

5-Year DEI Strategic Plan

Fast forward 5 years from now...Respect, Equity, Diversity, and Inclusion is demonstrated in all we do!

Redmond has a long-demonstrated commitment to creating a city that is inclusive and welcoming to all its residents. My role represents the opportunity to serve the City of Redmond and support the ongoing efforts by supporting leadership in intentionally building systemic equity, including evaluating our systems and policies, securing racial justice for our residents, and promoting belonging.

The key to our success is translating our social justice and equity commitment into action. While our commitment is baked into the Housing Action Plan, Redmond 2050, our performance measures, and the Community Strategic Plan, we must be clear on actions and intersections. I am participating in the five-year REDI planning process, which is currently underway. The plan will outline how my role will promote outcomes within the organization and the community. Opportunities for me to lead and support other leaders will be built in.

In the near term, I have the opportunity to lead/support the roll-out of REDI to all employees in the City of Redmond. Our license agreement with The Edge Advisory Group presents an opportunity to ensure we have assessed and addressed our organizational culture (healthy and adaptive), intentionally focused on employee engagement, with communicated expectations, competency building, and mechanisms for accountability as we charge ahead in this great work.