



# Meeting Agenda

## Social Justice & Equity Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Margo Morales  
(360)753-8150

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**Monday, February 9, 2026**

**6:00 PM**

**Council Chambers, City Hall**

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**1. CALL TO ORDER**

**1.A ROLL CALL**

**2. APPROVAL OF AGENDA**

**3. APPROVAL OF MINUTES**

- 3.A** [26-0105](#) Approval of January 26, 2026 Social Justice and Equity Commission Meeting Minutes

Attachments: [Minutes](#)

**4. PUBLIC COMMENT**

*During this portion of the meeting, community members may address the Advisory Committee or Commission regarding items related to City business, including items on the Agenda. In order for the Committee or Commission to comply with Public Disclosure Law for political campaigns, speakers will not be permitted to make public comments before the Committee or Commission where the speaker promotes or opposes a candidate for public office or a ballot measure.*

**5. ANNOUNCEMENTS**

**6. BUSINESS ITEMS**

- 6.A** [26-0104](#) 2026-2027 Social Justice & Equity Commission Work Plan

Attachments: [2026-2027 SJEC Draft Work Plan](#)  
[2026 SJEC Framework](#)

**7. REPORTS**

**8. OTHER TOPICS**

**9. ADJOURNMENT**

**Upcoming**

**Accommodations**

*The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and*

*the delivery of services and resources. If you require accommodation for your attendance at the City Advisory Committee meeting, please contact the Advisory Committee staff liaison (contact number in the upper right corner of the agenda) at least 48 hours in advance of the meeting. For hearing impaired, please contact us by dialing the Washington State Relay Service at 7-1-1 or 1.800.833.6384.*



City Hall  
601 4th Avenue E.  
Olympia, WA 98501  
360-753-8244

**Social Justice & Equity Commission**  
**Approval of January 26, 2026 Social Justice  
and Equity Commission Meeting Minutes**

**Agenda Date: 2/9/2026**  
**Agenda Item Number: 3.A**  
**File Number:26-0105**

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**Type:** minutes **Version:** 1 **Status:** In Committee

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**Title**

Approval of January 26, 2026 Social Justice and Equity Commission Meeting Minutes



# Meeting Minutes - Draft

## Social Justice & Equity Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Margo Morales  
(360)753-8150

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**Monday, January 26, 2026**

**6:00 PM**

**Olympia Center, Room 103**

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**1. CALL TO ORDER**

Meeting called to order at 6:15 p.m.

**1.A ROLL CALL**

**Present:** 6 - Chair Robin Rosen-Evans, Vice Chair Marianne Ozmun-Wells, Commissioner Fauziya Mohamedali, Commissioner Dr. Amna Qazi, Commissioner Kieran Stilson and Commissioner Jeremy Ruse

**Excused:** 3 - Commissioner Karin Arnold, Commissioner Kevin Mattison and Commissioner Ceasar Plasencia

**2. APPROVAL OF AGENDA**

**The agenda was approved.**

**3. APPROVAL OF MINUTES**

**3.A** [26-0014](#) Approval of December 1, 2025 Social Justice and Equity Commission Meeting Minutes

**The minutes were approved.**

**3.B** [26-0016](#) Approval of October 25, 2025 Social Justice and Equity Commission Retreat Minutes

**The minutes were approved.**

**3.C** [26-0017](#) Approval of July 28, 2025 Social Justice and Equity Commission Meeting Minutes

**The minutes were approved.**

**4. PUBLIC COMMENT- None**

**5. ANNOUNCEMENTS**

City of Lacey invited the Social Justice and Equity Commission to attend a regional meeting on Thursday February 5, 2026 at the Lacey City Hall, Council Chambers. Staff shared a reminder that annual stipend forms have been sent via email.

**6. BUSINESS ITEMS****6.A** [26-0033](#) Olympia Sanctuary City Resolutions Briefing

Received a briefing on the City's Sanctuary City Resolutions from Human Resources Director Manny Bosser and Interim Chief Shelby Parker. The briefing included information on City policies, and Police Department policies and procedures. Commissioners asked clarifying questions about staff training and resources related to the policies.

**The information was received.**

**7. REPORTS****8. OTHER TOPICS**

Staff shared scheduling updates for the February meeting on Monday February 9, 2026.

**9. ADJOURNMENT**

Meeting adjourned at 7:50 p.m.

**Upcoming****Accommodations**



## Social Justice & Equity Commission

### 2026-2027 Social Justice & Equity Commission Work Plan

**Agenda Date:** 2/9/2026  
**Agenda Item Number:** 6.A  
**File Number:**26-0104

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**Type:** decision **Version:** 1 **Status:** In Committee

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#### **Title**

2026-2027 Social Justice & Equity Commission Work Plan

#### **Recommended Action**

Approve a 2026-2027 Social Justice and Equity Commission Work Plan for consideration by the City Council Community Livability & Public Safety Committee

#### **Report**

##### **Issue:**

Whether to approve a 2026-2027 Social Justice & Equity Commission Work Plan for consideration by the City Council Community Livability & Public Safety Committee

#### **Staff Contact:**

Margo Morales, Community Engagement Program Specialist, Office of Organizational Development and Performance 360.753.8150

#### **Presenter(s):**

Margo Morales, Community Engagement Program Specialist

#### **Background and Analysis:**

City Commissions, Committees and Boards submit works plans annually to the City Council's Community Livability & Public Safety (CLPS) Committee for consideration and a recommendation, followed by consideration and approval by the City Council. Once approved, the new work plan will guide the Commission's work from April 2026-April 2027.

At the Social Justice and Equity Commission retreat in October 2025 the commission discussed desired focus areas and strategies for future work plans and projects. Staff collated the feedback from the retreat and presented a guiding framework for the commission that was approved at their December 1, 2025 meeting. This framework informed the development of this year's workplan.

The purpose of this agenda item is for Commissioners to review the draft work plan that was created based on their framework and the Experiences of Discrimination Report. Commissioners will be asked to approve the draft work plan to be submitted to the Community Livability and Public Safety Committee for consideration.

#### **Climate Analysis:**

No known climate impacts to developing a 2026-2027 Social Justice and Equity Commission Work Plan.

**Equity Analysis:**

The purpose of the Social Justice & Equity Commission is to advise the City Council and staff in addressing discrimination and assist with the sharing of community member resources. Members also serve to enable those from historically marginalized communities to have a voice in City government.

**Neighborhood/Community Interests (if known):**

The Social Justice & Equity Commission is intended to be representative of historically under-engaged and marginalized community members' experiences and perspectives and provide an inclusive and impactful way for that knowledge to influence City planning and decision-making.

**Options:**

1. Approve a 2026-2027 Social Justice & Equity Commission Work Plan for consideration by the City Council Community Livability & Public Safety Committee
2. Approve, as amended, a 2026-2027 Social Justice & Equity Commission Work Plan for consideration by the City Council Community Livability & Public Safety Committee
3. Do not approve a 2026-2027 Social Justice & Equity Commission Work Plan, and direct staff to use an alternative process

**Financial Impact:**

There are no known financial impacts created by this work plan, however recommendations for individual work plan items have an associated financial impact created by the recommendation. Commissioners are also eligible to receive a stipend for meeting attendance. In 2025 the total value of stipends paid out to Commissioners for meeting attendance was \$650.

**Attachments:**

2026-2027 SJEC Draft Work Plan  
2026 SJEC Framework



## 2026-2027 Work Plan

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**Staff Liaison:** Margo Morales, Community Engagement Program Specialist

**Work Location:** City Hall – 4<sup>th</sup> Floor

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**Social Justice & Equity Commission Purpose:** Eliminate racism and fulfill human rights for a just and equitable Olympia for all people.

**Introduction:** At the Commission’s 2025 retreat they identified four main action areas with five strategies for responding to the data collected in the Experiences of Discrimination report. Those focus areas and strategies related to the Experiences of Discrimination report have informed the priorities of this workplan.

### Work Plan Items

#### 1. **What: Reimagining Public Safety**

Description: In 2022 Council formally accepted a list of goals and recommendations around the City’s municipal public safety system. Since then several recommended actions have been taken by the various departments within the system, but have not been effectively tracked or reported to the council or community. In 2026 staff will be working on updates for City Council on what progress has been made toward the identified goals of the Reimagining Public Safety recommendations, and what identified actions have been carried out by the various parts of the municipal public safety system. Staff will brief the Commission on what has already been completed and seek their community member perspectives on prioritization of remaining action items identified in the Reimagining Public Safety recommendations. Staff would also like to enlist support of the commission in community education efforts about Reimagining Public Safety.

**Timeframe:** Q2 / Q3

**Deliverables:**

- Recommendations for prioritization of remaining actions identified by the Reimagining Public Safety work group.
- Community engagement – Individual and group conversations around the community impact and experiences of reimagining public safety.

## 2. What: Community Engagement

The City contracted with a consultant to provide recommendations on community engagement and ways to improve the use of advisory bodies to inform the City's work. As the Consultant provides their recommendations, the Commission will assist with this work by providing community perspectives on how we ensure diverse representation through our public engagement, reach people where they are at, and invest in relational engagement and build trust.

**Timeframe:** Q2 / Q3

**Deliverable:** Input on City's engagement guidance for staff. More definition around the commission's role in engagement. Commission taking a more active role in strengthening relationships with community.

## 3. What: Experiences of Discrimination

**Description:** The Commission worked with a consultant team to assess experiences of discrimination in Olympia. The report shares insights into what kinds of discrimination are occurring in our city, how often, and how that may look to different marginalized groups. The Commission will build upon discussions from their 2025 retreat and the findings of the report to continue their work on this topic in 2026.

**Timeframe:** Q4

**Deliverables:** Scoping what is City's role in responding and what is the commission's role. Scoping includes identifying what the city is already doing and where there are gaps.

## 4. Council Referrals

The Commission will hold space in their annual work plan for items referred to them by the City Council. In the Commission's experience thus far, the most meaningful referred items have been those in which the following applies:

- There is a clearly defined problem the Commission is being asked to address.
- There is a clearly defined timeline and scope for the Commission.
- The Commission can make a meaningful contribution to a systems level change through leveraging of Commissioner depth of knowledge, lived experience, and diversity of perspectives to solve problems.
- When possible, the Commission is involved in the work item from beginning to end.

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## Commission Meeting Schedule



# Social Justice & Equity Commission

**The Social Justice & Equity Commission will use an alternative approach to establishing a meeting schedule for the 2026-2027 work plan.**

Commission’s meeting schedule will be co-created with Commissioners to accommodate a more focused work plan and align with criteria established in their guiding framework.

DRAFT

**The purpose of this framework is to guide how the Social Justice and Equity Commission fulfills its mission and supports the advancement of equity in the City of Olympia.**

**The following Objectives, Strategies and Potential Action Areas were informed by the Experiences of Discrimination Report and the 2024 and 2025 Commission Retreats.**

## **Objectives**

- Increase people feeling welcome in Olympia
- Increase trust between the City and historically marginalized groups
- Increase diverse perspectives in City decision making
- Increase access to City programs and services

## **Strategies**

- Relational engagement: building long-term relationships with community groups and community members, focused on building trust through consistent connection rather than focusing on transactional outcomes.
- Serve as a bridge between community members, the City, resources and service providers.
- Commissioners participate in community events to connect with and support community members and listen and gather input to inform commission workplan priorities.
- Identify and reduce systemic barriers within City programs and services.
- Engage with youth and young adult organizations like Youth Council to encourage participation in local government.

## **Potential Action Areas (based on the Experiences in Discrimination Report)**

- Housing Policy
- Community Involvement in Law Enforcement
- City Programs & Services
- Connecting people with local resources

