

DEI Action Plan Implementation Update

November 2023

Background

This document provides a high-level update of monthly implementation activities for the DEI Advisory Program.

Key priorities for 2023-2024 include:

- **REDI work with Directors and Deputy Directors:** Build a sustainable DEI infrastructure (culture) guided by the REDI Model in tandem with the City of Redmond's mission, vision, values, and goals.
 - REDI Directors and Deputy Directors training session with Anita Paige on 10.31.2023
 - 2022 REDI Directors training materials review
 - REDI training meetings with Anita Paige
 - Trusted Advisor role with Redmond City Council
- **Title VI:** Demonstrate commitment on the part of the City to comply with federal, state, and local laws, codes, rules, and regulations (i.e., Title V, VII, and ADA) per EEOC, Office of Equity and Civil Rights, and WSDOT.
 - Title VI Plan feedback implementation
 - Cities Narrowing the Racial Wealth Divide Through Procurement
 - DBE 101 Virtual Training 2023 | Internal Stakeholders
- **Tribal Relations:** Develop an engagement strategic plan on how best to build respectful, meaningful, and impactful relationships with Tribal nations regardless of sovereignty status.
 - National Native American Heritage Month Proclamation
 - Snoqualmie Tribe Profile
- **Redmond 2050:** Partner up with Planning team during the next three months to review, edit and finalize Redmond 2050 Plan
 - Comprehensive Plan language meetings
 - Working Together for a More Welcoming and Inclusive Community
 - Building trusted relationships with existing Black/African American Redmond residents
 - Capital Investment Strategy and the Capital Investment Program
- **Welcoming Redmond Team:** recognize as an invaluable resource in creating culture at City Hall.
 - Welcoming Redmond Team Meeting
 - Welcoming America Membership
- **Community Engagement:** organized and ongoing strategy to inform and collaborate with city council, residents, businesses, nonprofits, schools, etc. through the DEI lens with goal to create an intercultural Redmond.
 - The Little School
 - ARCH

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- Eastside Pathways
- DEI Eastside Regional Coalition
- Eastside for All
- OneRedmond