

DEI Action Plan Implementation Update

January 2024

Background

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

Key priorities for 2024-2025 include:

- **REDI Work:** Build a sustainable DEI infrastructure (culture) guided by the REDI Model in tandem with the City of Redmond's mission, vision, values, and goals.
 - Review and analyze REDI materials
 - Community Stakeholder Engagement
 - Partner with Welcoming Team on training and activities
 - Role clarity in trusted advisor role to Redmond City Council, Mayor, Directors, and staff.
- **Title VI:** Demonstrate the City of Redmond's commitment 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.
 - Budgeting for Equity
 - Disadvantaged Business Enterprise Program
 - DEI purchasing-related initiatives
- **Redmond 2050:** Partner up with Planning team during the next three months to review, edit, and finalize Redmond 2050 Plan
 - Internal Comprehensive Language Plan
 - Building trusted relationships with existing Black/African American Redmond residents
 - Q&A with former Black/African American Redmond residents
- **Welcoming Redmond Team:** recognize as an invaluable resource in creating culture at City Hall.
 - Welcoming Redmond Team charter review/feedback, subcommittees, and meeting schedule
 - Welcoming America Member
- **Community Engagement:** organized and ongoing strategy to inform and collaborate with city council, staff, residents, businesses, nonprofits, schools, etc. through the DEI lens with goal to create an intercultural Redmond.
 - Martin Luther King Jr. Day of Service Proclamation
 - January is Americans of Chinese Descent Month
 - Jewish Community Leadership Discussion Meeting
 - Civilian Commander (Police Department) Interviewing Panelist