

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

Introducing Theresa Lee - REDI Program Administrator

We're thrilled to welcome Theresa Lee as the City's new Respect, Equity, Diversity, and Inclusion (REDI) Program Administrator. Theresa has deep experience in the field, most recently as the Senior Program Manager for Learning & Culture (DEI) at Fred Hutch Cancer Center. She has also served as Adjunct Faculty in the Culture & Ethnic Studies Department at Bellevue College and as a Program Manager with the College of Education at the University of Washington. She holds a PhD in Learning Sciences and Human Development from UW and a Master of Education in Early Childhood Education from the University of Illinois. Theresa joins us with strong skills in facilitation, instructional design, leadership and team development, and data analysis and we're excited to have her on the team.

REDI Reporting

In June 2026, the City launched its REDI training, *Shared Respect, Strong Culture*, with the goal of having every City FTE complete a half-day session by year-end. Alongside the rollout, we developed an anonymous post-training questionnaire with all questions optional and anonymous to establish baseline metrics, and we have a few preliminary highlights to share with Council.

As of July 14, we've held seven sessions, with 30% of the workforce having either already participated or signed up to attend, and eight of our nine departments represented so far. Forty percent of attendees completed the post-training questionnaire, and we've begun capturing KPI data that will feed directly into the REDI Strategic Plan update. Beginning in

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September, our monthly reports will include these results, and we'll continue reporting them to Council and the community.