

TO: City Council
FROM: Kelly Adams, Assistant City Administrator
DATE: October 14, 2025
SUBJECT: Ordinance O2025-017 Establishment of the Equity Commission

1) Recommended Action:

Recognizing the City Council's preference not to take action at Work Sessions, staff would welcome concurrence at tonight's meeting to place Ordinance No. O2025-017, Establishment of an Equity Commission on the October 21, 2025 City Council Regular Meeting consideration calendar.

2) Background:

Staff and Council Members regularly receive requests to address issues affecting underrepresented groups in response to national, regional, and local events. Community concerns also include barriers to programs, public services, and information. The establishment of an advisory board to the City Council would provide an inclusive community engagement pathway to better understand the problems facing Tumwater and contribute to creative solutions.

The purpose of the proposed Tumwater Equity Commission would be to identify and promote activities related to city services and facilities that foster a more welcoming community. As an advisory commission to the City Council, the commission would also be available to research and provide recommendations to the City Council to improve local government practices and policies, as requested from time to time. Additionally, having an Equity Commission would help enhance participation from underrepresented community members and address existing gaps and barriers that may prevent full engagement in city governance and public policy matters.

The proposed Equity Commission includes seven general members. All members may reside in the City of Tumwater and one member may reside in the Tumwater Urban Growth Area. The Assistant City Administrator will staff the Commission.

3) Policy Support:

This effort aligns with the intent of **TMC 2.64 Tumwater participation – Thurston Council on Cultural Diversity and Human Rights**; an advisory group that is no longer available.

Tumwater's values of PEOPLE: People, Environment, Opportunity, Partnership, Learning, and Excellence.

Refine and sustain a great organization: Review plans, policies, and documents for potentially racist and biased language.

4) Alternatives:

☐ n/a

5) Fiscal Notes:

Staff time will be allocated to this effort.

6) Attachments:

A. Draft Ordinance O2025-017 Establishment of the Tumwater Equity Commission