

Background

This document provides a high-level update of monthly implementation activities for the REDI Strategic Plan. The REDI Plan is a citywide effort to define the goals, objectives, and key results to create a culturally competent organization that celebrates individual differences. The five goals outlined in the REDI Strategic Plan include:

- Transparent and Consistent Leadership
- Respect and Belonging
- Effective Program Support
- Pro-Equity, Anti-Racism Implementation (PEAR)
- Community (Stakeholder) Engagement

Updates

Working Title and Recruitment Plan for the Deputy Director:

At the January 6, 2026, Committee of the Whole – Planning and Public Works meeting, the City Council requested that the word “Equity” be included in the working title of the Deputy Executive Director position. The working title will now be Deputy – Equity and Strategic Services. This position will now report to the Assistant Chief Operating Officer and will oversee the following divisions of the Executive department: REDI, Communications, Environmental Sustainability, City Clerk’s Office, and Grant Management.

The Deputy position was posted for recruitment on January 27, closed on February 8, and applicant review is now underway. Council will receive another recruitment update at the March Committee of the Whole – Finance, Administration, and Communications meeting.

REDI Ambassadors:

Last Fall, seven staff members stepped forward to become REDI Ambassadors and trained facilitators. As facilitators, they will deliver training content and support learning by creating an inclusive space for healthy dialogue, enabling participants to connect the dots between critical REDI concepts and their practical application in our everyday work and lives.

REDI Training:

Facilitators tested their new skills and piloted an all-day REDI training last October for over 50 staff members across three sessions. Facilitators collected feedback from participants and are using that feedback to tailor and improve the overall REDI training program. The updated training and a new participant and facilitator guide will be introduced in late March or early April.

Next Steps

Monthly Committee of the Whole Updates: next month a recruitment, training, and programming update will be provided.