



Meeting Agenda

Social Justice & Equity Commission

City Hall
601 4th Avenue E
Olympia, WA 98501
Contact: Margo Morales
(360)753-8150

Monday, June 22, 2026

6:00 PM

Council Chambers, City Hall

1. CALL TO ORDER

1.A ROLL CALL

2. APPROVAL OF AGENDA

3. APPROVAL OF MINUTES

- 3.A** [26-0484](#) Approval of May 18, 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** [26-0483](#) Social Justice and Equity Commission Chair Election 2026

- 6.B** [26-0486](#) Discuss Draft Reimagining Public Safety Progress Report

Attachments: [Draft Reimagining Public Safety Summary Report](#)
[DRAFT Reimagining Public Safety Progress Tracker](#)

- 6.C** [26-0485](#) Approval of Draft Comment Letter on the Reimagining Public Safety Draft Progress Report

Attachments: [Draft Reimagining Public Safety Progress Report Comment Letter](#)

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 May 18, 2026 Social Justice and
Equity Commission Meeting Minutes

Agenda Date: 6/22/2026
Agenda Item Number: 3.A
File Number:26-0484

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

Title

Approval of May 18, 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

Monday, May 18, 2026

6:00 PM

Room 112, City Hall

1. CALL TO ORDER

Chair Robin Rosen-Evans called the meeting to order at 6:03pm

1.A ROLL CALL

Present: 7 - Chair Robin Rosen-Evans, Vice Chair Marianne Ozmun-Wells, Commissioner Fauziya Mohamedali, Commissioner Ceasar Plasencia, Commissioner Dr. Amna Qazi, Commissioner Jeremy Ruse and Commissioner Kieran Stilson

Excused: 2 - Commissioner Karin Arnold and Commissioner Kevin Mattison

2. APPROVAL OF AGENDA

The agenda was approved.

3. APPROVAL OF MINUTES

The was approved.

3.A [26-0367](#) Approval of the April 20, 2026 Social Justice and Equity Commission Meeting Minutes

The minutes were approved.

4. PUBLIC COMMENT - None

5. ANNOUNCEMENTS

Staff provided commissioners with a general reminder about attendance expectations for advisory body members as outlined in the Advisory Body Guidebook.

6. BUSINESS ITEMS

6.A [26-0365](#) Discussion of Recommendations Related to City Council Appointed Advisory Bodies

Discuss recommendations related to City Council appointed advisory bodies.

6.B [26-0366](#) Approval of Draft Comment Letter on Recommendations for City Council

Appointed Advisory Bodies

Approve the comment letter with amendments on recommendations for City Council appointed advisory bodies and forward it to the Community Livability and Public Safety Committee.

Aye: 7 - Chair Rosen-Evans, Vice Chair Ozmun-Wells, Commissioner Mohamedali, Commissioner Plasencia, Commissioner Qazi, Commissioner Ruse and Commissioner Stilson

Excused: 2 - Commissioner Arnold and Commissioner Mattison

7. REPORTS

Commissioners who attended the Thurston Forward DEIB Summit reported back on their experience.

8. OTHER TOPICS

Chair reminded commissioners that the next meeting is June 22, 2026.

9. ADJOURNMENT

Meeting adjourned at 7:59pm.

Upcoming

Accommodations



Social Justice & Equity Commission
Social Justice and Equity Commission Chair
Election 2026

Agenda Date: 6/22/2026
Agenda Item Number: 6.A
File Number:26-0483

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

Title

Social Justice and Equity Commission Chair Election 2026

Recommended Action

Move to elect a Social Justice and Equity Commission Chair and Vice-Chair.

Report

Issue:

Whether to elect a Chair and Vice-Chair to the Social Justice and Equity Commission.

Staff Contact:

Margo Morales, Community Engagement Program Specialist, City Manager's Office, 360.753.8150

Presenter(s):

Margo Morales, Community Engagement Program Specialist

Background and Analysis:

City advisory boards are represented by a chairperson, elected by their respective groups, that facilitates meetings of their board and act as a representative of the group to City Council.

The Social Justice and Equity Commission has agreed to have chair terms last one year and elections occur annually in the late spring/early summer. Currently the Chair Robin Rosen-Evans, and Vice-Chair is Marianne Ozmun-Wells.

Climate Analysis:

This is not expected to have an impact on greenhouse gas emissions.

Equity Analysis:

Having a chair and vice-chair will allow the Commission to function more effectively and efficiently move forward with the equity work of the Commission.

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) Elect a Chair and Vice-Chair
- 2) Elect a Chair and Vice-Chair at another time.

Financial Impact:

No known financial impacts

Attachments:

none



Social Justice & Equity Commission
Discuss Draft Reimagining Public Safety
Progress Report

Agenda Date: 6/22/2026
Agenda Item Number: 6.B
File Number:26-0486

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

Title

Discuss Draft Reimagining Public Safety Progress Report

Recommended Action

Discuss draft Reimagining Public Safety progress report.

Report

Issue:

Whether to discuss the draft Reimagining Public Safety Progress Report.

Staff Contact:

Margo Morales, Community Engagement Program Specialist, City Manager's Office, 360.753.8150

Presenter(s):

Margo Morales, Community Engagement Program Specialist

Background and Analysis:

In February 2021, in the wake of civil unrest and community calls for social justice, the Olympia City Council responded by launching a community-led process to reimagine the City of Olympia's public safety system.

A Community Work Group made up of eight community members, representing a cross-section of demographics, expertise, and lived experiences, led an 18-month effort to understand how Olympia community members experience public safety. The role of the Community Work Group was to learn about Olympia's public safety system; deeply listen to community members' experiences, concerns, hopes and dreams; and synthesize what they heard into a recommendation for the City Council.

The Olympia City Council formally accepted the Community Work Group's recommendations on December 6, 2022. The final recommendations include four guiding principles, five goals, 21 strategies and numerous actions.

Since the City Council accepted the Reimagining Public Safety recommendations, a comprehensive,

formal update has not been provided to them or the community. As part of the 2026 City Council work plan, a study session is planned to provide an update on implementation efforts; establish an annual process for prioritizing, tracking and reporting on shared goals and strategies identified in the recommendations.

The Reimagining Public Safety Recommendations were developed by a Community Work Group and continued community involvement in this work remains important. The original Community Work Group is no longer available to reconvene and provide feedback on the draft progress report. At this meeting, staff will present a draft progress report to the Social Justice and Equity Commission to gather community perspectives and feedback before bringing a final report to the City Council.

Climate Analysis:

This is not expected to have an impact on greenhouse gas emissions.

Equity Analysis:

The purpose of the Social Justice and Equity Commission is to advise the Council and staff and serve to enable those from historically marginalized communities to have a voice in City government. Their input on this draft report is an important part of ensuring that the work continues to move forward and represents our community's needs and values.

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) Discuss the draft Reimagining Public Safety progress report.
- 2) Do not discuss the draft Reimagining Public Safety progress report.
- 3) Take other action.

Financial Impact:

No known financial impacts result from this discussion.

Attachments:

Draft Reimagining Public Safety Summary Report
Draft Reimagining Public Safety Progress Tracker



City of Olympia
**Reimagining
Public Safety**
2026 Progress Report

Our Vision A Vibrant, Healthy, Beautiful Capital City



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DRAFT

Background

In February 2021, in the wake of civil unrest and community calls for social justice, the Olympia City Council responded with a community-led process to reimagine the City of Olympia's public safety system.

A Community Work Group made up of eight community members representing a cross-section of demographics, expertise, and lived experiences led an 18-month effort to understand how Olympia community members experience public safety. The role of the Community Work Group was to learn about Olympia's public safety system; deeply listen to community members' experiences, concerns, hopes and dreams and synthesize what they heard into a recommendation for the City Council.

The Olympia City Council formally accepted the Community Work Group's recommendations on December 6, 2022. The final recommendations include four guiding principles, five goals, 21 strategies and numerous actions.

Four Guiding Principles

The Work Group's recommendations included four guiding principles, committing that any decision or action taken...

- 1) Will not perpetuate or cause additional physical, psychological or economic harm to any member of the community;
- 2) Will be pro-equity and anti-racist in nature;
- 3) Will be based on meaningful collaboration and authentic engagement among everyone in the community; and
- 4) Will be based on the best available information and process will be measured and regularly reported to the community

Five Goals

In addition to the four guiding principles, the bulk of the Work Group's recommendations are broken down into five goals, 21 strategies, and numerous recommended actions.

Goal 1: Build trust and legitimacy in the City's public safety system

- Strategy 1.1: Center the City's public safety system on moving people towards wellness
- Strategy 1.2: Expand the role of community in the City's public safety system
- Strategy 1.3: Use data to regularly monitor outcomes and inform decision-making and strategies
- Strategy 1.4: Develop a healthy and inclusive workforce that reflects our community's values
- Strategy 1.5: Regularly and proactively communicate about public safety in Olympia

Goal 2: Reduce overall crime by addressing root causes

- Strategy 2.1: Develop and expand resources to address root causes of individuals engaging with the public safety system
- Strategy 2.2: Support successful community reentry and stabilization of justice-involved individuals

Goal 3: Acknowledge and correct the disproportionate impacts the public safety system has on marginalized community members

- Strategy 3.1: Work towards healing the community from harm created by the public safety system
- Strategy 3.2: Build authentic relationships with marginalized community groups
- Strategy 3.3: Develop equitable and anti-racist procedures, policies, and services
- Strategy 3.4: Expand and improve anti-racist and pro-equity training
- Strategy 3.5: Examine when and how to eliminate or significantly reduce fines and fees that are inequitable and have a disproportionate impact on low-income and marginalized groups

Goal 4: Reduce the number of individuals who connect initially and repeatedly with law enforcement and the criminal justice system

- Strategy 4.1: Expand the availability and use of unarmed crisis responders
- Strategy 4.2: Develop and expand pre-arrest and pre-bookings diversion programs
- Strategy 4.3: Offer restorative practices and transformative justice options
- Strategy 4.4: Expand the availability and use of therapeutic courts

Goal 5: Ensure the public safety system is accessible and responsive

- Strategy 5.1: Ensure the public safety system is accessible and supportive
- Strategy 5.2: Evaluate public safety system staffing levels
- Strategy 5.3: Improve the responsiveness of emergency services
- Strategy 5.4: Enhance coordination amongst different parts of the system, City and community-led response programs, and regional partners
- Strategy 5.5: Address conditions or situations that contribute to people feeling unsafe

Municipal Court and Jail Services Transition

Since the Council's acceptance of the Reimagining Public Safety recommendations, there have been several major updates to the City's public safety system, notably the closure of the Olympia City Jail and the transition of municipal court services to be contracted through Thurston County.

At the time the recommendations were developed, the City had its own municipal jail. The Olympia City Jail was used to house misdemeanor offenders. Built in the 1960's, it lacked many of the qualities a modern facility offers such as natural sunlight, outdoor recreation, and large open spaces. In 2023, the City closed its

jail and contracted with the Nisqually Jail for services. The newer Nisqually Jail facility offered the ability to house individuals in our care in a way that more aligned with the City's values than the older municipal jail facility.

Additionally, in February of 2026 the City transitioned its municipal court services to a regional model, facilitated by Thurston County District Court. It is important to acknowledge this transition and the immediate impact on availability of alternative courts, like Community Court. At the time of this report's publishing, therapeutic courts had not yet been established for Olympia with the District Court. Thurston County has committed to the Reimagining Public Safety goals and will continue to work with the City to move forward in establishing services that are in alignment with the goals and strategies of this plan. Representatives from Thurston County's district court along with the City's Prosecution and Public Defense presented an update to the City Council at a [May 12, 2026 study session](#), discussing the transition process, current services, and next steps.

2026 Progress Report

The Reimagining Public Safety recommendations were accepted by City Council in December of 2022. Since then, there have been periodic updates published on the City's website and the guiding principles and goals have been referenced in operational decision making, however there has not been a comprehensive update given to the City Council or the community on what actions have been taken across the system to move the work forward.

The purpose of this report is to provide the City Council and the community with a comprehensive update on the progress to date of moving forward the recommended strategies and actions within the Reimagining Public Safety goals across the City's public safety system.

Overview

Outlined in the following sections are selected updates from the five goals of the recommendations. To view a full detailed list of updates, please see the attached appendix. Within the updates, many actions with noted progress come from Goal 1 and Goal 5. When viewed holistically, the updates also fall into two major themes: strengthening and building relationships, and expansion of alternative services.

Through all parts of the City's public safety system, we also saw an intentional effort to build and strengthen relationships, and increase coordination with other partners in the system, service providers, and the public. Inside the City's public safety system, the Olympia Police Department and Olympia Fire Department have made an intentional effort over the last 5 years to increase joint training and improve coordinated response. This includes training on responding to individuals in crisis and active shooter training. Examples of increased coordination with regional public safety partners include the Olympia Fire Department's Assistant Chief of Emergency Medical Services (EMS) regularly attending the Criteria Based Dispatch (CBD) Quality

Assurance/Quality Improvement Committee, and the Olympia Police Department coordinating with local law enforcement agencies to establish a Special Investigations Response Team (SIRT).

Examples of expanded alternative services include the expansion of the Olympia Police Department's Crisis Response Unit (CRU) to include a downtown walking unit, and the Olympia Fire Department's launch of the Community Assistance and Education Services (C.A.R.E.S) program.

Goal 1- Build trust and legitimacy in the City's public safety system

The first goal of the Reimagining Public Safety recommendations is to build trust and legitimacy in the City's public safety system. The strategies for accomplishing this include regular assessment of outcomes, emphasis on wellness for staff and community members, and increase community participation in the system itself.

Strategy 1.1 – Center the City's public safety system on moving people towards wellness

The Olympia Police Department has emphasized the balance of compassion and accountability through the utilization and expansion of their Outreach Services programs like the Crisis Response Unit (CRU) and building relationships with service providers. There is also overlap with this action and the work the Prosecutor's Office has been doing toward increasing coordination within the system (Strategy 5.4). The Prosecutor's Office regularly connects with officers to collaboratively solve issues and recommend resources for individuals with a goal of moving people toward wellness and breaking cycles of repeated contact with the criminal justice system.

Strategy 1.2 – Expand the role of community in the City's public safety system

In 2024, the City Council accepted recommendations from the Social Justice and Equity Commission (SJEC) on Community Oversight of Law Enforcement. The recommendations included enhancements to the role of the Civilian Police Auditor, as well as the creation of a Community Policing Board. The Community Policing Board (Board) was established in 2025, with Council approving member appointments in September. In March of 2026 the Board had their first meeting with the Civilian Police Auditor and provided community perspective and feedback on the Auditor's first draft report.

Strategy 1.3 – Use data to regularly monitor outcomes and inform decision-making and strategies

In 2025, the Olympia Police Department’s data dashboard went live on the City’s Performance Measures web page, including data related to calls for service, response times, officer training, and Outreach Services. In 2026, the Olympia Fire Department also launched a data dashboard on the City’s web page with data on department response times, number of incidents responded to, and response reliability and performance.

Data is also a central part of the Civilian Police Auditor’s work in assessing police department use of force incidents and complaints investigations for indications of bias or racial profiling. Findings are included in their regular reports which are issued twice a year and are available on the City’s Police Oversight web page.

Strategy 1.4 – Develop a healthy and inclusive workforce that reflects our community’s values

Recruitment and retention of staff reflective of our community values has been a focus of both the Police and Fire departments. The Olympia Fire Department (OFD) has focused its recruitment efforts on local colleges with the aim of hiring staff representative of our community’s demographics. The Olympia Police Department (OPD) has attended a variety of recruitment events including events specifically for hiring women in law enforcement, and veterans career fairs. OPD has also focused on expanding multilingual staff with expansion of bilingual allowances for qualifying members of all their labor groups. Currently OPD has staff certified in Spanish, Portuguese, Russian and Mongolian.

Peer Support programs are also an important tool for staff wellness, and both OPD and OFD have grown their Peer Support networks in the past five years. OPD expanded their Peer Support team to include non-commissioned staff. OFD established their Peer Support policy in 2020 and has expanded their program to include 14 members. Both programs offer ongoing training and meetings for members of their Peer Support teams.

Strategy 1.5 – Regularly and proactively communicate about public safety in Olympia

Expansion of both formal and informal communication tools have been part of the actions addressed in this section by the Police and Fire Departments. The Olympia Fire Department (OFD) launched a Facebook page to better connect with the community around their work. The Olympia Police Department (OPD) also added a Facebook page to their social media presence, as well as dedicated web pages for information and data transparency related to the Unmanned Aerial Systems (UAS) and Flock Camera programs. The department ultimately ended the Flock camera program in 2025 in response to community concerns about the security of the program’s data and the program no longer being in alignment with the goals of the Reimagining Public Safety recommendations.

OPD regularly meets with community groups to share information and create opportunities for community members to ask questions and bring forward community concerns. The Neighborhood Policing and Outreach Services staff participate in a variety of neighborhood and community meetings, as well as host events like Coffee with a Cop. The Chief and executive level leadership team has also made an intentional effort to engage with community organizations and faith groups, particularly around community concerns like federal immigration enforcement activity and the City's sanctuary city resolutions.

The Civilian Police Auditor's contract also includes regular communication with the community about their work. In 2025, the City Council hired OIR Group to fill the role of Civilian Police Auditor. October of 2025 OIR Group and the newly established Community Policing Board co-hosted an open house for community members to learn more about their work, and share community perspectives and priorities with OIR Group.

In May of 2026, representatives from Prosecution, Public Defense, and the Thurston County District Court provided the City Council and community with a formal update on the transition of Olympia's court services and discussed future opportunities like establishing therapeutic courts for Olympia.

Goal 2 – Reduce overall crime by addressing root causes

This goal emphasizes reducing overall crime by addressing root causes and contains two strategies with a variety of suggested actions. Many of the recommended actions center around lobbying the state legislature for funding or State level reforms.

Strategy 2.2 - Support successful community reentry and stabilization of justice-involved individuals

The City's Public Defense is a current recipient of RCW 10.101 grant funds awarded by Washington State Office of Public Defense. Currently this funds a part-time Social Services Worker at 16 hours/week through mid-2027. This staff member connects justice involved defendants with services such as drug and alcohol treatment, mental health support, and housing support in an effort to remove barriers to stabilization.

With the City's transition to District Court there is now access to Mental Health Probation for individuals under court supervision. Prosecutors have the option to ask for individuals to be placed on Mental Health Probation, if appropriate, providing more hands-on support for individuals supporting them towards wellness and stabilization.

Goal 3 – Acknowledge and correct the disproportionate impacts the public safety system has on marginalized community members

The focus of the strategies in this goal is to address past harms, work towards healing and authentic relationships, and create a system that is anti-racists and equitable.

Strategy 3.1 – Work towards healing the community from harm created by the public safety system

Education around the disproportionate impacts the system has on marginalized community members is a central action under this strategy. The City continues to focus on education for staff to deliver systems that promote healing. Olympia’s Code Enforcement staff receive training provided by the Washington Association of Code Enforcement. Be the Culture’s presentation addressing “DEI as Customer Service: Evaluating Codes with Equity in Mind, Enhancing Compliance with DEI-Sensitive Education Practices” is an example of the types of trainings completed in the last few years.

OPD officers have also received training provided by the Washington State Criminal Justice Training Commission (CJTC) on a variety of topics, including, but not limited to:

- Introduction to the Historical Intersection of Race and Policing
- People First: Awareness, Challenges, and Response to Poverty and Recidivism
- Introduction to Indigenous Concepts and Culture
- LGBTQ+ Core Competency
- The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform

Strategy 3.2 – Build authentic relationships with marginalized groups

OPD Leadership are investing in relationship building with groups not traditionally engaged with law enforcement. Chief Parker prioritizes regularly meeting with faith-based organizations, community groups, and non-profits to learn and create opportunities for dialogue. She has most recently met with the Islamic Center of Olympia, Temple Beth Hatfilo, PFLAG, and the NAACP.

OPD’s Community Policing team continues to host and participate in community conversations and informal events. Examples of informal events are the annual pop-up popsicle distribution events at Olympia parks in the summer, Cocoa with a Cop events at Oly on Ice in the winter, and Coffee with a Cop at local coffee shops and multifamily housing community centers throughout the year.

Strategy 3.3 – Develop equitable and anti-racist procedures, policies, and services

The Olympia Police Department (OPD) regularly reviews and updates its policies and procedures and holds staff accountable to these standards. Two policies of note are [Policy 320- Standards of Conduct Policy](#) which was updated December 21, 2022 and [Police 318 – Interactions with Transgender Individuals](#) which was updated February 1, 2024.

Code Enforcement has also been committed to an intentional emphasis on ensuring that all people encountering the system are treated with respect, including respecting chosen names, pronouns and gender identity. An example of this is the relationship Code Enforcement has built with downtown community organizations. In the past, Code Enforcement cases with one of these organizations relied on infractions to gain compliance, but by consistently placing an intentional emphasis on respect, including respecting chosen names, pronouns and gender identity, and relationship building, recent complaints have been resolved through voluntary compliance leading to better outcomes for everyone involved.

OPD has also taken steps to improve accessibility for community members including partnering with community members on development of the Body Worn Camera Policy and creating resources like the department’s Deaf/Hard of Hearing Resource Card, and additional training on Deaf Awareness for officers. In 2026 the department also added Axon Translate services linked to officer’s body worn cameras to provide real time translation of over 50 languages.

Strategy 3.4 – Expand and improve anti-racist and pro-equity training

One of the specific actions recommended in this strategy is to emphasize de-escalation and non-violent methods of addressing conflict. Deescalation training is incorporated throughout Olympia Police Department (OPD) trainings, for example it is included in all the department’s reality-based training. OPD officers are also trained in deescalation through annual Crisis Intervention Training (CIT), Patrol Tactics In-Service (PTI), and Effective Communications. In 2024, officers also had the opportunity to receive specialized de-escalation training specifically for interactions with juveniles, in response to a recommendation from the Civilian Police Auditor.

Strategy 3.5 – Examine when and how to eliminate or significantly reduce fines and fees that are inequitable and have a disproportionate impact on low-income and marginalized groups

In 2024 the Olympia Police Department’s Records Division partnered with the City Clerks Office to align the Body Worn Camera and Public Records Request fee structures with best practice and other municipalities structures. Changes to the fee structure included:

- Improvements to how estimated fees are calculated upfront for requestors, and;

- Clarifying who qualifies for free records requests.

The updated fee structure was completed in September of 2024 and better ensures transparency by decreasing the amount time it takes staff to process BWC requests.

Goal 4 – Reduce the number of individuals who connect initially and repeatedly with law enforcement and the criminal justice system

The overall goal in this section is to reduce the number of individuals who connect initially and repeatedly with law enforcement and the criminal justice system. There are a variety of strategies and actions in this section focused on alternative response programs, therapeutic courts, and diversion programs. With the transition of the City’s court services to District Court, many of the recommended strategies and actions in this goal will be future opportunities in partnership with the District Court and other community partners.

Strategy 4.1 – Expand the availability and use of unarmed crisis responders

Since the Crisis Response Unit (CRU) team’s establishment as City employees in 2021, the Olympia Police Department has steadily grown the program and its services as part of the Outreach Services Division. In 2023, the CRU team expanded hours of service to include swing shift operations and in 2024, expanded the program to include a downtown Walking CRU unit. The expansion of CRU staffing and services provided additional opportunities for CRU team members to attend meetings with stakeholders and provide education on what the CRU team can and can’t do, and how to directly request CRU services.

Goal 5 – Ensure the public safety system is accessible and responsive

The highest percentage of actions addressed to date are part of the five strategies included in Goal 5 which centers around the public safety system being accessible and responsive. The strategies address conditions that contribute to people feeling unsafe, coordination in the system and with partners, responsiveness of services, staffing levels appropriate for community expectations of services, and the system being accessible and supportive.

Strategy 5.1 – Ensure the public safety system is accessible and supportive

In 2021, the City Prosecutor's Office hired a second victim advocate. Previously they were only able to provide support for victims of DV crimes. In alignment with the recommended action of expanding support available to

victims of all crimes, the additional victim advocate allowed the Prosecutor’s Office to expand their support for victims to include ‘general victim advocate crimes’ in August of 2021.

In 2023, the City transitioned to a contract with Nisqually Jail for misdemeanor jail services. Initially, there were challenges with ensuring that the public defenders could consistently access their clients that were housed at Nisqually in an efficient manner. The City’s Public Defense Program Manager, supported by the Olympia Police Department’s Operational Support Lieutenant, worked diligently with Nisqually to find additional avenues for efficient and consistent access to clients. As a result, there are now two dedicated zoom meetings scheduled each week, which provides public defenders the opportunity to schedule a confidential meeting on a zoom platform with their clients held in Nisqually jail.

In 2025 the Olympia Police Department’s detective’s unit launched an alternative reporting program for victims of sexual assault. “Seek Then Speak” is a confidential and interactive tool that helps adult (18 and above) survivors of sexual assault find information, explore support options, and begin the reporting process – on their terms. This provides a trauma-informed alternative that puts control back in the hands of survivors.

Strategy 5.2 – Evaluate public safety system staffing levels

Across the City’s public safety system, several assessments of staffing levels have been completed. In 2023 the Olympia Police Department conducted a staffing study which included recommendations for increased staffing levels. Based on that assessment, the City Council approved an additional nine police officer positions. The Crisis Response Unit (CRU) also saw an expansion to include swing shift coverage in April of 2023 and a dedicated downtown Walking CRU team established in 2024. An additional Familiar Faces Peer position was also created as a result of the staffing study, however due to budget challenges this additional position was never filled and needed to be eliminated in 2026. This remains an identified opportunity area for the future.

In 2025, The Olympia Fire Department completed their Community Risk Assessment and Standards of Cover, outlining the community needs relating to fire department performance and response.

In response to updated Washington State Supreme Court Standards for Indigent Defense, Public Defense adjusted workloads in 2025 by adding additional public defense case credits, increasing the case credit value, and reducing the number of maximum credits allowed per public defender. It is also responsive to the recommended actions in this section by ensuring manageable caseloads so that individuals and cases receive the time and attention needed.

Strategy 5.3 – Improve responsiveness of emergency services

In 2025, the Olympia Fire Department (OFD) completed a review of dispatch criteria related to Advanced Life Support (ALS) and Basic Life Support (BLS) calls for service. From 2024 to 2025 the OFD Deputy Chief of Operations also reviewed the department’s dispatch protocols and adjusted for the number of units and personnel responding to emergencies.

In March of 2023, the Olympia Police Department (OPD) worked with TCOMM to draft a response protocol for the Crisis Response Unit (CRU) team, helping guide dispatchers in utilization of CRU in responding to appropriate calls for service.

Improved responsiveness of emergency services also included expanding resources so that the response meets the level of need for community members. To this end, in 2023, OFD established their Community Assistance and Education Services (C.A.R.E.S) program, with the goal of supporting a healthier community and reduces reliance on the 911 system for non-acute concerns. OFD also began providing low acuity ambulance transport in 2024, creating an additional level of response to meet different levels of need from community members.

OPD also expanded their services to include Community Service Officers (CSO) who can respond to found property, assist with traffic control, and transports. The program initially included four CSOs positions, but in 2025 two positions were put on hold due to budget reductions. In 2026, those positions were reallocated and the department is actively seeking to fill the vacancies.

Strategy 5.4 – Enhance coordination amongst different parts of the system, City and community-led response programs, and regional partners

In alignment with this strategy, the Olympia Police (OPD) and Fire Departments (OFD) have invested in increasing their joint response training over the past five years, increasing the number of joint scenario-based trainings for critical incident responses. They also coordinated on establishing a new program and draft policies for Tactical Emergency Medical Services (TEMS) to improve their coordinated response.

OPD's Outreach Services, including the Crisis Response Unit (CRU) and Familiar Faces, have also intentionally focused on ongoing coordination with private and non-profit alternative and crisis response programs like Arrest and Jail Alternatives, Olympia Health and Recovery Services, and the Thurston County Resource Hub as examples.

Strategy 5.5 – Address conditions or situations that contribute to people feeling unsafe

The City's Code Enforcement Program has focused on partnerships with other departments and programs to address property maintenance standards and keeping public spaces clean. They partner with the Clean Team on debris removal. The [Clean Team](#) is a City program responsible for supporting general upkeep and cleaning in and around public spaces, primarily focused on Downtown Olympia. Code Enforcement staff meet biweekly with the Clean Team supervisor to ensure problem areas are being addressed effectively and Clean Team is supported in clarification of property lines related to clean up requests.

Code Enforcement also emphasizes education and working with property owners to address complaints through voluntary compliance. One example of this was a property where the residents were involved in a

domestic violence case being investigated by the Olympia Police Department (OPD), while also generating code complaints contributing to their neighbors feeling unsafe. Code Enforcement worked with OPD to prioritize the physical safety of the victim and allow them time to work through a protection order, while helping neighbors to understand the plan for addressing their code complaints with the property owner. Code Enforcement then followed up and worked with property owners to understand and work through the maintenance standards.

Future Opportunities

There were many future opportunities identified around data collection and application, particularly where there are limitations with current report writing and data collecting software. The Police Department is actively pursuing a new records management system that would be more flexible in allowing the department to effectively collect additional data beyond the federal requirements, as well as more inclusive collection of gender data. The software is anticipated to allow OPD to analyze additional demographic information, such as Hispanic/Latino as an ethnicity. OPD also recognized that although there is already a mechanism in place to collect hate crime data, there is an opportunity for the department to provide more community education on hate crimes and how to report them.

Part of the contracted scope of services with Thurston County for court services includes the utilization of therapeutic courts. Reestablishing therapeutic courts for Olympia cases is an opportunity aligned with Goal 4 and will be a collaborative effort between City and District Court staff, including Prosecution and Public Defense. Increased staffing in the City Prosecutor's office to support establishment of therapeutic courts and traffic enforcement is an additional opportunity to address community needs and expectations. Additional information on this opportunity is available in the [May 12, 2026 Council Study Session](#).

In alignment with the Olympia Police Department's staffing study, the department has identified the hiring of additional Familiar Faces peers would increase the program's ability to serve some of the most vulnerable members of our community.

Next Steps

The next step will be to bring City staff together to discuss potential priority areas in continuing to move this work forward. This will include utilizing the feedback from the Social Justice and Equity Commission, refinement of data used to guide decision making, and assessment of available resources. Staff are also committed to a regular cadence of reporting back to Council and the community on this work.



City of Olympia
Reimagining Public Safety
2026 Progress Report / July 2026

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Reimagining Public Safety

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Goal 1: Build trust and legitimacy in the City's public safety system

Strategy 1.1: Center the City's public safety system on moving people towards wellness

Action	Deliverable	Department	Staff	Status	Notes
Clearly define the components of the public safety system and what community members need to feel safe (health, emergency response, policing, housing, courts, etc.)					
Establish a vision, mission and values for the City public safety system that reflects our community					
More clearly identify the City's role in relationship to community organizations and non-profits, and regional partners					
Establish a vision, mission and values for the City public safety system that reflects our community	2021 Updated Mission, Vision, Values statements	Fire	Chief Flowers/Whitney Ramirez	Complete	Mission "Respond rapidly, with highly trained professionals to mitigate emergencies for our community. We are dedicated to reducing risk through prevention, fire and medical education and disaster preparedness." Vision "To be good stewards of the resources entrusted to us. To continually invest in safety and long term well-being of our firefighters. To provide vital information, education and training. To leverage equipment and technology for increased efficiency. To critically review and improve our service delivery." Values "Professionalism - Commitment to excellence"
Establish a vision, mission and values for the City public safety system that reflects our community	2024 Updated Mission, Vision, Values statements with a focus on strengthening community trust	Police	DC Brady / Whitney Ramirez	Complete	Mission "The Olympia Police Department provides services, builds partnerships, and enhances public safety to strengthen community trust and improve quality of life for current and future generations." Vision "A safe and vibrant community for all." Values "Teamwork, accountability, compassion and integrity."
Establish a culture that eliminates bureaucracy and centers the needs of real people in the development and implementation of processes and services					
Balance compassion and accountability; hold individuals responsible and accountable in a safe, relational and equitable way when laws are violated to influence behavior and assist individuals in moving towards wellness.	OPD balances the need for compassion through Outreach Services or other community resources with the need to also hold certain behaviors accountable. OPD has worked hard with service providers to find other resources for individual when feasible to avoid incarceration when possible.	Police	DC Brady	Ongoing	Also see Strategy 5.4

Strategy 1.2: Expand the role of community in the City's public safety system

Action	Deliverable	Department	Staff	Status	NOTES
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Public safety staff regularly meet with and listen to community members to understand and be responsive to their needs; invest in more collaboration on identifying public safety challenges and solutions.	OPD staff attend regular meetings with community members, businesses, and other community groups to work collaboratively on issues.				Examples: monthly Regional Retail Theft meetings with area business and other law enforcement agencies, Neighborhood Association meetings, visits with local faith communities.
Establish a civilian/community member oversight model for the entire public safety system that meets the needs of the community	2025 established Community Policing Board	City	Margo Morales	Complete	Recommendations from the Community Oversight of Law Enforcement process accepted by City Council in July 2024. Included changes to Police Auditor scope of work, and established Community Policing Board. The purpose of the board is to ensure Olympia Police Department accountability and transparency.
Evaluate how to engage the community in developing and/or reviewing public safety policy. Regularly share, review, and learn from data with the community.					
Gather with community members for visioning opportunities, ways to think outside-the-box, and identify impactful and systemic changes					

Strategy 1.3: Use data to regularly monitor outcomes and inform decision-making and strategies

Action	Deliverable	Department	Staff	Status	Notes
Track and report on data for race/ethnicity, gender, gender identity, economic status, sexual orientation, age and disability status to better understand disparities and areas of concern	The current records management system does not allow flexibility in what demographics data it collects. It is something that we are aware of and are working on efforts within our new system to see if this will be possible with the new program.	Police	DC Brady	Exploring for future transition to new records software	
Include Hispanic/Latino as a race, rather than a separate category for ethnicity.	This is a federal reporting issue and not something that we are able to change in our current reporting systems. It is something that we are aware of and are working on efforts within our new system to see if this will be possible with the new program.	Police	DC Brady	Exploring for future transition to new records software	
Gender data will be trans-inclusive in accordance with the City's resolution protecting transgender and non-binary people.	OPD is very mindful in the narrative of the reports to use trans-inclusive language and document how community members choose to be identified. Part of our reporting for federal requirements does not allow us to accurately reflect this in the data, but in our communications with community members and in our narratives we are very mindful.	Police	DC Brady	Ongoing	OPD has been very mindful in our training and use of inclusive descriptors. Records management software is limited in what data can be collected, OPD but has made changes to training and expectations for reports to ensure the narratives are inclusive.
Collect data with sensitivity to the power dynamics involved in who's asking, and always include an option not to disclose.					
Data should be disaggregated and analyzed along multiple lines of identify intersections					
Collect data on individuals included in Community Court and other diversion programs, including numbers and demographic data on who is and is not being diverted.					
Enhance the ability to report and collect data on hate crimes and other associated statistics and develop proactive strategies to address hate crimes.	OPD collects data on hate crimes	Police	DC Brady	Ongoing/Future Opportunity	The mechanism for reporting and tracking is in place., however the department recognizes that there could be more community education on what a hate crime is and how to report it.

Collect data on racial profiling.	Civilian Police Auditor assess for indications of bias in uses of force as part of their regular auditing function. Findings are included in their regular reports.	City Manager's Office	Margo Morales	Ongoing	Link to Annual Report covering 2025.
Regularly validate data through independent analysis and share those results with the community	In 2024 Council accepted recommendations from the Social Justice and Equity Commission on an expanded role of the Civilian Police Auditor. Police Auditor reviews all use of force incidents as well as complaints and provides a mid year and annual report to Council on their findings with recommendations for policy and training updates.	City	Margo Morales	Ongoing	OIR Group was hired in May 2025 to fill the expanded role. Community Policing Board established in Fall 2025 to support the work of the auditor, providing community perspectives on their work. See link above to Police Auditor's report.
Share regular data reports and/or dashboards with the community.	2025 OPD Launched a data dashboard as part of the City's ClearPoint data page	Police	DC Brady	Complete	Updated annually
Share regular data reports and/or dashboards with the community.	2026 OFD Launched a dashboard on ClearPoint data page	Fire	Chief Flowers	Complete	Will likely add more metrics in the future but started with four. Data updated annually
Establish success metrics for all public safety system programs and use data to increase efficiencies and effectiveness in all parts of the system.					
Proactively seek out new ways to collect data, including enhancing data collection and sharing with Thurston County and the State of Washington,					

Strategy 1.4: Develop a healthy and inclusive workforce that reflects our community's values

Action	Deliverable	Department	Staff	Status	Notes
Develop a comprehensive, inclusive, and innovative recruitment strategy to diversity the City's public safety system staff to be more representative of community demographics.	OFD increased recruitment and engagement with local community colleges and universities to hire staff representative of community demographics	Fire	Chief Flowers	Ongoing	OFD also occasionally partners with Thurston County Medic One on recruitment events. Most recently participated in recruitment events at Pierce College, Tacoma Community College, and Central Washington University
Develop a comprehensive, inclusive, and innovative recruitment strategy to diversity the City's public safety system staff to be more representative of community demographics.	OPD strives to hire the best qualified applicants while being ever mindful of the need to enhance diversity. OPD strives to recruit diversity in our staff and this can be seen in an examination of recent hiring that includes many diverse individuals.	Police	DC Brady	Ongoing	In past couple years attended career events at OHS> CHS. SPSCC, CWU, UW Tacoma, WSU and career events specifically for Women in Law Enforcement (UW Tacoma) and Veterans Career fairs at JBLM.
Recruit and hire more multilingual staff.	Hired more multi lingual staff in the last few years. Also bilingual allowances for staff that qualify <i>Guild, Teamsters, Sgts</i>	Police	DC Brady / Whitney Ramirez	Ongoing	Currently - Spanish, Portuguese, Russian and Mongolian
Hire, retain and promote staff that are in alignment with the culture and values of our city; demote and remove staff that are not in alignment.	Promotional processes intentionally included community members from SJEC/Community Policing Board etc.	Police	DC Brady	Ongoing	Members of the Community Policing Board and Social Justice & Equity Commission have participated in the most recent lieutenant promotion process, and sergeant promotion process to ensure alignment with community values and increased community participation in law enforcement.
Hire, retain and promote staff that are in alignment with the culture and values of our city; demote and remove staff that are not in alignment.	OPD has focused heavily on our hiring and recruitment to ensure staff values align with the values of our city. This is further promoted through our rigorous training programs.	Police	DC Brady	Ongoing	

Develop a comprehensive, trauma-informed, trauma-responsive and holistic approach to ensure public safety system staff safety, health and wellness.	In the past 2-3 years worked very hard to increase staff health and wellness. Joined The Counseling Team International (TCTI) to provide free mental health services to employees. Also added new health screening program called Sigma Tactical. Sigma Tactical provides advanced screening to look for signs of cardiac or other medical related issues with employees.	Police	DC Brady	Complete	
Explore more ways to help ensure public safety staff feel safe and supported when they are on-and off-duty.	OPD Peer Support expanded their program to include civilian staff.	Police	DC Brady	Complete	Initial training for members joining the team, annual meeting of all peer support team members, other trainings as available (Per Lonnie), TCTI provided some training too (per Lt Frailey)
<i>Explore more ways to help ensure public safety staff feel safe and supported when they are on-and off-duty.</i>	Expansion of the OFD Peer Support Program	Fire	Chief Flowers	Complete	Program started in 2019 and established a policy in 2020. The department has intentionally expanded the program in the past few years and now has 14 members. They meet quarterly as a team and participate in trainings as well as County level training opportunities twice a year.
<i>Explore more ways to help ensure public safety staff feel safe and supported when they are on-and off-duty.</i>	City offers Ready Rebound benefit services to improve staff access to care after on the job injury, and facilitate faster recovery and return to work.	Human Resources	Whitney Ramirez	Complete	Started with OFD in 2019 and incrementally expanded until all City staff included in 2025
Look at offering early retirement or other transition opportunities in response to the toll that strenuous conditions, burnout, and stigma can have on staff members.					
Create a culture in which public safety staff challenge themselves to always be a curious, innovative, and learning organization.	OPD encourages staff to always be learning and seeking training opportunities for growth. OPD has focused heavily on training to make sure staff is on the forefront of learning. Chief Parker has implemented opportunities for employees to make suggestions for changes that will be thoroughly reviewed and considered by the administration.	Police	DC Brady	Ongoing	City has had a long history of investing in OPD officer training. See dashboard for training hrs. over the past few years... All officers have at least 80hrs of training available per year compared to the state requirement of 24hrs.

Strategy 1.5: Regularly and proactively communicate about public safety in Olympia

Action	Deliverable	Department	Staff	Status	Notes
Ensure the community has easy, reliable, clear, timely, and accessible access to City public safety information.	OPD added a Facebook page to their social media presence to increase regular communication with community (established in Feb 2024)	Police	DC Brady	Complete	Social media - Facebook, Instagram, X, Neighbors, Nextdoor.
<i>Ensure the community has easy, reliable, clear, timely, and accessible access to City public safety information.</i>	UAS Web page - post information to the website on about each usage of UAS generally within a week. Flock transparency portal - provided monthly reports on FLOCK usage, including types and number of cases as well as success stories. Flock page was sunset after the program was ended.	Police	DC Brady	Complete	Link to UAS website
<i>Ensure the community has easy, reliable, clear, timely, and accessible access to City public safety information.</i>	OFD added a Facebook page to increase regular communication with community in 2023	Fire	Chief Flowers	Complete	OFD looking at additional and alternative tools to increase their ability to communicate with the community.

Host meetings and share information in spaces where people already gather; use community partner networks and connections to share and gather information more effectively.					
Ensure cultural humility and fairness in official statements, publications and web content.					
Establish and regularly report on clear metrics of success for all public safety programs and services.	OFD Dashboard launched in 2026 on the City's performance and budget page	Fire	Chief Flowers	Complete	Dashboard includes four measures: number of calls, responses, performance and reliability
Ensure easy and regular access to crime statistics.	OPD Data Dashboard includes crime stats, as does OPD weekly update	Police	DC Brady	Complete	Dashboard launched in 2025, additional measures added in 2026 for a total of 11 measures.
Provide more education to the community on what the municipal public safety system can do with regards to enforcement, investigation, prosecution and sentencing.					
Regularly acknowledge and share with the community the challenges associated with public safety; helping the community to understand the intersections amongst different parts of the system, mental health, economic disparity, substance use, etc. Regularly share the innovations, the progress made on addressing issues, and achievements of the staff, programs, and apartments within the City's public safety system.	OPD regularly communicates with many community groups regarding these challenges. Particularly through Community Policing and Outreach Services (neighborhood meetings, Community Academy, Coffee with a Cop)	Police	DC Brady	Ongoing	In 2025 the Neighborhood Police attended 98 meetings and events with non-profits, community groups, neighborhood organizations, businesses and service organizations. Chief Parker also attended meetings with local faith based groups, non-profits and community organizations.
Close the loop whenever the public is engaged - do a better job of letting them know how their input is used and draw clear connections to decisions, and changes in policies and programs.					
<i>Other related</i>	Council Study Session with representatives from the District Court, Prosecution, and Public Defense to update the City Council and community on the transition of Olympia's court services.	Courts/ Prosecution/ Public Defense	Bryanna Pinkston / Diane Whaley	Complete	Link to Council Study Session Recording

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Goal 2: Reduce overall crime by addressing root causes

Strategy 2.1: Develop and expand resources to address root causes of individuals engaging with the public safety system

Action	Deliverable	Department	Staff	Status	Notes
Promote the safety of the houseless community by expanding access to low-barrier transitional and temporary shelter and supportive housing options while reducing unlawful encampments.					
Lobby the state legislature for funding for a Mental Health Crisis Facility to provide a resource for people diverted away from the criminal system or in need of additional crisis support.					
Lobby the state legislature for funding to establish and operate long-term mental health care facilities to divert individuals away from the jail or hospital and reduce the likelihood of them being released back onto the street with little or not connection to care.					
Lobby for reforms to the mental health system to allow for people to be committed without consent when they are a danger to themselves or others.					
Coordinate across government and non-governmental programs to proactively address the substance use disorder and overdose crisis in way that moves people towards stabilization, recovery and wellness.					
Explore innovative policy around decriminalization of substances and safe supply to address the overdose crisis					
Lobby the state legislature for funding for more substance use disorder treatment facilities with capacity to accept individuals immediately					

Strategy 2.2: Support successful community reentry and stabilization of justice-involved individuals

Action	Deliverable	Department	Staff	Status	Notes
Remove systemic barriers to stabilization (ex. Access to supportive housing, affordable housing, employment, etc.)	Public Defense has had a grant with Washington State Office of Public Defense since 2018 for a part time, 16 hour per week Social Services Worker.	Public Defense	Diane W	Ongoing	Public Defense actively pursues this grant every year to maintain this position. The Social Services Worker connects justice involved defendants with services such as drug and alcohol, mental health, housing, etc.
Ensure the planning and resourcing for reentry is strongly aligned and in collaboration with existing local non-governmental organizations.					
Provide supportive living environments where individuals have peer support and can establish community.					
Prior to release, prioritize establishing permanent supportive housing for chronically houseless individuals with mental health and/or substance use disorders.					
Invest in developing new opportunities for formerly justice-involved individuals to achieve stability through economic opportunity, including education, technical skills training and/or entry-level employment.					

<p>Develops way for community members that are incarcerated with the Department of Corrections and/or Thurston County to work with City-employed peer counselors to connect with reentry services and develop a comprehensive reentry plan well before reentering the community.</p>					
<p><i>Other related</i></p>	<p>In 2026, Mental Health Probation became available to Olympia through the District Court.</p>	<p>Courts/Prosecution</p>	<p>Bryanna Pinkston</p>	<p>Ongoing</p>	<p>With the transition to the County for court services, City Prosecutors can request that individuals needing additional mental health support can be placed on Mental Health Probation, instead of traditional Probation, to provide additional hands on support. This is a new opportunity since transitioning court services to Thurston County District Court.</p>

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Goal 3: Acknowledge and correct the disproportionate impacts the public safety system has on marginalized community members

Strategy 3.1: Work towards healing the community from harm created by the public safety system

Actions	Deliverable	Department	Staff	Status	Notes
Acknowledge the historical wrongs perpetrated by the public safety system.					
Acknowledge the disproportionate impacts the public safety system has on marginalized community members.					
Educate public safety staff in the disproportionate impacts the system has on marginalized community members.	OPD has had numerous required CJTC trainings on these topics to include: LGBTQ+ Core Competency; The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform; People First: Awareness, Challenges, and Response to Poverty and Recidivism; Understand the Diversity and Complexity of Asians and Asian American Communities; Introduction to the Historical Intersection of Race and Policing; Who are Sikhs?; Introduction to Indigenous Concepts and Culture.	Police	DC Brady	Ongoing	
Educate public safety staff in the disproportionate impacts the system has on marginalized community members.	Continued DEI training/annual conferences/ongoing discussions	Code Enforcement	Dalton	Ongoing	Washington Association of Code Enforcement hosted 2022 DEI training presented by Be Culture. Training titled "DEI as Customer Service, Evaluating Codes with Equity in Mind, Enhancing Compliance with DEI-Sensitive Education Practices"
Engage with historically marginalized community members to co-create a comprehensive plan for how to repair relationships and work towards healing the community from harm and trauma associated with the public safety system.	OPD is actively emphasizing this work by meeting with different groups throughout our community to build relationships and work toward healing. Chief Parker participated in many meetings hosted by local faith centers particularly focused on responding to community concerns in the past year.	Police	DC Brady	Ongoing	Some examples are the Islamic Center of Olympia, Temple Beth Hatfilo, PFLAG, and the NAACP

Strategy 3.2: Build authentic relationships with marginalized community groups

Actions	Deliverable	Department	Staff	Status	Notes
Commit to regular meaningful engagement with a diversity of community groups throughout the year to intentionally learn about their cultures, interests, perceptions and concerns.	Chief Parker has heavily emphasized this throughout the last year meeting with very diverse groups throughout our community. Community Policing and Outreach Services also supporting this work, meeting with various community groups.	Police	DC Brady	Ongoing	

Host and participate in community conversations, special events, gatherings, service projects or informal activities with community members.	Coffee with a Cop, Pop up events in summer at local splash parks	Police	DC Brady	Ongoing	
Provide resources to support and/or leverage existing information gatherings and events as opportunities to make connections and build relationships.					
Collaborate on reporting hate crimes, sharing public safety data and identifying solutions.					

Strategy 3.3: Develop equitable and anti-racist procedures, policies, and services

Actions	Deliverable	Department	Staff	Status	Notes
Use data and community input to understand, communicate and educate about the disproportionate impacts the public safety system has on marginalized community members					
Regularly audit all existing policies and procedures using a pro-equity and anti-racist lens.	OPD Policy Committee regularly reviews and updates policies and procedures. Civilian Police Auditor also includes recommendations for policy and procedure updates based on their findings.	Police/City	DC Brady/ Whitney Ramirez/ Margo Morales	Ongoing	
Use an equity framework to evaluate all new operational changes, policies, and programs.	City developed an equity framework, launched January 2 2023, for staff to use when working on changes to policies, programs, and moving forward projects.	City	Keli Drake	Complete	Equity statements should be included in all staff reports coming before Council.
Proactively and regularly engage with professional organizations that promote and educate about equitable and anti-racist public safety.	Chief Parker and the administration have had meetings with NAACP and other groups, and plan to continue having meetings with these groups to work collaboratively.	Police	DC Brady	Ongoing	Some examples are the Islamic Center of Olympia, Temple Beth Hatfilo, PFLAG, and the NAACP
Ensure that all people encountering the public safety system are treated with respect, including respecting chosen names, pronouns, and gender identity.	OPD policy requires and addresses this issue. OPD regularly trains and encourages our employees to always be respectful. OPD members are held accountable to our policies when in violation of these standards.	Police	DC Brady	Ongoing	Policy 318 - Interaction with Transgender Individuals was updated February 1, 2024 and Policy 320 - Standards of Conduct was updated December 21, 2022
<i>Ensure that all people encountering the public safety system are treated with respect, including respecting chosen names, pronouns, and gender identity.</i>	Code Enforcement has strongly focused on respectful communication, technical competence, and solution-oriented thinking. "Education before enforcement"	Code Enforcement	Dalton	Ongoing	Example: Relationship with a downtown community organization embodies this. Initial contact in 2021 had to rely on infractions to gain compliance with codes. Code Enforcement emphasized relationship building with this group, specifically through respectfully communication and emphasis on respecting preferred names and pronouns. Have had ongoing success supporting the group with addressing code complaints. Most recent interaction in 2025 were resolved through voluntary compliance, resulting in better outcomes for everyone involved.
Ensure the system is fully accessible for all community members, including those with a disability, who are neurodivergent and/or have a language barrier.	OPD has hired many bilingual speakers as well as contracts with Language Line to provide interpreter services to assist in communication where language barrier exists. In 2025 OPD completed 8 hr. training on Deaf Awareness and in 2026 moved to Axon Translate that interprets in real time more than 50 languages through officer's body cameras.	Police	DC Brady	Ongoing	Other recent related work includes officer training on interacting with community members with a disability, neurodivergence, etc. OPD also met with stakeholders in the development of it's BWC policy in 2022. In 2020 the Community Policing Division collaborated with Deaf/Hard of Hearing resource group in Olympia to develop a resource card to help with officer communication with deaf/hard of hearing drivers on traffic stops.

Ensure the system is fully accessible for all community members, including those with a disability, who are neurodivergent and/or have a language barrier.	Translation of Code Enforcement documents as-needed to support clear communication with customers.	Code Enforcement	Dalton	Ongoing	This service has been available through the State for sometime, however Code Enforcement recently became aware. They started using the State's contracted translation services in 2025 to support communication with customers on an as-needed basis
Provide culturally and linguistically appropriate translation services, outreach and education to ensure the community understands the public safety system and how to use its services.					

Strategy 3.4: Expand and improve anti-racist and pro-equity training

Actions	Deliverable	Department	Staff	Status	Notes
Expand and improve on anti-racist and pro-equity training requirements and opportunities for all public safety system staff.					
Communicate the value of anti-racist and pro-equity training and connect that value back to the overall City and public safety system vision and values.					
Include inter-cultural development and an understanding of equity in staff evaluations, and professional growth and development plans (e.g. Intercultural Development Inventory).					
Intentionally create opportunities for staff to engage in formal and informal learning experiences (outreach, volunteering, recreational activities, etc.) with community members who are different from them.					
Ensure staff have ongoing safe and supportive spaces and resources for continued pro-equity and anti-racist learning, processing, and dialogue.					
Review existing training for inherent bias, reinforcing outdated practices and methods that are not in line with our city values.					
Emphasize de-escalation and non-violent methods for addressing conflict.	OPD Officer trainings regularly include de-escalation. The department offered a specialized de-escalation training for interactions with juveniles in 2024	Police	DC Brady	Ongoing	Juvenile de-escalation training was in alignment with recommendation from Police Auditor. Deescalation is woven into all department reality based training. All Use Of Force curriculum incorporates Reality Based Training.

Strategy 3.5: Examine when and how to eliminate or significantly reduce fines and fees that are inequitable and have a disproportionate impact on low-income and marginalized groups

Actions	Deliverable	Department	Staff	Status	Notes
Prioritize eliminating or significantly reducing fines and fees for individuals who are unable to pay.					
Join with other municipalities and/or a statewide system for waiving or resolving fees to help people become relicensed.					
Reform the bail process to address the lack of equity for individuals experiencing poverty.					

<p>Improve coordination amongst departments and record-keeping to prevent onerous and inappropriate assignment of fees.</p>	<p>Aligned Body Worn Camera and Public Records Request fee structure with best practices adopted by other municipalities. Previous fee structure was not aligned with best practice. Ensuring transparency and responsive access to records. Ensure that the system is designed to serve everyone.</p>	<p>Police/City Clerks Office</p>	<p>DC Brady</p>	<p>Complete</p>	<p>September of 2024 - Partnership between the City Clerks Office and OPD Records Staff to bring the fee structures into alignment with best practices.</p>
<p>Streamline the process to resolve fines and fees to prevent them from escalating and avoid an individual needing to navigate the court system.</p>					

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Goal 4: Reduce the number of individuals who connect initially and repeatedly with law enforcement and the criminal justice system

Strategy 4.1: Expand the availability and use of unarmed crisis responders

Actions	Deliverable	Department	Staff	Status	Notes
Provide more training to emergency call center/911 operators on how to identify community needs that may be handled by non-law enforcement responders.					
Use technology solutions to provide or known alternative responders to be called when an individual is experiencing a mental health crisis; this can include case workers, family members, peer navigators, mental health professionals, etc.					
Provide education on what the Crisis Response Unit can and can't do when responding to a call.	Community Policing and Outreach Services regularly share with community at meetings/events about CRU's role in the system	Police	DC Brady/Ren Emerson	Complete/Ongoing	In 2025 the Crisis Response Unit attended 10 community events to increase awareness about the program and their services. The Neighborhood Policing Unit also regularly shares about CRU when attending neighborhood and community meetings.
Ensure the public has a direct way to request the Crisis Response Unit.	CRU can be requested directly by contacting Dispatch.	Police	DC Brady/Ren Emerson	Complete	Call non-emergency dispatch or 911. NPOs frequently share with community on how to access CRU services. Dispatch will still triage the call so if not appropriate to send CRU will send a different resource.
Explore co-response models that include embedding a social workers with first responders.					
<i>Other related</i>	C.A.R.E.S program established in 2023. Short term case management services. Serves as a pathway/connection point between emergency services and applicable social service programs	Fire	Chief Flowers	Complete	The C.A.R.E.S. team strives to support a healthier community and reduce reliance on the 911 system and local emergency departments for non-acute concerns.
<i>Other related</i>	OPD has in-house Designated Crisis Responder (DCR) - Model is primarily Alternative Response but as needed can co-respond with Officers/CRU	Police	DC Brady/Ren Emerson	Complete	Original pilot program contract with Olympic Health and Recovery Services (OHRS) in February 2021. Full contract started in September 2021. Provides better follow up and response times. Creates better outcomes for individuals.

Strategy 4.2: Develop and expand pre-arrest and pre-bookings diversion programs

Actions	Deliverable	Department	Staff	Status	Notes
Prioritize diversion options first; wherever possible, don't exclude people because of their prior criminal history.					
Create more diversified options for diversion prior to an arrest.					
Build a more robust and available network of services to meet the needs of individuals that are being diverted.					
Ensure that required activities within diversion (e.g., domestic violence treatment) are available locally.					

Make diversion requirements available at low or no cost to participants.					
Expand partnerships with community-based non-profit organizations to create more opportunities to resolve cases before filing and after charges are filed.					
Regularly evaluate partners being used for diversion programs and ensure that they are not creating barriers to participants being able to use or succeed within their programs.					
Use the LEAD diversion model to provide intensive case management services in lieu of charging and booking individuals who have committed low level drug crime and "nuisance crimes," and have continual repeat contact with law enforcement due to their behavioral health issues and poverty.					
Develop a resource for mediation to respond to non-criminal activity or situations that do not require a mental health response.					

Strategy 4.3: Offer restorative practices and transformative justice options

Actions	Deliverable	Department	Staff	Status	Notes
Learn about and offer safe and equitable restorative justice practices where victims and offenders can choose to be involved in structured conversational processes where a victim can voice how they have been affected and the offender to take full responsibility and be present for the development of a restitution agreement,					
Access local and state resources to educate the community about restorative and transformative justice practices.					

Strategy 4.4: Expand the availability and use of therapeutic courts

Actions	Deliverable	Department	Staff	Status	Notes
Expand the availability and eligibility for Community Court.					
Establish additional evidence-based therapeutic courts, such as Substance Use Court, Mental Health Court and Veteran's Court as an intervention option that provides supervision, accountability and access to treatment services.					

Reimagining Public Safety

Guiding Principles

- Will not perpetuate or cause additional physical, psychological or economic harm to any member of the community
- Will be pro-equity and anti-racist in nature
- Will be based on meaningful collaboration and authentic engagement among everyone in the community
- Will be based on the best available information and progress will be measured and regularly reported to the community

Goal 5: Ensure the public safety system is accessible and responsive

Strategy 5.1: Ensure the public safety system is accessible and supportive

Actions	Deliverable	Department	Staff	Status	Notes
Proactively develop materials and tools that help community members understand better how to navigate the public safety system.					
Expand support available to victims of all crimes, including those without a suspect, to help them access the system, navigate the system and take the necessary steps to help remedy their situation.	In May 2021 hired a second victim advocate. Prosecution now has two full time advocates expanding capacity to support victims.	Prosecution	Bryanna Pinkston	Complete/Ongoing	Previously were only doing DV crimes. With the additional staff support they were able to expand to "general victim advocate crimes" in August of 2021
Ensure victims and defendants can get ready access to reports, filings and other documents they need to understand the status of and expedite their case (e.g., police reports).	Public Records information is readily available and information is provided on OPD's website for how to obtain reports and information.	Police	DC Brady	Complete/Ongoing	Implementation of Body Worn Cameras (BWC) created a new position within Records dedicated to responding to requests, and created an additional IT support position to support digital records. See additional notes on fee structure related to BWC in Strategy 3.5
Invest in a municipal facility that supports crisis resolution, detox, medical respite for the houseless and support and space for diversion and therapeutic court options.					
Ensure that individuals in the jail have safe and equitable access to their public defenders, and support service providers.	As of February 2026, public defenders now have two allotted days per week for one hour each to allow confidential client meetings via Zoom with Olympia inmates housed in Nisqually Jail.	Public Defense	Diane Whaley	Complete/Ongoing	Lt. Wyllie at OPD and Diane have worked extensively over the last year to improve access to council. This includes many steps that have been taken with the Nisqually Jail to include more access to tablets and set hours to provide access and support.
<i>Other Related</i>	In 2025 OPD detectives launched an alternative reporting program for victims of sexual assault. "Seek Then Speak" is a confidential and interactive tool that helps adult (18 and above) survivors of sexual assault find information, explore support options, and begin the reporting process - on their terms.	Police	DC Brady	Complete	Over 80% of sexual assault survivors choose not to report their experiences to law enforcement—often due to fear they will not be believed or that the process will retraumatize them. Seek Then Speak provides a safe, trauma-informed alternative that puts control back in the hands of survivors.

Strategy 5.2: Evaluate public safety system staffing levels

Actions	Deliverable	Department	Staff	Status	Notes
Evaluate current public safety system staffing levels in relationship to the growing community needs and expectations for moving individuals towards wellness, expanding the collection and use of data and enhancing call responsiveness.	Completed Community Risk Assessment and Standards of Cover at the end of 2025. This document outlines the community needs relating to fire department performance and response.	Fire	Chief Flowers	Complete	
<i>Evaluate current public safety system staffing levels in relationship to the growing community needs and expectations for moving individuals towards wellness, expanding the collection and use of data and enhancing call responsiveness.</i>	OPD staffing study was completed in 2023 and published in 2024. Recommendation was made for increased staffing levels. City Council approved an additional 9 police officer positions.	Police	DC Brady	Complete/Ongoing	Also recommended the expansion of Familiar Faces and an additional position was funded. Then, based on City budget the position was frozen, and ultimately cut for 2026.
<i>Evaluate current public safety system staffing levels in relationship to the growing community needs and expectations for moving individuals towards wellness, expanding the collection and use of data and enhancing call responsiveness.</i>	Expansion of CRU to include swing shift coverage in April 2023 and Walking CRU in January 2024	Police	DC Brady/Ren Emerson	Complete	

Evaluate current public safety system staffing levels in relationship to the growing community needs and expectations for moving individuals towards wellness, expanding the collection and use of data and enhancing call responsiveness.	Increase staffing in City Prosecutor's office to support traffic enforcement and establishment of therapeutic courts.	Prosecution	Bryanna Pinkston	Future Opportunity	
Ensure appropriate staffing to be response to community expectations for engagement, transparency and reporting, and communications.					
Review and implement policies for staffing levels that ensure manageable court caseloads in which individuals and cases can receive the time and attention needed, with an emphasis on parity between prosecution and public defense.	The City has added additional public defense case credits to ensure compliance with the Washington State Supreme Court's Standards for Indigent Defense to ensure manageable caseloads for public defenders so that criminal cases can receive the time and attention needed.	Public Defense	Diane Whaley	Complete/Ongoing	Case credit value has been increased along with a 10% reduction in maximum case credits allowed per public defender.
Review and implement policies for staffing levels to ensure call responsiveness is appropriate to call volume and needs as established using data.					

Strategy 5.3: Improve the responsiveness of emergency services

Actions	Deliverable	Department	Staff	Status	Notes
Increase the coordination and training for 911 dispatchers to ensure the right response entity is dispatched to a call for service.	The Assistant Chief of Emergency Medical Services (EMS) regularly attends Criteria Based Dispatch (CBD) – Quality Assurance/Quality Improvement Committee. In 2025 they completed a review of dispatch criteria related to Advanced Life Support (ALS) and Basic Life Support (BLS) calls for service.	Fire	Chief Flowers	Ongoing	
Increase the coordination and training for 911 dispatchers to ensure the right response entity is dispatched to a call for service.	OPD worked with TCOMM to draft a response protocol for our CRU team and TCOMM works hard to dispatch calls to CRU as appropriate.	Police	DC Brady	Complete	March of 2023
Right-size the response to the situation; start with the lowest level of department and staffing response needed to assess and respond to the situation.	From 2024 to 2025 the Dept. Chief of Operations reviewed run cards and made adjustment for the number of units and personnel responding to emergencies	Fire	Chief Flowers	Complete	Run Card: Structured, often computerized, dispatch protocol that predetermines which emergency units respond to specific locations based on incident type and severity. It ensures the closest/most appropriate resources are deployed.
Right-size the response to the situation; start with the lowest level of department and staffing response needed to assess and respond to the situation.	OPD strives to adequately staff calls for service with appropriate resources and to use CRU as appropriate. This is an ongoing effort.	Police	DC Brady	Ongoing	Police Auditor Workplan includes looking at opportunities for additional or more collaborative use of CRU and will make recommendations in their 2026 report
Right-size the response to the situation; start with the lowest level of department and staffing response needed to assess and respond to the situation.	OPD has implemented Community Service Officers (CSO) to respond to traffic control, found property, transport assistance, etc. OPD plans to work on expanding the response of CSOs as appropriate and subject to labor negotiations.	Police	DC Brady	Ongoing	Two positions were temporarily frozen in 2025 due to budget. Actively working to fill vacancies in 2026 (total of 4 CSO positions)
Ensure that public safety system staff are responding to calls from community members, acknowledging requests and consistently following up with individuals					
Expand and resource the types of services that can be provided by unarmed peer responders or an appropriate service provider to meet the level of need.	The Olympia Fire Department began providing low acuity ambulance transport by staffing two Aid Units that are staffed by two firefighter/EMTs.	Fire	Chief Flowers	Complete	Started in 2024, started billing in October 2024
Explore creation of a civilian investigation unit to respond to low-level property crimes and other situations in which people do not feel safe interacting with law enforcement.					
Establish clarity on what program and/or responders community members should contact for different public safety situations and needs; provide clear information and instructions for the community.	Community members should contact TCOMM - who is the point of contact and has criteria for connecting the right response to the need. This information is regularly shared at community meetings and on social media educational posts.	Police/Fire	DC Brady/Chief Flowers	Complete/Ongoing	OPD and OFD continue to work with TCOMM to adequately identify the best response for situations. The primary contact for all services is through TCOMM via the emergency or non-emergency lines and they work to triage calls to the appropriate response. Officer and supervisors have the ability to also triage calls and shift calls to other resources such as CRU or OFD C.A.R.E.S. OPD has ensured that TCOMM has in clear instructions on how CRU should be dispatched.

Connect frequent and persistent users of the 911 system to long-term, holistic case management that can better address those individuals' behavioral and emotional health needs.	Familiar Faces Program (FF) established in late 2018 as contracted employees. Became City staff in March 2021. Department staffing study in 2024 recommended the addition of another peer, however due to budget the additional position was ultimately cut.	Police	DC Brady/Ren Emerson	Ongoing	Due to current capacity for OPD Familiar Faces staff, they partner with community services like Community Catholic Services' AJA Peer navigators to support community members.
Connect frequent and persistent users of the 911 system to long-term, holistic case management that can better address those individuals' behavioral and emotional health needs.	OFD Cares Program established in 2023. The C.A.R.E.S. team strives to support a healthier community and reduce reliance on the 911 system and local emergency departments for non-acute concerns. CARES program staff regularly engage with high utilizers of the 911 system to provide access to resources	Fire	Chief Flowers	Complete	

Strategy 5.4: Enhance coordination amongst different parts of the system, City and community-led response programs, and regional partners

Action	Deliverable	Department	Staff	Status	Notes
Organize the City's unarmed responders into a new "Community Safety Response" Department outside of the Police Department that would include, for example, Crisis Response Unit and Familiar Faces.					
Enhance ongoing coordination amongst the alternative and crisis response teams operating in the city, including both public and non-profit: Arrest and Jail Alternatives Program, Familiar Faces and Crisis Response Unit.	OPD Outreach Services has regular meetings with AJA, Downtown Stakeholders (Walking Patrol, Downtown Guides, AJA, Intercity Transit), Downtown Vibrancy, and Fusion. OPD Outreach Services regularly coordinates and shares information with AJA, OHRS, UGM, Interfaith, OFD CARES, Franklin Harm Reduction Center, Providence Street Med, Downtown Guides, Clean Team, Resource HUB, Family Support Center, Hope & Healing, CYS, APS, Catholic Community Services, DDA, and Intercity Transit.	Police	DC Brady/ Ren Emerson	Ongoing	2024 highlights: Alternative Mobile Services Association, Co-Responder Outreach Alliance, Peer Olympia, Arrest and Jail Alternatives (AJA), Olympic Health and Recovery Services (OHRS) Council of State Government (CSG), Thurston Co Resource Humb, Criminal Justice Training Commission. 2025 highlights: Co-Responder Outreach Alliance (CROA), Peer Olympia, AJA, OHRS, CSG, Thurston Co Resource Hub, Providence Street Medicine, Law Enforcement Action Partnership (LEAP) From Ren's List...
Physically co-locate with community partners engaged in public safety response (e.g., Arrest and Jail Alternatives Program).					
Ensure that contracts with community organizations to provide public safety support include a living wage for employees.					
Strengthen regional cooperation amongst law enforcement agencies that may co-respond or work closely with Olympia to help ensure our community's innovative and community-drive approaches are recognized and utilized by others.	This is an ongoing effort with all of our partner law enforcement agencies. See notes section for examples of recent regional cooperative efforts.	Police	DC Brady	Ongoing	Examples of cooperative efforts: Reginal Detectives Meetings including all Thurston County LE agencies. Re-establishing regional CompStat meetings. In July 2025 established the Special Investigations Response Team (SIRT) addressing regional crime trends. In 2022 established Regional Organized Retail Theft meetings with local retailers and local LE agencies.
Work closely with the local hospitals to identify more effective approaches to treating, holding and releasing individuals experiencing a mental health and/or substance use crisis.					
<i>Other related - coordination amongst different parts of the system</i>	OFD & OPD have done joint trainings for decades, however in the past 5 years there has intentional emphasis on joint reality based training for critical incidents and public order responses.	Police/Fire	DC Brady / Chief Flowers	Ongoing	Training Examples: Active shooter training, Public Order training, hyperactive delirium training. Draft policy provided by Lt Wylie. These trainings are not just theoretical response plans in a classroom, but are hands on reality based trainings to improve coordinated responses and outcomes for the community. Established a new program and draft policies in 2021 for Tactical Emergency Medical Services (TEMS). Also established Hyperactive Delirium Protocol for coordinated response to individuals in crisis.
<i>Other related - coordination amongst different parts of the system</i>	In the last two years working to strengthen relationships with OPD, attending trainings and being a resource for officers to ask questions and collaboratively solve issues. Improves outcomes for victims, defendants (improved access to resources)	Prosecution	Bryanna Pinkston	Ongoing	

Strategy 5.5: Address conditions or situations that contribute to people feeling unsafe

Actions	Deliverable	Department	Staff	Status	Notes
Expand the Neighborhood Policing unit so that officers not dedicated to responding to 911 calls can spend more time developing relationships with community members and addressing emerging issues of concern.	Due to staffing challenges, OPD has not been able to expand the unit. However the department maintains committed to the unit and its work in spite of staffing challenges as evident in their community engagement data.	Police	DC Brady	Ongoing	For the last few years the NPO unit has not been consistently fully staffed do to patrol staffing needs as well as budget impacts with a staff positions eliminated at the end of 2024. In spite of these challenges the NPO team has remained committed to developing relationships and attending community meetings and events. 2022: 207 events 2023: 248 events 2024: 234 events 2025 161 events
Continue to invest in debris removal and maintaining clean public spaces and rights-of-way.	Code Enforcement focus heavily on safe and walkable streets and sidewalks. Partner with Clean Team on debris removal	Code Enforcement	Dalton	Ongoing	Meet weekly or at least biweekly with Clean Team supervisor to ensure problem areas are resolved, property lines clarified, and that the work gets done.
Proactively work with private owners, providing technical assistance, incentives, grants, etc., to increase property maintenance standards.	Share information, resources, and treat situations as a partnership with community members and stakeholders rather than just an expectation from the government	Code Enforcement	Dalton	Ongoing	Example: Cross-departmental work with OPD on a nuisance property where there was also a domestic violence case. Shared appropriate information with neighbors regarding the situation and provided victim with time to work through a protection order prioritizing their safety and security before following up about property maintenance standards and working on that portion.
Expand the staffing and hours for the Police Walking Patrol and/or other models to increase support for public safety in Downtown.	2024 established Walking CRU team for downtown. On foot and present in the downtown core	Police	DC Brady	Complete	
Response quickly and proactively to neighborhood concerns (ex. Newly established encampments, illegal dumping, etc.)	City's CORE Team meets bi-weekly to discuss issues. Frequent contact and collaboration with other departments ensures effective coordination.	Code Enforcement/Police	Dalton/DC Brady	Ongoing	CORE Team consists of Homeless Response, Neighborhood Police, Clean Team, Parking Enforcement, Code Enforcement. Invite other departments/teams as relevant to upcoming projects. Plan to create the CORE team was pitched March of 2022 with first meeting following later that year.



Social Justice & Equity Commission
**Approval of Draft Comment Letter on the
Reimagining Public Safety Draft Progress
Report**

Agenda Date: 6/22/2026
Agenda Item Number: 6.C
File Number:26-0485

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

Title

Approval of Draft Comment Letter on the Reimagining Public Safety Draft Progress Report

Recommended Action

Move to approve draft comment letter on the Reimagining Public Safety Draft Progress Report.

Report

Issue:

Whether to approve a comment letter on the Reimagining Public Safety Draft Progress Report.

Staff Contact:

Margo Morales, Community Engagement Program Specialist, City Manager's Office, 360.753.8150

Presenter(s):

Margo Morales, Community Engagement Program Specialist

Background and Analysis:

At the Social Justice and Equity Commission's (SJEC) June 22, 2026 meeting, commissioners will discuss a draft progress report on the implementation of recommendations from the Reimagining Public Safety process.

The Reimagining Public Safety Recommendations were developed by a Community Work Group and continued community involvement in this work remains important. The Social Justice and Equity Commission is being asked to provide community perspectives and feedback on the draft report before a final report is presented to the City Council.

The purpose of this agenda item is for the Social Justice and Equity Commission (SJEC) to approve a comment letter summarizing their discussions and feedback on the draft Reimagining Public Safety

Progress Report and forward it to the City Council.

Climate Analysis:

This is not expected to have an impact on greenhouse gas emissions.

Equity Analysis:

The purpose of the Social Justice and Equity Commission is to advise the Council and staff and serve to enable those from historically marginalized communities to have a voice in City government. Their input on this draft report is an important part of ensuring that the work continues to move forward and represents our community's needs and values.

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 the draft comment letter
- 2) Make amendments to the draft comment letter and approve the letter as amended.
- 3) Do not approve the draft letter. This would mean SJEC feedback is not directly included in the information provided to City Council.

Financial Impact:

There is no cost associated with the action.

Attachments:

Draft Reimagining Public Safety Progress Report Comment Letter



To: Olympia City Council

June 22, 2026

Honorable Mayor Payne and City of Olympia Councilmembers,

On December 6, 2022 the Olympia City Council formally accepted the Reimagining Public Safety Recommendations. These recommendations were developed through an 18-month process led by a Community Work Group. The original Community Work Group is no longer available to reconvene and provide feedback on the draft progress report. Continued community involvement in this work remains important. The Social Justice and Equity Commission discussed the draft Reimagining Public Safety Progress report at their June 22, 2026 meeting. This letter is intended to share with you the Commission's discussions regarding the draft report.

The Commission's discussion centered around the following topics:

- Insert comments here

We appreciate the opportunity to provide feedback on the draft Reimagining Public Safety Progress report, provide community perspectives, and continue to support community involvement in the work of Reimagining Public Safety.

Best Regards,

Robin Rosen-Evans, Chair
Social Justice & Equity Commission

RR:mm

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