



**LACEY CITY COUNCIL
WORKSESSION
THURSDAY, APRIL 22, 2021
4:00 – 5:30 P.M.
REMOTE ATTENDANCE**

To comply with Governor Inslee's Proclamation 20-28, the City Council Worksession will be conducted remotely, not in-person. However, you may view the meeting by watching live through Zoom:

Link: <https://us02web.zoom.us/j/83485350565>

The public may also listen to the meeting via telephone by dialing toll-free:

(888) 788-0099 or (877) 853-5247 - when prompted enter Webinar ID 834 8535 0565 press #

AGENDA

4:00 REVIEW OF QUASI-JUDICIAL PROCESS

*RICK WALK, COMMUNITY AND ECONOMIC DEVELOPMENT DIRECTOR
(PRESENTATION)*

4:45 COMMISSION ON EQUITY RECOMMENDATION

*SHANNON KELLEY-FONG, ASSISTANT CITY MANAGER
(STAFF REPORT)*

5:00 HAZARD PAY

*CITY COUNCIL
(DISCUSSION)*

5:30 ADJOURN



LACEY CITY COUNCIL WORKSESSION

April 22, 2021

SUBJECT: Commissioner Appointment Recommendations for the Commission on Equity

RECOMMENDATION: Proceed with the recommended next steps outlined below, including appointing seven individuals recommended by the Equity Workgroup to the Commission on Equity.

STAFF CONTACT: Scott Spence, City Manager *SS*
Shannon Kelley-Fong, Assistant City Manager *SKF*

ORIGINATED BY: City Manager's Department

ATTACHMENTS: 1. [Attachment A – Commission on Equity Applications for Recommended and Alternative candidates](#)

FISCAL NOTE: None.

PRIOR REVIEW: January 14, 2021
July 2, 2020
March 25, 2021

BACKGROUND:

On January 21, 2021, the Lacey City Council enacted [Ordinance 1581](#), establishing the City of Lacey ("City") Commission on Equity.

As outlined in the ordinance, the purpose of the Commission on Equity is to identify and advance opportunities that will create a more welcoming community, continue critical conversations on race and equity, seek greater participation from underrepresented community members, and identify existing gaps and barriers which could prevent full participation in government and public policy. The Commission on Equity may create policy recommendations for the Lacey City Council, including providing data analysis and recommendations on addressing issues related to inclusivity, education, and equity in Lacey.

The Commission on Equity will consist of seven general members and may include one youth member. All members must reside in Lacey or in Lacey's Urban Growth Area (UGA). Terms for Commission on Equity members are three years and members may serve two full consecutive terms.

Soliciting for Commission on Equity members

The City solicited for Commission on Equity members from February 1 to March 1, 2021. The City advertised the application process on its website, social media platforms, and through press releases and outreach to various community groups. All outreach materials included a link to the City's Commission on Equity [webpage](#). A more detailed review of the City's efforts to solicit for Commission on Equity members can be found in the March 25, 2021 staff report present to the Lacey City Council.

Applications Received

In total, the City received 23 applications. The City received 16 applications within City-limits and 7 applications within Lacey's UGA. The City did not receive any applications from youth participants.

Equity Workgroup Review and Presentation

The Equity Workgroup received applications for an initial review on April 5, 2021. For this review, the names and addresses of the applicants were removed. In lieu of this information, applications were assigned a unique identifier (a random three-digit number). A map was included with each application depicting the general location of the applicant's place of residence. On April 12, 2021, the Equity Workgroup received an update application packet with names and addresses included for a second review. On April 13, 2021, the Equity Workgroup listened to presentations from ten applicants. Providing presentations to the Equity Workgroup was voluntary. The remaining 13 applicants did not sign up to provide a presentation.

Following the presentations, the Equity Workgroup reviewed the applications and selected seven individuals to recommend to serve on the Commission on Equity. The Equity Workgroup also selected two alternatives representatives.

Equity Workgroup Recommendations

The Equity Workgroup recommended the following individuals to the Lacey City Council for appointment to the Commission on Equity:

1. Kristine Stolberg (754) – **Attachment A**, pg. 1
2. Jonathan (Jon) Hegwood (191): **Attachment A**, pg. 4
3. Thelma Jackson (150): **Attachment A**, pg. 7
4. Clifton Brown (360): **Attachment A**, pg. 10
5. Anne Clay (929): **Attachment A**, pg. 13
6. Makieda Hart (400): **Attachment A**, pg. 17
7. Kim Sauer (223): **Attachment A**, pg. 20

Alternative Recommendations:

8. Sue Medeiros (277): **Attachment A**, pg. 23
9. Markiesha Lawson (692): **Attachment A**, pg. 26

Recommended Applicant Initial Interest Areas

All Commission on Equity applicants were asked to provide the issues or topics that they would recommend the Commission on Equity focus its initial efforts on. **Table A** provides a simplified, compiled list of general focus areas identified by the applicants recommended by the Equity Workgroup, as well as the alternative recommendations.

TABLE A										
Applicant Identified Areas of First Efforts for the Commission on Equity										
APPLICANT NUMBERS										
	Brown	Clay	Hart	Stolberg	Hegwood	Sauer	Lawson	Jackson	Medeiros	Lawson
	360	929	400	754	191	223	692	150	277	692
Youth / Youth Education										
Communications / Outreach / Engagement / Language Access										
Research, data collection, performance measures, create action plan										
Economic Assistance, Job Training, Workforce Diversity										
Homelessness										
Policies and Structures / Boards & Commission Representation										
Health Equity / Food Insecurity										
Hiring Practices										
LGBTQIA+ Issues										
Community Organizing / Forums										
Community Activities										
Low Income Resident Needs										
Historical Markers Honoring Tribal Lands										
Racially Restrictive Covenants										
Police Reform and Training										
Diversity, Equity, and Inclusion (DEI) Training										

Recommended Next Steps:

It is recommended that the following occur next:

1. The Lacey City Council provides direction regarding Commission on Equity candidates at the April 22, 2021, Worksession meeting.
2. The City will reach out to candidates to confirm they are interest in serving on the Commission on Equity.
3. The Lacey City Council appoints seven members to the Commission on Equity at the May 6, 2021, Lacey City Council Regular Meeting.
4. The City will notify applicants of their selection to the Commission on Equity. The City will notify all other applicants that they were not selected to the Commission on Equity.
5. The Commission on Equity would meet for the first time in late May or early June 2021. The first meeting would include introductions and an overview of Commission guidelines and procedures.
6. The City would use a consultant to lead the subsequent meeting (or meetings), during which the group would establish:
 - a. Shared definitions, e.g., equity, inequities, etc.; and
 - b. Develop a draft workplan for the remainder of 2021 for the City Council's consideration.

Future Commission on Equity meetings could include additional consultants as needed and as permitted by resources.

Resources and Examples of equity work

The following provides examples of areas of City-led equity work from materials from the Government Alliance on Race and Equity (GARE), the National League of Cities (NLC) – Race, Equity, and Leadership (REAL), the International City Manager Associations (ICMA), Municipal Research and Services Center (MRSC), Thurston County Public Health and Social Services Health Equity Project in partnership with Thurston Thrives and work performed by existing Equity Commissions and Equity Teams in other jurisdictions.

Note: This list is not intended to be exhaustive or in any means directive to the Commission on Equity.

1. Review and recommend strategies for more inclusive community collaboration and public engagement, including outreach opportunities and language access.
2. Review and recommend processes, policies, plans, programs, and/or services offered by the City (or gaps in services) to meet the needs of the community and improve decision-making.

3. Review and recommend organizational changes to remove barriers to equitably accessing services, programs, employment, etc. Review recruitment, development and retention practices to ensure barriers to employment are identified and addressed.
 4. Review and establish a racial equity tool / equity lens to improve planning, decision-making, and resource allocations for City services and/or programs. Create tools to examine capital investments, public services, and events to ensure more equitable distribution of resources within the community.
 5. Facilitate the building of relationships. Develop partnerships internally and externally to the organization to work on achieving systemic change.
 6. Educate and communicate internally and externally about Diversity, Equity and Inclusion. Build DEI competency in City Leadership and city personnel.
 7. Use data-driven approaches to all of the above.
 8. Performing such other duties as the mayor and/or city council may direct (to the commission).
-

ADVANTAGES:

1. Recommended next steps provide a direction forward for the starting the Commission on Equity. The Equity Workgroup provided recommendations on commission members that provide a wide array of perspectives from the greater community.

DISADVANTAGES:

1. No disadvantages identified at this time. Future work performed by the Commission on Equity may result in recommendations for more equitable applicant selection processes for the City of Lacey's Boards and Commission members, including the selection process for the Commission on Equity.

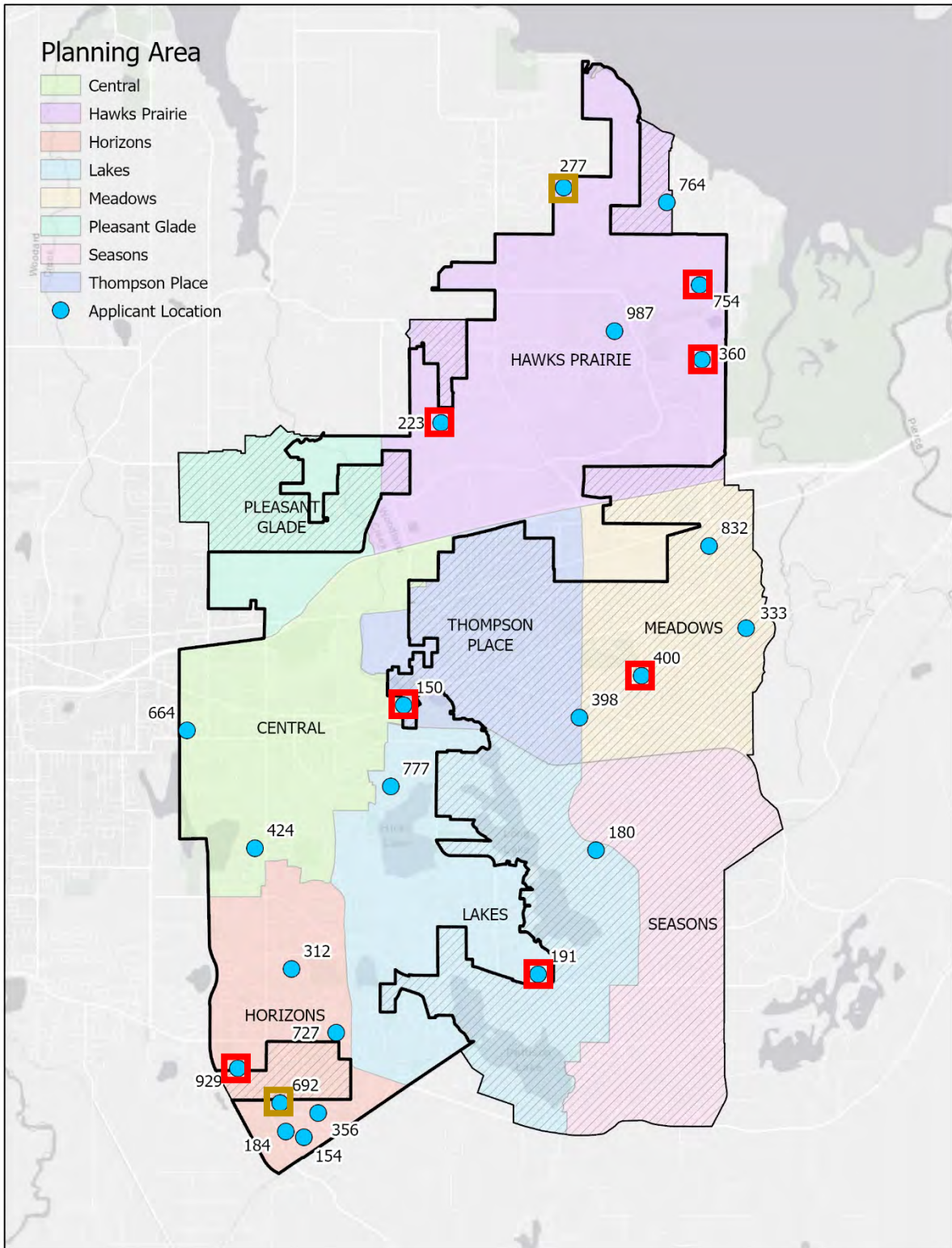
City of Lacey

Commission on Equity Applications – Equity Workgroup Recommendations

4.22.2021



Attachment A: Commission on Equity Applications





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 754

Kristine Stolberg
4107 CAMPUS DR NE
LACEY, WA 98516-4000

Planning Area: Hawks Prairie

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

My name is Kristine Stolberg and I am a lifelong resident of the City of Lacey. I have a Bachelors degree from The Evergreen State College and currently work for the Division of Disability Determination Services as an Adjudicator and I have 7 years of service with the State of Washington. I have a diverse educational and employment background that, along with my own personal experiences surrounding equity, would provide an unique perspective on the challenges we face as a community aiming to create a welcoming and inclusive city.

In College, I focused my studies on social justice with particular study around accessibility to education for undeserved youth. I participated in the Gateways for Incarcerated Youth program tutoring and mentoring youth currently serving prison terms. Through this experience I was able to gain valuable insight into the barriers to education that youth face both in and out of the criminal justice system including housing and food security, cultural and language barriers and many others. I found a number of these barriers relatable, being a child of immigrants, and was able to form connections with youth who may not otherwise feel comfortable sharing their experiences.

I also have experience as an Americorps volunteer where I ran a residential service program for low income properties in King County. This opportunity provided me with experience developing a program meant to serve vulnerable populations from the ground up. I was able to make decisions about what services were most needed and prioritize these within budget constraints.

Additionally, I have extensive experience serving people with disabilities and helping them to address barriers to employment. Prior to my current position as an Adjudicator, I was a Business Specialist with the Division of Vocational Rehabilitation where my primary duty was to help those with disabilities identify barriers to their success in the community and then make a plan to mitigate them as much as possible.

I believe my professional, educational and personal experience would be a valued asset to the Commission.

What is your perspective on issues of equity, inclusion and representation in Lacey?

I think that the City of Lacey has done a really good job of partnering with local organizations and our school district, NTPS on various projects that have made a positive impact on residents facing various barriers to inclusivity. I think there is room for more of this. The City is in a position to

provide grants to businesses and organizations to pursue equity initiatives and I think there will always be opportunity to better understand the challenges in our community and making them a priority.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

I think that one of the most critical issues right now is education. It has been almost a full year since schools shut their doors to most children and the educational, social and emotional loss seems almost insurmountable. As a parent with two young children I have seen the impact and felt it directly. There is no substitute for being in the classroom and while some students have support people in their lives who can help them with assignments and provide enriching activities, there are so many students who don't have access to that sort of help. To the extent that the Commission can assist in addressing these setbacks it absolutely should make this a priority.

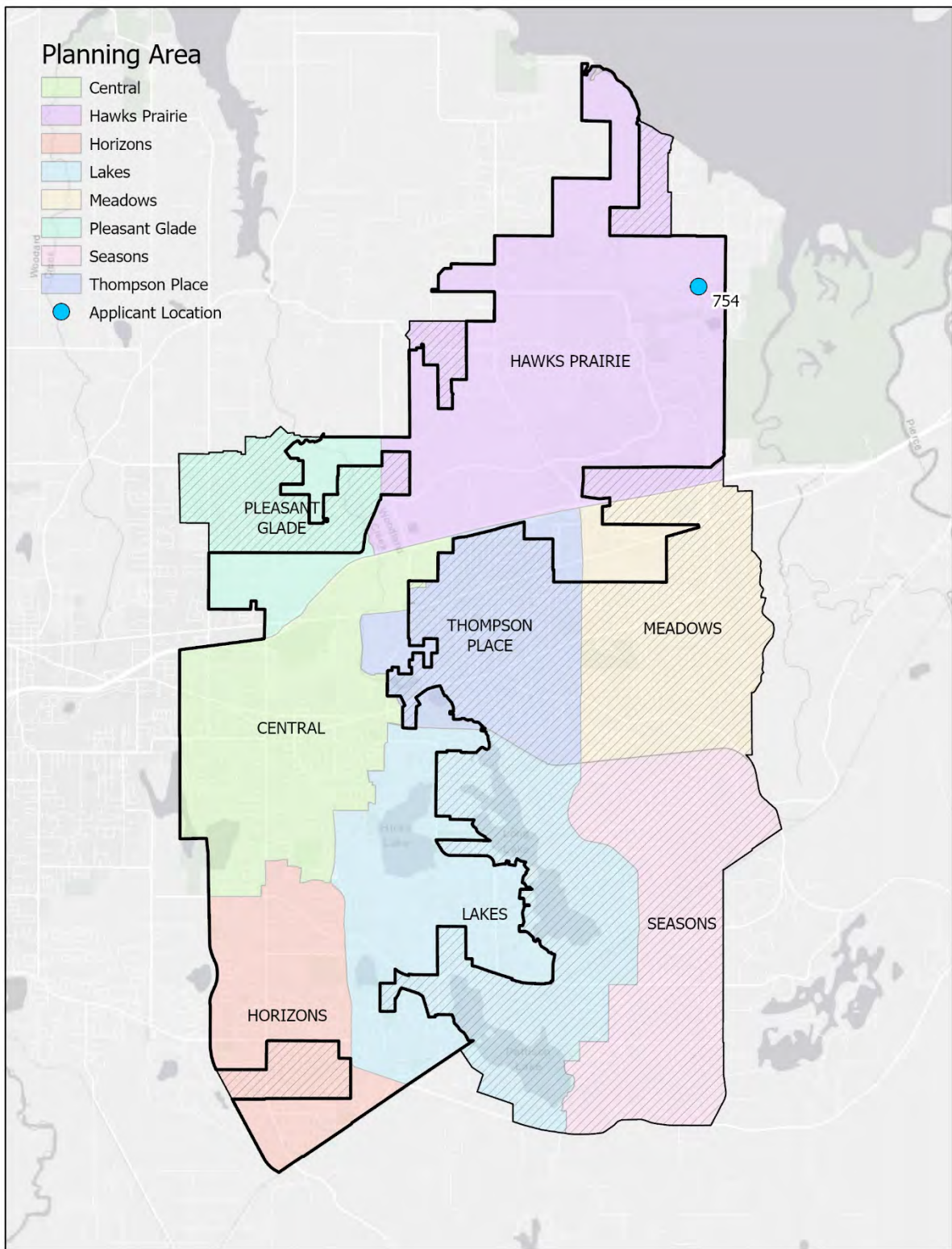
Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

Thank you for reviewing my application for the Commission on Equity. I have spent much of my professional life working to make communities more accessible and equitable and I would be honored to bring that experience to the City of Lacey.

By checking this box, I certify that:

- The information provided for this application is correct.
- I have reviewed Ordinance 1581 (available at www.ci.lacey.wa.us/LaceyEquity).
- I meet the residency requirements for this position.
- I will share my point of view and engage in conversation respectfully.
- I will actively attend and engage in all meetings throughout the year.
- I will prioritize the needs of the community over my own personal interests.
- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 191

Jonathan Hegwood
7826 48TH LOOP SE
Lacey, WA 98503

Planning Area: Lakes

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

Hello there, my name is Jonathan, or Jon for short. I am a bi-racial man that has lived in Lacey (and surrounding areas) for nearly 10 years now. I have also been with my now-husband for nearly 10 years and we met while we were both in the military. My husband is still serving, and I am now employed by the Credit Union on Fort Lewis.

These lived experiences of being a bi-racial, gay pre-DADT military veteran, and a member of this community for nearly a decade I believe would grant me an integral perspective that might be useful for this commission and it's mission. Additionally, I have previously served in a similar advisory-capacity at Bates Technical College on the IDEAL council which directly advised the President and Board of Directors that were appointed by the governor.

I was on the IDEAL council for over a year as a councilmember and head of a task force specifically focused on changing bylaws for the college that poorly addressed harassment policies and reporting procedures that unfairly placed the burden on victims of such harassment and intimidation.

I am also a cancer survivor of stage 3 non-Hodgkin's lymphoma, and was working on the IDEAL council post-graduation until I received my diagnosis and began treatment. I also grew up in a single-parent household, had a child while still in high school, was temporarily houseless, and was food insecure while growing up as well.

What is your perspective on issues of equity, inclusion and representation in Lacey?

Equity: Most places in the country are encountering many issues in the wake of the economically devastating impacts of COVID-19 shutdowns, and more local issues to contend with as well, such as the growing houseless issue.

All of these issues and more have exacerbated issues impacting those that are already commonly left behind, and identifying where these disparities are greatest and where the Commission and the City can have the most meaningful impact is where we should begin to look first.

Inclusion: In addition to the economic and practical issues, I believe it is necessary to confront how City services, policies, and the like may be a disservice to those that they're intended to help. This

could be caused by various things, of course, but commonly due to a lack of diverse thought in regards to others' living situations.

It is my hope to be able to lend insight that may help shape better policy and services to our community. There is always room for improvement, no matter how great we are already.

Representation: As a member of a few minority communities, I can appreciate having any representation in media, leadership, etc. As someone who's been passionate about this type of work for years now, I think it is important for every institution that is committed to meaningful change to also "walk the walk." That being said, representation of our community doesn't just matter on Commissions such as these, or the pillars of our community, or our elected leaders. It matters everywhere, and at all levels.

My perspective of issues regarding representation in Lacey is an entirely holistic one.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

After giving this question some thought, I realized I have several ideas that I could "brainstorm" about with others if I were appointed. Upon further reflection, I think a wiser approach may be to carefully listen to what others on the Commission, the Mayor, and the City Council's opinions on the subject might be.

This would be helpful in a few ways, least of which being to determine what level of commitment the newly formed Commission can expect from the leaders of the City and inform our agenda of areas of pre-existing interest to start examining for further action.

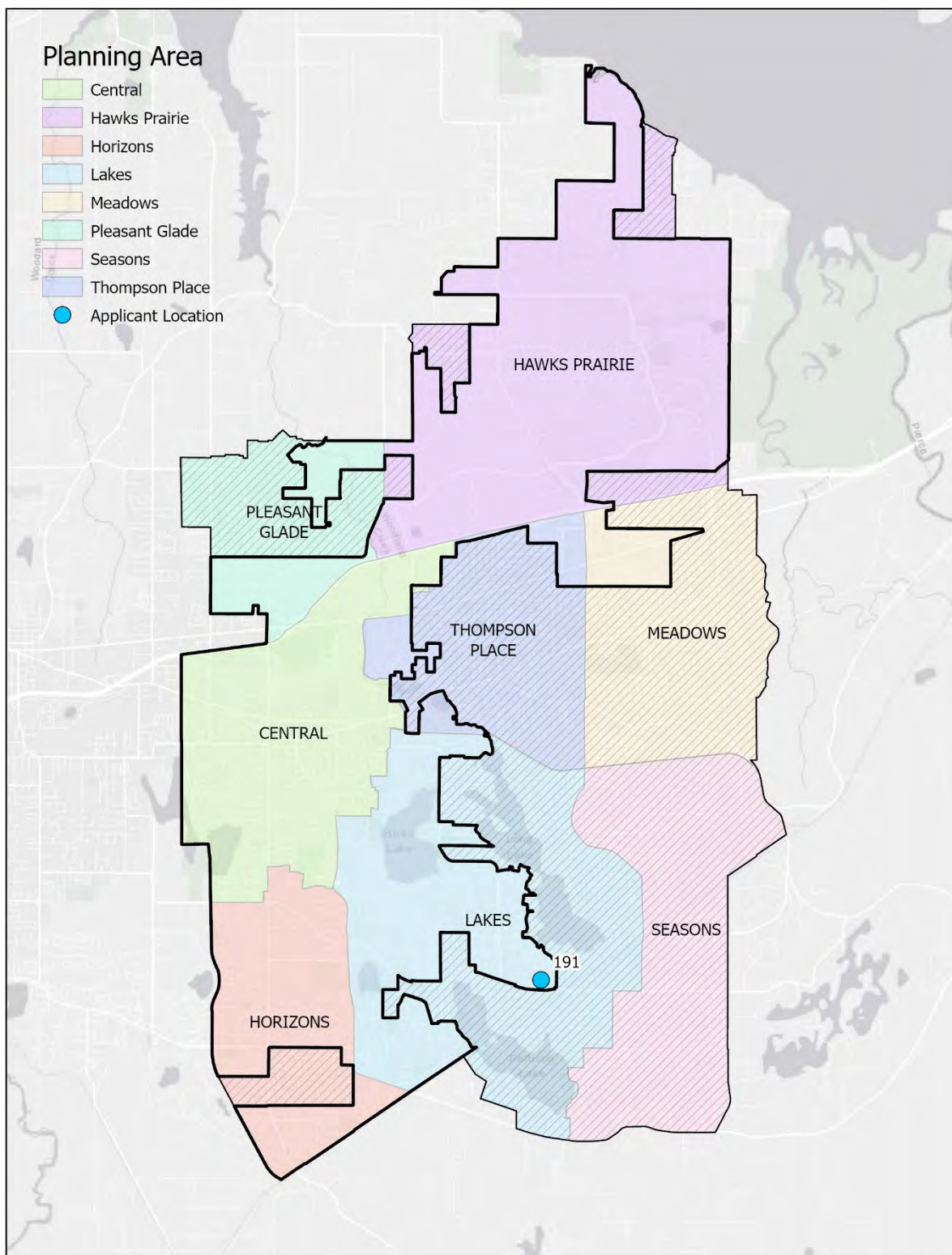
Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I would just like to say that even if I am not appointed to this position, that I am very happy it exists. I have been waiting for an opportunity like this to appear in my own community that I know and love for quite some time and just the fact that it exists and will be doing this type of work further reinforces the reasons why I love to call Lacey "home."

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- I will share my point of view and engage in conversation respectfully.
- I will actively attend and engage in all meetings throughout the year.
- I will prioritize the needs of the community over my own personal interests.
- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 150

Thelma Jackson
6335 Pacific Ave. SE
Lacey, WA 98503

Planning Area: Thompson Place

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

I possess decades of public and professional experience that I'm willing to make available to the City of Lacey as it embarks upon this ambitious journey toward equity and inclusion for its citizens. I have served in various leadership capacities over the past 50 years that I have resided in this community. I have been witness to many changes that have taken place in this area over this period of time. The City of Lacey can be a model for other cities in this county and I desire to provide my expertise to help make it happen. I have been a public figure in this community through my service on various Task Forces and Advisory Councils for five (5) Governors of the State of Washington; as a School Board Member for 20 years (1977-1997) for the North Thurston School District, having served as President 5 different times.; as a member and President of the Board of Trustees of The Evergreen State College in the early 90's; original Chair of the Washington State Legislative Ethics Board; Former Chair of the Washington State Commission on African American Affairs; and is a founding member of the Black Education Strategy Roundtable where I served as the Executive Director and Black Alliance of Thurston County. In addition, I am the owner of Foresight Consultants, specializing in education change initiatives, systems thinking, restructuring and reform, equity and diversity, policy making, strategic planning, cultural competency, community mobilization, accountability and evaluation. Over the years, I have participated as an education panelist, seminar leader, group facilitator, workshop presenter, and keynote speaker at more than 200 events during my career and received numerous recognition and awards for my services. I have been providing Executive Coaching for more than 20 years to a variety of individuals at various levels of leadership in the public, private, and religious sectors.

What is your perspective on issues of equity, inclusion and representation in Lacey?

The City of Lacey has an opportunity to be the leader in the areas of equity, diversity and inclusion. Engaging in this work and the elimination of systemic racism is very serious business and must be approached comprehensively with commitments to make necessary changes to make a real and lasting difference in the community. While there is a general embrace of these concepts, there must be a clear understanding of the changes needed and the level of commitment necessary to actualize the vision. The issues of equity, inclusion and representation are being discussed on many levels today as a result of the heightened awareness of the events of 2020. Even though Lacey was already in discussion about these things before Black Lives Matter, street protests over police brutality, political upheaval, grassroots activism, and a general awakening about the extent of systemic

racism, these activities have brought about a renewed sense of urgency for our society. Hence, Ordinance NO. 158 was adopted and this Equity Commission is being formed. This is a pivotal change for the City of Lacey being that it is the most diverse of the cities in Thurston County and most other cities in the State of Washington. It is bold to establish a Commission with a purpose to identify and address issues of inequity through policy improvement, inclusive activities, and educational partnerships. Implementing and achieving the various aspects of the Ordinance will be challenging and require significant changes to the way Lacey conducts its affairs in the future. I am willing to be a part of that effort.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

I would suggest that the first issue/topic to be focused on is to devise a manner which it can be determined to what extent is the City of Lacey inequitable, non-inclusive, lack diversity, and is not representative of the citizens it serves. Until such a determination is made, there is no baseline data to guide the work of the Commission. A prioritized Plan of Action can evolve from information such population demographics, socio-economics profile, climate survey of citizen groups, youth engagement, needs assessment, criminal justice outcomes by race and ethnicity, etc. Along the way, performance outcomes and expectations must be identified as an accountability measure for the community so that as time goes on, and as other elected and appointed officials, commission members come and go in the future, these beliefs and concepts will have become institutionalized in policy and expectations. Otherwise, this effort too, just becomes another "passing notion" that was short-lived and made no difference in the lives of this community's current and future citizens who are becoming more diverse every day.

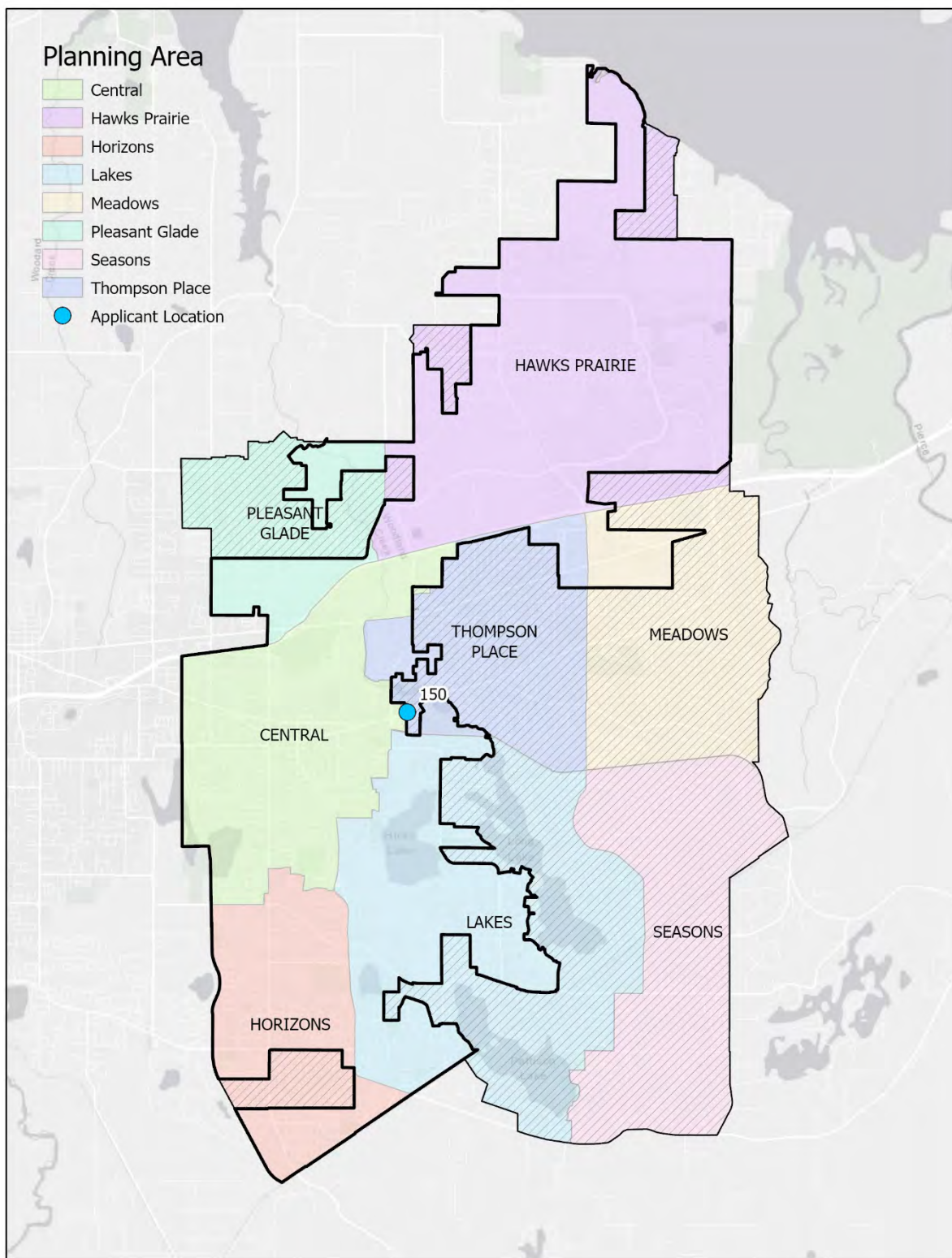
Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I have attempted to retire from my business and community service but continue to find some issues to be so compelling that retirement has been semi and short-lived. This Commission is one such endeavor that interests me enough to seek this appointment. My family has lived here for the past 50 years, our 3 children are educational products of the local public school system, my husband Nat and I started New Life Baptist Church 47 years ago- the largest predominately Black church in Southwest WA- and we have a vested interest in the future of this community. I have become an amateur Historian and currently engaged in an Oral History Project for Blacks in Thurston County from 1950 to 1975, which will result in a book later this year. I look forward to continue service to my community in this capacity as a Equity Commissioner.

By checking this box, I certify that:

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- I meet the residency requirements for this position.
- I will share my point of view and engage in conversation respectfully.
- I will actively attend and engage in all meetings throughout the year.
- I will prioritize the needs of the community over my own personal interests.
- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 360

Clifton Brown
9318 Alexander DR NE WA
Olympia, WA 98516

Planning Area: Hawks Prairie

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

I moved to Ft. Lewis from Germany in 1991 as an Army Officer. I built my house in Lacey in 1992 and have been a resident for the last 29. My son and daughter graduated from River Ridge High School.

I grew up in a small town in Mississippi. I graduated from an all black High school, Community College, and from Jackson State University, (a notable HBCU) with a degree in Political Science.

I received a commission into the US Army upon graduation from Jackson State.

I earned a Masters Degree in Human Resources Management from Chapman University.

I hold a Professional in Human Resources (PHR), Certification

I hold a Certified Military Recruiter Certificate

I am a Senior Fellow in the American Leadership Forum and I serve on the Board of Directors

I serve on the Board of Directors for the Tacoma urban League

Member of the Omega Psi Phi Fraternity, Inc. (Local Chapter)

I have worked for State Farm Insurance Company for 27 years. I built my career in Human Resources with the company for more than 24 years. I have served as a Human Resources Generalist and Recruiter. For the past ten years I have worked in Talent Acquisition and served as the Direct Hire Manager for the Pacific Northwest Zone.

Throughout my career I have hired a diverse workforce in the South Puget Sound Region.

What is your perspective on issues of equity, inclusion and representation in Lacey?

As a long time resident, I've witnessed the city grow into a very diverse city. I've also observed the lack of diversity on the City Council, Police Department, and School Board. I am interested in evaluating the current programs and/or processes that are being used to increase diversity in the city. I am also, interested in how the city ensures that the struggling citizens are represented. This includes the homeless, low income, unemployed, etc.

Lacey is a wonderful city. I am retiring in April and would love to share my experiences with the leadership of the city and the community .

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

Hiring practices

Community outreach to encourage participation by African American, Asian, Hispanic, LGBTQ, etc. residents

The Homeless

Low Income Residents

Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I am an experienced community volunteer and leader. I have served on a variety of boards to include The Pearl Foundation of Puget and the Habitat for Humanity (Tacoma-Pierce County).

I am a member of the Tacoma-Pierce County Black Collective.

I am a founding member of the South Sound Council for Career and Technical Development at the NMSC.

Most of my work has been in Tacoma-Pierce County. That is primarily because I was presented with opportunities and invited to participate. That has not been the case in Thurston County.

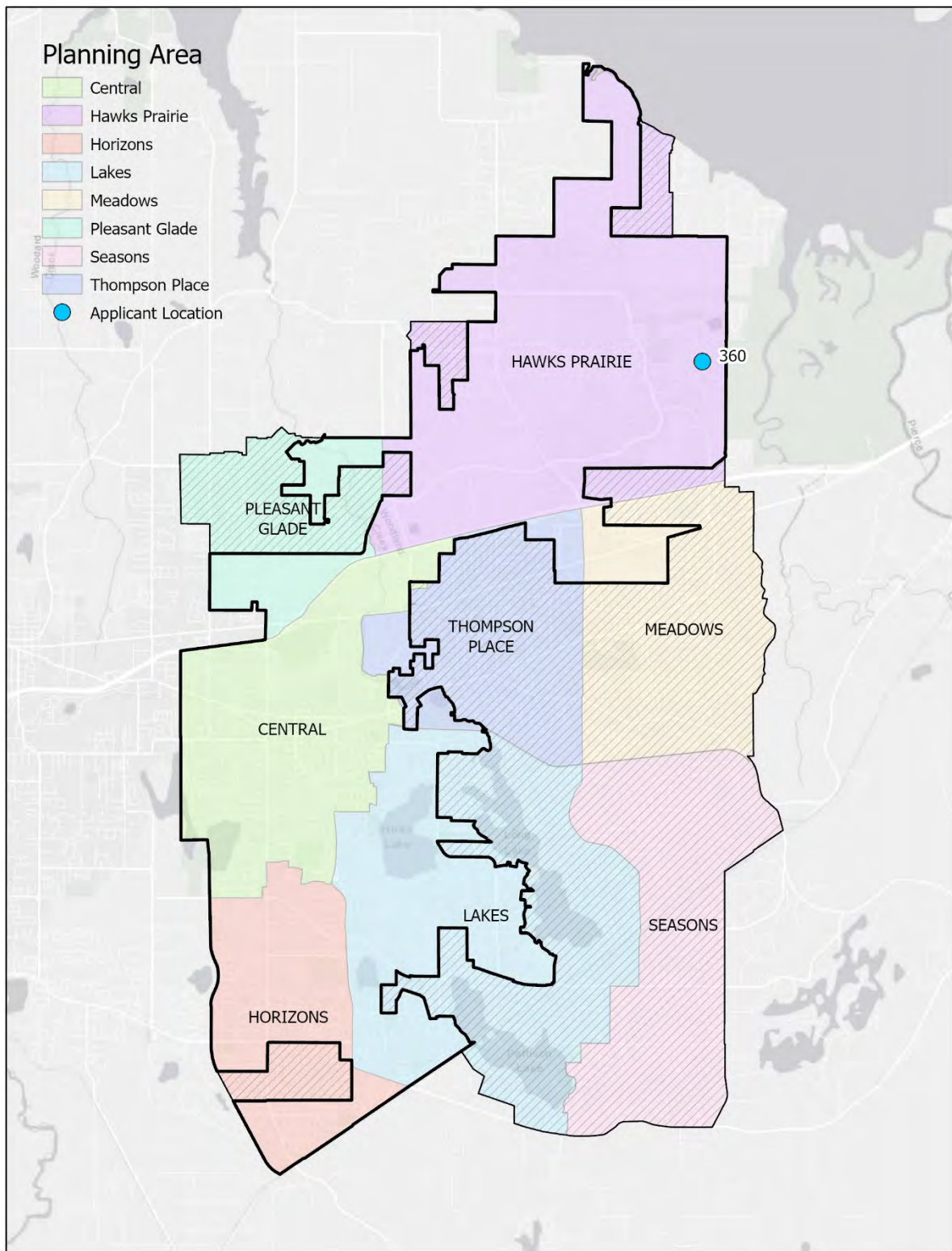
I am retiring and would love to share my experience in community, business, African American issues, employment, and diversity.

My wife is Child and Family Services employee. She has worked at Green Hill School for 30 years. She too has a lot to contribute to the community. Lacey would have the benefit of both of our experiences.

By checking this box, I certify that:

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- I have reviewed Ordinance 1581 (available at www.ci.lacey.wa.us/LaceyEquity).
- I meet the residency requirements for this position.
- I will share my point of view and engage in conversation respectfully.
- I will actively attend and engage in all meetings throughout the year.
- I will prioritize the needs of the community over my own personal interests.
- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 929

Annie Clay
6044 Montague Lane SE
Lacey, Washington 98513

Planning Area: Horizons

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

I am a white, lesbian woman retired from chaplaincy work in hospice care. I am a Washingtonian although my parents come from Missouri and North Carolina. I was raised in Lewis Co. but have lived my adult life in Pierce or Thurston Co. I graduated from Evergreen and also completed Union Apprenticeship in Carpentry. I have resided in my current home for 20 years.

I believe I have a combination of skills and experiences that would add to the Commission on Equity. For 25 years as a carpenter and life as a lesbian I have much experience as "other". This creates an opportunity for much reflection and personal decision making about how to fit in, when to stand up, and how to support others in similar target positions. I have studied and participated in Civil Rights, Women's Rights and LGBTQ+ Rights throughout my adult life.

After training at Providence St. Peter's, the last ten years of my work life was as a hospice chaplain visiting patients and families in their homes or nursing homes. This connection with families who are suffering became my spiritual practice and offering. I have a Buddhist background and perspective on life but ministered to those of all faiths or no faith. Compassionate listening is a skill I would bring to the Commission.

In closing this section, my variety of experiences with various groups of people, I believe, could add positively to the commission. The Commission on Equity would be a tangible way to give back to my community.

What is your perspective on issues of equity, inclusion and representation in Lacey?

Lacey is a sprawling community without a true downtown business center which can make it difficult to personalize one's experience of the city. Lacey is also much more ethnically diverse than neighboring Olympia or Thurston Co. as a whole. This is a gift and a responsibility for city leaders and community members.

Assumptions can be made that policies and city institutions may harbor bias. 2021 seems like a perfect time to continue the work of the city officials, the Civic Leadership Council, and the Conversations With the Council. The Commission on Equity can take Lacey's commitment to fairness and compassion and explore the barriers to that vision.

Our community also experiences wealth disparity which shows up in homelessness and lack of affordable housing, food insecurity (high rate of students qualifying for free lunch), and difficulties in starting businesses.

The Commission on Equity can help to both search out the bias in policies and structures but also to highlight the personal stories of our community, the hard ones and the bright ones, so that we can begin to know each other better. When we can talk more openly, looking at the greater good, we improve together.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

Community recognition of the equity issues facing our city could be a major beginning focus. I was moved by the experiences presented in the July 2020 "Conversations with the Council-Diversity". Knowing more about peoples' stories of discrimination, in our community, inspires me to do more to combat it. Community dialogue, sharing experiences, knowing our neighbors can be a hope to more reconciliation.

One idea I've been thinking of is a special City mail out, a "Who We Are" pamphlet that tells the hard stories in tandem with maybe a special family tradition. For example, the African American realtor's experience of rarely having a white client willing to do business with him. Pair that with his story of his family tradition of doing family potlucks. Or a white families trip to the food bank paired with a neighborhood baseball game they organize.

Looking at policies and structures, so that the City of Lacey can operate the most inclusive government it can, is important. But I feel the personal dialogue, the sharing of fears and hurt, the celebration of differences and similarities, needs to be the foundation that the City is build on.

Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I am currently involved in a few community issues. I volunteer for Sound Home Care and Hospice doing support and respite before COVID, and now supportive phone calls.

My partner and I have done a weekly shift at the Thurston Co Food Bank for six years but have taken a few months off during COVID. When we have our double vaccine we will return to that work. We also are the lead organizers for our neighborhood for the Thurston Co. Food Project that generated collection from 50 donors every other month. We are excited about the new Lacey Food Bank!

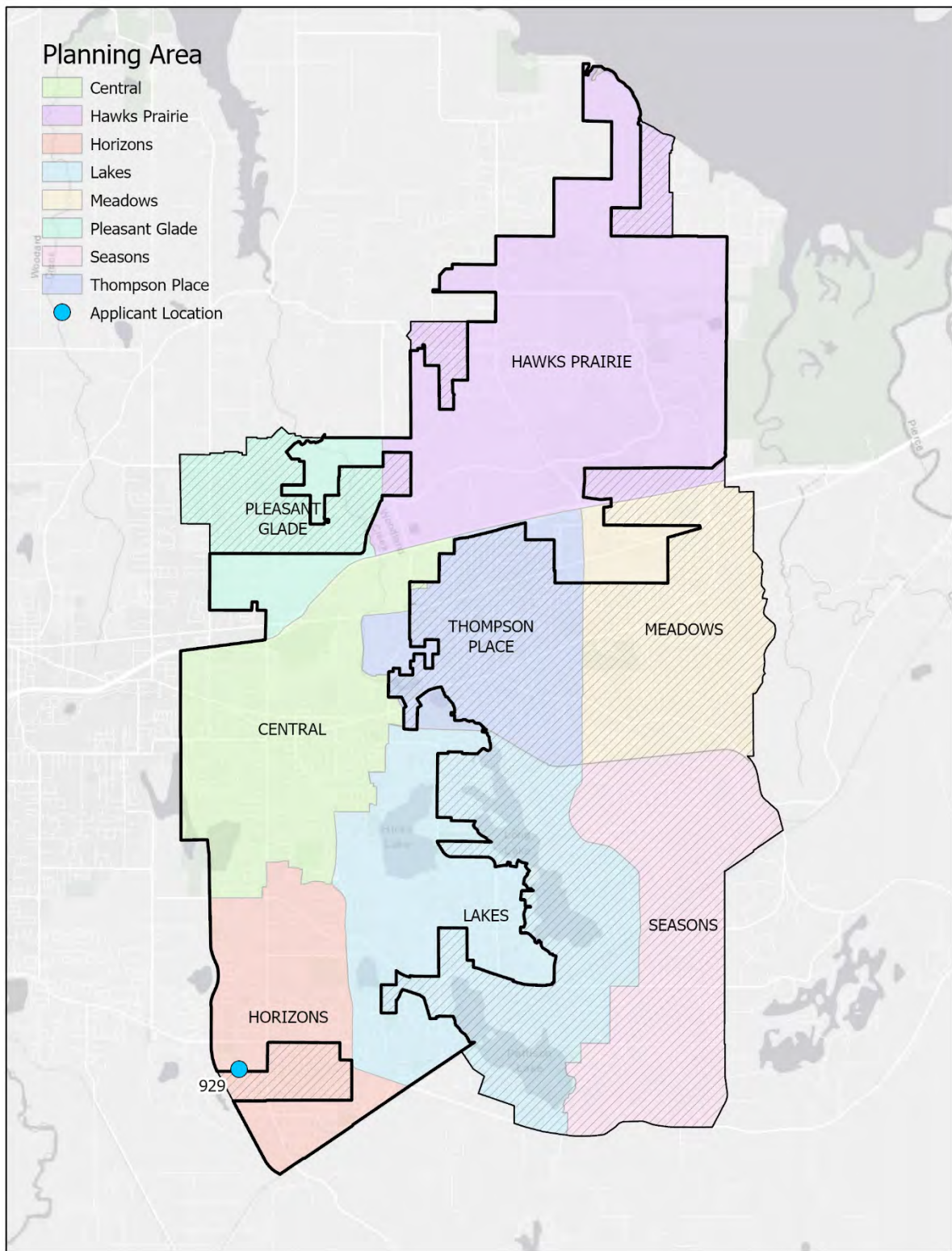
I am a committed life long learner, willing to be vulnerable, willing to take feedback, and dedicated to strengthening my own humanity and that of the community. I am grateful to my neighbor Council Member, Carolyn Cox, for suggesting the Commission on Equity as a way to use my skills and passion for our community.

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- I will share my point of view and engage in conversation respectfully.

- I will actively attend and engage in all meetings throughout the year.
- I will prioritize the needs of the community over my own personal interests.
- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 400

Makieda Hart
1230 Fitz Hugh Dr SE
Olympia, Washington 98513

Planning Area: Meadows

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

My name is Makieda Hart; I am a mom of 4, married to my high school sweetheart. We are a biracial family. I grew up an AF brat, married my Army Soldier (now retired), and I am the proud mom of a Army NG veteran. My professional background in administrative. I quit my federal job at the end of 2016 to pursue entrepreneurship.

I am a forever learner and I believe this also stems from the fact that I grew up a military dependent. I also married outside of my race, I also have a child with a disability and a child who is a part of the LGBTQ+ community. Having this diversity has allowed me to be more thoughtful towards others and very vocal and passionate to help others overcome these social issues.

What is your perspective on issues of equity, inclusion and representation in Lacey?

I am all for it and really thought the US, in general, was making real strides, until the events of last summer. Since then, I have dedicated my time to learning and educating others about history and how to be inclusive and to not take the events that are happening to be a personal attack on them but to be open to thinking about what someone else of another race could be going through and the impacts that their words or actions could have on someone who may be different than what would be the "norm"

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

Educating people on the difference types of inclusions

Harrassment

Special needs Capability and independence

Homelessness

Unemployment issues

Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

Last year, I and my friend Elaine Robinson created a website for South Sound (Seattle to Centralia) BIPOC business owners and BIPOC resources to register for free and get more exposure:

<https://ssbipoc.org>

We also have a Facebook business page where we promote new members.

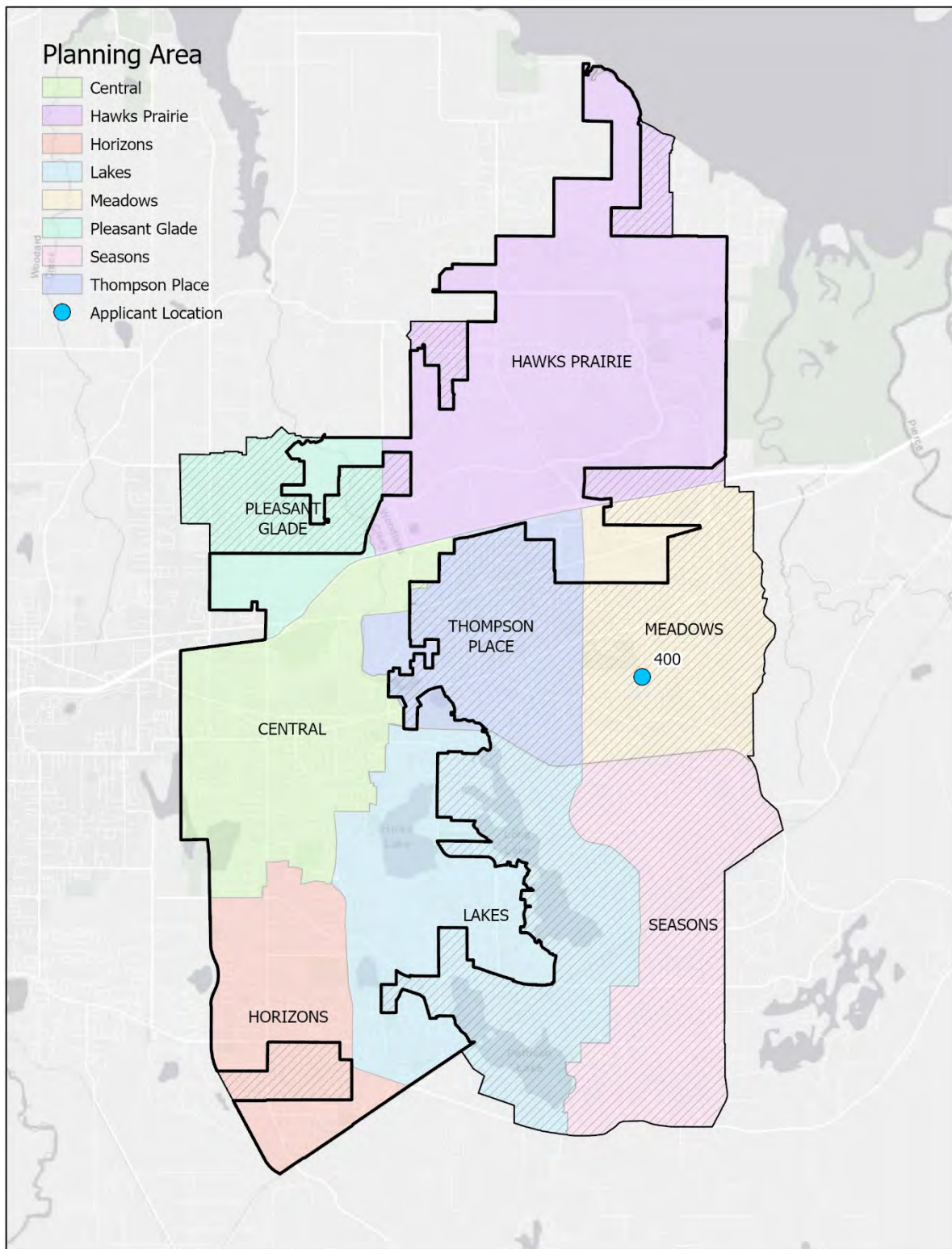
<https://www.facebook.com/ssBIPOC>

We are both reside in Thurston Co. and wanted to know if our project could work in partnership with this endeavor in some way, as the Thurston Chamber has reached out to us and indicate they want to provide support.

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The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 223

Kim Sauer
2931 Fiddleback St Ne
Lacey, WA 98516

Planning Area: Hawks Prairie

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

My name is Kim Sauer and I have been a resident of the City of Lacey since 1992. I can bring the experience of being a long-time resident as well as the perspectives, issues, and voices from people of color, especially from the immigrant communities.

I emigrated from South Korea as a young adult and started my career at both federal and state agencies.

For over two decades, I have been employed at the Washington State Liquor and Cannabis Board and hold the position of the responsible alcohol server training program manager as well as serving in the Small Business Liaison Team under Governor's Office for Regulatory Innovation and Assistance, liaison to Korean-American Grocers Association and Alcohol Impact Area coordinator. Through my professional and voluntary work, I work closely with people of color, entrepreneurs, and small business owners and take great pride in serving the public, especially for small business owners in communities of color with those for whom English is a second language. I have witnessed the hard-working immigrants and the Great American Dream at work and would like to contribute my professional and volunteer work experiences to make a positive difference in the lives of those aspiring immigrants and small business owners in the City of Lacey. I have strong ties in the communities of color and would like to help these communities to be able to co-create and fully participate making the City of Lacey a place where they chose to live and raise a family.

What is your perspective on issues of equity, inclusion and representation in Lacey?

To me, equity and inclusion are more than providing a language access line or attempting to seek input, or trying to solve problems reactively. It means that all people in the community having the ability to voice the demand, the ability to co-create the living environment, and being able to contribute to the community. I would like to see that all people in the city be able to join the main table where issues are discussed and decisions made with proper representation. No community should be left out because they can't speak up or show-up due to barriers and obstacles, ultimately remain voiceless or invisible. Some of these barriers like limited English proficiency, cultural differences or lack of civic engagement, etc. These types of challenges and issues can be addressed with appropriate actions.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

Amongst a few, first, I would like to see communication reaching the people of color or underserved communities be improved. I would like to propose that the Commission consider establishing communication channels with diverse communities through designating the community liaisons. The community liaisons from various communities will help disseminate information effectively and reach residents especially for those hard to reach population.

During this pandemic outbreak, I have witnessed many people of color, especially in the immigrant communities cut out from the valuable and useful information regarding opportunities to apply for grants, financial assistance, or even health and safety guidelines due to the language barrier and inadequate access to information utilizing technology. It is helpful to have information translated into different languages but an effective communication channel to reach actual people is as important, if not more. The community liaisons can explain the information, answer questions or refer to the right resources in the language and culture that are relevant to them.

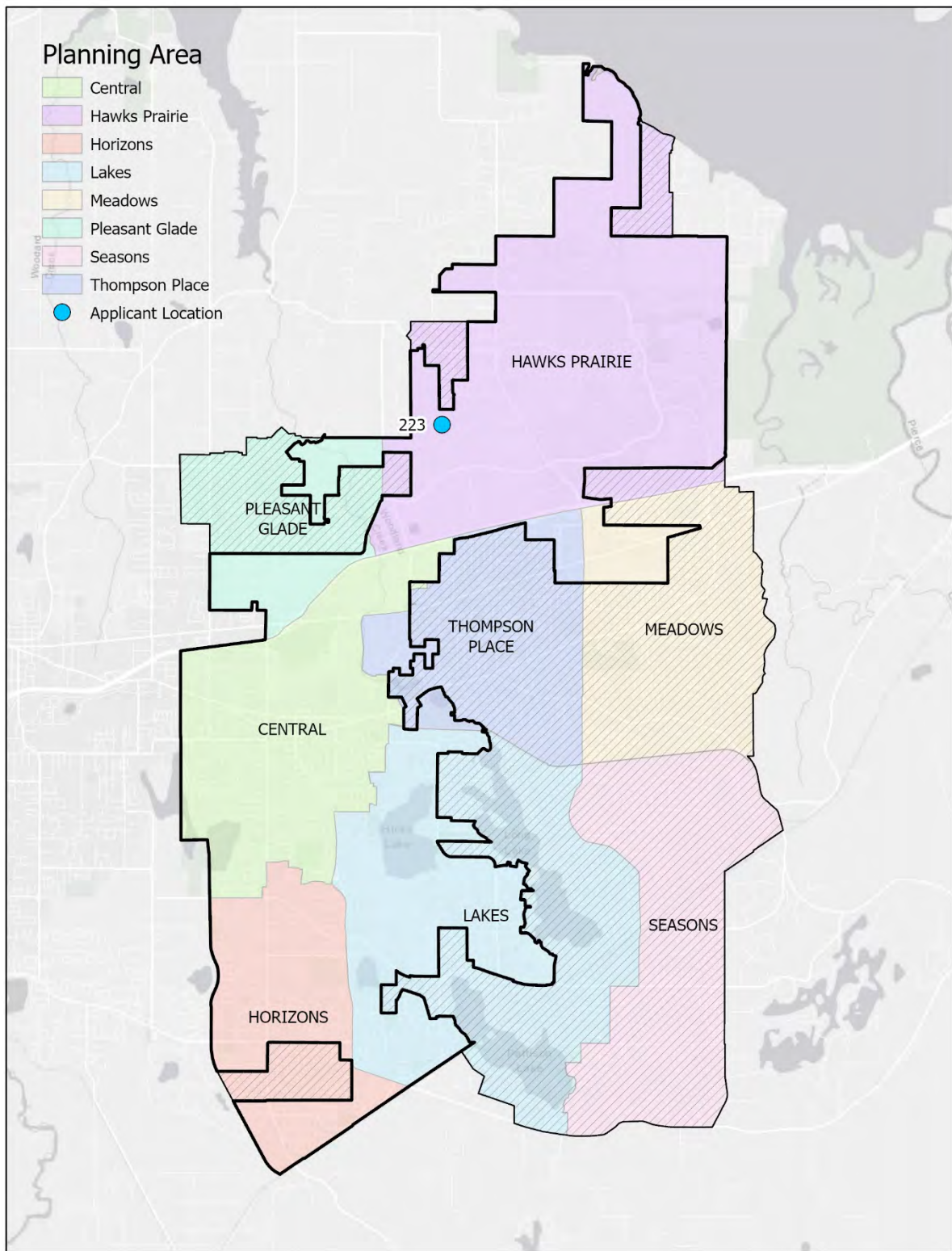
Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I have acquired unique qualities by being an immigrant and working with many business owners and immigrant communities over many years. I would like to contribute my quality and ability to the people and place where I live. I know what it's like learning the new language, culture, and way of living, and the challenges and obstacles that many immigrants go through. I am extremely fortunate and grateful for living the American Dream and I would like to contribute back and help where I can. My best ability is with bringing people together, building connections, relationships, and communities that are inclusive to all. I have strong ties in the community of color and possess valuable experiences that can be beneficial in serving the City of Lacey's Equity Commission. I am currently serving as the chair for the Washington Immigrant Network where I advocate for the immigrant state employees for career advancements and professional growth. I volunteer and fulfill various roles with the Asian Pacific Islander Coalition-South Puget Sound chapter, Korean Association's Covid-19 Task-Force, as a business mentor at the SCORE, and teach the Korean language to school-age children on weekends. I graduated cum laude from Saint Martin's University with a B.A. in Business Administration. If selected and allowed to serve the commission, I would be honored and work hard to represent the communities of color and be a strong team member to achieve this highly meaning goals and objectives.

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- I am able and willing to participate in online video conferencing.

The applicant checked this box on the automated form.





Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 277

Sue Medeiros
4952 Cypress Dr NE
Lacey, WA 98516

Planning Area: Hawks Prairie

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

Throughout my career I volunteered for efforts focused on advocating for underrepresented people, paving ways for them to consider careers in science and engineering.

- At IBM Research I led our women's network for a time. We pioneered a hands-on two-week Science camp for middle school aged girls, choosing the participants from public schools with the highest percentages of children of color.

- In coordination with public schools each year we spent a day teaching a science class, listening to the children's perspective and helping them understand how they could become scientists or engineers themselves.

I grew up as a Navy brat in Guam, Germany, Japan, Hawaii, Connecticut and Washington D.C., I was privileged to learn about cultures different from the one I was born into. At age 10 I experienced being an outsider as I was thrown into a German school before knowing any German, and when no one in the school spoke English. I witnessed people in every culture being treated unfairly, simply due to the color of their skin or the faith they believed in. These life experiences instilled in me a belief that everyone deserves a chance to be included and to have a fair opportunity to realize their potential.

What is your perspective on issues of equity, inclusion and representation in Lacey?

Almost a year ago I joined a study group, reading and learning about how our society became one of exclusion based largely on a person's race, and am I learning why the inequities continue. Despite the efforts of civil rights activists, despite the good intentions of people who want everyone to have a chance, we remain a white supremacist society. I moved to Lacey from New Mexico four years ago, so I am still learning about Lacey and how these inequities manifest themselves here. I am keen to learn more and to participate in moving us to an equitable society of inclusion.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

I would like the Commission to begin by reaching out to the Lacey community and hear their ideas on equity and inclusion. We need to learn from the community what harms they have experienced.

What harms have they seen perpetrated on others. We need to hear their ideas on how to solve the problems of inequity.

We should design this study, carry it out, and then write a report that summarizes the state of affairs and propose concrete actions to take.

There are many seemingly simple things to do that have the potential of being impactful, and we can start on them right away.

We all live on land that was inhabited and cared for by Native peoples for millennia before we arrived. We should at minimum find ways to honor that history publicly. The Hawks Prairie Community Association, where I live, has a hiking path that has plaques with the history of the area, but only since WWII. The Commission could mount an effort to create new plaques starting history from millennia ago, honoring our Native American peoples.

I recently learned about a concrete action that is being taken by the Thurston County Auditor. There are properties in Lacey that still have racial restrictive covenants attached. I read that the Auditor is sending letters to homeowners, offering to help them remove those covenants at no expense to them. I would like to learn what is in the purview of the Lacey City Council, for example, to take similar actions.

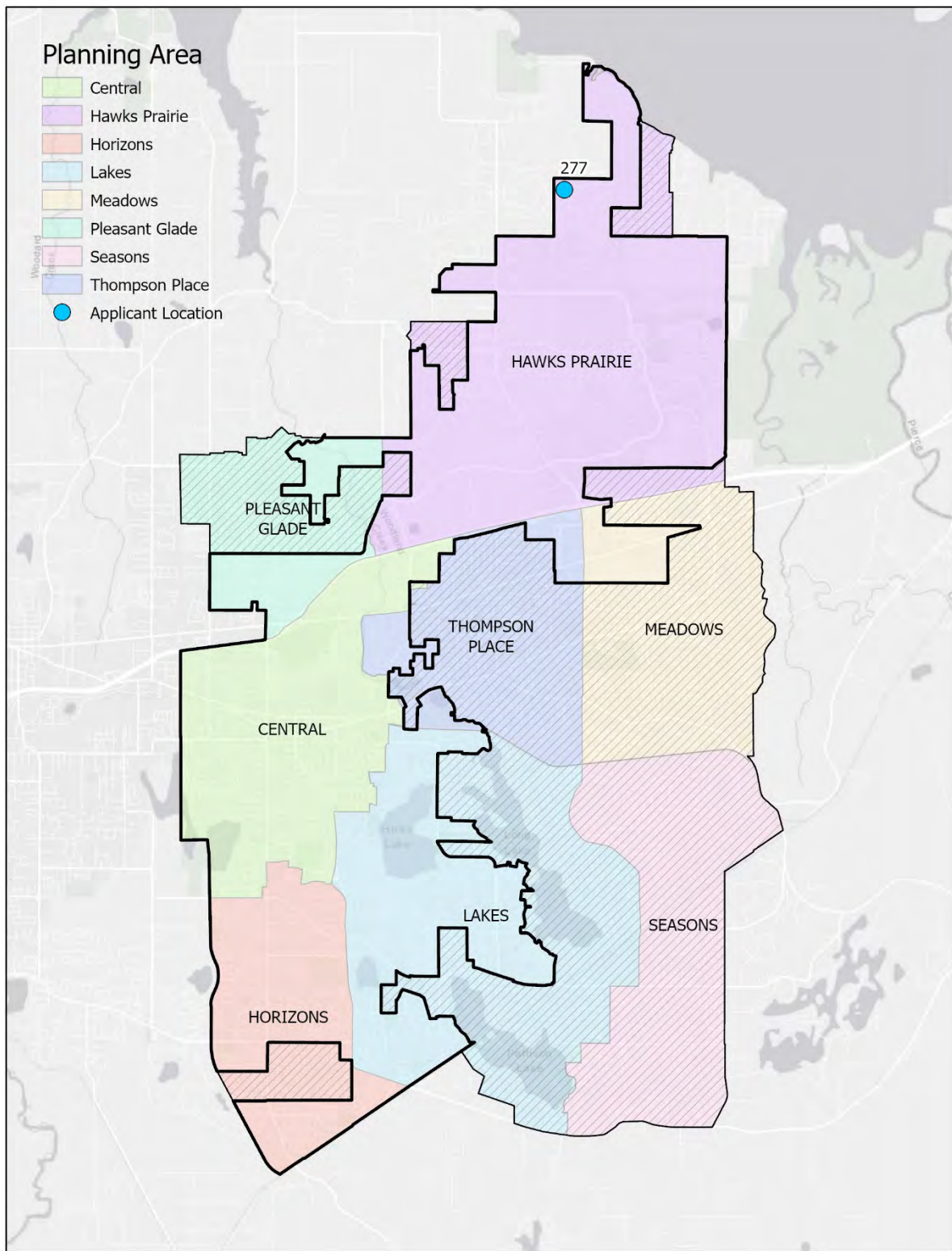
Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

I am new to working on a Commission, so I have a lot to learn about what is in the purview of the Commission or the City of Lacey. I was very happy to hear about the formation of this Commission and am ready to get to work in its efforts to create equity, inclusion and representation.

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Application for the Lacey Commission on Equity
Please Note: Applicant entries are not modified or edited.

Applicant Number: 692

Markiesha Lawson
4837 switchback lp se
lacey, wa 98513

Planning Area: Horizons

Tell us about yourself. What special skill, knowledge, or lived experience would you bring to the Commission?

I am an 39 years old African America woman , who was raised in Lacey since the age of 6. Growing up in Lacey had a lot of ups and downs I believe due to the color of my skin. I have witnessed and/or been the recipient of racial biases and racism from teachers, neighbors, people in the community, as well as police officers. I have also participated in some great multicultural activities, through school functions and community events that were very enlightening, encouraging and in those instances felt inclusive.

I love living in Lacey and my husband and I have chosen to raise our children here as well. My son and daughter ages 14 and 18 they too have experienced quite a few things happen in their short lives. Unfortunately, these experiences are associate with what biases and racism some people have toward black people. My family has regular discussion regarding racism and what needs happen in order to create change.

I had a salon business in the community for 20 years and served all ethnicities , genders, and ages. That was the best part of my life being in the community and help listen to the concerns of others as well as guide young teens into the proper direction to fulfill their dreams. I held classes to educate multi-racial families with hair care and grooming for their bi-racial children. I felt there was a great need for this in our community and still is.

For 3 years I worked in the North Thurston School Districts as a Paraeducator and enjoyed that as well. I worked at Chambers Prairie and was the only black educator. Chambers Prairie is very diverse with children of different backgrounds and ethnicity. I was very eager to work there because of the diversity. I felt that the children that were brown skinned needed to have someone that they could relate to and not feel as if they were on foreign soil like I did when I was young in elementary school. That was exactly what happened, I developed several relationships with the children of color and I knew I was there already making a difference to them. I was there to advocate for them as well. When I first arrived, I noticed there were several implicit biases around these children of color and I wanted to help correct the stigma. I started listening to what the children needed from the teachers and relayed that to the staff and/or the principal. The kids would come to me if they felt that they were being targeted or being treated unfairly and I was happy to be their voice. I would also speak with teachers about what their thoughts were and help them to

understand the culture of a black child, so they would know how to better server that child educationally.

Currently, I work for the Department of Licensing. I am a member of the business resource group within state government, B.U.I.L.D Blacks United In Leadership & Diversity. I was asked personally from the President of this group to become a part of their administrative team but had to respectfully decline due the continued high volume of support that is needed in my office. I was honored to be asked to be part of this amazing group within the state.

What is your perspective on issues of equity, inclusion and representation in Lacey?

Equity- I feel that to have equity in a community is a big thing! When you have equity as a culture in a community that means there are more opportunities for everyone. That can be in education, careers, outreach, and creativity. The more equitable a community is the more prosperous and happy is that community.

Inclusion- There has been attempts, I feel to create inclusion in Lacey, with the multicultural fair that happens once a year. I do appreciate that the youth sports teams in Lacey are inclusive. As an adult I am not aware or programs ,activities, events, or resources that help to promote inclusion. If there are things, I don't know where to look for them. I feel that inclusion is a MUST for all in order to thrive in their family and the community. As a child, to be included was something I yearned for as the only black child in class and 1 of 6 black kids in the entire school for a period of time. I do not feel that the laws and rules are inclusive for ALL and need to be reformed. I am excited that Lacey has put equality and inclusion as a priority and decided to put this commission together in order to hear from the different voices of the community instead of just one voice, THAT is the start of creating inclusion.

Representation- I am not sure what you mean by representation, I can only assume that you are speaking in regards to safety, upper management roles, political, or education. I do feel that there is a lack in all areas, being raised in Lacey I have seen the population of people of color grow drastically more than when I was young. That is primarily due to the military moving in. I did not see representation for people of color shown as a child and unfortunately I still do not see much representation now.

If appointed, what issue(s) or topic(s) would you recommend the Commission focus its effort on first?

1. Police Reform and training on implicit bias/racism
2. Educational system regarding diversity in school hiring, and disciplinary actions
3. Holding community forums to hear from different ethnicity groups on what their needs are from Lacey
4. Creating more multicultural education and events for the community
5. More representation of diversity on boards in Lacey
6. Better inclusion of resource information converted into other languages
7. Creating equity in how important information is put out to the community (social media, news papers, mail..)

Please provide any additional information you would like the Lacey City Council to consider when reviewing your application.

Please consider me, I am very open minded to hearing and learning from others thoughts, feelings, and input on various topics. I thrive on making everyone feel included and comfortable. I am very eager to be a part of this team, and can't wait to help create positive change in our city for my family, friends, colleagues, aquatints, and community present and future.

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