

EAST BELLEVUE COMMUNITY COUNCIL

Packet Materials for
REGULAR MEETING

March 1, 2016



Welcome to Your East Bellevue Community Council Meeting

Community Council meetings offer you the chance to express your opinions to your elected officials. Community Council members welcome your participation and hope that the following information is helpful:

Oral Communications

Public participation is encouraged by the Community Council. On each agenda, Item 4 and 13 are set aside to allow you to speak on any subject you wish, except those subjects listed for public hearing. You must sign up in order to be recognized by the Chair. When you are called upon, stand up, give your name and address for the record, and state your views. Please speak loudly and clearly if you are in the back of the room so that your remarks will be audible on the recorder. If many people wish to speak, the Chair may decide to limit the amount of time allowed for each individual's comments in the interests of conducting the meeting in a reasonable and practical fashion. The Community Council will not respond to comments directly, but will take matters under advisement and will ask for staff to prepare a response when necessary.

Courtesy Public Hearing

A courtesy public hearing on a particular project gives the citizen, the applicant, and Community Council members an opportunity to review a project, ask questions, make suggestions, and express concerns prior to the formal processing of the application and the commencement of the Hearing Examiner process. Community Council members take no formal action at this time.

Courtesy public hearings are also held on proposed legislation, such as changes to the Comprehensive Plan. In this case, citizens have the opportunity to provide input to staff and elected officials in this informal setting. Such testimony does not take the place of an appearance before the Planning Commission, however.

If you wish to speak at a courtesy public hearing, sign your name on the sign up sheet and do as you would for "Oral Communications", i.e., stand up, state your name and address and present your views as briefly as possible. If you have no new information to be considered, simply say that you support or disagree with a previous speaker.

Public Hearing

State Statute allows the Community Council 60 days to approve or disapprove City Council ordinances or resolutions regarding land use matters within its jurisdiction. Disapproval means that the legislation does not apply within the Community Council service area, or that the project is denied. A public hearing is held before the decision is made. First, the staff makes a presentation and Council members ask their questions. Then the hearing is opened and the public is invited to comment. To speak, follow the procedures described above. Everyone who wishes to speak will have the opportunity to do so. After the last person has spoken, the hearing is closed. Then Council members discuss the issue and make their decision. The audience may not comment during the Community Council's deliberations unless invited to do so.

Welcome to Your East Bellevue Community Council Meeting

If you have any questions, feel free to call the City Clerk's office at (425) 452-6466.

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Public Participation

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Community Council Hearing

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Public Hearing

State statute gives the Community Council the right to approve or disapprove City Council ordinances or resolutions and the right to amend them. In the event of a disapproval, the City Council's action is void. A public hearing is held before the decision is made. The staff makes a presentation and Council members ask their questions. Then the hearing is closed and the public is invited to speak. To speak, follow the procedure described above. Everyone who wishes to speak will have the opportunity to do so. After the last person has spoken, the hearing is closed. Then Council members discuss the issue and make their decision. The audience may not comment during the Community Council's deliberations unless invited to do so.

Agenda

CITY OF BELLEVUE
EAST BELLEVUE COMMUNITY COUNCIL
Regular Meeting

Lake Hills Clubhouse
15230 Lake Hills Boulevard, Bellevue WA

Tuesday, March 1, 2016 6:30 - 8:30 PM

Page No.

- 1. Call to Order**
- 2. Roll Call**
- 3. Flag Salute**
- 4. Communications: Written and Oral**
- 5. Reports of City Council, Boards and Commissions**
 - (a) Community Council Business and New Initiatives
- 6. Approval of Agenda**
- 7. Department Reports**
- 8. Public/Courtesy Hearings**
- 9. Resolutions**
- 10. Committee Reports**
- 11. Unfinished Business**
 - (a) Discussion of potential Community Council retreat
- 12. New Business**
 - (a) Discussion Regarding Potential Future Agenda Items *
 - National Pollutant Distribution Elimination System (NPDES)
 - Shoreline Master Program
 - Subarea Plan Update
 - Affordable Housing Update
 - Group Homes/Adult Family Homes/Skilled Nursing Facilities presentation

****The future agenda items are not specific to any date. They will appear on the EBCC***

The meeting room is wheelchair accessible. American sign language (ASL) interpretation available upon request (425 452-6466) at least 48 hours in advance. Contact email address for East Bellevue Community Council: EBCC@bellevuewa.gov

Agenda

Agenda as they become ripe for discussion/action.

(b) Diversity Advantage Presentation

1

13. Continued Communications

14. Executive Session

15. Approval of Minutes

(a) Summary Regular Meeting Minutes February 2, 2016

45

(b) Summary Special Meeting Minutes February 16, 2016

57

16. Adjournment



MEMORANDUM

Date: March 1, 2016
To: East Bellevue Community Council
From: Mark Manuel, Diversity Outreach and Engagement Administrator; Jennifer Mechem, ADA/Title VI Administrator; Elaine Acacio, Diversity and Inclusion Administrator
Subject: Bellevue Diversity Initiative: Diversity Advantage Plan
(Information only)

On March 3, 2016 the City of Bellevue Diversity Advantage Team will provide information to the East Bellevue Community Council regarding the Diversity Advantage plan that was adopted by the Bellevue City Council on December 8, 2014. Additionally, the team will provide information regarding their work on the implementation of the plan.

BACKGROUND & ANALYSIS

The 2014 City Council Vision begins, "Bellevue welcomes the world. Our diversity is our strength." To realize this vision, the Bellevue Diversity Initiative supports and champions diversity, equity, accessibility and inclusion throughout the City of Bellevue.

Bellevue has become an international and multi-cultural city. Bellevue's resident and workforce population (324,000 combined) is one of the most diverse in the state, with an increasing population of older adults and individuals with disabilities. Within a decade it is probable that Bellevue will be a "majority minority" city, with no one race or ethnicity making up more than half of the population. This is already the case in the Bellevue School District student population, where there are more than 80 languages are spoken in the Bellevue School District, with 33% of students speaking a first language other than English. About one in five students receives free or reduced-price meals.

The Diversity Advantage Plan and its sixty (60) recommendations are organized by the following six focus areas: Cultural Competence, Human Services, Public Safety, Education, Economic Development, and Civic Engagement (See Attachment #1). With the plan, the City adopted the following guiding commitments:

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
- Provide programs that are responsive and accessible to all

To keep growing as a culturally competent city, the Bellevue community must:

- Provide safe and welcoming living and working environments
- Collectively correct systemic inequities
- Respectfully engage cross-culturally in community life
- Express diversity through arts and culture

To keep growing as a culturally competent economy, the Bellevue community must:

- Attract a diverse workforce to live here and work in local businesses
- Empower entrepreneurs from diverse backgrounds to start and grow businesses
- Provide community services that facilitate and support small business growth
- Make available culturally-specific goods and services sought by diverse cultures

Diversity is a defining characteristic of the City. The City strives to provide each and every person with equitable access to City facilities, programs, services and opportunities to share in Bellevue's high quality of life. To accomplish this, it requires continuous improvement and a comprehensive effort from all City departments to grow the cultural competence of City services and programs.

Approach

The Diversity Initiative reflects the input of residents from across the City and is built on the assumption that this is the work of the entire community. Residents, businesses, non-profits, schools and community groups all have a role to play. Within the City of Bellevue, all city departments have something to learn and contribute towards achieving the completion of this plan.

To support the Initiative, the City formed the Diversity Advantage team including a Diversity Outreach and Engagement Administrator, ADA/504 and Title VI Administrator, and Diversity and Inclusion Program Administrator. The City is unique in this approach as it intentionally integrates ADA/504 and Title VI compliance with the City's existing diversity outreach and engagement program. Additionally, the team serves as catalysts to help move the work forward and is supported by cross-departmental collaboration and community partnerships.

Implementation

The Diversity Advantage Initiative's Recommended Actions require either City or Community partnerships to accomplish. Many of the sixty Recommended Actions are inter-related, some are contingent on a sequence of actions to occur before they may be implemented, or are ongoing practices that the City and the Community should integrate into normal business.

Fostering Engagement: Work in cultivating relationships and engaging with our diverse communities and community partners is ongoing. Recent events in 2016 include bringing Dr. Terrence Roberts, in partnership with King County Library System, to celebrate MLK Jr.'s Weekend and Bellevue's Stand Against Racism event at City Hall. The City continues to partner with schools, such as Eastside Pathways, Bellevue School District and Bellevue College. The City will be convening a new advisory group, the Bellevue's Diversity Advisory Network, (BDAN), to provide guidance, support, and recommendations on ways to improve the City's ability to serve our increasingly diverse community.

Enhancing Communication: The City is dedicated in enhancing access and our customer services with regard to communication. The City website redesign project is underway with a special focus on compliance, ADA and equity related issues involving Web end-users. Additionally, assisted listening devices, a hearing loop system for the Council chambers and conference room were tested and installed in December 2015. The City is also working on a city-wide process to streamline access to translation and interpretation services. As part of the citywide assessment, departments will identify essential public documents that are recommended for translation.

Training: The City has committed to provide all staff cultural competency training over the next five years. Cultural competence training was offered for Bellevue's City Council, Boards and Commission Members in November and December of 2015.

CONCLUSION

The work to implement the Diversity Advantage Plan is underway. As a community, we are collectively on a journey to learn how to live into Council's Vision, "Bellevue Welcomes the World. Our Diversity is our Strength".

A copy of the plan can be found at:

http://www.ci.bellevue.wa.us/pdf/Parks/Bellevue_Diversity_Advantage_Plan_12-08-14.pdf

And the summary of the 60 recommendations can be found at:

http://www.ci.bellevue.wa.us/pdf/Parks/Bellevue_Diversity_Advantage_Summary_12-08-14.pdf

If you have any questions, please contact Mark Manuel (425-452-7886) or Jennifer Mechem (425-452-4471) or Elaine Acacio (425-452-4246).



Bellevue Diversity
Initiative

The Diversity Advantage

Putting the positive power of diversity to work in our community



**Bellevue welcomes the world.
Our diversity is our strength.**

- from Bellevue City Council Vision Statement, 2014



Introduction

Over the past several decades, Bellevue has grown from a quiet suburban bedroom community into a dynamic, international and multi-cultural city. Bellevue is Washington's fifth largest city with a resident population of 134,000 and a daytime population (including workers, students and visitors) of approximately 190,000. As Bellevue has grown, the population has diversified in age, race and ethnicity, income, ability and other factors. As one measure, there are over 80 languages now spoken in our schools and with people of color representing over 40 percent of the resident population.

Bellevue's diversity is a defining characteristic of our City. The City of Bellevue is an international city. Its business community provides economic opportunity for the region. Bellevue's schools are nationally acclaimed, providing children with opportunities for success in life. Bellevue is a fantastic place for families to live, work, serve and play. Wherever one goes in Bellevue, the entire city reflects an attractive and interesting mix of cultures. This increased diversity has profoundly reshaped Bellevue's identity, bringing both new gifts and new challenges around diverse cultures, languages, and communities.

Bellevue's diversity is an enormous asset. Diversity provides our economy with a competitive advantage; it enriches our culture, enhances our arts, broadens our educational experience and provides new leadership to help our community thrive. It contributes to the vitality of our community organizations and is celebrated at our cultural events.

Bellevue's diversity increases the complexity of our community. Increased diversity is not limited to one or two areas of Bellevue. Diversity has occurred throughout all Bellevue's commercial and residential neighborhoods. The benefits of diversity bring with them new and ever-changing challenges for residents and local institutions, including the City of Bellevue. Collectively, we must be open to find new ways to build inclusion into our community and economy and strengthen equitable access to basic needs, such as public safety, education and human services.

In response to these opportunities and challenges, the City of Bellevue launched the Bellevue Diversity Initiative.



Initiative Commitments

In 2014, the City Council adopted a Vision Statement. The first two sentences of that statement are, “Bellevue welcomes the world. Our diversity is our strength.” To successfully welcome the world and use our diversity as a strength, the community must make the following commitments.

To keep growing as a culturally competent *organization*, the City of Bellevue will:

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This document begins by describing how Bellevue has become a community marked by diversity. It then presents the process of fact-finding, learning and discovery used by the Diversity Initiative to understand the issues around diversity in Bellevue. It concludes with a list of recommended action items. These include actions specifically for the City of Bellevue as an organization as well as actions for the community at-large.



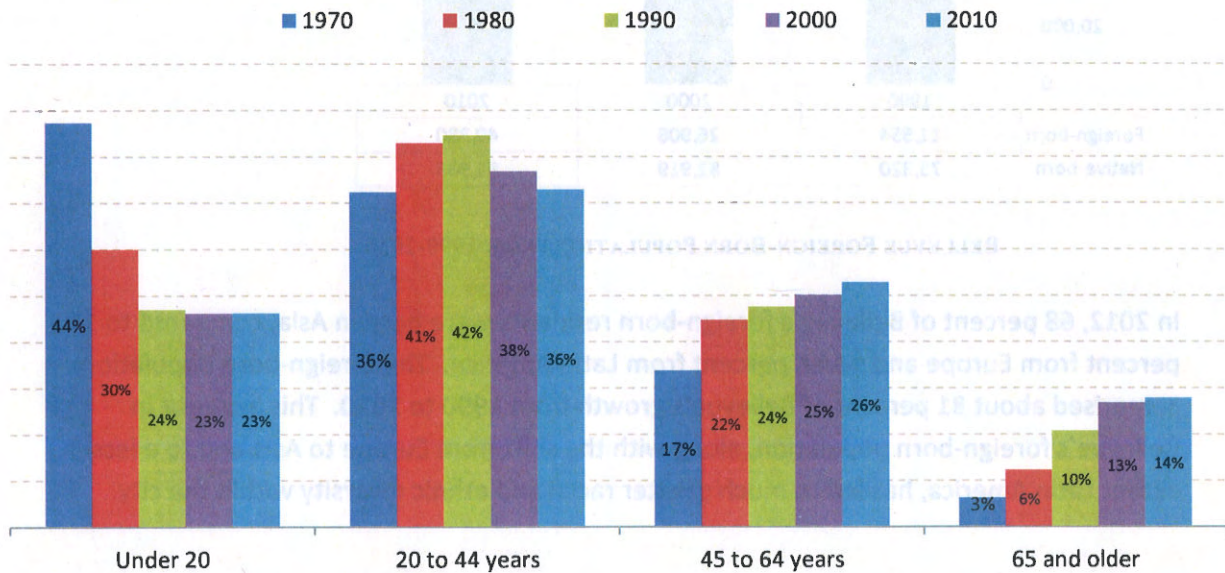
The Changing Face of Bellevue

In the life of a city, Bellevue was still young in 1970. Most neighborhoods were filled with new homes occupied by first-time home buyers and renters. Nearly 57 percent of its households were comprised of married couple families with children. Over 41 percent of its people were under the age of 18, another 39 percent were between the ages of 18 and 44, 17 percent were between the ages of 45 and 64 and three percent were 65 or older.

Age

As the city matured, so did its residents, creating greater diversity in the age distribution of the population. By 1980, young adults had become the largest age group in Bellevue and remain so today; yet after peaking in 1990, their proportion has declined over the decades as the older workforce (45 to 64) and older adults (65 plus) increased in size. As baby boomers continue to age, the proportion of older adults in Bellevue is expected to increase further, evening out and diversifying the age distribution within the city.

AGE DISTRIBUTION OF BELLEVUE'S POPULATION, 1970 - 2010

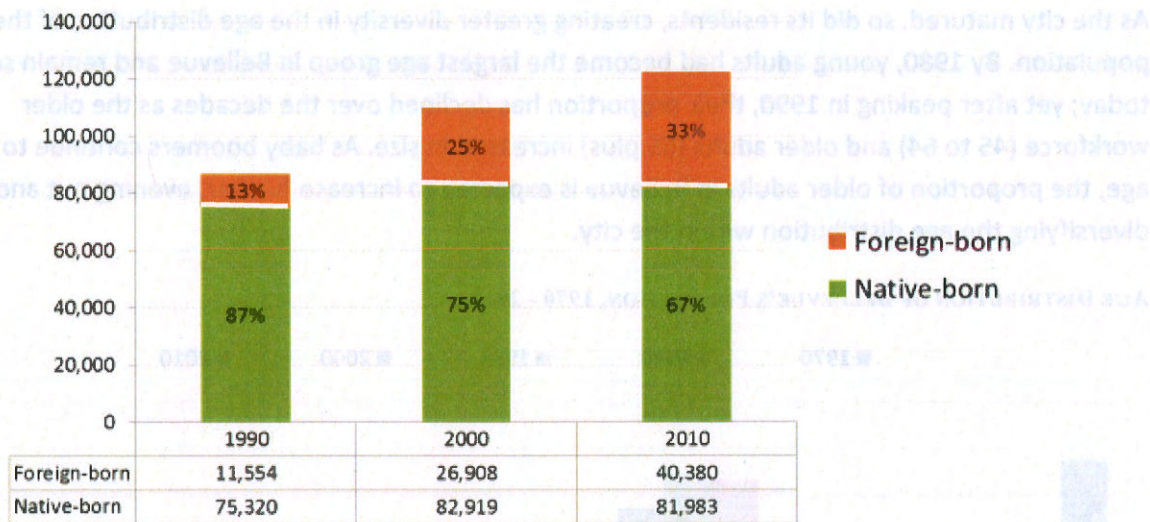


Sources: U.S. Census Bureau, 1970, 1980, 1990, 2000 and 2010 Census; 1970 and 1980 pulled from Minnesota Population Center. National Historical Geographic Information System; Version 2.0. Minneapolis, MN: University of Minnesota 2011.



Place of Birth

One statistic that often takes people by surprise is the number of Bellevue residents who were born outside the country. The proportion of Bellevue residents born outside of Washington State has continuously climbed over time reaching 68 percent in 2010. Large shifts have occurred in the proportion of residents born in a foreign county. From 1970 to 2010 the proportion of foreign-born residents climbed from 5 to 33 percent of Bellevue’s population, and the regions in which foreign-born residents were born shifted from Canada and Northern Europe to Asia.

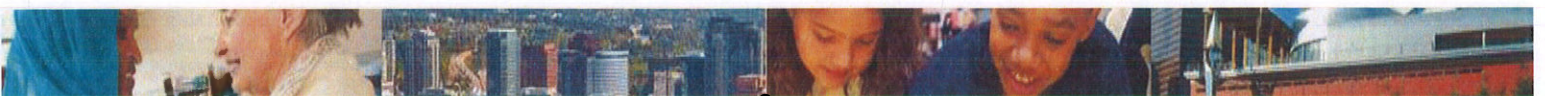


BELLEVUE FOREIGN-BORN POPULATION FROM 1990-2010

In 2012, 68 percent of Bellevue’s foreign-born residents were born in Asia, compared to 17 percent from Europe and seven percent from Latin America. The foreign-born population comprised about 81 percent of Bellevue’s growth from 1990 to 2010. This increase in Bellevue’s foreign-born population, along with the shift from Europe to Asia and to a lesser extent Latin America, has led to much greater racial and ethnic diversity within the city.

Race and Ethnicity

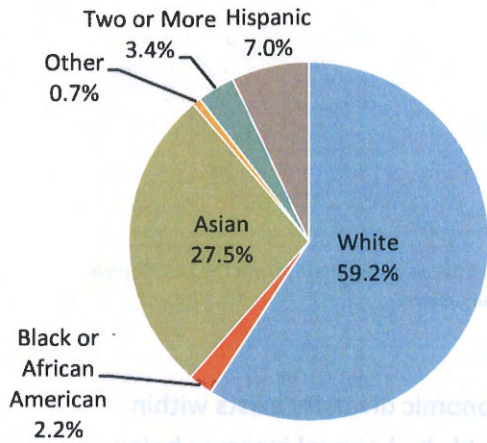
Since 1990, the proportion of people of a race or ethnicity other than White has nearly tripled, going from 15 percent of the population in 1990, to 28 percent in 2000, to 41 percent in 2010. Bellevue’s Asian and Hispanic populations have been the fastest growing populations over the past two decades with their size more than doubling between 1990 and 2010. At 27.5% of the total, Bellevue’s Asian population itself includes a significant degree of diversity with Chinese



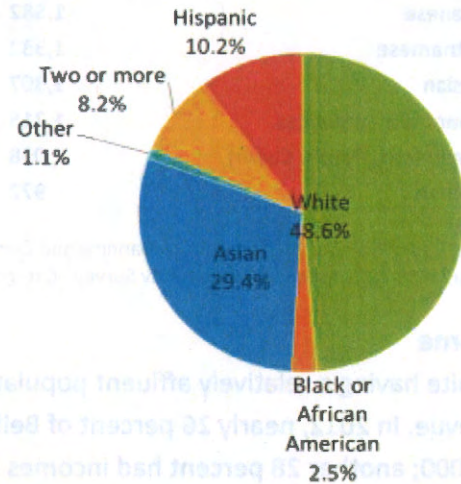
comprising 35 percent, Asian Indian 27, Korean 13, Japanese 8, Vietnamese 5, Filipino 4, and other Asians another 8 percent.

If Bellevue's youth are an indication of the future, Bellevue's racial and ethnic diversity will continue to increase. In 2010, Bellevue's children (under 18) were more racially and ethnically diverse than Bellevue's adult population, with there being no majority race among them.

RACE AND ETHNICITY DISTRIBUTION IN BELLEVUE, 2010



RACE AND ETHNICITY OF BELLEVUE POPULATION UNDER 18 YEARS



Source: U.S. Census Bureau, 2010 Census

Language

With an increase in foreign-born residents from non-English speaking countries, the number and percentage of residents (age 5 and over) who speak a language other than English at home has steadily increased, reaching 42 percent in 2012. This was about three times as high as in 1990, and the second highest percentage in the state for cities with 65,000 in population or more. The Bellevue School District also reported that 84 other first languages were being spoken by children enrolled in the district during the 2013-2014 school year. Of those residents who speak a language other than English, about 37 percent report that they speak English less than "very well." This represents over 15 percent of Bellevue residents age 5 and over.



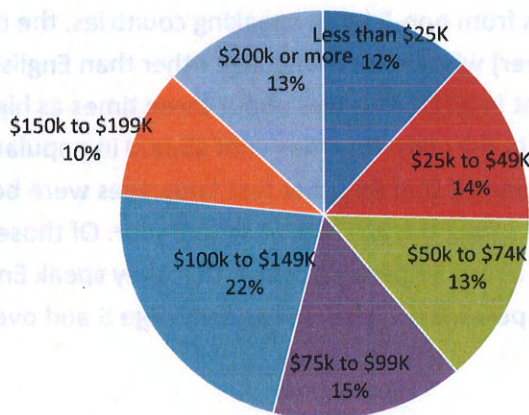
TOP TEN LANGUAGES SPOKEN AT HOME OTHER THAN ENGLISH IN BELLEVUE, 2008-2012

Language	Estimate	Percent of Pop 5 +
Chinese (all dialects)	10,572	9.1%
Spanish or Spanish Creole	6,198	5.3%
Other Asian languages	3,582	3.1%
Korean	3,406	2.9%
Russian	2,910	2.5%
Hindi	2,558	2.2%
Japanese	1,582	1.4%
Vietnamese	1,332	1.1%
Persian	1,307	1.1%
Other Indic languages	1,215	1.0%
French (incl. Patois, Cajun)	1,038	0.9%
German	972	0.8%

Source: City of Bellevue Department of Planning and Community Development based on estimates from the U.S. Census Bureau, 2008-2012 American Community Survey. Categories above include all dialects

Income

Despite having a relatively affluent population overall, economic diversity exists within Bellevue. In 2012, nearly 26 percent of Bellevue’s households had annual incomes below \$50,000; another 28 percent had incomes between \$50,000 and \$100,000; another 22 percent had incomes between \$100,000 and \$150,000, and the remaining 23 percent had household incomes at or above \$150,000.



HOUSEHOLD INCOME DISTRIBUTION IN BELLEVUE, 2012

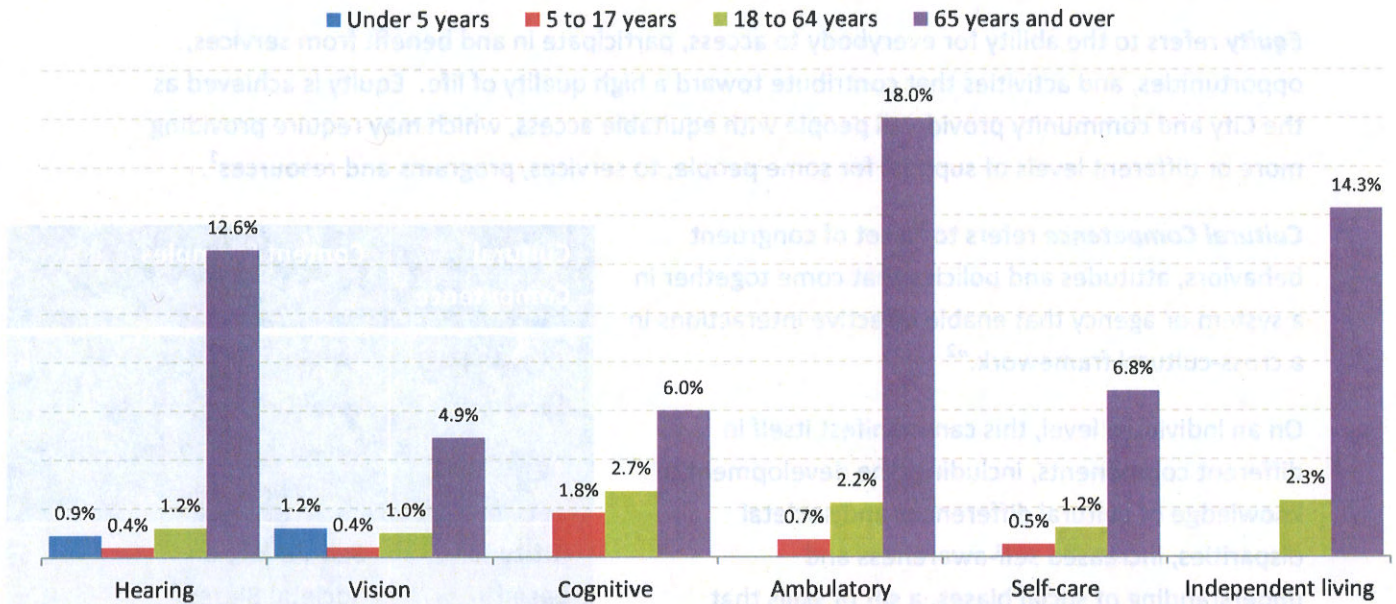
Source: U.S. Census Bureau, 2012 American Community Survey



Ability

In addition to age, race and income, Bellevue also has diversity in the abilities of its population. In 2012, about eight percent of Bellevue's population self-reported one or more disabilities. However, the percent of the population varied with age with three percent of children, six percent of adults under 64 and 31 percent of adults 65 and older having one or more disabilities. Ambulatory disabilities were the most prevalent representing about four percent of Bellevue's residents.

DISABILITY TYPES BY AGE IN BELLEVUE, 2008-2012



Source: U.S. Census Bureau, 2008-2012 American Community Survey



Definitions

The Bellevue Diversity Initiative relies on a few key terms that are important to define.

Diversity refers to people of all cultures, languages, classes, races, ethnic backgrounds, disabilities, ages, religions, genders, sexual orientations and other diversity-related factors. At the root of this definition is an acknowledgement that differences exist between any two people. This plan embraces the broad definition while focusing attention on differences between people based on age, ability, race and ethnicity.

Equity refers to the ability for everybody to access, participate in and benefit from services, opportunities, and activities that contribute toward a high quality of life. Equity is achieved as the City and community provide all people with equitable access, which may require providing more or different levels of support for some people, to services, programs and resources¹.

Cultural Competence refers to “a set of congruent behaviors, attitudes and policies that come together in a system or agency that enable effective interactions in a cross-cultural framework.”²

On an individual level, this can manifest itself in different components, including: the development of knowledge of cultural differences and societal disparities, increased self-awareness and understanding of social biases, a set of skills that improve communication and build relationships and community partnerships.

Institutionally, this will manifest itself in culturally competent staff and elected officials, relevant programs and equitable policies.

It is important to understand that cultural competence is a skill that is developed over time. With practice and repetition, it is strengthened within the muscle memory of individuals and organizations.

Cultural Competence	Content Examples
Knowledge Based	Definition/Terms Local Demographics Societal Disparities Policy and Legal
Attitude Based	Self-Reflection Societal Biases Organizational Culture/Change
Skills Based	Communication Program Development Program Assessment Technology
Community Based	Public Engagement Community Collaborations Partnerships

¹ This definition was informed by Highline Public Schools Equity Policy (2010) and Saskatchewan Education Equity Working Committee (1997).

² T. Cross. 1989

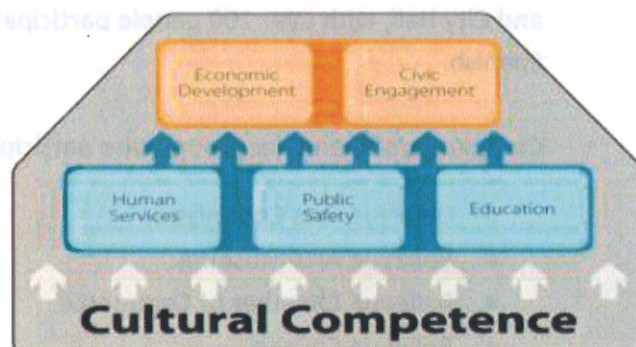


Bellevue Diversity Initiative

The City's original 1993 Diversity Action Plan showed remarkable leadership and served the community well for over two decades. As illustrated in the Changing Face of Bellevue, the Bellevue of today is much different than the Bellevue of 1993. At the direction of the City Council, the Bellevue Diversity Initiative was formed to study Bellevue's diverse community culture and recommend a set of actions for the City to pursue. A cross-departmental team was assigned to research the best practices of other organizations and engage our community to learn from them how to unlock the positive power of diversity for our entire City.

The team targeted its attention to six focus areas:

- Cultural Competence
- Human Services
- Public Safety
- Education
- Economic Development
- Civic Engagement



Beginning in 2011, staff conducted interviews with key leaders in the community using a series of questions that helped define opportunities and challenges that diversity presents in our community. Interviews were held with leadership at organizations including Leadership Eastside, Bellevue College, the Bellevue Arts Museum, Microsoft, Eastside Pathways and others. In June 2011, key community leaders and members of the public were invited to a focus group to collect community input.

Throughout 2012, the information gathered at the focus group and stakeholder interviews was matched with best practice research from around the world. Initial findings were presented to the City's Leadership Team. Under the oversight of the Leadership Team, the Initiative then began an internal analysis of the organization's cultural competence. In January 2013, cultural competence training was provided for all department directors and city management staff along with the staff leading the work of the Initiative. At a Large Management Team meeting in October 2013, over 50 city staff had the opportunity to participate in a survey on departmental cultural competence. This identified areas where city services could benefit most from work in improving cultural competence. The internal review also analyzed performance indicators and community survey data.



Concurrently, much of 2013 was devoted to a second round of public outreach and engagement. A "Community Voices" video sparked community conversations about diversity. The video was used as the introductory tool for public engagement and was rolled out at several roundtable events hosted by Leadership Team members. In June 2013, a roundtable discussion for invited community leaders was hosted by the Leadership Team. Participants discussed the benefits and challenges that a diverse community brings and how those benefits can be maximized. Participants were asked to share their own personal insights about how the City can best serve its diverse citizens in the most culturally competent way.

Additional public events were held at Lake Hills Elementary, South Bellevue Community Center and City Hall, with over 100 people participating. Translation was offered in Chinese and Spanish.

Community stakeholder groups who participated in the formation of this plan include:

- Bellevue Arts Commission
- Bellevue Arts Museum
- Bellevue Chamber of Commerce
- Bellevue College
- Bellevue Downtown Association
- Bellevue Human Services Commission
- Bellevue Parks & Community Services Board
- Bellevue School District
- Bellevue Youth Link
- Cultural Navigator Program, CISC
- Chinese Information & Service Center
- Washington State Department of Social and Health Services
- Eastside Pathways
- Eastshore Unitarian Church
- Hero House
- Heartvisions
- Jubilee REACH
- King County Housing Authority
- King County Library System
- King County Public Health
- Korean American Chamber
- Leadership Eastside
- Microsoft
- St Luke's Lutheran Church
- United Way of King County
- Urban League
- Youth Eastside Services
- Volunteers of America
- Westminster Chapel
- Washington State Department of Corrections



What We Learned from the Community

The community conversation about Bellevue's growing diversity has been lively, multi-faceted and full of new insights. This Diversity Plan and its recommendations reflect the input and discourse of different neighborhood residents, community stakeholders, organizations and City partners. Through the public engagement process, we have heard recurring themes around each of the six focus areas; cultural competence, human services, public safety, education, economic development and civic engagement. The following is a summary of some of these recurring themes:

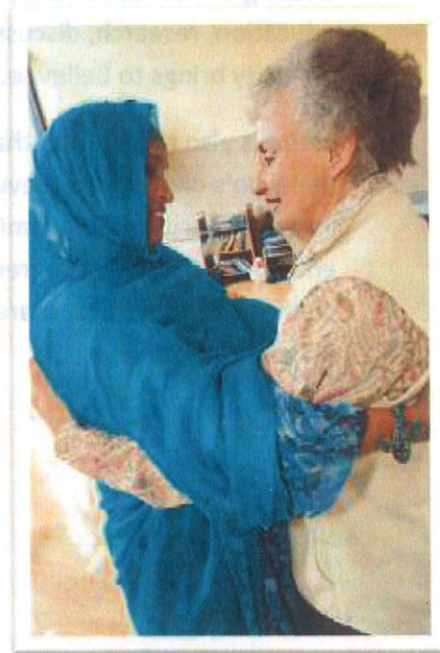
What we heard: Cultural Competence

Diversity is one of Bellevue's strongest assets. It creates a dynamic and rich environment that enhances the community's expressions of art, culture, community and civic pride.

At the same time, language, age and cultural differences contribute to a growing sense of disconnectedness within the community. Building bridges across Bellevue's diverse communities has become a significant challenge.

With a wide array of languages and cultures in Bellevue, people expressed the need for more resources and a stronger commitment to improve communication. This includes translations of certain important City documents and forms, interpretation services, improvement of the City website and greater access to information city-wide. Beyond written materials, residents also expressed the desire for greater outreach and engagement to build relationships with targeted communities and establish trust and mutuality. Relationships with open, honest and respectful communication are essential to help build bridges and strengthen civic engagement.

Additionally, there is a desire for more public gathering places throughout Bellevue – beyond the often-mentioned Crossroads Shopping Center– for people to connect, celebrate and gather. "Third Places," or places that people go to when they are neither home nor at work, are seen as important spaces to provide connection and build community. Third places can occur informally in any publicly or privately-owned place as long as it is known to the community as a safe and welcoming space.



The City's 1993 Cultural Diversity Community Action Plan called for creation of a formal cultural center in Bellevue. This concept has been echoed in other policy documents such as the Cultural Compass and the Parks & Open Space System Plan, yet never realized. This center will be a place for curiosity, appreciation, understanding and celebration of community culture and diversity.

Supporting or creating third places is one half of the equation. To be successful, those spaces must come with active programming. City-wide cultural celebrations and cultural programming are seen as vital expressions of Bellevue's diversity and a part of building bridges across communities. The City is active in cultural programming, yet there is room in the market for existing or new community-based institutions to provide safe and productive forums for education, research, discussion and debate about the opportunities and challenges that diversity brings to Bellevue.

There is also recognition that Bellevue's unique history and heritage are an integral part of Bellevue's diversity. Bellevue's diverse community has a shared foundation rooted in the legacy of hard working families, connected neighborhoods and innovative and forward-thinking entrepreneurs with a shared commitment to the betterment of our city. It is important to continue to celebrate, share and integrate Bellevue's heritage into the conversation about Bellevue's diversity.



What we heard: Human Services

Bellevue is growing into a larger city with an increasing need for human services. There is a growing homeless population and limited access to shelters on the Eastside. Additionally, human service providers have noticed an increase in domestic violence and a limited number of 'safe houses' for domestic violence victims. Providing culturally competent services to an increasingly diverse client population is challenging for mental health professionals and social workers.

Recognizing these challenges, human service providers have been on the forefront for gaining greater skills in cultural competence and in advocating for more equitable service delivery for under-served communities. As a best practice, many require their staff to develop cultural competence skills in workshops and trainings. These trainings are understood as a vital piece of the puzzle for developing a culturally competent skilled staff. There is also awareness that the organization itself – its leadership, board, policies and practices – must also demonstrate cultural competence to truly embed this as a value.

Human service providers often are confronted by a barrier caused by a client's strong cultural distrust of government. To begin overcoming this distrust, individuals often benefit from trusted advocates who both understand their culture and can help them navigate the service providers' systems of forms, eligibility requirements and deadlines. The existing Cultural Navigator program active in East King County was identified as a best practice that provides this service for residents. Similarly, programs specifically designed to engage youth and young adults can provide the same type of culturally-relevant care.

Those served by multiple government services (Federal, State, County and City) would benefit from better coordination between agencies on eligibility requirements, process and keeping up-to-date on the scope of services that each other provides. Non-profits and social service agencies depend upon each other's services – and are impacted when there are programmatic changes and/or service cuts. Human service providers would like the City to play a role in facilitating regular discussions between government agencies and non-profit human service providers so they can better coordinate services, share resources and develop best practices.



What we heard: Public Safety

The general public perception is that Bellevue is a safe place to live, work and raise families. There is considerable appreciation for the efforts of Bellevue's Fire and Police Departments to provide exceptional service and responsiveness.

Bellevue's Police Department is noted for working with ethnic communities and different age groups to improve community relations and public safety.

As with City leadership positions, there remains a desire to have public safety staffing better reflect Bellevue's diverse community. Improving the

diversity of public safety staffing is seen as a contributing factor to improve public trust.

Communities must overcome several challenges to improve public safety. The distrust of government by some immigrant communities remains a barrier for public safety officers to overcome. Some Bellevue residents may not report crimes because they are concerned about immigration status or they fear retribution (from employers, landlords, etc.) or they distrust public safety staff. There is also ongoing public concern about racial profiling at traffic stops.

Programs such as Block Watch and Public Safety Outreach would be more effective in ethnic communities if organizers collaborated within those communities and incorporated concepts familiar to those communities. For example, in another city, the local police department printed Block Watch safety vests with a Chinese proverb on community safety.

Public safety programs should also make efforts to improve communication with certain specific communities within Bellevue. This includes greater attention to groups particularly vulnerable to crimes or victimization, including the elderly, individuals with disabilities, youth and the LGBTQ community. This can be enhanced by working with local advocacy groups and through tools such as use of social media alerts and greater coordination with local culturally-specific media outlets.

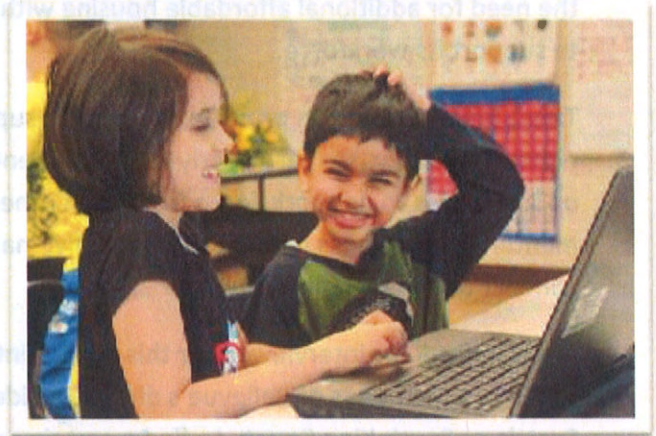


What we heard: Education

All participants echoed a strong appreciation for schools in Bellevue and identified Bellevue's education system as a key reason families choose to live in Bellevue. The Bellevue School District has taken a leadership role in strengthening its cultural competence and addressing systemic issues that arise with Bellevue's diverse student body.

Educational institutions in Bellevue, including the Bellevue School District and Bellevue College are actively weaving diversity and cultural competence into their programs, curricula, and policies. These organizations serve as a model for other community groups. We also heard consistently from community members that these educational institutions were some of the most appropriate places for continued dialogue and courageous conversations on questions of diversity, and for the purpose of forging a common understanding of key concepts related to diversity.

Despite Bellevue's excellence in the field of education, disparities and achievement gaps still exist. Many of these gaps are related to differences in income, race, ethnic background, and English language proficiency. In response, the Bellevue School District created an Equity Program, focused on addressing achievement gaps and expanding the cultural competence of its entire staff.



Within the community, organizations like Eastside Pathways are mobilizing to build the community will to eliminate achievement gaps.

The community has observed that all sectors (public, private and non-profit) are engaged in conversations about the issue of cultural competence. Yet key concepts such as "cultural competence," "equity" and "diversity" do not have a shared definition. To ensure that these groups can collaborate effectively, these groups need a common understanding of key concepts.

Participants also expressed that more diversity within the Bellevue School District's teaching and administrative staff would provide more effective instruction to our diverse student body. It would demonstrate the community's commitment to equitable education opportunities for all.



What we heard: Economic Development

Residents understand the concept of economic development from the standpoint of livability. It includes the ability to get to work, find housing and shop locally. For Bellevue's diverse workforce, transit availability and connections are vital, including improved bus connections internally within Bellevue and between other commercial centers.

People who work in Bellevue, including teachers and retail workers, want to be able to afford to live in Bellevue. A strong theme when discussing economic development was the need for additional affordable housing within Bellevue to support its workforce.

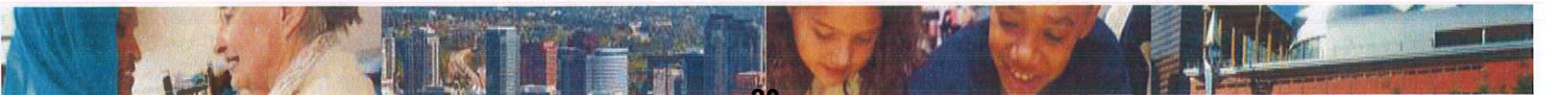


There is also interest in providing additional support for new, small start-up businesses to emerge in Bellevue – particularly for diverse entrepreneurs. Small business owners need opportunities to network, learn from each other and create together, share best practices and mentor new business leaders. Additionally, many small business leaders need better ways to connect to investment capital.

Many individuals interviewed for this plan pointed out a demand for certain goods and services that meet the needs of Bellevue's diverse residents. It should not be necessary to travel to Seattle or South King County to find a certain product or service. Also, cultural competence skills must be evident in existing stores, restaurants and service outlets to prevent instances of discriminatory or inequitable treatment that occurs. Most respondents noted these areas as needing continual focus and improvement.

A vibrant economy benefits all residents through increased employment opportunities, expansion of business services, contributions to the local tax base and overall community enrichment. Economic growth comes from outside businesses that move to Bellevue and from local "home-grown" businesses that thrive in place and expand over time. In Bellevue, significant growth results from technological innovation and new entrepreneurs. It also comes from the global connectedness of its people, businesses and capital. Both types of economic development benefit from a culturally competent approach.

The best environment for cultivating economic development is one that has achieved stability in terms of public safety, human services and education. Corporations looking at communities in which to locate place a high priority on these quality of life measures in their decision



making. When interviewed for this plan, the General Manager for Global Diversity at Microsoft noted that potential employees from any country around the world will inquire about the livability of East King County before considering a job with Microsoft. For major employers to hire the best talent, the community must be open and attractive to a worldwide workforce.

For small businesses and entrepreneurs, a safe and welcoming community helps individuals to focus on business development and be comfortable taking the significant financial risks involved with starting a business. The Bellevue Chamber of Commerce has long identified diversity as a key driver of success for the community. It was among the first Chambers of Commerce in the nation to establish a working committee specifically tasked with tracking and promoting diversity in relation to business development and expansion.



What we heard: Civic Engagement

Leaders exist within every community. And leaders who develop a voice within their own communities are most likely to engage on a larger stage – as neighborhood leaders, gatekeepers, public issue advocates and City leaders. The City’s role should include identification and mentoring of potential leaders wherever they exist. Paving the way for increased involvement by these potential leaders will add perspective to public decision making and help to build a stronger, more diverse leadership pool in Bellevue.

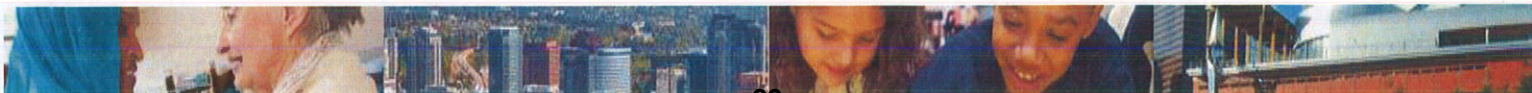


While the benefits of broad civic participation remain clear, there are several barriers that provide challenges to expanding public engagement. We cannot assume that activities such as volunteering and civic participation are highly valued or understood in every culture. Related to public service, a suspicion of government can be common among certain immigrant communities and some age groups. There are also groups, like individuals with physical disabilities, that need higher levels of support in order to facilitate their civic engagement.

For non-English speaking communities, providing translated materials helps to improve access to City services and offers avenues for greater communication. The same is true for providing interpretation services at public meetings. For maximum benefit, however, interpreter services need to be consistent and reliable over time to shape community expectations.

Reaching out to individuals in culturally and linguistically appropriate ways is important. At the same time, recent immigrants report they are eager to learn or refine English as a second language. This will help them participate more easily in the many activities in the community, as well as be more involved in their children’s education and secure better jobs.

Residents expressed a desire to see a greater representation of Bellevue’s diversity on City boards and commissions. Key leadership positions should increasingly reflect the diversity found within our City. This was also mentioned concerning the hiring for City staff positions.



What We Learned from Our Organization

The City of Bellevue has long been committed to the value of its diversity. The Comprehensive Plan states, "With the increasing social, cultural and economic diversity of its populations, Bellevue must develop ways to recognize, appreciate, and utilize this diversity in creating an inclusive community." [Introduction, p. 18] Policies in the Comprehensive Plan related to diversity include the following:

- ED-11: Build on the strengths of Bellevue's diverse residents and businesses to increase connections and relationships with other countries.
- HS-11: Encourage services that respect the diversity and dignity of individuals and families, and foster self-determination and self-sufficiency.
- HS-12: Foster a community free of discrimination and prejudice.

From Bellevue's groundbreaking 1993 Diversity Task Force Report and Community Action Plan until today, the City has continued to find ways to innovate, improve and adapt city services to better serve our entire community. The strategy in 1993 was to focus on engaging and serving community members through programs, events, activities and partnerships to increase diverse participation and engagement. The spirit of that strategy continues today – and a sample of these innovations and programs are highlighted below:

◆ Bellevue's Cultural Diversity Program

Created in 1994, the City of Bellevue Diversity Program has produced programming and events that serve the growing diverse communities of Bellevue while uniting the city on many levels. Programming has included cultural diversity workshops, public forums and arts presentations, in addition to a weekly radio show called Voices of Diversity which aired on KBCS-FM, 91.3 from 2002-2009. Since 1997, community events like the annual Dr. Martin Luther King Jr. Celebration have drawn hundreds of people from all over the Eastside.

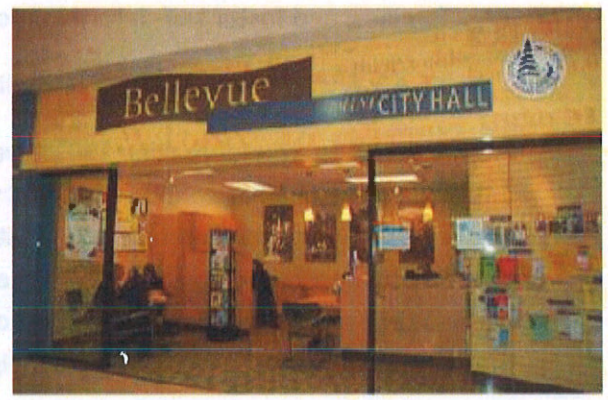


The *Conversations about Race and Culture* series has brought together area leaders and residents to learn about and discuss important issues, in addition to providing a vital link between City departments, such as Police, and the community. Bellevue nonprofits, agencies and businesses have also relied on the Diversity Program to assist with community outreach and referrals for translators, speakers and board members.

Finally, the program works consistently with several City departments to provide referrals and create opportunities for civic engagement and cultural interaction through trainings, guest speaker presentations and coordination of staff presentations to outside groups.

◆ **Crossroads Mini City Hall**

Crossroads Mini City Hall originally opened in 1994 as a neighborhood service center with the goal of connecting with and providing services to East Bellevue residents who would not ordinarily frequent or have connections with City Hall. Within the first few weeks of opening, the Neighborhood Outreach team began to understand the need for culturally competent services at Mini City Hall including bilingual and multilingual staff, as approximately one half of all visitors to Mini City Hall had a language and/or cultural barrier.



Almost 20 years later, as the face of Bellevue has changed, some of the languages and cultures of our customers have changed. Mini City Hall staff and partnerships offer information and services in 8 languages including: Spanish, Mandarin, Cantonese, Russian, Korean, Bengali, Hindi and Urdu.

◆ **Bellevue Essentials**

Bellevue Essentials was launched in 2013 to provide an on-ramp for emerging leaders to learn about the inner workings of City government and to encourage greater civic engagement in Bellevue. Each year, the Bellevue Essentials class is comprised of 30 emerging leaders that reflect the diversity of Bellevue. Bellevue Essentials is offered by Neighborhood Outreach as a way to provide an in-depth knowledge of the City to anyone who wants to explore ways to better engage in public service or volunteerism in our community.



◆ Cultural Conversations

The Cultural Conversations Program was launched in 2010 as a partnership between diverse women in the community and the City's Neighborhood Outreach Program. It was initiated by women who had a desire to get better connected with their changing and diverse community while enhancing their knowledge and understanding of different cultural practices and world views. Monthly gatherings include women from all around the world. The goals for the program have always centered on creating opportunity for community connection, encouraging residents to build relationships with one another and with their city government. Storytelling is the heart of Cultural Conversations. Members see this as an opportunity to experience others' cultures and comprehend various perspectives.

◆ Bellevue Neighborhood Mediation Program

Bellevue's mediation program, which began in 1995, has seen a significant increase in the number of cross cultural neighborhood disputes for several years. These cases involve additional challenges due to misunderstandings between people from different cultures. In response to the increasing demand for this particularly challenging type of mediation, program staff increased efforts to recruit mediation volunteers from diverse backgrounds. Program staff also began including instruction on cross cultural communication challenges in all mediator training. The mediation program provides interpreters for limited English speakers.

◆ Police Diversity Focus Group

Several years ago the Bellevue Police Department formed the Diversity Focus Group, an advisory body that meets regularly with the Police Chief and other police staff. The Diversity Focus group is comprised of a group of concerned and involved community members that are committed to creating an open and reciprocal relationship between the Bellevue Police Department and the growing and diverse Bellevue community.



The group shares ideas with the Chief of Police on how best to build bridges between the Police Department and community members, offers a community perspective, promotes public awareness and crime prevention education and helps recruit diverse candidates for the Police Department.

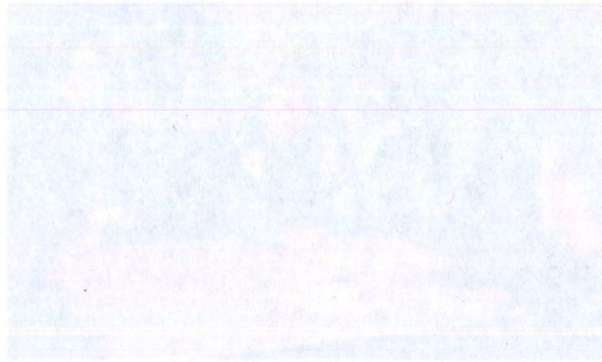


◆ North Bellevue Community Center

The North Bellevue Community Center works with many different partner agencies in the community to reach out to and serve the increasing diverse population of older adults in Bellevue. The center works with more than 30 community partners, including the Chinese Information & Service Center, SeaMar (Latino Seniors) and Circle of Friends (Russian) elders to provide a comprehensive array of senior services, including: health and wellness, cultural and performing arts, human services, socialization, information and referrals, community dining and trips. The center works in conjunction with senior members of the community to maintain their independence, health, and sense of well-being.

◆ Highland Community Center

Highland Community Center has a long history locally and regionally of serving people with moderate, severe and profound disabilities by providing opportunities for recreation, socialization and education, which help these individuals participate more successfully in the community. The center offers a comprehensive spectrum of recreation, sports, fitness, cultural arts and social programs. Highland Community Center partners with many other agencies to provide education and support to specialized groups including; individuals with spinal cord injuries, multiple sclerosis, intellectual disabilities, caregivers and many others.



Where We are Today

In order to progress as a more culturally competent and inclusive organization, the City must first understand its current position. One of the positive achievements of the City as an employer is the low rate of turnover within the staff population. City staff are employed for an average of almost 16 years. As a result, the pace of demographic change within the staff population is significantly slower than the pace of demographic change in the Bellevue community as a whole. Consequently, Bellevue employee population is predominantly male, predominantly Caucasian, and predominantly over the age of 45.

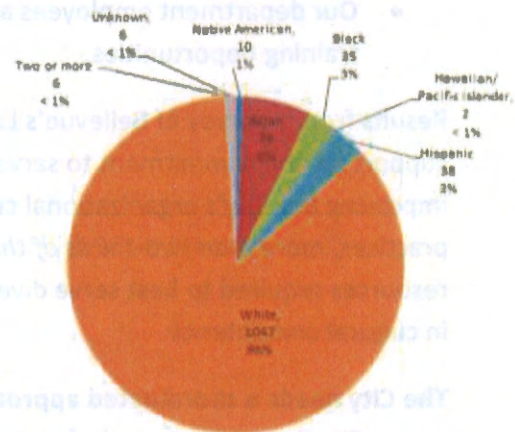
Efforts to diversify the demographics of the workforce are needed, but this alone will not create a culturally competent organization.

It is important to remember that cultural competence is a skill that is developed over time – with practice and repetition it is strengthened within the muscle memory of individuals and organizations. Employee training on cultural competence over the past 20 years has been minimal and irregular. Moving forward, it should be incorporated into the core curriculum of training for all City staff.

City departments need resources and staff training. In November 2013, over 50 members from the Large Management Team were asked a series of questions concerning the City's ability to serve our diverse community. The questions examined the topics of organizational values, policies and practices, staffing and resources, service delivery and outreach. Respondents used a sliding scale to record the degree to which they agreed or disagreed with statements, including the following:

- Our organizational values reflect a commitment to serving people of diverse backgrounds.
- Our department considers the needs and practices of diverse cultures when making decisions about programs and services.
- Our department ensures that our programs and projects are accessible to diverse communities.
- Our department provides the resources it needs to serve diverse populations.

City of Bellevue
Total Workforce by Race - 2014



- Our department has knowledge of culturally relevant resources and referrals.
- Our department employees are offered orientation and ongoing cultural competence training opportunities.

Results from a survey of Bellevue’s Large Management Team indicate there is strong leadership support for the commitment to serve people of diverse backgrounds and for the importance of improving the City’s organizational cultural competence. However, when asked about specific practices, *more than two-thirds of those surveyed* believed their departments lacked the resources required to best serve diverse populations, and that staff were inadequately trained in cultural competence.

The City needs a coordinated approach. The effort to engage with Bellevue’s diversity varies across City departments and often is linked to the efforts of individual staff or department leadership. As a result, there is an imbalance of organizational expertise and a lack of a comprehensive approach toward improving cultural competence and equity throughout the organization. Best practices often remain localized within the organization and there are limited resources to meet growing needs.

City staff recognized that isolated departmental efforts are insufficient to address the larger community needs concerning Bellevue’s growing diversity. A One City effort is required with the purpose of establishing a City-wide, methodical and comprehensive approach toward improving cultural competence and equity throughout all city policies, staffing, service and public outreach. City departments would benefit from establishing a standard baseline, or guidelines, for policy, procedures or the sharing of best practices.

The development of cultural competence throughout the City organization is a central focus of our recommendations. Engaging diverse populations is the new “norm” for Bellevue, and must become an integrated part of how we do business at the City. Cultural competence is a skill set that all employees need.

Community input into the Diversity Plan stressed the importance of improving city-wide communication, public outreach and diversifying representation within City staffing, Boards and Commissions and Community Advisory groups. Input from within the organization quickly identified the need for greater training for employees, sharing of best practices, and resources to innovate and better serve our diverse community. Leadership support from the top of the organization is viewed as critical to determine priorities and resources to advance City diversity outcomes.



What We Learned from Others

The Diversity Initiative researched diversity programs in organizations around the world to identify best practices in this growing field. From this, key aspects and traits were collected in the six findings summarized in this section. Although discussed separately, these practices overlap and rely upon each other. Neglecting one practice will decrease the stability or weaken the effectiveness of the others.

Leadership Matters Leadership support from the top of the organization is needed if any cultural competence initiative is to be sustained. Cultural competence initiatives require resources, ordinances and policy direction to sustain any meaningful long-term organizational change. Without leadership support from the top of the organization and the allocation of staff and budget resources, some initiatives lose momentum during their initial stages. Cultural competence initiatives can change ‘business as usual’ and establish new ways to provide services.

Community Engagement Community engagement allows for the sharing of resources, subject-matter expertise and community connections that broaden the input and effectiveness of any initiative. Cities have leveraged citizen academies, multi-cultural events, cultural liaisons, community-specific advisory councils and community ombudsmen to increase citizen input and ensure that the scale of the initiative is in step with the community need. Cultural competence initiatives cannot be successful without broad community engagement.

Communication Tools Improving communication and access to City services requires robust and varied communication tools. Policies for translation, interpretation and accommodation services are essential. For example, a policy can establish a requirement that all essential City documents and public meetings are translated when a foreign language population reaches a certain percentage. King County has adopted a “Written Language Translation Process Manual” to provide guidelines and best practices for translating written materials. It is important to note that the most effective translations are not word-for-word and may not use the same media. Culturally competent translations take the same key message and *transcreate* that message to adapt linguistically and culturally to its intended audiences. A lesson learned from other municipalities, however, is that policies ensuring language assistance, translation and transcreation can exceed the resources available to provide the service. Once appropriate and sustainable communication tools are implemented, then they should be consistent over time and evident across all departments to help shape public expectations.

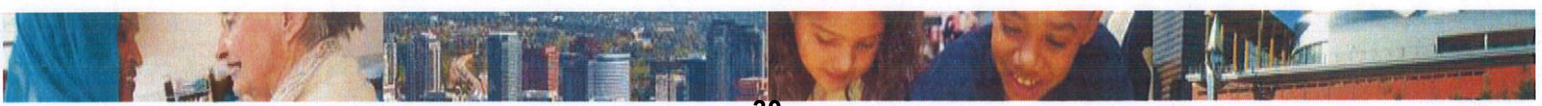
Human Resources Diversity and inclusion initiatives often require dedicated staffing to ensure program leadership and organizational change over time. As an example, the Bellevue School



District created an Equity Program to focus work on cultural competence within the school district and help close the achievement gap within their student population. Beyond a staffing structure for the initiative, human resources play a pivotal role in the recruitment and hiring of a diverse workforce and ongoing cultural competence training for existing staff. Cultural competence is a skill set which needs to be developed, practiced and consistently reinforced over time.

Investment is Required Successful initiatives are embedded throughout the organization and require dedicated leadership and resources to ensure sustainability. Community partnerships are also leveraged to expand the resources available to implement diversity plans. City policies and resources, however, are vital to ensure that there is consistent leadership and resources available to provide for the innovation and additional services needed to respond to community needs.

Changing the Way We Do Business. The best practice for diversity initiatives assumes a comprehensive approach toward adapting the common practices of the organizations. All program and policy decisions should be made only after considering the various cultures of those that will be affected. Creatively engaging our diverse community must now be the standard for any public outreach, not the exception. Public safety, parks and community services, civic engagement, education, economic and community development are all shaped and defined by Bellevue's diverse community.



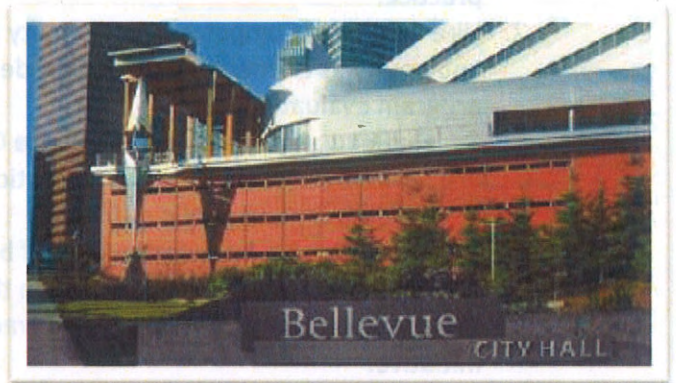
Recommended Actions

Bellevue is an international city. Its strong business community provides economic opportunity for the regional, national and global community. Bellevue's schools are nationally acclaimed, providing families with security in their children's education. For families, Bellevue is a fantastic place to live, work, serve and play. Increased diversity has profoundly re-shaped Bellevue's identity, bringing both new gifts and new challenges around diverse cultures and communities.

Our global workplace and an increasingly complex social fabric in our neighborhoods underscore the importance of inclusion and cultural competence in our work. Cultural competence has become an essential part of the fabric of our community moving forward. It is a necessary skill to meet the needs of both emerging and established communities in Bellevue. It provides a foundational base that informs all aspects of our focus areas including: human services, public safety, education, civic participation and economic development.

Cultural Competence in City Government

The City of Bellevue can and should elevate its role as a community leader on the subject of diversity. To accomplish this, the City Council can direct the organization toward higher, more consistent uniform levels of cultural competence. Concurrently, the City can strengthen its connections with residents, other public institutions and private corporations to align interests and cultivate a more culturally competent community.



The changes in Bellevue's demographics provide new opportunities for the City, as an organization, to continue to improve its ability to provide each and every person with equitable access to City services and Bellevue's excellent quality of life. For a diverse culture to thrive there must be equitable access not only to basic services but also to opportunities for personal growth and participation in the daily routine of community life. Cultural, physical, and financial barriers persist. Removing these barriers is a fundamental step to achieve the best outcomes.

As we look toward the future, the Bellevue Diversity Initiative sets the following outcomes for the City to meet as an organization and for our Bellevue community to reach working in collaboration:



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
- Provide programs that are responsive and accessible to all

To keep growing as a culturally competent city, the Bellevue community must:

- Provide safe and welcoming living and working environments
- Collectively correct systemic inequities
- Respectfully engage cross-culturally in community life
- Express diversity through arts and culture

Recommended Actions:

1. Obtain endorsement and direction from the City Council and Leadership Team to include cultural competence as a **core competency** of the organization in policy and practice.
2. Hire a Cultural Competence and Equity professional to integrate cultural competence and equity as elements in City policy development, programming, service delivery and program evaluation.
 - a. **Regularly review and evaluate** City-wide cultural competence efforts in the following categories: organizational values, policies, staffing, resources, service delivery and public outreach.
 - b. Establish a **knowledge base** of best practices and available resources for cultural competence and equity within the City.
3. Establish **performance measures** to track progress at meeting goals and actions of the Initiative.
4. Provide systematic and regular cultural competence **training for all City staff** over a five-year period.
5. Provide cultural competence **training for City volunteers and community leaders**, including those serving on City boards, commissions and advisory committees.
6. Add cultural competence as an **evaluative criterion** in the City's budget process.
7. Strengthen and **advance recruitment efforts** of diverse City staff to better reflect city demographics.
8. Dovetail the City's existing **accessibility and compliance programs** (ADA, Section 504, Title VI) with the Diversity Initiative to achieve similar goals of increased performance and outcomes across all City services.
9. **Establish City-wide standards** for translation of written material, interpretation services at meetings, and for physical access to meetings and programs.



10. Conduct a comprehensive review of public information tools, protocols and resources to identify strategies and **methods for more effective communication** with diverse populations.
11. **Explore and identify** additional Mini-City Hall locations to improve local accessibility to City services.
12. **Dedicate resources** for City departments to innovate and adapt to provide culturally competent services and improve public outreach and civic engagement.

Cultural Competence in the Community

The internal improvements the City makes in cultural competence will be noticed in the community. As the City bolsters its credibility as a leader in diversity and cultural competence, it will be easier to work collaboratively with other public and private institutions and corporations to meet the more important goals of improving cultural competence within the community at large.

Recommended Actions:

1. Invest in **more public gathering spaces**, or **“Third Places”** throughout Bellevue for people to connect, celebrate and interact.
2. Support and produce special events, art exhibits and performances, educational materials, festivals and public information that **increase opportunities for cultural interaction and education**.
3. Convene a community advisory group to explore a charter to establish a **“Bellevue Diversity Institute”**. This experiential learning center would serve as a citywide cultural center and would be a resource for businesses, schools and other community groups and organizations. Its mission would be to educate, celebrate, challenge and inspire Bellevue to be a welcoming and inclusive community that embraces diversity.
4. Improve **outreach** and engagement to build relationships with isolated communities and establish trust and affinity.
5. Develop a **Cultural Liaison Program**, where representatives of culture groups work as liaisons between their group and the City, or other community institutions.
6. Continue to produce and distribute **demographic information** and analysis to residents, businesses, nonprofits and public and private educational institutions to elevate understanding of Bellevue's ever-evolving diversity.



7. Produce **welcome packets** for new residents with language translations available, promoting community organizations, City services and local businesses.
8. **Increase public awareness** through branding work that incorporates key messaging about Bellevue as a welcoming community with a world-wide view, and acceptance of diversity as a positive aspect of living and working in Bellevue.
9. Collect regular **community feedback** and utilize volunteers to help assess City services from a diversity perspective. Track **performance measures** on cultural competence exhibited within the community.
10. **Coordinate** with local community groups and organizations dedicated to issues of diversity and culture.

Human Services

No individual or community can achieve their full potential until their basic needs are met. For this reason, it is critical that Bellevue's public and non-profit service providers emphasize the importance of providing culturally competent human services that are easily accessible to all.

Recommended Actions

1. Support the establishment of a **year-round homeless shelter** on the Eastside.
2. **Translate** materials on human service resources and referral programs available in Bellevue into the most commonly spoken languages where need exists.
3. Assist non-profit human service agencies to provide **culturally competent care** and support to Bellevue residents of all ages, abilities and ethnic backgrounds.
4. Engage the Eastside Human Services Forum in **regional discussions** of diversity in human services.
5. Promote bicultural and bi-lingual programs that **help individuals access public and nonprofit human services systems**, such as the Cultural Navigator Program.
6. Support human service organizations in providing **cultural competence training** for their staff.
7. **Recruit diverse community volunteers** to support programs and services that meet human service needs in Bellevue.



Public Safety

Education

Culturally competent service delivery is vital within the field of public safety. Lives can be at stake when clear communication and immediate action are required in situations of police action, a structure fire, a health emergency or natural disaster. Obvious stakeholders within this area include the Bellevue Police and Fire Departments and Seattle King County Public Health.



However, in times of emergency, the first responders often are neighbors and co-workers. Everyone shares responsibility for maintaining a safe community by planning ahead and preparing themselves for emergencies to assist families, neighbors, co-workers or even complete strangers. Improving communication by using a variety of languages and media has been identified as a critical component of maintaining safety and delivering services where they are needed.

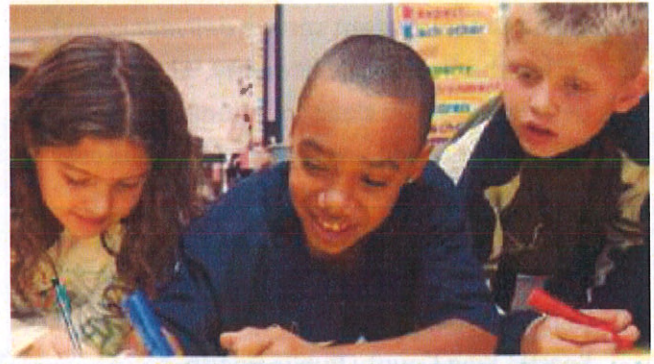
Recommended Actions

1. Continue **recruitment efforts** designed to diversify public safety staff to better reflect City demographics.
2. Provide ongoing cultural competence **training** to all public safety staff.
3. Improve access to public health and safety information through **partnerships with ethnic media**.
4. **Address under-reporting of crime** by promoting the City of Bellevue as a safe place for residents to report instances of civil rights violation, housing and other forms of discrimination.
5. Periodically **convene focus groups** of people of various ages, abilities and race and ethnic backgrounds to ask and learn about appropriate public safety service delivery methods.
6. Support public safety programs that **outreach to vulnerable people groups**, including youth, the elderly, disabled and isolated communities.



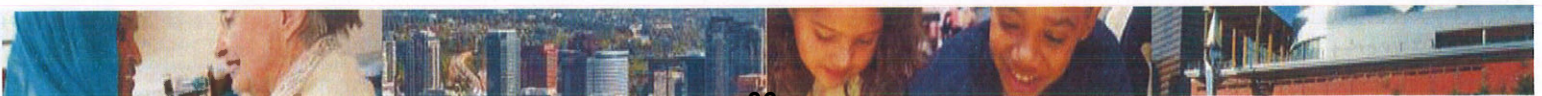
Education

Bellevue's educational institutions are already working with diverse communities, so our recommendations focus on partnering with these institutions. Community members identified educational institutions as the appropriate venue for authentic and meaningful discussions about the complex and systemic issues that need to be addressed by the community at large. Additionally, an "achievement gap" persists despite the progress schools have made, so recommendations focus on the ways that the community can support learners who face additional challenges to succeed academically.



Recommended Actions

1. Collaborate with the Bellevue School District, Bellevue College and other community organizations to **establish a common language** and definitions around cultural competence and social equity.
2. Encourage and support **community conversations** on the issues of disability, economic class, gender, sexual orientation race and ethnicity.
3. Support local schools and colleges, and organizations such as Eastside Pathways, in providing comprehensive services and support to diverse student populations to **erase achievement gaps** where they exist.
4. **Strengthen Wrap-Around Services** for targeted schools within the Bellevue School District to build up community efforts to address achievement gaps.
5. Work with Bellevue School District, Eastside Pathways and other education programs to share information and identify strategies to **improve teacher/family communications**.
6. Work with community partners to provide **leadership training and mentoring** opportunities for our youth.
7. With community partners, develop a long-term marketing **education and branding strategy** to focus positive attention on diversity and diverse groups.



Economic Development

Bellevue's diversity is widely recognized as a tremendous asset for economic development. To keep growing as a culturally competent economy, the Bellevue community must:

- Attract a diverse workforce to live here and work in local businesses
- Empower entrepreneurs from diverse backgrounds to start and grow businesses
- Provide community services that facilitate and support small business growth
- Make available culturally-specific goods and services sought by diverse cultures

To leverage this advantage, our recommendations for economic development fall into two areas: 1) supporting small business creation and employment opportunity to all of Bellevue's diverse population; and 2) ensuring that Bellevue continues to be an attractive destination for the highly skilled global work force.



Recommended Actions

1. Provide opportunities for current and future Bellevue residents and workers by implementing regulatory and incentive tools to increase the supply of **affordable housing**.
2. Improve regional efforts to support **entrepreneur and small business creation**, including training, loan assistance, mentoring opportunities, gathering spaces and networking.
3. Embed cultural competence within City **organizational policy** such as the Comprehensive Plan and Economic Development Strategy.
4. Promote and support programs that offer community-based **employment opportunities** for individuals with barriers to employment, such as ability, age and language.
5. Convene **periodic gatherings** of Bellevue's public and private institutions and business leaders in efforts to collectively apply corporate citizenship resources to local diversity initiatives.
6. **Identify gaps** in goods and services provided on the Eastside for specialized markets.
7. Work with the Bellevue Chamber of Commerce to reinvigorate the **Bellevue Entrepreneur Center**.
8. Protect and **improve transit** services.



Civic Engagement

Everyone benefits from promoting diversity in civic engagement. Civic groups, programs and events all become stronger when they draw from a broad base of the community and incorporate the ideas and values of diverse communities. In our outreach

efforts, the community has emphasized the need to reach out into the community to go where people already naturally gather. Additionally, it is essential that outreach efforts include follow-up with participants so they know how their input contributes to decision making. Otherwise, discouragement or cynicism may hinder future participation.



Recommended Actions

1. **Emphasize outreach** to establish trust within the social networks of our diverse communities as the first step in broadening their participation.
2. Develop and implement a strategy to **increase diverse representation** on City boards, commissions, advisory committees and task forces. This should include:
 - a. Outreach efforts to identify, recruit and train emerging leaders to be considered for these appointed positions.
 - b. Incorporate policies for City Boards, Commissions and Advisory Committees that include selection criteria including and emphasis on recruiting and appointing members that reflect Bellevue's diversity.
3. **Interpretation, translation and accommodation services** at public meetings should be consistent and reliable over time to shape community expectations.
4. **Encourage faith community** leadership to become more civically engaged.
5. Increase **support for artists** (e.g., funding, exhibition/performance opportunities, etc.) whose work addresses intercultural themes.
6. Partner with the Eastside Heritage Center to **interpret the history of diversity** in the Bellevue community.
7. Collaborate with local partner organizations to develop **community leadership training and mentoring** programs benefiting under-represented population groups.
8. Develop and implement a **civic engagement strategy** to increase general participation in local government or other community institutions among diverse populations.
9. Ensure that civic engagement events include **follow up** efforts to inform participants of how their input has influenced decision making.
10. **Provide funding** and partnerships to community groups or initiatives that have goals common to the Bellevue Diversity Initiative.



Conclusion

Bellevue's diversity has become a defining characteristic of our City. It is the new normal. In the past several decades, Bellevue has grown from a quiet suburban bedroom community into a dynamic, international and multi-cultural city. Bellevue's diversity is an enormous asset. As such, it can provide our economy with a competitive advantage, enrich our culture and arts, broaden our educational experience and provide new leadership to help our community thrive.

Our diversity increases the complexity of our city. As a community, we must continue to grow and learn. We must be willing to sit down for courageous conversations that test our perceptions and beliefs. We need to learn how to effectively communicate across multiple cultures and languages. We must invest in new methods to build community, strengthen public safety and plan for our future. Each day, programs and services must be provided that are accessible to all – making sure we broaden our outreach practices and incorporate new voices so that we are responsive to the ever-changing needs of our city.

The recommendations of the Bellevue Diversity Initiative convey the community's desire to grow into the opportunities and challenges that are in our future. The recommended actions are many and require and depend upon the engagement of an active and involved community. They also require a willingness to invest in new skills to meet new and emerging needs.

Together, we will tap the new advantages made possible by our diversity. By doing so, we will preserve and enhance Bellevue as an excellent place to live and work and play.

Special Thanks

The Diversity Plan is the result of the contributions of many Bellevue residents, community members and city staff. A special thanks for their investment of time and insight, which were instrumental to the recommendations provided. The City of Bellevue Leadership Team also provided pivotal support and input to this effort.

Special thanks to John Greenwood, the King County Library System and the University of Washington Community and Environmental Planning program for their assistance on research for best practices.

The Diversity Initiative staff team was led by Camron Parker, Kevin Henry, Victoria Hollerbach, Julie Ellenhorn, Andrew Kidde, and Mike McCormick Huentelman.

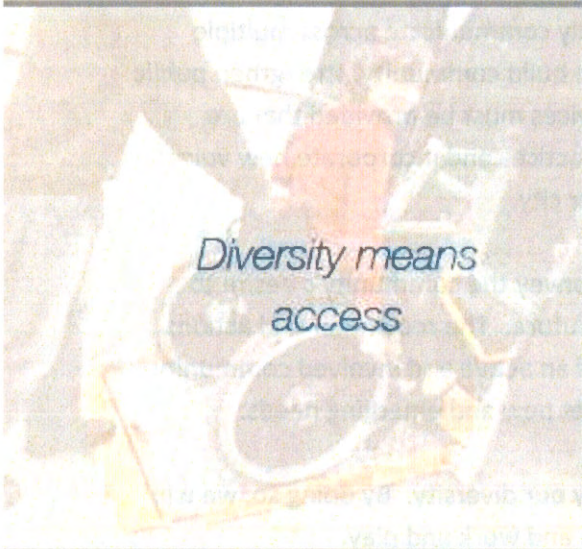




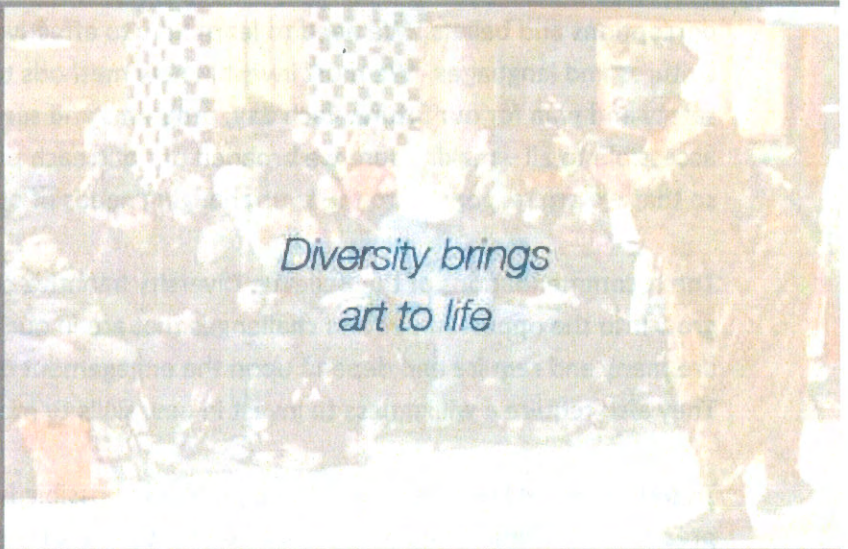
*Bellevue Diversity
Initiative*

The Diversity Advantage

Putting the positive power of diversity to work in our community



*Diversity means
access*



*Diversity brings
art to life*



*Diversity means
global connections*



*Diversity is our
present and our future*



*Diversity needs
skillful communication*



Bellevue Diversity Initiative

The Diversity Advantage

Putting the positive power of diversity to work in our community



Bellevue welcomes the world.

Our diversity is our strength.

Bellevue City Council Vision Statement, 2014



Recommendations

Adopted December 8, 2014

Cultural Competence in City Government

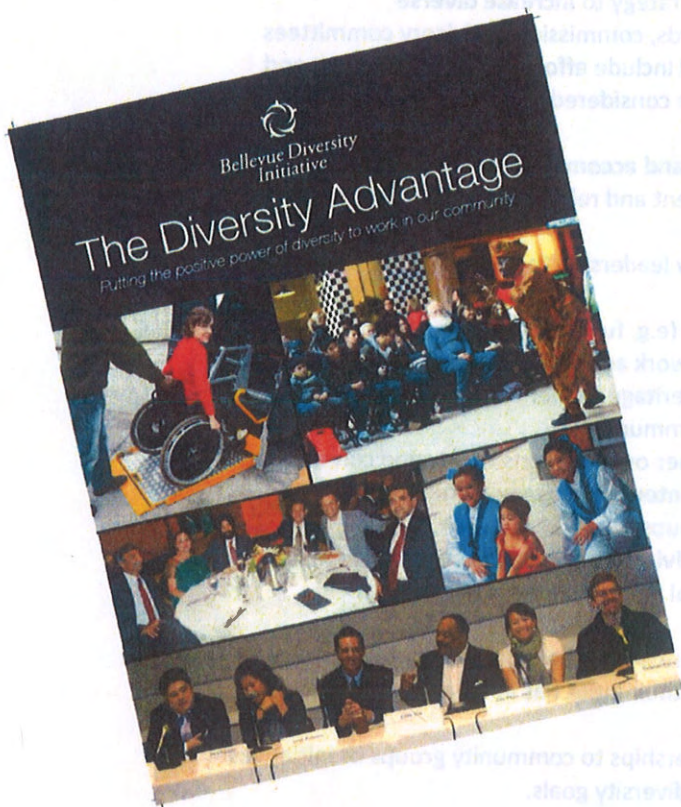
1. Obtain endorsement and direction from the City Council and Leadership Team to include cultural competence as a **core competency** of the organization in policy and practice.
2. Hire a Cultural Competence and Equity professional to integrate cultural competence and equity as elements in City policy development, programming, service delivery and program evaluation.
 - a. **Regularly review and evaluate** City-wide cultural competence efforts in the following categories: organizational values, policies, staffing, resources, service delivery and public outreach.
 - b. Establish a **knowledge base** of best practices and available resources for cultural competence and equity within the City.
3. Establish **performance measures** to track progress at meeting goals and actions of the Initiative.
4. Provide systematic and regular cultural competence **training for all City staff** over a five-year period.
5. Provide cultural competence **training for City volunteers and community leaders**, including those serving on City boards, commissions and advisory committees.
6. Add cultural competence as an **evaluative criterion** in the City's budget process.
7. Strengthen and **advance recruitment efforts** of diverse City staff to better reflect city demographics.
8. Dovetail the City's existing **accessibility and compliance programs** (ADA, Section 504, Title VI) with the Diversity Initiative to achieve similar goals of increased performance and outcomes across all City services.
9. **Establish City-wide standards** for translation of written material, interpretation services at meetings, and for physical access to meetings and programs.
10. Conduct a comprehensive review of public information tools, protocols and resources to identify strategies and **methods for more effective communication** with diverse populations.
11. **Explore and identify** additional Mini-City Hall locations to improve local accessibility to City services.
12. **Dedicate resources** for City departments to innovate and adapt to provide culturally competent services and improve public outreach and civic engagement.

Cultural Competence in the Community

1. Invest in **more public gathering spaces**, or **Third Places**, throughout Bellevue for people to connect, celebrate and interact.
2. Support and produce special events, art exhibits and performances, educational materials, festivals and public information that **increase opportunities for cultural interaction and education**.
3. Convene a community advisory group to explore a charter to establish a **"Bellevue Diversity Institute"**. This experiential learning center would serve as a citywide cultural center and would be a resource for businesses, schools and other community groups and organizations. Its mission would be to educate, celebrate, challenge and inspire Bellevue to be a welcoming and inclusive community that embraces diversity.
4. Improve **outreach** and engagement to build relationships with isolated communities and establish trust and affinity.
5. Develop a **Cultural Liaison Program**, where representatives of culture groups work as liaisons between their group and the City, or other community institutions.
6. Continue to produce and distribute **demographic information** and analysis to residents, businesses, nonprofits and public and private educational institutions to elevate understanding of Bellevue's ever-evolving diversity.
7. Produce **welcome packets** for new residents with language translations available, promoting community organizations, City services and local businesses.
8. **Increase public awareness** through branding work that incorporates key messaging about Bellevue as a welcoming community with a world-wide view, and acceptance of diversity as a positive aspect of living and working in Bellevue.
9. Collect regular **community feedback** and utilize volunteers to help assess City services from a diversity perspective. Track **performance measures** on cultural competence exhibited within the community.
10. **Coordinate** with local community groups and organizations dedicated to issues of diversity and culture.

Human Services

1. Support the establishment of a **year-round homeless shelter** on the Eastside.
2. **Translate** city materials on human service resources and referral programs available in Bellevue into the most commonly spoken languages.
3. Assist non-profit human service agencies in providing **culturally competent care** and support to Bellevue residents of all ages, abilities and ethnic backgrounds.
4. Engage the Eastside Human Services Forum in **regional discussions** of diversity in human services.
5. Promote bicultural and bi-lingual programs that **help individuals access public and nonprofit human services systems**, such as the Cultural Navigator Program.
6. Support human service organizations in providing cultural competence **training** for their staff.
7. **Recruit diverse community volunteers** to support programs and services that meet human service needs in Bellevue.



Public Safety

1. Continue **recruitment efforts** designed to diversify public safety staff to better reflect city demographics.
2. Provide ongoing cultural competence **training** to all public safety staff.
3. Improve access to public health and safety information through **partnerships with ethnic media**.
4. **Address under-reporting of crime** by promoting the City of Bellevue as a safe place for residents to report instances of civil rights violation, housing and other forms of discrimination.
5. Periodically **convene focus groups** of people of various ages, abilities and race and ethnic backgrounds to ask and learn about appropriate public safety service delivery methods.
6. Support public safety programs that **outreach to vulnerable people groups**, including the elderly, disabled and isolated communities.

Education

1. Collaborate with the Bellevue School District, Bellevue College and other community organizations to **establish a common language** and definitions around cultural competence and social equity.
2. Encourage and support **community conversations** on the issues of disability, economic class, gender, sexual orientation race and ethnicity.
3. Support local schools and colleges in providing comprehensive services and support to diverse student populations to **erase achievement gaps** where they exist.
4. **Strengthen Wrap-Around Services** for targeted schools within the Bellevue School District to build up community efforts to address achievement gaps.
5. Work with Bellevue School District, Eastside Pathways and other education programs to share information and identify strategies to **improve teacher/family communications**.
6. Work with community partners to provide **leadership training and mentoring** opportunities for our youth.
7. With community partners, develop a long-term marketing **education and branding strategy** to focus positive attention on diversity and diverse groups.

Economic Development

1. Provide opportunities for current and future Bellevue residents and workers by implementing regulatory and incentive tools to increase the supply of **affordable housing**.
2. Improve regional efforts to support **entrepreneur and small business creation**, including training, loan assistance, mentoring opportunities, gathering spaces and networking.
3. Embed cultural competence within City **organizational policy** such as the Comprehensive Plan and Economic Development Strategy.
4. Promote and support programs that offer community-based **employment opportunities** for individuals with barriers to employment, such as ability, age and language.
5. Convene **periodic gatherings** of Bellevue's public and private institutions and business leaders in efforts to collectively apply corporate citizenship resources to local diversity initiatives.
6. **Identify gaps** in goods and services provided on the Eastside for specialized markets.
7. Work with the Bellevue Chamber of Commerce to reinvigorate the **Bellevue Entrepreneur Center**.
8. Protect and **improve transit services**.



Civic Engagement

1. **Emphasize outreach** to establish trust within the social networks of our diverse communities as the first step in broadening their participation.
2. Develop and implement a strategy to **increase diverse representation** on City boards, commissions, advisory committees and task forces. This should include efforts to identify, recruit and train emerging leaders to be considered for these appointed positions.
3. **Interpretation, translation and accommodation services** at public meetings should be consistent and reliable over time to shape community expectations.
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8. Develop and implement a **civic engagement strategy** to increase general participation in local government among diverse populations.
9. Ensure that civic engagement events include **follow up** efforts to inform participants of how their input has influenced decision making.
10. **Provide funding** and partnerships to community groups or initiatives that meet City of Bellevue diversity goals.

East Bellevue Community Council
Summary Minutes of Regular Meeting

February 2, 2016
 6:30 p.m.

Lake Hills Clubhouse
 Bellevue, Washington

PRESENT: Chair Capron, Vice Chair Kasner, Councilmember Gooding¹, Councilmember Hughes, Councilmember Hummer

ABSENT: None.

STAFF: Monica Buck, Assistant City Attorney

1. CALL TO ORDER

The meeting was called to order at 6:31 p.m. with Chair Capron presiding.

2. ROLL CALL

The Deputy City Clerk called the roll. All Councilmembers except Councilmember Gooding were present.

3. FLAG SALUTE

Chair Capron led the flag salute.

(a) 2016 Election of Officers

Mr. Capron said the election of officers would be delayed until Councilmember Gooding arrived.

4. COMMUNICATIONS: WRITTEN AND ORAL

Chris Arondale thanked the Community Council for its efforts to stop the Puget Sound Energy transmission line project. Chair Capron noted that the matter is ongoing and that an update would be provided later in the meeting.

James Edison said he wanted to highlight comments from a letter he wrote to the Community Council regarding adult family homes. Chair Capron asked him to hold his comments until the later agenda item.

¹ Councilmember Gooding arrived at 6:44 p.m., at the beginning of Agenda Item 5.

Mohamed Bakr invited everyone to an open house at the Islamic Center of Peace on Saturday, February 6, 10:00 a.m. to noon.

Councilmember Kasner said he has visited the Islamic Center a number of times. He suggested it would be a good opportunity to learn about Islam and to meet East Bellevue neighbors.

(a) Update from Lake Hills Neighborhood Association

Irene Fernandes announced that the next meeting of the Lake Hills Neighborhood Association was scheduled for February 4. One more meeting will be held before the summer in April, which will address the topic of housing. A representative from Bellevue College will attend the April meeting.

Councilmember Hughes, Treasurer of the LHNA, said a Sound Transit representative would attend the February 4 meeting to discuss the proposed light rail link between Kirkland and Issaquah via Bellevue. City of Bellevue transportation staff will be present as well to discuss general traffic issues, and Councilmembers Hughes and Kasner will provide an update on the Puget Sound Energy litigation. The LHNA will also elect new officers.

5. **REPORTS OF CITY COUNCIL, BOARDS AND COMMISSIONS**

(a) Community Council Business and New Initiatives

Councilmember Kasner reported that he attended the Eastside Transportation Alliance meeting. He said this is a Mid-Biennium Budget year for the City Council, which will hold a number of public hearings throughout the year. He said the Transportation Commission will begin to review Capital Investment Program (CIP) projects this month.

Mr. Kasner said he attended a meeting of the Sound Transit Citizens Oversight Committee at Seattle's Union Station. He attended additional meetings held by a number of groups that are addressing the proposed Sound Transit Phase 3 (ST3) package to be presented for the November ballot. Mr. Kasner said Bellevue and other cities submitted their input to Sound Transit on the candidate projects. Sound Transit will release that information in March for public comment. Mr. Kasner encouraged residents to become involved and to provide input regarding the proposed ST3 package.

Councilmember Hummer said she attended meetings of the Parks and Community Services Board, Planning Commission, and Transportation Commission. She is trying to establish relationships with the Board and Commission members. Ms. Hummer said a number of residents have asked the City to reopen the restrooms at Larson Lake and other parks. She encouraged Councilmembers and the public to view the City's Pedestrian and Bicycle Initiative Implementation Plan online and to support the City's efforts.

Ms. Hummer said she provided an update on the Puget Sound Energy and East Bellevue Community Council litigation to the Planning Commission and Transportation Commission. She said she asked City staff for more frequent courtesy public hearings during EBCC meetings to provide updates on upcoming projects.

Ms. Hummer said she submitted a complaint via the MyBellevue app (also accessible through www.publicstuff.com) regarding trash on the trail by Odle Middle School, and she quickly received a response that it would be addressed.

Chair Capron asked Councilmember Hummer whether she presents herself as a private citizen or East Bellevue Community Councilmember at the meetings she attends. Ms. Hummer said she acknowledges that she is an EBCC member but makes it clear that she is speaking as a private citizen.

Ms. Hummer referred the public to www.nextdoor.com for information on meetings and neighborhood issues. She noted that there were 106 replies to a question about what types of stores residents would like to see in the Eastgate area as it redevelops.

Ms. Hummer shared a map she received from City staff regarding the single-family room rental locations for which the City has received complaints.

Responding to Sue Fitch, Stephanie Walter said a homeowner in a single-family neighborhood operating a boarding house must obtain a home occupancy permit and is allowed to have two renters. Ms. Walter said the City responds to issues of concern reported by residents.

Councilmember Hughes said he asked Tom Campbell, Code Compliance Officer, for more information on the single-family room rental complaints and closed cases.

Councilmember Hummer said Bellevue College is upgrading its softball fields and walking trail.

Noting that he needed to leave the meeting soon, Ms. Hummer invited Mr. Edison to comment on his letter regarding adult family homes. He said the Building Code states that there is no distinction between adult family homes and residential homes. The management of adult family homes falls under the jurisdiction of the Department of Social and Health Services. Mr. Edison referenced a structure at 102 162nd Avenue SE and said he would like to know whether the Building Codes were equally applied to this structure. He questioned whether any exceptions were made in the process of reviewing the applications, architectural plans, definition of use, construction, and inspection.

Mr. Edison said the City Code limits the number of unrelated adults living in a single-family residence to four individuals. However, the Code on adult family homes allows up to six unrelated adults. He expressed concern that the rules are not consistent. He said the structure at the address referenced above does not fit in with the surrounding homes and is being run as a business. He would like to see the EBCC engage in a planning effort to develop a 30-year community plan for the Lake Hills neighborhood that will preserve its architectural heritage.

Chair Capron noted that the EBCC has discussed the issues raised by Mr. Edison and shares his concerns.

Responding to Councilmember Hughes, Assistant City Attorney Monica Buck said adult family homes and other uses for single residences fall under different regulations. Adult family homes are regulated by the State DSHS and the number of allowed individuals is preempted by state law. There is no limit on the number of caretakers providing services to the residents.

Responding to the Council, Ms. Buck said that any changes to the requirements related to building size, setbacks, and other features would apply to all homes in the neighborhood.

Responding to Mr. Edison, Ms. Buck reiterated that different regulations are applied to adult family homes. The City has different regulations for, and more authority over, single family room rentals. She suggested that questions on single family room rentals be postponed until that topic comes back to the EBCC in the coming months. Tonight's agenda item is adult family homes.

Responding to Councilmember Kasner, Ms. Buck said there is a limit of six patients but there is not a limit on the number of occupants living in the home.

Councilmember Hummer described her tour of the home mentioned by Mr. Edison. There are six bedrooms with hospital beds, and the family that owns and operates the home lives upstairs. There is a room on a lower level for a caregiver. The owners are trained in physical therapy and care.

Mr. Edison observed that the home sounds more like a skilled nursing facility. Stephanie Walter suggested researching the definition of a skilled nursing facility.

Responding to Cynthia Morea, Ms. Buck said there is no limit on the number of adult family homes within an area.

Stephanie Walter said the federal Fair Housing Act addresses adult family homes. She opined that the intent was to distribute them throughout neighborhoods and not to segregate them to one area.

Chair Capron suggested that Mr. Edison submit his concerns to the Planning Commission and City Council, which addressed issues earlier in the process. The EBCC takes action on certain items after they have gone through the City Council's process.

Responding to Mr. Capron on behalf of the audience, Ms. Buck said adult family homes are protected and regulated according to federal law. Ms. Buck said she would need to research regulations for group homes to determine how they compare to adult family homes.

Councilmember Hummer said the City is replacing the artificial turf at Robinswood Park. She said the South Bellevue Community Center recently celebrated its 10th anniversary. She noted that Councilmember Kasner was a member of the citizen advisory committee for the community center project.

Councilmember Kasner acknowledged the efforts of Chair Capron and Don Boettiger in advocating for the new crosswalk near Kelsey Creek Center.

Councilmember Hummer said certain church lots in Bellevue are proposed as alternate park and ride lots for Metro and Sound Transit.

Councilmember Kasner said that, after the South Bellevue Park and Ride closes for construction, the first place cars will go is the Eastgate Park and Ride. However, additional lots are being identified as alternate parking locations as well.

Chair Capron said he received information from Barbara Benson about advertisements for short-term room rentals in East Bellevue. Stephanie Walter said Ms. Benson brought the issue to her attention as well. Ms. Walter encouraged residents to report this activity for the benefit of current and future neighbors.

Ms. Benson said the City's Code Compliance staff require an address in order to follow up on a report or complaint. She said most of the ads do not list an address.

Councilmember Kasner said San Francisco defeated Airbnb by referendum, in part because it takes homes off the market, which increases the cost of available homes. Mr. Capron said a related issue was that the operators of those hotel-like businesses are not paying hotel/motel taxes.

Chair Capron suggested returning to Agenda Item 3.

3. (a) 2016 Election of Officers

Chair Capron said the Community Council's rules state that there will be a Chair, Vice Chair and Alternate Vice Chair selected by the membership of the East Bellevue Community Council. The nominees will be voted on in the order in which they are presented. The first nominee to receive a majority vote for each office will be declared elected.

Chair Capron opened the floor for nominations for the position of Chair.

Councilmember Hummer nominated Councilmember Capron to serve as Chair.
Councilmember Kasner nominated himself to serve as Chair.

Hearing no further nominations, Chair Capron closed the floor for nominations.

Councilmember Capron was selected as Chair by a vote of 4-1, with Mr. Kasner dissenting.

Chair Capron opened the floor for nominations for the position of Vice Chair.

Councilmember Gooding nominated Councilmember Hummer to serve as Vice Chair.
Councilmember Hughes nominated Councilmember Kasner to serve as Vice Chair.

Hearing no further nominations, Chair Capron closed the floor for nominations.

Councilmember Hummer was selected as Vice Chair by a vote of 3-2, with Councilmembers Hughes and Kasner dissenting.

Chair Capron opened the floor for nominations for the position of Alternate Vice Chair.

Councilmember Hughes nominated Councilmember Gooding to serve as Alternate Vice Chair. Councilmember Gooding nominated Councilmember Kasner to serve as Alternate Vice Chair. Councilmember Capron nominated Councilmember Hughes to serve as Alternate Vice Chair.

Hearing no further nominations, Chair Capron closed the floor for nomination.

Councilmember Kasner was selected as Alternate Vice Chair by a vote of 5-0.

Moving on, the Community Council resumed reporting on Council business and community activities.

Chair Capron provided an update on the Puget Sound Energy and East Bellevue Community Council litigation. After the EBCC denied the Lake Hills transmission line project, PSE sued the EBCC. The King County Superior Court first ruled that the EBCC does not have jurisdiction over shoreline conditional use permit (SCUP) applications. Mr. Capron said the EBCC has jurisdiction over certain land use permits and disagreed with that ruling and filed an appeal. The City subsequently issued the shoreline CUP, which was approved by the State Department of Ecology. The EBCC appealed the DOE's granting of the shoreline CUP.

Mr. Capron said the land use conditional use permit (CUP) was addressed separately by the court. The King County Superior Court ruled in December that the EBCC had the authority and substantial reasons to deny the land use permit related to PSE's application. PSE appealed that ruling, and a decision is anticipated toward the end of this year.

Mr. Capron noted that, if the court upholds that the EBCC does not have shoreline jurisdiction, the appeal of the DOE's approval is a moot issue. He said the EBCC would prefer to see PSE work with the City and the EBCC to find an agreeable solution than to engage in litigation.

Councilmember Kasner said the King County Superior Court proceeding was a closed record appeal based on information placed into the record before November 20, 2014. If the EBCC is determined to have shoreline jurisdiction, the Shorelines Hearings Board review would allow new information to be considered.

Mr. Kasner noted that Steve Fricke, a resident, submitted an appeal to the DOE on the shorelines CUP as well.

Councilmember Hughes said Puget Sound Energy presented its plan a number of times over a couple of years before filing for its permits, but it did not make any changes to the plan despite input from the EBCC and the community.

Chair Capron said he wrote an article for the next issue of *It's Your City*.

6. **APPROVAL OF AGENDA**

Councilmember Hughes moved to approve the agenda. Councilmember Hummer seconded the motion, which carried by a vote of 5-0.

Councilmember Kasner said he was disappointed that the EBCC's outside counsel was not present and therefore the EBCC could not hold an Executive Session.

7. **DEPARTMENT REPORTS**

- (a) Memo regarding Lake Hills Art Project

[No staff presentation; information provided in meeting packet.]

8. **PUBLIC/COURTESY HEARINGS:** None.9. **RESOLUTIONS**

- (a) Resolution 555 electing 2016 East Bellevue Community Council Officers

Councilmember Hummer moved to approve Resolution 555 electing Chair Capron, Vice Chair Hummer, and Alternate Vice Chair Kasner. Councilmember Hughes seconded the motion, which carried by a vote of 5-0.

10. **COMMITTEE REPORTS:** None.11. **UNFINISHED BUSINESS**

- (a) Adult Family Homes

Chair Capron noted that the Council discussed this item earlier to accommodate a member of the audience who wished to comment.

Ms. Buck referred the Community Council to her memo in the meeting packet. She said an adult family home is a residential home in which a person or persons provides personal care, special care, room and board to more than one but not more than six adults who are not related by blood or marriage to the person providing the services. They are treated as other single-family homes and are subject to the same Building Code, Fire Code, and other regulations. They are required to have two off-street parking spaces, and there is no limit on the number of caregivers who provide services to the residents.

Responding to Chair Capron, Ms. Buck said group homes are allowed in single-family neighborhoods. She suggested that the Community Council invite staff from the Development Services Department to provide an overview of the types of facilities, including skilled nursing home, and their specific regulations. In further response to Mr. Capron, Ms. Buck said a group home may involve the disabled, recovering addicts, and other individuals requiring some level of

a structured living environment and/or care. She said she did not think the City's definition of family applied to group homes.

Chair Capron asked the Deputy City Clerk to schedule a staff person to provide an overview of the types of facilities allowed in single-family zones.

(b) Discussion regarding letter to City Council for Necessary Expenses

Chair Capron introduced discussion of the Community Council's request for additional funds to cover necessary expenses related to ongoing litigation and appeals. He noted the letter to the City Council provided in the meeting packet.

Councilmember Kasner recalled his previous request to be copied on all correspondence between attorneys and the City. He requested the original contracts from the EBCC's outside attorney, which he reviewed. He saw one set of bills from the attorney as well. He would like to know what the EBCC is being charged and what has been paid. Mr. Kasner said members of the public are interested in the costs.

Responding to Ms. Buck, Mr. Kasner said he would like copies of all of the invoices. Chair Capron noted that he and the rest of the Community Council do not require that information. Mr. Capron said he will be interested in the final costs. Ms. Buck said she will provide copies of the invoices. Mr. Kasner expressed concern that the amount requested is based on cost estimates and that some of the costs might not be deemed as "necessary."

Responding to Mr. Kasner, Deputy City Clerk Arredondo said the EBCC's attorney drafted the letter presented in the meeting packet.

Councilmember Hughes moved to approve the letter to the City Council requesting additional funds to cover necessary expenses, as provided in the meeting packet. Chair Capron seconded the motion, which carried by a vote of 5-0.

Chair Capron said he will attend the City Council meeting to be available to respond to any questions. He will ask the EBCC's attorney for a timeline of the process going forward.

(c) Discussion of potential Community Council Retreat

Chair Capron recalled Councilmember Kasner's request for a Community Council retreat.

Councilmember Kasner said his original intent was to decide which topics should be included for a retreat discussion. The EBCC received a letter stating the cost of facilitators, which was beyond the cost that he anticipated.

Mr. Kasner observed that the public is seeing Community Councilmembers as representing the full Council at different forums and meetings, even when they state that they are speaking as individuals. He said the Community Council has not discussed Sound Transit. He expressed concern that Mr. Capron's comments to the City Council about light rail were interpreted to be representative of the entire Community Council.

Chair Capron said his comment was that the Community Council would not object to a subway along 148th Avenue. He acknowledged that he had not discussed that with the Community Council, however, and should not have made the statement.

Mr. Kasner suggested that the EBCC would benefit from training on communications with the public, elected officials, Boards, and Commissions.

Ms. Arredondo noted that the Mayor recently appointed Councilmember Robertson as the City Council liaison to the EBCC. Mr. Kasner suggested that the EBCC meet with Ms. Robertson to discuss priority issues.

Responding to Mr. Kasner, Ms. Arredondo said the City's diversity staff will provide a presentation to the EBCC in March. At that time, EBCC members will be asked about their interest in the City's cultural competency training.

Councilmember Kasner said he has different ideas than the EBCC Chair about the issues that need to be addressed. Mr. Kasner suggested scheduling a retreat for March as well as a meeting in the near future with Kirkland's Houghton Community Council.

Responding to Chair Capron, Mr. Kasner said he would like a briefing to the EBCC on the City's budget process and capital projects in the EBCC area.

Chair Capron and Councilmember Hughes suggested that the Lake Hills Neighborhood Association would be a more effective forum for discussing capital project priorities.

Mr. Kasner observed that discussions could occur with both groups. He expressed concern about providing input early enough in the budget process to influence decisions. He believes this is an appropriate role for the EBCC.

Responding to Mr. Kasner, Councilmember Hummer said she would see value in having a retreat. Mr. Kasner said he would be willing to solicit proposals from potential facilitators who would charge less than the estimated \$3,000 to \$5,000. He would like City Councilmember Robertson to attend as well.

Responding to Mr. Capron, Ms. Buck said the EBCC has a budget of \$4,000 for 2016, and approximately \$3,000 remains in that budget. She said facilitators are not always used for retreats. The City Attorney's Office used a facilitator for one of its retreats at a cost of approximately \$1,800. Ms. Buck suggested limiting the retreat to two or three topics for the most productive discussion. She said the retreat would require coordination with the City staff who would be asked to provide information and/or presentations.

Chair Capron suggested that Councilmembers think about the topics they would like to address during the retreat. Mr. Kasner reiterated his interest in discussing budget items.

12. NEW BUSINESS

(a) Potential Future Agenda Items *[No discussion]*

- National Pollutant Discharge Elimination System (NPDES) Permit
- Shoreline Master Program *[Pending review by the State Department of Ecology.]*
- Subarea Plan Update
- Lake Hills Art Project *[Tentatively set for April meeting.]*
- Affordable Housing Update
- Diversity Initiative Presentation *[March meeting]*
- False Alarm Ordinance Update

Deputy City Manager Kate Berens noted that the Council is in the beginning stages of its discussions about affordable housing.

Responding to Mr. Kasner, Ms. Arredondo said a new Comprehensive Planning Manager (Terry Cullen) has been hired. There is currently no specific timeline for addressing Subarea Plan updates.

Ms. Arredondo said the City Council has not resumed its discussion of the False Alarm Ordinance.

A presentation to the EBCC from Code Compliance staff is tentatively anticipated for April.

13. **CONTINUED COMMUNICATIONS**

Don Boettiger questioned the status of displaying a sign (e.g., sandwich board) outside of the Lake Hills Clubhouse to publicize EBCC meetings. Chair Capron noted that he is willing to pay for the sign.

Councilmember Hummer said she has attempted to work with the Lake Hills Neighborhood Association to coordinate signage. She would like a sign on both 148th Avenue and 156th Avenue.

Chair Capron suggested a more efficient use of time during Community Council meetings.

14. **EXECUTIVE SESSION:** None.

15. **APPROVAL OF MINUTES**

(a) Summary Regular Meeting Minutes of January 5, 2016

Councilmember Gooding moved to approve the minutes of the January 5, 2016 Regular Meeting. Councilmember Hughes seconded the motion, which carried by a vote of 5-0.

16. **ADJOURNMENT**

Chair Capron declared the meeting adjourned at 9:21 p.m.

Charmaine Arredondo
Deputy City Clerk

/kaw

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Department of
Internal Affairs

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East Bellevue Community Council
Summary Minutes of Special Meeting

February 16, 2016
1:30 p.m.

City Hall, Room 1E-122
Bellevue, Washington

PRESENT: Chair Capron, Councilmember Hughes, Councilmember Hummer, and
Councilmember Kasner

ABSENT: Councilmember Gooding

STAFF: None.

1. **CALL TO ORDER**

The meeting was called to order at 1:31 p.m. with Chair Capron presiding.

2. **ROLL CALL**

The Deputy City Clerk called the roll. All Councilmembers except Mr. Gooding were present.

Councilmember Hummer moved to excuse Councilmember Gooding's absence. The motion was seconded by Councilmember Kasner and carried unanimously.

3. **FLAG SALUTE**

Chair Capron led the flag salute.

4. **EXECUTIVE SESSION**

At 1:32 p.m., Chair Capron declared recess to Executive Session for approximately one hour to discuss one matter of pending litigation. *[The Deputy City Clerk did not join the Community Council for the Executive Session.]*

At 2:45 p.m., Chair Capron announced that the Executive Session had been extended for an additional 15 minutes.

The meeting resumed at 2:58 p.m.

5. **UNFINISHED BUSINESS**

(a) Potential Action related to Pending Litigation

Chair Capron noted that no formal action would be taken by the Community Council.

6. ADJOURNMENT

Chair Capron declared the meeting adjourned at 2:59 p.m.

Charmaine Arredondo
Deputy City Clerk

/kaw

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