City of Bellevue
Diversity Advantage Plan
Update

Bellevue City Council
November 14, 2016

Presenters:
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Elaine Acacio, Diversity & Inclusion Administrator

Core Values: Exceptional Public Service – Stewardship – Commitment to Employees – Integrity – Innovation
A year in review
2016

Bellevue now Washington’s biggest majority-minority city

Originally published in October 31, 2016 at 11:50 am | Updated October 30, 2016 at 2:57 pm

The Estevia’s recent changes are reflected in the makeup of a wealthy suburb on North
Highway Community Center. The program, held by the Indian Association of Western
Washington, includes 11 new programs and... (Ken Lambert / The Seattle Times) More →
CITY OF BELLEVUE
DIVERSITY ADVANTAGE PLAN

Guiding Principles:
Enrich the quality of life for all through...

**Access:**
Build an environment that values the abilities of all, by proactively removing barriers and providing accommodations for full participation.

**Equity:**
Create a fair and just community where equality is the outcome by recognizing and correcting historic and systemic inequity.

**Inclusion:**
Foster a welcoming city, by providing a safe and gracious space where the entire community can engage in civic life.

**Opportunity:**
Share prosperity by connecting residents, schools, businesses, faith and non-profits to work together for the common good.

**Understanding Cultural Competence:**
Produce equitable policies and practices, by developing skills and knowledge that facilitate effective interactions across diverse cultures.

**Why:**
“Bellevue welcomes the world. Our diversity is our strength. We embrace the future while respecting our past.”

*Council Vision 2014*
Bringing Community Together

Field for Dreams Job Fair
Choosing to Lead: Entry into Politics
Youth Link: Moving Beyond First Impressions
MLK Events at Crossroads Shopping Center/Library/City Hall
Neighbors Community Festivals: Strawberry, Blueberry, Night Out
Rags to Riches Against Racism Event
Ukrainian Festival
Better Prepared Together

ADA 25th Anniversary
Dialogue with our Muslim Neighbors
COB Diversity Advantage Breakfast
Breaking Out of the Margins Ed Conference
Multi-Day Cultural Crossroads Festival
Cultural Conversations
Police Community Advisory Boards
ELLA Tours for the City
Tackling the Pertinent Issues of our Time

Police Community Advisory Committee

A Dialogue with our Muslim Neighbors

Rags to Riches Event with ERLC
Maximizing Collaborative Partnerships

• Eastside Race and Leadership Coalition
• Leadership Eastside
• Eastside Human Services Forum
• Eastside Pathways
• Eastside Refugee Immigrant Coalition

We have built and strengthened relationships with over 150 community stakeholders representing Community, Education, Non-Profits, Business, Public Safety, and Government on the Eastside.
Bellevue’s Diversity Advisory Network

The Bellevue Diversity Advisory Network will provide support and advice on ways to improve the city’s ability to communicate, collaborate, and better serve Bellevue’s diverse community.

- Outreach & Communication
- Engagement
- Culturally responsive government
One-City Teams

- Diversity Liaisons
- ADA/504 Team

- Departmental strategic plans & recommendations

- Enhanced mechanism for communications and staff engagement

- Incorporating and practicing One-City values
Citywide Initiatives & Partnerships

Cultural Competence Foundational Training

• Provide systemic and regular cultural competence training for all City staff over a 5-year period.
• …training for City volunteers and community leaders, including those serving on City boards, commissions and advisory committees.
• Provide ongoing cultural competence training to all public safety staff.

• About 20% of FTE staff have undergone training in 2015-2016
• Multiplier-effect in work, innovation, and effectiveness

Diversity Talent Hiring Initiative

• Implicit Bias Awareness training & Recruitment Toolkit
• Public Safety recruitment
• Supported Employment for individuals with disabilities

• Strengthen and advance recruitment efforts of diverse City staff to better reflect city demographics.
• Continue recruitment efforts designed to diversify public safety staff to better reflect city demographics.
• Promote and support programs that offer…employment opportunities for individuals with barriers to employment, such as ability, age, and language.
Citywide Initiatives & Partnerships

• ADA Self-Evaluation & Transition Plan
  – Hearing loop systems (Council Chambers, BYT)

• Language Access
  – Language Line
  – Improvements of website and accessibility

• Minority Women Disadvantage Business Enterprise (MWDBE) Inclusion Plan
  – Community Input Forums: Nov 15 and Nov 17

Language Line December 2015-November 2016 total

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Two community sessions are designed with you in mind

Learn about 2017 contracting opportunities and resources
Get assistance with registering on the city’s roster
Share what matters to you in procurement and contracting
Hear from other firms about their experience working with the city

November 15 ~ 11-1 p.m. ~ Bellevue City Hall ~ Room 1E-112
November 17 ~ 5-7 p.m. ~ Bellevue City Hall ~ Room 1E-112

Light refreshments will be served

PLEASE REGISTER for the day you can attend: karen@armsteadconsulting.com
Questions? Email or call Karen at 425-444-2618.
60 Recommended Actions

6 Focus Areas

Cultural Competence
Cultural Competence in City Government

• Highlights
  – Foundational training for city employees, volunteers and leaders
  – Training for hiring managers and development of resource guides

• Next Steps
  – Tiered/academy approach training
  – Development of practical resources: equity lens decision making tool
  – MWDBE Inclusion plan – outreach, process improvement and training
  – Recruitment and Retention tools: Employee Resource Groups/Affinity Groups
  – Language Access
Public Safety

• Highlights
  – Enhanced outreach to vulnerable populations
  – Police Community Advisory Boards (5 total)
  – Ongoing work in recruitment for entry-level fire and police

• Next Steps
  – Training
  – Translation of essential public and emergency documents
  – Expanded partnerships with ethnic media
Cultural Competence in the Community

• Highlights
  – Community events
  – Outreach to build relationships of trust and mutual affinity

• Next Steps
  – Collect regular community feedback
  – Continued coordination with community groups on issues of diversity and culture
Economic Development

• Highlights
  – Signage in Chinese for Global Innovation Exchange (GIX)
  – Development of Startup425 for small business development services
  – Bellevue/Redmond partnership to hire a Small Business advisor

• Next Steps
  – Enhance the City’s partnership with Impact Hub
  – Expand Startup425 workshops
  – Provide assistance to Bellevue businesses affected by East Link construction

Photo courtesy of the University of Washington
Human Services

• Highlights
  – Engaged Eastside Human Services Forum’s in discussions of diversity

• Next Steps
  – Training of Human Services agencies
  – Continued support to include an equity lens when reviewing funding request for the human services common application
  – Recruitment and outreach of diverse community volunteers
Education

• Highlights
  – Collaboration with Bellevue School District and Bellevue College
  – Work with BSD and Eastside Pathways

• Next Steps
  – Support BSD Boom Conference
  – Support BC Power of One Conference (educational and leadership workshops for LGBTQ and allies)
Civic Engagement

• Highlights
  – Working with community partners and volunteers focused on civic engagement
  – Co-sponsored political panel for those interested in politics

• Next Steps
  – Updated Where to Care Guide (Volunteer Guide for Bellevue)
  – Launching engagement/volunteer class
**Bellevue welcomes the world. Our diversity is our strength.**

- Ongoing 2-way learning and communication with community
- Bellevue Diversity Advisory Network
- Diversity Advantage Plan – Annual Report
- Training
  - Boards and Commissions
  - Staff
  - Human Service Partners
- ADA Self – Evaluation and Transition Plan
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Questions & Answers