

COMMUNITY CONVERSATIONS | OVERVIEW

Updated: 4/6/21

WHAT	2021 Community Conversations to Shape Recommendations on Social Justice and Equity Commission Name, Make-Up, Focus and First-Year Work Plan
PURPOSE (WHY)	To listen to community members most impacted by social and institutional injustice, helping inform the focus of a new commission that can advise City Council, City Executive leadership and City staff on how to best decolonize and eliminate heteropatriarchal White supremacy in City government.
WHO	<p>Smaller focus groups: Focus groups of Olympia residents who collectively reflect a demographic population or group. Participants will be identified and invited by the Founding Members Work Group and the City's Equity and Inclusion Coordinator.</p> <p>Community-wide conversation: Residents responding to a community-wide invitation made via press release and direct shares with organizational contacts.</p>
WHEN	<ul style="list-style-type: none">• Focus Group: Black, Indigenous, and People of Color; April 24, 2021 from noon to 3 p.m.• Focus Group: Black, Indigenous, and People of Color, LGBTQ+; April 29, 2021 from 5 to 8 p.m.• Focus Group: Black, Indigenous, and People of Color, Immigrant; May 1, 2021 from noon to 3 p.m.• Focus Group: Black, Indigenous, and People of Color, Differently-Abled; May 8, 2021 from noon to 3 p.m.• Focus Group: Black, Indigenous, and People of Color, Unstably Housed; May 15, 2021 from noon to 3 p.m.• City-Wide Conversation: May 22, 2021 from noon to 4 p.m.
WHERE	Online – Zoom
HOW	Racial healing circle format led by Fernell Miller, Founding Members Work Group and members of the Equity Institute when needed.
ROLES	City Council: Listen; uphold the authenticity and validity of the process and its outcomes; appoint Commission members; and approve the Commission's first work plan.

	<p>Equity and Inclusion Coordinator: Coordinate and co-lead the process; listen to conversations; extend invitations to partner organizations and participants; liaison (and provide updates) to City Council and Executive staff; develop key communication messages; and serve as liaison and resource to the newly formed Commission.</p> <p>Founding Members Work Group: Co-lead the process; invite a broad variety of viewpoints and life experiences into the community dialogue; extend invitations to partner organizations and participants; host conversations and listen to participants; seek out learning opportunities; share out what's being heard and learned throughout the process and use it to guide formation of the new Commission.</p> <p>Facilitators: Within community-wide conversation and focus groups, provide a safe, welcoming and comfortable space so that participants can engage in a thoughtful and respectful dialogue; support and empower Founding Members Work Group to lead the process; help to ensure that participants' stories, concerns and ideas are honored and captured so as to be fully considered and reflected in the process outcomes.</p> <p>Community Partners: Help expand the Founding Members Work Group's reach to engage with marginalized and oppressed groups in our community; help ensure the voices, life experiences and perspectives they know and represent are included in the community dialogue; and partner as co-hosts in helping to provide safe and welcoming spaces in which to host the community-wide conversations and focus groups.</p> <p>Data Analyst(s): Provide recommendations on input collection; review all input received throughout the process; sort and analyze for patterns, themes, and key findings; and summarize and report on the findings.</p>
INTENTION	<ul style="list-style-type: none"> ● Building greater trust and collaboration among City government and traditionally underrepresented and marginalized groups; ● Elevating the voices of community members whose lived experiences have consistently, persistently and historically been marginalized, erased and ignored. ● Ensuring marginalized community members, with an emphasis on Black, Indigenous and People of Color, have more than equitable influence on forming this commission and in turn on the Commission's ability to influence the City Council and City leadership; ● Creating opportunities for learning together across differences; ● Inspiring meaningful individual steps towards a more equitable quality of life for all community members; and

	<ul style="list-style-type: none">● Fostering a stronger and more broad-based collective investment in systemic and long-lasting change.
MORE INFO	<p>Olivia Salazar de Breaux Equity and Inclusion Coordinator osalazar@ci.olympia.wa.us (360) 753-8343 www.engage.olympiawa.gov</p>