



## Memorandum

**Date:** 6/24/2025  
**Meeting of:** City Council Study Session

**File No.** SS 25-043  
**Type:** Study Session

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Executive	Malisa Files, COO	425-556-2166
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**DEPARTMENT STAFF:**

N/A	N/A	N/A
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**TITLE:**

Respect, Equity, Diversity and Inclusion (REDI) Program Update

**OVERVIEW STATEMENT:**

At the Study Session on June 24, staff along with Anita Paige and Dr. Adrian Thompson from the Edge Advisory Group will discuss with Council the REDI Strategic Plan and progress made on the REDI work, including:

- Respect roll-out and adoption
- Identification of staff roles
- Management training.

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

**REQUESTED ACTION:**

☒ **Receive Information**      ☐ **Provide Direction**      ☐ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
Community Strategic Plan, REDI Strategic Plan, and Redmond 2050.
- **Required:**  
N/A
- **Council Request:**  
Council requested regular updates on the REDI work during previous discussions.
- **Other Key Facts:**  
The City has been working with the Edge Advisory Group to instill a culture of respect among City employees and implement the Respect, Equity, Diversity and Inclusion (REDI) Strategic Plan. With the help of the Edge Advisory Group, the City is continuing its work through rolling out REDI training plan, analyzing the staffing structure to oversee REDI activities, and providing management training.

## **OUTCOMES:**

Redmond's transition from a suburb to a city has fueled 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

Also defined in the REDI Plan in Attachment A are strategic activities and tasks to help Redmond achieve its goals. Highlighted in the transparent and consistent leadership, respect and belonging, and community engagement goals are strategic activities where Council defined their participation was needed to carry out the work of REDI. A list of specific activities and where they can be found is shown below:

- Transparent and Consistent Leadership (page 9)
  - 1.3 - Hold leaders accountable for their actions and responsibilities
    - 1.3.b - Establish a regular reporting cadence on REDI metrics to City Council to hold ourselves accountable on progress on the plan
    - 1.3.c - Create a safe space-process for concerns to be brought forward from staff to peers (i.e. zero tolerance for retaliation)
- Respect and Belonging (page 11)
  - 2.2 - Embed U.S. Surgeon General Five Essentials for Workplace Mental Health and Wellbeing framework (centered on worker voice and equity)
    - 2.2.g - Provide competitive living wage
- Community Engagement (page 18-19)
  - 5.3 - Develop an inclusive community engagement framework that prioritizes diversity in shaping City policies and services
    - 5.3.b - Engage every year in listening sessions, town hall meetings, and other community conversations
    - 5.3.c - Councilmembers and Mayor reach out to key community groups, businesses, and other stakeholders around significant projects/programs to build relationships and trust
    - 5.3.d - Develop Council communications and accessibility strategy
    - 5.3.e - Clarify criteria for recognition of cultural groups and events at City Council meetings and work to highlight a diversity of community members every year
    - 5.3.h - Annually assess progress on community engagement goals at a publicly held City Council meeting

In addition to reviewing the REDI Strategic Plan, Council will receive an update on the progress made on the City's roadmap looking at the kinds of staff the City needs to continue the REDI work, partnering with the Welcoming Redmond Team, training REDI ambassadors, and management training efforts.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
Stakeholder engagement and listening sessions occurred prior to drafting the REDI Strategic Plan. Organizational health and training sessions with Redmond staff and information gleaned from the formulation of department equity plans.
- **Outreach Methods and Results:**  
Surveys and listening sessions were utilized to gain insights and feedback from the community. Citywide data is also being analyzed to determine the structure supporting the REDI work
- **Feedback Summary:**  
N/A

**BUDGET IMPACT:**

**Total Cost:**  
N/A

**Approved in current biennial budget:** ☒ Yes ☐ No ☐ N/A

**Budget Offer Number:**  
00295

**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

**COUNCIL REVIEW:**

**Previous Contact(s)**

Date	Meeting	Requested Action
6/20/2023	Committee of the Whole - Public Safety and Human Services	Receive Information

**Date:** 6/24/2025  
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8/1/2023	Committee of the Whole - Planning and Public Works	Receive Information
1/14/2025	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
1/21/2025	Business Meeting	Approve

**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: Respect, Equity, Diversity, and Inclusion (REDI) Strategic Plan