



Commission on Equity Approved 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.

Approved April 28, 2025.