

## 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 position was posted on Wednesday, April 28 and will close on Sunday, May 17. Following the close, phone screens of initial candidates will be conducted May 18-20, with a staff panel interview held May 21-22 to identify candidates who will advance to the community panel.

The community panel interview is scheduled for Thursday, May 28. Building on feedback shared at FAC committee, six community-based organizations whose work directly serves Redmond residents from communities that are historically marginalized or currently vulnerable have been invited, with the goal of seating a panel of 4-5 representatives. The panel will be hybrid, with in-person attendance at City Hall preferred and a virtual option available. Panelist input will assess candidate strengths, areas of possible concern, and overall readiness to advance through the process, while final hiring authority remains with the City.

Following the community panel, finalists will present to the Directors' Team, with final interviews scheduled for early June. An offer is anticipated shortly thereafter. This timeline is dynamic and may shift to accommodate the schedules of community partners and candidates.

## Respect Equity Diversity Inclusion Program Update May 2026

### **REDI Rollout**

The City of Redmond is launching a structured, citywide rollout of its Respect, Equity, Diversity, and Inclusion (REDI) program, bringing approximately 800 city employees through an in-person, half-day training by year's end. Grounded in the City's REDI Strategic Plan and informed by an independent organizational assessment completed in 2025, this effort reflects Redmond's ongoing commitment to building an organizational culture where every employee and community member experiences belonging, access, and opportunity.

### **Upcoming 2026 Pride Events**

- **Pride Flag Raising and Proclamation:** Monday, June 1, 9:00 - 9:30 a.m., City Hall roundabout.
- **Resiliency Together with Pride (Staff-Only Event):** Tuesday, June 2, 11:30 a.m.–1:30 p.m., Redmond Senior & Community Center. Lunch and workshop focused on preparedness and real-world safety through an LGBTQ+ perspective.
- **Rainbow Bingo:** Friday, June 5, 6:30–8:30 p.m., Redmond Senior & Community Center.
- **Pride Promenade in the Park:** Saturday, June 6, 2:00–3:30 p.m., Farrel-McWhirter Park.

## Next Steps

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