



The purpose of this framework is to guide how the Social Justice and Equity Commission fulfills its mission and supports the advancement of equity in the City of Olympia.

The following Objectives, Strategies and Potential Action Areas were informed by the Experiences of Discrimination Report and the 2024 and 2025 Commission Retreats.

Objectives

- Increase people feeling welcome in Olympia
- Increase trust between the City and historically marginalized groups
- Increase diverse perspectives in City decision making
- Increase access to City programs and services

Strategies

- Relational engagement: building long-term relationships with community groups and community members, focused on building trust through consistent connection rather than focusing on transactional outcomes.
- Serve as a bridge between community members, resources and service providers.
- Commissioners participate in community events to connect with and support community members and listen and gather input to inform commission workplan priorities.
- Identify and reduce systemic barriers within City programs and services.
- Engage with youth and young adult organizations like Youth Council to encourage participation in local government.

Potential Action Areas (based on the Experiences in Discrimination Report)

- Housing Policy
- Community Involvement in Law Enforcement
- City Programs & Services
- Connecting people with local resources

