

TO: City Council
FROM: Kelly Adams, Assistant City Administrator
DATE: October 21, 2025
SUBJECT: Ordinance O2025-017 Establishment of the Equity Commission

1) Recommended Action:

Adopt Ordinance O2025-017 establishing an Equity Commission.

This ordinance was recommended for adoption under considerations at the City Council Work Session on October 14, 2025.

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 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. The Commission would enhance participation from underrepresented community members and address existing gaps and barriers that may prevent full engagement in city governance and public policy. The commission would also provide recommendations to the City Council to improve local government practices and policies.

The proposed Commission includes seven general members. Six members must reside in the City of Tumwater and one may reside in the Urban Growth Area. The Assistant City Administrator will staff the Commission. The draft ordinance was presented to Council at the October 14, 2025 Worksession. Council agreed to place the draft ordinance on the next Council Meeting agenda under considerations.

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