



MEMORANDUM

TO: Social Justice and Equity Commission

FROM: Susan Grisham, Assistant to the City Manager

DATE: April 22, 2025

SUBJECT: Preparation for Briefing and Discussion on Reparations for the Descendants of Enslaved African People

Commissioners,

At your upcoming Social Justice and Equity Commission meeting on Monday, April 28, Truclusion will present its preliminary findings and lead a discussion to gather your feedback on their research regarding reparations for the descendants of enslaved African people.

To prepare for the discussion, please review the two documents attached to the meeting agenda:

1. City-Level Reparations Discussion Guide

Please review the sections highlighted in blue, with particular focus on the following areas, as prioritized by Mayor Payne:

- Housing & Land Ownership (pages 2–4)
- Economic Empowerment & Business Development (pages 6–8)
- Education & Workforce Development (pages 10–11)

2. Review of City-Level Reparations Across the U.S.

This document provides a national overview of how municipalities across the country are approaching reparations. Use it to gain insight into the strategies, challenges, and progress being made elsewhere.

As you review the materials, please keep in mind:

- While many of the initiatives outlined may be broadly applicable to the Olympia community, Monday's discussion will be specifically focused on reparations for the descendants of enslaved African people.
- Consider the following discussion questions as you read:
 1. From your own perspective, what reparative actions most excite you?
 2. From the lens of an Olympia community member, what reparative actions do you think could create the greatest positive impact?
 3. From your role as an SJEC Commissioner, which reparative actions do you think SJEC should explore recommending to Council?
 4. What reparative action may not be in the document, but you would like to see discussed as a possible reparation in Olympia?

Thank you for your thoughtful review and preparation. We look forward to your insights and participation in this important conversation.