

Background

This document provides a high-level summary of the implementation of the Diversity, Equity, and Inclusion community-based initiative.

The strategies for this initiative in 2021-2022 include:

1. Establish programs to **build internal capacity** through shared learning opportunities, common language, support mechanisms, and resources.
2. Leverage **community partnerships** to create opportunities for effective and authentic outreach.
3. Develop a **strategic plan** and **structural framework** for the implementation of Diversity, Equity, and Inclusion.
4. Support **city-wide initiatives** that normalize, organize, and operationalize Diversity, Equity, and Inclusion.

Programmatic Updates

Capacity Building

- Learning Opportunities: established a 2022 calendar of bi-monthly employee Lunch & Learn and Speakers Series.
- Staff Training Opportunities: extended the “Deconstructing Our Bias” offerings to include 2022 and introduced intermediate/advance offerings on topics related to LGBTQA+, Disabilities Justice, and Becoming an Equity Lead.
- Resources: City membership established with the Government Alliance on Race and Equity (GARE) national organization. This membership provides the City with additional staff training opportunities and the use of the tools to advance the work of equity within municipalities.

Community Partnerships

- Programming: in partnership with various city-departments and community organizations collaborated on the planning and implementation of various events such as Asian and Pacific Islander American Festival.
- New Partnerships: established working relationships with Lake Washington Institute of Technology, King County Library Systems, and GenPride.
- Regional Partnerships: continue to represent the City at Diversity, Equity, and Inclusion related regional efforts, such as Welcoming Week, Eastside Cities Collaborative, and Governing for Racial Equity and Inclusion.

Strategic Plan and Structural Framework

- Internal Assessment: completed phase 2 and 3 of the internal organizational assessment. The staff participated in leadership interviews and listening sessions. The final phase is in progress analyzing findings and producing a final report, including recommendations.
- Community Assessment: a timeline is now in place to launch an assessment of the City’s work, needs, and opportunities for Diversity, Equity, and Inclusion within the community. Phase 1 begins in March.

Citywide Initiatives

- Redmond 2050: continue to provide Diversity, Equity, and Inclusion support and resources.

ATTACHMENT A – Diversity, Equity, and Inclusion Program Update
March 15, 2022

- Parks, Arts, Recreation, Culture & Conservation (PARCC) Plan: provided Diversity, Equity, and Inclusion support and resources to assist in the review and update of the Plan.
- Human Services Strategic Plan: provided Diversity, Equity, and Inclusion support and resources to assist in the review and update of the Plan.
- Welcoming Redmond Team: updated and submitted for approval the Team’s 2022 charter and workplan to align with the Diversity, Equity, and Inclusion Community-based Initiative.
- Title VI: continue to identify needs, establish clarity, and advance effective practices to improve City services.
- CIS Process: provided guidance on integrating Diversity Equity and Inclusion into the process.
- Redmond Public Safety Sounding Board: continue to provide Diversity, Equity, and Inclusion perspective, support, and resources.

Next Steps

Specific projects will continue to move forward to advance the Diversity, Equity, and Inclusion community-based initiative. Key upcoming projects:

- Draft of internal assessment report to Council before the end of second quarter.
- A preview of the external assessment findings to Council before the end of third quarter.