



Social Justice & Equity Commission Founding Member Work Group

Social Justice & Equity Commission (SJEC) Founding Members Work Group Meeting

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Title

Social Justice & Equity Commission (SJEC) Founding Members Work Group Meeting

Recommended Action

Discussion only. No action needed.

Report

Issue:

Whether to discuss an approach to completing the next phase of the process to develop a new Social Justice & 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

Stacey Ray, Strategic Planning and Performance Manager, Office of Performance and Innovation

Background and Analysis:

On November 2, Council approved a process to establish a Social Justice & Equity Advisory Commission (Commission), including that the process be led by a Founding Member Work Group (Work Group) made up of five community members representing marginalized populations, with an emphasis on Black, Indigenous, and People of Color.

The Work Group hosted a series of conversations and an online survey to intentionally elevate the voices of marginalized community members. The Work Group heard from members of the Black, Indigenous, People of Color, LGBTQ+, disabled, and immigrant communities, and community members representing majority culture. Participants talked with one another about what the City can do to make Olympia a more equitable and inclusive community.

Now that the conversations and surveys are done, the Work Group is transitioning into the next phase of this work, which includes analyzing and summarizing the community input received, and using it to craft a recommendation for Council on the Commission's:

- make-up and terms;
- formal name (as “Social Justice & Equity Commission” is a Council-approved placeholder);
- scope of work; and
- first year work plan

The purpose of this meeting is for staff to share an updated approach and timeline for completing the next phase of work based on the feedback from the Work Group. To support the discussion, staff will share a timeline and strategies for ensuring the Work Group has the necessary support and resources to craft a recommendation that reflects what they heard and learned through the community conversations.

Neighborhood/Community Interests (if known):

There is significant interest to address systemic racism and inequality. Input that staff and City Councilmembers are receiving from community members 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 between the City and community members.

Options:

N/A

Financial Impact:

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 for the consulting team and Founding Members Work Group contracts. There may be additional accessibility tools or services purchased to support public engagement.

Attachments:

N/A