



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

1. Call to Order

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

2. Roll Call

COMMISSIONERS PRESENT: Chair Annie Clay; Vice Chair Kim Sauer (remote); Commissioner(s) Clifton Brown, Makieda Hart, Thelma Jackson, and Jonathan Hegwood (present remotely after 5:32 p.m.)

COMMISSIONERS ABSENT: Lacey Youth Council Representative Kieran Powell and 1 vacancy

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; Ty Keltner, Communications Manager; and 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 October 28, 2024, meeting minutes

Commissioner Hart moved to approve the agenda and the October 28, 2024, minutes. Commissioner Brown seconded. The motion carried.

5. Public Comment

Verbal Public Comment

No verbal public comment was received in person or via Zoom.

Written Public Comment

Two (2) written public comments were received.

6. Inspirational Item

A. Makieda Hart, Commissioner

Hart presented the poem "She Rested but the World Moved" which was discovered in a news segment that discussed the Black community's activity and movement in democracy. Hart was inspired to share this poem with David Roby's painting, Grandma's Glory, depicting a Person of Color wrapped in Americana, which is not often seen.

7. Business Items

A. **Komachin Middle School Reverend Dr. Martin Luther King Jr. Update**

Katie Baydo-Reed, Staff Advisor to Komachin Middle School Multicultural and Equity Team, English Teacher

Baydo-Reed and the Kamachin Middle School Multicultural and Equity Team presented their equity pledge, their ideas and reasons for joining the Equity Team, and requested a partnership with the Commission to help honor Reverend Dr. Martin Luther King, Jr., at their annual assembly, on January 17, 2025. Commissioners Brown, Hart, and Sauer volunteered to participate in the assembly.

B. **City Logo and Branding Guide**

Ty Keltner, Communications Manager

Keltner presented on the proposed city logo and branding guide which aims to provide consistency, tone, and branding throughout the city. Keltner presented current logo issues; the process of modernizing the new design; the approach to implementation; and pursuit of legal protection for the newly designed logo. The next step is to present the new logo to Council. A presentation on the completed branding and style guide is forthcoming.

C. **Against Hate, Racism, and Discriminatory Actions Proclamation Review**

Shannon Kelley-Fong, Assistant City Manager

The NAACP of Thurston County requested Thurston County jurisdictions to create a proclamation denouncing hate, hate crimes, and other types of discriminatory actions. Kelley-Fong presented a draft proclamation, in which the Commission provided direction to include language on intimidation and the history of violence towards Black, Indigenous, People of Color, and LGBTQIA+ communities over the last 400+ years.

D. **2025 Work Plan Review**

Shannon Kelley-Fong, Assistant City Manager

The Commission is scheduled to meet with Council to discuss the 2025 Work Plan. The 2025 Work Plan includes a summary of proposed activities, including engagement, events, policies, programs, and strategic plan projects.



8. Commissioner Reports

A. Parks Improvement Funding Work Group (PIFW)

Jon Hegwood, Commissioner

Hegwood provided an update on the PIFW, which is developing a Park Plan and discussing project priorities for the next 6 years. The PIFW is expected to provide Council with a recommendation by the end of the year.

Additional Commissioner Reports included discussion on sanctuary cities.

9. Director Report

A. Commissioner Reappointment Update - December 10, 2024

Shannon Kelley-Fong, Assistant City Manager

Recommendations are scheduled to reappoint Commissioners Jackson, Hart, and Clay to the Commission on Equity. The deadline to submit applications for the vacant position is November 25, 2024.

B. Black Home Initiative (BHI) Update

Shannon Kelley-Fong, Assistant City Manager

The Council is scheduled to receive a BHI update in January 2025.

C. Joint Meeting with Lacey City Council - January 28, 2025

Shannon Kelley-Fong, Assistant City Manager

The Commission is scheduled to meet with Council on January 28, 2025.

D. Equity Map Update

Shannon Kelley-Fong, Assistant City Manager

A contract is being finalized with a consultant who has worked with the cities of Tacoma, Lakewood, and Pierce County, to create an equity map.

Kelley-Fong provided further updates on the Equity Summit and upcoming Commission elections. Discussion ensued.

10. Adjourn

Chair Clay adjourned the meeting at 7:28 p.m.

Approved December 30, 2024

