

Background

This document provides a high-level summary of the implementation of the Diversity, Equity, and Inclusion community-based initiative. Q3

The strategies for this initiative in 2021-2022 include:

1. Establish programs to **build internal capacity** through shared learning opportunities, common language, support mechanisms, and resources.
2. Leverage **community partnerships** to create opportunities for effective and authentic outreach.
3. Develop a **strategic plan** and **structural framework** for the implementation of Diversity, Equity, and Inclusion.
4. Support **city-wide initiatives** that normalize, organize, and operationalize Diversity, Equity, and Inclusion.

Programmatic Updates

Capacity Building

- Learning opportunities: reintroduced a bi-monthly employee Lunch & Learn program and established a Speakers Series.
- Resources: introduced an internal resource SharePoint site for employees.

Community Partnerships

- Resource Mapping: in partnership with various city-departments, updated a city-wide resource mapping tool to identify organizations and resources available within Redmond's geographical service area.
- New Partnerships: in collaboration with Fire Chief Sheppard, established working relationships with North Seattle College Fire Science Program, Renton School District, and Lake Washington School District to create a workforce pipeline.
- Regional Partnerships: continue to represent the City at Diversity, Equity, and Inclusion related regional efforts, such as Welcoming Week, Eastside Cities Collaborative, and Governing for Racial Equity and Inclusion.

Strategic Plan and Structural Framework

- Internal Assessment: completed phase 1 of the internal organizational assessment. The staff survey was completed by 320 employees. Phase 2 and 3 are underway, they include an organizational review and individual leadership interviews.
- Community Assessment: a plan has been reviewed to launch in 2022 assessing the work, needs, and opportunities for Diversity, Equity, and Inclusion within the community.

City-wide Initiatives

- Redmond 2050: provided Diversity, Equity, and Inclusion support and resources.
- Capital Investment Program: provided Diversity, Equity, and Inclusion support and resources to assist in the review and update of the Capital Investment Progress and Strategy.

ATTACHMENT A – Diversity, Equity, and Inclusion Program Update

October 26, 2021

- Language Access Plan: recently established a cross-department workgroup to inventory needs and develop a plan to ensure that language ability it is not a barrier to accessing city services and resources.

Next Steps

Specific projects will continue to move forward to advance the Diversity, Equity, and Inclusion community-based initiative. Key upcoming projects:

- A preview of the internal assessment report to Council before the end of 4th quarter.