



Memorandum

Date: 4/14/2026

File No. CM 26-219

Meeting of: Committee of the Whole - Finance, Administration, and Communications

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Executive	Lisa Maher, Assistant Chief Operating Officer	425-556-2427
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DEPARTMENT STAFF:

Executive	Zach Houvener, 425-556-2306	Deputy - Equity & Strategic Services
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TITLE:

Respect, Equity, Diversity, and Inclusion (REDI) Program Update

OVERVIEW STATEMENT:

Staff will provide Council with an informational REDI program update and introduce the new Deputy Director - Equity & Strategic Services. The Deputy will outline his plan for the first 90 days and how he will advance the Executive Team and the REDI efforts across the organization. The update will also cover the hiring process and timeline for the REDI Program Administrator, recent activities from the REDI Facilitator Training, Welcoming Team, and Budgeting for Equity.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information       Provide Direction       Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**  
Community Strategic Plan, REDI Strategic Plan, Redmond 2050
- **Required:**  
N/A
- **Council Request:**  
Council requested regular updates on the REDI work during previous discussions
- **Other Key Facts:**  
N/A

**OUTCOMES:**

See Attachment A for a summary of program highlights

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
N/A
- **Outreach Methods and Results:**  
N/A
- **Feedback Summary:**  
N/A

**BUDGET IMPACT:**

**Total Cost:**

N/A

**Approved in current biennial budget:**

Yes

No

N/A

**Budget Offer Number:**

00295

**Budget Priority:**

Strategic and Responsive

**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:**

**Previous Contact(s)**

Date	Meeting	Requested Action
2/10/2026	Committee of the Whole - Finance, Administration, and Communications	Receive Information

**Date:** 4/14/2026

**Meeting of:** Committee of the Whole - Finance, Administration, and Communications

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3/10/2026	Committee of the Whole - Finance, Administration, and Communications	Receive Information
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**Proposed Upcoming Contact(s)**

<b>Date</b>	<b>Meeting</b>	<b>Requested Action</b>
5/12/2026	Committee of the Whole - Finance, Administration, and Communications	Receive Information

**Time Constraints:**

N/A

**ANTICIPATED RESULT IF NOT APPROVED:**

N/A

**ATTACHMENTS:**

Attachment A: REDI Strategic Plan Implementation Update

Attachment B: Executive and REDI Advancement - First 90 Days