



City of Olympia's Equity Strategic Plan Update

November 2025



“Success is not about reaching the goal itself. It’s about who we become in the process.”

- Niki Jones

Equity Strategic Plan

- Equity is not just policy – it's leadership in action
- The plan aligns our internal culture with community equity commitments.
- “Walking the talk” inside our City government strengthens public trust.

The greatest of a community is most accurately measured by the compassionate actions of its members.

- Coretta Scott King

Equity Strategic Plan

Developed from workforce information gathered from:

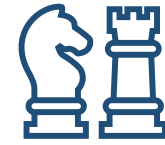
- ✓ Staff interviews
- ✓ City-wide survey
- ✓ Departmental meetings
- ✓ Ongoing staff feedback



Strategy is not a lengthy action plan. It is the evolution of a central idea through continually changing circumstances.

-Jack Welch

Strategic Goals



- Employees feel valued and included.
- Hiring, policies, and processes are consistent and aligned with diversity, equity, inclusion, belonging.

What you get by achieving your goals is not as important as what you become by achieving your goals.
-Zig Ziglar

Vision & Values



- An inclusive, supportive, respectful workplace.
- Guided by Olympia's values: Compassion, Integrity, Effectiveness.
- Anchored in First Order Principles: addressing inequities, leadership accountability, sustainable systems, lifelong learning.

**Vision
without
action is
merely a
dream.**

- Joel A.
Barker

Key Strategies



1. Staff feedback formalized in decision-making.
2. Strengthening DEIB throughout the City.
3. Tools, resources and know-how to embed equity and inclusion throughout the Workforce lifecycle and City operations.
4. Transparent, standardized operational processes.
5. Wellness and flexible scheduling for staff.

**A vision
without a
strategy
remains an
illusion.**

- Lee Bolman

Actions & Outcomes 2026

Actions	Outcomes
1. Create Employee Feedback Workgroup 2. Collect data 3. Launch feedback mechanisms	Formalized staff feedback included in decision making.
1. Train and support leadership 2. ID executive sponsors for ERGs 3. Create ongoing reporting from ERGs to E-Team	Strong and resourceful employee resource groups.
1. ID Departments for internal equity teams 2. Train staff on ESP goals & strategies 3. Create departmental workplans	Departmental DEIB teams tackling universal and unique DEIB goals.

The way to maximize outcome is to focus on the process.
- Seth Klarman

Where we will begin



1. Assess, create, and support employee feedback mechanisms – *so staff voices continue to be heard and utilized.*
2. Establish clear standards and strong support for Employee Resource Groups – *so staff have communities where their voices can influence the City's work.*
3. Create 1-2 Departmental DEIB Teams- *so the work we are creating captures the unique needs of our departments.*

Trust the
magic of new
beginnings.
-Unknown

Next Steps

Launch of ESP

Sept – Nov 2025

BEAT charter
revision

Oct-Nov 2025

Work
Sub-group
formation

December 2025

Work begins

January 2026



Launch of ESP

Sept – Nov 2025

Sept. 4th: E-Team presentation

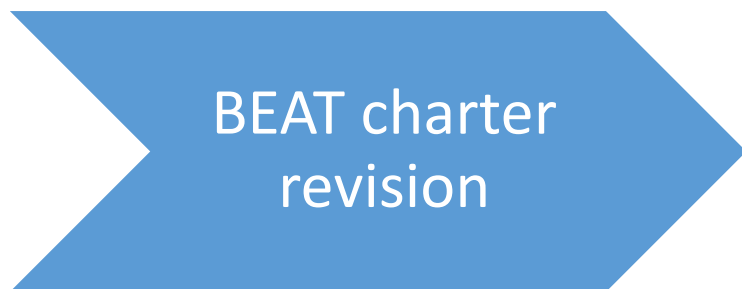
Sept. 11th: ESP launch at Employee Recognition

November 10th: Council Presentation

November 17th: InsideOly ESP Launch

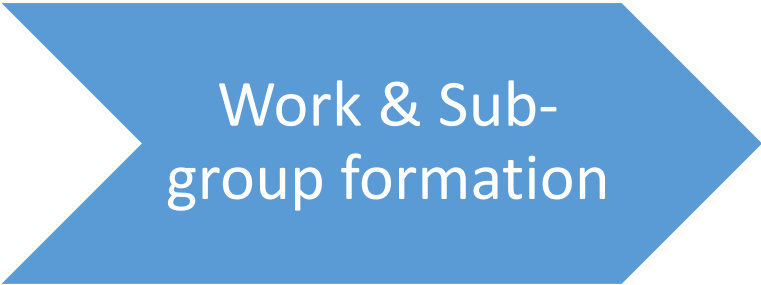
December 1st : Social Justice & Equity Commission

Next Steps



Oct-Nov 2025

Review and revise BEAT charter for clarity, roles, expectations, and accountability



Work & Sub-group formation

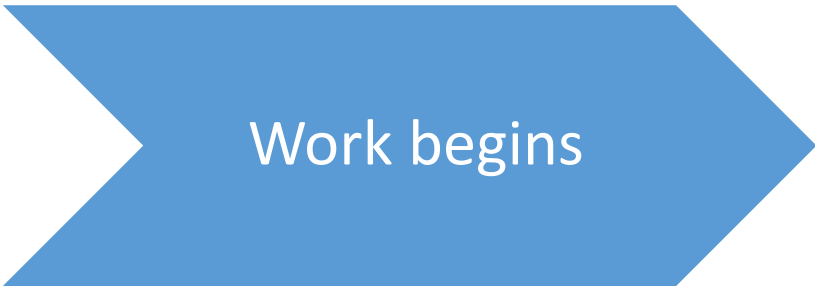
December 2025

- Identify Staff Feedback workgroup members from across the City for workgroup
- Build steps for workgroup and sub-groups

Identified sub-groups:

- Data gaps/creation/utilization
- Developing performance measures
- Training/resources identification and creation
- Communications
- Dashboard

Next Steps



Work begins

January 2026 - Onward

- Workgroups and subgroups begin work
- Training and orientation to process for work including leadership expectations and accountability
- Focused work on strengthening ERGs begins

Belonging and Equity Action Team

- **Amber Coleman** (Legal)
- **Amelia Layton** (CPED)
- **Amy Stull** (OPARD)
- **Andrea Windmeyer** (Strat Comm)
- **Jay Burney** (City Manager)
- **Joshua Channey** (CPED | HRU)
- **Katherine Trahan** (CMO)
- **Kittredge Mullikin** (IT)
- **Kym Foley** (PW)
- **Mark Hartley** (CPED)
- **Mark Rains** (Clerk's Office)
- **Regina Adams** (HR)
- **Salvador Orozco** (PW)
- **Sarah Jones** (Finance)
- **Suki Bell-Sullivan** (CPED)
- **Valerie Roberts** (OPARD)
- **Zulaika Kim** (CPED)
- **BEAT LEAD: Keli Drake** (DEI Coordinator)

Former Members:

- **Aaron Ficek** (OPD)
- **Aiesa Johnston** (CPED)
- **Brian Hegge** (OPD)
- **Carrie McCausland** (Strat Com)
- **Cassie Hall** (CRU)
- **Cassie Wood** (CRU)
- **Daisha Versaw** (CPED)
- **Dawn Carvalho** (CMO)
- **Erik Gonzalez** (CPED)
- **Jacob Theis** (OPD)
- **Javier Sola Del Vigo** (OPD)
- **Kevin Bossard** (OFD)
- **Laura Keehan** (OPARD)
- **Taylor DeFrees** (MSW intern)
- **Tiffany Hieronymus** (OFD)
- **Toby Levens** (OFD)
- **Virginia Wilford** (Finance)

BEAT

Questions?

The Belonging and Equity Action Team (BEAT) at

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