



City of Lacey, Washington
Commission on Equity Minutes
Monday, May 6, 2024 - Council Chambers and Online

1. Call to Order

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

2. Roll Call

EQUITY COMMISSIONERS PRESENT: Chair Annie Clay; Vice Chair Kim Sauer; Commissioner Clifton Brown; Commissioner Thelma Jackson; Commissioner Kristine Stolberg (remote); Commissioner Makieda Hart (remote); Commissioner Jonathan Hegwood (remote)

YOUTH COUNCIL PRESENT: Deputy Mayor Zury Ramirez-Plascencia, Rep. to North Thurston High Schools; Councilmember Nathaniel Clay, Rep. to the Parks, Culture, and Recreation Board; Councilmember Sophie Allard, Rep. to the Library Board; Councilmember Rory Line, Rep. to the Historical Commission; Councilmember Samuel Tatarian, Rep. to the Commission on Equity

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Sadie Siglin, Management Analyst; Brandy Legomina, Deputy City Clerk

3. Land Acknowledgment:

Vice Chair Sauer read the abbreviated Land Acknowledgment.

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

A. Approval of Agenda

B. Approval of March 25, 2024, meeting minutes

Commissioner Jackson moved to approve the agenda and the minutes of March 25, 2024. Vice Chair Sauer seconded. Motion carried.

5. Public Comment Policy

A. Public Comment Policy

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the Draft Public Comment Policy. This presentation included discussion on the Rules of Procedure for Public Comment; the occurrence of Zoom-bombing events; the City of Lacey's Anti-discrimination Statement and Hate Speech Condemnation press release; background on the types of speech protected by the U.S. Constitution's First Amendment; definitions of hate speech and hate crime offense; public comment through limited public forums; and the Open Public Meeting Act (OPMA) requirements. Discussion ensued.

6. Public Comment:

Verbal Public Comment

One (1) person signed up to speak at the meeting.

Community Member Cecilia Candida Zamprelli-Jones, Lacey resident, spoke on the barriers created by implementing a two (2) hour pre-registration requirement for public comment; the need to provide equitable services for accessibility; and called for representation on boards to reflect the population at large.

Written Public Comment

Two (2) written public comments were received.

7. Inspirational Item:

A. Thelma Jackson, Commissioner

Commissioner Jackson presented on the diverse and inclusive celebrations pertaining to Mother's Day.

8. Business Items:

A. Meeting with the Lacey Youth Council

Annie Clay, Chair of the Commission on Equity
Sarah Towne, Mayor of the Lacey Youth Council
Sadie Siglin, Management Analyst

The following Lacey Youth Council members provided reports on the 2023-2024 Lacey Youth Council: Tatarian reported on the Thurston County Ballot Processing Center. Line reported on Public Safety; Clay reported on North Thurston Public Schools (NTPS); Allard reported on Houselessness; and Ramirez-Plascencia



reported on the 2024 Lacey Youth Summit and Resource Fair. Discussion ensued.

B. Community Liaison Program

Sadie Siglin, Management Analyst

Siglin presented an update on the Community Liaison Program. This presentation included discussions on compensation and potential barriers to implementing the Community Liaison Program. Discussion ensued.

C. Utility Wrap Project Phase 1 Recommendation

Sadie Siglin, Management Analyst

Siglin presented the Utility Wrap Project Phase 1 Recommendation. This presentation included discussions on the 2022-2026 Public Art 6-Year Plan for utility wrapping using art submissions from the community. Themes with multiple submissions were reviewed by the Commission and will be recommended, alongside the reviews of the Historical Commission, to the City Council for award. Discussion ensued.

D. Draft DEIB Strategic Plan Status Overview Part 1

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the Draft Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan. This presentation included discussions and status updates on various goals pertaining to: the equity plan, hiring and retention, development and workplace, communications, engagement, relationships, and collaboration. Kelley-Fong also overviewed demographic data related to past public engagement efforts. Discussion ensued.

9. Commissioner Reports:

A. All Abilities Community Forum

Makieda Hart, Commissioner

Kristine Stolberg, Commissioner

Commissioners Hart and Stolberg presented on the All Abilities Community Forum which is scheduled for May 20, 2024, at the Senior Center, from 6:30 p.m. till 8:00 p.m.

B. League of Women Voters Equity Panel Update

Annie Clay, Chair

Clifton Brown, Commissioner

Chair Clay and Commissioner Brown reported on their attendance at the League of



Women Voters Equity Panel. Chair Clay commented that the event was well attended and encouraged the Commission to collaborate with other entities. Commissioner Brown shared that the unique capacity of a commission allowed for an ability to outreach and focus on various topics.

10. Director Report:

A. Lacey Cultural Celebration Feedback

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an overview of feedback gathered at the Lacey Cultural celebration event.

B. Equity and Inclusion Project Manager Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that Veronica Hand would be the City's new Equity and Inclusion Project Manager. Hand previously assisted with the Immigrant Voices Community Forum held by the Commission on Equity.

Kelley-Fong reported on upcoming City Council items, including the Women's Marathon Trials Proclamation, the Asian American and Pacific Islander Heritage Month Proclamation, and an invitation from the Asian Pacific Islander Coalition of South Puget Sound chapter to attend the Asian American, Native Hawaiian, and Pacific Islander Heritage Month Event.

Kelley-Fong updated the Commission on a future meeting with regional Diversity, Equity, Inclusion, and Belonging staff.

11. Adjourn

Chair Clay adjourned the meeting at 8:32 p.m.

Approved May 30, 2024.

