



City of Lacey, Washington Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, November 27, 2023

5:30 PM

Council Chambers and Online

1. Call to Order

2. Roll Call

3. Land Acknowledgement:

We, the City of Lacey, are on the ancestral land of the Tribal People of the Treaty of Medicine Creek, including the Nisqually Indian Tribe and Squaxin Island Tribe. We acknowledge, and remember those Tribal People not recognized today who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here. We recognize and respect the Tribal People of the Treaty of Medicine Creek as the traditional stewards of this land since time immemorial and their role today in taking care of these lands in perpetuity. We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as it has today. We recommend that community members read the Medicine Creek Treaty of 1854.

4. Approval of Agenda, Previous Meeting Minutes, and Consent Items:

- A. Approval of Agenda
- B. Approval of October 23, 2023, meeting minutes

5. Public Comment:

Refer to the bottom of the agenda for instructions on how to provide public comment.

6. Inspirational Item:

- A. Commissioner Jon Hegwood

7. Business Items:

- A. **Advisory Board Stipend Program Demographic Survey**
Shannon Kelley-Fong, Assistant City Manager
Kelly Adams, Special Projects Administrator

B. Community Forum - Centering Immigrant Communities Discussion

Commissioner Makieda Hart

Commissioner Kim Sauer

C. Draft Work Plan 2024

Shannon Kelley-Fong, Assistant City Manager

D. DEI Strategic Plan Workshop: Document Elements Review Part I

Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports:

9. Director Report:

10. Adjourn

Next Meetings and Events:

- **Commission on Equity Meeting - *Tuesday***, December 26, 2023 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - January 22, 2024 - 5:30 p.m. at City Hall or remote

Attendance and Public Comment

Attend Remote or In-Person

There are several ways to attend the Commission on Equity Meeting:

In-Person: Council Chambers at Lacey City Hall
420 College Street SE, Lacey, WA 98503

Zoom: <https://us02web.zoom.us/j/81798701411>

City Website: <https://cityoflacey.org/government/public-meetings/>

YouTube: https://www.youtube.com/watch?v=prolb_kjymM

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 817 9870 1411)

Verbal Public Comment

The opportunity for verbal public comment is available in-person or by Zoom:

In-Person: Use the sign-up sheet located in the Council Chambers.

Zoom: Preregister using the following Zoom link no later than two hours prior to the meeting:

<https://us02web.zoom.us/j/81798701411>



Instructions and access details will be provided once registration is complete.

Written Public Comment

Please email written public comments to coe@ci.lacey.wa.us by 12:00 p.m. on Monday, November, 27, 2023. Commissioners will receive all written public comments provided by this deadline. Comments may not be addressed during the meeting. All comments are part of the official record.





City of Lacey, Washington
Commission on Equity Minutes
Monday, October 23, 2023 - Council Chambers and Online

1. Call to Order

Chair Brown called the meeting to order at 5:30 p.m.

2. Roll Call

EQUITY COMMISSIONERS PRESENT: Chair Cliff Brown, Kristine Stolberg, Makieda Hart, Kim Sauer, Jon Hegwood, Thelma Jackson

EQUITY COMMISSIONERS EXCUSED: Vice Chair Annie Clay

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM); Kelly Adams, Special Projects Administrator; Sadie Siglin, Management Analyst; Ryan Andrews, Planning Manager

3. Approval of Agenda, Previous Meeting Minutes, and Consent Items:

A. Approval of Agenda

B. Approval of August 28, 2023 meeting minutes

Commissioner Hart moved to approve the agenda, previous meeting minutes, and consent items. Commissioner Jackson seconded. Motion carried.

4. Public Comment:

The Commission received two (2) written public comments and zero (0) verbal comments.

5. Inspirational Item:

A. Commissioner Hart

Commissioner Hart shared inspirational quotes on the topic of unity from authors Helen Keller and Lailah Gifty Akita.

6. Business Items:

A. **Welcome Lacey Youth Council Representative Samuel Tatarian and Lacey Youth Council Overview**

Sadie Siglin, Management Analyst

Chair Brown welcomed Samuel Tatarian as the new Youth Representative to the Commission on Equity. Siglin shared the current work and plans of the Lacey Youth Council for the 2023-24 school year, including engagement, outreach, and educational activities.

Chair Brown requested a future joint work session with the Lacey Youth Council and the Commission on Equity.

B. **Advisory Board Open Positions: Planning Commission**

Ryan Andrews, Planning Manager

Andrews presented information on the roles and structure of the Lacey Planning Commission. Andrews requested recruitment assistance in support of three vacant Planning Commissioner positions: two within the city limits and one within the urban growth area.

C. **Community Liaison Program Overview**

Sadie Siglin, Management Analyst

Siglin shared examples of Community Liaison programs operated by local governments aimed at lowering barriers and promoting engagement with historically underrepresented communities. Discussion ensued.

D. **Land Acknowledgement Implementation**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong shared the progress of the Land Acknowledgement Policy adopted by the Lacey City Council, and staff recommended that the Commission approve updates to the the Commission on Equity Rules of Procedure to incorporate the abbreviated Land Acknowledgment into meeting agendas and decide on how frequently the Land Acknowledgment is read aloud at meetings.



Commissioner Hart motioned to adopt the amended Commission on Equity Policy and Rules of Procedure to include the Land Acknowledgement to the Commission on Equity's agendas. Commissioner Stolberg seconded. Motion carried.

Commissioner Hegwood motioned to read aloud the abbreviated Land Acknowledgement at the beginning of each meeting. Commissioner Stolberg seconded. Motion carried.

7. Commissioner Reports:

A. Community Forum - Centering Immigrant Communities

Commissioner Sauer updated the Commission on the November 8, 2023, Community Form focused on immigrant communities. The event takes place at the Lacey Timberland Library at 6:00 p.m. Table orientation for Commissioners begins at 5:30 p.m.

8. Director Report:

A. Naming of City Facilities Overview

Kelley-Fong shared information about the various policies addressing the naming of public facilities at the City of Lacey.

9. Adjourn

Chair Brown adjourned the meeting at 7:17 p.m.

Next Meetings and Events:

Community Forum: Centering Immigrant Communities - November 8, 2023 - 6:00 p.m. at Lacey Timberland Library

Commission on Equity Meeting - November 27, 2023 - 5:30 p.m. at City Hall or remote





LACEY COMMISSION ON EQUITY
November 27, 2023

SUBJECT: **Advisory Board Demographic Collection**

RECOMMENDATION: **Provide staff feedback on draft Advisory Board Demographics Survey**

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*
Kelly Adams, Special Project Administrator

ATTACHMENTS: 1. Draft Advisory Board Membership Demographics Survey

PRIOR REVIEW: Advisory Board Stipend Program:
[Commission on Equity – 01/23/2023](#)
[Planning Commission – 02/21/2023](#)
[Parks, Culture, and Recreation Board – 03/01/2023](#)
[Historical Board – 03/15/2023](#)
Lacey Youth Council – 03/16/2023
[Commission on Equity – 04/24/2023](#)
[Community Relations Committee – 06/05/2023](#)
[Lacey City Council Worksession – 07/27/2023](#)
[Lacey City Council – 10/05/2023](#)

FISCAL IMPACT: For demographic data collection, de minimis

**WORK PLAN GOAL:
AND STRATEGY** An Engaged Community (L)

COMM. PLAN: Goal 2 (C) – Create Relationships and continue to build capacity with historically underrepresented communities to ensure barriers to participation are eliminated allowing individuals to participate in decisions that impact the community, as desired.

BACKGROUND: On October 5, 2023, the Lacey City Council adopted the Advisory Board Stipend Program, see [Resolution 1138](#). Pending budget approval for this program (scheduled for December 21, 2023), the Advisory Board Stipend Program would be implemented in early 2024.

As part of program implementation, in addition to questions related to opting-in to the Advisory Board Stipend Program, the City is planning on collecting data on the current

composition of Advisory Boards. This information will help the City identify potential gaps in representation, missing perspectives, and to improve future outreach for Advisory Board recruitment and City-led engagement efforts for other policies, programs, and initiatives.

Importantly, as currently planned, the data collected from this survey would be kept separate from any personally identifiable data of individual Advisory Board members and data would be aggregated for comparative use with national, state, and local data, to the best degree possible. With the eleven (11) draft questions in the Demographics Survey, see **Attachment 1**, the City is attempting to balance collecting meaningful data while also trying to limit creating potential barriers to participation as some demographic data questions can be of a sensitive and personal nature. Notably, all Demographic Survey questions are proposed to be voluntary. Although this survey would be anonymous, the small population of Advisory Board positions may make it possible to identify members through the process of deduction. Pending continued program funding, Advisory Board members would fill out this survey on an annual basis alongside questions related to opting-in to the Advisory Board Stipend Program for that year.

The Commission on Equity will be comprehensively reviewing the City's current Advisory Board recruitment process in 2024. The City plans on using similar demographic survey questions for future Advisory Board applicants. Similar to Advisory Board member survey data, the information from this survey would be kept separate from any personally identifiable data of individual Advisory Board applicants and would not be used in the application review and selection process.



LACEY COMMISSION ON EQUITY
November 27, 2023

SUBJECT: Centering Immigrant Communities - Community Forum Discussion

RECOMMENDATION: For review and discussion only.

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*

ATTACHMENTS: None

FISCAL NOTE: None

PRIOR REVIEW: None

2023 WORKPLAN: Q2 – 2 “Hold a focus group with community members / affinity group(s) (TBD)”

BACKGROUND: On November 8, 2023, the City of Lacey (City) hosted a Community Forum for Centering Immigrant Communities (Forum) at the Lacey Timberland Library. The Forum was facilitated by the Commission on Equity (COE) led by Commissioner Kim Sauer and Commissioner Makieda Hart in partnership with Mayra Pena, BIPOC Business Community Liaison with the Thurston Economic Development Council, and Veronica Hand, Management Analyst with the Washington State Department of Fish and Wildlife.

There were approximately 20 community members in attendance. Differing from previous forums held by the COE, this Forum was held in a small group setting, rather than one large discussion. At each table there was a COE member, or a partner, facilitating the questions and a notetaker. Attendees self-selected the table that they wanted to participate at. Attendees selected to participate at the following tables:

- Korean and English table
- Spanish and English table

- Chinese and English table

At the tables, the COE heard from Forum participants on ways to create a more welcoming environment, about racism and inequities in the community, how to increase participation from underrepresented community members, and barriers to participation, as well as other questions, concerns, ideas, feedback, etc. The questions presented at each table were the following:

1. **Welcome:** Share one or two good things or experiences about being an immigrant in the community.

- o For example: new food, people, community, favorite things, cultural experiences?

1. **Creating a welcoming community (similar to “How can we create a welcoming community?”)**

- o How have you felt excluded in the community?
- o How have you felt included in the community?
- o What helped you feel welcome in this community?
- o What would make you feel more welcome in this community?

2. **Concerns about racism and inequity (similar to “What concerns do you have about racism and inequity in the community?”)**

- o Have you ever experienced racism/inequity in this community? Do you still have concerns?
- o What are some of the biggest difficulty/challenges about being immigrants that you’ve experienced?
- o How did you adjust to this community?

3. Participating in Community Decisions (similar to “How could we increase participation from underrepresented community members? – And - What barriers have you seen or experienced in participating in decisions that impact the community?”

- What would encourage you to participate more in community decisions? Do you have any suggestions for solutions?
- Do you have problems with language barriers in the community?
- Do you have problems accessing information on community decisions?
- Do you feel comfortable expressing your ideas, questions, or concerns in the community?

4. Solutions (similar to “Is there anything else that you would like to tell us?”

- What would make living in this community better for you?
- What do you hope for the future in this community?

The City collected notes from each table, as well as notes from Veronica Hand and Mayra Pena. **Attachment 1** provides an initial analysis of these notes. Importantly, these notes were summarized and did not represent verbatim discussions. Based on feedback from the COE and additional notes to be reviewed, the City will continue to augment **Attachment 1** for final review at the next COE meeting.

NEXT COMMUNITY FORUM: The COE’s 2023 workplan identifies hosting community forums in the community outside of City Hall or other City facilities. It is the intent of the COE to continue to hold community forums beyond 2023, recognizing that one forum or location cannot possibly capture all perspectives at any given time or throughout time.

The COE will tentatively host the next Community Forum in Quarter 1 or Quarter 2 of 2024 centered on People of All Abilities. The location of this forum is to be determined.

RECOMMENDATION: Review and discussion only. Based on feedback from the Commission and additional notes to be reviewed, the City will continue to augment **Attachment 1** for final review at the next COE meeting.

Attachment 1

The information below is an initial analysis of notes taken at the Centering Immigrant Communities – Community Forum. Importantly, these notes were summarized and did not represent verbatim discussions.

1. **Welcome:** Share one or two good things or experiences about being an immigrant in the community.

- **For example: new food, people, community, favorite things, and cultural experiences?**

Responses:

- Recognizing longstanding histories of communities in the area and their events, e.g., Chinese community
- Having established religious centers, e.g., Korean churches, Mosques, Buddhist Temple, etc.
- Restaurants and food options, e.g., Restaurants on Martin Way, Fast food establishments, etc.
- Landmarks and other representation in the community, e.g., indigenous peoples recognized in street names and events
- Connect with natural environment
- Seeing and experiencing new cultures and the diversity of the community
- Access to community services and resources, e.g., Library
- Community events and sports

2. Creating a welcoming community:

- **How have you felt excluded in the community?**
- **How have you felt included in the community?**
- **What helped you feel welcome in this community?**
- **What would make you feel more welcome in this community?**

Responses:

- Histories of institutional and individual racism, e.g., restrictive covenants, redlining, Chinese Exclusion Act
- Discrimination trying to purchase properties from individuals and companies
- Political, social, economic representation matters, e.g., Gary Locke as Governor
- Resources in the community, e.g., ACRS in Seattle/King – Asian Counseling and referral service, possible expansion to Thurston, Multicultural center of South Sound is trying to get off the ground.
- Volunteering as a way to connect and feel welcome
- Establishing representative businesses and services, e.g., churches
- Felt excluded by delayed police response time for business, believed it was because it was a Korean business.
- Language barriers make people feel excluded and create barriers to forming relationships and performing civic tasks, e.g., jury duty. Lack of information in preferred language.
- Felt included by having a job, driving, learning to adapt to challenges, getting citizenship, and voting.
- Getting access to services for to Military members and their families
- Would like to see more conversations with community to build relationships
- Would like to see more cultural centers that provide information, welcoming center

- Community organizations
- Funding for community sports programs

3. **Concerns about racism and inequity:**

- **Have you ever experienced racism/inequity in this community? Do you still have concerns?**
- **What are some of the biggest difficulties/challenges about being immigrants that you've experienced?**
- **How did you adjust to this community?**

Responses:

- Power hoarding is real
- Peaks and valleys in racism, e.g., Asian hate crimes during pandemic
- Experiences of assaulted at Mosque in Texas
- Representation matters, look at how people are portrayed in movies
- Rude comments. Emboldened by the last U.S. leadership
- The justice system doesn't serve people equally
- Cities are enriched by diversity
- Experiences of racism in community, e.g., children and grandkids are experiencing racism (name-calling)
- Teach person-to-person interactions to all community members
- Finding your place in a community can be difficult with different languages and cultures
- Lack of respect when addressing each other. Use proper names and learn the proper pronunciation
- Language barrier: Hard to voice concerns when language is a barrier, language barrier most difficult challenges, translators needed
- Experiences of discrimination in applying for jobs
- Assumption that we don't understand or not capable

- Lack of cultural humility
- Housing challenges
- Racism in government and community services
- More diversity of staff working in these positions
- Advocate in police station for immigrant communities

DRAFT

4. Participating in Community Decisions:

What would encourage you to participate more in community decisions? Do you have any suggestions for solutions?

- **Do you have problems with language barriers in the community?**
- **Do you have problems accessing information on community decisions?**
- **Do you feel comfortable expressing your ideas, questions, or concerns in the community?**

Responses:

- People need to be invited to be on Boards and Commission. Need trusted community members to invite, e.g., U.S. Census liaisons
- No tokenism; true inclusion and belonging. Individuals have important skills
- Don't use the word citizen
- Emphasis "Belonging" in DEIB
- Lacey has a Pacific Islander community that is underserved, Guam, Marshall Islands, Cook etc.
- Find people where they are, e.g., Filipino Sacred Heart Catholic is a big meeting place
- Voting – Having ballots and election materials in multiple languages, host classes for immigrants and other to learn process/information in preferred language
- Concerns that complaining or communicating about issues can potentially be misunderstood for racism or other misunderstandings
- Transportation
- Having a welcoming space to provide feedback
- Forums: community forums at schools, smaller forums
- Sending surveys in different languages

5. Solutions:

- What would make living in this community better for you?
- What do you hope for the future in this community?

Responses:

- True and meaningful inclusion
- Opportunities to volunteer; serve and have a role in leadership decisions
- Make downtown more inviting
- Have districts, e.g., an international district or K-Town
- North Thurston School District is very diverse; but bullying is still an issue
- Lack of understanding leads to bullying, e.g., not understanding the various types of head coverings
- Military youth are an asset for diverse experience
- People can live in a community and not feel welcome in their neighborhood
- More public safety
- Solutions to homeless issues
- Creating a multicultural center where community can come together and learn from each other
- Having more forums to continue dialogue and relate to one another; expanding how to connect to communities
- Improving transportation options
- Investing in low barrier housing

Notes from Veronica Hand and Mayra Pena
Spanish Language Affinity Group Table (Spanish and English Table)

1) Welcome: Share something about being an immigrant in the community that is positive.

Individual 1:

- The library is an inclusive resource and a safe.
- Appreciation for the Native American language signs in the streets of Lacey. They feel welcoming.
- Bilingual schools are very helpful and welcoming.
- Grateful for the school soccer fields and access to sports spaces that are open to the community.

Individual 2:

- She needed a space where she felt she belonged in the community. Cultural music is great.
- The Procession of the Species. It's inclusivity and diversity.

Individual 3:

- Food is a connector. Immigrants have a strong family bond and work to build community. As a new person in town, it can be challenging to know where to get services. You can feel lonely and isolated.
- Immigrant families. They have a family sense and community sense that includes culture. The rest of the people have loneliness. He comes from the South and his family is from the Midwest.

Individual 4:

- Immigrants know the feeling of not belonging so they are very welcoming.
- Language barrier is a challenge

Individual 5:

- There is a need for hiring language teachers in the elementary schools and for parent/teacher conferences.
- The food. It's a connector (she's the daughter of immigrants). It opens people up to different cultures.

Individual 6:

- Grateful for the American culture, because it is not socialist it is based on freedom. She went to many job interviews and even though she was qualified never got the job. She wasn't sure if it was because of her accent, age, gender,

different culture, etc. So, she settled for a lower standard of life than what she was used to.

Individual 7:

- Kindness, education at SPSCC and Lacey resources.
- Wide is an English learner.

Individual 8:

- Immigrants bring diversity in many forms. And of such is the spice of life.
- Moved here at 3 years old, from Cuba. Squelched the Latina to fit in, until realized it was an asset.

2) How have you felt excluded/included in the Community? What helped you feel welcomed and what would make you feel more welcome in the community?

Individual 1:

- Access to school sports fields is welcoming
- Having access to soccer fields make him feel included. Having a “cultural community ambassador” would help.

Individual 4:

- Celebrating culture at CIELO is welcoming

Individual 2:

- Programs that don't just require money like the use of soccer field etc.
- Add marketing campaigns for affinity groups
- Felt excluded from services - need for greater representation
- Liked St. Martins Cultural Fair
- Soccer has become so popular that if you have money you can play, but if you don't have money, you can't. Services and representation.

Comment from a member of the group:

- Parks & Rec. has a program to help with this, but immigrants are not aware of them. (Soccer sponsorships)

Individual 3:

- We could use a cultural center/welcome center
- Add welcome in different languages
- Have a cultural day that folks can bring their wares
- Have a cultural center, a welcoming center. Food pantry is not only for homeless. Ignorance is the cause for discrimination.

Individual 5:

- Reaching out to schools. Kids would tell their parents.

Other mentions:

A Centro Latino

- Urban Center
- Urban League
- Better connection with the schools
- Cultural community ambassadors
- Language access

3) Concerns about racism and inequity:

Individual 6:

- She felt racism from Latinos
- She kept fighting for a good job
- No one was advocating for her at her job

Individual 4:

- Because she had an accent people assumed she was from South America
- People treated her as if she was not capable because she has an accent/implicit bias
- Folks need to learn more about cultural humility to deal with implicit bias
- Immigrants seem to be more open to learning
- Important to educate Americans

Individual 1:

- Housing for immigrants is tough when you think of all the barriers like the need for references, etc. in the private sector and more help in the public sector navigating the process.

Individual 2:

- Need for “safe places”
- Need for language Access, cultural humility, address language barrier, need for more diversity, mindful, need for advocacy

Individual 7:

- The public transportation needs to have Spanish language access

4) Participating in Community Decisions

Individual 5:

- Seeing the outcomes of one's participation

Individual 2:

- Allow people to express what they think without being attacked. Having the meeting to go to the people. (This meeting).
- Welcoming spaces
- A right to give one's input
- Not to be attacked for one's input
- Audio recording the session is a barrier for many
- Bring the meetings to the people not the people to the meetings

Individual 1:

- Have community forums in schools where parents are already comfortable
- Teach about civics, which may be very different from their country of origin
- Teach to volunteer on commissions
- Surveys in their language
- Through the schools, which are trusted and known by the parents
- Through cultural events
- Schools. The City should go to the community. Using them as info centers. Sending surveys to the parents through the schools, with these five questions.

Individual 3:

- The City has volunteer positions at the Commissions (if you live in Lacey) that need more diverse members.

Individual 7:

- Housing, public transportation. Being able to communicate in a foreign language to take public transportation.

5) What would make community a better place for you? What do you hope for the future of community?

Individual 1:

- City to invest in low barrier housing

Individual 8:

- Be aware that immigrants have many gifts to offer to the community! They don't just want to just take they also want to give!

Individual 3:

- Greater representation

Individual 2:

- Improvement of language barriers

Other mentions:

- Better transportation routes.
- City to invest in ways to reduce barriers for housing for immigrants



Commission on Equity

DRAFT Work Plan 2024



Background

On January 21, 2021, the Lacey City Council established the Commission on Equity (“COE”) with Ordinance 1581. The COE, an advisory body to the Lacey City Council, is tasked with providing recommendations on ways to:

- Identify and advance opportunities that will create a more welcoming community.
- Continue critical conversations on race and equity.
- Seek greater participation from underrepresented community members.
- Identify existing gaps and barriers which could prevent full participation in government and public policy.

Commissioners: (Chair/Vice Chair TBD)

First Name	Last Name	City / UGA	Position	Term	Date of Appointment	Term Expiration	OMPA Training Date
Clifton	Brown	City	Chair	1st	05/20/2021	12/31/2025	06/28/2021
Kim	Sauer	City	Commissioner	1st	05/20/2021	12/31/2025	06/28/2021
Thelma	Jackson	City	Commissioner	1st	05/20/2021	12/31/2024	06/28/2021
Annie	Clay	UGA	Vice Chair	1st	05/20/2021	12/31/2024	06/28/2021
Kristine	Stolberg	City	Commissioner	1st	05/20/2021	12/31/2025	06/28/2021
Makieda	Hart	UGA	Commissioner	1st	05/20/2021	12/31/2024	06/28/2021
Jonathan	Hegwood	City	Commissioner	1st	05/20/2021	12/31/2025	06/28/2021
Samuel	Tatarian	Youth	LYC Rep.	2nd	09/21/2023	06/31/2024	-

City Staff Support:

Shannon Kelley-Fong, Assistant City Manager

Meeting Schedule: Fourth Monday of the Month, 5:30 p.m., Remote / City Council Chambers

Webpage: [Commission on Equity - City of Lacey](#)

Public Comment: At each regular meeting

Review of 2022/2023 COE Activities

Table A provides a succinct overview of COE efforts over the past two years.

Table A		
Overview of Commission on Equity Work 2022-2023		
Year	Month	Activity
2022	January	- Discussed participation in Lacey's Cultural Celebration - DEI Strategic Plan Workshop #4: Revisit Equity Values, Mission, and Vision Statements & Overview of Values-based decision making in practice - Community Engagement Update - Focus Group Subcommittee Update - Juneteenth Celebration Update
2022	February	- Joint Meeting w/ Lacey City Council – Review of Work & 2022 Work Plan - Review of BIPOC Business Startup Training Program - LPD Presentation - DEI Strategic Plan Workshop #5: Values Based Decision Making in Practice - Focus Group Strategy - Booth at the Lacey Cultural Celebration
2022	March	- Held a focus group with Lacey Youth Council - Held a booth at the Lacey Cultural Celebration - Discussed developing a Community Connectivity Assessment (CCA) - Reviewed DEI Strategic Plans from other organizations - DEI Strategic Plan Workshop #7: Creating and Prioritizing Action
2022	April	- Reviewed Parks & Recreation Facility Policies - Reviewed Parks, Culture & Recreation Comprehensive Plan - Public Involvement Plan - Reviewed the City's Communications Plan
2022	May	- Thurston County Climate Mitigation Plan & Advisory Board - Current Planning – CED Presentation - Reviewed Proclamation Policy - Reviewed Flag Policy and Juneteenth Flag addition in 2022 - Continued discussion on CCA development - Juneteenth Celebration Update - Police Facility Community Advisory Panel Update (CAP)
2022	June	- Held 41st Juneteenth Celebration in partnership with the Fred U. Harris Lodge - DEI Strategic Plan Workshop #9: Monitoring and accountability of DEI Strategic Planning

		• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 1 • Continued review of the Flag Policy • Police Facility Community Advisory Panel Update (CAP)
2022	July	• Public Works Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 2 • Flag Policy Review; Created a recommendation • 2022 Work Plan Check-in
2022	August	• Finance Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 3 • Juneteenth After Action Report
2022	September	• City Attorney's Office Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 4
2022	October	• Nat and Thelma Jackson Historical Marker & Art Piece Dedication @ the Lacey Community Center • Overviewed the Affordable Housing Strategy • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 5
2022	November	• Reviewed a Draft Land Acknowledgement and Land Acknowledgement Policy • Reviewed the City's Art Plan & Utility Wrap Project 2023 • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 6
2022	December	• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 7 • Reviewed a draft Workplan 2023 & Joint Meeting with Lacey City Council • Community Engagement Efforts & Initiatives
2023	January	• Advisory Body Compensation • Draft Land Acknowledgement and Land Acknowledgement Policy Review • Sponsorship Policy Review
2023	February	• NTPS Update on Equity Efforts • JPII Update on Equity Efforts • LPCR Comprehensive Plan first draft review • Utility Wrap Update • Senior Services for the South Sound Presentation • Focus Groups with community members • Lacey Cultural Celebration • Joint Meeting with the Lacey City Council

DRAFT Commission on Equity-2024 Work Plan

2023	March	- Scholarship Policy Review - Cultural Celebration Review - Black and African American Community Forum Review - Juneteenth Planning Update - Advisory Body Compensation Update - Utility Wrap Project Update - Thurston League of Women Voters Equity Commission Panel
2023	April	- Parks, Culture, and Recreation Event Overview - Land Acknowledgement and Land Acknowledgement Policy - Advisory Board Stipend Program
2023	May	- Parks, Culture, and Recreation Comprehensive Plan Review - Sign Code Discussion - Juneteenth Celebration Update - Thurston County League of Women's Voters Equity Panel Update - LGBTQIA+ Community Forum Update - Equity Presentation at Joint Lacey City Council and North Thurston Public School Board Meeting
2023	June	- Timberland Library Equity Efforts - Public Meeting Portal Overview - Oral History Project - Land Acknowledgement Policy 2023 Juneteenth Celebration Overview & Engagement - LGBTQIA+ Community Forum Update
2023	July	- Public Meeting Portal Overview, Part II - Social Services Overview and Lacey Veterans Services Overview - LGBTQIA+ Community Forum and Community Engagement - Equity Tools Overview
2023	August	- Legislative Meeting Process Overview - LGBTQIA+ Community Forum - Online Survey Update - Joint Animal Services Overview - Lacey Police Department Community Academy
2023	September	- Advisory Board Open Positions: Planning Commission - Community Liaisons Program Overview - Land Acknowledgement Application - Community Forum - Centering Immigrant Communities - Naming of Facilities Overview
2023	October	Cancelled
2023	November	- Advisory Board Stipend Program Demographic Data Collection - Draft Work Plan 2024 - DEI Strategic Plan: Document Element Review, Part 1 - Community Forum - Centering Immigrant Communities Discussion - Equity Tools Overview, Part II

2023	December	• ADD
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2023 Workplan Report Card: Table B provides a succinct overview of the 2023 Work Plan Activities.

Table B				
2023 Work Plan				
Year	Q	Category	Activity	Status
2023	Q1	Engagement	1. Hold a joint/informational meeting with DEI representatives from local education institutions	Complete: NTPS / PJPII
			2. Hold a focus group with community members / affinity group(s) (TBD)	Complete: Black and African American Community Forum
			3. Participate in the Lacey Cultural Celebration	Complete
		Strategic Plan	4. Continue work on Draft DEI Strategic Plan	In-progress
		Policy Items	5. Research and review potential compensation opportunities for advisory body members; create a recommendation for the City Council	Complete
			6. Continue to work on a draft Land Acknowledgement and Land Acknowledgement Policy. Solicit input from Nisqually Indian Tribe and Squaxin Island Tribe	Complete
			7. Continue to review the Corporate Sponsorship Policy with the Board of Park Commissioners; create a recommendation for the City Council	Complete
			8. Review other City policy documents, as they come up. (e.g., Park, Culture, Recreation Comprehensive Plan, etc.)	Complete: PCR Comp. Plan

		Program Items	9. Review recommendations for Utility Wrap Project 2023 with Historical Commission	Complete
		Events	10. Start 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge	Complete
2023	Q2	Engagement	1. Hold a joint/informational meeting with DEI representatives from other local governments	Incomplete
			2. Hold a focus group with community members / affinity group(s) (TBD)	Incomplete
		Strategic Plan	3. Continue work on Draft DEI Strategic Plan	In-progress
			4. Solicit feedback on Draft DEI Strategic Plan with City departments / staff	Incomplete
		Policy Items	5. Finalize draft Land Acknowledgement and Land Acknowledgement Policy; create a recommendation for the City Council	Complete
			6. Research and review paid community liaison programs	In-progress
			7. Review other City policy documents, as they come up	Complete
		Program Items	8. Make recommendation for Utility Wrap Project 2023 with Historical Commission	Complete
			9. Review of Community Survey options.	Incomplete
		Events	10. Continue 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge	Complete
2023	Q3	Engagement	1. Hold a joint/informational meeting with local non-profit service providers	Complete: LWV Event
			2. Hold a focus group with community members / affinity group(s) (TBD)	Complete: LGBTQIA+ Community Forum

			3. Host a Community Engagement Session(s)	Complete: LGBTQIA+ Community Forum		
		Strategic Plan	4. Continue work on Draft DEI Strategic Plan	In-progress		
			5. Solicit feedback on Draft DEI Strategic Plan with community stakeholders	Incomplete		
		Policy Items	6. Continue research and review on paid community liaison programs; create a recommendation for the City Council	In-progress		
			7. Research and review Equity Tools	In-progress		
			8. Review other City policy documents, as they come up	Complete		
		Program Items	9. Make recommendation for Community Survey	Incomplete		
		Events	10. Participate in the 42 nd Juneteenth Celebration with the Fred U. Harris Lodge	Complete		
		2023	Q4	Engagement	11. Hold a focus group with community members (TBD)	Complete: Immigrant Community Forum
				Strategic Plan	12. Continue work on Draft DEI Strategic Plan	In-progress
13. Recommend DEI Strategic Plan for adoption	Incomplete					
Policy Items	14. Continue research and review on potential equity tools			In-progress		
	15. Start research and review of Equity Maps			Incomplete		

			16. Review other City policy documents, as they come up	Complete
		Program Items	-	-
		Events	-	-

Status	Items
Complete	20/36
In-progress	8/36, 4 of these were related to the DEI Strategic Plan
Incomplete	8/36, 3 of these were related to the DEI Strategic Plan

Activity	Status
11. Continue work on Draft DEI Strategic Plan	In-progress
11. Continue work on Draft DEI Strategic Plan	In-progress
12. Research and review paid community liaison programs	In-progress
17. Continue work on Draft DEI Strategic Plan	In-progress
18. Continue research and review on paid community liaison programs; create a recommendation for the City Council	In-progress
19. Research and review Equity Tools	In-progress
20. Continue work on Draft DEI Strategic Plan	In-progress
21. Continue research and review on potential equity tools	In-progress

Activity	Status
13. Hold a joint/informational meeting with DEI representatives from other local governments	Incomplete
14. Hold a focus group with community members / affinity group(s) (TBD)	Incomplete
15. Solicit feedback on Draft DEI Strategic Plan with City departments / staff	Incomplete
16. Review of Community Survey options.	Incomplete
22. Solicit feedback on Draft DEI Strategic Plan with community stakeholders	Incomplete
23. Make recommendation for Community Survey	Incomplete
24. Recommend DEI Strategic Plan for adoption	Incomplete
25. Start research and review of Equity Maps	Incomplete

In-progress and incomplete items were incorporated in to the 2024 Workplan.

2024 Workplan Report

Table C provides a succinct overview of anticipated COE efforts in 2024.

Major initiatives include:

- DEI Strategic Plan finalization
- Advisory Board recruitment process review
- Equity Tools
- Equity Maps
- Community Liaison Programs
- Community Surveys
- Comprehensive Plan involvement
- DEI Summit planning and hosting
- Continued forums and other engagement and events

Table C				
2024 Work Plan				
Year	Q	Category	Activity	Status
2023	Q1	Engagement		
			1. Participate in the Lacey Cultural Celebration.	
		Strategic Plan	2. Continue work on Draft DEI Strategic Plan.	See below for more detail.
		Policy Items	3. Continue research and review on paid community liaison programs.	
			4. Continue research on Equity Tools.	
			5. Start review of Advisory Board recruitment process.	
			6. Review other City policy documents, as they come up. (e.g., Economic Development Plan, etc.)	
		Program Items	7. Review of Community Survey options.	
		Events	8. Start 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge	
			9. Participate in the Lacey Cultural Celebration.	

Year	Q	Category	Activity	Status
2023	Q2	Engagement	10. Hold a focus group with community members / affinity group(s) (All Abilities)	
		Strategic Plan	11. Continue work on Draft DEI Strategic Plan.	See below for more detail.
		Policy Items	12. Continue research and review on paid community liaison programs; create a recommendation.	
			13. Continue research and review on equity tools; create a recommendation.	
			14. Create recommendation on Advisory Board Recruitment process.	
			15. Comprehensive Plan Involvement.	
			16. Review other City policy documents, as they come up.	
		Program Items	17. Recommend Community Survey options.	
		Events	18. Participate in the 42 nd Juneteenth Celebration with the Fred U. Harris Lodge.	
			19. Start planning DEI Summit.	

Year	Q	Category	Activity	Status
2023	Q3	Engagement	19. Hold a joint/informational meeting with DEI representatives from other government entities.	
			20. Hold a focus group with community members / affinity group(s) (TBD).	
		Strategic Plan	21. Recommend Adoption of Strategic Plan.	See below for more detail.
		Policy Items	22. Start research and review of Equity Maps.	
			23. Continue Comprehensive Plan Involvement.	
			24. Review other City policy documents, as they come up.	
		Program Items		
		Events	25. Joint Meeting with the Lacey Youth Council.	
			26. Continue Planning DEI Summit	

Year	Q	Category	Activity	Status
2023	Q4	Engagement	27. Hold a focus group with community members (TBD).	
		Strategic Plan		
		Policy Items	28. Continue research and review of Equity Maps.	
			29. Continue Comprehensive Plan Involvement.	
			30. Review other City policy documents, as they come up	
		Program Items	-	
		Events	31. Host DEI Summit	

Strategic Plan Next Steps:

Item	Status	Timeline
Community Engagement: Community Engagement Session, Community Forums, Focus Groups, Events, etc.	Complete	-
Mission, Vision, Values, Goal Areas	Complete	-
Strategies and Benchmarks	Complete	-
Indicators and benchmarks	Complete	-
Integrate COE feedback on focus areas, impact statements, strategies and indicators	Complete	-
Community Engagement: Review draft Plan with Executive Team and other City Staff	Not started	January 2024
Review feedback with Commission on Equity	Not started	February 2024
Community Engagement: Review draft Plan with Community Members	Not started	March 2024
Review feedback with Commission on Equity	Not started	April 2024
Integrate feedback into Plan	Not started	April 2024
COE Recommendation on Plan	Not started	May 2024
Bring draft to City Council for review	Not started	June 2024
Adoption by City Council	Not started	July 2024

DEI Strategic Plan Next Steps:

Item	Status	Timeline
Community Engagement: Community Engagement Session, Community Forums, Focus Groups, Events, etc.	Completed	-
Mission, Vision, Values, Goal Areas	Completed	-
Strategies and Benchmarks	Completed	-
Indicators and benchmarks	Completed	-
Integrate COE feedback on focus areas, impact statements, strategies and indicators	Completed	-
Community Engagement: Review draft Plan with Executive Team and other City Staff	Not started	January 2024
Review feedback with Commission on Equity	Not started	February 2024
Community Engagement: Review draft Plan with Community Members	Not started	March 2024
Review feedback with Commission on Equity	Not started	April 2024
Integrate feedback into Plan	Not started	April 2024
COE Recommendation on Plan	Not started	May 2024
Bring draft to City Council for review	Not started	June 2024
Adoption by City Council	Not started	July 2024

Draft DEI Strategic Plan Elements	Status	Timeline
1. Design direction	In-progress	December 2023
2. Cover Page	Not started	Jan. 2024
3. Land Acknowledgement	Completed	-
4. Acknowledgements	In-progress	January 2024
5. City Council Message	Not started	June 2024
6. Commission on Equity Message	Not started	December 2023
7. Commission on Equity Background	In-Progress	November 2023
8. Table of Contents	Not started	June 2024
9. Introduction to the plan a. DEIB definitions b. What it is / what it isn't c. Process / timeline d. Community Engagement efforts (broad) e. Community Engagement what we heard (not finalized) f. Goals and strategies (in brief) g. Roles h. Accountability: Benchmarks and Indicators (not finalized)	Not started	December 2023
10. Mission, Vision, Values	In-progress	April 2024
11. Goals and Strategies	In-progress	April 2024
12. Data: Lacey now (general overview) a. Demographics b. Business ownership c. Mean per capita income d. Percent below poverty line e. Homeownership rates by race and income f. Education rates / data g. Existing City efforts (in brief – appendix for full)	In-progress	Jan. 2024
13. Key Terms (OFM glossary) a. Anti-Racism b. Bias – to include more on implicit bias c. Discrimination d. Marginalization e. Race Equity f. Privilege g. Equity	Completed	-

h. Inclusion i. Cultural Competence – call out period of time v. continuously j. Work Force Diversity k. Disparities l. Intersectionality m. Community n. Research - Restorative Justice / Social Justice		
14. Criteria: a. City's roles: Lead, Partner, Advocate b. Accountability: Benchmarks and Indicators	In-progress	November 2023
15. Community Engagement: What we heard	In-progress	November 2023
16. Goals, Strategies, and Accountability (in-depth) a. Workforce and Work Environment i. Strategies ii. Benchmarks/Indicators iii. Key Terms (specific to section) iv. Data (specific to section) v. Existing efforts (specific to section) b. Community Access and Engagement vi. Strategies vii. Benchmarks/Indicators viii. Key Terms (specific to section) ix. Data (specific to section) x. Existing efforts (specific to section) c. Policies, Programs, and Services xi. Strategies xii. Benchmarks/Indicators xiii. Key Terms (specific to section) xiv. Data (specific to section) xv. Existing efforts (specific to section) d. Livability xvi. Strategies xvii. Benchmarks/Indicators - xviii. Key Terms (specific to section) xix. Data (specific to section)	In-progress	April 2024

xx. Existing efforts (specific to section)		
17. Accountability – Reporting on Benchmarks/Indicators	In-progress	April 2024
18. Appendices: a. Full OFM Glossary b. COE - Ordinance 1581 c. Engagement Findings	In-progress	November 2024

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Commission on Equity message

Connect with Chair Brown on draft...

Commission on Equity Background

On January 21, 2021, the Lacey City Council enacted [Ordinance 1581](#), establishing the Commission on Equity (COE), which is tasked with:

- Identifying and advancing opportunities that create a more welcoming community
- Continuing critical conversations on race and equity
- Seeking greater participation from underrepresented community members, and
- Identify existing gaps and barriers which could prevent full participation in government and public policy.

The former Equity Workgroup, also known as the Civic Leaders Forum, was instrumental in helping the City develop the foundations of the COE.

The COE consists of seven adults and one youth member from the [Lacey Youth Council](#). General Commissioners serve for three years. The Youth Commissioner serves for one year. All Commissioners may serve two consecutive terms. In order to qualify, applicants must reside in the City of Lacey or the Lacey Urban Growth Area (UGA).

On May 20, 2021, the Lacey City Council appointed the inaugural members to the newly formed COE. Over the past three years, the COE has helped inform the city government on equity and inclusion programs and strategies aligned with meeting the goals identified above. The COE's work has included, but is not limited to, the following:

- Gaining background on the City departments and services
- Working on City policy and program recommendations, to include:
 - Parks and Recreation Facility Policy
 - Parks and Recreation Sponsorship Policy
 - Parks, Culture and Recreation Comprehensive Plan
 - Communications Plan
 - Flag Policy
 - Land Acknowledgement Policy
 - Advisory Board Stipend Program
 - Utility Wrap Project
 - BIPOC Business Startup Training Program
 - Community Connectivity Assessment (CCA) Development

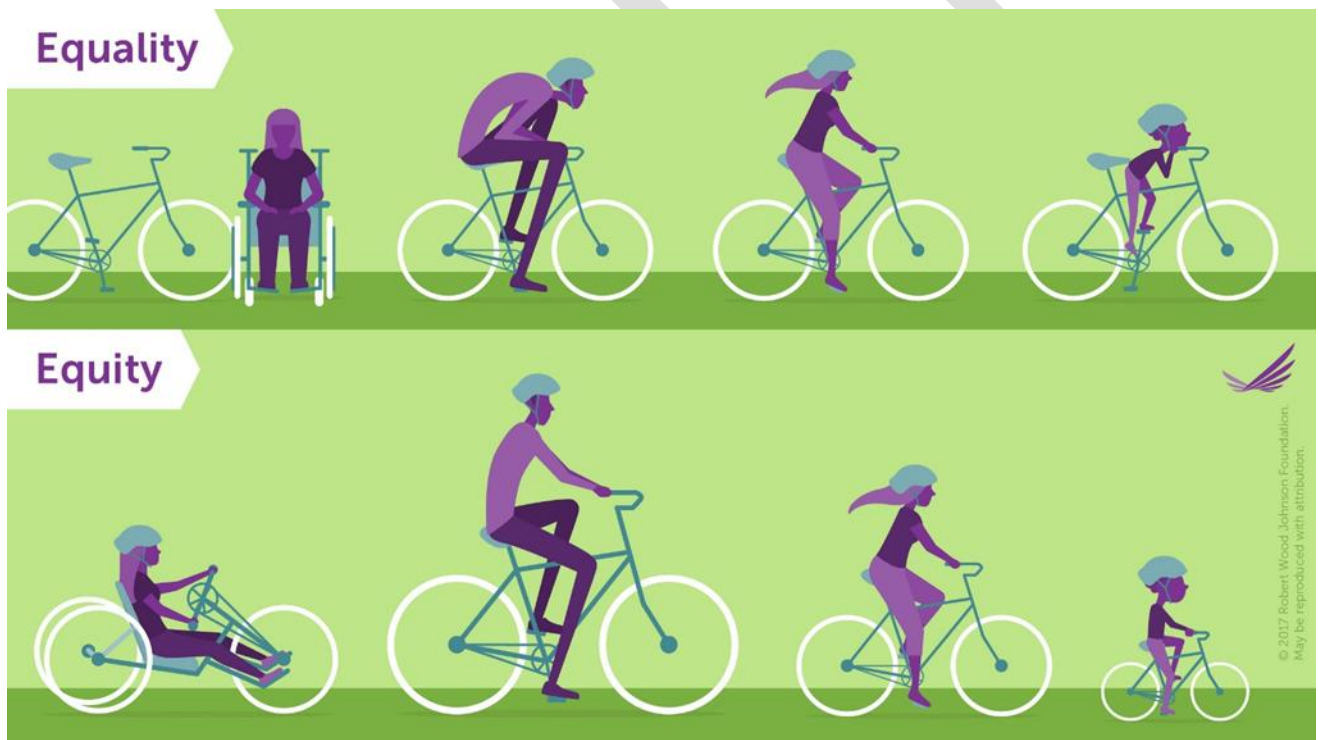
What is Diversity, Equity, Inclusion, and Belonging (DEIB)?

An essential part of the Diversity, Equity, Inclusion, and Belonging Strategic Plan (Plan), is understanding what the City mean in the use of Diversity, Equity, Inclusion, and Belonging. The Plan uses the Washington State Office of Financial Management's [Diversity, Equity, and Inclusion – Glossary of Equity-Related Terms \(V3.2\)](#) as a foundation. The following provides a brief definition of DEIB, the OFM definition, and an example of these terms in action.

D	Diversity: The presence of differences within a setting, collective, or group. OFM Glossary: Describes the presence of differences within a given setting, collective, or group. An individual is not diverse – a person is unique. Diversity is about a collective or a group and exists in relationship to others. A team, an organization, a family, a neighborhood, and a community can be diverse. A person can bring diversity of thought, experience, and trait, (seen and unseen) to a team — and the person is still an individual.	Example: In a group, diversity can include (but is not limited to), differences in culture, race, sex, gender, beliefs, age, education, life experiences, sexual orientation, abilities, income, socioeconomic status, veteran status, personalities, and more.
E	Equity: Working toward fairness outcomes for people or groups that addresses barriers to full participation. OFM Glossary: The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from	Example: The image below from the Robert Wood Johnson Foundation depicts cyclists of different abilities in a scenario where bikes are presented based on Equality and Equity. In the example of equality, all cyclists have the same bike making it difficult or impossible to ride. In the example of equity, all cyclists have a bike that matches their ability making it possible to fully participate in the ride.

	equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups.	
I	Inclusion: Intentionally ensuring opportunities for meaningful and full participation. OFM Glossary: Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups show that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share.	Example: Inclusion is finding gaps in voices and perspectives that were not heard, or historically marginalized or silenced, and finding a way to hear and meaningfully share these voices and perspectives. For City engagement initiatives, inclusion could mean intentionally consulting, involving, collaborating, and empowering community members that have not participated in previous outreach efforts.
B	Belonging(ness): Being considered, supported, respected, and valued as your authentic self. OFM Glossary:	Example: In the work place, every team member's perspective is valued through positive connections and each team member is able to be their authentic self.

	Your well-being is considered and your ability to design and give meaning to society's structures and institutions is realized. More than tolerating and respecting differences, belonging requires that all people are welcome with membership and agency in the society. Belonging is vital to have a thriving and engaged populace, which informs distributive and restorative decision-making.	
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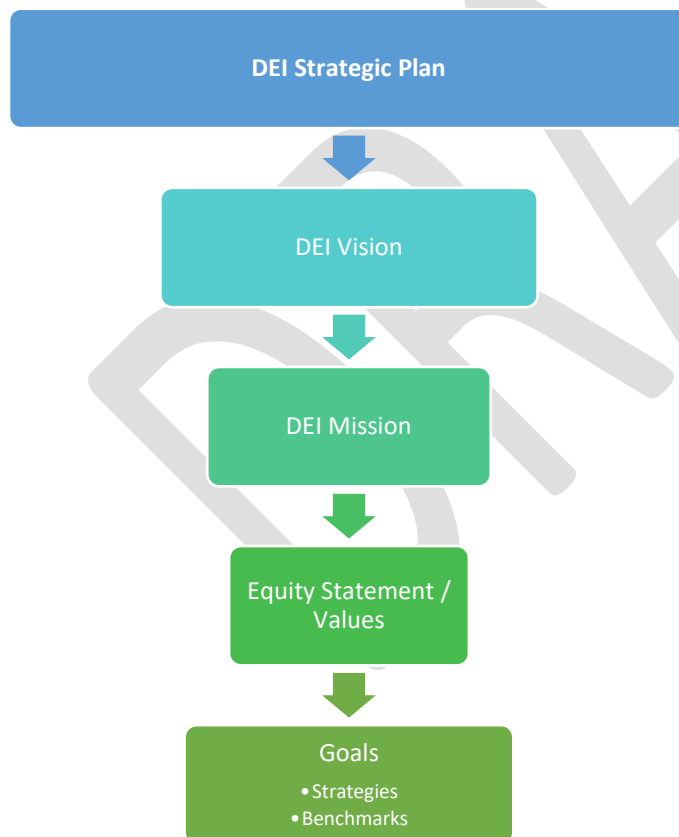


Introduction to this Plan

The purpose of this Plan is to create a strategic guide for the City of Lacey (City) to advance and support equity efforts in the greater Lacey community over the next six years from 2024 to 2030.

Specifically, the Plan identifies ways the City can serve as a **leader**, **partner**, and **advocate** as it works with community partners to build a more equitable and welcoming place where diversity is celebrated, opportunities are equitable, and barriers to participation are eliminated so that all voices are included and belong.

The Plan includes a Vision statement, Mission statement, Equity values, and four goal areas with multiple strategies and action items identified under each Goal Area.





A key element of this Plan is transparency and accountability. The City is committed to providing annual reports to the community on the progress made within the goal areas, strategies, and action items identified in this Plan and beyond. Taking into account future progress, the City will continually revisit and reevaluate this Plan and its programs, efforts, and initiatives to be reflective and responsive to the current environment.

What this is / isn't

The Plan includes a Vision statement, Mission statement, Value statement, Goal areas, Strategies and Action items, and Benchmarks. The following table briefly describes what these elements are intended to be and also what they are not intended to be.

Elements	Intended	Not Intended
DEI Plan	To be a strategic guide for the City to advance equity in the community.	To “answer” all equity efforts in the community.
Vision statement	To describe where we are headed and what is the big picture goal for the future of the community.	To provide specific details on the future of the community.
Mission statement	To describe broadly how we are going to approach this work.	To provide specific operational and implementation plans.
Equity Values	To describe shared values, behaviors, and how the City generally undertakes efforts	To provide specific actions, activities, implementation plans, etc.
Goal areas	To describe broad objectives that we want to accomplish that help support the mission and vision.	To be the only way to categorize broad objectives and areas the City will consider.
Strategies and Action items	To provide an approach within a goal area to advance equity.	To be the only way to advance equity within goal areas.
Benchmarks	To provide a way to report back on the progress and effectiveness of strategies and action items, including successes and difficulties.	To be a pass or fail system designed to approve or criticize equity efforts.

Process

In 2018, the City began a series of exploratory meetings with civic leaders from historically marginalized and underrepresented community groups, known as the Workgroup on Equity (also known as the Civic Leaders Forum). The purpose of the Workgroup on Equity was to learn about a diversity of experiences in the community and racial inequity issues. These conversations included insight and perspectives from:

Dr. Thelma Jackson, *Foresight Consultants*

Tam Q. Dinh, Ph.D., LICSW, *Saint Martin's University*

Nam D. Nguyen, *Commissioner, Assistant Attorney General's Office*

Mustafa Mohamedali, PE, PMP, *Social Secretary, Islamic Center of Olympia*

Antonio Gallegos, *Commission on Hispanic Affairs (Former Commissioner)*

From these meetings, the City developed a proposal to create an advisory board to the Lacey City Council on equity issues, resulting in the Commission on Equity.

On January 21, 2021, the Lacey City Council established the Commission on Equity ("COE") with Ordinance 1581. The COE, an advisory body to the Lacey City Council, is tasked with providing recommendations on ways to:

- Identify and advance opportunities that will create a more welcoming community.
- Continue critical conversations on race and equity.
- Seek greater participation from underrepresented community members.
- Identify existing gaps and barriers which could prevent full participation in government and public policy.

Over the past two years, the creation of the Plan was led by the COE with help from City staff and a DEI consultant, Tevin Medley, from The Athena Group. The development of the Plan involved community engagement efforts, COE Workshops, multiple reviews, and the adoption by the Lacey City Council on Month XX, 2024 (*pending*).

Timeline	Date	Information
	2018	Creation of Equity Workgroup (also known as Civic Leaders Forum)
	2021	Commission on Equity created with Ordinance 1581
	2021 to 2023	Community Engagement
		DEI Strategic Plan Workshops
		DEI Strategic Plan Commission on Equity Review
	2024	DEI Strategic Plan Community Review
		Commission on Equity Recommendation

		Continued Community Engagement
	TBD	Adoption by the Lacey City Council (<u>pending</u>)

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Community Engagement

The City is committed to continuously engaging with the community on equity efforts, recognizing that one event or initiative cannot possibly capture all perspectives or experiences at any given time or throughout time.

Community Engagement Sessions: In 2021, the City and Commission on Equity hosted two in-person community engagement sessions. Community feedback was also collected through an online option.

Community Forums: In 2022 and 2023, the City and Commission on Equity hosted forums that focused on different community groups. To date, the following Forums were held: Black and African Americans, LGBTQIA+, and Immigrants communities.

Focus Groups: In 2023, the City and Commission on Equity hosted focus groups with the Lacey Youth Council and Senior Services for the South Sound.

Community Events: In 2022 and 2023, the City and Commission on Equity collected input from community members at community events, including: the Lacey Cultural Celebration and Juneteenth Celebration.

Lacey Cares Survey: In 2021, the City collected information from the community on a variety of topics, including equity.

What we heard (in brief): ADD

Goals and Strategies (in brief)

The following provides a brief overview of the Plan's Goal Areas and strategy areas.

Chapter X provides more detailed information on goals, strategies, and benchmarks.

Symbol	Goal Areas	Strategies	City's Roles
	Workforce and Work Environment	Equity Plan Hiring and Retention Development and Workplace	Leader
	Community Access	Communications Engagement Relationships Collaboration	Leader, Advocate
	Policies, Programs, and Services	City Policies City Services Public Safety Parks, Culture, Recreation Infrastructure Utilities Acknowledgements Events	Leader
	Livability	Economic Development Housing and Homeless Services Social Services Partnerships Environment	Leader, Partner, Advocate

Roles

Depending on the circumstances and on the City's ability to influence change, the City's role in advancing strategies or action items identified in this Plan, as well as other community equity measures, will vary.

City Roles: Leader, Partner, Advocate

Symbol	Role	Definition
	Leader	The City serves as a leader when it can direct, influence, or is in charge of the strategy, action item or measure. Example: The City serves as leader in potential changes to the City Advisory Board recruitment processes because this program is a City program. However, the City cannot directly lead changes to similar recruitments for other governmental entities because these policies are not City programs. The City may serve as an Ambassador or Advocate in this scenario.
	Partner	The City serves as a partner or collaborator when the City is able to join, associate, or give power to another community stakeholder group or individuals to advance a strategy, action item or measure. Example: The City partners with multiple non-profits in the community to provide affordable housing options for community members. The City does not directly operate housing programs or facilities.
	Advocate	The City serves as an advocate when it does not lead or can directly influence the strategy, action item or measure. Example: The City can advocate for changes in programs or policies of other entities in the community. However, the City cannot directly change these programs or policies.

VISION | MISSION | VALUES

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VISION STATEMENT

The City of Lacey is an inclusive community that embraces the gifts, talents, experiences, and contributions of all community members and works collaboratively internally and externally to advance equity in Lacey. Lacey is a community where:

-  Change starts by **LISTENING**
-  Diversity is **CELEBRATED**
-  **ACTIONS** are aligned with values
-  Opportunities are **EQUITABLE**
-  Partnerships are **CULTIVATED**
-  Barriers to **FULL PARTICIPATION** are eliminated, and
-  **ACCOUNTABILITY** is central to achieving the above



MISSION STATEMENT

The City is committed to delivering exceptional public services, policies, and programs that integrate equity and social justice as core principles as we continue to grow as a vibrant and thriving community.

The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.



VALUES STATEMENT

The City of Lacey champions change that leads to a more equitable society for ALL community members, regardless of race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among other identities, many of which can intersect to create compounding marginalization or privilege.

We strive to eradicate all forms of racism and oppression, which have had disproportionate negative impacts on Black, Indigenous, and People of Color, through actions, partnerships, support and advocacy.

We recognize the power City government has to impact the lives of our community members. In our City government and operations, we strive to shape, advance, and implement policies, practices, and programs that help eliminate inequities that result from centuries of racism and oppression.

We begin with self-examination and listening and creating platforms for historically marginalized and under-represented communities to be heard. The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.





A CLOSER LOOK AT VALUES



We champion social change that leads to a more equitable society for ALL community members.



We strive to eradicate all forms of racism and oppression.



We recognize the power City government has to impact the lives of our community.



We begin with self-examination, listening and creating platforms for historically marginalized and under-represented communities to be heard.



We are committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.



GOALS | STRATEGIES



GOAL AND STRATEGIES (in brief)

The following provides a brief overview of this Plan's Goal Areas, Strategies, and the City's Roles, see Chapter X for more information on each of the below.

	GOAL AREAS	STRATEGIES	CITY'S ROLE
	Workforce and Work Environment	• Equity Plan • Hiring and Retention • Development and Workplace	Leader
	Community Access	• Communications • Engagement • Relationships • Collaboration	Leader Advocate
	Policies, Programs, and Services	• City Policies • City Services • Public Safety • Parks, Culture, Recreation • Infrastructure • Utilities • Acknowledgements, Events	Leader
	Livability	• Economic Development • Housing and Homeless Services • Social Services • Partnerships • Environment	Leader Partner Advocate

