

Diversity Is Our Strength



Bellevue celebrates ten years of work through the Diversity Advantage Initiative and plans for an even more inclusive Bellevue in the years to come.

Diversity is our strength in Bellevue. This belief and value continue to be a driving force in the character of our community.

The city's Diversity Advantage Team is working on a series of projects to lay the foundation for updating and reimagining the Diversity Advantage Plan in 2024. This plan sets the city-wide strategic direction for our diversity, equity and inclusion work that informs everything we do.



BUILDING ON OUR FIRST TEN YEARS OF THE DIVERSITY ADVANTAGE INITIATIVE

Our next phase builds upon what we have learned since the plan was first adopted in 2014. The work centers community voices and experiences in our solutions, continues to develop and strengthen key relationships and deepens our commitment to the vision of a welcoming, vibrant and livable city.



You'll see more information on these developing projects and details on how to get involved every step of the way:

- Community Dialogues on Race and Social Justice, as part of the **Centering Communities of Color Initiative**, a community-led effort to advance racial equity.
- Designing **"In Community: Bellevue's Cross-Cultural Center without Walls"**, to actively share culture, build connections and be in community with each other.
- Updating and transforming the next version of the city's **Diversity Advantage Plan**, the road map of near-term actions within the Diversity Advantage Initiative.



City of Bellevue
Diversity Advantage



Over the last decade, Bellevue has grown and changed in many ways

As the city's Diversity Advantage Initiative reaches its tenth anniversary, this is a great time to review how Bellevue has changed and celebrate our progress since it was first adopted in 2014.

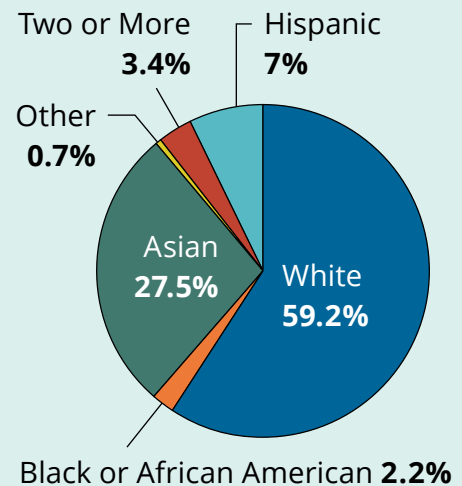
- **Bellevue Diversity Advisory Network:** Formation of a 21-member community group providing counsel to the city on how to effectively reach, serve, communicate and collaborate with all of Bellevue's diverse communities.
- **Mini City Hall:** This community service center hub at Crossroads Mall improves access to community resources in one of Bellevue's most diverse neighborhoods.
- **Disability Equity:** Recognizing that disability equity often means going above and beyond the law, the city has enhanced facilities and programming through hearing loops, closed captioning, powerchair charging stations, accessible changing tables and more.
- **Language Access:** Resources to improve access to language through a variety of translation and interpretation services, and a dedicated city team to meet language requirements and support needs.
- **City-wide training for staff:** Trainings include: Recognizing Privilege and Disrupting Microaggressions; Title VI of the Civil Rights Act; Ableism, Allyship & Disability Justice; and Universal Design. Resources such as pronoun guidance, employee resource groups, special internal cultural programming, and more are also provided.
- **Equity lens:** Advancing the implementation of an equity lens that ensures all city functions are accessible and inclusive, and opportunities are available to all residents and staff.

We look forward to working closely with the community for the next 10 years and beyond as we build a more equitable, thriving Bellevue.

For more information and to sign up for email or text alerts, visit BellevueWA.gov/diversity-advantage.

Race and Ethnicity Distribution in Bellevue, 2010

Overall Population: 134,400



Race and Ethnicity Distribution in Bellevue, 2019

Overall Population: 149,900

