

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

Deputy Director – Equity & Strategic Services

The recruitment process has been completed. The position was posted on January 27 and closed on February 8, generating a strong pool of forty-nine applicants. Following a multi-phase selection process, a candidate was selected and has since started in the role as of March 23. The position reports to the Assistant Chief Operating Officer and provides oversight of several Executive Department functions, including Strategic Services and REDI, Communications, Environmental Sustainability, the City Clerk’s Office, and Grant Management. This position is intended to strengthen citywide alignment, advance equity initiatives, and support strategic and operational priorities across departments.

Recruitment Process – REDI Program Administrator

The REDI Program Administrator will lead the City’s efforts to advance respect, equity, diversity, inclusion, and belonging by implementing equity initiatives across daily operations and building organizational capacity for long-term equity outcomes. Core responsibilities include conducting equity assessments, providing training on inclusive practices, supporting equity integrated policies, analyzing organizational data, and developing tools that help staff apply equity in their work. The Administrator will facilitate equity focused community engagement, maintain relationships with community partners, coordinate inclusive events, and support accessible public communication. The role tracks performance measures, evaluates community feedback, and provides regular recommendations to City leadership and the City Council. This position supports the REDI Strategic Plan’s goals for a culturally responsive and respectful workplace and will report to

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the Deputy Director of Equity and Strategic Services and is expected to post in April 2026 for a three-week recruitment period.

REDI Certification and Training

Six staff from multiple departments participated in REDI Facilitator training during the first week of April, led by Senior Leadership Development Consultant Kate Rogers. The training centered on building shared understanding of respect and organizational health, and on how culture shapes trust, inclusion, and day-to-day behaviors. Staff worked through curriculum and facilitation techniques that help teams recognize systems that support or undermine respect and committed to collective actions that embed equity into routine practices and operations. This cohort will continue developing skills to guide conversations and support departments in integrating REDI principles into their everyday work.

Welcoming Team/Budgeting for Equity

The Welcoming Team continues to work together with the Finance Department to outline a systematic approach for next biennium's Budgeting for Equity programs, services, and projects. This work will be aligned with the REDI strategic plan and will include a information highlighting how the city is proposing to invest in REDI programs for the 2027-2028 budget cycle.

Next Steps

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