

DEI Action Plan Implementation Update

September 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.
 - REDI Plan reviewed by Redmond Welcoming team for input
 - Creation of an introduction/glossary to the REDI Plan
 - Communications formatting/preparing report to present to Council
 - Preparation of presentation to COW October/November
 - Hiring of the DEI Program Assistant
- **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 trainings
 - 2024 Title VI Accomplishments and Goals Report Completion
 - Title VI Plan Preparation and Completion
- **Redmond 2050:** Development of an Internal Comprehensive Communication Resource Guide
 - Establishment of a glossary including words, phrases, ideas, and/or images tailored to better address the needs and lived experiences of marginalized people while simultaneously eliminating future harm
- **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 on 9/19/24
- **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 Back-to-School Jam
 - 2024 Welcoming Week Events from Sept. 13th - 22nd
 - Welcoming Week Scavenger Hunt and Geocache Program
 - Welcoming Week World Cafe
 - MAP and Jewish Community Leadership Meetings
 - Planning for 2025 Martin Luther King Day of Service Event

- Planning for 2025 Black History Month Lunch & Learn Event