

REDMOND »»» 2050

Themes 2.0

Definitions, Intent, Review Checklists

Community and stakeholder input from the first quarter of 2021 was used to refine the working definitions for the Redmond 2050 Themes and became the basis for the statements of intent and toolkits (“lenses”) for the review of updated Redmond Comprehensive Plan Elements and policies.

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This report and other Redmond 2050 community engagement summaries can be found online at <https://www.redmond.gov/1495/Engagement-Summaries>.

Background

The City Council adopted four themes for the Redmond 2050 project, to be woven into each element throughout the process:



Equity & Inclusion



Sustainability



Resiliency



Technology Forward

In the first quarter of 2021 the City reached out to stakeholders, focus groups, several boards & commissions, and posted questions on the Redmond 2050 LetsConnect site¹. The community was asked to provide their thoughts on:

- What does this theme/concept mean to you? Does our working definition need any adjustment?
- What does [theme] mean to your daily experiences in our community?
- What stories would you like to share that would help us understand your thoughts on this theme?
- How does/should [theme] impact our built and natural environment?

A summary of the input received as prepared as a separate report, with comments received through April 15, 2021, and is available online at www.redmond.gov/1495/Engagement-Summaries.

Staff reviewed this input and met with our cross-departmental staff core teams and subject matter experts, including the City’s Diversity, Equity, and Inclusion Manager, to revise working definitions and develop statements of intent and toolkits/“lenses” to be used by staff when reviewing the Comprehensive Plan elements and policies. During this review process, the Theme of Technology Forward was determined to be something that was more of a tool to implement the other Themes. Thus its contents

¹ Themes related materials for Planning Commission and the Redmond 2050 Community Advisory Committee can be found online at <https://www.redmond.gov/1442/Documents>.

were incorporated into the toolkits of the remaining themes and it was eliminated as a stand-alone theme.

This report provides the detailed look at the Themes 2.0 drafts for Equity & Inclusion, Sustainability, and Resiliency. Over the summer of 2021 staff will share this information back with the community and stakeholders and hold additional conversations around these themes and how they will be used during Redmond 2050. Additional changes may be made based on additional feedback.

Equity and Inclusion

Initial Working Definition

All residents can fully and effectively access city services, influence city policy and direction, and feel a sense of belonging and safety. Impacts and opportunities are distributed fairly throughout the community so that all can benefit from community resources.



Summary of Input

- Language needs to be more proactive
- “Access” is not enough. Does not necessarily create equitable outcomes
- “Fairly” is too loose of a term. Who determines what is fair?
- Align with existing definitions & metrics
- “Resident” is too limiting
- Expand beyond just cultural equity (ex, differently abled, LGBTQIA+, etc.)

Revised Working Definition of Equity and Inclusion:

- *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.*

Statement of Intent

- To ensure that all people, especially those that have been marginalized and underserved, 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 ethnicity
 - LGBTQIA+
 - Age
 - Religion
 - Disabilities
 - Immigration status
 - Veteran status
 - Socioeconomic status
 - Or other historically marginalized group.
- To apply an equity process in all facets of planning, all levels of planning, all means of planning, and in all planning policies, working to eliminate socioeconomic disparities.
- To enact equity and inclusion solutions and to remove barriers to equity and inclusion.
- To foster a welcoming community where all people have opportunity, safety, and dignity.
- To obtain specific, meaningful, and desired equity outcomes.
- To identify and remediate inequitable policies, processes, or regulations.
- To create equitable geographic, intergenerational, and process outcomes.

Checklist/Process for Reviewing Comprehensive Plan

The review process merges empirical (quantitative) data and community engagement findings (qualitative) to inform planning, decision-making and implementation which impact equity in Redmond. For each stage of review, determine the impact on distributional, process, and cross-generational equity.

1. Consider organizational and cultural diversity.
2. Include members who regularly engage with communities.
3. Involve managers and leadership.
4. Engage subject-matter and feasibility experts.

Phase 1: Scope. Identify who will be impacted.	
Will this positively serve historically marginalized communities?	Use demographic data to consider especially low-income populations, people with disabilities, communities of color, and limited-English communities. <ul style="list-style-type: none"> • Reach: Which people and places will be impacted? • Intensity: What effects, impacts and/or outcomes will this have on people and places? • Duration: How long will the action have an effect?
Have the stakeholders and impacted parties, and their roles in decision-making, been identified? Have they been included in the development of the policy?	Especially those who have historically not been/felt included or engaged.
Phase 2: Assess equity and community context. Analysis and decision process.	
Will this positively impact the priorities of impacted communities?	Work with Communications on Community Engagement Tools and Practices.
Will this positively address determinants of equity?	Reference the Determinants of Equity report ² Prioritize alternatives by equitable outcomes and reconcile with functional and fiscal policy drivers.
Will this reduce known disparities?	Consider the “ digital divide ” among communities. ³
Have the potential unintended equity related outcomes been identified?	Consider how the use of information, communications, and technology may impact equity outcomes.
Phase 3: Implement	
Will this policy allow the implementation process to stay connected with communities?	Engage with impacted communities and employees to guide successful implementation.
Will this policy allow the project team to advance pro-equity opportunities when possible?	Ex/ contracting, hiring and promotion, materials sourcing, etc.
Will this policy allow project course corrections to be handled if unintended consequences are identified?	Measure and evaluate your intended outcomes in collaboration with impact communities. Are there sufficient monitoring and accountability systems to identify unintended consequences?
Phase 4: Ongoing Learning. Listen, adjust, and co-learn with communities and employees.	
Will this policy allow the project team to evaluate whether this appropriately responds to community priorities and concerns?	Learn with the community to adjust your action as their priorities and concerns shift. Communicate progress to all stakeholders. Plan to include community feedback into future planning.

² https://kingcounty.gov/elected/executive/~/_media/4FF27039534048F9BC15B2A0FFDDE881.ashx

³ <https://kingcounty.gov/depts/it/initiatives/digital-equity.aspx>

Sustainability



Initial Working Definition

Foster a thriving, healthy, diverse, and resilient Redmond for all generations while advancing the community's environmental vitality, social equity, and economic prosperity.

Summary of Input

- Reference future generations and intergenerational equity
- Be less prescriptive
- Use less jargon
- Align with existing definitions & metrics
- Clarify if we are about “maintaining” or “progressing”.
- Better define environmental vitality

Revised Working Definition

- *Meeting the needs of current and future generations and advancing environmental conservation, economic prosperity, and a high quality of life for all.*

Statement of Intent

The intent of this definition is to emphasize the broad and cross-disciplinary nature of sustainability and clearly identify the three legs of the sustainability stool that are present in other common definitions of the term.

Objectives of advancing sustainability include, but are not limited to, the following:

- Enhancing green space, tree canopy, habitat and water quality, biological condition of streams, and natural drainage systems.
- Increasing waste diversion and promoting more sustainable consumption practices.
- Reducing greenhouse gas emissions, creating a climate resilient community, and leading by example.
- Building economic prosperity.
- Equitably distributing the benefits of sustainability and addressing inequitable historical impacts.
- Creating the conditions for all people to achieve their full potential.

It is also the intent to harness the power of information and communications technology in service to sustainability objectives.

Checklist/Process for Reviewing Comprehensive Plan

Natural Environment	
Does this policy reduce promote responsible resource consumption?	Use data where available. Topics to consider that help address the question: <ul style="list-style-type: none"> • Vehicle miles traveled (VMT), mode split • Energy generation & consumption, • Green buildings and materials • Sustainable land use patterns • Waste management and waste diversion • Production of clean energy
Does this policy enhance Redmond's biodiversity or natural habitats?	Use data where available. Topics to consider that help address the question: <ul style="list-style-type: none"> • Sustainable land use patterns • Environmental preservation and habitat protection • Consideration for native plantings, enhancing tree canopy, and maintaining or adding green space
Will this policy provide eco-system services or mitigate impacts to the environment?	Use data where available. Topics to consider that help address the question: <ul style="list-style-type: none"> • Stormwater capacity, • Increased runoff, • Impacts to water table, aquifer, wellhead, water supply and sources • Soil erosion • Productive & agricultural land
People	
Does this policy support an equitable and healthy community?	Use data where available. Topics to consider that help address the question: <ul style="list-style-type: none"> • Ensuring that policy impacts do not disproportionately impact historically marginalized communities. • Health, economic, and environmental impacts (such as air quality, access to resources, and temporal impacts) • Consider how changes impact access to amenities that support a high quality of life (parks & recreation, open space, schools, transit). • Consider how placement of facilities impacts groups based on, but not limited to, gender, race and ethnicity, LGBTQIA+, age, religion, disabilities
Does this policy engage historically marginalized communities?	Ensuring that participation is reflective of our community and works to engage populations that have been historically excluded. <ul style="list-style-type: none"> • Consider the education, tools, and engagement opportunities that are needed to engage our community. • Culturally competent engagement
Economy	
Does the policy support the City of Redmond's economic vitality goals?	<ul style="list-style-type: none"> • Consider how the policy impacts regional & Redmond business clusters (including aerospace, avionics & related manufacturing; interactive media and software; medical information technology; retail arts and culture). • Consider how the policy may impact the number of active businesses that have been in Redmond for 7+ years. (Preference is for supporting legacy businesses & retaining Redmond businesses) • Consider how the policy may impact the type and variety of employers, restaurants, retail shops and services in Redmond.

Resiliency



Initial working definition

Capacity of communities to adapt and grow through chronic or acute stressors in the system. Action during unexpected events is allowed.

Summary of input

- Second sentence confusing
- Include preparation
- All community
- Early warning, mitigation, adaptation, and reduction of impact
- Protecting weak spots and people with fewer resources
- Design and build for longevity from start
- Respond quickly, flexibility, stability, redundancy

Revised working definition

- *Ensuring that the community as a whole is prepared for, able to adapt to, and can recover effectively from disruptive conditions.*

Statement of Intent

- City processes and procedures have the flexibility to pivot and respond quickly to the unpredictable and react/act when needed, including preparing, educating, mitigating, adapting, and managing risk.
- Core essential services and vulnerable systems/populations are identified prior to and during emergencies (including but not limited to safety and security issues). Protecting people with fewer resources (people with more resources can withstand bigger shocks).
- Having multiple paths and backup systems to achieve community goals, with outcomes and vision more important than how that is accomplished
- Designing and building our community (including CIP projects) for longevity and flexibility from the start. Includes placement, materials, maintenance concerns, etc.
- Harnessing information and communications technology in service of the above objectives.

Checklist/Process for Reviewing Comprehensive Plan

- ❑ Is the element/policy focused on the communities desired outcomes and vision? Does the policy support a diversity of tools or approaches to advance the desired outcomes?
 - Remove specific techniques or tools unless required by law or other plan and place in the functional plan or implementing regulations.
 - Can list tools and techniques as examples but needs to remain flexible.
 - Keeps the door open for technological innovation.
- ❑ Are essential services that are needed to respond to and recover from disruptive conditions clearly identified in the element?
- ❑ Does the policy support adaptability/diversity/redundancy (in infrastructure, the economy, etc.)?
- ❑ Does the policy identify and is it responsive to the needs of vulnerable populations during and after disruptive conditions?
 - Does the policy consider (with equal or greater weight) the needs of those with different means/abilities and not favor those with the means/abilities of the majority? For example, addressing the needs of those with disabilities or without access to a car during a major snow event (i.e. clearing the roads while piling snow on sidewalks causing those with no car to potentially be stranded/isolated)?
- ❑ Does this element, section, or policy consider how technology could advance this theme?
 - Consider describing potential “technology forward applications”
 - Ensure policy can remain relevant as technology changes



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