



Commission on Equity Approved 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.

Approved February 25, 2025