

Council Agenda Topics Phase II – Overview

February 25, 2025

Redmond’s vision of our respect, equity, diversity and inclusion (REDI) is to embrace diversity and create a premier organization by sustaining a culture of respect that promotes belonging, equity, access, and opportunity. Redmond is committed to respecting each individual and the talents and skills they bring to the community and city governance. As a government agency, it is incumbent upon the City to not only proclaim a message of diversity, equity and inclusion, but also to take steps to ensure government policies and practices do not infringe upon the equal treatment and opportunity of all persons who are a part of the Redmond community.

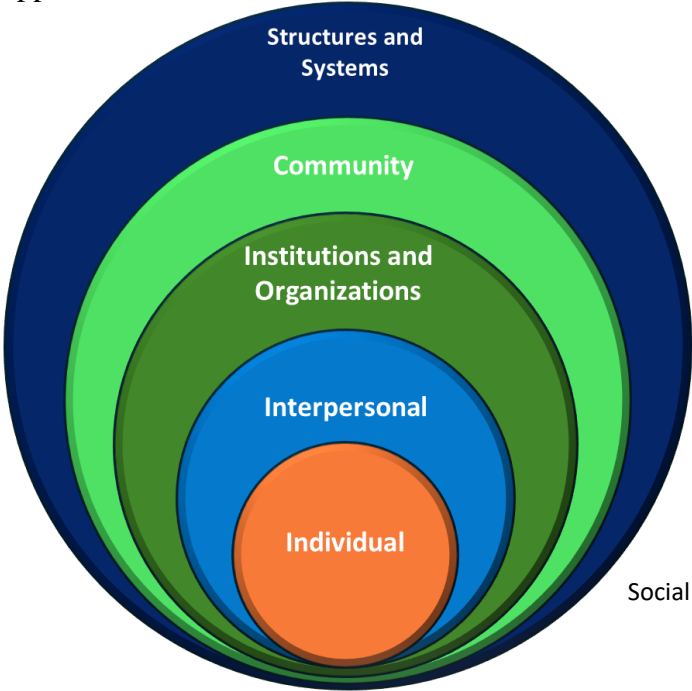
In Redmond we have the opportunity to shape our City by hearing the many diverse voices in the community and allowing those voices to shape a future that respects individuals. Internally, we believe building a culture of respect is paramount to organizational health and effectiveness. Redmond will pursue five goals to reach our objectives, including:

- Transparent and consistent leadership

▪ Respect and belonging

▪ Effective program support
- Pro-equity, anti-racism implementation (PEAR)

▪ Community (Stakeholder) engagement



Social Ecological Model of Health



The Team

Anita Paige	Dr. Adrian Thompson	Christian Paige
Healthy Organizational Culture	Structural Alignment	Capable Leadership
<div><div>▪ Respect Adoption</div><div>▪ Customization</div><div>▪ Rollout</div></div>	<div><div>▪ Current State Assessments</div><div>▪ Intentional Culture</div><div>▪ Active Equity Ecosystem</div><div>▪ Interim to Succession</div></div>	<div><div>▪ Criteria</div><div>▪ Standards</div><div>▪ Competencies</div><div>▪ Customized Training</div></div>