



City of Lacey, Washington Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, August 26, 2024

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 they have 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 July 22, 2024, meeting minutes

5. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

6. Inspirational Item

- A. Chair Annie Clay

7. Business Items

A. University and College Equity Initiatives

Dr. John P. Hopkins, Chief Diversity Officer, Saint Martin's University
Amanda Ybarra, Executive Diversity Officer, South Sound Community College

- B. **Thurston County Equity Coalition**
Doug Mah, Doug Mah and Associates
- C. **TOGETHER! Club House and Equity Initiatives Overview**
Kahlo Flores, Co-Director
Kaira Gomez-Garcia, Co- Director
Meghan Sullivan, Deputy Director

8. Commissioner Reports

- A. **Park Improvement Funding Work Group Update**
Commissioner Jon Hegwood

9. Director Report

- A. **Lacey Police Department Community Academy**
Kelly Adams, Special Project Administrator

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - September 23, 2024 – 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - October 28, 2024 – 5:30 p.m. at City Hall or remote

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/webinar/register/WN_KmmeGqXCTpi7YphXap5Hiw

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

Website:

YouTube: <https://www.youtube.com/watch?v=wMzjjj8eAMc>

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 840 7457 6047)

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/webinar/register/WN_KmmeGqXCTpi7YphXap5Hiw

Instructions and access details will be provided once registration is complete.

Written Public Comment

Please email written public comments to coe@cityoflacey.org by 12:00 p.m. on Monday, August 26, 2024. 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, July 22, 2024 - Council Chambers and Online

1. Call to Order

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

2. Roll Call

EQUITY COMMISSIONERS PRESENT: Chair Annie Clay; Vice Chair Kim Sauer; Clifton Brown; Makieda Hart; Jonathan Hegwood (Present remotely after 7:23 p.m.); and Kristine Stolberg

EQUITY COMMISSIONERS EXCUSED: Thelma Jackson

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; Ryan Andrews, Planning Manager; Michelle Chavez, Human Services Coordinator; Sadie Siglin, Management Analyst; and Brandy Legomina, 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 June 24, 2024 meeting minutes
- C. All Abilities - Community Forum Feedback

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

5. Public Comment

No public comment was received.

6. Inspirational Item

A. Veronica Hand, Equity & Inclusion Program Manager

Hand presented a quote from Parker J. Palmer, on the idea of creating something new out of devastation. Palmer is an American author, educator, and activist who focuses on issues in education, community, leadership, spirituality and social change.

7. Business Items

A. **Comprehensive Plan Update: Communications and Community Engagement Plan**

Ryan Andrews, Planning Manager

Ryan Andrews presented the Comprehensive Plan Update for Communications and Community Engagement. This presentation included discussion on the Comprehensive Plan's approach to engage with the community; the alignment with the City's mission and vision; target audiences; communication tactics, and phase development of community engagement activities.

B. **Human Services Update: Grant Program, Community Participation Plan, and Needs Assessment Outline**

Michelle Chavez, Human Services Coordinator

Chavez presented the Human Services Update for the Grant Program, Community Participation Plan, and the Needs Assessment Outline. This presentation included discussion on existing Human Services strategies; the intended outcomes of the Community Participation Plan; and the identification and engagement of stakeholders. The Commission provided feedback on potential focus group participants, the Human Services Focus Group Questionnaire, the Draft Human Needs Assessment Survey, and the Draft Needs Assessment Survey.

C. **Utility Wrap Project Phase 1 Update**

Sadie Siglin, Management Analyst

Siglin presented the Utility Wrap Project Phase 1 Update. This presentation included discussion on feedback provided from the Historical Commission; locations of wrap-eligible utility boxes; and a preview of utility box wrap layouts for each art submission. Commission recommendations will go before the Lacey City Council for final approval in September. After approval, applicants will be notified, wrap installations will begin, and website content will be updated to reflect the new art.



8. Commissioner Reports

Commissioner Hart reported on the Miss Washington Pageant's Coffee and Crowns event, promoting the upcoming Scholarship Pageant.

9. Director Report

A. **Community Forum and Regional Event Planning Update**

Shannon Kelley-Fong, Assistant City Manager
Veronica Hand, Equity & Inclusion Program Manager

Kelley-Fong and Hand reported on the Community Forum and Regional Event Planning Update. Discussion ensued.

B. **Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan Update**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported on the DEIB Strategic Plan Update. Discussion ensued.

C. **Regional Diversity, Equity, Inclusion, and Belonging Government Staff Meetings**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported on the Regional Diversity, Equity, Inclusion, and Belonging Government Staff Meetings. Discussion ensued.

Kelley-Fong updated the Commission on upcoming term expirations.

10. Adjourn

Chair Clay adjourned the meeting at 7:50 p.m.



Diversity, Equity, Inclusion, and Belonging (DEIB) at Saint Martin's University

John P. Hopkins, Ph.D.
Chief Diversity Officer (CDO)
Saint Martin's University



Listen carefully, my child, to my instructions, and attend to them with the ear of your heart. This advice from one who loves you; welcome it and faithfully put it into practice.

The Rule of St. Benedict, Prologue

DEIB at Saint Martin's University

Diversity is our strength. Inspired by our [Catholic Benedictine tradition](#), which promotes the transcendent dignity of the human person, we commit ourselves to fostering an inclusive and global learning environment in which all members of our community can thrive and succeed.

We *welcome* the similarities and differences that comprise our students, faculty, and staff; we *open* ourselves to the profound change that different cultures, traditions, and beliefs can have on our practice of community; and we *educate* students to transform our world for peace and justice.

Community | Service | Faith | Reason

Diversity and Equity Center (DEC)

Mission

Inspired by our Catholic, Benedictine tradition, which honors the dignity of each person and strives for peace and justice in our world, the DEC seeks to build a campus community that engenders inclusive excellence, facilitates mutual understanding, and promotes social justice.

Community | Service | Faith | Reason

DEC Programs and Services

Student Support Services

- AHANA Orientation
 - POC Luncheons
 - Passport Program
 - Act 6 Program
- Saints Mentor with Heart
 - DEC Lounge

DEIB Trainings and Courses

- Project Story
- Film and Dialogue Series
 - Leadership Trainings
 - Social Justice Advocacy
 - Faculty/Staff Trainings

Campus-wide Programs

- Just Talk Tuesdays
- Indigenous Peoples' Day
- Cultural Heritage Months
 - MLK Celebration
 - DEI Graduations
 - Breaking Bread



African American/Black, Hispanic/Latinx, Asian Pacific Islander,
and Native American



Saints Mentor

WITH HEART

Saints Mentor with Heart (SMH) pairs first-year students with an upper-division student—a *peer mentor*—who champions their personal, academic, and professional success.

SMU DEI Resources

- Campus Climate Surveys
- Office of International Programs and Development
- Office of Campus Ministry
- Disability Support Services
- Bias Impact Response Team
- Diversity and Equity Team
- Multicultural/Ethnic Clubs

Academic Majors/Minors

- Native Voices (Communication Studies)
- Race and Ethnic Studies Minor
- Women's, Gender, and Ethnic Studies Major
- Social Justice Minor

Thank You!

“We must talk about poverty,
because people insulated by their
own comfort lose sight of it.”

- Dorothy Day

Community | Service | Faith | Reason



South Puget Sound
COMMUNITY COLLEGE

Diversity, Equity, Inclusion, and Belonging at SPSCC

SUCCESS —
AMPLIFIED

Who we are

- Recognized as a top 10 best community college in the U.S. by the Aspen Institute College Excellence Program, SPSCC serves around 5,000 students each year.
- We serve people from all backgrounds and meet them where they are, connecting them to Pathways and classes to reach their goals. Whether that's landing a new job, learning a new skill, earning a degree, or transferring to a university, SPSCC is dedicated to helping students on their journey toward an amplified future.

Core Themes

1. Student Achievement: We prepare students for further education and employment.
2. **Equity:** Given the diversity of our changing community, we cultivate an environment that reduces barriers and removes equity gaps.
3. Learning and Engagement: We create accessible and enriching student experiences.

Commitment to Diversity

“South Puget Sound Community College is a learning community that embodies social justice, equity and inclusion. SPSCC seeks to empower students, faculty and staff to fully participate in a society of increasingly diverse identities and experiences. SPSCC actively works to eliminate all forms of discrimination and provide an education that reflects the diversity of our community and a deeper understanding of the dynamics of power and privilege that perpetuate inequity and inequality.”

Equity Guiding Principles:

We see you | We hear you | We are with you

1. We center the people we serve and meet them where they are.
2. We involve those most impacted when seeking solutions or making decisions.
3. We continually identify barriers to academic and professional success and strive to remove them.



**DIVERSITY, EQUITY
& INCLUSION**

Supporting *all* in our Community

Faculty and Staff

- Employee Resource Groups
 - Faculty and Staff of Color ERG, LGBTQIA+ ERG
- Ongoing Professional Development
 - Annual full-day Campus Equity Symposium
 - All full-time staff participate, though all are invited
 - Multiple concurrent workshops addressing diverse topics
 - Allows participants to have agency in their learning
- Conference Attendance
 - Staff and faculty have ample opportunities to attend regional and local conferences that support their professional development in helping make SPSCC a more equitable place to learn and work



It's all About our Students

- We provide wrap around services to meet students where they're at and remove barriers to their education
- Equity, inclusion, and belonging best practices embedded into classrooms
- Campus supports:
 - Personal Support Center
 - Student Life
 - Diversity, Equity, Inclusion Center
 - Counseling Services
 - Food Bank
 - Emergency Housing
 - Emergency grants



Diversity, Equity, Inclusion Center

- Safe-space where students can feel free to be who they are in a supportive community
- Monthly programming and learning opportunities
- Referrals to campus and community resources
- Staff and Peer Mentor support
- Emergency food support



IGNITE PROGRAM

IGNITE helps students whose identities have historically had systemic barriers in higher education succeed by offering a community and support services to get through college and graduate!

Resources

- An intentional community committed to helping students succeed
- Dedicated Educational Planner
- Dedicated Financial Aid Advisor
- Peer Mentor
- Loaner laptop
- Quarterly textbook support
- Retention scholarships
- Emergency grants
- Early registration for classes
- Access to the Student of Color Conference
- Workshops about identity development and life/academic skills

Thank you!

Amanda Ybarra, Executive Diversity Officer
amybarra@spscc.edu

A green decorative graphic consisting of several overlapping, angled rectangular shapes that create a sense of depth and movement, located in the bottom right corner of the slide.



EQUITY COALITION

A project of the Community Foundation of South Puget Sound

**City of Lacey
Commission on Equity
August 26, 2024**

THE CHALLENGE:

We are too dependent on siloed, individual organizational, efforts to make meaningful changes within our communities.

THE SOLUTION:

Create professional and community gatherings:

- 1) conversation and learning;
- 2) cross-sector training, support, and sharing;
- 3) advocacy and leadership



Founding Members:



The founding organizations believe that if we want to create substantiate change in our individual organizations...

- We need a larger community approach to DEI work.
- Must provide opportunities to learn from each other.
- Engage in education and training, share resources, identify problems and barriers.
- Build genuine connections between people.



The **VISION:**

A community that is informed, equitable, and inclusive so that all people feel respected, valued, and engaged.

The MISSION: The Equity Coalition exists to bring resources to support belonging, grow leaders, and influence change across our businesses, institutions, and organizations to create greater equity in our community.



We launched community affinity groups...

The DEI Professional Network is a dynamic space, where we're dedicated to building intentional community, fostering collaboration across organizations for community equity, resource sharing, and mutual professional development support. **Meets every fourth Thursday at 1:00**

Women of Color in Business Leadership is a learning space, where we're dedicated to building intentional community, fostering a safe learning environment for women of color entrepreneurs. We work to share resources and provide mutual professional development support. **Meets every second Tuesday at 5:30**

LGBTQIA+ Professional Network is a learning space, where we're dedicated to building intentional community, fostering a safe learning environment for LGBTQIA+ folks. We work to share resources and bring about change in our community. **Meets monthly.**



We're providing training...

Training: “Building Inclusive Leaders: identity, microaggressions, and communication”

led by Dr. Bre Haizlip, PhD, LPC

Friday, August 30, from 8:30 am to 12:30 pm
at South Puget Sound Community College.

Participants will gain awareness and knowledge of cultural self-identity development and intersectionality, learn to identify and navigate microaggressions, understand trauma-informed approaches, and develop practical skills for fostering inclusivity and belonging through respectful communication.



We're making arrangements for Community Equity Talks...

Equity Talks bring communities together to create personal growth and learning. At these events, participants are exposed to various perspectives, experience empathy, and learn about the lived experiences of others who come from different backgrounds, cultures, and experiences to deepen our understanding of others, challenge our pre-existing biases, and expand our worldview.

October 2024



We plan more training...

Training and Professional development sessions

bring subject matter experts, trainers, and speakers to help leaders and organizations grow and implement successful DEI programs and organizational and professional change.

November 2024

DEI Professional certification sessions are professional development courses designed for professionals seeking Thurston region specific DEI training that result in a credential recognized across organizations and sectors in the region.

Cohorts in February 2025 and April 2025



We plan more affinity groups...

Elected and appointed officials of color is a learning space, dedicated to building intentional community, as current and former elected and appointed officials of color from local and state government. We strive to provide mutual professional and development support.

Men of Color in Business Leadership is a learning space, where we're dedicated to building intentional community, fostering a safe learning environment for men of color entrepreneurs. We work to share resources and provide mutual professional development support.

CEO Equity Leaders is a learning space, dedicated to building intentional community that fosters a safe learning environment for current Chief Executive Officers from the public, private, and non-profit sector







Host Homes & Club House

TOGETHER! is on a mission.

TOGETHER! Mission:

TOGETHER! advances the health and wellbeing of all young people.

TOGETHER! Vision:

All young people are supported, healthy, safe and valued.

TOGETHER! Core Values:

Equity. All people deserve social, health and educational equity.

Mobilization. We mobilize families, schools and the community to solve community problems.

Systems Change. We lead and support change across sectors to serve the needs of the whole child.

Adopted by TOGETHER! Board of Directors October 15, 2017



Welcome to TOGETHER!





TOGETHER! is a nonprofit organization founded in 1989 to serve youth and families in the South Sound with a mission to advance the health and well-being of all young people. We offer direct service youth programs, mobilize communities through coalitions, advocate for healthier laws, norms and systems and promote health through community and individual education.

Shining Bright
TOGETHER!



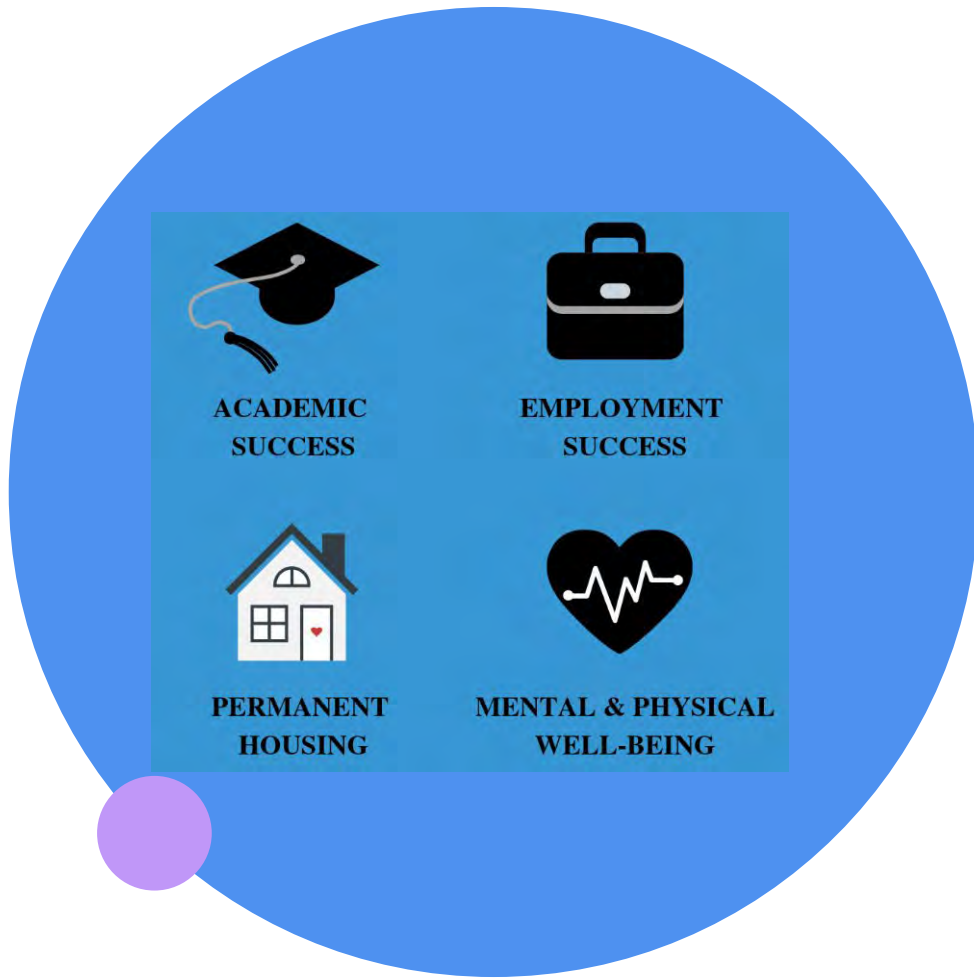


Mission:

TOGETHER! provides safe, short-term hosted housing for unaccompanied high school students experiencing housing instability.

Vision:

A community where all young people have a safe and affirming home.



To intervene before youth experience additional trauma and chronic homelessness.

Safe, affirming, Short-term host home housing.

Kinship reconciliation when healthy and possible.

Help students complete high school education, GED.

Develop and strengthen life skills to thrive beyond the program.

Graduate program into independent housing



Host Homes Program

Student Enrollment

- Serve up to 30 NTPS high school students, 2022- 2023
- Begin matching and enrolling students, by January 2022

Student Eligibility

- Ages 13 to 21
- Submit application
- Parent or legal guardian permission
- Background check for all youth applicants

Program Commitment

- 24/7 access (to include telephonic support) to program staff
- Aftercare for up to 1 year
- Case management, wrap around support, support circles

Host Eligibility

- 21 years or older
- Resident of Thurston County
- Interviews, Orientation and Training, Background and Reference check
- Homeowner or Renter Insurance
- Spare room, willing to host and provide meals for up to 1 year

What is Club House?

Before, After, and Summer Programming offered within the North Thurston Public Schools District:

2 Elementary Schools-
- Lydia Hawk
- Pleasant Glade

2 Middle Schools-
- Chinook
- Nisqually



Club House is a space where youth (1st-8th graders) gather with peers to engage with interactive enrichment activities, receive academic support, explore their cultural identity, and play with material to make sense of the world around them.



Meet the Club House Team

Katie



Wendy



Carina



Rosetta



Chinook

Monday-Friday

6:45-9:15am

Facilitators: Leslie

Open positions: 1 Lead

Lydia Hawk

Monday-Thursday

3:00-6:00pm

Facilitators: Sarah (Lead),
Leslie

Open positions: 2

Nisqually

Monday-Friday

6:45-9:15am

Facilitators: Claire
Open positions: 1 Lead

Pleasant Glade

Monday-Friday

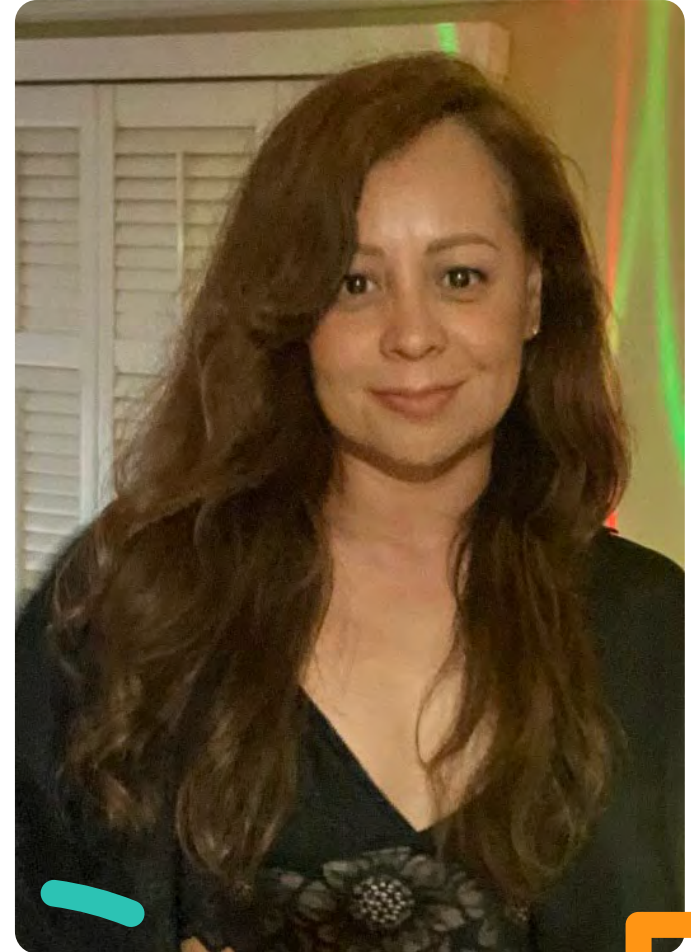
2:45-5:00pm

Facilitators: Asiamarie
(Lead), Judy, Beth, Tracey

+ Francis (Family Support Liaison)

Family Support Liaison

- Francis visits each site weekly where she builds relationships with youth and families
- The position (pilot year last year and now fully in motion) takes the Community Schools model and applies it to serve Club House families
- FSL provides resources and monetary support to families
- Funded through another year. Yay!
- Currently working on surveying the community to better make sense of needs.



Club House Youth Survey Results- Conflict Resolution

Club House taught me how to handle situations with my peers effectively.

100%

Club House taught me how to effectively handle myself in personal situations.

93%

Club House taught me to see things from other's point of view when dealing with problems.

93%

Club House challenges me to handle conflict in a positive and healthy way.

100%

Club House helped me understand the importance of expressing emotions in a healthy way.

100%

Club House showed me how to approach a difficult situation.

93%



Club House Terms

Middle School-

- Cohort 15- Middle School 5-year grant that ended last year
- Cohort 19- Middle School 5-year grant that was renewed this year

Elementary School-

- Cohort 16- Elementary School 5-year grant that ends this August
 - Elementary Cohort- How we'll refer to Elementary programming beyond August
- 

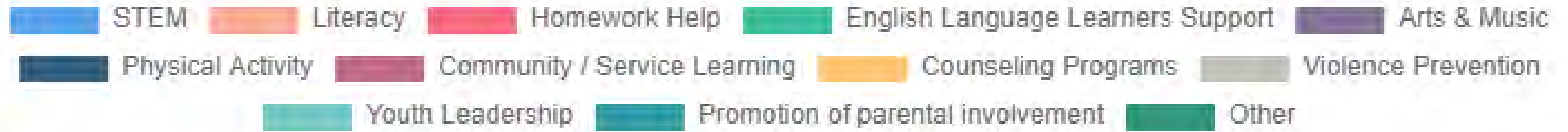


THE COMMUNITY BENEFITS
GREATLY FROM OUT-OF-
SCHOOL TIME PROGRAMS LIKE
CLUB HOUSE.

IT IS CRUCIAL TO INVEST IN
PROGRAMS THAT REINVEST IN
YOUTH, FAMILIES, AND THEIR
FUTURES.



Activities by Category



ARBOL

- (Kahlo) and Lead Facilitators have worked hard to create lesson plans that compliment CH objectives and activities
- Much more than just a bilingual curriculum, and instead a fusion of language, culture, and identity exploration.



Cohort 15

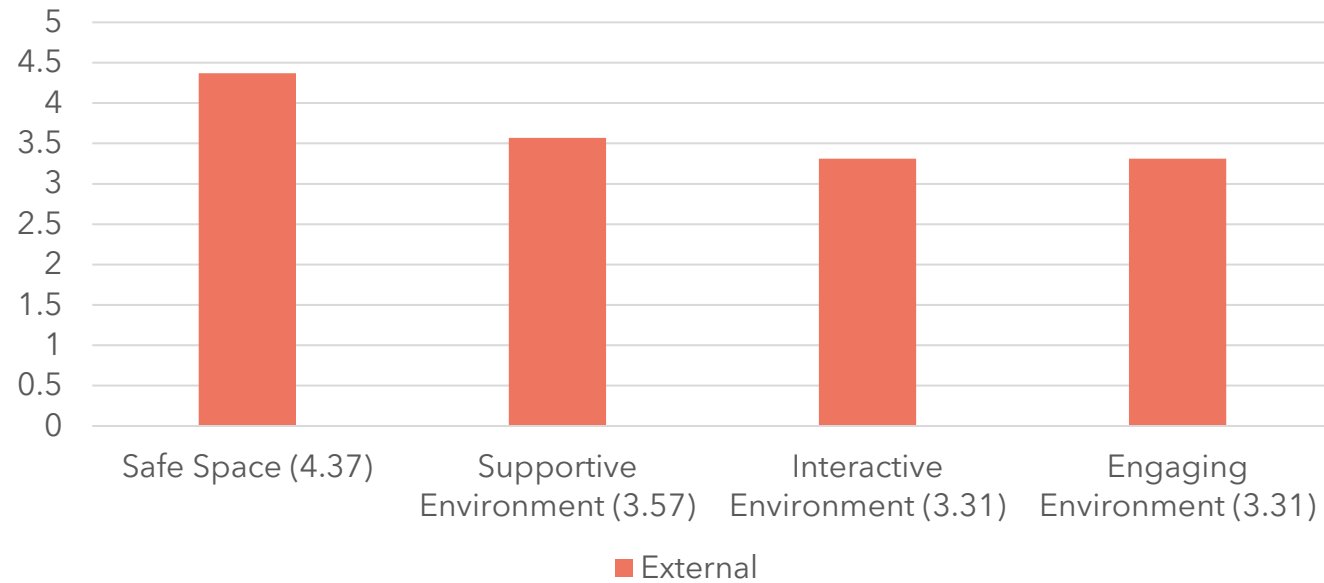
Total youth served- 448
Total families served- 311

Cohort 19

Combined SEL PQA Scores



SEL PQA Scores

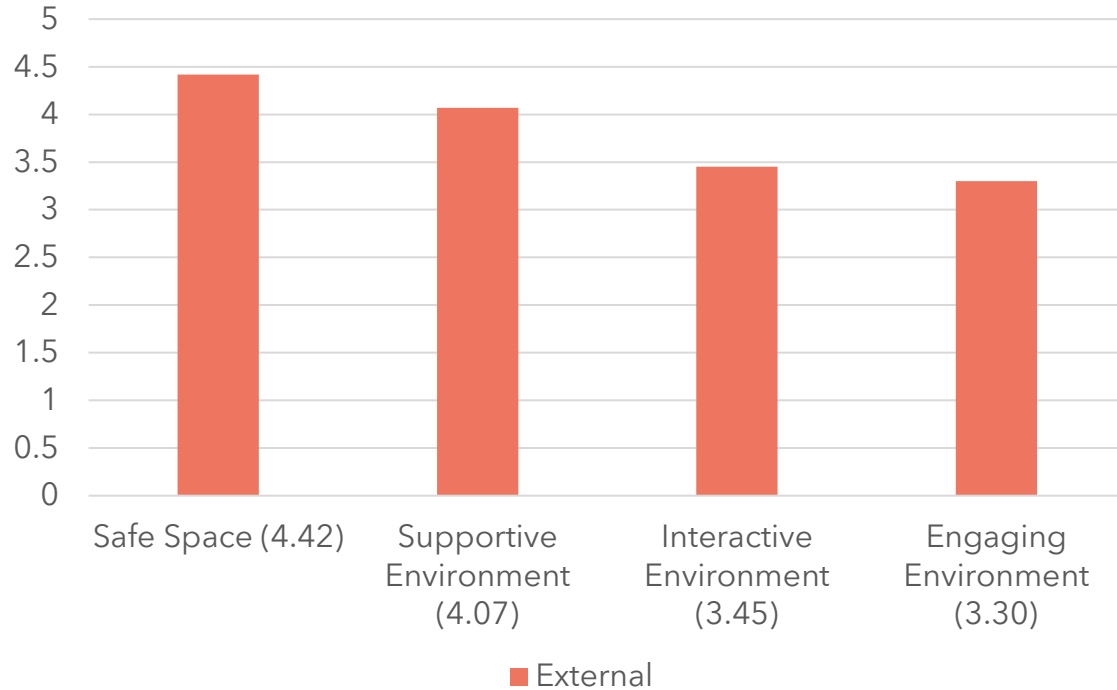


Cohort 16

Total youth served (thus far)- 503
Total families served (thus far)- 293

Combined SEL PQA Scores

SEL PQA Scores





Partnerships:

- North Thurston Public Schools
- The Bridge Music Project
- Puget Sound Estuarium
- Nisqually River Education Project
- Youth Service America
- Continua Consulting
- Olympic Family Theater
- SafePlace

Upcoming:

- Bay View School of Cooking
- Nisqually Reach Nature Center

Summer 2024

During the summer, we focus less on academic support and instead pour all of our energy into fun interactive activities, physical movement, and enriching experiences.

Summer programming is the time where youth are encouraged to be their most creative- where they create music, games, and new ways to express themselves.

Summer Schedule:

July 15th - August 22nd

Monday-Thursday

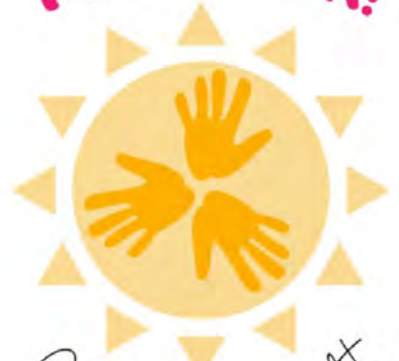
8:00am-1:00pm

Breakfast and Lunch Provided





TOGETHER!



Our Future is Bright

35TH ANNIVERSARY BREAKFAST

WEDNESDAY OCTOBER 2, 2024, 7:30 – 9 AM

Meet our staff and volunteer teams & celebrate together!

**TwinStar Community Foundation Event Center
at the SPSCC-Lacey campus**

SPONSORED BY



OlyFed

BANKING
THAT'S
MUTUAL



**PUGET
SOUND
ENERGY**





LACEY PD COMMUNITY ACADEMY

CLASSES COVER A VARIETY OF TOPICS:

- Recruiting & Hiring
- Department Operations
- Criminal Law
- Homeless Outreach
- Firearms
- Less Lethal Tools
- Traffic Enforcement
- SWAT
- Drone Operations
- Hostage Negotiation
- Detectives
- Evidence Processing

ACTIVITIES & DEMONSTRATIONS INCLUDE:

- Department Tour
- Firearms
- Emergency Driving
- Less Lethal Tools
- Defensive Tactics
- Mock Scenes

HOW DO I APPLY?

Complete the application form by
September 13th, 2024 at:

[https://
cityoflacey.jotform.com/24151493
2998064](https://cityoflacey.jotform.com/241514932998064)

Or follow this QR code!



Once your application has been received and processed, you will be contacted and provided with further information.

**Be sure to check your spam e-mail!*

HOW AM I SELECTED?

Candidates for the Academy must meet the following criteria:

- Minimum 18 years of age,
- Live, work, or attend school in Lacey,
- Have no felony convictions,
- Have no pending criminal cases or outstanding arrest warrants,
- Sign participation waiver forms.

FALL 2024 COURSE DATES:

- Wednesday, October 2nd
 - Wednesday, October 9th
 - Wednesday, October 16th
 - Wednesday, October 23rd
 - Saturday, October 26th
 - Wednesday, October 30th
 - Wednesday, November 6th
- *All Wednesday classes are from 5:30 to 8:30PM. Snacks and refreshments will be provided.*

'Partnering with the community to make Lacey a safe and desirable place to live, work, learn, and play.'



Visit our website at: <https://cityoflacey.org/departments/police/> and follow us on social media:

