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City Council

Update on the Process to Form a Social Justice and Equity Commission

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Title

Update on the Process to Form a Social Justice and Equity Commission

Recommended Action

Committee Recommendation:

No recommendation. Information only.

City Manager Recommendation:

Receive a briefing on the process to form a Social Justice and Equity Commission.

Report

Issue:

Whether to receive a briefing on the process to form a Social Justice and Equity Commission.

Staff Contact:

Olivia Salazar de Breaux, Equity and Inclusion Coordinator, Human Resources, 360.753.8343

Presenter(s):

Olivia Salazar de Breaux, Equity and Inclusion Coordinator, Human Resources

Background and Analysis:

In June 2020, City Council forwarded to the General Government Committee a referral to develop a Human Rights Commission. Input from the community and direction from Council was that the development of a new Commission be led by marginalized community members, with an emphasis on Black, Indigenous, and People of Color.

On November 2, 2020, Council approved an approach to establishing a Social Justice & Equity Commission (Commission) that is led by the City's Equity & Inclusion Coordinator and a Founding Members Work Group made up of five marginalized community members, with an emphasis on Black, Indigenous, and People of Color. This group will host a series of Community Conversations to elevate the voices of marginalized community members, and use the input gathered to recommend to Council the new Commission's:

- make-up and terms

- formal name
- scope of work
- first year work plan

The purpose of this agenda item is to provide a briefing on the launch of the process to form the new Commission. Staff will introduce the Founding Members Work Group, share an overview and timeline for the process, including planned briefings with the General Government Committee, and the status of the competitive process to select a consultant team to support the Founding Members Work Group.

Neighborhood/Community Interests (if known):

There is significant interest to address systemic racism and inequality. Input that staff and City Councilmembers are receiving from citizens strongly supports a process that is highly inclusive, pays specific attention to the concerns and experiences of marginalized community members, and fosters and repairs trust amongst the City and citizens.

Options:

1. Receive the update.
2. Do not receive the update.

Financial Impact:

The City Council has allocated \$60,000 in 2020 Council goal funds to support development of a new Advisory Commission to address social justice and equity issues. Funding will primarily be used to enter into a contract with a consulting team with majority representation as Black, Indigenous, and People of Color. The consultant team will provide additional support in meeting design and facilitation, and community input analysis and organization.

Attachments:

Process Overview

General Government Staff Report 7/22/20

Council Staff Report 8/11/20

Council Staff Report 11/2/20