

SOCIAL JUSTICE AND EQUITY COMMISSION

Facilitation Debrief – October 5, 2024 Retreat

Background

Olympia’s Social Justice and Equity Commission commissioned a 2023 study which investigated how community members experience discrimination in the community (Experiences of Discrimination). The October 5 retreat was designed around leveraging the study’s results to inform the Commission’s future priorities and work. In order to help assess possibilities, the City commissioned a study of cities similar in size and budget to Olympia, so that the Commission wouldn’t have to start from scratch (Comparable Cities Research).

The strategic identification of 2025-2028 SJEC priorities and emphases began at the October 5 retreat. The process began with a grounding in the work; with Commissioners and staff reflecting on past SJEC work, setting expectations for future work, and reviewing the 2023 research of how Olympia community members experience discrimination. Then the specific work towards naming future SJEC priorities and emphases occurred in steps, and will continue after the retreat.

Stated Retreat Goals:

1. Develop a draft recommendation for Council on how to address the findings in the Experiences with Discrimination Report
2. Strengthen relationships between Commissioners
3. Learn how and what other communities are doing to address discrimination
4. Commissioners reflect on 2024 and recommend potential adjustments moving into 2025

Published Agenda:

The items in strong font will have details in this report.

8:00 AM	Coffee and Light Refreshments Served
8:30 AM	Welcome from Mayor Pro-tem Yến Huỳnh
8:50 AM	Year in Review
9:25 AM	Experiences of Discrimination Findings
9:55 AM	Wouldn’t It Be Fantastic If...
11:00 AM	Lunch
11:40 AM	Comparable Cities Research
12:10 PM	Drafting Outcomes and Priorities
12:45 AM	Team-Building Activity
1:50 PM	Achieving our Goals in 2025
2:35 PM	Next Steps
2:45 PM	Appreciations & Wrap-Up

Highlights from the segments above that are represented in **strong** font will be captured in their respective sections of this report.

Throughout the retreat, Commissioners and staff were split into two sets of clusters. The first cluster was four tables, each with 2-3 Commissioners partnered with 1-2 staff (*tables*). The second cluster was three groups of a mix of Commissioners and staff, who mostly were not at the same table (*groups*).

Year in Review

The Year in Review segment of the retreat was an opportunity for Commissioners to self-reflect and share with others their reflections. This helped achieve Retreat Goal #2 (*Strengthen relationships between Commissioners*) in sharing personal perspectives, priorities, and values as relate to the Commission, and Retreat Goal #4 (*Commissioners reflect on 2024 and recommend potential adjustments moving into 2025*). Commissioners were encouraged to answer with reflections of self only or Commission as a whole.

There were two prompts for self-reflection on the past year:

- From the past year, I am most proud of ...
- What made me uncomfortable this past year was ...

After those prompts were reflected upon individually, Commissioners shared their reflections in tables, and then collectively in plenary.

Commissioners were next presented with two prompts related to future work (2025) work:

- I might be challenged this coming year by ...
- In this coming year, I look forward to ...

After the future prompts were reflected upon individually, Commissioners shared their reflections in tables, and then collectively in plenary.

Experiences of Discrimination Findings

The Experiences of Discrimination Findings segment of the retreat was an opportunity for Commissioners to revisit the findings from the 2023 community study with the Lead Researcher, Dr. Ashley Gardner, and discuss further as a Commission.

Here is a brief summary of Dr. Gardner's presentation:

Differences between Diminishment Discrimination and Impediment Discrimination

Diminishment refers to acts that diminish or devalue someone based on their identity. Examples of things we assessed include people being treated with less respect; others acting afraid of them; being harassed or threatened, being seen as less smart.

Impediment refers to acts that impede someone's access to opportunities because of their identity. For example, these would be acts that impede someone from being hired, pursuing further education, purchasing a home, access to healthcare due to their identity.

Acts of Diminishment can also be looked at as *interpersonal discrimination*. Our data showed that 86.2% of respondents indicated they have experienced a form of diminishment discrimination in Olympia due to their identity.

Impediment is essentially *discrimination within systems* due to their identity. Over half our respondents (51.5%, which extrapolates to 28,000 Olympians) said they experienced impediment discrimination/acts that impede access due to their identity. Didn't get hired for a job due to their identity, didn't successfully purchase the home they wanted due to their identity, etc.

I want to illustrate that acts of Diminishment—such as treating people better in their city—largely requires proactive, preventative & restorative work, while acts of Impediment are likely to be addressed legislatively. Addressing the latter form tends to be punitive and reactive.

Considerations regarding where to focus your work as a Commission

On the one hand, if the City focuses on addressing impediment discrimination, such as pass ordinances or go further and distribute strategic mechanisms that organizations across the city must implement, it can address some very prevalent and important systemic issues in the city. However, those items likely will not impact how people are treated with less respect, harassed, seen as less smart, or have people act afraid of them. For example, you can pass legislation saying one cannot discriminate against people who don't natively speak English. However, non-native English speaking people are largely seen as less smart which may impact them through hiring decisions, housing, getting sufficient medical care, etc.. If the City focuses on inhibiting impediment, it will help address issues within those systems but may be limited in improving the way people are treated within the community.

On the other hand, if the City focus on addressing diminishment discrimination, addressing how people are treated, seen, and perceived in Olympia that has the potential to address diminishment discrimination, and also impediment discrimination. Using the previous example, if the City addresses people's bias against non-native English speaking people or non-American people with accents by amplifying how society views people with accents as being less smart, this awareness and strategy has potential to positively impact hiring decisions, housing, and healthcare

Others examples provided were people acting afraid of someone else tending to impact Black, Black-showing Mixed-race, and LGBTQ+ community members.

After Dr. Gardner Presented:

There was a question-and-answer period where Commissioners asked Dr. Gardner follow up questions. Dr. Gardner stayed within reporting data and findings, and provided no recommendations to the Commission.

At the conclusion of questions and answers with Dr. Gardner, the following prompt was presented to Commissioners for self-reflection:

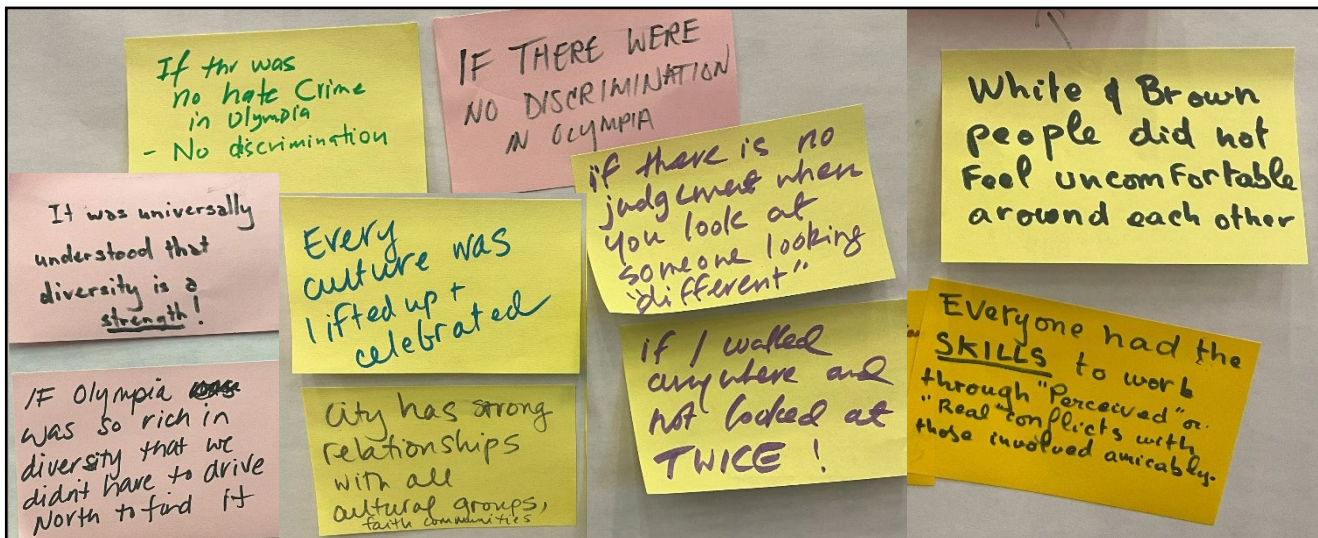
I think the City should invest the most energy and resources in ... (and explain why)

After self-reflection, Commissioners shared their thoughts in table discussions, and then collectively in a plenary discussion.

Wouldn't It Be Fantastic If...

Commissioners and staff were divided into three small groups, each with 3-4 commissioners and 1-2 staff. Each group was provided its own wall space and large post it notepads, for which to complete the following statement: "Wouldn't It Be Fantastic If ..." Participants were not allowed to consider any constraints such as budget, capacity, political winds, etc.. Staff were asked to wait several minutes before bringing any of their own ideas forward, so as not to influence the Commissioners' ideations. Most staff assumed a scribing role, assisting and supporting getting the Commissioners' ideas up on the wall.

The following are some photos of ideas from SJEC Commissioners:



A total of 51 ideas were placed up on the wall. Table 1 on the next page provides a graphical representation of those 51 ideas.

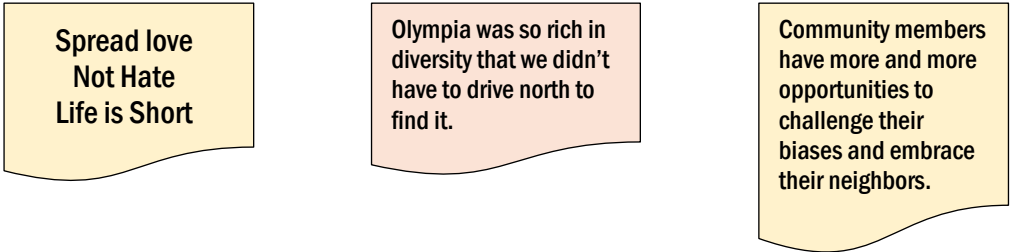
Table 1: Wouldn't It Be Fantastic If... (graphical representation)

If there was no hate crime in Olympia.	Everyone felt involved in/compelled to positive change within our community.	I walked anywhere and not looked at TWICE!	It was universally understood that diversity is a <u>strength</u> !	Olympia is a recognized leader in community diversity and belonging.
Every culture was <u>lifted up</u> and celebrated.	Black people did not hesitate or fear entering white spaces.	Adequate resources to support people who lose housing or employment due to discrimination (or for any reason)	Olympia is where you feel safe to raise kids.	Olympia invited students from other countries to spend time among Western Washington's environs.
Every resident and visitor feels safe and heard.	Everyone had an <u>immersive</u> experience with identities they do not embody, to increase <u>empathy</u> .	No discrimination.	People can meet each other • No bias • No hate • Spread love	Demonstrate how it benefits everyone!!
Everyone could trust the <u>City</u> is there to support, help them.	No homelessness	Everyone in Olympia can prosper, especially those that have been marginalized.	Safe religious spaces.	There were no discrimination in Olympia.
No fears.	All our school system taught about all cultures and traditions.	Spread love Not Hate Life is Short	Olympia funded home stays for students (domestically) in other US states every year / vice versa.	Emphasize what we want to grow • Place • Purpose • Connection
People prioritize resolutions over defensiveness when called out or told they acted discriminately.	Olympia was the leader in supporting small businesses – minority, woman, Veteran owned.	Strong community	Everyone could afford a home of their choice.	Immigrant language support skills.
We were asked, "what and who would we be, how would we live, where would we go if there was <u>no</u> racism, bigotry, xenophobia, etc.?"	Olympia funded global excursions to other countries for the purposes of familiarization with other cultures.	Help community not to fear groups they perceive as different from them	Intentionally engage the "marginalized" (the most alienated).	Safe spaces.
All religious holidays are in our calendar year.	Everyone had the SKILLS to work through "Perceived" or "Real" conflicts with those involved amicably.	If there is no judgement when you look at someone looking "different"	Every child had access to arts and music.	Roof over everyone's head and food.
The <u>City</u> has strong relationships with all cultural groups, faith communities.	Everyone had 3 or more social or community groups they were connected to.	Olympia became the first S city to be "livable"	Olympia was so rich in diversity that we didn't have to drive north to find it.	Every new person to our community felt welcome.
Help community be curious about groups they perceive as different from them		Community members have more and more opportunities to challenge their biases and embrace their neighbors.	White & Brown people did not feel uncomfortable around each other.	If equity and equality was prevalent across the city so a separate commission wasn't needed.
			My family felt safe and welcome in Olympia.	Job, career, skills training, pathways.

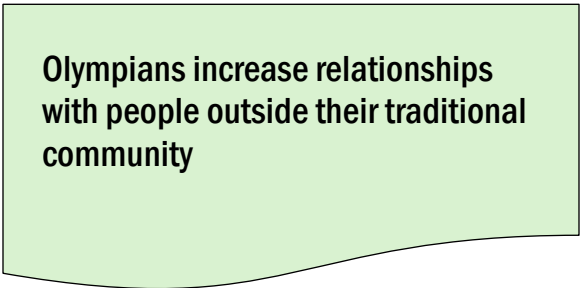
Table 1: Wouldn't It Be Fantastic If... (textual representation)

- If there was no hate crime in Olympia.
- Every culture was lifted up and celebrated.
- Every resident and visitor feels safe and heard.
- Everyone could trust the City is there to support, help them.
- No fears.
- People prioritize resolutions over defensiveness when called out or told they acted discriminately.
- We were asked, "what and who would we be, how would we live, where would we go if there was no racism, bigotry, xenophobia, etc.?"
- All religious holidays are in our calendar year.
- The City has strong relationships with all cultural groups, faith communities.
- Help community be curious about groups they perceive as different from them.
- Everyone felt involved in/compelled to positive change within our community.
- Black people did not hesitate or fear entering white spaces.
- Everyone had an immersive experience with identities they do not embody, to increase empathy.
- No homelessness.
- All our school system taught about all cultures and traditions
- Olympia was the leader in supporting small businesses – minority, woman, Veteran owned.
- Olympia funded global excursions to other countries for the purposes of familiarization with other cultures.
- Everyone had the SKILLS to work through "Perceived" or "Real" conflicts with those involved amicably.
- Everyone had 3 or more social or community groups they were connected to.
- I walked anywhere and not looked at TWICE!
- Adequate resources to support people who lose housing or employment due to discrimination (or any reason).
- No discrimination.
- Everyone in Olympia can prosper, especially those that have been marginalized.
- Spread love, Not Hate, Life is Short.
- Strong community.
- Help community not to fear groups they perceive as different from them.
- If there is no judgement when you look at someone looking "different."
- Olympia became the first S city to be "livable."
- Community members have more and more opportunities to challenge their biases and embrace their neighbors.
- It was universally understood that diversity is a strength!
- Olympia is where you feel safe to raise kids.
- People can meet each other: No bias. No hate. Spread love.
- Safe religious spaces.
- Olympia funded home stays for students (domestically) in other US states every year / vice versa.
- Everyone could afford a home of their choice.
- Intentionally engage the "marginalized" (the most alienated).
- Every child had access to arts and music.
- Olympia was so rich in diversity that we didn't have to drive north to find it.
- White & Brown people did not feel uncomfortable around each other.
- My family felt safe and welcome in Olympia.
- Olympia is a recognized leader in community diversity and belonging.
- Olympia invited students from other countries to spend time among Western Washington's environs.
- Demonstrate how it benefits everyone!!
- There were no discrimination in Olympia.
- Emphasize what we want to grow: Place, Purpose, Connection.
- Immigrant language support skills.
- Safe spaces.
- Roof over everyone's head and food.
- Every new person to our community felt welcome.
- If equity and equality was prevalent across the city so a separate commission wasn't needed.
- Job, career, skills training, pathways.

Commissioners were asked to reflect on the aspirational “wouldn’t it be fantastic if” ideations and identify a two-to-five-year measurable result that would illustrate that the City of Olympia was on a path to accomplish each articulated idea. This process continued to assume there were no limitations or constraints restricting the City’s ability to accomplish each result. For example, the following three aspirational wishes ...



resulted in this two-to-five-year outcome being named:

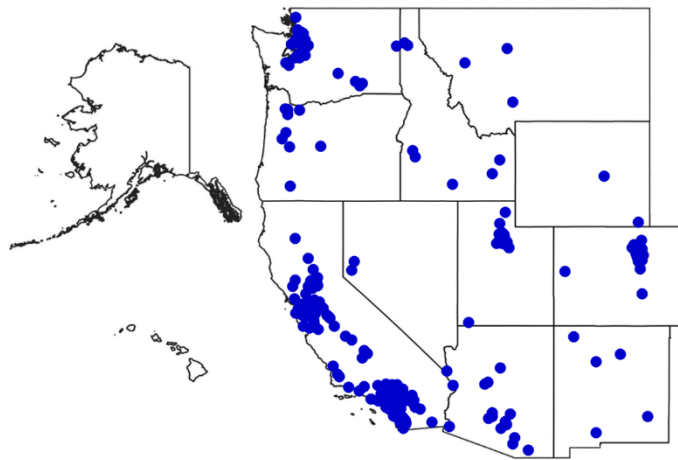


Comparable Cities Research Findings

The Comparable Cities Research Findings segment of the retreat was an opportunity for Commissioners to explore with the Lead Researcher, Dr. Ashley Gardner, the antidiscrimination mechanisms deployed by similar cities. This segment helped achieve Retreat Goal #3 (*Learn how and what other communities are doing to address discrimination*).

Here is a brief summary of Dr. Gardner's presentation:

The research investigated what, if any, antidiscrimination mechanisms have been utilized by cities with populations between 40,000-120,000 in the 13 westernmost. 254 cities were identified and studied, and of those 151 were found to have antidiscrimination mechanisms. The cartographical representation below illustrates the geographical distributions of the cities with antidiscrimination mechanisms.



What was found:

What cities largely focus on is ensuring the city isn't discriminatory in the services they provide. Antidiscrimination mechanisms protected cities through reporting tools and systems providing protocol to report discrimination within city-wide services. Statements and other resources stating their city prohibits discrimination in general.

There are no elders in this work. While we found many cities that implemented antidiscrimination mechanisms to protect the city, very few cities have gone to establish anti-discrimination mechanisms to protect the community. Very few cities have done what you all are seeking to do. Olympia is in the forefront and in a great position to lead this work.

Ten cities in particular have implemented some mechanisms to combat discrimination within their communities:

- Bend, Oregon has a department dedicated to equity and access within their community. To the extent that they have annual goals implemented into the city work plan. And the progress of these goals are monitored and publicized. Bend also has a Human Rights & Equity Commission to ensure historically marginalized and underrepresented people and communities in Bend have equal access to City programs and services, representation in City decision-making, and a venue to raise concerns and complaints about discrimination. Over the past year, the commission has created a community discrimination and hate reporting tool AND they developed an equity framework for hiring culturally competent staff that is available for the community to utilize
- Davis, California has a Human Relations Commission, whose purpose is to make recommendations to the city about how to prevent and address discrimination in the community. They have a "Hate-Free Together Initiative," which is a robust tracking system to track how hate is reported, and resources for

hate crimes. Within this, the commission actively discuss how to address acts of hate within the city. Davis also has developed a reparations task force.

- Milpitas, California focuses on discrimination against women and girls in education, employment, healthcare, and housing. There was a task force that invited community feedback regarding discrimination in these areas. From this, findings and recommendations on how to address these forms of systemic discrimination were given to the City Council in August 2023 and include: (1) Maintain robust social services programs, (2) Promote and increase awareness, (3) Convene an annual symposium to celebrate, champions, and empower, and (4) Review progress of recommendations
- Shoreline, Washington made a public commitment to anti-discrimination in 2016; and to stand on this commitment that created a diversity and inclusion coordinator position to support their goal of being an anti-racist and multicultural organization. In 2020, Shoreline further committed to building an anti-racist community through the creation of the Equity & Social Justice community workgroup. The workgroup conducts anti-racist listening sessions with minority groups in the community discussing topics like anti-racism and institutional change. Shoreline also developed a community bridge program as an educational resource for multilingual residents to bridge the gap and help them understand city's government structure and available services.
- Marysville, Wahington has a Diversity Advisory Committee, advises the city on how policies and strategies can improve outcomes for marginalized communities. What they have done up to this point is develop an "All are Welcome" program where residents and business owners sign and pledge a commitment to facilitating environments free from hate, discrimination, and harassment. As a sign of antidiscrimination solidarity, they place the All are Welcome signage to be displayed outside of their establishments.
- Hillsboro, Oregon provides Bystander Intervention Resources, which helps their residents respond to hate crimes by providing resources on how to intervene as a bystander.
- Redwood City, California has a Library initiative, which focuses on racial equity work through education, by way of their city library. Primarily through listening sessions, which include community conversations with partners within the community serving marginalized groups like youth, seniors, and unsheltered individuals. Their data shows that aver 190 community members participated in the last one.
- Sammamish, Washington has a Diversity, Equity, Inclusion and Belonging Program: This program was established to develop "an equity framework that will shape policies, procedures, and institutional strategies." As of 2024, the city's focus is on racial equity, and they are developing a racial equity framework, workplan, and toolkit to evaluate policies and initiatives. No progress updates have been provided.
- Richmond, Washington has a Human Rights & Human Relations Commission was established to review and investigate "complaints of discrimination and violations of basic human rights" throughout the community. No measurable outcomes have been reported.
- Commerce City, Colorado has a Diversity Equity and Inclusion Commission This commission was to designed to do various things but within their mission is to advise council on how to address DEI issues/challenges in the city and to implement practices that remove barriers for marginalized groups. So far, they have issued proclamations that celebrate cultural difference (Juneteenth)

Even after looking at these ten cities, I must come back to, remind, and leave you all with, again there are no elders in this work. Very few cities have implemented anti-discriminatory mechanisms to address discrimination within the community with measurable outcomes, so you all have the potential to be the leader in this work.

Commissions and their roles

Major themes from our findings was that cities have established committees, ad-hoc committees, commissions, or councils to address discrimination. Through reviewing what they do, this is what we found:

Advise council & advocate on behalf of minority groups as a mediator

Investigate reports of discrimination

Strategize and implement anti-discriminatory policy and practices (very few)

Celebrate differences through events and proclamations and that isn't the essence of antidiscrimination

After Dr. Gardner Presented:

There was a question-and-answer period where Commissioners asked Dr. Gardner follow-up questions. Dr. Gardner stayed within reporting data and findings; she provided no recommendations to the Commission.

At the conclusion of questions and answers with Dr. Gardner, the Commissioners shared their thoughts collectively in a plenary discussion. Two primary themes came out of that discussion:

- They would like to learn more about how other cities are approaching their work, and perhaps invite one of the Washington cities that Dr. Gardner mentioned to present to the Commission.
- While there is strong interest in what other cities are doing, Olympia should follow the data and experiences coming from Olympia.

After the plenary discussion, Commissioners were invited to add or adjust anything to the display of initiatives up for consideration on the wall.

Drafting Outcomes and Priorities

Drafting outcomes and priorities began by taking the two-to-five-year metrics created in the *Wouldn't It Be Fantastic If* retreat process and organizing them into broad themes. The first theme was named *Livability*, and generally represented institutional or systemic access/experiences (i.e., housing, employment, getting services, etc.). The second theme was named *Engagement*, and generally included growth in perspectives and interpersonal relationships/experiences. Each of the 36 two-to-five-year metrics are listed in Tables 2 and 3, sorted by theme and whether they are an action (measured by whether an action has been taken or not) and outcome (measured by a quantifiable outcome observed in the community).

After naming and theming the possible measurable actions and outcomes, the Social Justice and Equity Commissioners at the retreat were provided four heart stickers each. Commissioners used those hearts to identify their top four possible actions/outcomes. Those items receiving one or more hearts have those hearts reflected in Tables 2 and 3 with their hearts on or near the item.

Table 2: Livability Theme (graphical representation)

Livability generally represents institutional or systemic access/experiences (i.e., housing, employment, etc.)

Possible Actions

Olympia collaborates with schools



Olympia repeats the Experiences of Discrimination survey

Olympia improves resources for immigrants / non-English speakers



A “Welcome to Olympia” program for all new residents is established

Olympia has financial support programs, such as rental assistance

Possible Measurable Outcomes

Olympia is recognized as a diverse community



Olympia is recognized as a regional and national leader



Olympia’s demographics show an increase in diversity

Washington is designated a “safe state”

Olympia has increased small businesses for all demographics



The number of LGBTQ / BIPOC / women / Vet / disability owned businesses

Stable Housing

% of ALICE households decreases (Asset Limited, Income Constrained, yet Employed)

Olympia meets the self-sufficiency standard



Olympia has more housing for medium to low income levels

Olympia community members have better financial education



Olympia community members have greater access to wealth



Every Olympia resident has the opportunity to provide survey feedback to the

Olympia has better outcomes on surveys

Table 3: Engagement Theme (graphical representation)
Engagement generally includes growth in perspectives and interpersonal relationships/experiences

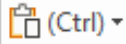
Possible Measurable Actions		Possible Measurable Outcomes	
Olympia holds community round tables	Olympia has a support structure for families with LGBTQIA kids coming out 	Olympia has more DEI engagement from all departments	 (Ctrl) ▼ Olympia is the happiest little city on the west coast
Olympia has more cross-cultural opportunities	Olympia has cross-cultural education	Olympia has better interactions between city and community	Beliefs and attitudes shift toward removing “stuck” hearts and minds 
Olympia has increased community outreach	Olympia has a hate reporting tool 	Olympia has increased participation in cultural events  	The relationships people have outside their traditional community
Olympia provides education on diversity and inclusion     	Olympia has more media pieces on advocating JEDI 	Olympia increases diverse participation in local cultural events	Olympians increase relationships with people outside their traditional community   
Olympia has increased messaging in media / art / performance		Olympia has increased representation in media / art / performance	

Table 2: Livability Theme (textual representation)

Livability generally represents institutional or systemic access/experiences (i.e., housing, employment, etc.)

Possible Measurable Actions:

- Olympia collaborates with schools (3 hearts)
- Olympia repeats the Experiences of Discrimination survey
- Olympia improves resources for immigrants / non-English speakers (1 heart)
- A “Welcome to Olympia” program for all new residents is established
- Olympia has financial support programs, such as rental assistance

Possible Measurable Outcomes:

- Olympia is recognized as a diverse community (2 hearts)
- Olympia is recognized as a regional and national leader (2 hearts)
- Olympia’s demographics show an increase in diversity
- Washington is designated a “safe state”
- Olympia has increased small businesses for all demographics (2 hearts)
- The number of LGBTQ / BIPOC / women / Vet / disability owned businesses doubles in Olympia
- Stable housing
- The percent of ALICE (Asset Limited, Income Constrained, yet Employed) households in Olympia decreases
- Olympia meets the self-sufficiency standard (1 heart)
- Olympia has more housing for medium to low income levels
- Olympia community members have better financial education (1 heart)
- Olympia community members have greater access to wealth (1 heart)
- Every Olympia resident should have the opportunity to provide survey feedback to the City
- Olympia has better outcomes on surveys

Table 3: Engagement Theme (textual representation)

Engagement generally includes growth in perspectives and interpersonal relationships/experiences

Possible Measured Actions:

- Olympia hosts community round tables
- Olympia has a support structure for families with LGBTQIA kids coming out (1 heart)
- Olympia has more cross-cultural opportunities
- Olympia has more cross-cultural education
- Olympia has increased community outreach
- Olympia has a hate reporting tool (1 heart)
- Olympia provides education on diversity and inclusion (6 hearts)
- Olympia has more media pieces on advocating JEDI (1 heart)
- Olympia has increased messaging in media/art/performance

Possible Measurable Outcomes:

- Olympia has more DEI engagement from all departments
- Olympia is the happiest little city on the west coast
- Olympia has better interactions between city and community
- Beliefs and attitudes shift toward removing “stuck” hearts and minds (1 heart)
- Olympia has increased participation in cultural events (2 hearts)
- The relationships people have outside their community increases in Olympia
- Olympia increases diverse participation in local cultural events
- Olympians increase relationships with people outside their traditional community. (3 hearts)
- Olympia has increased messaging in media/art/performance

Commissioners rank possible actions and outcomes into SJEC group priorities

After commissioners each identified their top possible measurable actions/outcomes (up to four by each commissioner), the selected actions and outcomes were ranked by each commissioner, with #1 as their top priority. Table 4 reports the final rankings of priorities.

Table 4: Final rankings/prioritization of measurable actions/outcomes (graphical representation)

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Increased relationships with people outside traditional community	1		124	9
Washington is designated a "safe state"	2		116	8
Olympia meets the Self-Sufficiency standard (amount of income needed to support families of various sizes without additional help from the government, community, or other personal resources)	3		112	9
Education on diversity and inclusion	4		107	8
Improved resources for immigrants / non-English speakers	5		105	9
Collaboration with schools	6		100	7
Olympia is recognized as a national leader in Social Justice and Equity	7		86	8
More media pieces on advocating Justice, Equity, Diversity and Inclusion (JEDI)	8		85	8
Shifting beliefs and attitudes toward removing "stuck" hearts and minds	9		83	6
Olympia is recognized as a diverse community	10		79	7
Increased number of cultural businesses	11		75	7
Better financial education	12		68	7
Increase diverse participation in local cultural events	13		64	8
Increase small businesses for all demographics	14		60	6
Support structure for families with LGBTQ+ kids coming out	15		49	5
Greater access to wealth	16		44	5
Media/Art/Performance increased Messaging	17		41	5
Increased participation in cultural events	18		20	4

Lowest Rank

Highest Rank

Table 4: Final rankings/prioritization of measurable actions/outcomes (textual representation)

1. Increased relationships with people outside traditional community (Score: 124)
2. Washington is designated a "safe state" (Score: 116)
3. Olympia meets the Self-Sufficiency standard (income needed to support families of various sizes without additional help from the government, community, or other personal resources) (Score: 112)
4. Education on diversity and inclusion (Score: 107)
5. Improved resources for immigrants / non-English speakers (Score: 105)
6. Collaboration with schools (Score: 100)
7. Olympia is recognized as a national leader in Social Justice and Equity (Score: 86)
8. More media pieces on advocating Justice, Equity, Diversity and Inclusion (JEDI) (Score: 85)
9. Shifting beliefs and attitudes toward removing "stuck" hearts and minds (Score: 83)
10. Olympia is recognized as a diverse community (Score: 79)
11. Increased number of cultural businesses (Score: 75)
12. Better financial education (Score: 68)
13. Increase diverse participation in local cultural events (Score: 64)
14. Increase small businesses for all demographics (Score: 60)
15. Support structure for families with LGBTQ+ kids coming out (Score: 49)
16. Greater access to wealth (Score: 44)
17. Media/Art/Performance increased Messaging (Score: 41)
18. Increased participation in cultural events (Score: 20)

Achieving our Goals in 2025

Staff provided a recap of the positive experience in COLE as an example of the Commission “working well.” From there, Commissioners engaged in table discussions followed by plenary shareouts to identify desired attributes in future Commission work together.

Next Steps

Follow-up steps and further work are still needed before goals and actions can be finalized. The work conducted by SJEC on October 5 has narrowed the focus of the Commission’s desires to a point where the practicality of each idea—including feasibility, capability, jurisdiction, and cost—can be assessed. The next steps can explore how ideas named October 5 can become possible executable initiatives for the City.

Identified Next steps:

1. Staff will take the list of desired outcomes and explore possible approaches along with respective capability and feasibility impacts.
2. Staff will report back what they finds to SJEC.
3. SJEC will then consider staff’s findings and make recommendations to CLPS and City Council.