

Equity & Inclusion



REDMOND »»» 2050

Equity:

The City provides all community members with equal and effective city services, resources, opportunities, and influence so that all people achieve their full potential and thrive. Equity is a purposeful and eager journey toward well-being as defined by those most negatively impacted.

Inclusion:

The City treats all people respectfully; values all people for their distinctive skills, experiences, and perspectives; engages all people to contribute to the community's success; and leverages resources and city services where needed.



As we plan for the future of Redmond and update the Redmond Comprehensive Plan, one of the main themes is **Equity & Inclusion**.

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Intent

- To ensure that all people are meaningfully engaged to shape city policies and processes.
- To include, accommodate, and empower groups of people who have historically been excluded because of their gender, race and/or ethnicity, LGBTQIA+, age, religion, disabilities, or their socioeconomic, immigration, or veteran status, or as a member of any historically marginalized group.
- To apply an equity process in all facets of planning to eliminate socioeconomic disparities.
- To identify and remediate inequitable policies, processes, or regulations and remove barriers to equity and inclusion.
- To create equitable intergenerational, geographic, and process outcomes.



Toolkit for Reviewing Comprehensive Plan Elements and Policies

Staff will review each chapter and policy in the Comprehensive Plan and all new proposed policies to ensure that we are supporting the implementation of this theme. The review will focus on:

- Will this positively serve historically marginalized communities?
- Will this positively address the priorities of affected communities?
- Will this policy allow the project team to advance pro-equity opportunities?
- Will this reduce known disparities?
- Will this have a positive impact on addressing community priorities and concerns?
- Will this policy allow the implementation process to stay connected with communities?
- Will this policy allow project course corrections to be handled if unintended consequences are identified?

