



Commission on Equity Minutes

Monday, July 28, 2025

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, Makieda Hart (remote), and Jon Hegwood (remote); and Kieran Sills-Powell, Lacey Youth Council Representative (remote)

COMMISSIONERS EXCUSED: Commissioner Raul Garza

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, 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 June 23, 2025, meeting minutes

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

5. Public Comment

No verbal public comment was received either in person or remotely, and no written public comment was received.

6. Inspirational Item

- A. Thelma Jackson, Vice Chair

Vice Chair Jackson shared quotes from Margaret Mead, an American cultural anthropologist and author, emphasizing the power of small, committed groups to create meaningful change and the importance of aligning actions and words.

7. Business Items

A. Veterans, Active Duty, and Families Community Forum Recap

Peyton Griffin, Communications Intern

Griffin provided a summary of the community forum held on May 28, 2025, at the Lacey Veterans Service Hub, which was attended by approximately 32 participants. Panelists led small group discussions focused on lived experiences, equity, inclusion, and participation. Discussion ensued.

B. 2025 Work Plan Review

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided a status update on the 2025 Work Plan, which includes various initiatives centered on engagement, policy, programs, and community events. Discussion ensued.

8. Commissioner Reports

A. 50th Anniversary Block Party

Thelma Jackson, Vice Chair

Clifton Brown, Commissioner

Annie Clay, Commissioner

Vice Chair Jackson and Commissioners Brown and Clay provided a summary of the New Life Baptist Church's 50th Anniversary Block Party, held on July 26, 2025. This event is one of three planned celebrations during the year. Discussion ensued.

The Commission also recognized Sills-Powell for her involvement as the Commission's Youth Council Representative and encouraged her continued participation. Kelley-Fong provided an update on the Lacey Youth Council recruitment process.

9. Director Report

A. Equity Map

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong announced that the City's Equity Map is now available to the public via the City's website.

B. National Community Survey

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that a statistically valid number of responses have been collected for the National Community Survey. Results are expected to be released soon.

C. Diversity Equity Inclusion and Belonging (DEIB) Advisory Board Regional Meeting

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the upcoming joint regional meeting with the Thurston County Racial Equity Commission and the City of Olympia's Social Justice Committee. The meeting is tentatively scheduled for September 22, 2025, at the Atrium.

D. Potential Human Services Commission Joint Meeting

Shannon Kelley Fong, Assistant City Manager

Kelley-Fong briefed the Commission on a potential future meeting with the Human Services Commission.

Kelley-Fong also shared updates on the upcoming Commission on Equity Retreat scheduled for September 6, 2025, and discussed new community outreach handouts for upcoming events.

10. Adjourn

Chair Sauer adjourned the meeting at 7:08 p.m.

Approved August 25, 2025