



Commission on Equity Approved 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.

Approved on January 27, 2025.