



Community Discrimination Assessment

Community Discrimination Assessment - Project Overview

Last Revised: 1/17/2023

WHAT	The Social Justice and Equity Commission will oversee an assessment of discrimination within Olympia to discover what types of discrimination are most prominent or most harmful, what interventions may be effective, and general attitudes and opinions.
PURPOSE	To inform the Commission's work through gaining a better understanding of local experiences of discrimination. This will help the commission develop a strategy in carrying out one of its key purposes: to respond to discrimination, alleviate the harm it causes, and work towards reducing and ultimately eliminating discrimination.
HOW	<p>The assessment will be developed by engaging stakeholders through a survey and/or focus groups, as well as reviewing existing data sources.</p> <p>The City's Project Manager will solicit, retain, and guide the work of a consultant to:</p> <ul style="list-style-type: none">• Develop a methodology• Seek input from community partner organizations• Develop and conduct the survey and/or focus groups• Analyze the results and write the assessment report• The consultant will work regularly with City staff and the Commission to ensure the direction of the work reflects the needs of the City. <p>This community assessment will support that work by:</p> <ul style="list-style-type: none">• Using a heart centered and trauma informed approach to engagement• Using the latest methodology, best-in-class research and communication tools to develop and conduct the assessment.• Addressing the unique needs of all the populations we are working with• Creating a metric that can be used as a baseline to compare against in future assessments.
WHO	<p>The process will be led by the Diversity Equity Inclusion Program Manager on behalf of the Social Justice and Equity Commission. Other participants will include:</p> <ul style="list-style-type: none">• Selected Consultant

	<ul style="list-style-type: none"> • Office of Performance and Innovation • Community Partner Organizations, TBD • Communication Services
WHEN	<p>December 2022</p> <ul style="list-style-type: none"> • Consultant selection <p>January 2023</p> <ul style="list-style-type: none"> • Finalize consultant contract <p>February/March</p> <ul style="list-style-type: none"> • Kickoff meeting • Meet with partner organizations and key stakeholders <p>March</p> <ul style="list-style-type: none"> • Initial research and decisions in approach • Develop assessment research instrument(s) <p>April</p> <ul style="list-style-type: none"> • Coordinate with Communications on internal and external messaging <p>June</p> <ul style="list-style-type: none"> • Launch and promote the assessment <p>July</p> <ul style="list-style-type: none"> • Data analysis <p>August</p> <ul style="list-style-type: none"> • Create a Community Discrimination Assessment Report <p>September</p> <ul style="list-style-type: none"> • Share Findings
OUTCOMES	<p>The goal of this assessment will be to inform the work of the Commission by gaining a better understanding of experiences of discrimination in Olympia and to develop guiding principles and values that can support decision making. This may include:</p> <ul style="list-style-type: none"> • What types of discrimination (housing, employment, etc) are most prominent • What kinds of interventions would be most effective • Public perception on different kinds of discrimination • Perception of the City

	<ul style="list-style-type: none"> Any areas of concern that the City should address.
PEOPLE & ROLES	<p>Project Manager - Diversity Equity Inclusion Program Manager (Tobi Hill-Meyer)</p> <p>Staff Team - Strategic Planning and Performance Manager (Stacey Ray)</p> <p>Staff Team - Strategic Communications Manager (Carrie McCausland)</p>
PROJECT CONTACT	<p>Tobi Hill-Meyer, DEI Program Manger – Office of Strategic Initiatives</p> <p>thill@ci.olympia.wa.us</p> <p>(360) 753-8285</p>