



City of Lacey, Washington Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Tuesday, December 26, 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 November 27, 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. Vice Chair Annie Clay

7. Business Items:

A. Election of Officers (Chair & Vice Chair)

Chair Brown

B. Community Liaisons, Part II

Sadie Siglin, Management Analyst

C. **2024 Work Plan Recommendation**

Shannon Kelley-Fong, Assistant City Manager

D. **DEI Strategic Plan Workshop: Document Elements Review, Part II**

Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports:

9. Director Report:

A. **Lacey Cultural Celebration 2024**

Shannon Kelley-Fong, Assistant City Manager

B. **2024 Schedule**

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

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/84621835138>

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

YouTube: <https://www.youtube.com/watch?v=5P80Zz6xkWo>

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 846 2183 5138)

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/84621835138>
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 Tuesday, December 26, 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, 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



2024 Election of Officers

From the COMMISSION ON EQUITY - RULES OF PROCEDURE (relevant sections):

2. Terms of Office

2.1. Terms for Commissioners shall be for three years, with the following exception:

2.1.1. Initial terms appointed in 2021 for Commissioner Positions One (1), Two (2), and Three (3) will be appointed until 2024, all subsequent terms will be appointed on a three-year cycle.

2.1.2. Initial terms appointed in 2021 for Commissioner Positions Four (4), Five (5), Six (6), and Seven (7) will be appointed until 2025, all subsequent terms will be appointed on a three-year cycle.

3. Election of Officers

3.1. The officers of the Commission shall be a Chair and a Vice-Chair elected by the appointed members of the Commission, and such other officers as the Commission may elect.

3.2. The election of officers shall take place each year on the occasion of the last regular meeting in December of each calendar year.

3.3. The term of each officer shall begin on the occasion of the first regular meeting in January of each calendar year. The term of each officer shall run until the subsequent election.

3.4. In the event of the vacancy of the Chair, the Chair will be replaced by the Vice-Chair, and the Vice-Chair will be replaced by a vote of the members of the Commission.

4. Duties of Officers

4.1. The Chair shall preside over the meetings of the Commission and may exercise all powers usually incident to the office, retaining the right to have a vote recorded in all deliberations of the Commission.

4.2. The Chair shall have power to create temporary committees of one or more Commissioners.

4.2.1. Committees of the Commission shall be created at the direction of the Commission and shall be appointed by the Chair. Temporary committees may be charged with such duties, examinations, investigations and inquiries relating to matters of interest to the Commission. No committee shall have the power to commit the Commission to the endorsement of any plan, case or program without the approval of the full Commission.

- 4.3. The Chair shall rule on issues regarding the committee of the whole, handling of meeting items and discussions, conflict of interest, appearance of fairness, suspension of meetings, timing for discussion of issues, and clarification of issues and questions.
- 4.4. In the absence of the Chair, the vice-chair will perform all duties of the Chair.
- 4.5. Absences of Chair and Vice-Chair: The Chair and Vice-Chair, both being absent, the present Commissioners may elect for the meeting a temporary Chair who shall exercise the powers of the elected Chair.



Commission on Equity December 26, 2023

SUBJECT: Community Liaison Program: Administration Overview

RECOMMENDATION: Informational only. Provide feedback on various program administrative features.

STAFF CONTACTS: Shannon Kelley-Fong, Assistant City Manager *SKF*
Sadie Siglin, Management Analyst *SS*

ATTACHMENTS: 1. Community Liaison Program Administration Overview Presentation

FISCAL NOTE: Unknown at this time. Additional research is required.

PRIOR REVIEW: [Commission on Equity Meeting – 10.23.2023](#)

2023 WORKPLAN: Q2 – 6 “Research and review paid community liaison programs”

BACKGROUND: On October 23, 2023, the Commission on Equity (COE) received a presentation on community liaison programs from other government entities. The following provides a high-level review of community liaison program administration based off current research:

Are community liaisons volunteers or contractors?

Community liaisons can serve in a volunteer capacity or as an independent contractor. Registration requirements for contractors vary based on the local and state requirements. Two organizations that were studied hire liaisons as paid contractors. Contractors hired by these organizations are compensated based on hourly work.

1. [Seattle, WA- Community Liaisons](#)
2. [Boulder, CO- Community Connectors](#)

Are there limitations to how much a liaison can work?

Limitations to the hours a liaison may work vary depending on the program.

Liaisons working in a volunteer capacity may be limited to the number of hours served and the stipend amount they are eligible to receive. Jurisdictions may need to consider the Volunteer Protection Act of 1997.

Liaisons hired as contractors may experience limitations based on the structure of their program and budgetary limitations.

Table A and **Table B** provide examples of how community liaison programs from Seattle, WA and Boulder, CO are administered.

Table A Seattle, Washington: Community Liaison Administration	
1099 Contractor	Liaisons are hired as 1099 contractors and must complete a vendor packet, and have a current city and state business registration.
Compensation	Contractors are paid \$75 per hour and \$100 per hour for emergency response. Milage for travel may be paid as well. Contractors invoice and are paid for their services once at the end of each project.
Limitations on Service	Contractors are provided an estimated time frame for the project, but may exceed the estimated hours if required to complete the project. Contractors are not limited on the hours they work on a project.
Project Assignment & Reporting	Contractors serve on one project at a time and report to a project manager.
Budget	Each city department utilizing contracted liaisons will pay for services out of their department or project specific budgets.

Table B
Boulder, Colorado: Community Connector Administration

1099 Contractor	Community connectors are hired as 1099 contractors and must complete a W9, vendor form, and affidavit of legal residency for stipend payment.
Compensation	Contractors are paid \$20 - \$22 per hour, varying by project. Contractors are paid monthly by check or direct deposit.
Limitations on Service	Contractors are given a limited hourly commitment for each project, by month. Limitations are driven by budget. Contractors are not asked to continue working once they have met the hourly limitations, even if the project is not complete.
Project Assignment & Reporting	Contractors serve on one project at a time and report to the city liaison supervisor. Some projects may also have a project supervisor.
Budget	The city has a limited designated budget for community connectors.

Discussion: When considering a potential Community Liaison program for the City of Lacey, provide feedback on:

- 1099 contractors or volunteers
- Contractor requirements: Business licensing, vendor packets, and direct deposit
- What is an ideal payment frequency?
- Where could the City find community leaders (trusted messengers) to serve in this capacity?

Community Liaison Program Administration

12.26.20203



Community Liaison Review

On October 23, 2023, the Commission on Equity presentation.

Provide an informational high-level review on the administration of two liaison programs.

Provide feedback on various program administrative features.



Program Administration

Like kind programs in Seattle, Washington, and Boulder, Colorado, provide a look into how community liaison programs may be administered.



Services Community Liaisons Offer in Seattle and Boulder

- Partnership with City departments
 - Comprehensive planning
 - Budget strategy
- Development of specialized engagement for underserved businesses
- Emergency response assistance
- Community events
 - Community forums: How government works and where to go
 - Social Justice Summit
 - Community engagement session asking for input
- Assisting community members with job applications
- Creating culturally relevant content
- Reporting to City Council
- Creating racial equity instruments



Service Capacity and Compensation

	Seattle, WA	Boulder, CO
1099 Contractor	X	X
Business Registration Requirement	X	
Hourly Compensation	X	X
Limitations on Service		X
Scheduled Payments		X
Project Assignment & Reporting	X	X
Designated Budget		X



Seattle, WA- Community Liaisons

1099 Contractor

Community liaisons are hired as 1099 contractors and must complete a vendor packet and have a current city and state business registrations.

Compensation

Contractors are paid \$75 per hour and \$100 per hour for emergency response. Milage for travel may be paid as well.

Contractors invoice and are paid for their services once at the end of each project.

Limitations on Service

Contractors are provided an estimated time frame for the project, but may exceed the estimated hours if required to complete the project.

Contractors are not limited on the hours they can work on a project.

Project Assignment & Reporting

Contractors serve on one project at a time and report to a project manager.

Budget

Each city department utilizing contracted liaisons will pay for services out of their department or project specific budgets.



Boulder, CO– Community Connectors

1099 Contractor	Community connectors are hired as 1099 contractors and must complete a W9, vendor form, and affidavit of legal residency for stipend payment.
Compensation	Contractors are paid \$20 - \$22 per hour, varying by project. Contractors are paid monthly by check or direct deposit.
Limitations on Service	Contractors are given a limited hourly commitment for each project, by month. Limitations are driven by budget. Contractors are not asked to continue working once they have met the hourly limitations, even if the project is not complete.
Project Assignment & Reporting	Contractors serve on one project at a time and report to the liaison supervisor. Some projects may also have a project supervisor.
Budget	The city has a limited designated budget for community connectors.



Discussion:

What could work for Lacey?

- 1099 contractors or volunteers
- Contractor requirements: Business licensing, vendor packets, and direct deposit
- What is an ideal payment frequency?
- Where could the City find community leaders (trusted messengers) to serve in this capacity?





COMMISSION ON EQUITY

December 26, 2023

SUBJECT: 2024 Commission on Equity Work Plan

RECOMMENDATION: Recommend the Draft 2024 Commission on Equity Work Plan to the Lacey City Council.

Present the Draft 2024 Work Plan to the Lacey City Council on February 13, 2024.

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

ORIGINATED BY: City Manager's Department

ATTACHMENTS: 1. Draft 2024 Commission on Equity Work Plan

FISCAL NOTE: The 2024 budget includes sufficient funding to perform the identified work plan items.

PRIOR REVIEW: [Commission on Equity Meeting - November 27, 2023](#)

WORK PLAN: Required for 2024

BACKGROUND: The Commission on Equity (COE) is tasked with creating a work plan for the upcoming year for Lacey City Council consideration. Based on feedback from the COE at their November 27, 2023 Meeting, the following additions or schedule changes were made:

Q1 – Hold a joint/informational meeting with Business community representatives: Thurston County EDC, local Chambers, etc.

Q1 – Joint meeting with City Council and Annual Report Out

Q2 – Joint meeting with the Lacey Youth Council

- Q2 – Hold a joint/informational meeting with DEI representatives from local education institutions
- Q2 – Start review of Advisory Board recruitment process.
- Q2 – Review of Community Survey options.
- Q3 – Create recommendation on Advisory Board Recruitment process.
- Q3 – Recommend Community Survey options
- Q4 – Recruit for COE Members (if needed)
- Q4 – Strategic Plan Implementation (continuously)
- Q4 – Draft 2025 Commission on Equity Work Plan

These additions and changes are highlighted in the Draft 2024 Commission on Equity Work Plan, **Attachment 1**, in red.

Options:

Option 1: Recommend the Draft 2024 Commission on Equity Work Plan to the Lacey City Council.

Present the Draft 2024 Commission on Equity Work Plan to the Lacey City Council on February 13, 2024.

Option 2: Provide direction to City staff on other elements to consider in regards to the Draft 2024 Commission on Equity Work Plan.

Review an updated Draft 2024 Work Plan at the COE January Meeting.



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)

DRAFT Commission on Equity-2024 Work Plan

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

DRAFT Commission on Equity-2024 Work Plan

		• Senior Services for the South Sound Presentation • Focus Groups with community members • Lacey Cultural Celebration • Joint Meeting with the Lacey City Council
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

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
2024	Q1	Engagement	1. Participate in the Lacey Cultural Celebration.	
			2. Hold a joint/informational meeting with Business community representatives: Thurston County EDC, local Chambers, etc.	
		Strategic Plan	1. Continue work on Draft DEI Strategic Plan.	See below for more detail.
		Policy Items	2. Continue research and review on paid community liaison programs.	
			3. Continue research on Equity Tools.	
			4. Review other City policy documents, as they come up. (e.g., Economic Development Plan, etc.)	
		Program Items	5. Joint meeting with City Council and Annual Report Out	
		Events	6. Start 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge	
			7. Participate in the Lacey Cultural Celebration.	

Year	Q	Category	Activity	Status
2024	Q2	Engagement	8. Hold a focus group with community members / affinity group(s) (All Abilities)	
			9. Joint Meeting with the Lacey Youth Council.	
			10. Hold a joint/informational meeting with DEI representatives from local education institutions	
		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. Start review of Advisory Board recruitment process.	
			15. Comprehensive Plan Involvement.	
			16. Review other City policy documents, as they come up.	
		Program Items	17. Review of 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
2024	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. Create recommendation on Advisory Board Recruitment process.	
			25. Review other City policy documents, as they come up.	
		Program Items	26. Recommend Community Survey options.	
		Events		
			27. Continue Planning DEI Summit	

Year	Q	Category	Activity	Status
2024	Q4	Engagement	28. Hold a focus group with community members (TBD).	
			29. Recruit for COE Members (if needed)	
		Strategic Plan	30. Implementation (continuously)	
		Policy Items	31. Continue research and review of Equity Maps.	
			32. Continue Comprehensive Plan Involvement.	
			33. Review other City policy documents, as they come up	
			34. Draft 2025 Commission on Equity Work Plan	
		Program Items	-	
		Events	35. 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



COMMISSION ON EQUITY

December 26, 2023

SUBJECT: Draft DEIB Strategic Plan Workshop: Document Elements Review, Part 2

RECOMMENDATION: Review and provide feedback on select DEIB Strategic Plan Elements.

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

ATTACHMENTS:

1. Draft – DEIB Strategic Plan Document Elements - 12.26.2023
2. Draft - What We Heard Summary, Accountability: Benchmarks and Indicators

FISCAL NOTE: None identified at this time.

PRIOR REVIEW: [Commission on Equity Meeting - November 27, 2023](#)

WORK PLAN: Q3 - Continue work on Draft DEI Strategic Plan

For this Workshop, the intent is to:

- Review updated draft DEIB Strategic Plan elements previously reviewed at the Commission on Equity (COE), November 27, 2023 meeting.
- Review and get feedback on the following Draft DEIB Strategic Plan elements:
 - What We Heard
 - Accountability: Benchmarks
- Collect information for the Commission on Equity Message.

DEIB 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

COE Feedback – 11.27.2023:

- **Methods of providing feedback to community**
See “Accountability” Section.
- Review of draft plan with original Equity Workgroups

Draft DEIB Strategic Plan Elements	Status	Timeline
1. Design direction	Completed	November 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) Community Engagement what we heard Full may be better as Appendix e. Goals and strategies (in brief) f. City's roles: Lead, Partner, Advocate g. Accountability: Benchmarks and Indicators Full may be better as Appendix	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 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	Completed	-
14.Criteria: a. City's roles: Lead, Partner, Advocate b. Accountability: Benchmarks and Indicators May be better as Appendix	In-progress	December 2023
15.Community Engagement: What we heard	In-progress	December 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)	In-progress	April 2024

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) 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. What we heard - Engagement Findings d. Accountability – Reporting on Benchmarks/Indicators e. Commission on Equity – DEIB Workshops	In-progress	December 2024 April 2024

COE Feedback – 11.27.2023: • Definite need to review • Workforce reform? • Action Steps • Benchmarks to measure progress towards goals • Education mechanism • Accountability should this say annual reporting on Benchmarks • 12 Data g, Existing City Efforts – Don’t understand what this will include • Include data for City’s workforce • Include data on population projections that is available for coming years
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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 **knowledge** on the City departments and services.
- **Gaining knowledge about processes and procedures used in local government.**
- 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 **and Demographic Survey**
 - Utility Wrap Project
 - BIPOC Business Startup Training Program
 - Community Connectivity Assessment (CCA) Development
 - **Lacey Veterans Services Hub**
 - **Joint Animal Services**
- **Meeting with and learning about other government and non-profit stakeholders:**
 - **Local education equity efforts: North Thurston School District, Pope John Paul II**

COE Feedback – 11.27.2023:

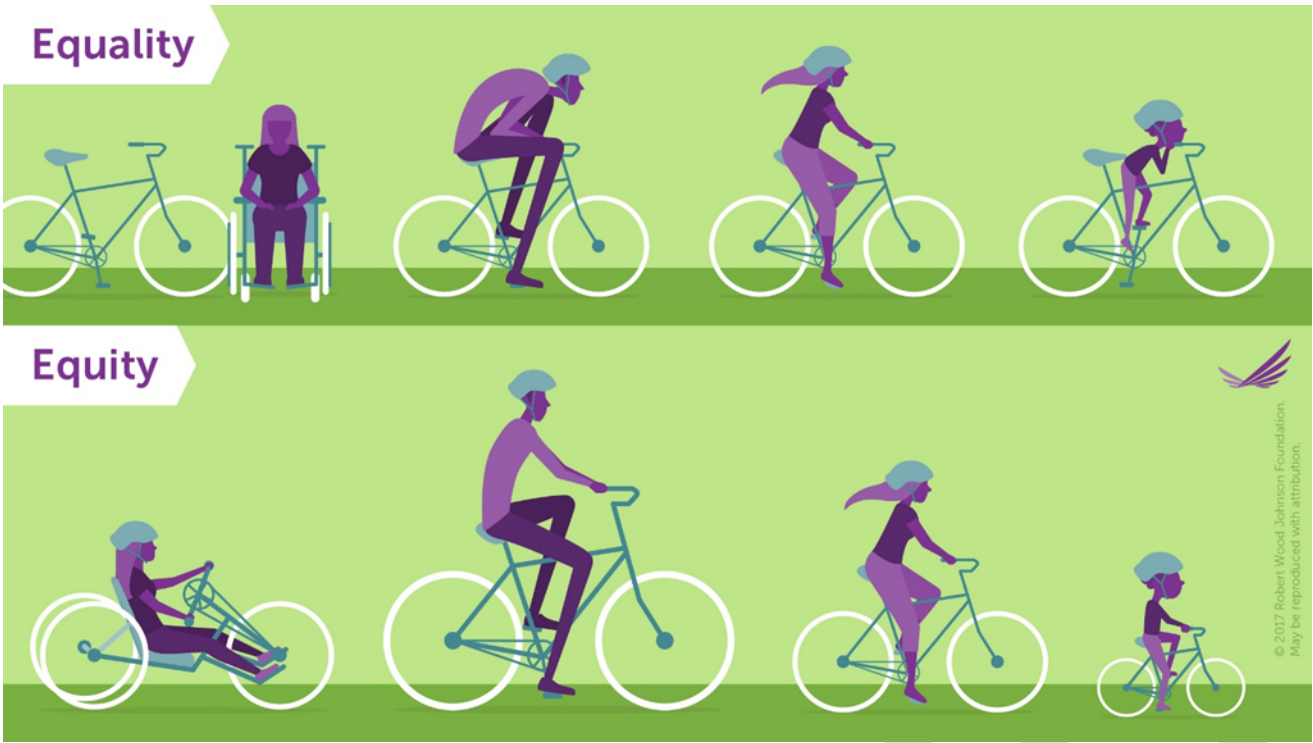
- Raising cultural awareness and sensitivity to areas of discussion
- **Gaining Knowledge about how the city conducts its business and the processes and procedures used in the governance.**
- **BIPOC start-up training program? Let's discuss**
- Race Equity and ability. Ability has lost of barriers not considered, sidewalks, transportation, housing, indep.
- **Attended NTPSD board meeting. Met with NTPSD DEI director.**
- COE has a lot of program recommendations, how will it balance those programs?
- **Advisory Board Stipend Program and Add Demographic Survey**

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, points-of-views, 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 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.	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. Below is an example of Redlining as one illustration of structural inequity that continues to impact communities today. For an example in Thurston County, see restrictive covenants.
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, they are able to provide input that makes an impact, and

	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.	each team member is able to be their true identity .
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Redlining: Structural racism and inequity with a continued impact (NEW SECTION)

Redlining was a longstanding, discriminatory practice of banks declining to lend mortgages in areas deemed too “financially risky” due to high populations of people of color and certain ethnic backgrounds. This practice, which lasted from the 1930s to the late 1960s, blocked people of color from getting mortgages at the same rates of white contemporaries.

From the Federal Reserve History – the Role of the Federal Government:

“Redlining is the practice of denying people access to credit because of where they live, even if they are personally qualified for loans. Historically, mortgage lenders once widely redlined core urban neighborhoods and Black-populated neighborhoods in particular...

The federal government played a key role in institutionalizing and encouraging redlining through the Federal Housing Administration (FHA). The FHA was the architect of federally sponsored redlining from 1934 until the 1960s. Other federal agencies, such as the Federal Reserve, regulated the banks and thrifts that originated or bought FHA-insured loans...

The FHA was tasked with insuring "economically sound" loans, as part of an overhaul of the system of residential mortgage finance that had been decimated by the Depression. The FHA began redlining at the very beginning of its operations in 1934, as FHA staff concluded that no loan could be economically sound if the property was located in a neighborhood that was or could become populated by Black people, as property values might decline over the life of the 15- to 20-year loans they were attempting to standardize. For example, the FHA's [1938 Underwriting Manual](#) emphasized the negative impact of "infiltration of inharmonious racial groups" on credit risk. To limit that risk, it recommended [restrictive covenants](#) that prohibit "the occupancy of properties except by the race for which they are intended," which had become increasingly common in the 1920s. For the next few decades, the FHA generally favored loans on new construction in suburban areas rather than urban areas with older housing stocks or Black residents."

<https://www.federalreservehistory.org/essays/redlining>

In the late 1930s the Home Owners’ Loan Corporation (HOLC) created a series of color-coded maps of residential areas. On the maps, each color represented a different category of mortgage loan default risk:

- **Grade A:** "Best" (shaded green), represented the lowest default risk.

- **Grade B:** "Still desirable" (shaded blue), represented an acceptable risk of default.
- **Grade C:** "Declining" (shaded yellow), represented a high risk of default.
- **Grade D:** "Hazardous" (shaded red), represented a dangerous risk of default.

The University of Richmond's Digital Scholarship Lab's "[Mapping Inequity: Redlining in New Deal America](https://dsl.richmond.edu/panorama/redlining/)" ("Mapping Inequity Tool") digitized the HOLC maps to provide a more comprehensive look at redlining across the country. The site includes maps for the cities of Seattle, Tacoma, and Spokane in Washington state, <https://dsl.richmond.edu/panorama/redlining/>.

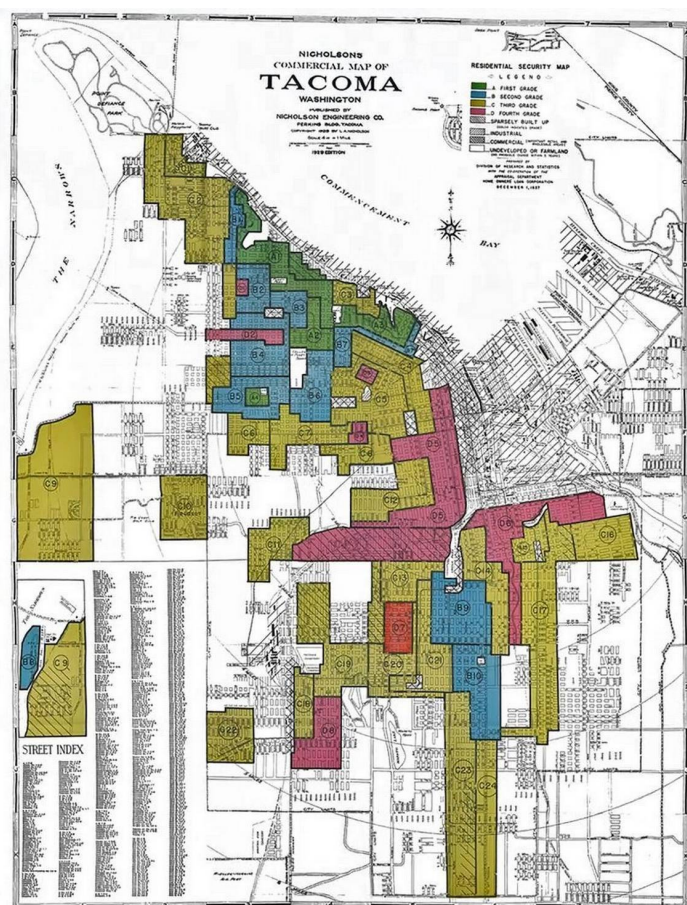
These categories were applied often based on the racial and ethnic composition of a neighborhood. On HOLC maps, areas identified as Grade D, were often neighborhoods with residents that were Black, immigrants, and certain ethnic groups.

From the Mapping Inequity Tool:

"These grades were a tool for redlining: making it difficult or impossible for people in certain areas to access mortgage financing and thus become homeowners. The majority of areas marked as "hazardous" and colored red on the City Survey maps were white, often ethnic neighborhoods. But the brunt of redlining fell upon neighborhoods of color. African American neighborhoods, in particular, were all but universally categorized as "hazardous" regardless of the income or class of residents. Even the presence of a few families of color typically resulted in redlining...

Redlining thus directed both public and private capital to native-born white families and away from African American and, to a lesser extent, immigrant families. **As homeownership was arguably the most significant means of intergenerational wealth building in the United States in the twentieth century, these redlining practices from eight decades ago had long-term effects in creating wealth inequalities that we still see today."**

(emphasis added)



Continued impacts of Redlining across the United States:

While the 1968 Fair Housing Act made the practice of racially motivated redlining illegal, the legacy of Redlining continues to impact communities across the United States.

From the U.S. Department of Justice:

"Redlining, a practice institutionalized by the federal government during the New Deal era and implemented then and now by private lenders, has had a lasting negative impact. For American families, homeownership remains the principal means of building wealth, and the deprivation of investment in and access to mortgage lending services for communities of color have contributed to families of color persistently lagging behind in

homeownership rates and net worth compared to white families. **The gap in homeownership rates between white and Black families is larger today than it was in 1960, before the passage of the Fair Housing Act of 1968.**"

(emphasis added)

<https://www.justice.gov/opa/pr/justice-department-announces-new-initiative-combat-redlining>

From the University of California Berkeley Public Health:

"Those currently living in historically redlined neighborhoods are highly vulnerable to air, water, and noise pollutants and other health problems, according to research from UC Berkeley and elsewhere...

Access to parks, trees, and gardens in urban areas can potentially help reduce stress and improve well-being. However, studies have found that racially segregated neighborhoods are less likely to have access to such green spaces and are more likely to experience [noise pollution, poorer air quality, and lower incomes](#)...

Discriminatory lending practices continue to have devastating effects on low-income and people of color nearly 100 years after the first redlined maps were created by the Home Owners' Loan Corporation in 1933. Residents in historically D-graded neighborhoods are highly susceptible to serious health complications such as cardiovascular disease and maternal morbidity due to decades of strategic disinvestment. Without considerable intervention to supply cleaner air, access to parks, and other environmentally enriching amenities to vulnerable communities, this trend is likely to continue. Further research into past and present discriminatory housing practices are thus the beginning of addressing racial inequities in public health."

(emphasis added)

<https://publichealth.berkeley.edu/news-media/research-highlights/50-years-after-being-outlawed-redlining-still-drives-neighborhood-health-inequities/>

From FiveThirtyEight – The Lasting Legacy of Redlining:

"In its 20 years of existence, the now-defunct HOLC drew hundreds of these maps across the country. In total, we analyzed the demographics of 138 metropolitan areas where HOLC drew maps, using data provided by the University of Richmond's [Mapping Inequality](#) project and by the 2020 census. **And we found that nearly all formerly redlined zones in the country are still disproportionately Black, Latino or Asian compared with their surrounding metropolitan area, while two-thirds of greenlined zones — neighborhoods that HOLC deemed "best" for mortgage lending — are still overwhelmingly white...**

There is no one legacy when it comes to redlining. And its legacy is particularly devastating because, as we were told by Stephen Menendian, assistant director of the Othering & Belonging Institute at the University of California, Berkeley, "Housing really is at the core of every expression of racial inequality in America."

(emphasis added)

<https://projects.fivethirtyeight.com/redlining/>

Racial Restrictive Covenants in Thurston County

In real estate, restrictive covenants refer to restrictions on the use of a property or affirmative obligations imposed on the owner of a property. Prior to 1968, racially restrictive covenants were used prohibit racial, ethnic, and religious minority groups from buying, leasing, or occupying homes.

From the University of Washington: The Seattle Civil Rights and Labor History Project

"When a restrictive covenant existed on a property deed or plat map, the owner was legally prohibited from selling to members of the specific minority group or groups listed in the covenant. These contracts thus hampered the individual freedoms of the signer and all future property owners to sell to whomever they chose. If an owner violated the restriction, they could be sued and held financially liable. Because of this legal obligation, racial restrictions were rarely contested, which is the key reason why they were so effective...

The National Housing Act of 1934 also played a part in popularizing these covenants. Passed during the Great Depression to protect affordable housing, the Housing Act introduced the practice of "redlining," or drawing lines on city maps delineating the ideal geographic areas for bank investment and the sale of mortgages. Areas blocked off by redlining were considered risky for mortgage support and lenders were discouraged from financing property in those areas. This legislation was intended to ensure that banks

would not over-extend themselves financially by exceeding their loan reserves, but it resulted in intensified racial segregation.

The Housing Act encouraged land developers, realtors and community residents to write racial restrictive covenants to keep neighborhoods from being redlined.”

https://depts.washington.edu/civilr/covenants_report.htm

Here in Thurston County, per the University of Washington’s Racial Restrictive Covenants Project, more than 1,500 properties had racial restricted covenants, see a map here:

https://depts.washington.edu/covenants/map_cov_thurston.shtml

While not valid or enforceable, racially restrictive covenants still exist in Thurston County. The Thurston County Auditor’s office provides a way for property owners to get this language removed from their deeds at no cost, see:

<https://www.thurstoncountywa.gov/departments/auditor/recording-services/racially-restrictive-covenants>

COE Feedback – 11.27.2023:

- Recognize diversity in points of view, backgrounds, experiences
- And ability and cultural location as someone who has migrated to this area this is an important for feeling welcomed
- Equity example would like to see strong example that points to racial inequities. The bike example feels like too “safe.” Housing or education.
- Like the use of the term Intentionally
- Can do the DEI but if an individual doesn’t feel welcomed or that their ability or (whatever) isn’t considered will they feel they belong
- Ability to provide input matters
- We should not neglect belongingness because it is important as well
- What about the baby (bike example)

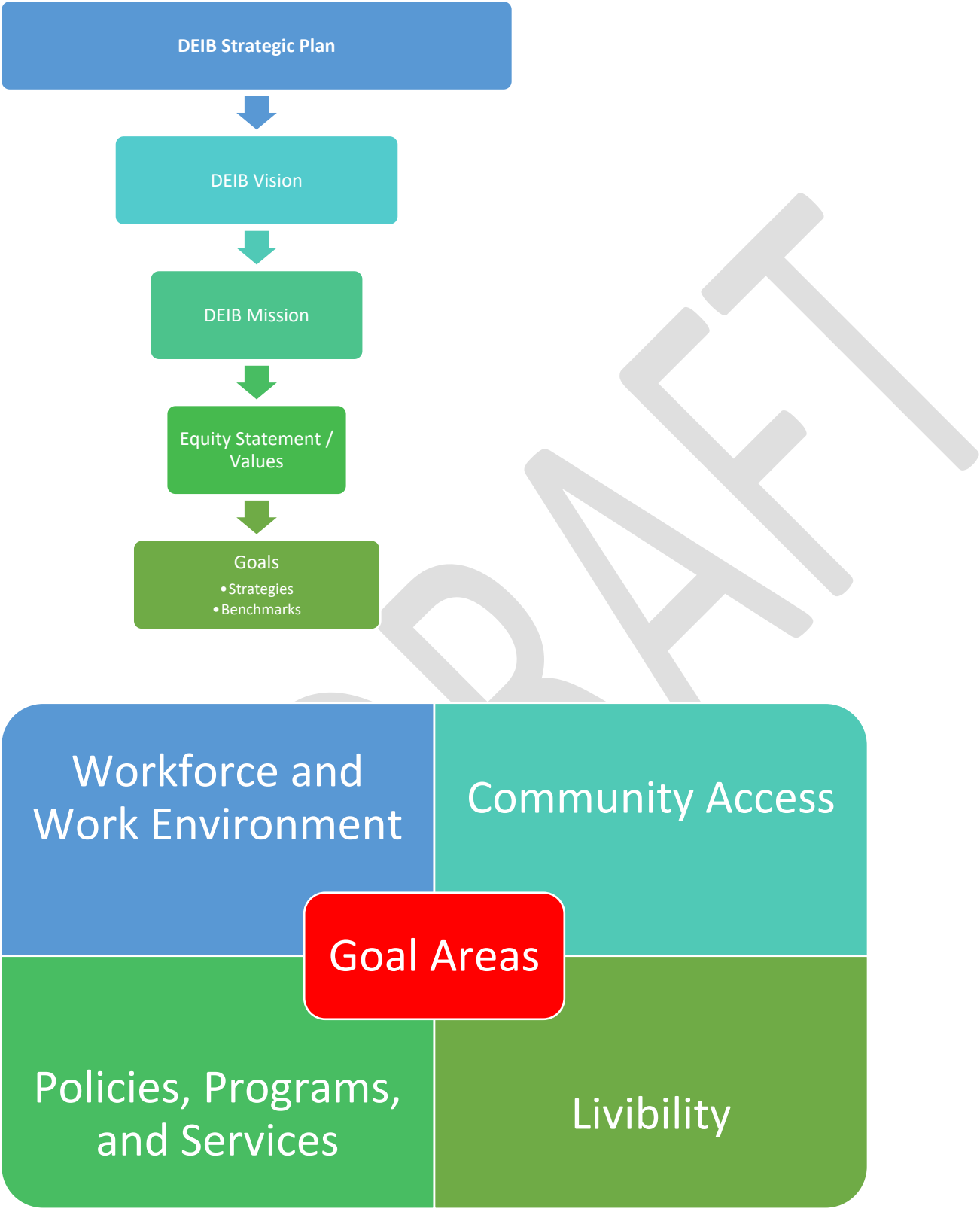
DRAFT

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.

COE Feedback – 11.27.2023:

- This is a 6-year plan? Then it is renewed?
Yes, but it will be annually reviewed and updates/additions considered.
- Ensure a mechanism to incorporate COE input or annual reports based on review of report prior to distribution or posting on City's website
Discussion on Accountability. The plan would be to have an annual report on progress made on the DEIB Plan. As an example, see <https://content.civicplus.com/api/assets/d6826f20-7be2-4130-9e99-9771cdb1b701>
- Provide a statement of need for each of the goal areas identifying the inequities to be addressed, based on community input, data and other information. The actions needed to address the inequity become the basis of the Plan.
See previous work on strategies and benchmarks.
- Include clear metrics to measure progress.
See previous work on strategies and benchmarks.
- What must be done differently to bring about change in the inequity?

DRAFT

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
DEIB Plan	To be a strategic guide for the City to advance equity in the community. The DEIB Plan is integrally connected to and integrated in other City Policy documents.	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. The City provides an annual report on DEIB Plan progress.	To be a pass or fail system designed to approve or criticize equity efforts.

COE Feedback – 11.27.2023:

- The Plan must be a part of the City’s Strategic Plan and Comprehensive Plan. Can’t be a “stand alone”
- Frequency of feedback
- Hiring document

See: Draft Goal area of Workplace and Work Environment

- DEIB how to help people feel as tho they belong as well

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)*
- Bishop Lorenzo N. Peterson, *New Life Baptist Church*

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
		DEIB Strategic Plan Workshops
		DEIB Strategic Plan Commission on Equity Review
	2024	DEIB Strategic Plan Community Review
		Commission on Equity Recommendation
		Continued Community Engagement
	TBD	Adoption by the Lacey City Council (<i>pending</i>)

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+, Immigrants communities, and [ADD MORE AS THEY OCCUR].

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, Lacey Spring Fun Fair, and Juneteenth Celebration in partnership with the Fred U. Harris Lodge.

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

Partner Events: In 2022 and 2023, the City and Commission on Equity participated in a panel with the Thurston County League of Women Voters and [ADD MORE AS THEY OCCUR]. .

DRAFT

What we heard... **NEW SECTION**

The following provides a high-level overview of feedback the City received at various engagement sessions. Note: The summaries below do not represent comments verbatim but rather common statements expressed at multiple engagement sessions.

ADD SECTION - SEE ATTACHMENT 2

Welcoming Community

Quotes:

"Create more and host more events by and for POC communities!" – 42nd Juneteenth Celebration attendee

"지역사회에 자원봉사로 참여하는 일은 지역사회를 따뜻하게 만들 수 있다. 또한 이웃에게 따뜻한 말 한마디 하는 것도 사회를 따뜻하게 만든다. 그리고 젊은이에게 칭찬을 하는 것도 사회를 따뜻하게 하는 방법이다."

Participating as a volunteer in local community services can promote warm local communities. Moreover, sharing warm words with the neighbors can make the society warm. Praising young people is another way of cultivating a warm society." – Community Engagement Session Survey

"Host more events in the community to increase opportunities for community members to get together and interact with one another." -Senior Services for South Sound Focus Group

Racism and Inequity:

Quotes:

"I think housing affordability is a concern - historical inequities mean that families of color may not have the resources to purchase a home. Even military families, which are more racially and ethnically diverse, will struggle to make ends meet if we can't build more housing - especially affordable housing. I'd also like to see more diversity both on our boards, commissions and the council, but also among the staff of the city." – LGBTQIA+ Forum Survey

"More engagement is needed [with] underserved populations and more awareness." – Lacey Cultural Celebration

"Blatant racism and inequity is often hidden in policies and practices. Weeding those out takes constant vigilance and listening when confronted with their manifestation." – Community Engagement Survey

Participation:

Quotes:

"Recruitment of staff needs to be wider and targeted to inform the BIPOC community networks. The listing should not be limited to just Governmentjobs website (or Indeed), but outreach needs to go out to other avenues to attract various BIPOC groups." – Community Engagement Session Survey

"Identify a few current respected leaders of each identified minority communities to actively reach out to members of each minority community and identify communication avenues that best reach their members. Mold outreach message content and trusted methods that work best for each minority group. Go where the target audiences go regularly. School events, cultural events, sporting events, etc. Or create new events that a target audience will attend for other interest reasons: Food is always a draw!!!" – Community Engagement Session Survey

Barriers:

Quotes:

"Being able to attend live meetings in person has presented challenges to participating in our community in the past. The silver lining gleaned from the pandemic is the increased access to meetings over virtual platforms; the drawback is that many opportunities overlap. Sometimes access to meetings in the virtual setting can be impeded by access to reliable [WIFI] service." – Community Engagement Session Survey

"Lack of childcare. Timing of some of the meetings (middle of the workday)" – LGBTQIA+ Community Forum Survey

COE Feedback – 11.27.2023:

- The Civic Leaders Forum also included Bishop Lorenzo N. Peterson – New Life Baptist Church (Mentioned twice before)
- I think community events are good
- We are now exploring effective ways to provide feedback to the community on what we heard from them and the being made of the information gathered.
See “What we heard”
- Collab w/ Chambers at their events and monthly forums
See “Strategies”
- City Partnering – with non-profits, school district, veterans org. to provide multicultural services and events
See “Strategies”
- Maybe add proposed community forum All Abilities
- Strong Point that captures the COE’s work and efforts to hear from the County
See “What we heard”
- League of Women voters event, Lacey Spring Fair and BBQ fest community event
- Would also be good to have booths at other markets and events, meet folks where they are
See “Strategies”

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 Partner Advocate
	Policies, Programs, and Services	City Policies City Services Public Safety Parks, Culture, Recreation Infrastructure Utilities Acknowledgements Events	Leader Partner
	Livability	Economic Development Housing and Homeless Services Social Services Partnerships Environment	Leader, Partner, Advocate

COE Feedback – 11.27.2023:

- I think community Access is good because city engagement is always a good thing
- Statement of Need (inequities) for each of the topical areas, garnered from community input, data, demographics, etc. Specific goal statements then developed for these topical areas.

Future discussion on Demographic Data.

See past work on Strategies and Benchmarks.

- From these goals, specific strategies, actions steps, and timelines are developed along with performance indicators and measurements.

Future discussion on Demographic Data.

See past work on Strategies and Benchmarks.

- Barriers in transportation, connect to other counties for folks who work outside the co but live here
See “Strategies”
- Interns or OJT
See “Strategies”
- Engage entrepreneurs
See “Strategies”

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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 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 state laws that impact the community. However, the City cannot directly change state laws.

COE Feedback – 11.27.2023:

- Advocate example – need clearer example. What kind of community entity might city advocate with/for
- The City can be a strong advocate for needed changes, per the identified inequities in the various goal areas, and the recommendations made by the COE
- The City needs to plan for working in partnership with various aspects of the community in order to implement the action steps, and strategies that will be identified.

See “Strategies”

- I think the partner example is good because collaborating with the public will increase unity with people and the city
- Re: example (Leader) this can also be a partner or include on noncity programming.

Vision, Mission, Values

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.

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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.

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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.

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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.

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Key Terms

This plan uses the Washington State Office of Financial Management (OFM) [Diversity, Equity and Inclusion – Glossary of Equity-Related Terms](#) (glossary) as a foundation for definitions. See **Appendix X** for a full OFM glossary.

Key Terms found in the Glossary include:

Anti-Racism	Anti-racism is a process of actively identifying and opposing racism ... rooted in action ... taking steps to eliminate racism at the individual, institutional, and structural level
Bias	Judgment or preference toward or against one group over another. Implicit or Unconscious Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Explicit or Conscious Bias are biases we know we have and may use on purpose.
Cultural Competence	An ability to interact effectively with people of all cultures and understand many cultural frameworks, values, and norms. Cultural competence comprises four components: Awareness of one’s own cultural worldview, Attitude towards cultural differences, Knowledge of different cultural practices and worldviews, and Cross-cultural skills. A key component of cultural competence is respectfully engaging others with cultural dimensions and perceptions different from our own and recognizing that none is superior to another. Cultural competence is a developmental process that evolves over an extended period.
Cultural Humility	Approach to respectfully engaging others with cultural identities different from your own and recognizing that no cultural perspective is superior to another. Cultural humility may look different for different people or groups. For example, in a white dominant culture the practice of cultural humility for white people includes acknowledging systems of oppression and involves critical self-reflection, lifelong learning and growth, a commitment to recognizing and sharing power, and a desire to work toward institutional accountability. The practice of cultural humility for people of color includes accepting that the dominant culture does exist, that institutional racism is in place, to recognize one’s own response to the oppression within it, to work toward dismantling it through the balanced process of calling it out and taking care of one’s self.
Discrimination	Consists of the negative behavior toward a person based on negative attitudes one holds toward the group to which that person belongs, or positive behavior toward a person based on positive attributes one holds toward the group to which that person belongs
Equity	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 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.
Inclusion	Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decisionmaking 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.
Intersectionality	Intersectionality is a framework for understanding the interaction of cultures and identities held by an individual. Intersectionality explains how an individual with multiple identities that may have been marginalized can experience compounded oppression (such as racism, sexism, and classism) or how an individual can experience privilege in some areas and disadvantage in other areas. It takes into account people’s overlapping identities to understand the complexity of their life outcomes and experiences.
Marginalization	The social process of relegating a particular person, groups, or groups of people to an unimportant or powerless position. This use of power prevents a particular person, group, or groups of people from participating fully in decisions affecting their lived experiences, rendering them insignificant or peripheral. Some individuals identify with multiple groups that have been marginalized. People may experience further marginalization because of their intersecting identities.
Privilege	Privilege is any unearned benefit, position, power, right, or advantage one receives in society because of their identity. In the United States, privilege is prevalent in the following areas: • Ability privilege • Age privilege • Christian privilege • Cis Privilege • Class or economic privilege • Hetero privilege • Male privilege • National origin • White privilege
Race	A social construct that divides people into smaller social groups based on characteristics most typically skin color. Racial categories were socially constructed, and artificially created whiteness as one of the elements of the dominant culture. Race was created to concentrate power and advantage people who are defined as white and justify dominance over non-white people. The idea of race has become embedded in our identities, institutions, and culture, and influences life opportunities, outcomes, and experiences. Racial categories change based on the political convenience of the dominant society at a given period of time

Race Equity	The vision or existence of a community, society, or world in which race or color does not predict the amount and quality of opportunities, services, and benefits. The condition where one's race identity has no influence on how one fares in society
Racism	A form of prejudice that assumes that the members of racial categories have distinctive characteristics and that these differences result in some racial groups being inferior to others. Racism generally includes negative emotional reactions to members of the group, acceptance of negative stereotypes, and racial discrimination against individuals; in some cases, it leads to violence.
Work Force Diversity	Workforce Diversity means a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, political beliefs, communication styles, and family structures. The concept also encompasses differences among people about where they are from, where they have lived and their differences of thought and life experiences.

In addition to this glossary, the City uses the following definitions:

BIPOC	An acronym that stands for Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism and meant to emphasize the hardships faced by Black and Indigenous people in the United States and Canada and is also meant to acknowledge that not all People of Color face the same levels of injustice. The use of this term is still evolving and contested by some activists. From NaCO, Diversity, Equity and Inclusion: Key Terms and Definitions (naco.org) A term referring to “Black and/or Indigenous People of Color.” While “POC” or People of Color is often used as well, BIPOC explicitly leads with Black and Indigenous identities, which helps to counter anti-Black racism and invisibilization of Native communities. From Racial Equity Tools, Glossary Racial Equity Tools
Restorative Justice	Restorative Justice: A theory of justice that emphasizes repairing the harm caused by wrongful behavior. This can lead to transformation of people, relationships and communities. Restorative Justice is a theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed. FROM ICMA, Glossary of Terms: Race, Equity and Social Justice icma.org
Accountability	The state of being responsible (accountable) for what you do. Being subject to report, explain, or justify.

Goal Areas, Strategies, and Benchmarks:

Workforce and Work Environment	The City of Lacey is a culturally competent organization that implements equitable practices.
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Equity Plan	City Role	Lead Department
A. Continue internal DEIB efforts, including adoption and implementation of a workforce equity plan, that transforms policies, systems, and practices and enhances cultural competency at all levels within the organization (Executive Team, Staff). 1. Perform an organization-wide Equity Assessment on regular basis (2/3 years). Determine specific indicators based on assessment. 2. Adopt Workforce Equity Plan. Implement plan across Departments.	Lead	HR

Hiring and Retention	City Role	Lead Department
B. Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community. 1. Comprehensively expand operating procedures for pre-hire and recruitment to include more systematic advertisement of open positions with specific professional and minority-servicing organizations and for candidate recommendations. 2. Continue to evaluate and remove barriers to City employment. 3. Engage with professional organizations committed to and specializing in advancing workplace equity. 4. Provide more job training opportunities to advance and support careers. 5. Provide more internship opportunities across the organization to introduce young adults and community members to City careers. Enhance awareness of these programs working with partner entities. 6. % of job descriptions that incorporate equity as core competency. 7. Staff demographics increasingly matches community demographics, at all departments and levels within the organization (e.g., race, ethnicity, sex, age, etc.). 8. % of total job applications received from applicants increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.). 9. Staff retention over select intervals of time (e.g., 1 year, 5 years, 10 years) matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Lead	HR

Development and Workplace	City Role	Lead Department
C. Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all. 1. Establish a regular (1/2 years) City employee survey that includes questions on work environment. Create specific indicators based on the survey. 2. Create internal leadership and/or mentorship program to support workforce development. 3. Establish a baseline equity training program that would be required for all City staff. Incorporate this training into on-boarding for future City staff members. % of staff members that take the required equity training program increases and eventually reaches 100%. 4. Establish optional, advanced equity training for City staff. Require advanced equity training for all supervisors and City leadership. 5. Establish a cross-departmental Equity Team (internal) sponsored by City leadership. Evaluate need for other internal support networks. 6. Create more opportunities for informal dialogue on equity. 7. Integrate equity language (OFM glossary) into the City Policy Manual (internal).	Lead	HR

Community Access and Engagement	The City of Lacey endeavors to provide accessible communications, meaningful participation, and community connectivity for all.
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Communications	City Role	Lead Department
A. Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials. 1. Develop and implement a Language Access Plan. 2. Establish accessibility standards for print and digital materials. % of new City materials that meet accessibility standard increasingly gets to 100%. % of all City materials that meet accessibility standard increasingly gets to 100%. 3. The number or % of translated City materials increases each year aligned with the Language Access Plan. 4. Use of closed captioning at public meetings increases each year and gets to 100%. The City strategically increases the use of translation and interpreter services for City events and programs. 5. <i>Community Survey</i> - % of individuals that received satisfactory public information is established and increases each survey. Scores are consistent across demographics.	Lead	PA All

Engagement	City Role	Lead Department
B. Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts. 1. Collect demographic data of boards, commissions, and ad hoc advisory groups. Evaluate the advisory board applications process to determine if the process can be more accessible. Advisory board membership increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.). 2. Implement community programs that increase community participation and involvement from underrepresented community members, e.g.: a. Community Liaison Program b. Community Academies (City-wide) c. Community Dialogues and Focus Groups d. Considers paid Advisory body positions 3. % of City engagement opportunities that allow for online participation increases. Online engagement increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Lead	PA All

Relationships	City Role	Lead Department
C. Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entitles, and community members through events, programs, forums, art, etc. 1. <i>Community Survey</i> - % of individuals that attended or participated in a City-sponsored event increases. Scores are consistent across demographics. 2. <i>Community Survey</i> - % of individuals that attended a local public meeting increases. Scores are consistent across demographics. 3. <i>Community Survey</i> - % of individuals that watched a local public meeting increases. Scores are consistent across demographics. 4. <i>Community Survey</i> - % of individuals that voted increases. Scores are consistent across demographics. 5. <i>Community Survey</i> – Other pertinent indicators determined by survey questions. 6. # of City engagement held at non-City events increases.	Lead	CM PA PCS ALL

Collaboration	City Role	Lead Department
D. Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEIB efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity. 1. Continue to support the Community Connectivity Assessment (CAA) and increasingly put it to use for a variety of City programs and events. 2. Set-up regular meetings throughout the year with DEIB representatives. Collaborate on tools to increase knowledge, engagement, and connectivity.	Lead	CM

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Policies, Programs, and Services	The City works to integrate diversity, equity, and inclusion into all City policies, projects, programs, and services.
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City Policies	City Role	Lead Dept
A. Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc. 1. Implement an equity framework tool to help guide policy and programming decisions to enhance equitable services. Increasingly use this tool to inform policy and budgetary decisions. 2. Create an equity map that supports the equity framework tool and other City projects. 3. Percent of budgets, policy, and planning documents that incorporates equity increases and reaches 100%. 4. Support and resources for projects with DEIB emphasis increase annually.	Lead	All

City Services	City Role	Lead Dept
B. Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members. 1. <i>Community Survey</i> – Rating of City government increases. Scores are consistent across demographics. 2. <i>Community Survey</i> – Rating of overall direction that City is taking increases. Scores are consistent across demographics. 3. <i>Community Survey</i> – Rating of overall City customer services increases. Scores are consistent across demographics. 4. <i>Community Survey</i> – Rating of the City treating all community members equitable increases. Scores are consistent across demographics. 5. <i>Community Survey</i> – Rating of community sentiment regarding City transparency increases. Scores are consistent across demographics. 6. <i>Community Survey</i> – Rating of community City direction increases. Scores are consistent across demographics. 7. % of contracts and services agreements that incorporate equity increase and eventually reaches 100%. 8. Continuous full-time contractors meet City equity training standards, or equivalent. 9. City continues to raise awareness on City contracting processes and solicitation opportunities. 10.City continues to evaluate and remove barriers to accessing City services. 11.Increased number of City documents are accessible online.	Lead	All

Public Safety	City Role	Lead Dept
C. Public safety services (e.g., police, emergency management, animal control, and contract court and public defender services) reflect the community, build trusting relationships, and eradicate systems that that negatively impact historically marginalized groups and low-income communities. 1. LPD continues to publish reports on public safety with demographic data. LPD provides an annual update on policing statistics to the City Council and various advisory bodies. 2. <i>Community Survey</i> – Positive rating of Police services increases. Scores are consistent across demographics. 3. <i>Community Survey</i> – Positive rating of crime prevention increases. Scores are consistent across demographics. 4. <i>Community Survey</i> – Positive rating of animal control increases. Scores are consistent across demographics. 5. <i>Community Survey</i> – Positive rating of emergency preparedness increases. Scores are consistent across demographics. 6. <i>Community Survey</i> – Positive rating of court services increases. Scores are consistent across demographics. 7. LPD Community Academy attendees increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.). 8. LPD continues to enhance community engagement efforts. 9. The new Police Station includes a community meeting space that is used for external community meetings. 10. Continued enhancement of emergency preparedness community initiatives.	Lead Partner	PD HR JAS ALL

Parks, Culture, Recreation	City Role	Lead Dept
D. Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated. 1. Increase in ADA and other inclusive park amenities, e.g., trails, all access playgrounds, etc. 2. Increase in identified park, culture, and recreation levels of service, i.e., parks located within 10-minute active travel (walk or roll) of all community members. 3. Increased use and awareness of recreation scholarship fund to ensure recreation programs are available to all. 4. <i>Community Survey</i> – Rating of park system increases. Scores are consistent across demographics. 5. <i>Community Survey</i> – Rating of recreation programs increases. Scores are consistent across demographics. 6. <i>Community Survey</i> – Rating of community center increases. Scores are consistent across demographics. 7. <i>Community Survey</i> – Rating of City-sponsored events increases. Scores are consistent across demographics. 8. <i>Community Survey</i> – Positive rating of culture programs increases. Scores are consistent across demographics.	Lead	PCR

Infrastructure	City Role	Lead Dept
E. Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming. 1. % of ADA infrastructure in City increases. 2. % of multimodal transportation infrastructure in City increases. 3. <i>Community Survey</i> – Rating of City roadways increases. Scores are consistent across demographics. 4. <i>Community Survey</i> – Rating of availability of paths and trails increase. Scores are consistent across demographics. 5. <i>Community Survey</i> – Rating of City’s multimodal travel (walking, rolling, bike, etc.) increases. Scores are consistent across demographics. 6. <i>Community Survey</i> – Rating of Lacey’s built environment increases. Scores are consistent across demographics. 7. <i>Community Survey</i> – Rating of City’s public places and City facilities increases. Scores are consistent across demographics.	Lead Partner	PW CED

Utilities	City Role	Lead Dept
F. Continue to provide affordable essential City utilities and collaborate with external providers to enhance services in the community. 1. <i>Community Survey</i> – Rating of various City utilities increases. Scores are consistent across demographics. 2. Increased use and awareness of utility discounts for low-income seniors and disabled community members.	Lead Partner	PW

Acknowledgement / Events	City Role	Lead Dept
G. Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices. 1. <i>Community Survey</i> – Rating of “City creating a welcoming environment” increases. Scores are consistent across demographics. 2. City adopts a Land Acknowledgement in collaboration with the Peoples of the Medicine Creek Treaty. The City continues to develop and enhance relationships with local indigenous tribes. 3. Public art increasingly reflects the community and the community is increasingly involved in future public art initiatives. 4. City publications and other materials reflect the community. 5. City increasingly recognizes contributions of communities of color and women in public spaces and on communication platforms. 6. # and support for events and programming that highlights cultural diversity. 7. # of opportunities for community dialogues on equity. 8. Track Community engagement events: a. Number held (in-person, remote, hybrid) b. Type of events c. Demographic data, as best as possible d. Location of events 9. Increase use of City platforms to recognize community businesses, non-profits, and other community groups that positively impact Lacey.	Lead	CM PCR PA

Contracting	City Role	Lead Dept
H. Raise awareness of State and City contracting and procurement requirements and processes to increase opportunities for minority and women-owned businesses. 1. Support training and outreach activities to raise awareness about contracting and procurement processes. Use communication platforms to bring attention to contracting and procurement requirements. 2. The number of businesses based in Lacey that are on the Washington State Office of Minority and Women’s Business Enterprises Directory of Certified Business and on MRSC’s rosters* increases each year. *Confirming if this information is available.	Lead	PW FI CM PA

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Livability	The City provides and assists with advancing equitable economic opportunities, a diversity of housing and human services, and a healthy environment for all.
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Economic Development	City Role	Lead Dept.
A. Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages. 1. City offers and supports programming that encourages youth, BIPOC, and women entrepreneurs. 2. City supports internships, apprenticeships, and youth career development. 3. City supports job readiness programs. 4. Number and % of businesses in Lacey that are minority owned increases. 5. Number and % of businesses in Lacey that are women owned increases. 6. Number and % of businesses in Lacey that are veteran owned increases. 7. Explore ways to get involved in Digital Equity initiatives. 8. <i>Community Survey</i> – Rating of “Overall Economic Health increases. Scores are consistent across demographics. 9. <i>Community Survey</i> – Rating of “Economic Opportunities” increases. Scores are consistent across demographics. 10. <i>Community Survey</i> – Rating of “Place to Work” increases. Scores are consistent across demographics.	Lead	CM CED HR

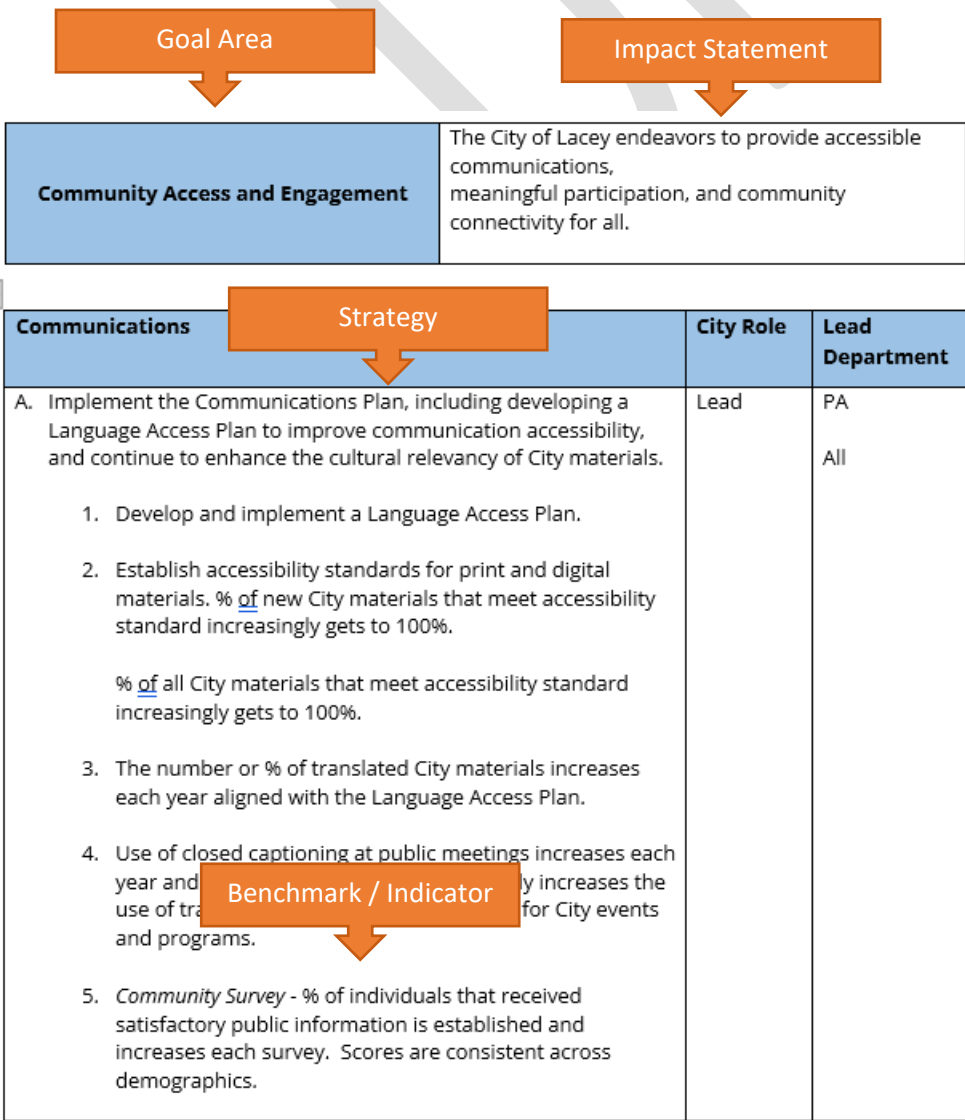
Housing / Homeless Services	City Role	Lead Dept.
B. Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners. 1. Number of affordable housing units in Lacey and the greater community increases. 2. Number of supportive housing units in Lacey and the greater community increases. 3. Number of ADUs in Lacey and the greater community increase. 4. Continued implementation of the Housing Action Plan. 5. Support for programs that help older adult or low-income community members access, or remain in housing, continues or increases.	Lead, Partner	CED CM

6. <i>Community Survey</i> – Rating of “Affordable quality housing” increases. Scores are consistent across demographics.		
7. <i>Community Survey</i> – Rating of “Housing Options” increases. Scores are consistent across demographics.		
8. <i>Community Survey</i> – Rating of “Place to live” increases. Scores are consistent across demographics.		

Social Services	City Role	Lead Dept.
C. Provide and support culturally appropriate social services that meet the needs of the Lacey community. 1. Develop and maintain the Community Connectivity Analysis (a clearinghouse of community stakeholder / affinity groups) for use by the City and community stakeholders. 2. Create a strategic City social service program that is transparent, consistent, and removes barriers to participation. 3. In partnership with local education institutions, advocate for additional funding for early childhood resources. 4. Continue to work collaboratively with community partners in the provision of social services. 5. <i>Community Survey</i> – Rating of “Health and Social services” increases. Scores are consistent across demographics. 6. <i>Community Survey</i> – Rating of “Overall Quality of life” increases. Scores are consistent across demographics.	Lead, Partner	CM CED

Partnerships	City Role	Lead Dept.
D. Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community. 1. Number of organizations and agencies involved in City events and programs increases every year. 2. Number of community events (non-City) the City is involved in increase every year. 3. Number of joint City-Community events, programs, or initiatives increases every year.	Lead, Partner, Advocate	CM PA PCR PD

Environment	City Role	Lead Dept.
E. Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential. 1. Environmental Health Disparity ratings in Lacey on the Washington Environmental Health Disparities Map improve overtime. 2. Continue the implementation of the Thurston County Mitigation Plan, which outlines a strategic framework, strategies, and actions for reducing local greenhouse gas emissions. 3. Identify if there are existing heat deserts in the community and explore ways to mitigate these conditions. 4. Continue to support a healthy tree canopy in all areas of Lacey. 5. Increase in identified levels of service for open space and natural environment preservation as identified in the Parks, Culture, and Recreation Comprehensive Plan. 6. Continue to support local, state, and federal environmental sustainability and resiliency initiatives. 7. Continue to provide support for septic-to-sewer conversion programs. 8. <i>Community Survey</i> – Rating of “Overall Natural Environment” increases. Scores are consistent across demographics.	Lead, Partner, Advocate	CM PCR PW CED



Appendix:

Commission on Equity – DEIB Workshops

Meeting	DEIB Strategic Plan Work Agenda Item	Link
December 26, 2023		
November 27, 2023	Document Elements Review Part I: Introduction to the Plan	Commission on Equity Meeting • City of Lacey • CivicClerk
December 27, 2022	Draft Benchmark & Indicators – Second Draft Policies, Programs & Services Initial Review of Draft Livability, Review definitions of BIPOC, Restorative Justice	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
November 28, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 6	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
October 24, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 5	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
September 26, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 4	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
August 22, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 3	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
July 25, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 2	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
June 27, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 1	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
March 28, 2022	Strategic Diversity, Equity, and Inclusion Plan Workshop #7 – Community Connectivity Analysis & Visioning for Change	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
February 28, 2022	Community Connectivity Analysis and Visioning for Change	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
January 24, 2022	Revisit Equity Values, Mission, and Vision Statements & Overview of Values-based decision making in practice	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
December 27, 2021	Creating a Mission Statement	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
September 27, 2021	COE Survey, Creating an Equity Statement	Commission on Equity Regular Meeting • City of Lacey • CivicClerk

August 23, 2021	Overview of Strategic Planning process, Values-based decision making, role of government in shaping existing inequities, where have we been, where do we want to go	Commission on Equity Regular Meeting • City of Lacey • CivicClerk
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Attachment 2

What We Heard Summary, Accountability: Benchmarks and Indicators

What we heard:

The following tables provide a high-level summary of feedback received from various Commission on Equity community engagement events. The plan is to have this feedback incorporated within the DEIB Strategic Plan. The tables provide:

- A summary of the feedback, see “Input.”
- What events this feedback was provided at, see “Event”
- The most pertinent draft DEIB Goal and Strategy, see “DEIB Goal” and “S#” (Strategy Number), and “Strategy.”

Creating a more welcoming community				
Input	Events	DEIB Goal	S#	Strategy
Create and partner with other organizations to host more community events infused with the community's diversity, e.g., JUN, PRIDE, etc.	AAF	CAE	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.
	LCC Q+F JUN IMF SEN	PPS	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.

For discussion at the COE meeting, consider:

- What may be missing or needs to be updated from this snapshot?
- What Draft DEIB strategies might need to be reconsidered or what new strategies might need to be added?
- What else?

Attachment 1 – Community Engagement Session Feedback (includes online survey), 2021

Attachment 2 – Lacey Youth Council Focus Group Feedback, 03.15.2022

Attachment 3 – Senior Services for the South Sound Focus Group Feedback, 01.16.2023

Attachment 4 – Lacey Cultural Celebration Feedback, 03.04.2023

Attachment 5 – Black and African American Community Forum Feedback

Attachment 6 – 42nd Juneteenth Celebration, 06.17.2023

Attachment 7 – LGBTQIA+ Forum Feedback (includes online survey), 07.12.2023

Attachment 8 – Immigrant Communities Forum Feedback, 11.08.2023

Goal Area	Abbreviation
Workforce and Work Environment	WWE
Community Access and Engagement	CAE
Policies, Programs, and Services	PPS
Livability	LIV

Engagement event	Abbreviation
Black and African American Forum	AAF
Lacey Cultural Celebration	LCC
LGBTQIA+ Forum	Q+F
Juneteenth	JUN
Immigrant Forum	IMF
Senior Services Focus Group	SEN
Lacey Youth Council Focus Group	LYC
Community Engagement Sessions	CES

Creating a more welcoming community				
Input	Events	DEIB Goal	S#	Strategy
Create and partner with other organizations to host more community events infused with the community's diversity, e.g., JUN, PRIDE, etc.	AAF LCC Q+F JUN IMF SEN	CAE	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.
		PPS	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.
Expanding volunteer opportunities. Volunteering is a way to feel connected and welcome in the community.	LCC Q+F IMF	CAE	B.	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Visualizations is the community are important. Have more visual representation that demonstrates that the City is welcoming of all. Landmarks and other representation in the community, e.g., indigenous peoples recognized in street names and events	AAF LCC CES Q+F IMF	PPS	G.	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.
Continue collaboration with community partners (e.g., other government entities, non-profits, faith communities, local businesses, etc.). Collaborate and share information with partners.	AAF CES Q+F IMF	CAE	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.

Creating a more welcoming community

		CAE	D	Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.
		LIV	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.
Create a place or opportunities where people can meet and engage with one another, e.g., cultural center. Help provide tools to improve person-to-person interactions, community conversations.	Q+F LCC CES IMF	CAE LIV	B D	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts. Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.
Enhance representation at City-sponsored recreational events, including movies and concerts series. Create more events and more free events. Offer more grants for events and programs that are not free.	AAF LCC SEN	PPS	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.

Creating a more welcoming community				
Support community sports programs.				
Encourage more multigenerational community efforts.				
Improve communication access and knowledge of events. Expand communication efforts and create more culturally relevant communications.	AAF CES Q+F IMF	CAE CAE	A C	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials. Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.
Develop one-stop resource for community members to improve access to information on the community, e.g., community welcome center.	AAF CES	CAE LIV	C D	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc. Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.
Create an inviting, pedestrian friendly town center that helps enable community connectivity.	AAF JUN IMF	PPS	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a

Creating a more welcoming community				
				safe, trusted environment for underserved community members.
Involve more youth voices and perspectives.	CES Q+F	CAE	B.	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Involve more voices of all abilities.	CES	CAE	B.	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Representation matters: Political, social, economic, business, services, elected officials, advisory board members, and City staff.	AAF CES Q+F IMF	WWE	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.
		PPS	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.
		LIV	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.
Enhance access to community resources	AAF Q+F	PPS	B.	Provide services that are responsive, transparent, accountable, equitable and

Creating a more welcoming community				
	IMF	LIV	B	welcoming with an emphasis on providing a safe, trusted environment for underserved community members.
		LIV	C	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners. Provide and support culturally appropriate social services that meet the needs of the Lacey community.
Ability to connect with natural environment.	IMF	PPS	D.	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.
		LIV	E.	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.
Create an Indigenous Land Recognition	AAF CES Q+F	PPS	G.	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.

Concerns about racism and inequity in the Community				
Input	Events	DEIB Goal	S#	Strategy
Continued impact of historical legacies on community, e.g., redlining, access to economic opportunities, restrictive covenants, Chinese Exclusion Act.	IMF Q+F	PPS	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.
			B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.
Eliminate racism in government and community services.	AAF IMF	PPS	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.
			B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.
Continue efforts to respond to homelessness. Continue to collaborate with regional partners.	AAF Q+F IMF	LIV	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.
		LIV	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.
Increase safety for transgender and queer youth.	AAF Q+F	PPS	C	Public safety services (e.g., police, emergency management, animal control, and contract

Concerns about racism and inequity in the Community				
Holistically consider youth activities, mental health, and law enforcement.				court and public defender services) reflect the community, build trusting relationships, and eradicate systems that negatively impact historically marginalized groups and low-income communities.
Eliminate employment and pay disparities in the community.	AAF IMF AAF Q+F LYC	LIV	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.
Eliminate disparities in representation in health care.				
Eliminate about disparities in health care services and access, e.g., emergency room services.		LIV	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.
Eliminate explicit and implicit biases in employment processes across the community.		LIV	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.
Eliminate discrimination in real estate.				Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.
Eliminate inequity in the justice system		PPS	C	
Eliminate inequity and racism in schools in the community.				
Eliminate inequity in representation of school teachers in the community.				
Eliminate uptick in racism and hate crimes. Increase cultural understanding and cultural humility in the community.				

Concerns about racism and inequity in the Community				
Provide more information on how allies can be helpful advocates in the elimination of racial and other inequities in the community.	Q+F	LIV CAE	D A	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community. Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.
Increase public safety presence in communities	IMF	PPS	C.	Public safety services (e.g., police, emergency management, animal control, and contract court and public defender services) reflect the community, build trusting relationships, and eradicate systems that negatively impact historically marginalized groups and low-income communities.
Military community is an asset in the community. Support access to services for veterans and families.	IMF	LIV	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.
General housing challenges. Invest in low-barrier housing	CES IMF Q+F	LIV	B.	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.

Increase participation from underrepresented community members				
Input	Events	DEIB Goal	S#	Strategy
Find existing gaps in engagement and focus efforts on closing these gaps. Create targeted outreach and engagement plans.	AAF CES Q+F IMF	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
People need to be invited to be on Boards and Commissions. Need trusted community members to invite. Outreach and engagement using Trusted Messengers with existing relationships with communities.		CAE	D	Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.
Invite diverse voices to be involved in planning and community events				
Host more events like the Community Forums.	AAF CES IMF Q+F	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Create safe places for feedback.				
Go to where people already are; do not ask community members to come to government facilities.	AAF CES	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Increase and enhance communication and outreach for events.	AAF CES	CAE	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.
Use culturally relevant language that all can understand (plain talk) in communications.	Q+F IMF			

Increase participation from underrepresented community members				
Provide information in multiple languages, including for information, engagement opportunities, civic roles, etc. Don't assume that community members do not understand or not capable. Provide more information on to run for office or volunteer.		CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
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. Hard to voice concerns when language is a barrier.	IMF	CAE	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.
Enhance internet and broadband access in the community.	CES	LIV	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.
		PPS	F	Continue to provide affordable essential City utilities and collaborate with external providers to enhance services in the community.
		LIV	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community

Increase participation from underrepresented community members				
				stakeholders to advance equity comprehensively in the community.

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Barriers seen or experienced in participation in decisions that impact the Community				
Input	Events	DEIB Goal	S#	Strategy
Cultural barriers are a challenge.	AAF	CAE	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.
Navigating government systems can be difficult. It can be hard to know how to get involved.	AAF IMF Q+F	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Host youth and young child friendly events and programs.	Q+F	CAE	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.
Improve transportation access.	LCC Q+F IMF SEN	PPS	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.
No tokenism; create opportunities for true inclusion and belonging. Include community input in decision making process.	AAF IMF Q+F	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Enhance opportunities for African American, Women, Immigrant voices to be heard.		CAE	C	Enhance relationships and opportunities in the community for continued dialogue and

Barriers seen or experienced in participation in decisions that impact the Community				
				knowledge-sharing among the City, partner entitles, and community members through events, programs, forums, art, etc.
In-person events only can be a barrier.	AAF Q+F	CAE	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.
Time and place of events can be a barrier.		CAE	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entitles, and community members through events, programs, forums, art, etc.

Anything else?				
Input	Events	DEIB Goal	S#	Strategy
Include data and statistics in DEIB strategic plan.	CES Q+F	All	All	Benchmarks

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Accountability: Benchmarks and Indicators

Example: [Beaverton, OR](#)

For accountability, the following tables provide a draft reporting frequency for the draft DEIB strategies and benchmarks.

For discussion at the COE meeting, consider:

- What are your thoughts on the reporting frequencies identified?
- What else?

↑ SIGNIFICANT PROGRESS

PE1 Communications

City communications celebrate and reflect Beaverton's diversity, promote a welcoming culture, and are accessible to all.

INDICATOR	STATUS
PE1.1 City marketing materials depict people from different racial/ethnic backgrounds, genders and abilities.	Materials undergo a 'DEI review' of photos/video to ensure they meet criteria before publishing in <i>Your City</i> newsletter, posting to social networks, city website, and inclusion in citywide marketing materials. Special marketing initiatives such as 'Welcoming Wednesdays' on Facebook focus on highlighting diversity and inclusion. NAC and board & commission recruitment mail pieces use a variety of images to highlight our city's diverse population. Web management regularly posts materials, information, and applications in several languages. Marketing uses stock photography/videography sources that specialize in lifestyle photography of underrepresented communities.
PE1.2 The number of translated city print materials increases each year	365 translations of print and web materials completed in 2021 (compared to 82 in 2019), with documents translated into 10 languages. New city website includes a more prominent language translation option for navigating online resources in many languages.
PE1.3 The number of <i>Your City</i> newsletter articles containing multilingual content increases each year.	Six articles were published in Spanish in the <i>Your City</i> newsletter and posted to the web in FY22 (compared to 11 in FY20).
PE1.4 An electronic version of the <i>Your City</i> newsletter is distributed in English and Spanish.	Progress continues in planning for development of a <i>Your City</i> in Spanish based on the electronic version launched last year. Electronic version of <i>Your City</i> currently distributed to city website subscribers will move to another platform with a larger contact base. Desire to migrate content to new city website with built in translation features for many languages via Google Translate.
PE1.5 City marketing expands the use of different communications channels and priority languages to communicate about major projects.	City continues to provide major project information in English and Spanish, with addition of other languages as determined by needs of audience. In addition to marketing efforts, city distributed critical public information updates in multiple languages on public health investments (i.e., water, transportation projects). Distribution of content continues across all popular channels with noted success in sending out via partner channels, such as focus group event invitations

Accountability: Benchmarks and Indicators

This Plan follows the philosophy of “What gets measure, gets done.”

The City is committed to collecting, evaluating, and reporting out on the progress of strategies items identified in this Plan. This includes gathering data from a number of sources:

- Demographic data
- Environmental data
- Community surveys
- Engagement effort
- And more

For annual reports, goal areas will be assigned one of the following ratings:

Symbol	Rating	Definition
	Successful	Project is complete. Indicators continue to meet or exceed established target or goal.
	Advancing	Project is moving forward. Benchmarks are close to or are reaching established goals.
	Some Progress	Project is moderately progressing. Indicators continue to trend toward target or goal.
	Developing	Project is still in planning state or just starting. Indicators continue to trend toward target or goal.
	Emerging	Project is undefined. Little to no work has occurred.

Sub area	#	Strategy	#	Benchmark	Potential Reporting Frequency
Workforce and Work Environment					
Equity Plan	A	Continue internal DEI efforts, including adoption and implementation of a workforce equity plan, that transforms policies, systems, and practices and enhances cultural competency at all levels within the organization (Executive Team, Staff).	1	Perform an organization-wide Equity Assessment on regular basis (2/3 years). Determine specific indicators based on assessment.	Every 2/3 years
Equity Plan	A	Continue internal DEI efforts, including adoption and implementation of a workforce equity plan, that transforms policies, systems, and practices and enhances cultural competency at all levels within the organization (Executive Team, Staff).	2	Adopt Workforce Equity Plan. Implement plan across Departments.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	1	Comprehensively expand operating procedures for pre-hire and recruitment to include more systematic advertisement of open positions with specific professional and minority-servicing organizations and for candidate recommendations.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	2	Continue to evaluate and remove barriers to City employment.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	3	Engage with professional organizations committed to and specializing in advancing workplace equity.	Annual

Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	4	Provide more job training opportunities to advance and support careers.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	5	Provide more internship opportunities across the organization to introduce young adults and community members to City careers. Enhance awareness of these programs working with partner entities.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	6	% of job descriptions that incorporate equity as core competency.	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	7	Staff demographics increasingly matches community demographics, at all departments and levels within the organization (e.g., race, ethnicity, sex, age, etc.).	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	8	% of total job applications received from applicants increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Annual
Hiring and Retention	B	Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	9	Staff retention over select intervals of time (e.g., 1 year, 5 years, 10 years) matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Annual
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	1	Establish a regular (1/2 years) City employee survey that includes questions on work environment. Create specific indicators based on the survey.	Every 2 Years
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	2	Create internal leadership and/or mentorship program to support workforce development.	Annual

Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	3	Establish a baseline equity training program that would be required for all City staff. Incorporate this training into on-boarding for future City staff members. % of staff members that take the required equity training program increases and eventually reaches 100%.	Annual
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	4	Establish optional, advanced equity training for City staff. Require advanced equity training for all supervisors and City leadership.	Annual
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	5	Establish a cross-departmental Equity Team (internal) sponsored by City leadership. Evaluate need for other internal support networks.	Annual
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	6	Create more opportunities for informal dialogue on equity.	Annual
Development and Workplace	C	Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.	7	Integrate equity language (OFM glossary) into the City Policy Manual (internal).	Annual

Community Access and Engagement					
Communications	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.	1	Develop and implement a Language Access Plan.	Annual
Communications	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.	2	Establish accessibility standards for print and digital materials. % of new City materials that meet accessibility standard increasingly gets to 100%. % of all City materials that meet accessibility standard increasingly gets to 100%.	Annual
Communications	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.	3	The number or % of translated City materials increases each year aligned with the Language Access Plan.	Annual
Communications	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.	4	Use of closed captioning at public meetings increases each year and gets to 100%. The City strategically increases the use of translation and interpreter services for City events and programs.	Annual
Communications	A	Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.	5	<i>Community Survey</i> - % of individuals that received satisfactory public information is established and increases each survey. Scores are consistent across demographics.	Every 2 Years
Engagement	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local	1	Collect demographic data of boards, commissions, and ad hoc advisory groups. Evaluate the advisory board applications process to determine if the process can be more accessible. Advisory board membership	Annual

		decision making, including on advisory bodies, task forces, and planning efforts.		increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).	
Engagement	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.	2	Implement community programs that increase community participation and involvement from underrepresented community members, e.g.: a. Community Liaison Program b. Community Academies (City-wide) c. Community Dialogues and Focus Groups d. Considers paid Advisory body positions	Annual
Engagement	B	Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.	3	% of City engagement opportunities that allow for online participation increases. Online engagement increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Every 2 Years
Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	1	<i>Community Survey</i> - % of individuals that attended or participated in a City-sponsored event increases. Scores are consistent across demographics.	Every 2 Years
Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	2	<i>Community Survey</i> - % of individuals that attended a local public meeting increases. Scores are consistent across demographics.	Every 2 Years

Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	3	<i>Community Survey</i> - % of individuals that watched a local public meeting increases. Scores are consistent across demographics.	Every 2 Years
Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	4	<i>Community Survey</i> - % of individuals that voted increases. Scores are consistent across demographics.	Every 2 Years
Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	5	<i>Community Survey</i> – Other pertinent indicators determined by survey questions.	Every 2 Years
Relationships	C	Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	6	# of City engagement held at non-City events increases.	Annual
Collaboration	D	Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.	1	Continue to support the Community Connectivity Assessment (CAA) and increasingly put it to use for a variety of City programs and events.	Annual

Collaboration	D	Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.	2	Set-up regular meetings throughout the year with DEI representatives. Collaborate on tools to increase knowledge, engagement, and connectivity.	Annual
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Policies, Programs, and Services					
City Policies	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.	1	Implement an equity framework tool to help guide policy and programming decisions to enhance equitable services. Increasingly use this tool to inform policy and budgetary decisions.	Annual
City Policies	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.	2	Create an equity map that supports the equity framework tool and other City projects.	Annual
City Policies	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.	3	Percent of budgets, policy, and planning documents that incorporates equity increases and reaches 100%.	Annual
City Policies	A	Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.	4	Support and resources for projects with DEI emphasis increase annually.	Annual
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	1	Community Survey – Rating of City government increases. Scores are consistent across demographics.	Every 2 Years
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	2	Community Survey – Rating of overall direction that City is taking increases. Scores are consistent across demographics.	Every 2 Years
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	3	Community Survey – Rating of overall City customer services increases. Scores are consistent across demographics.	Every 2 Years

City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	4	Community Survey – Rating of the City treating all community members equitable increases. Scores are consistent across demographics.	Every 2 Years
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	5	Community Survey – Rating of community sentiment regarding City transparency increases. Scores are consistent across demographics.	Every 2 Years
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	6	Community Survey – Rating of community City direction increases. Scores are consistent across demographics.	Every 2 Years
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	7	% of contracts and services agreements that incorporate equity increase and eventually reaches 100%.	Annual
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	8	Continuous full-time contractors meet City equity training standards, or equivalent.	Annual
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	9	City continues to raise awareness on City contracting processes and solicitation opportunities.	Annual

City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	10	City continues to evaluate and remove barriers to accessing City services.	Annual
City Services	B	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	11	Increased number of City documents are accessible online.	Annual
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	1	LPD continues to publish reports on public safety with demographic data. LPD provides an annual update on policing statistics to the City Council and various advisory bodies.	Annual
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	2	Community Survey – Positive rating of Police services increases. Scores are consistent across demographics.	Every 2 Years
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	3	Community Survey – Positive rating of crime prevention increases. Scores are consistent across demographics.	Every 2 Years
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	4	Community Survey – Positive rating of animal control increases. Scores are consistent across demographics.	Every 2 Years

Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	5	Community Survey – Positive rating of emergency preparedness increases. Scores are consistent across demographics.	Every 2 Years
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	6	Community Survey – Positive rating of court services increases. Scores are consistent across demographics.	Every 2 Years
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	7	LPD Community Academy attendees increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).	Annual
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	8	LPD continues to enhance community engagement efforts.	Annual
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	9	The new Police Station includes a community meeting space that is used for external community meetings.	Annual
Public Safety	C	Provide services that are responsive, transparent, accountable, equitable and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.	10	Continued enhancement of emergency preparedness community initiatives.	Annual

Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	1	Increase in ADA and other inclusive park amenities, e.g., trails, all access playgrounds, etc.	Annual
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	2	Increase in identified park, culture, and recreation levels of service, i.e., parks located within 10-minute active travel (walk or roll) of all community members.	Annual
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	3	Increased use and awareness of recreation scholarship fund to ensure recreation programs are available to all.	Annual
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	4	Community Survey – Rating of park system increases. Scores are consistent across demographics.	Every 2 Years
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	5	Community Survey – Rating of recreation programs increases. Scores are consistent across demographics.	Every 2 Years
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	6	Community Survey – Rating of community center increases. Scores are consistent across demographics.	Every 2 Years
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	7	Community Survey – Rating of City-sponsored events increases. Scores are consistent across demographics.	Every 2 Years
Parks, Culture, Recreation	D	Provide robust and community-driven parks, culture and recreation resources where physical, financial, and social barriers to use are eliminated.	8	Community Survey – Positive rating of culture programs increases. Scores are consistent across demographics.	Every 2 Years

Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	1	% of ADA infrastructure in City increases.	Annual
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	2	% of multimodal transportation infrastructure in City increases.	Annual
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	3	Community Survey – Rating of City roadways increases. Scores are consistent across demographics.	Every 2 Years
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	4	Community Survey – Rating of availability of paths and trails increase. Scores are consistent across demographics.	Every 2 Years
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	5	Community Survey – Rating of City's multimodal travel (walking, rolling, bike, etc.) increases. Scores are consistent across demographics.	Every 2 Years
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	6	Community Survey – Rating of Lacey's built environment increases. Scores are consistent across demographics.	Every 2 Years
Infrastructure	E	Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.	7	Community Survey – Rating of City's public places and City facilities increases. Scores are consistent across demographics.	Every 2 Years
Utilities	F	Continue to provide affordable essential City utilities and collaborate with external providers to enhance services in the community	1	Community Survey – Rating of various City utilities increases. Scores are consistent across demographics.	Every 2 Years

Utilities	F	Continue to provide affordable essential City utilities and collaborate with external providers to enhance services in the community	2	Increased use and awareness of utility discounts for low-income seniors and disabled community members.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	1	Community Survey – Rating of “City creating a welcoming environment” increases. Scores are consistent across demographics.	Every 2 Years
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	2	City adopts a Land Acknowledgement in collaboration with the Peoples of the Medicine Creek Treaty. The City continues to develop and enhance relationships with local indigenous tribes.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	3	Public art increasingly reflects the community and the community is increasingly involved in future public art initiatives.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	4	City publications and other materials reflect the community.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	5	City increasingly recognizes contributions of communities of color and women in public spaces and on communication platforms.	Annual

Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	6	# and support for events and programming that highlights cultural diversity.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	7	# of opportunities for community dialogues on equity.	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	8	Track Community engagement events: a. Number held (in-person, remote, hybrid) b. Type of events c. Demographic data, as best as possible d. Location of events	Annual
Acknowledgement / Events	G	Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, programs, and use of City platforms to amplify community voices.	9	Increase use of City platforms to recognize community businesses, non-profits, and other community groups that positively impact Lacey.	Annual
Contracting	H	Raise awareness of State and City contracting and procurement requirements and processes to increase opportunities for minority and women-owned businesses.	1	Support training and outreach activities to raise awareness about contracting and procurement processes. Use communication platforms to bring attention to contracting and procurement requirements.	Annual
Contracting	H	Raise awareness of State and City contracting and procurement requirements and processes to increase opportunities for minority and women-owned businesses.	2	The number of businesses based in Lacey that are on the Washington State Office of Minority and Women's Business Enterprises Directory of Certified Business and on MRSC's rosters* increases each year.	Annual

Livability					
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	1	City offers and supports programming that encourages youth, BIPOC, and women entrepreneurs.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	2	City supports internships, apprenticeships, and youth career development.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	3	City supports job readiness programs.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	4	Number and % of businesses in Lacey that are minority owned increases.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	5	Number and % of businesses in Lacey that are women owned increases.	Annual

Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	6	Number and % of businesses in Lacey that are veteran owned increases.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	7	Explore ways to get involved in Digital Equity initiatives.	Annual
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	8	Community Survey – Rating of “Overall Economic Health increases. Scores are consistent across demographics.	Every 2 Years
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	9	Community Survey – Rating of “Economic Opportunities” increases. Scores are consistent across demographics.	Every 2 Years
Economic Development	A	Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.	10	<i>Community Survey</i> – Rating of “Place to Work” increases. Scores are consistent across demographics.	Every 2 Years

Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	1	Number of affordable housing units in Lacey and the greater community increases.	Annual
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	2	Number of supportive housing units in Lacey and the greater community increases.	Annual
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	3	Number of ADUs in Lacey and the greater community increase.	Annual
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	4	Continued implementation of the Housing Action Plan.	Annual
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	5	Support for programs that help older adult or low-income community members access, or remain in housing, continues or increases.	Annual

Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	6	Community Survey – Rating of “Affordable quality housing” increases. Scores are consistent across demographics.	Every 2 Years
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	7	Community Survey – Rating of “Housing Options” increases. Scores are consistent across demographics.	Every 2 Years
Housing / Homeless Services	B	Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.	8	Community Survey – Rating of “Place to live” increases. Scores are consistent across demographics.	Every 2 Years
Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	1	Develop and maintain the Community Connectivity Analysis (a clearinghouse of community stakeholder / affinity groups) for use by the City and community stakeholders.	Annual
Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	2	Create a strategic City social service program that is transparent, consistent, and removes barriers to participation.	Annual
Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	3	In partnership with local education institutions, advocate for additional funding for early childhood resources.	Annual
Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	4	Continue to work collaboratively with community partners in the provision of social services.	Annual

Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	5	Community Survey – Rating of “Health and Social services” increases. Scores are consistent across demographics.	Every 2 Years
Social Services	C	Provide and support culturally appropriate social services that meet the needs of the Lacey community.	6	Community Survey – Rating of “Overall Quality of life” increases. Scores are consistent across demographics.	Every 2 Years
Partnerships	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.	1	Number of organizations and agencies involved in City events and programs increases every year.	Annual
Partnerships	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.	2	Number of community events (non-City) the City is involved in increase every year.	Annual
Partnerships	D	Coordinate and collaborate with local schools, government entities, tribal governments, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.	3	Number of joint City-Community events, programs, or initiatives increases every year.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	1	Environmental Health Disparity ratings in Lacey on the Washington Environmental Health Disparities Map improve overtime.	Depends on frequency of updates

Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	2	Continue the implementation of the Thurston County Mitigation Plan, which outlines a strategic framework, strategies, and actions for reducing local greenhouse gas emissions.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	3	Identify if there are existing heat deserts in the community and explore ways to mitigate these conditions.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	4	Continue to support a healthy tree canopy in all areas of Lacey.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	5	Increase in identified levels of service for open space and natural environment preservation as identified in the Parks, Culture, and Recreation Comprehensive Plan.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	6	Continue to support local, state, and federal environmental sustainability and resiliency initiatives.	Annual
Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	7	Continue to provide support for septic-to-sewer conversion programs.	Annual

Environment	E	Continue to support, protect, enhance, and restore the natural environment and eliminate health disparities so that all have the opportunity to achieve their full health potential.	8	Community Survey – Rating of “Overall Natural Environment” increases. Scores are consistent across demographics.	Every 2 Years
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Commission on Equity 2021 Community Engagement

Community Engagement Sessions - November 15 & November 22

The items listed below were brought up during one of the Community Engagement Sessions held by the Commission on Equity or as part of the online, alternative engagement effort. The statements are ordered broadly by category, not in the order in which they were expressed. In addition, the items are not provided verbatim, rather they attempt to broadly capture the content of the statements. To hear what was expressed by each community participant or Commissioner, please view the recordings [November 15](#) and [November 20](#). To read what was expressed by each community participant on the online, alternative engagement efforts, see below.

Finally, the items listed are not intended to be an exhaustive account of all statements.

Partnerships:

- Explore partnerships with Timberland Library, North Thurston School District, other local entities.
- Increase communication with JBLM, new families to area.
- Increase communication with new residents.

Accessibility:

- Be sure to consider individuals with disabilities.
- Be sure to consider individuals with limited or no access to internet.
- Enhance broadband access across the County.
- Make City materials accessible, e.g., ASL interpreters, closed captioning, consider design that makes materials accessible for individuals with color blindness.
- Consider language and cultural barriers.
- Mask are barriers currently to hearing individuals in the Sessions.
- Communities members with language, cultural, or other barriers to information may feel limited in who they contact at the City.

Outreach:

- Expand the City newsletters and have an established contact at the City available to provide more information.
- Flyers in grocery store, park signage.
- Go to where the people are / go into the community for engagement.
- Use banners / Electronic reader boards.
- Make online materials, like the survey, 100% accessible.
- Use newspaper ads.
- Leverage community partnerships.
- Consider hosting additional forums and/or focus groups.
- Engage in more community engagement and dialogue.
- Engage more high school youth / youth voices.

- Outreach and engagement with Homeless Youth.
- Create an outreach list with local organizations / entities.
- Use Community liaisons to reach out to communities.
- Get creative in approaches.
- Find locations that may be less intimidating than City Hall to meeting with the community.
- Create an environment of trust when community members feel they can bring up items and/or issues they may be encountering.

Inclusivity:

- Expressed that visuals in the community matter, e.g., military statue.
- Indigenous land recognition.
- Create a list of who attends/is a part of celebrations; do an audit of who is left off those lists.
- Consider a Juneteenth celebration.
- Consider hosting additional forums and/or focus groups.
- Explore expanding the existing community center for large events and programming.
- Explore increasing representation on boards and commissions in the community, this includes the city as well as other governmental entities in the community.
- Concerns regarding businesses in the City.
- Judge people by content of character; expressed the commission was the wrong direction.
- Consider issues of housing and financial issues.
- Have empathy for others.
- Craft a mission statement.
- Increase diversity in the City organization, as well as outside of the City, e.g., Police.

Evaluation / Benchmark:

- Evaluate who we are reaching out to and if it is effective and identify gaps.
- Evaluate way to close identified gaps.

Online Alternative Community Engagement:

The following input is presented as it was submitted. The City translated the input provided in Korean. All community member input that was submitted after the last review by the Commission on Equity is identified in red.

Participant	Q1: How can we create a more welcoming community?
1	Sponsor opportunities for people of different cultural backgrounds to sit together and talk about what us like to live in the USA
2	Law enforcement retraining and reconstruction to remove unfair treatment of minorities and colored people, which will eventually allow for them to feel like law enforcement is something available for them too, not just something to be afraid of and to avoid.
3	Invest in events that celebrate equity, diversity and inclusion. I know there are events that have been limited because of COVID the last couple years. The Diversity Celebration at St. Martins University is great when it is allowable. The same with Dragon Boat Festival. I would promote events around Cinco de Mayo, Día de Muertos (Day of Dead), Lunar New Year, Dragon Boat Festival, Gay Pride, Black History Month, etc. Promote food trucks with ethnic twist. Just check out downtown Portland. Highlight Ethnic businesses in Lacey. Have signage that states Lacey celebrates diversity, equity, inclusion and standing up against hate crimes.
4	It is important to have a consistently available presence within our city structure that would engage our community members to be involved. Such effort could include having a multicultural service position within the city, and a center where everyone can engage with each other by creating continuous opportunities to learn from each other, as well as enhance the understanding by having engaging activities. One day a year to have an ethnic celebration is not sufficient to help people to engage with each other. We, the community, can help make this happens, if given the opportunity.
5	Keeping the goal of creating a more welcoming community as a stable item on your agenda so that welcoming community becomes established in practice.
6	When life was more simple, there were events that were advertised which many could attend. Since COVID, isolation has increased and communities divided between government, law enforcement schools and communities (families). Families need outlets to bring their kids into safe environments. Each month maybe sponsor one event that highlights things in the community for families and couples. Much of what is in Washington is through organized activities which are paid for, memberships to agencies fulfilling a service and free outdoor recreational activities in parks and services provided (nature).
7	More multicultural activities, less emphasis on Christmas and more on Hannukah and Yule in the storefronts. More publicity on Muslim holidays, too. International food festivals, more native American awareness.
8	Creat do it together society
9	Understand what other ethenic pepele need to be imdotable.

10	지역사회에 자원봉사로 참여하는 일은 지역사회를 따뜻하게 만들 수 있다. 또한 이웃에게 따뜻한 말 한마디 하는 것도 사회를 따뜻하게 만든다. 그리고 젊은이에게 칭찬을 하는 것도 사회를 따뜻하게 하는 방법이다. Participating as a volunteer in local community services can promote warm local communities. Moreover, sharing warm words with the neighbors can make the society warm. Praising young people is another way of cultivating a warm society.
11	모든 지역 주민이 참여 할 수 있는 대화의 방 이란 소통의 창을 만들어 보면 하는 생각입니다 . The idea is to create a window of communication called the room of conversation in which all the local residents can engage.
12	A new ADA-accessible website that includes the ability to translate to other languages. Your website is difficult to use and does not pass any of the basic rules of accessibility. If I were blind or spoke another language, I would not be able to learn any information about what you offer as a city.
13	Stop hyper-focusing on equity! Focus on the entire community, not just special interest groups.
14	I am very happy to see this email. The government in this area and other cities realize the important of the diversity. Please check out "The Color of Fear" by Lee Minh Wah. He just passed away, You still can check out the video tape, and the training. I do not know that his group still have this training. They trained many schools, universities, government offices, organizations in California. I was lucky to attend this Diversity conference in 1995 and went to his workshop. It becomes my passion.
15	the community just being kind and nice to each other. we don't need a special committee for this to be paid by taxpayers. Waste of time as we have other more pressing issues to worry about. More people are kind and nice to each then not. And if they are not nice then tell them that.
16	Quit excluding people because they are not "ethnic". Welcome everyone without having to anything about them.
17	Why is it not welcoming now? What evidence do you have that it's not welcoming? Are you assuming the community of Lacey is extremely prejudice and dissuades one group or people from being welcomed?
18	By newsletters and meetings like this I
19	Better draw out and celebrate the positive aspects of all the various ethnic and diverse communities that make up Lacey and the northeast county.
20	By centering the voices who have been impacted & marginalized for so many years !
21	Set your house in order; meaning ensure that staffing not only reflects the Lacey community but these BIPOC staffs are inclusive and welcoming. There are over 200 staff in the City Hall and only a handful of BIPOC staff can be seen serving the community. Given that the 2020 Census indicated 40% BOPIC, in Lacey, City BIPOC staff should be in the range of 80. What is the current BIPOC staffing in the City?
22	"Perhaps you could begin by identifying those things/ services that the city can actually control. In what ways is the community specifically not welcoming?

23	Are there public policies that are not welcoming or are exclusionary? Only if the specific problem is identified can solutions be found.
24	
25	It is a bit overwhelming to see gun shops with Trump flags after the January 6 insurrection. Separating guns and politics from being openly displayed will make Lacey feel more welcoming. After the clashes in Olympia with heavily armed protesters standing off against each other on city streets, seeing gun shops with the flags of those militia groups feels threatening.
26	Focus on the the things that bring us together, Parks, well maintained roads. Policing to allow us to maintain laws and standards.

Participant	Q2: What concerns do you have about racism and inequity in the community?
1	Unconscious bias that is not addressed in Caucasians
2	Micro-aggression prevalent in public setting.
3	Racism can be very subtle or very blatant. Growing anti-Asian hate was fueled by subtle racist "dog whistle" comments around COVID - wuhan flu, kung flu, etc. - instead of focusing on the disease and its prevention and elimination. Anti Asian violence nationally and statewide not all committed by racist white people but other people of color. Black profiling was fueled way before the George Floyd incident. Latinix and Muslim resentment was fueled by the past administration's language about people crossing the border and those seeking asylum are terrorists, gang members, violent people, that harm Americans. People who are angry about their situation cannot push the blame on others who look different, are Asian/Black/Latinix/Muslim etc., different religions, etc.
4	If people do not engage with each other, misunderstanding and uninformed individuals will for sure appear among us. That would deepen the problems of racism and inequity within the community and among all groups. Therefore the center I mentioned above could help address some of these problems. We do still have people who do not know about many of the different groups that are in our community! Being proactive is the key to address issues of racism and inequity in our community.
5	Blatant racism and inequity is often hidden in policies and practices. Weeding those out takes constant vigilance and listening when confronted with their manifestation.
6	Social media, news, radio broadcasts are filled with opinions I have always felt should not be broadcasted in a public forum. I have worked for the government at the federal and state level and within the college organizations and see people sending emails with unnecessary adjectives. Why are inclusion organizations excluding those who are not considered minorities. The platforms these individuals use to pass their messages to a larger audience skew the perspectives of those around them creating sheep that follow a voice which may not lead to positive results. We equate race and inequality to what we get out of society and resources. Think about this... in the 1990s one of closest friends who was Caucasian was medically retired from the military after honorable service. He tried to get a job his physical limitations made more challenging. He found a part time job and made some money but not enough to support his family of 4. He went to apply for the resources provided by the city and county in order to make up the difference. Why did they tell him because of his ethnicity and current income, he could not receive benefits until he quit his job. How is our system just and fair when the playing field has been manipulated by what smaller populations are faced with through their life. Racism is taught, inequality is taught. These are learned behaviors. When we are born we do not know our skin color, where we will live, who are parents are. We do not get to choose those things when we take our first breath. So what concerns me is the emotions of our communities are so damaged and influenced no one can get a true picture of what we should be fighting for and supporting towards a better quality of life for all.
7	Hate is taught at home. We need more programs in the schools to teach children how to form their own opinions and not judge harshly the things they don't understand about others. Teach them to be curious rather than judgmental. Teach them how Diversity is good and makes us stronger and better.
8	
9	Many ethenic people think the that the US law is for the white people only. So we need to specifies what group we are talking about

10	직장에서 주로 같은 동료들이나, 상사들이 인종 차별을 하는 경우가 있고, 특히 보수 지급에 있어서 차별을 받을 수 있다. 약자의 상황과 처지를 이용하하여 인권을 억압하는 것은 인종차별주의이다. At work, there are cases where the same colleagues or superiors make racial discriminations, and they may be discriminating especially in terms of remuneration. Suppressing human rights by taking advantage of the situations and circumstances the weak are facing is considered racism.
11	인종차별 과 불평등에 대해 우려할 만한 사항은 없습니다 . There are no concerns in regards to racism and inequality.
12	There is a divisive nature to our community right now with signalling about positions on policing, racism, and lots of coded messages through displays about political candidates and flags, etc. that makes members of a minority group feel less safe. Our community leaders need to be more outspoken about their inclusion in order to emphasize that the opinions of its population is not the position of the city as a whole. Silence is support.
13	When a few people shouting can bully the city into meeting their demands, that's concerning. Lacey is a great place. We already bend over backwards to meet the needs of special interest groups.
14	Racism is like an underwater iceberg. You might not see it very much but it is there. As a Vietnamese live in this community over 30 years I experienced last year twice: I saw 5 people with long gun surrounding a color couple in Shelton last summer. A few month later a young while big man point a short gun toward me while I drove on the 4th Ave bridge.
15	NONE. I'm brown and I don't worry about it. I work hard and live in America. No one has every told me I can't be who I want to be. Don't get brainwashed by this nonsense. I tell my kids not to worry about it either and they don't, never had issues. It's media enforcing nonsense that doesn't exist. So, no worries about racism and "inequality". a bunch of buzz words to me.
16	The more you "educate", the more you are dividing. I never really thought about a person's skin color, race, or sexual preference. I liked them because they were good people. Now everytime I meet someone, I am uncomfortable and afraid I will insult them by not knowing their exact preference on how they want to be greeted.
17	Absolutely none. When there are so many other actual problems worth solving within the city of Lacey, this commission is a waste of taxpayers' money and should be dissolved. Furthermore, the opening sentence ("The 2020 murder of George Floyd clearly showed that racism and inequities continue to exist in the United States.") of the background of the charter is unsubstantiated and is based on no factual evidence from the trial or verdict; i.e., no hate crime or racial bias was attributed to the death of Mr Floyd. What is your proof or evidence that racism and inequities are widespread and institutionalized as is inferred? The premise for this and similar "commissions" is based on false and non-existing, made up "truths". Simply saying it over and over without evidence never makes it true. Commissions such as these will end up doing more harm than good by perpetuating false narratives and reinforcing the use of race to judge as opposed to an individual's character and intent; i.e., this will lead to more color conscious vs color blind society by punishing the present for the sins of the past.

18	Been living in Lacey for 22 years and a home owner for 20 and belonging to a Homeowners Association managed by property Mgr, who are racist, bigots and down right unfair
19	• The lack of minority representation and participation in Lacey city leadership, administrative staff most standing committees. • The inability of past efforts by the city to provide events, forums, etc. that successfully draw out siloed community groups to feel safe and welcomed and more willing to participate, and express their views and concerns. NTPS seems to be a strong partnership to help on this.
20	That it is nuanced, systemic & institutional.
21	Recruitment of staff needs to be wider and targeted to inform the BIPOC community networks. The listing should not be limited to just Governmentjobs website (or Indeed), but outreach needs to go out to other avenues to attract various BIPOC groups.
22	I think we need to see and accept people as individuals instead of just groups. We all have a responsibility to be welcoming owing & accepting. Encourage people to treat others as they themselves would like to be treated. Do not assume that everyone is a victim nor wants to be treated as a victim because they are part of a minority.
23	There isn't a lot of community building opportunities for minorities groups here. I have zero idea on where our local police stand on racism, homophobia or transphobia. I don't know our mayor. I don't feel safe going to local events because of the personal Transphobia I have faced.
24	
25	It seems that there is inequity in housing opportunities. If BIPOC community members historically earn lower wages, then the lack of affordable homes for sale disproportionately affects minorities.
26	No

Participant	Q3: How could we increase participation from underrepresented community members?
1	I am less concerned about that and encourage Caucasians to discuss their feelings about diversity
2	More images correctly reflecting the status of the community. Show educated, proud and healthy member of the community instead of someone who are at the mercy of white community grace.
3	Ask. Most folks are ready to volunteer if they feel they are needed. Empower - delegate communities of color to coordinate, host, administer events or programs. Getting to know different communities takes time. It takes time to build relationships and trust.
4	Create a space to allow and encourage people to use to engage with each other. This could be a public private collaborated effort. I will be happy to have our group to work with the city about how to do that.
5	Recruiting underrepresented populations to be at the decision table.
6	Communities who are underrepresented must take action to come forward and want to participate in forums. You cannot force a person, community to participate. When you provide an open forum to the public or specific audiences, you would need influential speakers who can lure them out. With that said, those influential speakers who give that population the motivation to seek change and to be heard should be given the right to voice their concerns but also to come to the table with possible viable solutions that support both sides of the argument. It can't always be about me, me, me and it cannot always be about them, them, them. There is middle ground which has to be found and accountability must be top priority towards all reachable goals.
7	Public service announcements in their language, recruitment articles in their newspapers, flyers at community events, a reader board at College and 6th. Do you have any idea how many Wiccans live in this area? And how stereotyped they are?
8	Build a community wide welcoming agenda
9	We need to encourage the minorities to participate government meetings
10	소수자들의 인정하고 그들의 욕구충족과 사회공헌으로 유인하고, 당사자들이 즐겁게 참여할 수 있는 활동방안을 모색해야 한다. 예를 들면, 직업활동, 종교활동, 정치적, 경제적, 사회적 참여활동, 여과활동 등이다. Recognize the minorities, fulfill their needs, encourage them to contribute towards society, and explore activities in which they can enjoy participating. For example, there are professional, religious, political, economic, social participation, leisure activities, etc.
11	앞에서 언급 했듯이 대화의 창 이나 소통 할 만한 사이트를 개설 해서 소수자들이 언제 라도 의견을 작성할 수 있었으면 합니다 . As previously mentioned, it would be ideal to establish a window of communication or site on which communication can take place, allowing minorities to share their opinions at any given time.
12	From my own corner, more open participation in Pride events (LGBTQIA+), and maybe not having Chick-Fil-A as a major sponsor of a family-oriented public event. :)

13	Stop assuming that "under"-represented community members aren't participating! Stereotyping an entire group of people based on their race or status as "underrepresented" is hurtful and harmful.
14	Bring more people of color in to the organizing committee team.
15	Every person has the internet or access to the library if they don't. If they are interested then they will come to you to participate. Or meet them where they congregate if you want to have them participate. Not everyone wants to participate so don't shove it down to grown adults who don't want it.
16	Stop trying to force people to do things. If they want to join, they will. If they do not, they won't.
17	"Underrepresented" in what way? In establishing quotas for housing units? Making portions of housing areas only for certain races? Giving stipends to encourage certain groups to move to live or work in Lacey. What are "underrepresented" members? How many of each do you think are needed? This sounds a bit like social engineering.
18	Engage in local faith based POC establishments, community fairs, training on bias, diversity and equality w panels
19	• Have minority communities actively recruit members of their community to become involved in Lacey sponsored focus groups and committees, to build trust and gain their input and active support • Identify a few current respected leaders of each identified minority communities to actively reach out to members of each minority community and identify communication avenues that best reach their members • Mold outreach message content and trusted methods that work best for each minority group. • Go where the target audiences go regularly. School events, cultural events, sporting events, etc. Or create new events that a target audience will attend for other interest reasons: Food is always a draw!!! • PAST EXAMPLES to support or improve: - o Ethnic celebration at St Martins; - o Lacey Fun Fair; - o NTPS's programs of school "diversity nights" held at school buildings: - o a number of years ago the city and NTPS had a Saturday "community discussion and listening open house" event held at River Ridge HS that was very successful. Discussions were focused on exactly the subjects of your committee.
20	Will let you know later
21	Review and update the job description, based on Skills, Knowledge, and Achievements (SKA) and not solely on certifications. When possible eliminate the college degree requirements.
22	Maybe create a movement for small area "festivals" or sporting events that allow people to interact with each other in person. Rotate where events are held & encourage all residents to participate. However, as long as people are worried about

	their safety, food, housing participation could be a challenge. Have underrepresented communities decide what they want & work with that response.
23	Would love to see a local Lacey Pride festival, Local Tribal events and things that are more inclusive to minorities and also gives us a way to celebrate openly who we are and meet new people in our community that are allies and supportive and want to learn more. I see race the ducks, or the polar dive or movies or things like that. Can we add more events bigger events beyond library talks?
24	Go out to community members. GOYAKOD: get off your ass and knock on doors.
25	Reaching out through a multitude of platforms to elicit participation and invite diverse people to the table could help increase participation. For some community members who are underrepresented, the need to earn money may win out over the desire to voluntarily participate in community outreach and leadership opportunities. Offering a stipend may allow more people to take time away from work to participate in community building events or opportunities.
26	Give the invitation it's their choice to participate.

Participant	Q4: What barriers have you seen or experienced in participating in decisions that impact the community?
1	I am not sure enough of us in Lacey know we have a problem with diversity
2	Not enough network. Information available to while community seems to be different from minority communities. Maybe not intentional, but knowing so and so, being a friend of so and so seems to bring advantages that people without much network don't have access to.
3	I've been in state government a long time. One barrier, a big one, is lack of diversity in administrative positions in local and state government. When there is lack of diversity, there is lack of decision making with a culturally competent lens to it. It's that simple. When City Managers, Planners, Council members, Planning Commissions, lack the diversity, it just reflects the current political flavor of the moment and DEI (diversity equity and inclusion) is not on the radar. I'll give credit to Lacey for having a Equity Committee. Need to open up opportunities for underrepresented people to provide input.
4	Some members of our community, including members of our Asian Pacific Islanders group, have language and other social barriers which prevented them from being participatory. We can work together to design and create different activities to encourage their participation.
5	I have not experienced any barriers
6	Life is not perfect. Communities are filled with people who are products of their environment. People for the most part do not choose where they will grow up, where they go to school, etc. It is all pre-decided by where our parents lived, etc. Families are built by the beliefs, morals, traditions passed on to generations. So how do you get communities to change? You need many of each generation willing to come to the table with an open mind instead of close minded individuals set in their ways. It takes a significant life event or movement to change one's view of the world. It is unfortunate but true. People are now looking out for themselves to meet their daily needs with inflation. When you don't have the means to support your basic needs, you don't have time to be involved in change when change comes with time and many may be struggling from more immediate requirements.
7	White privilege, financial privilege,....why is it white men are always making the decisions?
8	I don't see anything
9	Lack of participation because of the language barrier
10	투표를 할때, 인물에 대해서 아는 바가 전혀 없어서 누구를 찍어야 할지 모릅니다. 투표하기 전에 소수자의 참여를 위해 충분한 홍보가 필요합니다. When voting, it is difficult to decide on who to vote since there is no information at all on the person. Plenty of promotions is required for minority participation in voting.
11	의사를 방영 해 본적도 없고 어떻게 하는 지 모르는 상태 이므로 장애물이 있는 지도 모르는 상태 입니다 .

	I have never reflected my opinions and I also do not know how to do so; as such, I do not know if there are any obstacles.
12	I have seen the police department erode their relationship with a public school based upon today's charged climate, and that is unfortunate.
13	The city council makes decisions based on threat-culture rather than what's good for the community.
14	The color of my skin.
15	Not sure what you are wanting from this question. I live in America, the only barriers are media that tells minorities they can't be who they want to be. So, if you want change then tell people not to listen to toxicity and remind people that they live in America. Make common sense common again.
16	Politicians have their agendas and no one is going to change that.
17	None
18	Not aware of what they are, and planning to learn more
19	Lack of opportunities that provide cross-community interaction. Without safe opportunities for such interaction and discussion about issues concerning the community, people will remain in their silos and discussion won't happen. Views can't be expressed without face-to-face discussion, we can't learn from each other, Old and many times false beliefs and concerns won't change.
20	That would be a longer conversation, will save that for an other time.
21	Create/Support an internal employee-driven BIPOC support group. This group can not only advise City leaders of BIPOC concerns but also is a peer learning/supporting group, It will be an extension of the HR welcoming community and create belonging.
22	
23	I get concerned when we hear about community leaders expressing racism and their peers being unable to do anything about it.
24	English only communications sent to households. Majority white in city councils
25	Being able to attend live meetings in person has presented challenges to participating in our community in the past. The silver lining gleaned from the pandemic is the increased access to meetings over virtual platforms; the drawback is that many opportunities overlap. Sometimes access to meetings in the virtual setting can be impeded by access to reliable wifi service.
26	A loud vocal focal few shaping policy based on rhetoric that hurts the many.

25	Sometimes I learn about opportunities post facto. It is nice to have access to recordings and digital feedback opportunities. Having extended defines for feedback also helps.
26	No

Participant	Q6: Would you be interested in having more dialogue with the Commission on Equity?
1	Yes
2	No
3	Yes
4	Yes
5	Yes
6	Yes
7	Yes
8	No
9	No
10	No
11	No
12	No
13	
14	Yes
15	No
16	No
17	
18	Yes
19	Yes
20	Yes
21	Yes
22	No
23	No
24	
25	Yes
26	No

**MINUTES OF LACEY COMMISSION ON EQUITY
TUESDAY, MARCH 15, 2022
In-Person and Remote**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Annie Clay, Kim Sauer, Kristine Stolberg, Jon Hegwood, Alanis Blackburn

EQUITY COMMISSIONERS ABSENT: Makieda Hart

COUNCIL PRESENT: None

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

RECORDING:

https://www.youtube.com/watch?v=11_7E5wT9mE&list=PL0fqffnajWBqY9mcx5atx950uoTUMFVIV&index=18

CALL TO ORDER:

Chair Jackson called the meeting to order at 6:00 p.m.

1. Focus group meeting with the Lacey Youth Council

The Commission on Equity (COE) held a focus group with the Lacey Youth Council (LYC). The COE heard from the LYC on ways to create a more welcoming community, continuing dialogues on race and equity in the community, how to increase participation from underrepresented community members, and remove barriers to participation, as well as other questions, concerns, ideas, feedback, etc. related to equity and inclusion. Discussion ensued.

2. ADJOURN

Chair Jackson adjourned the meeting at 7:28 p.m.

**LACEY COMMISSION ON EQUITY
SENIOR SERVICES FOR THE SOUTH SOUND PRESENTATION
THURSDAY, JANUARY 16, 2023
VIRGIL S. CLARKSON SENIOR CENTER**

EQUITY COMMISSIONERS PRESENT: Chair Cliff Brown and Commissioner Thelma Jackson

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)

PRESENTATION OVERVIEW

Chair Cliff Brown and Commissioner Thelma Jackson provided an overview of the City of Lacey's Commission on Equity and its efforts to-date to eight (8) individuals at the Virgil S. Clarkson Senior Center. As part of this presentation, the Chair Brown and Commissioner Jackson asked the following questions and received the following feedback:

1. How can we create a more welcoming community?

- Host more events in the community to increase opportunities for community members to get together and interact with one another.
- Having food works.
- Provide more transportation to community events; increase accessibility for community members to attend. Pick-up locations could include: schools, bus stops, Thurston County Fair parking areas, Virgil S. Clarkson Senior Center, local churches, and malls.

2. What concerns do you have about racism and inequity in the community?

- Participant from North Carolina stated that they enjoyed living in the Pacific Northwest.
- All we hear about is bad news. Would like to celebrate more successes, in addition to continuing to tackle challenges.
- Hold more inclusive holidays, e.g., Senior Center is looking to be more inclusive during future holiday celebrations. Where can you get more inclusive holiday decorations?

3. How could we increase participation from underrepresented community members?

- Create more opportunities for dialogue with community members.

4. What barriers have you seen or experienced in participating in decisions that impact the community?

- Getting the conversation started can be hard.

5. Did you experience any barriers to your participation today? No responses.

COE Community Engagement Consolidated

	Event	Date	Topic	Feedback
328	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	This is the best ever! If you come here you will have a grate day!
329	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	When someone is new go welcome them
330	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More collaboration town halls / Light rail expansion
331	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Be more saring
332	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Include LGBTQIA community
333	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Be Kind :)
334	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Longer summer vacation :)
335	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Help to pick up trash & use trash cans :)
336	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Summer Farmers Market @ Rainier Vista
337	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Bigger McDonald's
338	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Cultural events like this! Plus more community events
339	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Have cultural events like this one
340	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More diverse and inclusive events
341	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Accept diversity <3
342	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More people!
343	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More opportunity for different communities to come together "and talk"
344	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Do a stand up comedy night! -Camrynn
345	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Clean up some high populated areas
346	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More events <3
347	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More shleters for people
348	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Respect each ethnicity and culture
349	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Visual Representation
350	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More restronts maily japenese
351	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Indoors parks for exerone mostly kids
352	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More events
353	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Outdoor theater
354	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Love your neighbor
355	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Enforce building set backs in rear & side yards of sheds, etc. To reduce fire risk to neighoring properties.
356	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Enforce fireworks ban on 7/4
357	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	Greet eachother more often.
358	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	A pool in every park
359	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	More arts (visual) that represent a variety of cultures.
360	Lacey Cultural Celebration	03/04/2023	How can we create a more welcoming community?	^ accessibility
361	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	That's crazy... Don't be mean, and just be nice to these
362	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	We are all equal
363	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	BWELCOWE
364	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Stand up 4 a nother person
365	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Emergency responders trained in implicit bias
366	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Be nice and don't bully!!!!
367	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Suburban sprawl and accessability - If you don't have a car it is difficult to get around
368	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Be more disizbility friendly
369	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Love Love Love
370	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Be more accessable
371	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Looking at race and racism as an unspoken idea that should be ignored rather than awknowledged
372	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	More engagement is needed w/ underserved populations and more awareness
373	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Engagement of community in rural vs urban areas in the city
374	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Nothing
375	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Transportation for seniors to events
376	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Fear of communities and people to come together
377	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	We need to ensure unclution
378	Lacey Cultural Celebration	03/04/2023	What concerns do you have about racism and inequity in the community?	Steryotyping people
379	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Outdoor kids activities
380	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	More education about racism
381	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	We love music & cultural events!!!
382	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Oppose censorship in all books and cirricula
383	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Foster care education

	Event	Date	Topic	Feedback
384	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Enforce fence height code esp. in front yards & no fences extending into rights of way. Esp 16th ave SE betw Judd & College & Lybarger
385	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	More education
386	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Organize more free events
387	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Develop more ADA accessible walking trails inc. parking & restrooms. Publicize same to seniors, people w/ infants
388	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Do not put everyone in a box
389	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Immigrant story / success or challeng story
390	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Work with the various communities to develop more opportunities for people to interact and tell their stories
391	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	I don't know
392	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	business intro/ article
393	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Tell residents on corners to trim landscaping to restore safety. Triangles @ corners inc. Violet x 14th. College St x 14th
394	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Increaded opportunities for community dialogue
395	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Less people
396	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Person spotlight culture
397	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	help out bee kind
398	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Awareness in the community that services exist
399	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	have/ host/ trail/ hiking/ days & encourage everyone to get outside
400	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	Community clean up days! Together!! :)
401	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	you need to procuce something for people to show up and pronic their
402	Lacey Cultural Celebration	03/04/2023	How could we increase participation from underrepresented community members	form a community chorous that focuses on under represented people & composers



LACEY COMMISSION ON EQUITY
March 27, 2023

SUBJECT: **Black and African American Community Forum**

RECOMMENDATION: Informational. For review and discussion only. Discuss if there is any additional information that is missing from this summary.

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

ATTACHMENTS: 1. Black and African Community Forum Written Comments

FISCAL NOTE: None

PRIOR REVIEW: None

2023 WORKPLAN: Q1 – 2 “Hold a focus group with community members / affinity group(s) (TBD)”

BACKGROUND: On March 21, 2023, the City of Lacey (City) hosted a Black and African American Community Forum (Forum) at New Life Baptist Church. The Forum was facilitated by the Commission on Equity (COE) led by Chair Cliff Brown. There were approximately 50 community members in attendance. At the Forum, the COE provided a brief history of the COE, reviewed the COE’s role as an advisory board to the Lacey City Council, and provided an overview of the COE’s work in 2022 and 2023.

Following this overview, the COE then 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.

For background, the COE, established in 2021 by Lacey City Council Ordinance 1581, is an advisory body to the Lacey City Council and 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.

In Ordinance 1581, the City affirmed its commitment to “to partnering with local civic leaders and organizations to improve communication with underrepresented groups to address areas of concern.” In alignment with this commitment, the Commission on Equity’s 2023 workplan identifies hosting quarterly 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.

Feedback and input provided at the Forum via verbal comment or written comment is summarized below in two categories: general comments and COE questions. Notably, this information is summarized, categorized, and not described verbatim. All written comments from the Forum are included in **Attachment 1**.

General Comments:

1. North Thurston Public Schools (NTPS):

A. How is the COE involved with NTPS?

The COE provided information on how the City of Lacey City Council and the North Thurston Public Schools Board of Directors are two distinct elected, governing bodies. The COE provided an overview of the February 2023 COE meeting where NTPS representative, Dr. Antonio Sandifer, Director of Equity and Languages, provided an overview of NTPS equity efforts and answered COE questions on this topic. The full presentation can be viewed here: [Commission on Equity - February 27, 2023 - YouTube](#) The COE expressed interest in continuing to dialogue with NTPS representatives on equity issues in schools.

B. Who manages resources for school district?

See question above. The NTPS Board is a separate elected, governing body from the Lacey City Council. NTPS is a standalone taxing district and directly collects revenues, e.g., property taxes. The City of Lacey and NTPS have an agreement for use of certain resources, e.g., school facilities for recreation programming like swim classes, indoor basketball programs, etc. In addition, at times the City of Lacey has received funding to help fund recreation programming, e.g., Playground Pals, a free recreation program.

C. What efforts are being done at NTPS, including NTPS elected bodies and advisory boards? Information on NTPS equity efforts can be accessed here: [Equity / Equity at NTPS \(nthurston.k12.wa.us\)](#). Per this page, please contact equity@nthurston.k12.wa.us for more information.

D. Concerns about representation of school teachers in the community.

2. Parks, Culture, and Recreation:

A. Enhance representation at City-sponsored recreational events, including movies and concerts series.

B. What types of youth engagement and recreation opportunities exist from the City?

C. Expand beyond “celebrations” and infuse diversity throughout the community.

3. Enhance collaboration between government entities and other organizations:

A. Hold regional efforts with the cities of Olympia, Tumwater, and Thurston County. Recognize that community does not end at a city’s boundary.

B. Enhance collaborations with organizations (e.g., non-profits, faith communities, etc.) in the community.

C. Continue dialogue and collaborations with community members.

4. Land Acknowledgements:

A. How will Land Acknowledgements be used by the City?

5. Homelessness:

A. How can the greater Thurston County community collectively address issues like homelessness?

6. Health Care Access:

A. Concerns were raised about employment and pay disparities at health care organizations.

B. Concerns were raised about disparities in representation in health care.

C. Concerns were raised about disparities in health care services and access, e.g., emergency room services.

7. Employment Inequities:

- A. Concerns were raised about explicit and implicit biases in employment processes across the community.

8. Racism as a Public Health Emergency:

- A. What is Thurston County doing since this declaration? What are cities doing?

9. Comprehensive Plan Updates and Engagement:

- A. Is there an outreach and engagement plan to get more individuals and communities involved in upcoming comprehensive planning updates?

COE Questions:

10. How can we create a welcoming community?

- A. Encourage more multigenerational community efforts.
- B. Improve communication access and knowledge of events. Expand communication efforts and create more culturally relevant communications.
- C. Develop one-stop resource for community members to improve access to information on the community. This would be very helpful for new members of the community, including new military personnel.
- D. Enhance information accessible at local Chambers of Commerce and other resource centers, e.g., a welcome center.
- E. Signage, flags, and other types of visualizations, in addition to certain businesses, in the community create an unwelcoming environment.
- F. Display diversity throughout community.
- G. Create a pedestrian friendly town center that helps enable community connectivity.

11. How could we increase participation from underrepresented community members?

- A. Host more events like this in the community. Be inclusive, make sure that they are well-planned and well-organized.
- B. Go to where people already are; do not ask community members to come to government facilities.

- C. Increase marketing and outreach for events. Increase pamphlets on how to get connected.
- D. Increase outreach to community organizations, e.g., faith groups.
- E. Invite diverse voices to be involved in planning and community events.

12. What barriers have you seen or experienced in participating in decisions that impact the community?

- A. Cultural barriers are a challenge.
- B. Dismissal of concerns of African American students. Women of color are rarely heard.
- C. Navigating government systems can be difficult. It can be hard to know how to get involved.
- D. Holistically consider youth activities, mental health, and law enforcement.
- E. Disparities in employment access in the community and explicit and implicit bias, and other barriers, in hiring processes.

13. Did you experience any barriers to your participation today?

- A. The time of the event was a barrier to some people due to work.

NEXT COMMUNITY FORUM: The next Community Forum is anticipated to occur in May or June and will be a LGBTQIA+ Community Forum. The location of this forum is to be determined.

RECOMMENDATION: Review and discussion only. Discuss if there is any additional information that is missing from this summary.

COE Community Engagement Consolidated

	Event	Date	Topic	Feedback
1	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Create more and host more events by/for POC communities!
2	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	In observance of the Juneteenth RAC event. It was one of the best I ever been to. Great food and ambience. Out of town guest.
3	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Breaking up Folly Ground and Replanting, Research and advancing all with tools, Trades and skills. (email address included)
4	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Have more events for the community
5	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Where is Lacey's Pride event?
6	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Cap on rent Prices. Sidewalks across town that are ADA accessible
7	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	We could perhaps host get-togethers for minority groups to make them more welcome
8	42nd Juneteenth Celebration	06/17/2023	How can we create a more welcoming community?	Welcoming people – hiring people who are friendly and approachable. – History: My son has one time 2 years of paraeducator who was doing social distance and was unkind to parents for no reason. Asian family.



LACEY COMMISSION ON EQUITY
July 24, 2023

SUBJECT: **LGBTQIA+ Community Forum Update**

RECOMMENDATION: For review and discussion only. Discuss if there is any additional information that is missing from this summary. Discuss potential changes to the Community Forum structure.

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 July 12, 2023, the City of Lacey (City) hosted a LGBTQIA+ Community Forum (Forum) at the Lacey Timberland Library. The Forum was facilitated by the Commission on Equity (COE) led by Vice Chair Annie Clay and Commissioner Jon Hegwood. There were approximately 35 community members in attendance. At the Forum, the COE provided a brief history of the COE, reviewed the COE’s role as an advisory board to the Lacey City Council, and provided an overview of the COE’s work in 2022 and 2023.

Following this overview, 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.

For background, the COE, established in 2021 by Lacey City Council Ordinance 1581, is an advisory body to the Lacey City Council and 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.

In Ordinance 1581, the City affirmed its commitment to “to partnering with local civic leaders and organizations to improve communication with underrepresented groups to address areas of concern.” In alignment with this commitment, the Commission on Equity’s 2023 workplan identifies hosting quarterly 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 feedback and input verbally provided at the Forum by community members is summarized below (not verbatim). The City also provided a way for individuals to submit comments online after the Forum from July 13, 2023 to July 20, 2023. Due to the timing of this survey, the data below does not include a summary of these comments.

1. How can we create a welcoming community?

- A. Host a Pride event in the community.
- B. Expressed appreciation to the City for putting on this event.
- C. Provide more information on how to volunteer and get involved within the community. Provide more information on what is going on in the community.
- D. Concerns that there is a lack of diversity with candidates for public positions. Concerns that there is a knowledge gap on how to run for office or volunteer.
- E. Signage, flags, and other types of visualizations, are important. Have more visual representation that demonstrates that the City is welcoming, e.g., flying the Progress Pride and Juneteenth flags longer, having more murals honoring cultural communities, creating entrance signs to the City welcomes everyone in multiple languages and expresses support for LGBTQIA communities.
- F. Disappointed with the City’s past sponsorship activities, but expressed appreciation of through response by the City.
- G. Continue to collaborate with partners in the community.

- H. Create a place where people can meet and engage safely with one another.
- I. Create a support group for parents of LGBTQIA+ youth in Lacey, e.g., Lacey PFLAG.

2. What concerns do you have about racism and inequity in the community?

- A. Concerns about North Thurston Public Schools and issues youth are facing.
- B. Involve more youth voices and perspectives.
- C. Use language that all can understand (plain talk) in communications.
- D. Concerns about inaccurate information disseminated on SB5599.
- E. More information on how allies can be helpful advocates in the elimination of racial and other inequities in the community.
- F. Continue efforts to respond to homelessness; Lacey and jurisdictional partners are making strides with opening of Maple Court. Continue to collaborate with regional partners.
- G. Concerns about the continued impact of historical legacies on community, e.g., redlining and access to economic opportunities.

3. How could we increase participation from underrepresented community members?

- A. Concerns that there is a knowledge gap on how to run for office or volunteer.
- B. Host youth and young child friendly events and programs.
- C. To enhance participation, find existing gaps in engagement and focus efforts on closing these gaps.
- D. Concerns about transportation access.
- E. Concerns about language access and providing information in multiple languages.
- F. Enhance communications on more social media platforms.

4. What barriers have you seen or experienced in participating in decisions that impact the community?

A. Enhance communication efforts by the City.

5. Did you experience any barriers to your participation today?

A. Expressed that it was refreshing to discuss LGBTQIA+ issues openly.

B. Enhance focus on youth voices and participation. Hold a forum for community members 18 years old and under.

6. Is there anything else that you would like to tell us?

A. Enhance communication efforts by the City. Communication is one of the hardest things; people don't read.

B. Concerns about safety of transgender and queer youth.

C. Include data and statistics in forthcoming DEI strategic plan.

D. Get more out more information on how community members can be more involved.

E. Concerns about people experience homelessness.

F. Enhance LGBTQIA+ events, like Olympia Pride parade.

G. Collaborate and share information with partners.

NEXT COMMUNITY FORUM: The Commission on Equity will tentatively host the next Community Forum in September or October. The location of this forum is to be determined.

RECOMMENDATION: Review and discussion only. Discuss if there is any additional information that is missing from this summary. Discuss potential changes to the Community Forum structure.

Staff Report: LGBTQIA+ Community Forum
August 28, 2023

Addendum A
LGBTQIA+ Community Forum 2023 – Online Responses

Summary of online responses: The following provides a high-level overview of online survey responses. The summaries below do not represent comments verbatim.

1. How can we create a welcoming community?

- A. Concerns about Homeowner Associations (HOA) in the community.
- B. Support small local businesses operated by underrepresented community members.
- C. Collaborate with local businesses to promote LGBTQIA+ support.
- D. Plant more trees.
- E. No change, Lacey is a welcoming community.
- F. More visuals in community, e.g., signs banners, celebrations. Fly pride flags more frequently. Work with businesses to display pride flags.
- G. Less communication emphasizing public safety and policing.
- H. Host a Pride event and more events in the community.
- I. Get data on disparities by LGBTQIA+ community in Lacey.
- J. Some survey takers indicated that this should not be a City focus.

2. What concerns do you have about racism and inequity in the community?

- A. Concerns about cost of housing, food, water, and power.
- B. Concerns about public safety, particularly for LGBTQIA+ youth.
- C. Concerns about white supremacist groups in the community.
- D. Concerns about City events, including locations and co-hosts.
- E. History of area: Restrictive covenants in place around Thurston County.
- F. Concerns about leaders that endorse discrimination and hate.
- G. Concerns about affordable housing and historical housing inequities.
- H. Concerns about lack of diversity of elected officials, advisory boards, City staff.
- I. Several indicated that they had “no” concerns.

- 3. How could we increase participation from underrepresented community members?**
- A. Enhance engagement with underrepresented community members.
 - B. Create more events and more free events. Offer more grants for events and programs that are not free.
 - C. Collaborate with community partners.
 - D. Enhance communications: newsletter, social media, banners. Enhance moderation of City social media outlets.
 - E. Community Forums are a start. Must build trust.
 - F. Enhance housing, mental health, and employment services for transgender community members.
- 4. What barriers have you seen or experienced in participating in decisions that impact the community?**
- A. Concerns that community input is not listened to by the City.
 - B. Concerns that corporate business is prioritized over local, small businesses.
 - C. Concerns about elections.
 - D. Concerns about public safety for youth and transgender community members.
 - E. Concerns about resources (money, time) being barriers and transparency of decision making.
 - F. Support for virtual/remote options provided for engagement.
 - G. Lack of childcare during meetings and timing of meetings (during workday).
 - H. Concerns on focus of race and gender only.
 - I. Several indicated that they did not experience barriers.
- 5. Did you experience any barriers to your participation today?**
- A. Enhanced communication of City events, like Community Forums.
 - B. Unable to attend the in-person due conflicts, e.g., family or work.
 - C. Several indicated that they did not experience barriers.
- 6. Is there anything else that you would like us to know?**
- A. Concerns about lack of affordable housing.
 - B. Concerns about lack of community spaces.
 - C. City should host more Community Forums during the year.
 - D. Thank you for these efforts, excited to see more.
 - E. Have more LGBTQIA+ visibility in community.

- F. Encourage allies to support efforts.
- G. Some survey takers indicated that this should not be a City focus.

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
- Cultural diversity is an asset in the City
- You do not have to change who you are to be part of the community

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 assault 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

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 Commissions. Need trusted community members to invite, e.g., U.S. Census liaisons. **Outreach and engagement using Trusted Messengers with existing relationships with communities.**
- 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, not recorded
- 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

DRAFT

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

DRAFT



Resource Application



LACEY PARKS CULTURE & RECREATION | 2024 SPECIAL EVENTS

Sat. March 9 | Saint Martin's University

The Lacey Cultural Celebration is a one-day festival featuring live performances, presentations, demonstrations, food & craft vendors, informational booths & kids' activities.



2022 Lacey Cultural Celebration

"We met many families that we could make connections with & had the opportunity to let people know about [us]."

"It was a wonderful way to connect with the community and show them what we do!"

The Cultural Celebration Mission

To share traditions of our community's various ancestries, cultures, and heritages in a positive and cohesive event.

Celebrate our community's heritage and culture at the Lacey Cultural Celebration! Join us for this incredible event where we come together to share and appreciate our diverse cultures. Don't miss out on this unique opportunity! Apply now to participate in the celebration.



LACEY PARKS
CULTURE & RECREATION

PUT US ON YOUR PLAYLIST!

Help us build our community through special events.



Thank you to
our partners.



events@ci.lacey.wa.us

360-742-9957

LaceyParks.org/FunFair



LACEY PARKS
CULTURE & RECREATION

Resource Application

MARCH 9 | 10 AM - 6 PM | SAINT MARTIN'S UNIVERSITY

Group/Business Name: _____ Email: _____

Contact Person: _____ Phone: (____) _____ Cellphone: (____) _____

Address: _____ City: _____ State: _____ Zip: _____

Country/Culture Represented: _____ Social Media: _____

Why would you be a good fit for this event? How does the information you are sharing reflect/represent a Culture?

What activity or display will you provide? Send any photos to events@ci.lacey.wa.us (optional).

Mail application to Lacey Parks, 420 College St SE, Lacey WA 98503 or email to events@ci.lacey.wa.us for review

Booth Specifics: Booth spaces are indoors. Event provides pipe & drape with back curtain and low side dividers between booths. **Applications due by 2/12/2024.** Applicants will be notified via email of acceptance or non-acceptance.

☐ 8x10' ☐ 8x20' ☐ Other: _____

Electricity: Power is limited (110v only) to certain locations & given on a first-come, first-serve basis. Booths needing power must bring their own extension cords.

☐ I need electricity. # of outlets: _____ Total amps: _____

Booth Info:

Spaces are 8 ft. deep & either 10 or 20 ft. wide.
No tents/canopies allowed inside. **Booths must provide their own tables, chairs, & a banner or sign for their business.**

Booth Policies: Please review and check/initial.

- ☐ No participant shall assign or sub-lease any part of their concession. Booths must provide their own tables, chairs & signage.
- ☐ Booths and/or space will not be made available to groups or individuals for the purpose of advocating a particular political, social, or religious point of view. In the conduct of the festival, individuals will not be allowed to solicit outside of established booths and/or space for the purpose of monetary gain, or for the advocacy of a particular political, social, or religious point of view. Signage on booths will only include those related to direct operation of booth.
- ☐ Participants not conforming to any of the above requirements will be required to remove display from the area immediately.
- ☐ Submitting this application does not guarantee participation in this event. Applicants will be notified by event staff if they are chosen to participate (or not). Participants are chosen based on several factors including: date of application, adherence to event mission and policies, activity variety, etc.

Indemnification and Agreement:

I (we) and our heirs, executors, and administration further agree to waive and release any and all rights and claims or damages we may accrue against the City of Lacey, Saint Martin's University, Sponsors, and their representatives, successors, and assignors for any and all injuries suffered by us or any of us at the Cultural Celebration. I (we) grant the City of Lacey permission to use and publish my or my child's photograph for promotional, marketing and editorial purposes in print and electronic media. No financial or other liability to me will be incurred by the City or the photographer. This document is considered a contract and I agree to adhere by the City of Lacey, Saint Martin's University and the event's policies and procedures.

Name: _____ Date: _____ Signature: _____

Shannon Kelley-Fong

From: LaceyParks
Sent: Thursday, December 7, 2023 10:41 AM
Subject: Apply for the 2024 Cultural Celebration!
Attachments: Cultural Celebration Resource Application 2024.pdf

Good morning,

Resource Booth applications are now open for the 2024 Lacey Cultural Celebration! Vendor booth applications will open in January.

The event is scheduled to be held on **Saturday, March 9th from 10am-6pm at Saint Martin's University**. We are sending this email out to the last few years of participants. Please forward to any other groups you think would be a good fit!

Apply today [on our website](#) or fill out the attached pdf and email it to events@ci.lacey.wa.us. Application deadline: February 12th, 2024.

Feel free to reach out with any questions. Have a great week!

Lacey Parks, Culture & Recreation

360-491-0857

events@ci.lacey.wa.us

2024 Commission on Equity Schedule

1. January 22 (proposed changed to January 29)
2. February 26
3. March 25
4. April 22
5. May 27 - Holiday (proposed changed to June 3)
6. June 24
7. July 22
8. August 26
9. September 23
10. October 28
11. November 25
12. December 23