



City of Lacey, Washington
Commission on Equity Minutes
Tuesday, December 26, 2023 - Council Chambers and Online

1. Call to Order

Chair Brown called the meeting to order at 5:32 p.m.

2. Roll Call

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

EQUITY COMMISSIONERS EXCUSED: Kristine Stolberg

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Sadie Siglin, Management Analyst, and Kelly Adams, Special Projects Administrator

3. Land Acknowledgement

Vice Chair Clay read the abbreviated Land Acknowledgement Statement.

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

A. Approval of Agenda

B. Approval of November 27, 2023, meeting minutes

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

5. Public Comment:

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

6. Inspirational Item:

A. Vice Chair Annie Clay

Vice Chair Clay shared a reading from author Debbie Irving on critical listening and personal transformation.

7. Business Items:

A. Election of Officers (Chair & Vice Chair)

Chair Brown

Chair Brown called for nominations for Commission on Equity officers in 2024. Commissioner Sauer nominated Vice Chair Clay for Chair. Commissioner Jackson seconded.

Commissioner Clay nominated Kim Sauer for Chair.

Chair Brown, Commissioners Jackson, Hart, Sauer, Hegwood, voted to elect Vice Chair Clay as the new Commission Chair and Commissioner Sauer as the new Vice Chair.

B. Community Liaisons, Part II

Sadie Siglin, Management Analyst

Siglin presented a follow-up presentation to the October 23rd introduction to Community Liaison programs. This presentation included comparative data from municipal programs in Seattle, Washington, and Boulder, Colorado. Discussion ensued.

C. 2024 Work Plan Recommendation

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented feedback collected from the Commission and the resulting updates to the 2024 Work Plan recommendation.

Commissioner Jackson moved to recommend the Draft 2024 Commission on Equity Work Plan to the Lacey City Council at the upcoming joint



worksession on February 13, 2024. Vice Chair Clay seconded. Motion carried.

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

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reviewed updates to the draft DEIB Strategic Plan elements previously presented at the Commission on Equity, November 27, 2023 meeting.

The Commission engaged in a Workshop to ensure that the strategic goal areas reflect and support community feedback gathered during various events in 2023.

8. Commissioner Reports:

Commissioner Jackson shared an invitation to the community from the New Life Baptist Church to celebrate the life of Dr. Martin Luther King, Jr. on January 15, 2024, at 1:00 p.m.

Vice Chair Clay requested visits from the Sustainability Coordinator and the Housing Coordinator in 2024 and shared an idea for shirts to promote belonging in the community.

9. Director Report:

A. Lacey Cultural Celebration 2024

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong confirmed the Commission's interest in participating in the upcoming 2024 Cultural Festival on March 9 at St. Martin's University.

B. 2024 Schedule

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented a draft schedule for Commission meetings in 2024. The Commission supported the recommended schedule.

10. Adjourn

Chair Brown adjourned the meeting at 8:20 p.m.

