



City of Lacey, Washington
Commission on Equity Minutes
Monday, November 27, 2023 - Council Chambers and Online

1. Call to Order

Chair Brown called the meeting to order at 5:33 p.m.

2. Roll Call

EQUITY COMMISSIONERS PRESENT: Chair Cliff Brown, Makieda Hart, Kristine Stolberg, Jon Hegwood, Thelma Jackson, Youth Representative Samuel Tatarian

EQUITY COMMISSIONERS EXCUSED: Kim Sauer

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Kelly Adams, Special Projects Administrator

3. Land Acknowledgement:

Vice Chair Annie Clay read the abbreviated land acknowledgement.

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

A. Approval of Agenda

B. Approval of October 23, 2023, meeting minutes

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

5. Public Comment:

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

6. Inspirational Item:

A. Commissioner Jon Hegwood

Commissioner Hegwood shared an inspirational poem on mindfulness by Dana Faulds entitled "Allow."

7. Business Items:

A. Advisory Board Stipend Program Demographic Survey

Shannon Kelley-Fong, Assistant City Manager
Kelly Adams, Special Projects Administrator

The City plans to collect demographic information about Advisory Board Members and applicants through an anonymous survey in 2024. Kelley-Fong and Adams presented the specific demographic questions in the survey and the methodology for the data collection. Advisory board presentations and technical support are scheduled for January and February 2024 meetings.

B. Community Forum - Centering Immigrant Communities Discussion

Commissioner Makieda Hart

Commissioner Hart provided an update on the Centering Immigrant Communities Forum. Kelley-Fong lead the Commission in a review of feedback collected at the Forum. Discussion ensued.

The Commission thanked Veronica Hand, Civil Rights Coordinator at Washington State Department of Fish and Wildlife, and Mayra Peña, BIPOC Business Community Liaison at the Thurston Economic Development Council and Center for Business and Innovation for their help coordinating this event.

C. Draft Work Plan 2024

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the Commission on Equity Draft Work Plan for 2024, including a review of 2022/23 items. Discussion ensued. Chair Brown and Commissioner Hart requested a report to the community on recent forum events. Commissioner Jackson requested more detailed meeting minutes. Chair Brown



requested a meeting with North Thurston Public Schools in 2024. Chair Clay asked to move the joint meeting with the Lacey Youth Council to earlier in the year.

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

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the status of the Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan. The Commission engaged in a workshop exercise to review background elements of the DEIB Strategic Plan. Discussion ensued.

8. Commissioner Reports:

No reports.

9. Director Report:

Kelley-Fong distributed Thank You cards for the Commission to sign for Veronica Hand, Civil Rights Coordinator at WD Fish and Wildlife, and Mayra Peña, BIPOC Business Community Liaison for the Thurston Economic Development Council and Center for Business and Innovation, for helping to plan the Centering Immigrant Communities Forum.

Kelley-Fong briefed the Commission that the next meeting will be on Tuesday, December 26.

10. Adjourn

Chair Brown adjourned the meeting at 7:49 p.m.

Next Meetings and Events:

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

