



**Redmond**  
WASHINGTON

# Diversity, Equity, & Inclusion Employee Survey Summary

# Diversity, Equity, & Inclusion Community-based Initiative

**Vision:** A Redmond in which all residents can fully and effectively access city services, influence city policy and direction, and feel a sense of belonging and safety.

## **Key Strategies:**

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

## ***Strategic Plan and Structural Framework***

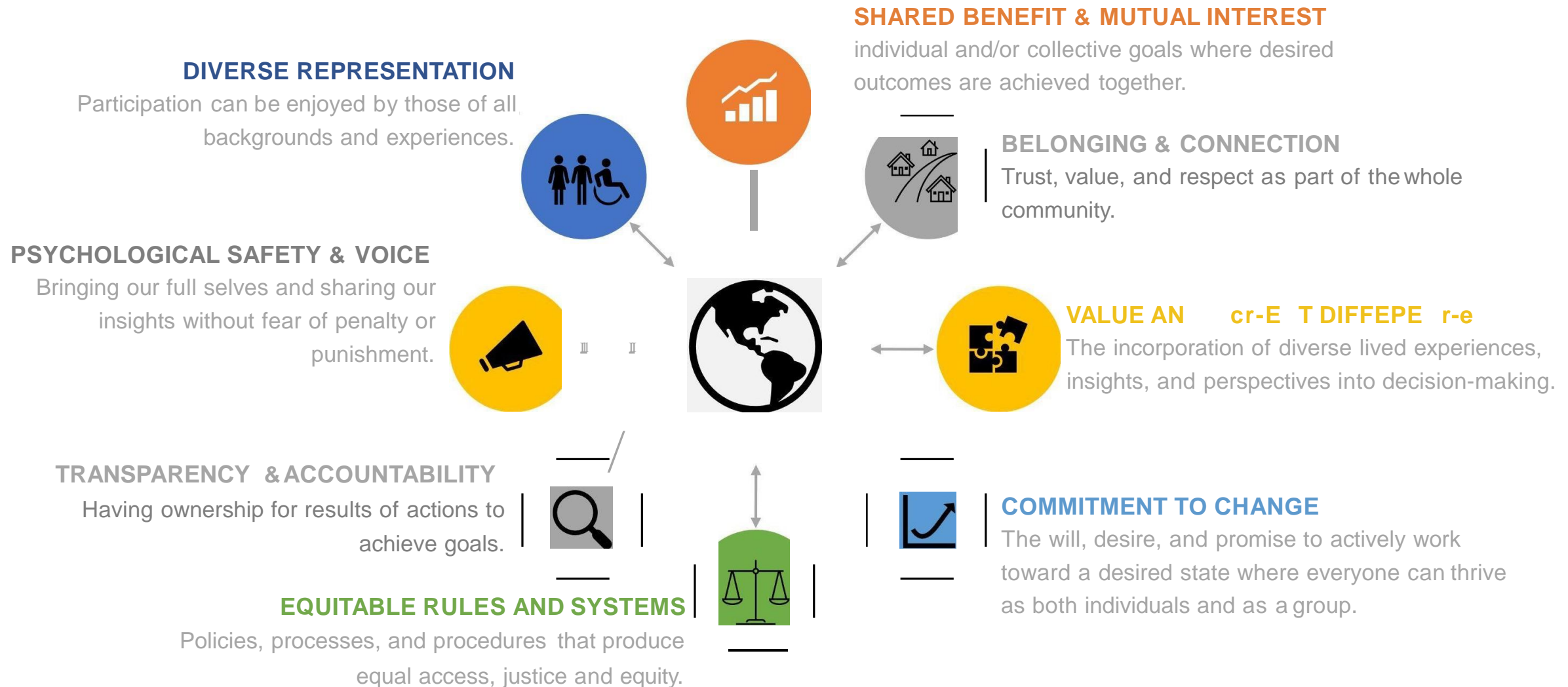
- Internal Organization Assessment: concluded phase 1 – a staff online survey completed by 318 employees. Phase 2 and 3 are underway, they include an organizational documents review and individual leadership interviews. Final phases to be implemented in quarter 1 will include employee focus groups and review of all the data collected to result in a final report and recommendations.

# Employee Engagement: Why does this matter to the City of Redmond?

- Employee engagement has an impact on nearly every aspect of an organization. **There** are critically important benefits to understanding how employees experience their workplace because of the role it plays on business outcomes.
- Employee engagement is the level of connection employees feel toward the organization and the work that they do. It measures commitment and connection to organizational mission, values and goals. And for the organization, it improves the efficiency, productivity, and outcomes when the workforce is engaged.
- Company culture and workplace environment are key determining factors for positive employee engagement.
- Communication, trust, value, respect, and job support play a role in how employees feel about their workplace.

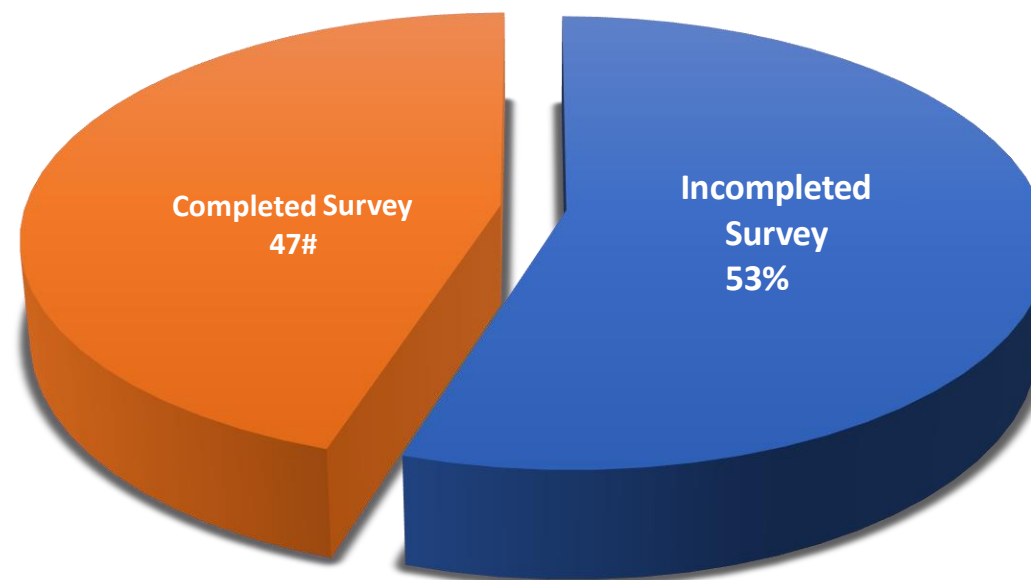
# 8 Drivers of Diversity, Equity, Inclusion & Belonging

Critical elements that promote, support, maintain, and sustain best practices of DEIB.



# Redmond Diversity, Equity & Inclusion Staff Survey

Total Redmond Staffs	681
Completed Surveys	318
Completion Rate	47%



■ Incompleted Survey    ■ Complete Survey

# Overview: City of Redmond Staff Diversity, Equity & Inclusion Survey

## Results

### Ethnicity

All

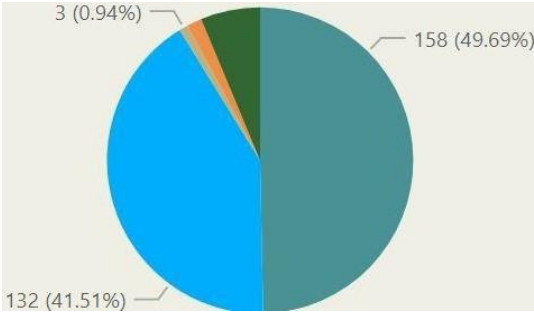
### Survey Respondents

318

### Gender

All

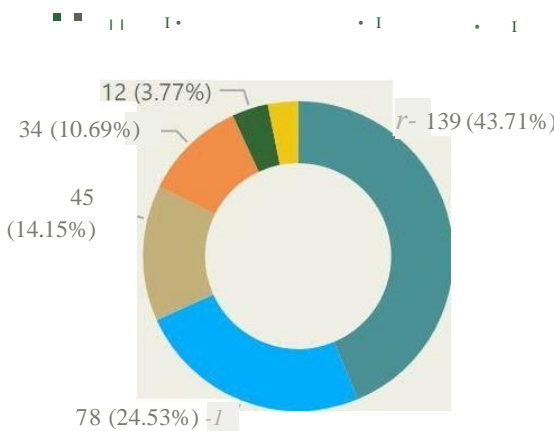
### Respondents Gender Identity



Man woman Non-Binary/Transgender. Prefer not to answer

### Education

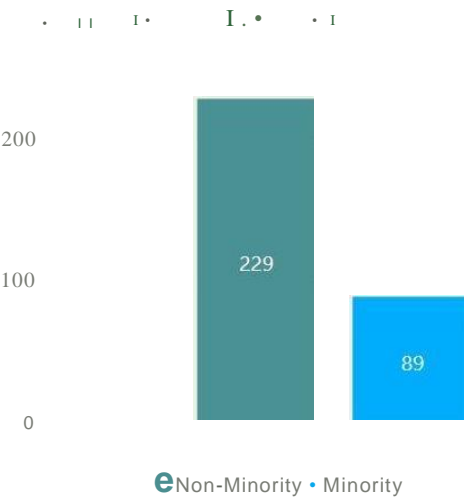
All



Ethnicity Stratified Education: High School or less, Some College, Bachelor's Degree, Master's Degree, Doctorate

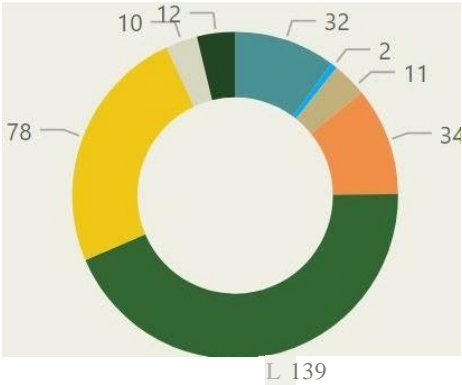
### Tenure

All

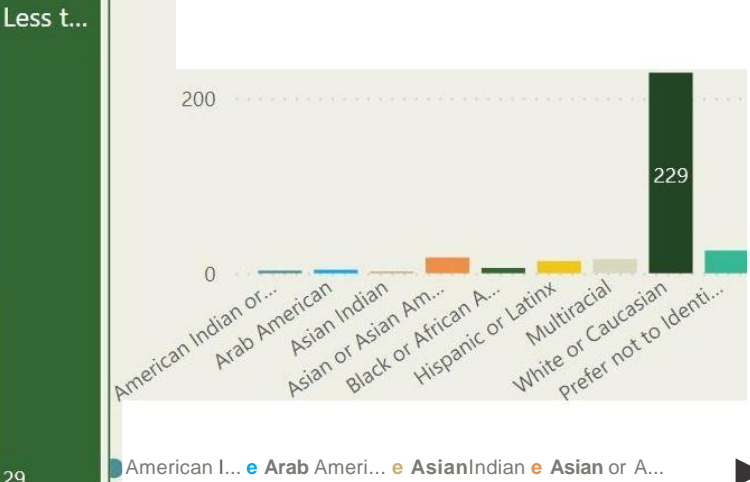


Non-Minority Minority

### Respondents Stratified Race/Ethnicity



Ethnicity Stratified Education: High School or less, Some College, Bachelor's Degree, Master's Degree, Doctorate



Ethnicity Stratified Education: High School or less, Some College, Bachelor's Degree, Master's Degree, Doctorate

# Employees and Engagement

There are three types of employees in every workplace. Each of these employee types plays a role in setting the culture of the organization. Each of you have a strong influence over the experience of your employees (as leaders) and your peers (as colleagues) that fall into each of these categories within your teams.

Actively Engaged



Not Engaged



Actively Disengaged



# High Level Staff Insights

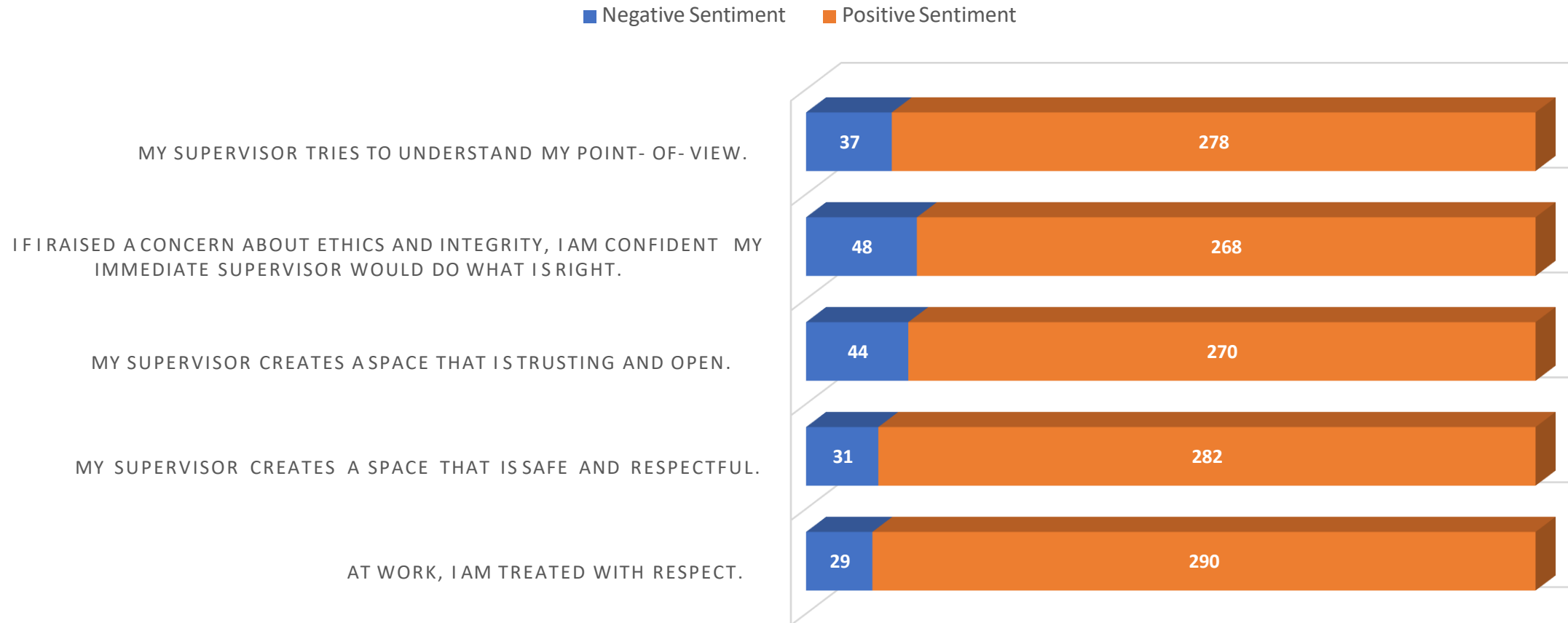
## Top 5 Strengths

Areas with High Sentiment Scores



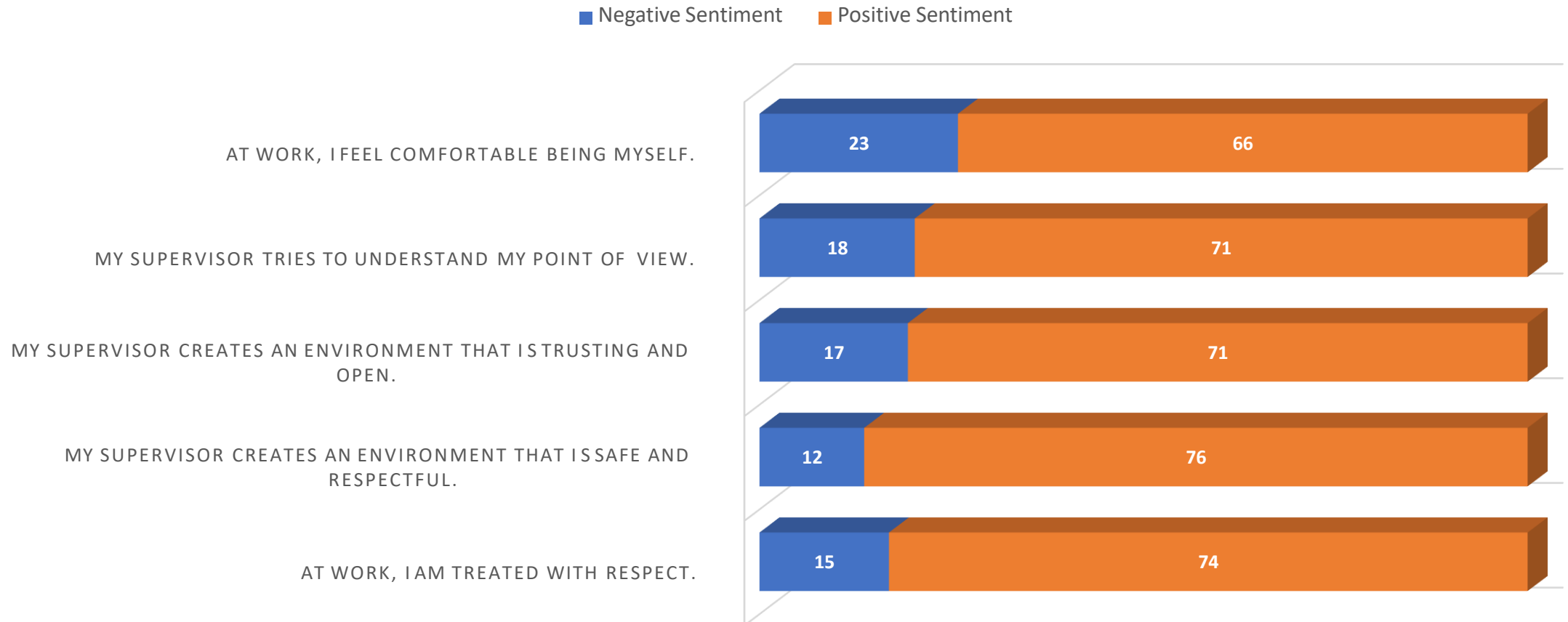
# City of Redmond Overall Strengths

The below observations represent the top 5 strengths as it relates to the entire survey population. Not isolating factors such as race, education, or tenure, roughly 52 percent of the survey population believed the below survey questions were an indication of the City of Redmond's Strength's as it relates to Diversity.



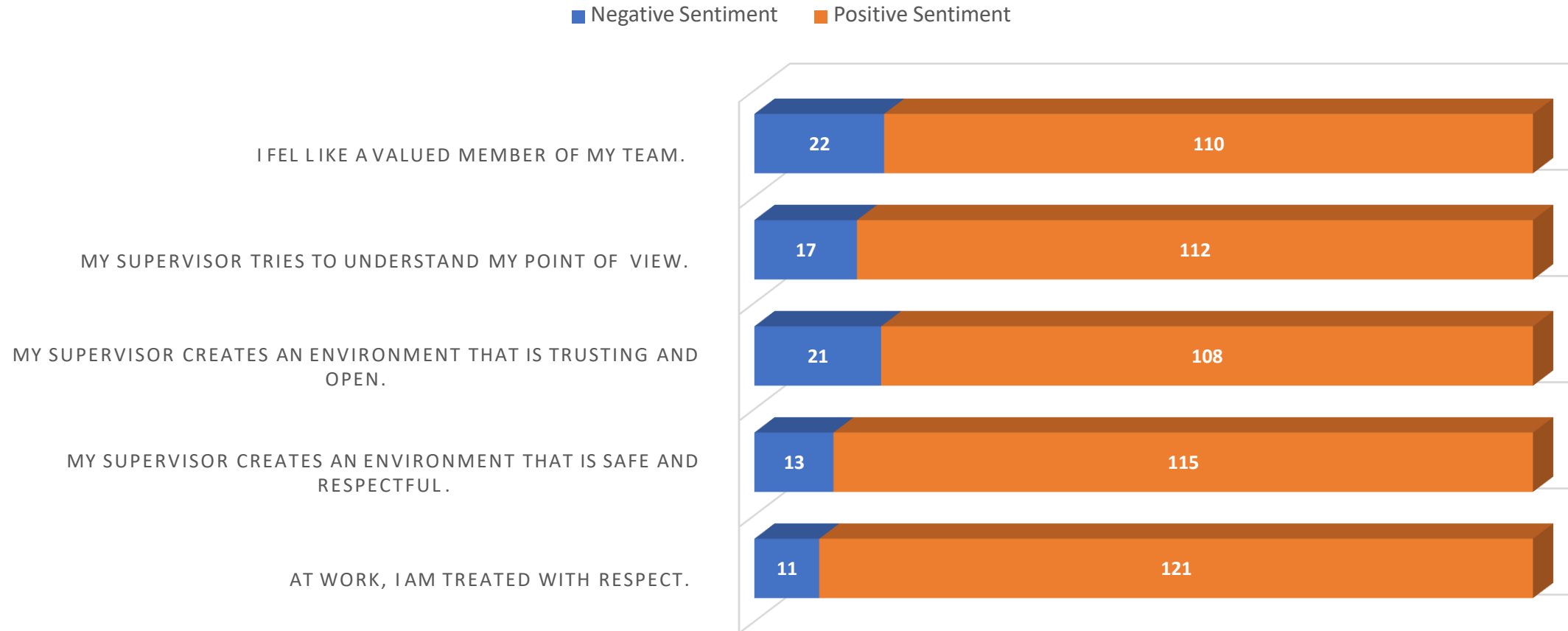
# Minority Respondents Sentiment – Strengths

The below observations are the Top 5 areas of Strength to minority only respondents. Minority-only respondents are respondents who do not identify as "White or Caucasian" and exclude respondents who chose not to identify. These groups make up roughly 28 percent of the total population. Compared to the overall population, minority only respondents indicated similar areas of strengths, with the only variance indicating a higher positivity rate for "At work, I feel comfortable being myself". In contrast, the overall population showed a higher positivity rate for "If I raised a concern about ethics and integrity, I am confident my immediate supervisor would do what is right."



# Female Respondent Sentiment - Strengths

The below observations represent the top 5 strengths as it relates to female only respondents. Female only respondents are those that identify as "Woman" and make up 42 percent of the survey population. Compared to the overall population, female only respondents generally agreed with all of the overall strengths, with one variance in which female respondents felt "like a valued member of the team" as opposed to "If I raised concerns about ethics and integrity, I am confident my immediate supervisor would do what is right."



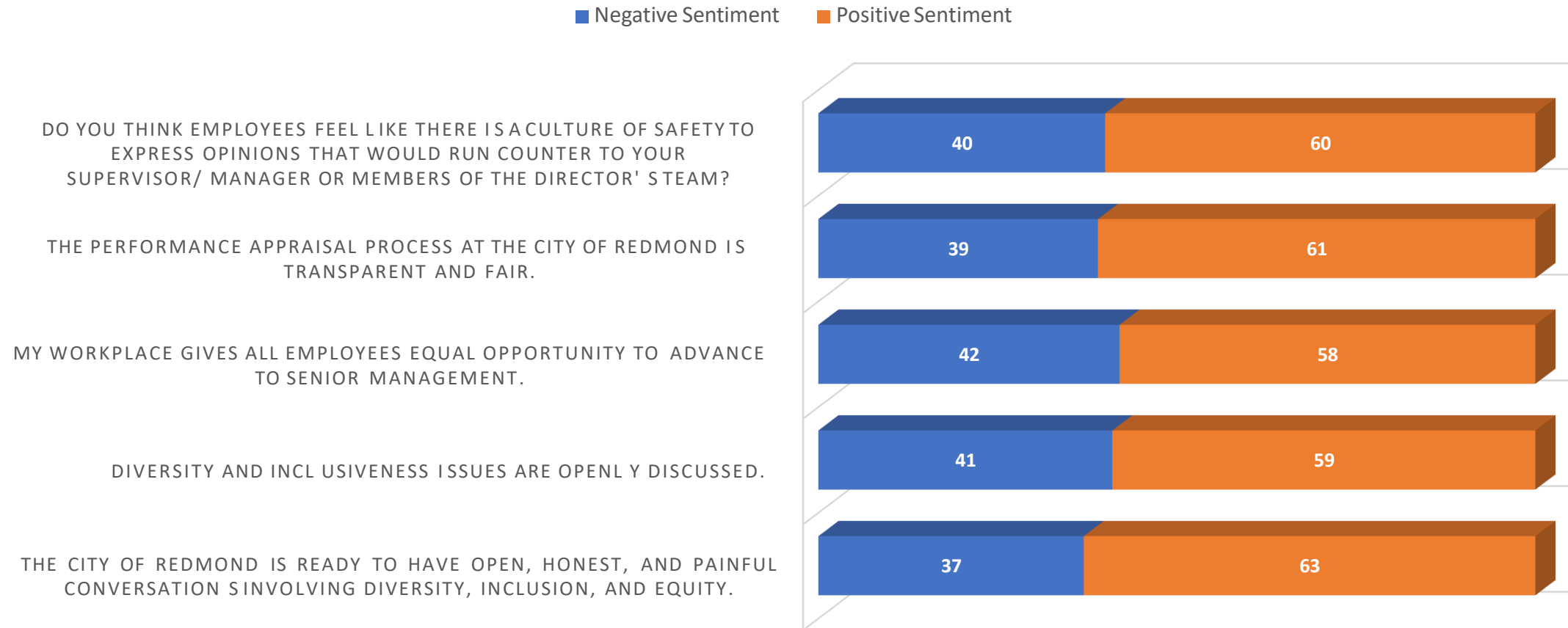
# High Level Staff Insights

# Top 5 Growth Opportunities

## Areas with High Sentiment Scores

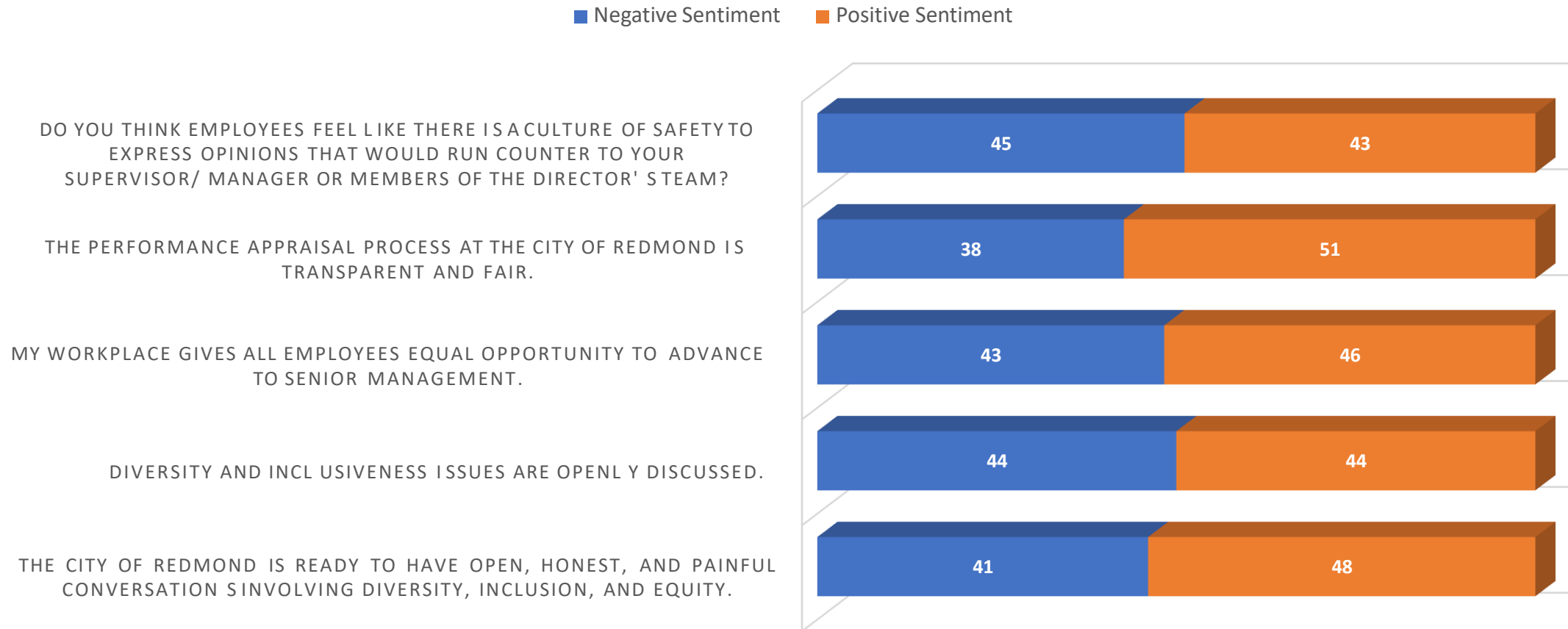
# City of Redmond Overall Opportunities to Improve

The below represents the top 5 opportunities to improve for the City of Redmond. Not isolating factors such as ethnicity, education, age, and tenure; roughly 40 percent of the population believed these were the top 5 areas of opportunities for the City of Redmond.



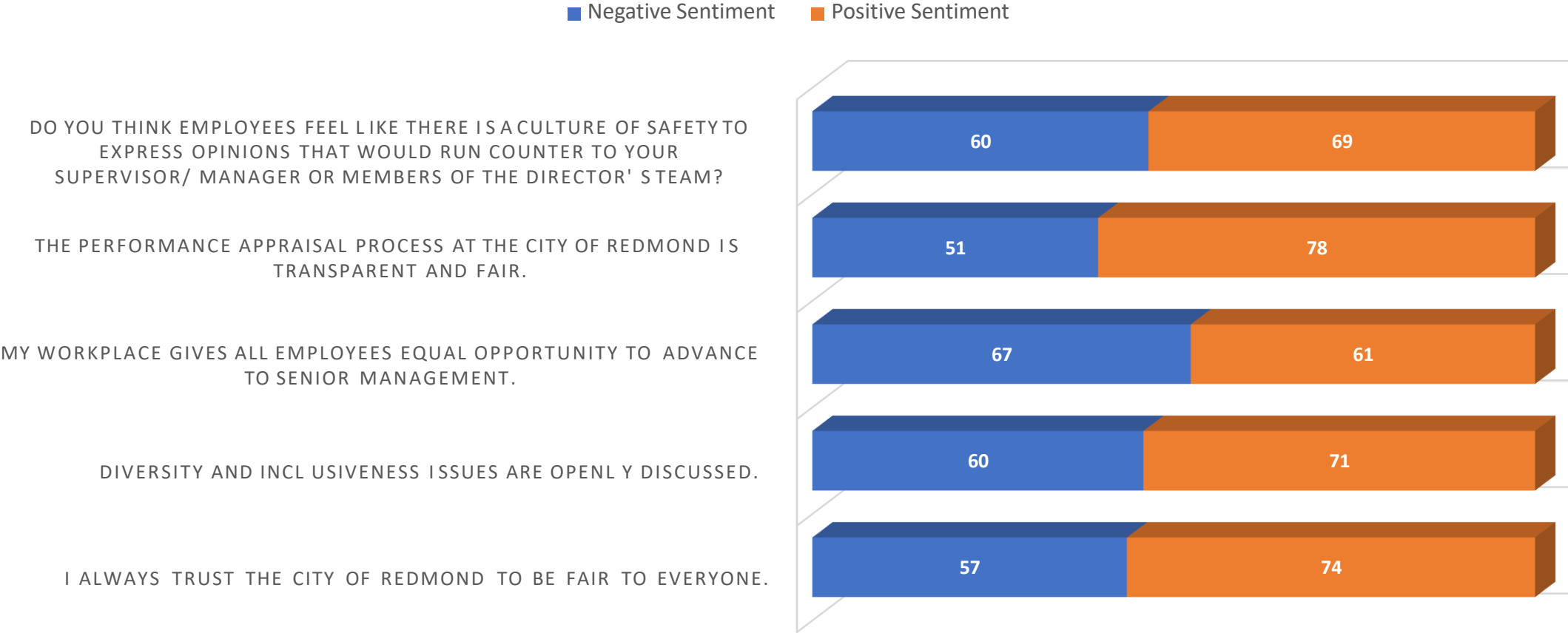
# Minority Respondent Sentiments – Growth Opportunities

The below observations are the Top 5 areas of opportunities to minority only respondents. Minority-only respondents are respondents who do not identify as "White or Caucasian" and exclude respondents who chose not to identify. These groups make up roughly 28 percent of the total population. Compared to the overall population, minority only respondents indicated similar areas of opportunities with no variation from the overall population.

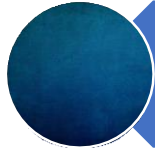


# Female Respondent Sentiments – Growth Opportunities

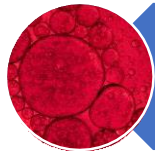
The below represents the top 5 opportunities for the City of Redmond based on responses by Female only respondents. Unlike male only respondents, female only respondents saw a slight variance to total population, in which they believed trust in the City to be fair to everyone was an opportunity over The city being ready to have "open, honest, and painful conversations involving diversity, inclusion, and equity."



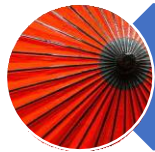
# EARLY RECOMMENDATIONS



Communicate diversity, equity, and inclusion priorities and planning.



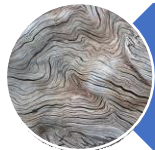
Investigate and monitor the experiences of marginalized populations for equity and opportunity.



Increase effort to amplify voices, particularly those of marginalized populations, particularly women and people of color.



Collaborate with staff and supervisors to identify training, support and growth opportunities.



Share results, data, and information highlighting strengths and areas needing improvement.





# NEXT STEPS

# What will be done with the information?

- The Redmond Staff Diversity, Equity & Inclusion Survey provides the foundation and framing for continued data collection and analysis to produce a Redmond Diversity, Equity, and Inclusion Roadmap.
- As part of the City of Redmond's Diversity, Equity & Inclusion strategy plan, the next phase of the process is to coordinate internal focus groups representing the many departments, tenures, cultural backgrounds, gender identities, and broad ranges of diversity of city staff.
- The goal of the focus groups is to better understand and identify measures that would close the equity gaps experienced by city staff.