

3123-RES  
12/8/2014

# ORIGINAL

## CITY OF BELLEVUE, WASHINGTON

### RESOLUTION NO. 8856 (B)

A RESOLUTION regarding diversity, cultural competence and equity in Bellevue and adopting The Diversity Advantage plan.

WHEREAS, Bellevue is an international City in which one third of residents in 2014 were born abroad, 42 percent of households speak a language other than English at home; and

WHEREAS, Bellevue's children are even more diverse than the adult population, with there being no majority race among them; and

WHEREAS, Bellevue's diversity is increasingly reflected in a population that includes households with many different levels of income, individuals of all ages with many levels of abilities; and

WHEREAS, in 2014 the City Council adopted the Bellevue City Council Vision that begins, "Bellevue welcomes the world. Our diversity is our strength"; and

WHEREAS, the Bellevue Diversity Initiative has investigated community issues regarding diversity, researched best practices from other Cities, and identified additional steps the City can take; and

WHEREAS, diversity is a source of opportunity and strength for Bellevue to grow economically as it continues to be a destination for entrepreneurs and skilled workers from all over the globe; and

WHEREAS, diversity in all its dimensions enriches our culture and enhances our arts; and

WHEREAS, diversity challenges our community to communicate across multiple cultures and languages, which left unattended can result in a sense of disconnectedness and isolation; and

WHEREAS, discrimination and social inequity, such as educational achievement gaps, occur in the community; and

WHEREAS, the City of Bellevue can lead our community to address these opportunities and challenges to reap the many benefits of its diversity; now, therefore,

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THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES  
RESOLVE AS FOLLOWS:

Section 1. To adopt the Diversity Advantage plan as a guide for City practice and policy with regard to diversity issues.

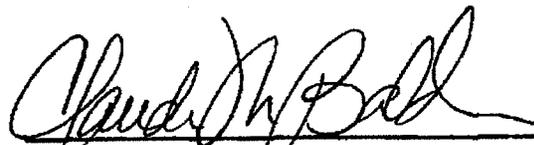
Section 2. To keep growing as a culturally competent organization, the City of Bellevue will: enact and uphold equitable policies and practices; train and hire culturally competent staff; and provide programs that are responsive and accessible to all.

Section 3. To promote the growth of Bellevue as a culturally competent city, the City of Bellevue will: provide safe and welcoming public spaces; promote fair and equitable practices; engage respectfully in cross-cultural community life; and promote diversity through its support of arts and culture

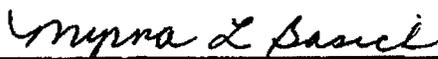
Section 4. To promote the growth of Bellevue as a culturally competent economy, the City of Bellevue will: provide support to local corporations in their efforts to attract a diverse workforce to live here and work in local businesses; empower entrepreneurs from diverse backgrounds to start and grow successful businesses; and provide community services that facilitate and support small business start-ups and operations.

Passed by the City Council this 8<sup>th</sup> day of December, 2014  
and signed in authentication of its passage this 8<sup>th</sup> day of December,  
2014.

(SEAL)

  
\_\_\_\_\_  
Claudia Balducci, Mayor

Attest:

  
\_\_\_\_\_  
Myrna L. Basich, City Clerk