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**Redmond City Council Community Listening Session**  
***“Redmond, Conversation Toward Inclusion and Belonging”***  
November 6, 2020

The following is a high-level summary of thematic insights shared by community members during the Community Listening Session. Additionally, there is a list of recommended action items and/or areas for immediate focus as offered by the public.

**Challenge:** The Redmond City Council desires to hear from the community on issues related to diversity, equity, inclusion and belonging in the city from those who live, work, and/or recreate in Redmond, Washington. As they consider budget priorities, the Redmond City Council wants to hear from the public what they should be focusing on for 2021 (and beyond).

**Opportunity Areas for Immediate Focus:**

- Focus on diversity and belonging with true integration of differences in the community.
- Engage with community organizations to discuss how they can help implement positive change on behalf of the community
- Conduct deliberate and intentional conversations about race and racism.
- Engage in regular and ongoing social justice and diversity, equity, and inclusion (DEI) training as a city council, and make sure that training is available for city employees.
- Focused attention should be directed toward intentional services for the following: youth, homeless, single parents, unemployed, disabled, Black, Indigenous and other People of Color (BIPOC) LGBTQIA+, elderly, working class, Southeast Asian community, and LGBTQIA+ people in the community.
- Work to better understand marginalized people in the community and listen to their concerns.
- More affordable housing is needed in the apartment community downtown and other areas of the city.
- More should be done to create a more vibrant nightlife in the city.
- Create more cultural, art, and diverse celebrations that bring the community together to engage and better understand one another. Create a culture of inclusion and belonging through events and support of spaces that do the same.
- The community is not monolithic and more should be done to hear from all members of the community.
- Meetings should be more inclusive to accommodate the needs of families with young kids, people who speak English as a second language (ESL), persons with disabilities (PwD),
- Encourage public events to include a family hour to be inclusive of families with members that have special needs, i.e., Autism, Down’s Syndrome, etc.



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## **Next Steps:**

Recommendations suggested that the Redmond City Council should do in the near future:

- Host participatory Town Hall meetings that allow for the public to ask questions, councilmembers can then respond, and the community will have answers that would then allow transparency and accountability.
- Create opportunities for the public to learn how city government works, and how the community can proactively engage.
- Increase community engagement opportunities through forums, and other two-way means of communication.
- Consider adopting the *Eastside Change Coalition* demands referenced
- Fund the Diversity, Equity, and Inclusion (DEI) Program Manager and select a candidate with real, proven experience that has and can deliver results.
- Council should share what actions they have taken since adopting the resolution naming the City of Redmond a Hate Free Zone.
- Ensure safety for all members of the community, especially the youth, BIPOC, LGBTQIA+, religious minorities, and all marginalized members of our shared community.
- Budget allocations should be directed toward the BIPOC communities and organizations supporting the same.

## **Examples of Programs In Flight & Successes:**

Employee Diversity, Equity, Inclusion, and Belonging (DEIB) & Implicit Bias Training. 20 sessions of virtual training have been scheduled in 2021 to ensure that all employees can participate.

Diversity Manager role approved in the city budget

Community Equity Action Team (CEAT) – Redmond Police Department, community members convene to advise the Chief and department on equity matters and hold department accountable to communicate with the community.

Human Services Commission *equity training* in preparation for funding application review and recommendations

Participating in Municipal Language Access Network

Creation of rack cards in 6 languages explaining basic city services

Creation of web page for new residents in 6 languages <https://www.redmond.gov/984/New-Residents>

Census work with community-based agencies and dissemination of information in 11 languages

Participation in Welcoming Week since 2017

Two (2) Lunch and learn sessions to continue conversation around equity

Communications plan for translation of vital documents

Participation in nascent Welcoming Communities Collaborative (Eastside cities) to promote equity and inclusion across the Eastside

Participation in Eastside Race and Leadership Coalition – including summit planning

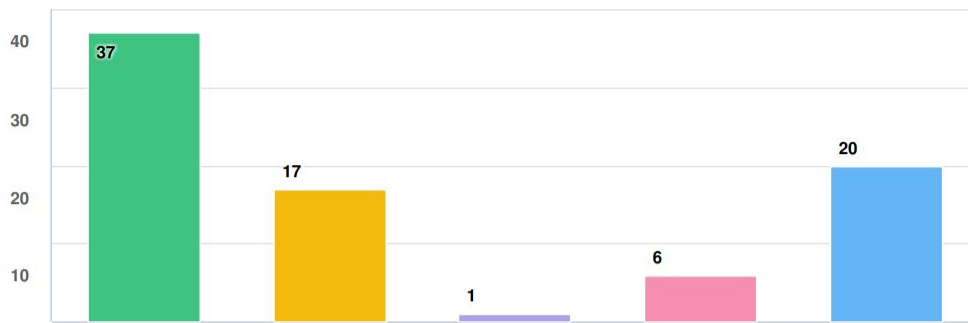
Participation in Governing for Racial Equity and Inclusion – including summit planning, steering committee



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## Q5 Which of the following applies to you? (Check all that apply)

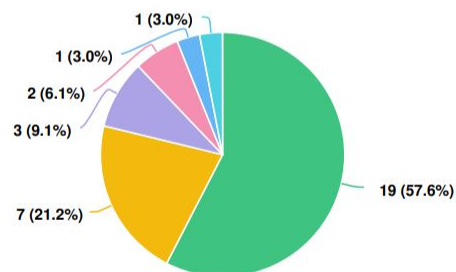


### Question options

- ☒ I live in Redmond
- ☒ I work in Redmond
- ☐ I attend school in Redmond
- ☐ I own or operate a business in Redmond
- ☒ I shop, dine, socialize, or recreate in Redmond

Optional question (45 response(s), 2 skipped)  
Question type: Checkbox Question

## Q6 What is your zip code?



### Question options

- ☒ Redmond, WA 98052
- ☒ Redmond, WA 98053
- ☐ Redmond, WA 98073
- ☐ Bothell, WA 98012
- ☐ Sammamish, WA 98074
- ☐ Seattle, WA 98109

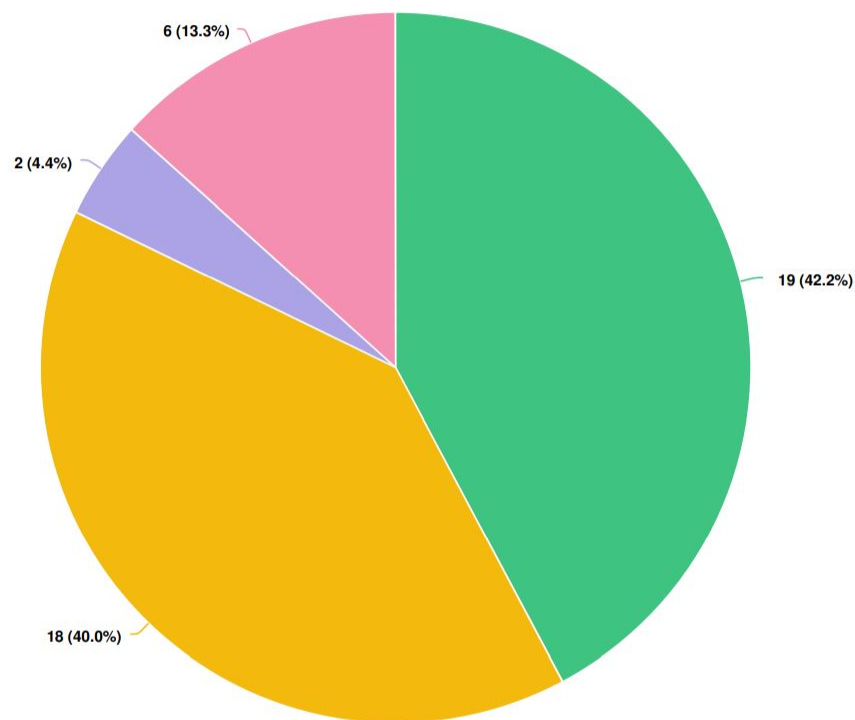
Optional question (33 response(s), 14 skipped)  
Question type: Region Question



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Q7 What is the gender by which you identify?



## Question options

Male Female Transgender/Gender-variant I prefer not to answer

Optional question (45 response(s), 2 skipped)

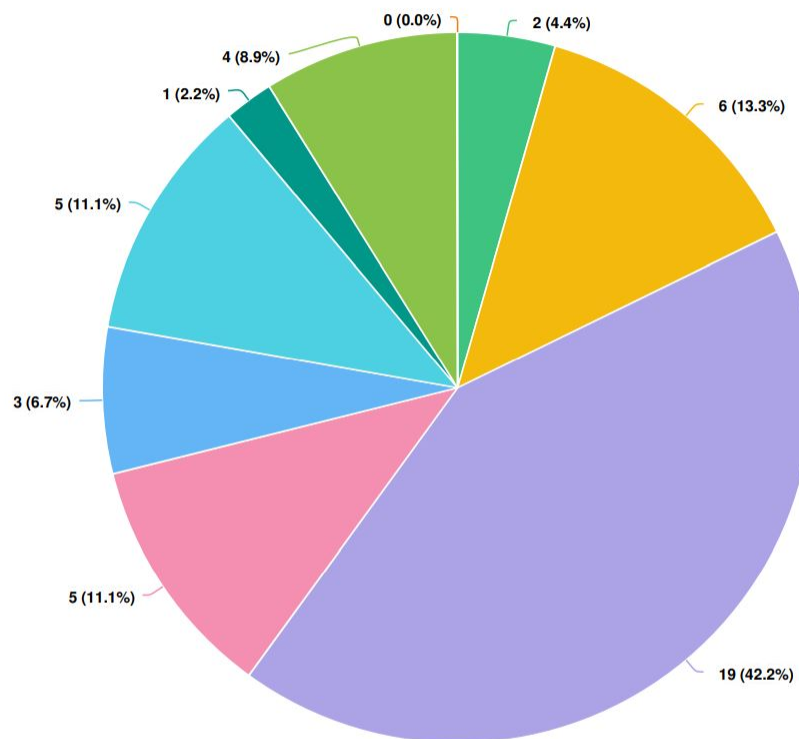
Question type: Radio Button Question



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Q8 In which decade were you born?



## Question options

1990-1999 1980-1989 1970-1979 1960-1969 1950-1959 1940-1949 Before 1940  
I prefer not to answer 2000 or after

Optional question (45 response(s), 2 skipped)

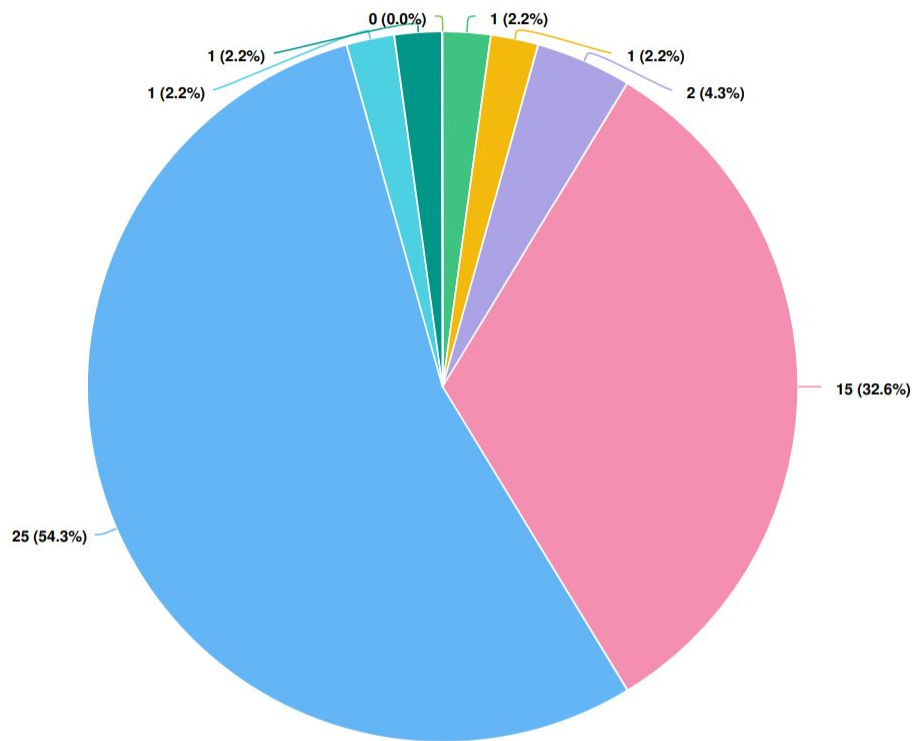
Question type: Radio Button Question



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## Q9 What is your highest level of education?



### Question options

- High school graduate
- 2-year college degree
- Technical degree
- 4-year college degree
- Advanced degree
- Other
- I prefer not to answer
- Some high school

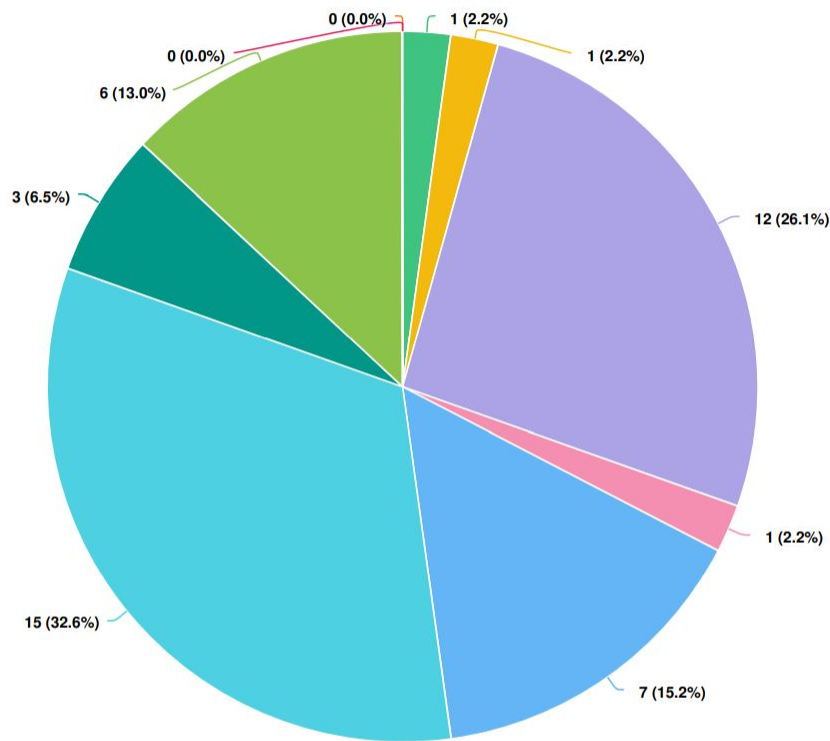
Optional question (46 response(s), 1 skipped)  
Question type: Radio Button Question



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Q10 Which of the following best describes your racial and ethnic heritage?



## Question options

Black/African American Arab American Asian American/Pacific Islander Latinx Multiracial  
White/Caucasian Other I prefer not to answer Native American Self-identification

Optional question (46 response(s), 1 skipped)

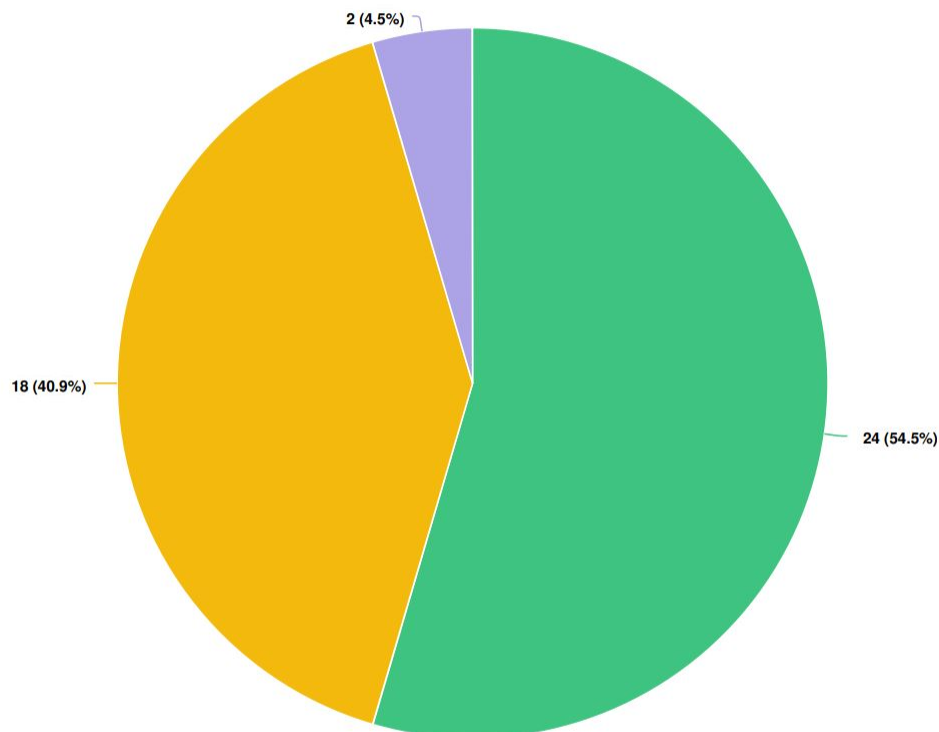
Question type: Radio Button Question



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**Q12** Does anyone in your household speak a language other than English on a regular basis?



## Question options

☒ Yes ☐ No ☐ I prefer not to answer

Optional question (44 response(s), 3 skipped)

Question type: Radio Button Question

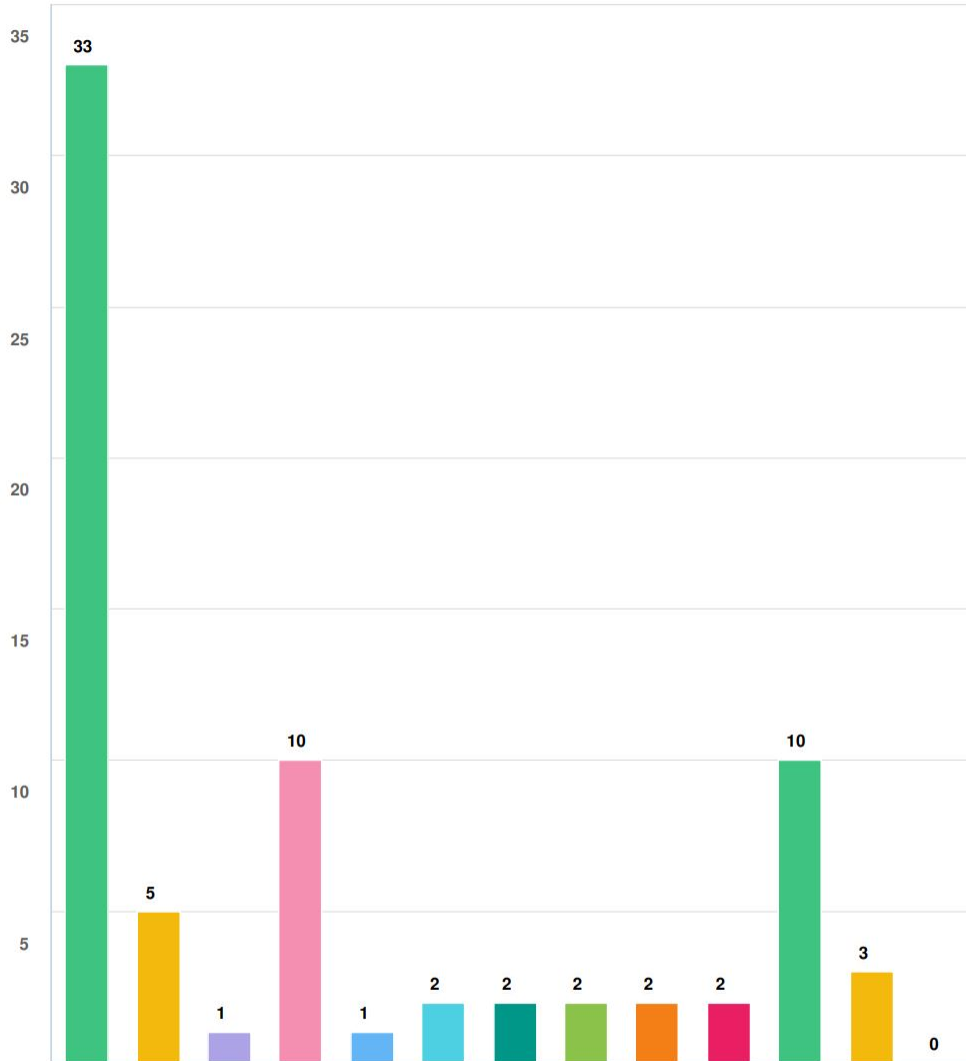




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Q13 What languages are spoken in your home? Check all that apply.



## Question options

English Spanish Chinese Hindi Russian Hebrew French Arabic Gujarati Urdu Other I prefer not to answer Japanese

Optional question (45 response(s), 2 skipped)

Question type: Checkbox Question