Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, April 28, 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 March 24, 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. Raul Garza, Commissioner
7. **Business Items**
   A. **Lacey Night Market - Pride Night**
      Wesley Nguyen, Economic Development Coordinator
   B. **Diversity, Equity, Inclusion, and Belonging (DEIB) Summit Update**
      Veronica Hand, Equity and Inclusion Program Manager
8. **Commissioner Reports**

A. **Veterans, Active Duty, and Families Community Forum Update**
Makeida Hart, Commissioner
Jon Hegwood, Commissioner
Raul Garza, Commissioner

9. **Director Report**
10. **Adjourn**

Next Meetings and Upcoming Events

- **Veterans, Active Duty, and Families Community Forum** - May 28, 2025 - 6:00 p.m. to 8:30 p.m., at Lacey Veterans Services Hub
- **Commission on Equity Retreat** - May 31, 2025 - 9:00 a.m. to 1:00 p.m., at TBD
- **Commission on Equity Meeting** - June 2, 2025 - 5:30 p.m. at City Hall or remote

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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_zAMHMmANRBCdaR0j5Niiiw
City Website:	https://cityoflacey.org/government/public-meetings/
YouTube:	https://www.youtube.com/watch?v=ojsEYDUaycI
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 16 5148 9196)

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to City business or specific agenda items. **Because state law (RCW 42.17A.555) prohibits the use of public facilities to promote or oppose any ballot measure, public comment for or against the Lacey Metropolitan Park District cannot be accepted at this meeting.**

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_zAMHMmANRBCdaR0j5Niiiw 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, March 24, 2025 | Council Chambers and Online

1. Call to Order

Vice Chair Jackson called the meeting to order at 6:00 p.m.

2. Roll Call

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

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Paul J. White, Deputy City Clerk

3. Land Acknowledgement

Commissioner Clay presented the abbreviated Land Acknowledgment.

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

A. Approval of Agenda

B. Approval of February 24, 2025, meeting minutes

Commissioner Brown moved to approve the agenda, previous meeting minutes, and consent items. Commissioner Clay seconded. Motion carried.

5. Public Comment

Verbal Public Comment
No one signed up to speak at the meeting in person or remotely.

Written Public Comment
Thirty-one written public comments were received.

6. Inspirational Item

A. Commissioner Annie Clay

Commissioner Clay shared a quote from Deb Haaland, former U.S. Representative for New Mexico, former Secretary of the Interior, and member of the Laguna Pueblo tribe of Native Americans, in which Haaland described the qualities of being fierce, persevering in the face of challenges, and working together to overcome them.

7. Business Items

A. Equity Map Review

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented draft equity maps prepared by consultant Community Attributes Inc. for the City of Lacey. An equity mapping tool to evaluate community decisions is a benchmark in the City's Diversity, Equity, Inclusion, and Belonging Strategic Plan. The underlying data is based on several sources, including U.S. Census data, which is geographically distributed by Census blocks and tracts that may or may not align with the limits of the City of Lacey and its Urban Growth Area. The maps reflect an equity score based on demographics and five indices: accessibility, livability, education, economics, and environment. Higher equity scores reflect increased access to resources. Various features of the user interface were demonstrated. Kelley-Fong stressed that the tool is still in draft form and commissioners' observations and questions were encouraged.

B. DEIB Summit Update

Veronica Hand, Equity and Inclusion Program Manager
Commissioner Clifton Brown

Hand and Brown provided an update on the Diversity, Equity, Inclusion, and Belonging Summit planned for May 10, 2025. Targeted attendance is expected to be approximately 150 people, and sponsorship opportunities are available. Speakers are being secured, and area governing bodies will be invited. Commissioners discussed expectations for outcomes and a summit call to action.

C. Community Events and Celebrations Overview

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the Diversity, Equity, Inclusion, and Belonging Strategic Plan and City Council focus related to supporting events and programming that highlight cultural diversity and provided examples of ways other cities promote this priority with public funding. Kelley-Fong noted existing City events that support this focus and other City grant programs in existence in Lacey. Discussion ensued on program purpose, funding process, eligibility, and potential eligibility exceptions.

8. Commissioner Reports

Commissioner Clay inquired into the use of the City of Lacey banner for the Olympia Pride parade in June. Clay requested a copy of the Olympia Social Justice and Equity Commission's report from their recent community survey and commented on the City Council's proclamation for transgender visibility.

Commissioner Jackson reported on a demonstration held earlier today regarding potential cuts to Social Security, Medicaid, and Medicare. Jackson noted that another nationwide rally is planned for April 5.

Commissioner Hegwood commented on a veterans rally last week, his request to the City Council to make Lacey a sanctuary city, and potential grant funding or other support for Thurston County Pride.

9. Director Report

A. **Employee Survey Update**
Veronica Hand, Equity and Inclusion Program Manager

Hand reported that employee response to the survey is about 45 percent. The City hopes for at least 70 percent participation before the survey closes. Commissioners asked about the survey questions.

B. **Community Forum: Active Duty, Veterans, and Families Update**
Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that a committee meeting on the community forum with Commissioners Garza, Hart, and Hegwood is planned for March 27, 2025. The forum, jointly hosted with the Thurston County Veterans Fund Advisory Board, and in cooperation with the South Sound Military Communities Partnership, could take place in May.

C. **Retreat Discussion**
Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong asked commissioners to consider setting aside time for a half-day retreat, possibly on a Saturday in June. A poll will be distributed to identify dates.

10. Adjourn

Vice Chair Jackson adjourned the meeting at 7:30 p.m.

DRAFT

THURSTON FORWARD

A DEI SUMMIT FOR PROGRESS

THE VOICES OF THE YOUTH ARE WELCOMED HERE!

Moving forward together to create a more welcoming, equitable, and inclusive community for all of Thurston County

MAY 10TH 2025

9:00 AM - 3:30 PM

LACEY, WA

JOIN THE MOVEMENT!

EVENT HIGHLIGHTS:

- Empowering & Inspirational Youth Panelists
- Youth & Young Adult DEI Advocacy Sessions
- Safe Space for Meaningful Conversations
- Free Lunch & Snacks!

FOR MORE INFORMATION VISIT:

WWW.LWVTHURSTON.ORG

REGISTER TODAY!

FREE ENTRY!

HTTPS://TINYURL.COM/THURSTONFORWARD2025

@LWV_THURSTON

LWV THURSTON COUNTY

THURSTON FORWARD:
A DEI SUMMIT FOR PROGRESS

MAY 10TH 2025

Moving forward together to create a more welcoming, equitable, & inclusive community for all of Thurston!

Join us for this FREE interactive and engaging Diversity, Equity, and Inclusion (DEI) Summit designed to foster collaborative action among community leaders and individuals who are passionate about making a difference.

We invite all who live, work, study, or play in Thurston County and are committed to advocating for marginalized groups to come together and take part in solutions. This summit is an opportunity to engage with others who share a vision for a more inclusive, equitable, and just community.

9:00 AM - 3:30 PM

LOCATION:

LACEY, WASHINGTON

KEYNOTE SPEAKER
ERIN JONES
EDUCATOR AUTHOR, TEDx SPEAKER, CONSULTANT

EVENT HIGHLIGHTS

- ENGAGE IN WORKSHOPS
- SHARE CHALLENGES & STRATEGIES
- NETWORK WITH ORGANIZATIONS & INDIVIDUALS COMMITTED TO DEIB
- ASSESS AREAS FOR IMPROVEMENT & PLAN GOALS FOR FUTURE COLLABORATION
- COMMUNITY CONVERSATIONS LEADING TO LASTING CHANGE
- LUNCH & SNACKS PROVIDED

REGISTER TODAY!

REGISTER HERE: HTTPS://TINYURL.COM/THURSTONFORWARD2025

FOR MORE INFORMATION:
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@LWV_THURSTON

South Puget Sound Community College · eliminating racism empowering women ywca olympia · the YMCA · NAACP State Area Conference Alaska Oregon Washington · North Thurston Public Schools · Washington State Patrol WSP · City of Lacey · City of Olympia · City of Tumwater · APIC-South Puget Sound Asian Pacific Islander Coalition of Washington State Celebrating Unity and Civic Participation · LWV League of Women Voters of Thurston County · Thurston County Washington Since 1852

THURSTON FORWARD:

A DEI SUMMIT FOR PROGRESS

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MAY 10TH 2025

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EVENT HIGHLIGHTS

- EMPOWERING & INSPIRATIONAL YOUTH PANELISTS
- YOUTH & YOUNG ADULT DEI ADVOCACY SESSIONS
- SAFE SPACE FOR MEANINGFUL CONVERSATIONS
- FREE LUNCH & SNACKS!

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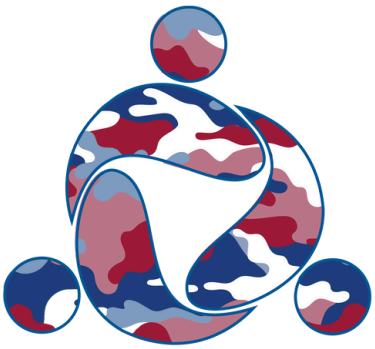
FOR MORE INFORMATION: WWW.LWVTHURSTON.ORG @LWV_THURSTON

Everyone's invited and welcome!

VETERANS, ACTIVE DUTY, AND FAMILIES COMMUNITY FORUM

Wednesday, May 28 | 6 - 8:30 p.m.
Lacey Veterans Services Hub | 4232 6th Ave SE



The Forum is a space to share thoughts and experiences about the community's challenges and opportunities, and to learn about community resources. Your voice matters and can help make our community stronger and more welcoming.

Panel features speakers from Thurston County Veterans Assistance Program, South Sound Military Community Partners, Lacey Veterans Services Hub, and AUSA

Sponsored by:
CITY OF LACEY'S
COMMISSION ON EQUITY

Learn more about Lacey's Commission on Equity by visiting **CityofLacey.org/COE** or scanning:

To request an accommodation, contact the City by 5 p.m. on Friday, May 23 at (360) 412-2891 or COE@CityofLacey.org