



City of Redmond

15670 NE 85th Street
Redmond, WA

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

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