



Date: November 23, 2015

To: Chair Capron and East Bellevue Community Councilmembers

From: Charmaine Arredondo, Deputy City Clerk

Subject: Diversity Initiative

In 2014, City Council approved the Bellevue Diversity Initiative: The Diversity Advantage and the vision statement, Bellevue welcomes the world. Diversity is our strength. This Initiative resulted in 60 recommendations, which were gleaned from various listening sessions with City staff and community stakeholders, and categorized under the following focus areas: Cultural Competence in City Government, Cultural Competence in the Community, Human Services, Public Safety, Education, Economic Development, and Civic Engagement. Under Cultural Competence in City Government, one specific recommendation was to provide cultural competence training for City volunteers and community leaders, including those serving in City boards, commissions and advisory committees.

The cultural competence trainings have begun and the general goals of the training are to build community and deepen the understanding of cultural competence and equity; increase self-awareness, exploration of cultural differences, and understanding of systemic inequity; practice applying cultural competence in daily work; and commit to transferring learning beyond the session.

Initially the Diversity Advantage Team was scheduled to attend the January 2016 EBCC meeting and make the same presentation that was made to City Council regarding the Diversity Advantage program. Following that presentation, the team was planning on scheduling a training specifically for EBCC to be held at one of your regular meetings. However, Councilmember Kasner has asked that the EBCC be given the opportunity to attend the already scheduled December 17, 2015 training. There are limited spaces available, but if any of you wish to attend the training, you are more than welcome to do so. I have reserved three spaces, but could arrange for more, if necessary. Please let me know if you wish to attend the training. There is a short 10 minute survey that needs to be completed by December 3.

Attachments:  
Training Agenda



**City of Bellevue Boards & Commissioners**  
**Cultural Competence and Equity Workshop**

**GOALS:**

1. Build relationships and a community where we can practice developing our cultural competence skills.
2. Gain a common understanding of cultural competence, equity, and implicit biases, and how they connect to the City of Bellevue's work.
3. Practice using tools to support the integration of cultural competence and equity into our individual and organizational actions.

**AGENDA:**

- I. Opening (30 min)**
  - Welcome
  - Relationship Building
- II. Building a Common Language (1.5 hour)**
  - Defining Terms: Culture, Cultural Competence, Equity
  - Cultural Competence Continuum Tool: *Community Engagement Across the Continuum*
- III. Understanding Implicit Bias & Its Role in Our Work (1 hour)**
  - What is Implicit Bias? Where does it come from? Why does it matter?
  - Applying An Equity Lens Tool: *Who is (not) in my Network?*
- IV. Closing (30 min)**
  - Reflections

