



Memorandum

Date: 2/25/2025

Meeting of: Committee of the Whole - Parks and Environmental Sustainability

File No. CM 25-079

Type: Committee Memo

TO: Committee of the Whole - Parks and Environmental Sustainability

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Executive	Malisa Files, COO	425-556-2166
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DEPARTMENT STAFF:

N/A	N/A	N/A
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TITLE:

Respect, Equity, Diversity and Inclusion (REDI) Phase II Overview

OVERVIEW STATEMENT:

In January, Council approved a contract with the Edge Advisory Group to continue the City's REDI work. The contract covers three specific tasks, including respect roll out and adoption, building an equity program, and management training. The team that will be helping in those three areas will brief Council on their approach and Council's role in the continuing REDI work.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☒ **Receive Information**

☐ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
REDI Strategic Plan
- **Required:**
N/A
- **Council Request:**
Council has requested to be updated on the REDI work every other month at a Committee of the Whole.
- **Other Key Facts:**
N/A

OUTCOMES:

Redmond's vision of our respect, equity, diversity and inclusion work is to embrace diversity and create a premier organization by sustaining a culture of respect that promotes belonging, equity, access and opportunity. Staff and

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consultants from the Edge Advisory Group will be at the committee meeting to introduce the team (listed below) that will be working with the City as well as outline Council's role in the upcoming work.

The team from the Edge Advisory Group and the subjects they will be leading include:

- Anita Paige (Healthy and Organizational Alignment)
- Dr. Adrian Thompson (Structural Alignment)
- Christian Paige (Capable Leadership)

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
Stakeholder engagement will be a part of the current state assessment as well as looking at Redmond's equity ecosystem.
- **Outreach Methods and Results:**
TBD
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:

The Council approved contract with the Edge Advisory Group totals \$233,026.

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

0000295

Budget Priority:

Strategic and Responsive; Vibrant and Connected

Other budget impacts or additional costs: ☐ Yes ☐ No ☒ N/A

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

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Previous Contact(s)

Date	Meeting	Requested Action
1/14/2025	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
1/21/2025	Business Meeting	Approve

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: REDI Phase II Overview