



## Commission on Equity Approved Minutes

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Monday, June 23, 2025

Council Chambers and Online

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### 1. Call to Order

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

### 2. Roll Call

COMMISSIONERS PRESENT: Kim Sauer, Chair (present at 5:45 p.m.); Thelma Jackson, Vice Chair; Commissioners Annie Clay, Raul Garza (present at 5:38), Makieda Hart, and Jon Hegwood (remote until 5:32, then present in person); and Kieran Sills-Powell, Lacey Youth Council Representative (present from 5:58 p.m. to 7:11 p.m.)

COMMISSIONERS EXCUSED: Commissioner Clifton Brown

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, Deputy City Clerk

### 3. Land Acknowledgement

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 June 2, 2025, meeting minutes

Commissioner Hegwood arrived in person, leaving remote attendance at 5:31 p.m.

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

### 5. Public Comment

Verbal Public Comment

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

Written Public Comment

No written public comments were received.

**6. Inspirational Item**

A. Commissioner Jon Hegwood

Commissioner Hegwood discussed the efforts made by the Department of Defense to rename the Navy ship USS Harvey Milk and presented quotes from US Representative John Lewis, calling for hope, optimism, and necessary “good trouble” during times of despair.

**7. Business Items**

A. **Language Access Plan Review and Language Service Update**

Veronica Hand, Equity and Inclusion Program Manager

Commissioner Garza arrived at 5:38 p.m.; Chair Sauer arrived at 5:45 p.m., presiding over the remainder of the meeting; and Lacey Youth Council Representative Sills-Powell arrived at 5:58 p.m.

Hand presented an overview of the newly implemented language access service used to address language barriers for individuals with Limited English Proficiency (LEP). To help eliminate language-related barriers and comply with Title VI of the Civil Rights Act of 1964, a comprehensive Language Access Plan was presented for review. The Language Access Plan helps to ensure LEP individuals have equitable access to City programs, services, and communication. Discussion ensued.

B. **First-Time Homebuyer and Fair Housing Forum Introduction**

Veronica Hand, Equity and Inclusion Program Manager

Hand provided an update on the upcoming First-Time Homebuyer and Fair Housing Forum, hosted in partnership with the Thurston County Realtors Association. The event is scheduled for November 8, 2025, at the Lacey Community Center and is designed as an educational opportunity for first-time homebuyers, particularly those from historically underserved communities.

C. **Community Events and Celebrations Policy Review**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the draft Community Events and Celebrations Policy to the Commission for review. This policy is intended to support the implementation of a City grant program that funds community events and cultural celebrations. Given the City’s limited staff capacity to directly support additional community or cultural

events, establishing a grant program was recommended. The goals of the grant program and its requirements were discussed in detail.

**Vice Chair Jackson moved to recommend the Draft Community Events and Celebrations Policy to the Lacey City Council, with an amendment to the "Eligible Entities" section to allow for a fiscal agency relationship for applicants. Commissioner Hegwood seconded. Motion carried.**

## **8. Commissioner Reports**

### **A. Juneteenth Proclamation**

Commissioner Thelma Jackson

Vice Chair Jackson provided a review of the Juneteenth Proclamation, which was presented at the June 17, 2025, City Council meeting and accepted by President Larry Jefferson of the National Association for the Advancement of Colored People (NAACP).

Discussion ensued regarding the scale-back of Juneteenth events.

### **B. LGBTQIA+ Pride Month Proclamation**

Commissioners Annie Clay and Jon Hegwood

Commissioners Clay and Hegwood provided a review of the LGBTQIA+ Pride Month Proclamation, which was presented at the June 17, 2025, City Council meeting and accepted by Commissioners Annie Clay and Jon Hegwood of the Lacey Commission on Equity.

Discussion ensued regarding the Proclamation Against Hate, Racism, and Discriminatory Actions; Proclamation on Transgender Day of Visibility; and the Pride flag.

### **C. Pride Night at the Lacey Night Market**

Commissioners Annie Clay and Jon Hegwood

Commissioners Clay and Hegwood provided a review of the Pride Night at the Lacey Night Market event, which occurred on June 13, 2025, at the Lacey Depot.

## **9. Director Report**

### **A. Retreat Update**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the Commission on Equity Retreat, which is tentatively scheduled for Saturday, September 6, 2025, from 9:00 a.m. to 1:00 p.m. The location will be determined at a later date.

**B. Equity Map Update**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented an update on the Equity Map, which is scheduled for review at the June 24, 2025, Council meeting.

**C. DEIB Advisory Board Regional Meeting Update**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the DEIB Advisory Board Regional Meeting. Kelley-Fong reached out to Thurston County to explore the possibility of them serving as the host for the meeting, in collaboration with the City of Olympia's Social Justice and Equity Advisory Board.

**D. Community Forum Updates**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided updates on the following community forums:

- The Veterans, Active Duty, and Families Forum is scheduled to come before the Commission for an update in July.
- South Puget Sound Community College, Saint Martin's University, and various vocational schools will be contacted to explore opportunities to participate in future events designed for young adults.

Additional reports were discussed in detail:

- Vice Chair Jackson volunteered for the inspirational item at the next Commission meeting.
- An update on the utility wrap art project is scheduled to come before the Commission at a future date.
- Vice Chair Jackson requested a presentation from Asset Limited Income Constrained Employed (ALICE), a project by United Way.
- Commissioner Hegwood provided information on HerSpace, an entrepreneurial makerspace, designed for women.

**10. Adjourn**

Chair Sauer adjourned the meeting at 7:11 p.m.

Approved July 28, 2025