

DEI Action Plan Implementation Update

July 2024

Background

This document provides a high-level update of bi-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 framework in tandem with the City of Redmond's mission, vision, values, and goals.
 - Participated in creation of the REDI Strategic Plan
 - Co-facilitating on the Budgeting for Equity Civic Engagement Project
 - Collecting REDI Plan demographics
 - REDI Plan finalization of document(ongoing)
 - Draft Redmond's DEI executive statement
- **Title VI:** Demonstrate the City of Redmond's commitment to comply with federal, state, and local laws, codes, rules, and regulations (i.e., Title VI, VII, and ADA) per EEOC, Office of Equity and Civil Rights, and WSDOT.
 - Ongoing Title VI training
 - 2024 Title VI Report Preparation and Completion
- **Redmond 2050:** Partner up with Planning team to review, edit, and finalize Redmond 2050 Plan
 - Providing feedback and updates on Redmond 2050 Plan, including Tribal feedback concerning Indigenous Knowledge.
 - Building trusted relationships with Redmond's Black/African American Redmond residents
- **Welcoming Redmond Team:** recognize as an invaluable resource in creating a culture of belonging at the City of Redmond
 - Revising Welcoming Redmond Team charter, priorities, and meeting schedule
 - 2024 Welcoming Week Intercultural Potluck for Redmond City staff
- **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.
 - 2024 Lake Washington School District Juneteenth Celebration
 - 2024 PRIDE Month Panel Discussion Event
 - Collaboration with Lake Washington School District to potentially provide mental health resources for Black/African American students
 - MAP Leadership Meeting
 - 2025 Martin Luther King Day of Service Event
 - 2025 Black History Month Lunch & Learn Event
 - Established Flag Policy for the City of Redmond, Washington