and said they are not random. He said he shared concerns from the community about the inability to identify federal officers and their agencies. He said the BPD and DHS exchanged contact information to facilitate future communications. He said federal officers have the right to enforce federal law. However, Chief Shirley requested that they notify the department when they plan to be in Bellevue. He said his officers do not want to show up to an incident and not know whether armed individuals claiming to be federal officers are in fact legitimate officers.

Chief Shirley said the BPD is developing a training bulletin for officers about how to handle these situations. He said the department does not enforce civil immigration warrants and will not detain people to wait for federal officers to show up at any location. He advised the public to call 911 if they are concerned about the identity of individuals claiming to be federal officers. He said if they are federal agents and no one is in danger, BPD officers must step back and let them do their jobs. If someone is impersonating an officer, they will be arrested.

Chief Shirley said he understands that people are concerned and afraid. He said if committee members know anyone who feels they have been violated or mistreated and they are afraid to contact BPD, committee members should feel free to call BPD and request guidance on their behalf.

Responding to Chair Glenn, Chief Shirley said DHS personnel would not commit to informing BPD about anyone they detain from Bellevue. Chief Shirley said they agreed to inform BPD regarding the general areas they plan to visit but not the exact locations.

Chief Shirley said the training bulletin is still being finalized. Responding to Chair Glenn, he said he would consult with legal staff to discuss whether the information will be proactively shared with the public.

Responding to Ms. Morales, Chief Shirley said local police officers are identifiable and are required to give their names if asked, unless they are undercover officers. Federal officers work in different agencies and do not appear to have a standard protocol identifying their agencies or individual names. Chief Shirley said the public has the right to ask their names. However, they might not provide it. He advised people to photograph license plates or write down license plate numbers of federal, including unmarked, vehicles. He said the BPD abides by state law and local officers do not assist federal officers.

Ms. Dugar thanked the BPD for their work to protect and support survivors of domestic violence. She asked how the department handles domestic violence situations in which there might be related immigration issues. Chief Shirley encouraged survivors and advocates to notify the BPD. He said they are focused on the potential criminal activity and will not ask a person's immigration status.

Dr. Moise asked at what point someone in Bellevue should call the police if they witness ICE or other officers causing a problem and escalating a situation. Chief Shirley said the public can call 911 if they are not sure whether the officers are legitimate, and BPD officers will go to the scene to talk to them. He noted, however, that BPD officers cannot stop ICE or other federal officers from doing their job. He said if members of the public are assaulting ICE officers, BPD officers have a duty to step in, just as they would with anyone. He noted the public has the right to film and photograph activities.

Dr. Nunez expressed concern about situations in which officers are not identifiable. He said if an unknown person accosted him, he might be likely to respond in self defense to protect himself. Chief Shirley reiterated that the public should call 911 and BPD officers will respond. He said they cannot prevent ICE officers from doing their job. However, BPD officers will try to calm the situation and keep the peace.

Mr. Perezchica thanked Chief Shirley for coming to talk to the committee. He said it is helpful for members of the committee to be able to respond to questions and concerns from the public. Chief Shirley said he will be meeting with leaders of Eastside non-profit and community organizations on September 30 to discuss these issues.

Chair Glenn thanked Chief Shirley for coming to the meeting.

Chief Shirley thanked the committee for their work with the community.

Dr. Moise moved to amend the agenda to take oral communications next before resuming discussion of the remaining topics under Agenda Item 4. Ms. Morales seconded the motion, which carried unanimously.

5. ORAL AND WRITTEN COMMUNICATIONS

Alex Tsimerman said he has been removed from City Council meetings a number of times by Bellevue police officers and he believes security personnel should be handling the meetings instead.

Deputy City Manager Todd indicated that oral communications should address topics related to the CCC committee's business.

Chair Glenn noted that Chief Shirley was here to address immigration issues and not general comments about the BPD. She asked Mr. Tsimerman to keep his comments to topics on the agenda and Mr. Tsimerman subsequently left the meeting.

The committee resumed discussion of Agenda Item 4.

4. STAFF REPORTS, DRAFT CCC DOCUMENTS, OPEN HOUSE PLANNING

Mr. Todd recalled previous discussion about inviting department directors to the October meeting and focusing on community engagement for the November meeting. He said both are regular meetings but the length of the meetings may be extended by the committee.

Chair Glenn noted she would like to reserve some time on the meeting agendas for the committee's regular business.

There was general agreement to the recommended course of action.

Responding to Dr. Moise, Mr. Todd said private executive sessions may be held only for specific purposes outlined in state law (e.g., personnel issues, national security and cybersecurity issues, property acquisition, contract negotiations, trade and business information, pending or current litigation and others). He noted that the meeting with department directors does not meet that threshold.

The committee discussed staff's plan to present the Diversity Advantage Plan 2035 (DAP 2035) to the City Council in November or December. Mr. Todd said the CCC Chair and Vice Chair will sit at the staff table with Sara Boyle for the presentation and discussion. He said the CCC committee discussion in October with department heads will address how departments are incorporating or plan to incorporate DAP objectives into their work plans and budgets.

Responding to Ms. Morales, Mr. Todd said the CCC may make suggestions to the Council beyond the DAP if desired. Ms. Morales suggested that the City consider establishing an office of immigrant and refugee affairs in the future.

Chair Glenn encouraged CCC members to attend the Council meeting in the audience.

Responding to Ms. Glenn, Mr. Todd reiterated that the departments are dedicated to supporting the DAP 2035 objectives and have incorporated items into their work plans. He said information

will be provided to the CCC committee before the meeting with department directors. He said the CCC Chair and Vice Chair will receive a briefing before the City Council presentation.

Chair Glenn suggested a special meeting for additional discussion by the full committee before the upcoming CCC regular meetings.

Mr. Todd said the agenda item for the Council meeting will focus on staff's presentation of DAP 2035 as time will be restricted. However, the CCC committee may make additional suggestions for the Council's consideration.

Mr. Todd said the City's community engagement staff recommend a gallery walk format with different department tables/stations for the November 20 open house. He said this has been an effective strategy by the City in a number of planning efforts. Responding to Chair Glenn, he said there could be a brief meeting to provide an overview to the public before the gallery walk if desired. He said the public will have the opportunity to provide written comments and suggestions.

The committee agreed to holding a special meeting to prepare for the October and November meetings.

Ms. Morales expressed an interest in providing comments to the Council and department directors regarding emerging issues and the impacts on vulnerable and underrepresented populations over the past nine months. Dr. Nunez concurred.

Moving on, Dr. Moise referred the committee to the CCC committee introductory flyer and the Community Engagement Summary Report.

Mr. Mercado said the flyer has been reviewed by several staff including communications staff. He said the report will be reformatted for publication.

At 7:22 p.m., Ms. Morales moved to extend the meeting to 7:45 p.m. Dr. Nunez seconded the motion, which carried unanimously.

Chair Glenn declared a break to allow committee members to review the documents and to help themselves to some refreshments.

The meeting resumed at 7:34 p.m.

Dr. Johnson said all departments have completed their first meetings with staff regarding the DAP 2035 and there will be a second round of meetings. He said the information will be helpful to the CCC committee.

Chair Glenn noted a committee consensus approving the flyer.

Dr. Moise asked about the breakdown of data into U.S. born and foreign born as opposed to other demographics such as race. Mr. Todd said perhaps the information was trying to highlight the majority minority population in Bellevue. Dr. Moise suggested a breakdown by race as well.

6. OTHER BUSINESS

(a) Next Steps and Timelines

Ms. Ranchigoda reviewed the next steps based on tonight's discussion. Staff will send invitations to the October meeting to department directors, assistant directors and department DAP liaisons. Mr. Todd said City Councilmembers may attend meetings at any time. However, he suggested inviting them specifically to the November community engagement open house. The group reconfirmed the desire for a special meeting before the October regular meeting.

Mr. Mercado reviewed staff's planning and tasks in support of the committee over the next few months.

Responding to Mr. Mercado, Chair Glenn confirmed the committee's approval to move forward with planning the November 20 open house.

7. APPROVAL OF MINUTES OF AUGUST 28, 2025 MEETING *[Postponed]*

8. ADJOURNMENT

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

The meeting was adjourned at 8:00 p.m.