

Background

This document provides a high-level update of monthly implementation activities for the REDI Strategic Plan. The REDI Plan is a citywide effort to define the goals, objectives, and key results to create a culturally competent organization that celebrates individual differences. The five goals outlined in the REDI Strategic Plan include:

- Transparent and Consistent Leadership
- Respect and Belonging
- Effective Program Support
- Pro-Equity, Anti-Racism Implementation (PEAR)
- Community (Stakeholder) Engagement

Updates

Recruitment Progress for the Deputy Director- Equity & Strategic Services

The Deputy position posted on January 27, closed on February 8, and forty-nine applications were received. Fifteen applications met the criteria for further review, and six applicants were chosen for virtual screening meetings. Of those six, three applicants were moved forward to a four-person panel interview, and then a Q and A meeting with the Directors' Team. At the submission deadline for this agenda item, one applicant has advanced to the next steps of the process. At the March 10 meeting I will provide you with an update on that candidate. As a reminder, this position will now report to the Assistant Chief Operating Officer and will oversee the following divisions of the Executive department: Strategic Services and REDI, Communications, Environmental Sustainability, City Clerk's Office, and Grant Management.

Welcoming Team

The Welcoming Team is analyzing their responsibilities under the REDI Plan, specifically working with COO Files, to produce a template outlining a clear line of sight between REDI Goal #3, Effective Program Support, and how the Welcoming Team, in conjunction with other City staff, can move that goal forward. Their work includes reflection on the objectives, strategies, and tactics for the Team, and the identification of a roadmap and the resources needed.

Budgeting for Equity:

The Welcoming Team is also working together with the Finance Department to outline a systematic approach for the next biennium's Budgeting for Equity programs, services, and projects. This work will be aligned with the REDI goal identified above and will ultimately be presented to the Mayor and Directors Team for potential inclusion in the Preliminary Budget.

Next Steps

Monthly Committee of the Whole Update Next month's update will include an introduction to the new Deputy of Equity & Strategic Services.