



Forming a New **Social Justice & Equity Commission**

To create a more equitable, just and thriving community, the City of Olympia is forming a Social Justice and Equity Commission. Community members who are Black, Indigenous and People of Color are leading the community conversations to shape the Commission's formal name, membership, terms, priorities and first-year work plan.

Community involvement lays the groundwork for a successful Commission

The future Commission will take on a heavy load; countering oppression to create an anti-racist government is a formidable challenge. To succeed, the Commission must be built on solid relationships and well-informed plans for action. Olympia's community members are leading this foundational work. We are grateful to Olympia's residents who have offered their trust and optimism to engage in the process. City of Olympia council, leadership and staff are committed to making good on their investment.

The process centers community members who have been left at the margins

The process to form the Commission focuses on the people who usually don't engage with the City. To start building better relationships with these community members, creating the Commission centers their ideas and interests. The Founding Members Work Group provides the leadership to make this possible. With their support, we are learning from Olympia's communities most impacted by injustice and oppression, the same communities the future Commission will represent.

Creating a more equitable, just and thriving community

Standing up an equity commission is part of a larger effort to create a city where all residents can thrive. A more diverse, inclusive city will better reflect and respond to the needs of all community members. At the same time, inclusion will bring new perspectives and ideas, generating creative and innovative solutions.

Overall, removing oppression and injustice will eliminate stressors and hardships for both marginalized and majority community members and create new opportunity and productivity for our city.

