



City of Lacey, Washington
Commission on Equity Approved Minutes
Monday, October 28, 2024 - Executive Board Room at Lacey City
Hall and Online

1. Call to Order

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

2. Roll Call

COMMISSIONERS PRESENT: Chair Annie Clay; Vice Chair Kim Sauer; Commissioner(s) Clifton Brown, Makieda Hart, Thelma Jackson, and Jonathan Hegwood (remote, present after 6:55 p.m.); and Youth Council Representative Kieran Powell

COMMISSIONERS ABSENT: None - (Commissioner Kristine Stolberg's seat remains vacant pending replacement following resignation from the Commission on Equity effective October 14, 2024)

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; Robert Almada, Police Chief; Robert Hollis, Deputy Police Chief; Vanessa Dolbee, Community and Economic Development Director; Jennifer Adams, Housing Coordinator; 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 September 23, 2024, meeting minutes

Commissioner Hart moved to approve the October 28 agenda and the minutes of September 23, 2024. Commissioner Jackson seconded. The motion carried.

5. Public Comment

Verbal Public Comment

No one signed up to speak at the meeting and no one registered to speak via Zoom.

Written Public Comment

One (1) written public comment was received.

6. Inspirational Item

A. Kim Sauer, Vice Chair

Commissioner Sauer explained that on October 10, 2024, the Nobel Prize in Literature was awarded for the first time to a Korean author. Sauer shared themes by Nobel laureate Han Kang on reconciling violence and trauma with what it means to be human.

7. Business Items

A. **Black Home Initiative**

Jennifer Adams, Housing Coordinator

Marty Kooistra, Black Home Initiative Network Weaver

Kooistra provided a presentation on the Black Home Initiative (BHI), a multi-year, regional effort of non-profit initiative Civic Commons that targets racial inequities at the core of the housing ecosystem to increase homeownership among BIPOC (Black, Indigenous, and People of Color) households. The initiative aims to reduce racial inequity and increase intergenerational Black household wealth as measured by the number of Black homeowners with appropriately affordable mortgages and safe, durable, healthy homes. Strategies advocated by the initiative include increasing buildable land inventory and funding for diverse types of development, increasing the number of mortgage-ready Black households through outreach and modified lending practices, and fostering a sustaining environment for Black homeownership through increased Black-led development and aligned community-based organizations. Kooistra reported progress on local BHI programs.

Commissioner Jackson moved that the Commission recommend the City Council begin a deliberative inquiry into applying the Black Home Initiative in the City of Lacey. Commissioner Brown seconded. The motion carried.



B. Community Resource Unit / Mobile Outreach Team / 30x30 Initiative

Robert Almada, Chief of Police

Robert Hollis, Deputy Chief of Police

Almada and Hollis presented the background, training, and activities of the Police Department's Community Outreach Unit and Mobile Outreach Team (MOT), which collaborate with Olympic Health and Recovery Services to engage positively with homeless and other in-crisis persons to reduce local crime and provide connections to resources rooted in human dignity, compassion, empathy, and relationship-building. The City's Compassionate Care Fund partly supports the work of law enforcement officers and clinicians. Almada and Hollis summarized the successes of the MOT program.

Commissioner Hegwood was present remotely after 6:55 p.m.

Officer demographics were presented, and the Police Department's involvement in the 30-by-30 Initiative was described. The department's goal is for 30 percent of sworn officers to be women by 2030.

Almada and Hollis reported on department recommendations to update the Lacey Municipal Code regarding massage and reflexology businesses as part of equity efforts to combat human trafficking.

C. Equity Initiative Update

Veronica Hand, Equity and Inclusion Program Manager

Hand provided a summary of activities of the DEIB program over the past three months, including trainings and meetings with community partners, state agencies, and city staff. Internal initiatives include equity project planning, an employee engagement survey, language access and improvements, equity training, inclusivity in the city's branding guide, and preparation for the 2025 DEIB Summit. Discussion ensued.

8. Commissioner Reports

Commissioner Hegwood provided a report on progress of the Parks Improvement Funding Work Group. Parks improvement projects are under review, including line item costs and facility improvements.

9. Director Report

A. Advisory Board Vacancies - Planning Commission and Commission on Equity

Shannon Kelley-Fong, Assistant City Manager



Kelley-Fong provided an update on Commissioner Stolberg's resignation and the recruitment process to find a replacement. The city's Planning Commission also has vacancies to be filled.

- B. **City Surveys** - Comprehensive Plan, Human Services Needs Assessment, and Middle Housing
Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong directed commissioners to the online locations for city surveys currently open for participation. These include surveys regarding the Comprehensive Plan, Human Services Needs Assessment, and Middle Housing. The Human Services Needs Assessment has been extended to November 8 and is now available in Spanish and Korean translations.

Youth Council representative Kieran Powell introduced herself and described her advocacy interests related to drug and alcohol addiction.

10. Adjourn

Chair Clay adjourned the meeting at 8:19 p.m.

Approved November 25, 2024

