



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, February 24, 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 January 27, 2025, 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. Lacey Youth Council Equity Discussion

Kim Sauer, Chair

Zurysaday Ramirez-Plascencia, Mayor of Lacey Youth Council

Sadie Siglin, Management Analyst

B. **Diversity, Equity, Inclusion, and Belonging (DEIB) Summit Update**

Veronica Hand, Equity and Inclusion Program Manager

C. **Community Events and Celebrations Overview**

Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports

A. **Lacey Cultural Celebration Update**

Commissioners: Clifton Brown, Annie Clay, Makieda Hart, and Jon Hegwood

B. **Black History Museum Update**

Thelma Jackson, Vice Chair

9. Director Report

A. **Equity Map Update**

Shannon Kelley-Fong, Assistant City Manager

B. **Community Survey Update**

Shannon Kelley-Fong, Assistant City Manager

C. **Potential Community Forum: Active Duty Military, Veterans, and Families**

Shannon Kelley-Fong, Assistant City Manager

D. **Retreat Discussion**

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - March 24, 2025 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - April 28, 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_lgbBVvVRRWro7f49MQL9A

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

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

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 899 5052 0032)

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_IgbBVvVRRWro7f49MQL9A

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, January 27, 2025

5:30 PM

Council Chambers and Online

1. Call to Order

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

2. Roll Call

Commissioners Present

Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners: Clifton Brown; Annie Clay; Raul Garza; Makieda Hart; Jon Hegwood; and Kieran Sills-Powell, Lacey Youth Council Representative

Staff Present

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

3. Land Acknowledgment

Vice Chair Jackson presented the abbreviated Land Acknowledgment.

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

- A. Approval of Agenda
- B. Approval of December 30, 2024, meeting minutes

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

5. Public Comment

Verbal Public Comment

No person(s) signed up to speak in person or remotely at the meeting.

Written Public Comment

8 written public comments were received.

6. Inspirational Item

Vice Chair Jackson presented several quotes by Rev. Dr. Martin Luther King, Jr., in honor of Martin Luther King, Jr. Day. The quotes were presented to demonstrate their continued relevance.

7. Business Items

A. Comprehensive Plan Update Outreach Results

Ryan Andrews, Planning Manager

Andrews presented statistics and an overview of the Comprehensive Plan outreach engagement efforts since July 2024. Through various methods of engagement, approximately 45,000 direct community contacts were made. Andrews presented results from the Geobudgeting Survey, which showed where community members would like to locate residential and commercial infrastructure throughout the city. A Comprehensive Plan Open House, scheduled for February 12, 2025, will allow the community to give more feedback. Discussion ensued.

B. Employee Survey Overview

Veronica Hand, Equity and Inclusion Program Manager

Hand presented an overview on the 2025 Employee Engagement Survey Strategy. The purpose of this survey is for employees to anonymously provide input so the organization can better identify areas for improvement, develop action plans, invest resources, improve productivity, and compare data on a yearly basis.

Discussion ensued.

C. DEIB Summit Update

Veronica Hand, Equity and Inclusion Program Manager

Hand provided an update on the Diversity, Equity, Inclusion, and Belonging (DEIB) Summit event planning. The DEIB Summit is scheduled for April 19, 2025, at the South Puget Sound Community College, Lacey Campus. The next planning meeting will be on February 3, 2025. Discussion ensued.

8. Commissioner Reports

A. Reverend Martin Luther King Jr. Assembly Update

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

Commissioner Hegwood reported on the Community Resource Fair by PFLAG Olympia.

Chair Sauer, Commissioner Brown, and Commissioner Hart reported on the Rev. Dr. Martin Luther King Jr. assemblies at North Thurston High School and Komachin Middle School.

Vice Chair Jackson reported on the Rev. Dr. Martin Luther King Jr. event at New Life Baptist Church and highlighted the upcoming pop-up Black History Month Museum there.

9. Director Report

A. Advisory Board Stipend Program and Demographic Survey

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the Demographic Survey and 2025 Advisory Board Stipend.

B. Joint Meeting with Lacey City Council

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the meeting with the Lacey City Council to review the Commission on Equity's Work Plan scheduled for January 28, 2025.

C. Joint Meeting with Lacey Youth Council

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the joint meeting with the Lacey Youth Council scheduled for February 24, 2025.

D. Lacey Cultural Celebration

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the Lacey Cultural Celebration on February 1, 2025.

E. Other Items

Chair Sauer requested feedback from the Commission on other events in which the Commission could participate.

Vice-Chair Jackson requested a future discussion on Commission activities, including the possibility of a retreat.

10. Adjourn

Chair Sauer adjourned the meeting at 8:05 p.m.