

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: created opportunities to highlight collaborations and intersections between DEI and environmental sustainability as part of the 2022 calendar of bi-monthly employee Lunch & Learn and Speakers Series. Staff training opportunities included: King County Public Health and Environmental Sustainability and Equity, GenPride LGBTQIA+ Leader Training, Cultural Competency and Cultural Responsiveness, State Climate Justice Committee and Environmental Justice, The Domestic Violence Discussion – United Festival, Eastside Immigrant Services, and City of Bellevue Authentic Community Engagement.
- Training opportunities: implemented intermediate/advance offerings on topics related to LGBTQIA+ and City of Bellevue’s Disabilities Justice.
- Resources: revised and updated internal and external websites to include DEI resources, updates, and progress reports.

Community Partnerships

- Programming: in partnership with various city-departments and community organizations collaborated on the planning and implementation of various events and activities. Partnerships include: The Domestic Violence Discussion with the United Festival, King County Library Systems Reading Time, and Lake Washington School District’s Student of Color Conference.
- New Partnerships: established working relationships with the Arc of King County, Eastside Pride, The Domestic Violence Discussion, and Mr. and Ms. Africa USA.
- 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: analyzed findings from 4 phases: organizational review, employee survey, leadership (directors/council) interviews, and employee listening sessions. Produced a report outlining recommendations for each of the 4 phases.

ATTACHMENT A – Diversity, Equity, and Inclusion Program Update
June 21, 2022

- Community Assessment: will be implemented between July 5 and September 24. Assessment will focus on the City's work, needs, and opportunities for Diversity, Equity, and Inclusion within the community. It will include a questionnaire and listening session opportunities for public involvement. Interpretation and information translated in our top 5 languages.
- Strategic Plan and Structural Framework: final product will include a roadmap outlining the work of Diversity, Equity, and Inclusion for the City of Redmond. Expected completion end of 4Q.

City-wide Initiatives

- Redmond 2050: continue to provide Diversity, Equity, and Inclusion support and resources.
- 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.
- Welcoming Redmond Team: created three (3) working groups to advance the work of DEI focuses include internal programming opportunities, review policies and procedures, and external assessment advisory group.
- Title VI: continue to identify needs, establish clarity, and advance effective practices to improve City services. Work includes creation of a Language Access workgroup.

Next Steps

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

- A preview of the external assessment findings to Council before the end of third quarter.