



Memorandum

Date: 5/16/2023

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 23-217

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Executive	Malisa Files	425-556-2166
-----------	--------------	--------------

DEPARTMENT STAFF:

Executive	Jan Harrison	Diversity Equity and Inclusion (DEI) Manager
-----------	--------------	--

TITLE:

Diversity, Equity and Inclusion (DEI) Program Update

OVERVIEW STATEMENT:

Per Council's request, this report contains an informational update on DEI priorities and activities to date.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☒ **Receive Information**

☐ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond Community Strategic Plan
- **Required:**
N/A
- **Council Request:**
Council requested update on DEI activities during 2023-2024 budget process. DEI Quarterly Updates are a part of the Public Safety and Human Services Committee of the Whole workplan.
- **Other Key Facts:**
N/A

OUTCOMES:

Attachment A outlines activities to date and current programs in process.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
2021-23 Internal and External DEI Assessment, Respect, Equity, Diversity and Inclusion (R.E.D.I.) training and

listening sessions, and Annual Community Survey.

- **Outreach Methods and Results:**

The February 2023, external assessment revealed five drivers of inclusion listed below:

- Cost of living and affordability, with a growing population of individuals struggling to make ends meet.
- Bias enforcement by the police and the need for more sensitivity training for law enforcement.
- Inadequate support for marginalized groups, including the homeless, low-income residents, senior citizens, and individuals with disabilities.
- Lack of representation and diversity in city leadership and decision-making processes.
- Need for more programs, services, and opportunities for people of diverse backgrounds, including language and cultural heritage, LGBTQ+ community, and neurodiverse children.

- **Feedback Summary:**

The City of Redmond is addressing these drivers through the Community Strategic Plan strategies, including:

- Working through the R.E.D.I. model whose outcome will be a five-year strategic DEI plan addressing internal and external feedback
- Align best practices to support the post COVID-19 recovery and growth through human services and businesses
- Work to identify and eliminate policies and procedures that have historical racist, prejudicial, biased, and discriminatory implications
- Align Redmond 2050 plans through the lens of DEI

BUDGET IMPACT:

Total Cost:

N/A

Approved in current biennial budget:

☒ Yes

☐ No

☐ N/A

Budget Offer Number:

#0000024

Budget Priority:

Strategic and Responsive

Other budget impacts or additional costs:

☐ Yes

☐ No

☒ N/A

If yes, explain:

N/A

Funding source(s):

General fund.

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

Date: 5/16/2023

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 23-217

Type: Committee Memo

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
3/28/2023	Committee of the Whole - Parks and Environmental Sustainability	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: DEI Quarterly Update