



## 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.

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