



2025-2026 Work Plan

Staff Liaison: Margo Morales, Community Engagement Program Specialist

Work Location: City Hall – 4th Floor

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

Work Plan Items

1. 2045 Comprehensive Plan Update

City Council has referred multiple chapters of the 2045 Comprehensive Plan update to the Social Justice & Equity Commission for review and comment. In 2024, the Commission completed their review and provided input on the Economy, Parks, Arts & Recreation, Transportation, Natural Environment, Capital Facilities Plan, Public Safety, Utilities and Public Participation and Partners chapters. In 2025, the Commission will review and provide input on the remaining chapters.

Timeframe: April – June 2025

Deliverables: Commission letters summarizing their input on the Housing, Land Use, Climate, and Community Values and Vision chapters.

2. Experiences of Discrimination

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 use the report to inform how the Commission and the City plays a role in addressing discrimination in the community.

Timeframe: April – June 2025, September – November 2025

Deliverables:

- Input gathered from community listening sessions.
- A set of recommended strategies for the City Council on how the Social Justice & Equity Commission can address discrimination.

- A set of recommended strategies to the City Council on how the City can address discrimination.

3. Reparations for the Descendants of Enslaved African People

The City Council has contracted with the consultant firm Truclusion, to research the topic of reparations for descendants of enslaved African people, including what other cities nationally may be doing to address this topic. City Council has referred this work plan item to the Social Justice & Equity Commission to seek Commissioner input on Truclusion’s initial research findings, which will help inform the Council’s discussion of potential next steps at a study session on May 13.

Timeframe: March – May 2025

Deliverables: Commission input for City Council on addressing reparations.

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.

Commission Meeting Schedule

The Social Justice & Equity Commission will use an alternative approach to establishing a meeting schedule for the 2025-2026 work plan.

Like the process for developing recommendations for Community Oversight of Law Enforcement (COLE), the Commission’s meeting schedule will be co-created with Commissioners to accommodate a more focused work plan and meet the following goals:

- Stay focused on meaningful work
- Make connections with community members and model relational engagement
- Allow time for relationship-building amongst Commissioners
- Extend meeting length when appropriate to accomplish more during one session



Social Justice & Equity Commission

- Enhance meeting accessibility
- Increase regular attendance
- Allow for a break when Commissioners are less available (mid-summer and winter holiday season)

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