



Memorandum

Date: 2/10/2026

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 26-053

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Executive	Lisa Maher, Assistant COO	425-5562427
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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:

Staff will provide Council with an informational update on implementation activities completed over the past two quarters in support of the REDI Strategic Plan including:

- Staff recruitment timeline
- REDI Ambassadors
- REDI training program

☒ **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:**
As part of the focus on instilling a culture of respect among City employees and implementation of the REDI

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Strategic Plan, the City continued the work with Edge Advisory Group to implement the roll out the REDI training plan by implementing REDI Ambassador facilitator training and the pilot of a new City staff training module.

OUTCOMES:

See Attachment A for a summary of implementation highlights

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **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)

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Date	Meeting	Requested Action
6/24/2025	Study Session	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
3/10/2026	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: REDI Strategic Plan Implementation Update

Attachment B: REDI Strategic Plan