



City of Lacey, Washington  
Commission on Equity Minutes  
Thursday, May 30, 2024 - Council Chambers and Online

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1. Call to Order

Vice Chair Sauer called the meeting to order at 5:30 p.m.

2. Roll Call

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

EQUITY COMMISSIONERS EXCUSED: Chair Annie Clay

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Robert Almada, Chief of Police; Brandy Legomina, Deputy City Clerk

3. Land Acknowledgment

Commissioner Brown presented the abbreviated Land Acknowledgment.

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

A. Approval of Agenda

B. Approval of May 6, 2024, meeting minutes

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

5. Public Comment

No verbal or written public comment was received.

## 6. Inspirational Item

### A. Commissioner Jon Hegwood

Due to technical difficulties, the inspirational item was postponed to after the Director's Report.

Commissioner Hegwood presented an excerpt from the poem, "The Hill We Climb", written by youth poet laureate, Amanda Gorman.

## 7. Business Items

### A. School Resource Officer Program Overview

Robert Almada, Chief of Police

Almada presented an overview of the School Resource Officer (SRO) Program. This presentation included discussion on the training and requirements needed to be an SRO; SRO mentorship to the students; the collaborative relationship between the SRO and the school district, the role of the SRO and the administration in cyberbullying; and the Washington Association of Sheriffs and Police Chiefs accreditation process. Discussion ensued.

### B. Draft DEIB Strategic Plan: Status Overview, Part II and Draft Review

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the Draft Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan. This presentation included discussion on status updates for goal areas of policies, programs, services, and livability; a review of the Draft DEIB Strategic Plan without the appendices; and an overview of the final review process prior to making a recommendation to the City Council anticipated to occur at the June 24 Commission on Equity meeting. Discussion ensued.

### C. Equity Index Maps Introduction

Shannon Kelley-Fong, Assistant City Manager

Kelly-Fong presented the Equity Index Maps Introduction. This presentation included an overview of Equity Index maps to include: costs; indicators, preferences and design, data availability, and examples from other jurisdictions. Discussion ensued.

## 8. Commissioner Reports

### A. 43rd Juneteenth Celebration Update



Commissioner Clifton Brown

Commissioner Brown presented an update on the upcoming 43<sup>rd</sup> Juneteenth Celebration.

Vice Chair Sauer presented an invitation to the Commemoration of the Korean War, on June 15, 2024, at the Olympia Capitol Campus, from 11:00 a.m. till 1:00 p.m.

## 9. Director Report

### A. Future Community Forums

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented on possible future community forums. This presentation included discussions on hosting a Hispanic/Latino/Latina/Latine community forum and an Asian and Pacific Islander community forum in 2024, working with community partners organizations.

Kelly-Fong also provided an update for the upcoming June 24, 2024, Commission on Equity meeting which will include a presentation by Dr. Antonio Sandifer on North Thurston Public School's equity initiatives; an update on the public comment policy; and the introduction of the City's new Equity and Inclusion Program Manager.

## 10. Adjourn

Vice Chair Sauer adjourned the meeting at 7:44 p.m.

Approved June 24, 2024

