



City of Lacey, Washington
Commission on Equity Minutes
Monday, March 25, 2024 - Council Chambers and Online

1. Call to Order

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

2. Roll Call

EQUITY COMMISSIONERS PRESENT: Chair Annie Clay; Vice Chair Kim Sauer (remote); Commissioners Makieda Hart, Jon Hegwood (remote), Cliff Brown, Thelma Jackson, and Kristine Stolberg (remote); and Youth Representative Samuel Tatarian (remote)

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Linsey Fields, Climate and Sustainability Coordinator; Michelle Chavez, Human Services Coordinator; Sadie Siglin, Management Analyst; Brandy Legomina, Deputy City Clerk; and Paul J. White, Deputy City Clerk

3. Land Acknowledgment

Chair Clay presented the abbreviated Land Acknowledgment.

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

A. Approval of Agenda

B. Approval of February 26, 2024, meeting minutes

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

5. Public Comment:

The Commission received no written public comments and verbal comments from five (5) remote attendees that were offensive, discriminatory, and not germane to the commission's meeting. Immediately following closure of public comment, there were disruptive outbursts by remote attendees.

6. Inspirational Item:

A. Commissioner Makieda Hart

Commissioner Hart shared an anonymous poem called "What Women Wanted" to highlight women's history.

7. Business Items:

A. Climate and Sustainability Efforts Update

Linsey Fields, Climate and Sustainability Coordinator

Fields presented the 2024 Climate and Sustainability update. Fields described efforts of the Thurston Climate Mitigation Collaborative, composed of Thurston County, Lacey, Olympia, and Tumwater, aimed at greenhouse gas emissions, water conservation, urban forestry, and climate resiliency.

B. Human Services Grant Program Update

Michelle Chavez, Human Services Coordinator

Chavez presented an update on the City's Human Services Grant Program, approved March 19, 2024 by the Lacey City Council. Chavez highlighted similar programs in other cities, including use of an ad hoc advisory body to make funding recommendations. Program parameters and advisory board composition were discussed. Chavez noted the program's goal is to provide services in and for Lacey.

C. Community Liaison Program

Sadie Siglin, Management Analyst

Siglin provided an update on a draft Community Liaison Policy. Siglin described the role of community liaisons as relationship builders and catalysts of culture shifts between diverse and underrepresented communities and local government. The duties, qualifications, and compensation of community liaisons were discussed.

D. Advisory Board Stipend Program Demographic Data

Shannon Kelley-Fong, Assistant City Manager



Kelley-Fong presented findings of the City's voluntary demographic survey of advisory board members. Kelley-Fong noted instances of under- and over-representation, and how they compared with available demographic data for the Lacey community at large. Kelley-Fong pointed out that gaps suggest a need for targeted outreach.

E. Draft DEIB Strategic Plan Workshop: City Workforce Data Review

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided a comparison of the City of Lacey workforce diversity to the demographic data available for the Lacey community at large. Kelley-Fong pointed out areas of over- and under-representation, noting that the City's collection of workforce demographic data has limitation due to third-party systems, is voluntary, and does not necessarily remain static over time.

8. Commissioner Reports:

Commissioner Hart reported on the March 20, 2024 planning meeting for the All Abilities Community Forum. The group's next meeting will be held April 3, 2024, at 4:00 p.m.

Chair Clay commented on the City's receipt of the Washington Economic Development Association (WEDA) Award for State Diversity, Equity, and Inclusion for the City's Food Trucks at the Depot program. Chair Clay reminded commissioners that March 31, 2024, is Transgender Day of Visibility. Chair Clay announced a public forum by the League of Women Voters on April 18, 2024, and an equity symposium at Evergreen State College on April 17 and 18, 2024.

Commissioner Brown reported on the high level of participation at the City's Cultural Celebration on March 9, 2024.

Commissioner Jackson reported on the success of a Black History Month popup museum at the New Life Baptist Church in February. Commissioner Brown added that the Juneteenth planning committee is interested in displaying items from the popup museum at the Juneteenth event.

9. Director Report:

A. Equity and Inclusion Program Manager

Shannon Kelley-Fong, Assistant City Manager



Kelley-Fong reported that the City is recruiting for an Equity and Inclusion Program Manager to report to the City Manager.

10. Adjourn

Chair Clay adjourned the meeting at 8:14 p.m.

Minutes approved on May 6, 2024

