

## DEI Action Plan/Program Implementation Plan Update

May 2023

Redmond's vision for our diversity, equity, and inclusion (DEI) initiative is to create a community in which all people can fully and effectively access city services, influence city policy and direction, and feel a sense of belonging and safety. Our objective is to establish and support strategic practices that increase the City's ability to provide excellent services; encourages cross-cultural interactions; and strengthens our relationship with diverse communities. We can only achieve our goals if we intentionally build a culture of respect for our peers, colleagues, partners and those that we serve.

This document provides a high-level update of monthly implementation of the DEI Program focused on:

- Increasing Redmond's ability to provide excellent services to all who live, work, and play in the city
  - Developing intercultural understanding and cross-cultural interactions/relationships
  - Strengthening relationships with our diverse communities
  - Promoting a culture of respect consistent with the goals of the Community Strategic Plan
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### Background

The City of Redmond has a history of engaging in diversity, equity and inclusion programs, issues and projects. Some historical highlights include:

- Creation of 2014 Inclusionary Workgroup
- 2016 Racial Equity and Cultural Inclusion Plan
- 2017 Resolution 1465 Affirming Commitment Toward a Culturally Inclusive Community
- 2017-2018 Cultural Inclusion Workgroup to create workplan
- 2019-2020 Dedicated DEI position created in the budget
- 2019 Cultural Inclusion Workplan
- 2020 Resolution 1531AM Declaring Commitment to an Inclusive Community that Rejects Stigma and Bias Related to COVID-19
- 2020 Resolution 1534 Declaring Redmond a Hate Free Zone and Reaffirming Redmond Values of Inclusion
- 2021-2022 DEI internal and external assessments
- 2023-2024 DEI position reimaged and reclassified to DEI Program Advisor
- 2022-2023 Organizational Alignment and Respect, Equity, Diversity and Inclusion (R.E.D.I.) Model and Cultural Strategies of Respect, Anti-Racism, and Social Justice.

### Current Priorities:

- Incorporate the REDI approach into Redmond's priorities when addressing the five drivers revealed in the 2021-23 Internal and External Engagement Assessment.
  - REDI Training for all managers and supervisors (last week of June)
  - Five-year strategic plan completion (4Q 2023)
- Continue to comply with Title IV, VII and ADA requirements to meet the needs of a diverse community.
- Work with Police, Fire, Planning and Parks on enhancing the City's alternative crisis model.
- Continue to build tribal relationships in conjunction with other cities.
- Support Redmond 2050 Team to evaluate the updated Comprehensive Plan through an equity lens.
- Support Redmond's Welcoming Team by collaborating on additional goals and objectives.

