



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, January 27, 2025

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 December 30, 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. Thelma Jackson, Vice Chair

7. Business Items

A. Comprehensive Plan Update Outreach Results

Ryan Andrews, Planning Manager

B. Employee Survey Overview

Veronica Hand, Equity and Inclusion Program Manager

C. **DEIB Summit Update**

Veronica Hand, Equity and Inclusion Program Manager

8. Commissioner Reports

A. **Reverend Martin Luther King Jr. Assembly Update**

Kim Sauer, Chair; Clifton Brown, Commissioner; and Makieda Hart, Commissioner

9. Director Report

A. **Advisory Board Stipend Program and Demographic Survey**

Shannon Kelley-Fong, Assistant City Manager

B. **Joint Meeting with Lacey City Council**

Shannon Kelley-Fong, Assistant City Manager

C. **Joint Meeting with Lacey Youth Council**

Shannon Kelley-Fong, Assistant City Manager

D. **Lacey Cultural Celebration**

Shannon Kelley-Fong, Assistant City Manager

E. **Other Items**

10. Adjourn

Next Meetings and Upcoming Events

- **City Council Meeting - Commission on Equity Work Plan Review** - January 28, 2025 - 6:00 p.m. at City Hall or remote
- **Commission on Equity Joint Meeting with Lacey Youth Council** - February 24, 2025 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - March 24, 2025 - 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_zgkGUKMdS-uvuHWAcFoXPA

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

YouTube: <https://www.youtube.com/watch?v=al4dvqCXIfY>

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 822 2024 3228)

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to

City business or specific agenda items.

Prior to starting your comments, please provide your:

- a. Name
- b. City of residence or connection to the City
- c. Topic or subject matter of your comments

The opportunity for verbal public comment is available in-person or by Zoom:

In-Person: Use the sign-up sheet located in the meeting room.
Zoom: Preregister using the following Zoom link no later than two hours prior to the meeting:
https://us02web.zoom.us/webinar/register/WN_zgkGUKMdS-uvuHWAcFoXPA

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

Written Public Comment

Please email written public comments to coe@cityoflacey.org. The comment period will close two hours before the meeting time. 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.



Commission on Equity Minutes

Monday, December 30, 2024

5:30 PM

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

Annie Clay, Chair; Kim Sauer, Vice Chair (present at 5:33 p.m.); Commissioners: Clifton Brown (present until 7:13 p.m.); Makieda Hart; Jon Hegwood (remote); Raul Garza; Thelma Jackson (present until 7:13 p.m.); and Youth Council Representative Kieran Sills-Powell

Staff Present

Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgment

Youth Council Representative Sills-Powell presented the abbreviated Land Acknowledgment.

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

- A. Approval of Agenda
- B. Approval of November 25, 2024, meeting minutes

Commissioner Brown moved to approve the agenda, previous meeting minutes, and consent agenda. Commissioner Jackson seconded. The motion carried.

5. Public Comment

No one signed up to provide public comment in person or remotely.

One (1) person provided written public comment regarding an invitation to the North Thurston Public School's Black Student Union dinner.

Commissioner Jackson attended and provided a report on the North Thurston

Public School's Black Student Union dinner.

6. Inspirational Item

A. Annie Clay, Chair

Chair Clay presented Amanda Gorman's poem, The Hill We Climb, which was read at the 2021 presidential inauguration. The poem was inspired by the new year and administration and aimed to bring the community together.

7. Business Items

A. Welcome New Commissioner Raul Garza

Annie Clay, Chair

Commissioner Garza introduced himself. The Commission welcomed Commissioner Garza and introduced themselves.

B. 2025 Officer Elections

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the rules and procedures for electing the Chair and Vice Chair for 2025.

Chair Clay opened the floor for nominations.

Commissioner Jackson nominated Vice-Chair Sauer for the position of Chair. Vice-Chair Sauer consented to the nomination. Commissioner Brown seconded. Vice Chair Sauer was unanimously elected Chair for 2025.

Chair Clay nominated Commissioner Jackson for the position of Vice-Chair. Commissioner Jackson consented to the nomination. Commissioner Hegwood seconded. Commissioner Jackson was unanimously elected Vice-Chair for 2025.

C. Community Survey Update

Shannon Kelley-Fong, Assistant City Manager

The City of Lacey is preparing to conduct a biennial community satisfaction survey in alignment with the Communications Plan and the Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan. Based on Staff research, Polco's National Community Survey (NCS) was identified as the best option for its needs. Discussion ensued.

D. City Designations Overview

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an overview of various city designations like sanctuary cities, inclusive cities, welcoming cities, etc. Discussion ensued.

E. 2025 Work Plan

Shannon Kelley-Fong, Assistant City Manager

The Commission is tasked with creating a 2025 Work Plan for Council

consideration. Kelley-Fong provided updates to the Draft 2025 Work Plan to include updated commissioner information; holding a joint meeting with the Lacey Youth Council in February; removing pending research and recommendation on City Designations; holding informational meetings with local educational institutions, administrators and policy board representatives; include information on the newly appointed Commissioner Garza; and expediting the community survey review . Discussion ensued.

Commissioner Hart moved to present the Draft 2025 Commission on Equity Work Plan to the City Council with the amendment to update commissioner information, remove references of city designations, and adding LGBTQIA+ involvement focus groups. Vice Chair Sauer seconded. The motion carried.

8. Commissioner Reports

A. Parks Improvement Funding Workgroup Report

Jon Hegwood, Commissioner

Commissioner Hegwood updated the Commission on the Parks Improvement Funding Workgroup (PIFW) recommendation. The PIFW reached a consensus on December 9, 2024, to recommend the creation of a Metropolitan Park District, taking advantage of existing funding resources, and retaining a commitment from the City for continued funding and making Parks and Recreation occur. The PIFW recommendation was presented to Council on December 17, 2024.

9. Director Report

A. Reverend Martin Luther King Jr. Assembly Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong and Commissioner Brown presented the Commission with an invitation from North Thurston High School to speak at the Reverend Martin Luther King, Jr., assembly on January 17, 2025.

B. 2025 Advisory Board Stipend and Demographic Survey

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong notified the Commission of the upcoming Demographic Survey and 2025 Advisory Board Stipend, during which individuals will have the opportunity to opt in or out of the stipend program.

C. DEIB Summit Update

Veronica Hand, Equity and Inclusion Program Manager

Hand provided a planning update on the Diversity, Equity, Inclusion, and Belonging (DEIB) Summit, scheduled for April 19, 2025, from 10:00 a.m. to 4:00 p.m., at the South Puget Sound Community College Lacey Campus. Discussion ensued. Commissioners Hegwood and Brown volunteered to join the next multi-jurisdictional planning meeting for the DEIB Summit.

Commissioners Brown and Jackson left the meeting at 7:13 p.m.

D. Other Items

Hand provided an overview of the National Day of Racial Healing, which will take place the week of January 21, 2025.

Kelley-Fong provided an update on the Commission on Equity's booth at the Lacey Cultural Celebration, scheduled for February 1, 2025.

10. Adjourn

Chair Clay adjourned the meeting at 7:24 p.m.

DRAFT

Comprehensive Plan Outreach Results

Commission on Equity | January 27, 2025



Community Engagement



Welcome To
LACEY



Outreach Overview

- **Timeline**

- July 2024 → December 2025

- **2024 Events**

- Visioning Sessions, South Sound BBQ, Cops, Cars, n Kids, Children's Day, Winter Fest, Depot Holiday Night Market

- **Distribution**

- City Website, Social Media, News Articles, Lacey Life, CP Video, Utility Insert, HOA Distribution, NTSD, Youth Council, Commission on Equity, Veterans Services, St. Martin's, Planning Counter, Multifamily Properties

- **Incentive**

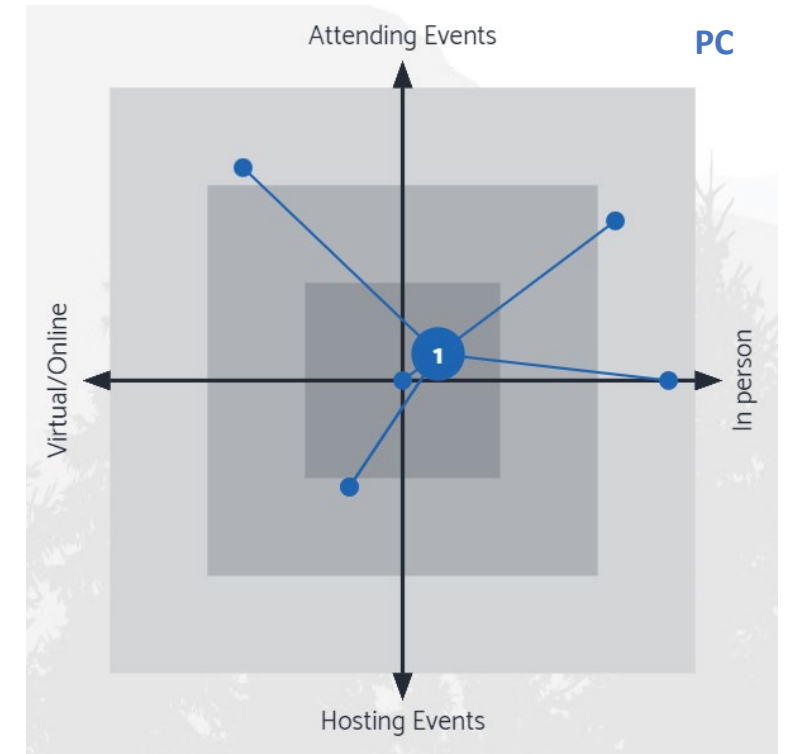
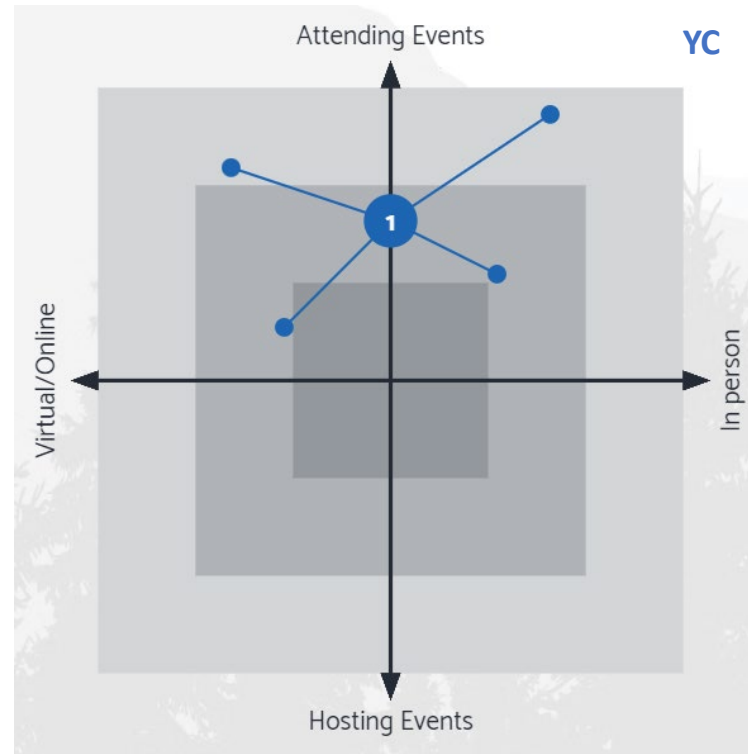
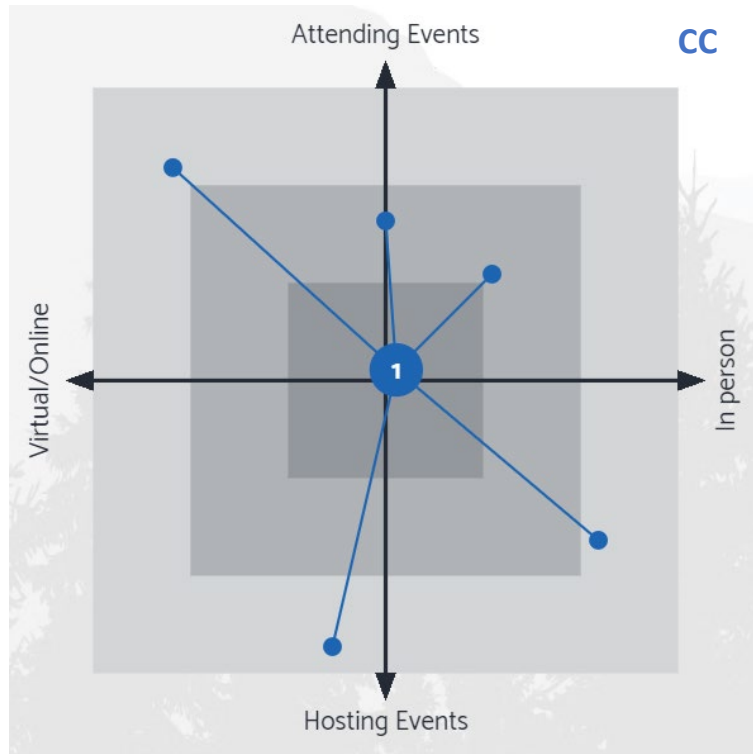
- Five \$100 gift cards to qualifying survey participants

- **Total Outreach** *(to date)*

- Approx. 45,000 Community Contacts

Visioning Sessions

- Finding the right blend of outreach & engagement:



In-Person Engagement

- **South Sound BBQ, Cops Cars n Kids, Children's Day, Winter Fest, Depot Night Market, 2025 Cultural Celebration**
 - 282 written comments – “*what do you care about?*”
- **Common Themes**
 - Increased connectivity (*sidewalks, crosswalks, bike lanes, accessibility*)
 - Year round recreation (covered/indoor, turf/lights, pool/splash park)
 - Affordable home ownership, housing options, higher densities
 - Trees, natural settings, community gardens, environmental protections

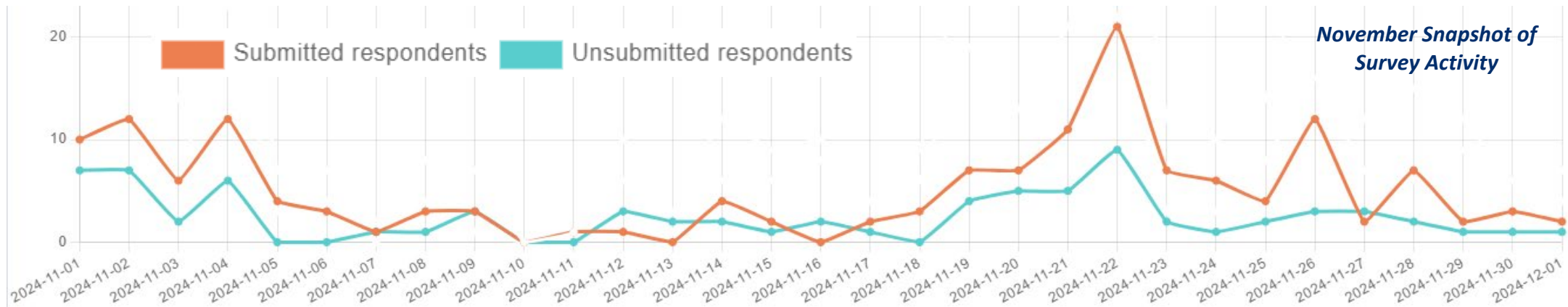
Online Engagement

- **Social Media Reach** *(as of 1/14/2025)*

- Total posts: 23
- Views/Reach: 10,193
- Interactions (clicked link, shared, comments, likes, etc.): 622

- **Online Survey** *(concluded 01/05/2025)*

- 397 survey participants
- Languages: English, Spanish, Vietnamese



Additional Outreach Numbers

- **Email Distribution Lists**

- 1,831 individual emails (Comp Plan, HOA, Lacey Life + Weekly, Press Releases)

- **Utility Mailing**

- 24,757 inserts to Lacey Residents

- **Business Outreach**

- 32 interviews (Economic Development Coordinator)
- 1,964 Newsletter Contacts

- **Racially Disparate Impacts Analysis**

- Uncommon Bridges – Community Interviews (displacement)
- Video Survey in English and Spanish

- **Listening Sessions**

- Climate Change and Resiliency (3 sessions)

Who we heard from

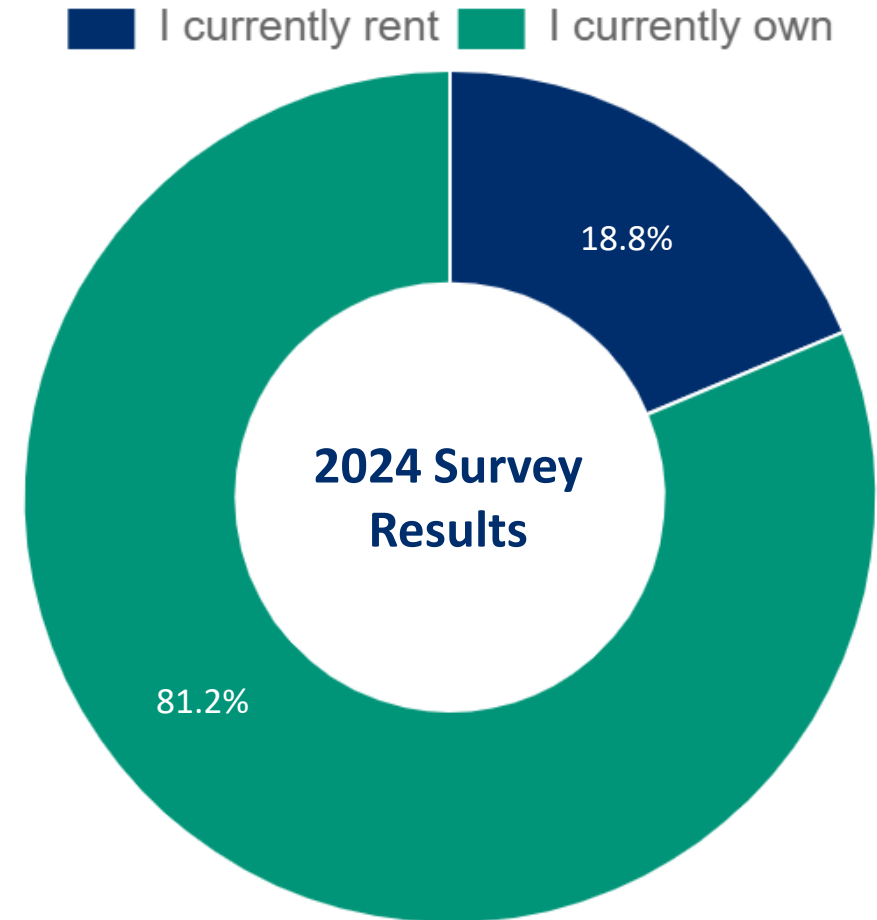
- 88.1% live in Lacey
- 29.8% work in Lacey
 - 78.6% report travel to work time ≥ 15 minutes ('24 ACS)
- 77.0% identified as white or Caucasian
 - 7.2% Hispanic or Latinx, 6.8% Asian, 5.0% Black or African American
- 52.6% identified as female
- Median age: 35 to 49
- Median household income: \$100-149K
- 63.9% have lived in Lacey for 5+ years

Results within a few percentage points of Lacey Community (Lacey + UGA)



Targeted Outreach: Renters

- Renter Occupied Housing within City and UGA: 34.3%
 - 2024 ESRI - 38.6% within City*
- Multifamily Site Visits
 - 32 locations (3,992 units)
 - Email & Information Kiosks
- Management Agency Distribution
 - Email distribution to tenants
- Targeted Social Media Boosts
- 22.5% of respondents since Mid-November
 - 9% increase in renter participation vs. pre targeted outreach



Community Guidance



Welcome To
LACEY



Survey Questions

- **Vision for the Future of Lacey:**
 - When thinking about the future of our city, what do you want it to look like?
- **Quality of Life** (*how our culture and values match with our goals, expectations, standards, and concerns*):
 - In what ways can the City of Lacey support and improve upon our community's quality of life?

Community Goals

1. Transportation Infrastructure & Network Connectivity (walkability)
2. Public Health, Safety, and Social Services
3. Affordable Housing & Urban Development
4. Sustainability & Environmental Conservation
5. Community Identity, Amenities & Recreation
6. Economic Growth & Local Businesses

**Categories are based on frequency and staff understanding of comments.*



Community Goals



- Transportation Infrastructure & Network Connectivity (walkability)
 - Better pedestrian and cyclist infrastructure – expanded networks and quality
 - Requests for accessible neighborhoods with walkable amenities
 - Concerns over sprawl and car dependent developments
- Representative Comment(s):
 - “20-minute towns with dense housing to make it easy for walking & bicycling to get most things needed without a car.”
 - “I want Lacey to be the cutest and most walkable, cycle-able, and accessible Tree City in Washington! My dream version of Lacey has separated bike lanes and sidewalks along all roads/streets.”
 - “Better public transportation. Less reliance on cars, with improved transit options and more convenient bus services.”

Community Goals



- Public Health, Safety, and Social Services
 - Proposals for structured solutions, such as shelters and rehabilitation programs
 - Requests for additional, law enforcement, mental health, and emergency services
 - Comments frequently identified concerns over housing, mental health, and crime
- Representative Comment(s):
 - “A diverse, safe community that cares for each other and our environment. One that is clean, safe, and welcoming to everyone.”
 - “We need a proper solution for homelessness—something that stops people from becoming homeless in the first place.”
 - “Provide 24/7 mental health services for emergency attention.”

Community Goals



- Affordable Housing & Urban Development
 - Opposition to overdevelopment that detracts from the community's character ("cookie-cutter" developments)
 - Need for affordable housing, mixed-income neighborhoods, and modular housing solutions
 - Requests for cohesive, beautiful, eco-friendly, treed developments
- Representative Comment(s):
 - "... affordable ownership of homes in multi-story construction projects with great walkability..."
 - "... Where development is mindful of going upward, not outward..."
 - "Bring businesses and homes more together so we're less car-dependent..."

Community Goals



- Sustainability & Environmental Conservation
 - Emphasis on preserving trees, forests, and natural habitats
 - Focus on renewable energy, sustainable urban growth, eco-friendly practices, and projects that minimize environmental impacts
 - Advocating for eco-friendly initiatives like renewable energy and reduced reliance on fossil fuels.
- Representative Comment(s):
 - “20-minute towns with dense housing to make it easy for walking & bicycling to get most things needed without a car.”
 - “Encourage people to shift away from manicured lawns to native plants and wildflowers. Promote organic gardening, re-wilding, and regenerative agricultural practices.”
 - “Stop cutting down the trees. Replant trees where they have already been relentlessly removed...”

Community Goals



- Community Identity, Amenities & Recreation
 - Interest in creating parks, family-friendly spaces, and facilities like community centers, trails, and playgrounds
 - Calls for stronger community connections and local cultural events
 - Suggestions for creating a distinct identity for Lacey, separate from neighboring cities. More “downtown-style” gathering areas and community-centric spaces
- Representative Comment(s):
 - “Activities indoor and outdoor for families and people from age 12-25.”
 - “We need more local playhouses, theaters, spaces for cultural and artistic events.”
 - “Encourage more neighborhood gathering places where residents meet and mix.”
 - “Continue to invest in beautification and improvement projects to keep our city competitive.”

Community Goals



- Economic Growth & Local Businesses
 - Requests for revitalizing commercial areas to make them more attractive and functional
 - Calls for a sense of community, with spaces for gathering, social events, grocery stores, restaurants, and cultural programming
 - Supporting small businesses: providing assistance, lowering taxes for entrepreneurs, encouraging local investments
- Representative Comment(s):
 - “A vibrant city center with small local businesses thriving, with pedestrians walking, cafes, local shops, restaurants, etc.”
 - “It is hard to say, but we do not really have a 'downtown.' What is the plan for the 'mall'?”
 - “Keep the focus small and inward...Invest meaningfully in small/micro businesses.”

Survey Geobudgeting



Welcome To
LACEY



Geobudgeting: Residential

- **Where will new homes go?**
 - Current projections show 20,000 more people moving to the area over the next 20 years. With this in mind, Lacey must find space for approximately 8,250 new homes.

Detached Homes



Duplex / Triplex



Townhomes



Mixed Use



Small Multifamily

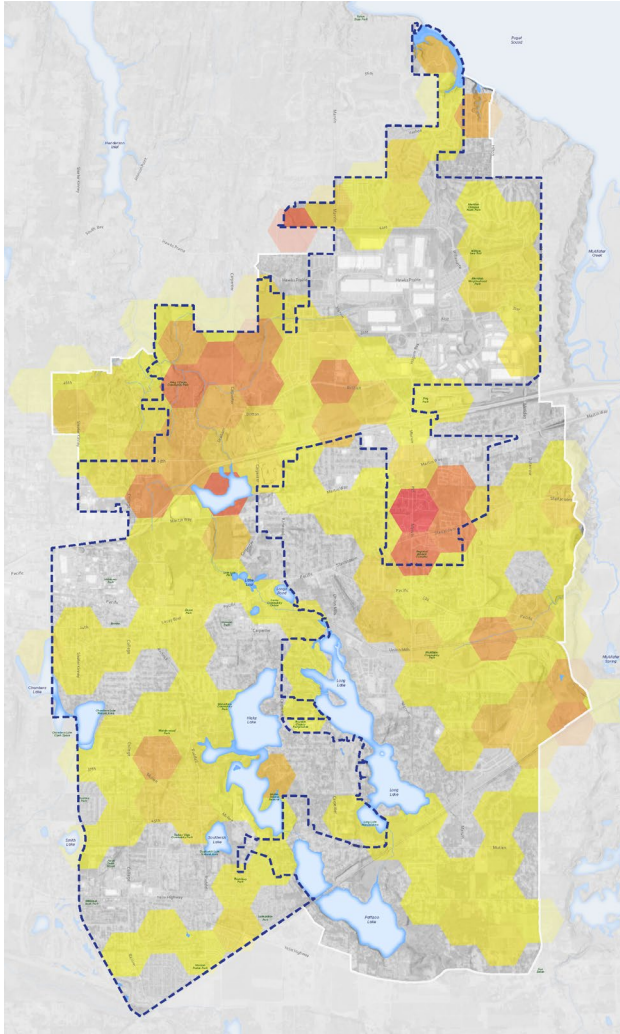


Larger Multifamily

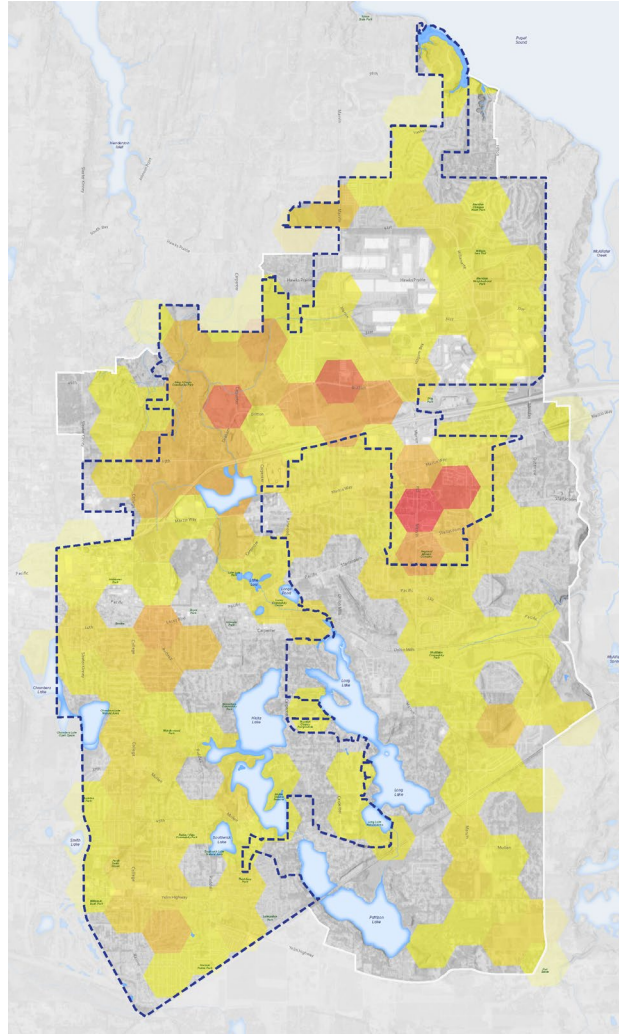


Geobudgeting: Residential

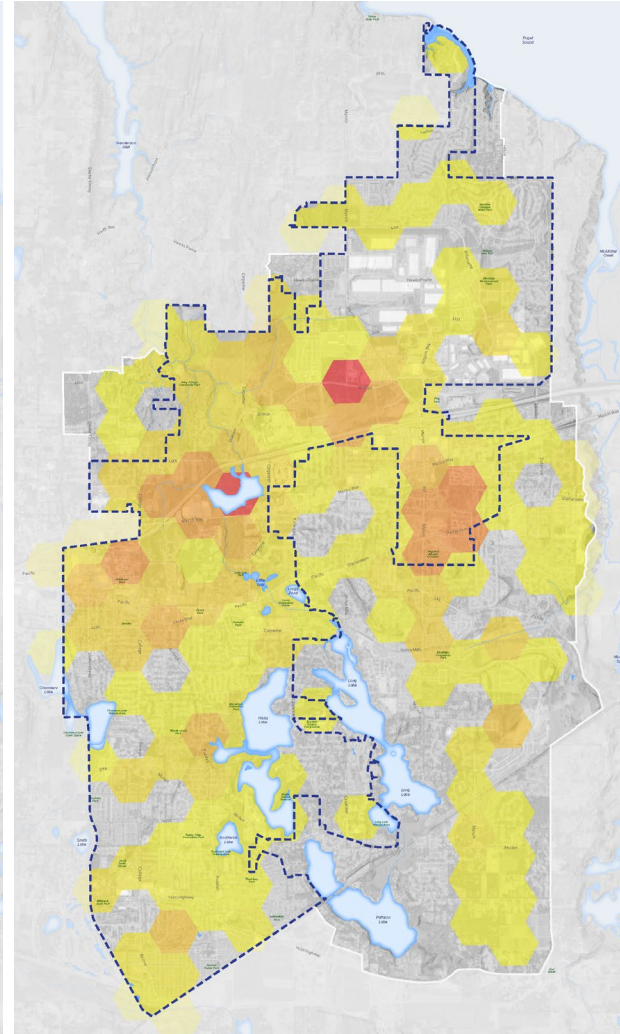
Detached Homes / Duplex



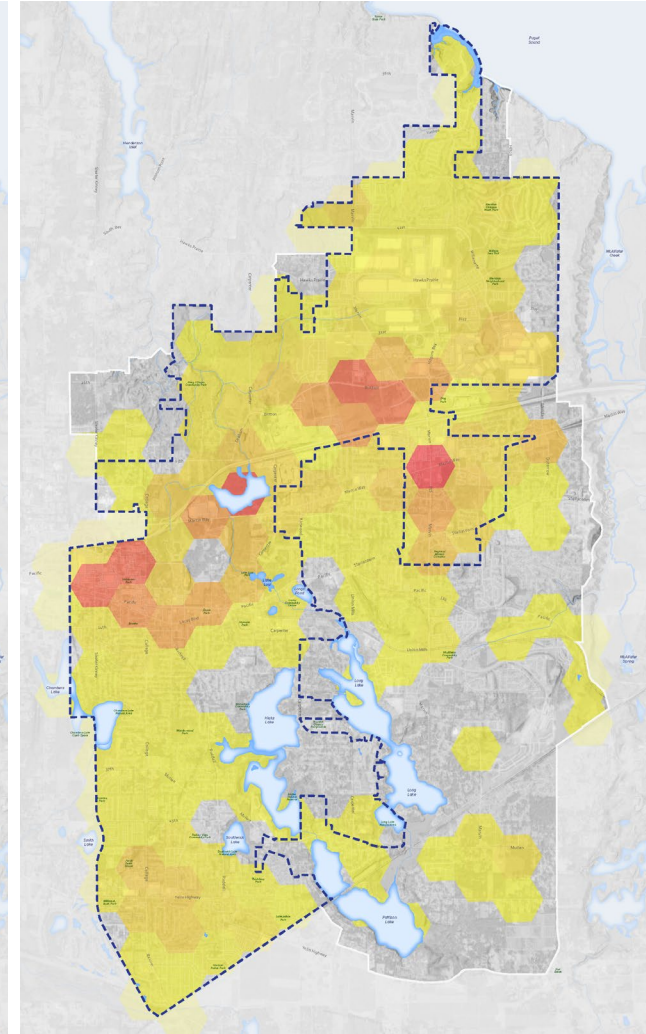
Townhomes



Multifamily



Mixed use



Geobudgeting: Commercial

- **Where will new jobs go?**
 - Current projections show 20,000 more people moving to the area over the next 20 years. With this in mind, Lacey must find space for approximately 9,000 new jobs.

Commercial



Mixed Use
(homes over
businesses)



Larger
Commercial
Center

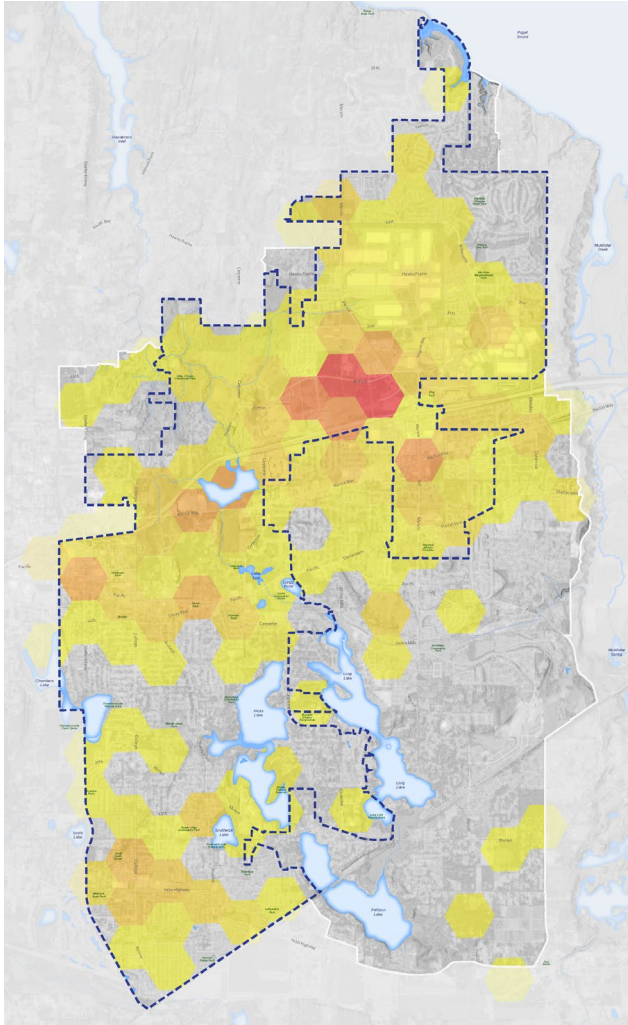


Light
Industrial

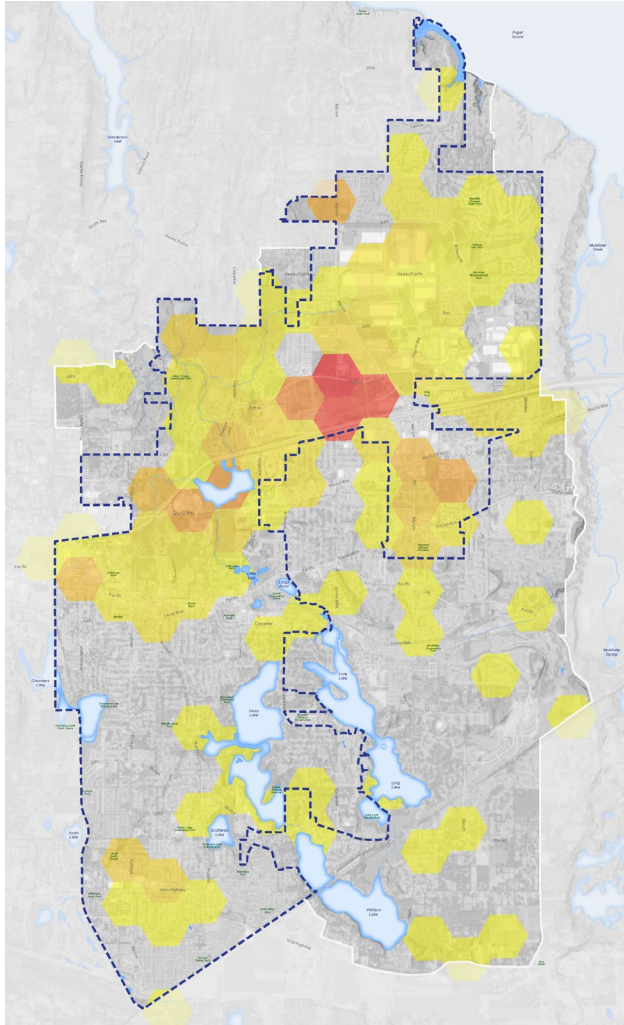


Geobudgeting: Commercial

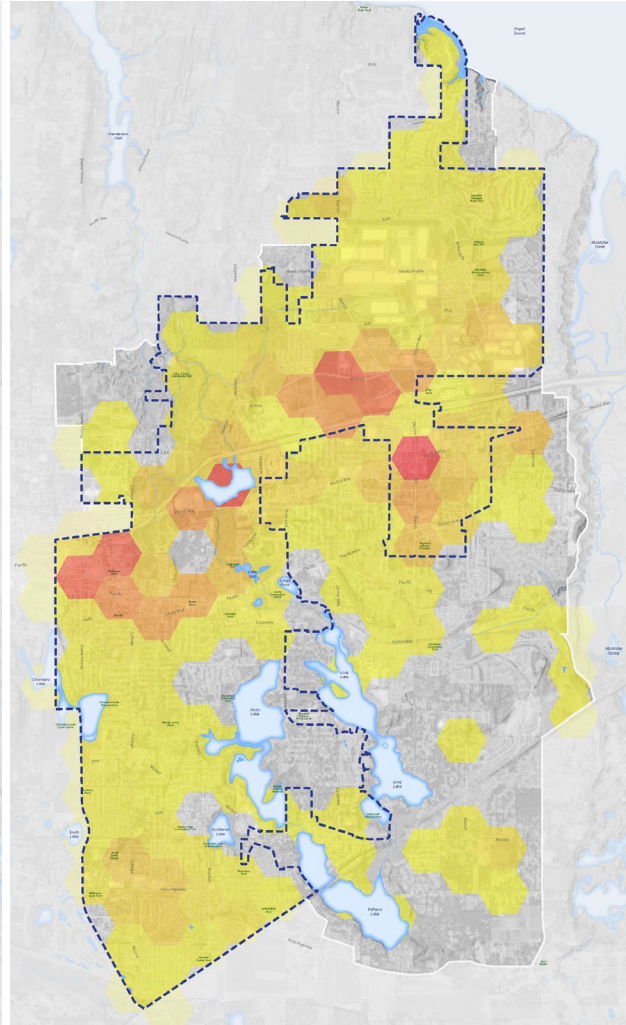
General Commercial



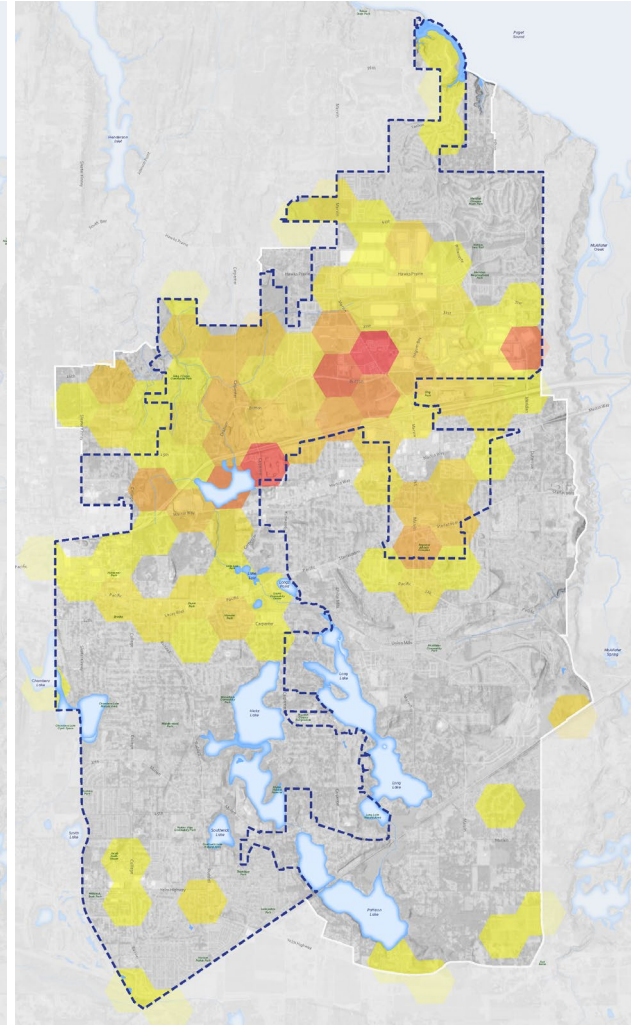
Large Commercial Centers



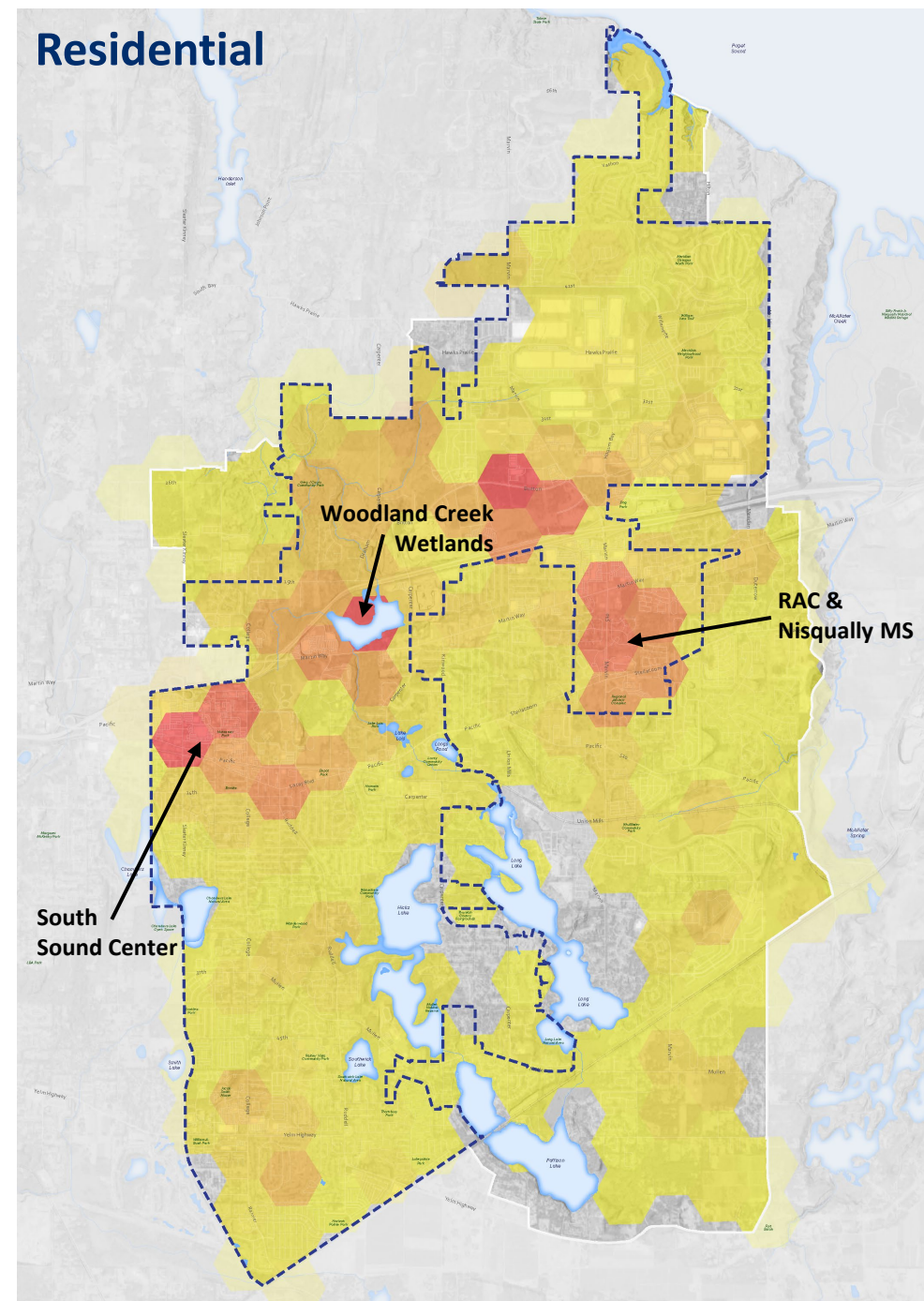
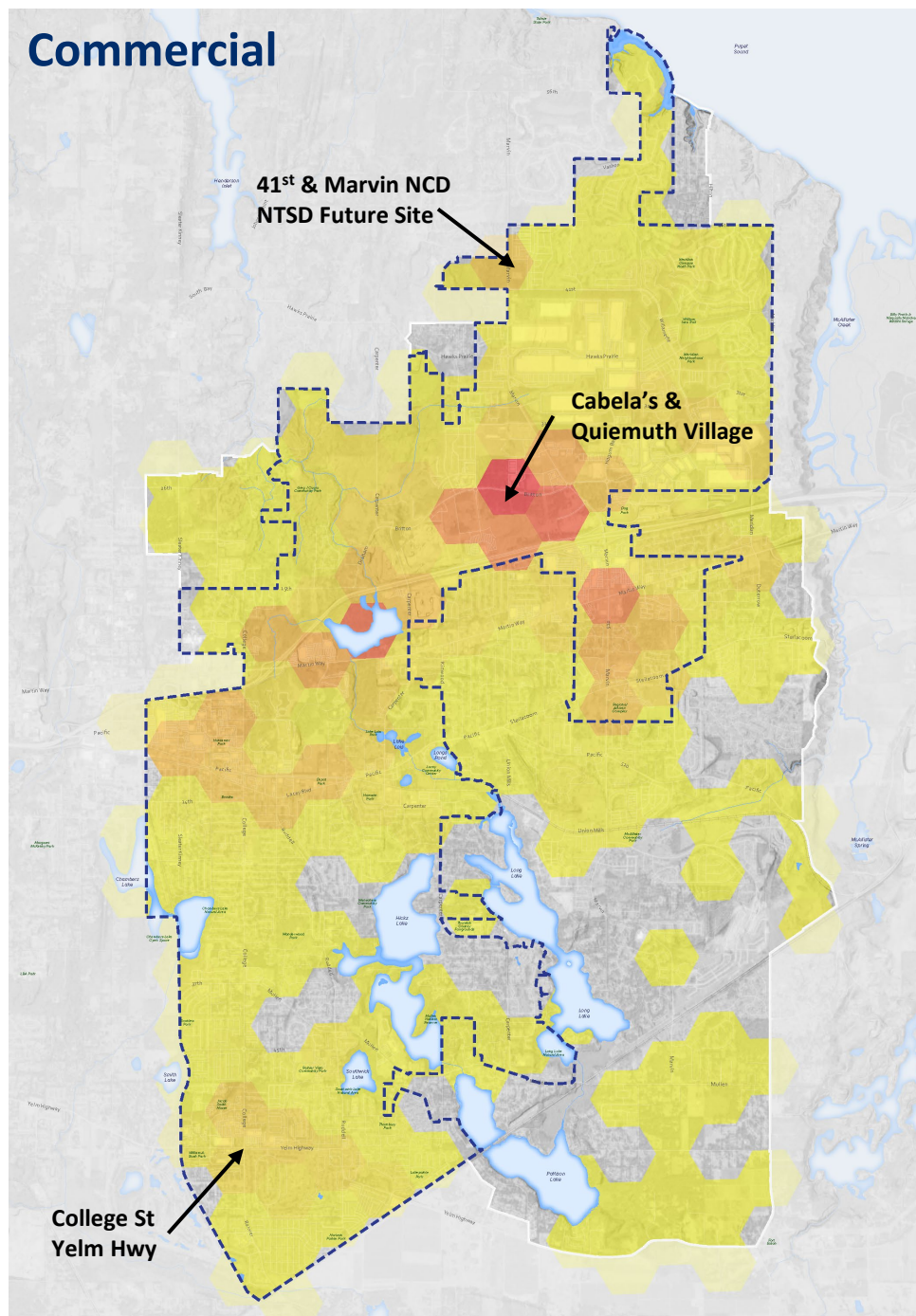
Mixed Use



Light Industrial



Geobudgeting: Combined



Next Steps



Future Land Use Map Alternatives

- Updated Approach
 - Future Land Use Map to be adopted into 2025 Comprehensive Plan
 - Only changes to Future Land Use Map require Legislative Review
 - Reduces review time of rezone requests consistent with Future Land Use Map
- Future Land Use Map
 - Identifies the general location and intensity of land uses
 - Implements goals and vision of the Comprehensive Plan (20yrs)
- Zoning Map
 - Identifies the currently permitted uses of a specific property
 - Title 16 of Lacey Municipal Code
 - Implements the Future Land Use Map

Vs.

Community Open House

- Wednesday, February 12th, 2025
 - Location: City Hall Council Chambers
 - Time: 6:00 p.m. – 8:00 p.m.
 - Format: Open House/Drop In
 - Materials will also be made available through Project Website
- Event Topics
 - 2024 Community Survey Results
 - Comprehensive Plan Elements
 - Future Land Use Map Alternatives
 - Phase 3: Drafting the Plan and How to Participate

Community Engagement Phasing



Opportunities for public engagement throughout the update process...

Questions

