

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

Recruitment Process – REDI Program Administrator

The REDI Program Administrator recruitment has progressed on schedule since last month's update. The position was posted on April 28 and closed on May 17, with 61 total applicants. Of those, 14 applications met the criteria for further review, and six candidates were selected for virtual phone screens conducted May 18-19. Following those screens, five candidates advanced to staff panel interviews held May 21-22.

The community panel interview took place on Thursday, May 28. While final hiring authority remained with the City, input from the community panel directly informed our overall evaluation. Panelists assessed candidate strengths, areas of possible concern, and overall readiness to engage authentically with Redmond's diverse communities. They evaluated how well each candidate's experience and approach aligned with community engagement expectations and offered perspective on each candidate's readiness to advance in the process.

Following the community panel, finalists met with the Directors' Team in early June, followed by a final interview with the Mayor and COO's. We anticipate an offer to be extended shortly and will share additional details about the selected candidate and onboarding plans as appropriate in the coming weeks.

REDI Rollout

Respect Equity Diversity Inclusion Program Update June 2026

The citywide REDI staff training rollout was sent to all city staff on May 21 and was grounded in the REDI Strategic Plan and informed by the independent 2025 organizational health and workplace equity assessment conducted by the Edge Advisory Group.

The training is mandatory for all staff and will be facilitated by Redmond staff. Sessions will kick off tomorrow, with a range of dates and times offered to accommodate different shifts and schedules. Additional sessions will continue to be added throughout the year, with all-staff completion targeted by December 31.

Content for this training covers four core areas. The first is respect and organizational health, exploring how trust, clear purpose, and inclusion improve both work outcomes and the employee experience. The second draws the distinction between respect and simply being nice, illustrated through real workplace scenarios. The third focuses on recognizing and mitigating bias, equipping staff with practical skills for interrupting unconscious bias at the individual, team, and organizational levels. The fourth introduces a framework connecting Beliefs, Behaviors, and Results that gives staff shared language to address bias and disrespect without blame.

This training represents an important step in our REDI Journey as we continue to advance as an organization, with more to come as we follow the REDI Strategic Plan as our guide.

Next Steps

Monthly Committee of the Whole Updates: Next month's update will include information on recruitment, staff training, and program activities.