



COMMISSION ON EQUITY AGENDA

DECEMBER 27, 2021

5:30 P.M.

REMOTE ATTENDANCE

The Commission on Equity meeting will be conducted remotely, not in-person. You may view and/or provide public comment at the Commission on Equity meeting by watching live on Zoom.

(<https://us02web.zoom.us/j/85140773455>)

The public may also listen to the meeting via telephone by dialing toll-free:

(888) 788-0099 or (877) 853-5247 - when prompted enter **Webinar ID 851 4077 3455**
press # (participant ID not required)

NEW: Watch live or as a recording on YouTube. (<https://youtu.be/BIVGNcQdvkE>)

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from November 20, 2021](#)
- [Meeting Minutes from November 22, 2021](#)

2. Public Comment

By Zoom - Please raise your hand to provide public comment.
By Phone – Please press *9

3. Inspirational Item

Commissioner Clay

4. Business Items:

A. [Strategic Diversity, Equity, and Inclusion Plan - Workshop #3 - Creating a Mission Statement](#)

Ronald “Tevin” Medley, The Athena Group

B. [2022 Workplan Approval](#)

Shannon Kelley-Fong, Assistant City Manager

5. Commissioner Reports

A. Report on Community Relations Committee Meeting on December 6, 2021

Chair Jackson

B. [Juneteenth Celebration Update](#)

Vice Chair Brown

6. Director Report

A. Focus Groups Discussion

7. ADJOURN

Next Meeting:

- **Commission on Equity Regular meeting** – Monday, January 24, 2022 - 5:30 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, NOVEMBER 20, 2021
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Jon Hegwood, Kim Sauer, Annie Clay

EQUITY COMMISSIONERS ABSENT: Kristine Stolberg, Makieda Hart, Youth Representative Alanis Blackburn

COUNCIL PRESENT: Deputy Mayor Pratt and Councilmember Cox (as audience members only)

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)
Kelly Adams, Management Analyst

CALL TO ORDER:

Chair Jackson called the meeting to order at 2:00 p.m.

AGENDA ITEMS:

1. Community Engagement Session #1

Chair Jackson provided a general background on the Commission on Equity and introduced the commissioners. A different commissioner facilitated one of the following six questions:

1. How can we create a more welcoming community?
2. What concerns do you have about racism and inequity in the community?
3. How could we increase participation from underrepresented community members?
4. What barriers have you seen or experienced in participating in decisions that impact the community?
5. Did you experience any barriers to your participation today?
6. Would you be interested in having more dialogue with the Commission on Equity?

Commissioners provided a review of sentiments brought up at the first Community Engagement Session and added input on the questions throughout the meeting. Commissioner Hegwood provided a closing statement, which included information on the next session and ways community stakeholders could provide input and feedback via the survey.

5. ADJOURN

Chair Jackson adjourned the meeting at 2:49 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, OCTOBER 25, 2021
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Vice Chair Cliff Brown, Jon Hegwood, Makeda Hart, Annie Clay, Kristine Stolberg

EQUITY COMMISSIONERS ABSENT: Chair Thelma Jackson, Kim Sauer, Youth Representative Alanis Blackburn

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM), Kelly Adams, Management Analyst (MA)

CALL TO ORDER:

Vice Chair Brown called the meeting to order at 5:31 p.m.

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from October 18, 2021
- Meeting Minutes from October 25, 2021
- Meeting Minutes from November 15, 2021

COMMISSIONER HART MOVED TO APPROVE THE CONSENT AGENDA. COMMISSIONER CLAY SECONDED. MOTION CARRIED.

2. PUBLIC COMMENT: None

3. INSPIRATIONAL ITEM: Commissioner Hart requested this item be moved to later in the meeting. The Commission approved to move this item to later in the agenda.

BUSINESS ITEMS:

4. (A) November Community Engagement Sessions Review

ACM Kelley-Fong provided an overview of the two Community Engagement Sessions and ask Commissioners to provide input on: 1) major take-aways, 2) items to incorporate in future Commission on Equity endeavors, and 3) any other items related to the events. Discussion ensued.

4. (B) Indigenous Acknowledgements & Future Collaboration

MA Adams provided an overview of past City of Lacey partnerships with the Nisqually people of Medicine Creek treaty and the Squaxin Island tribe, including the 2014 Accord and the 2021 proclamation declaring November Native American Heritage Month. MA Adams provided an overview of land acknowledgement and the desire to work collaboratively with the Nisqually people of Medicine Creek treaty and the Squaxin Island tribe to determine potential opportunities to acknowledge the tribes and enhance future collaborations. Discussion ensued. The three recommendations proposed by staff were supported by the Commission on Equity. The recommendations were as follows:

1. Annually acknowledge November as Native American Heritage Month through City Council proclamation, if so desired by Tribal Leaders. Collaboratively work with Tribal leaders to determine the language of the proclamation.
2. Invite local tribal representatives to attend a joint meeting with the Commission on Equity to determine further opportunities to publicly recognize the history and presence of Indigenous peoples and their enduring relationship to their traditional homelands in the City of Lacey, and discuss other ways the City and local tribes may be able to work collaboratively to create a more welcoming community.
3. Recommend that the City help coordinate an annual joint meeting between Tribal Council representatives and the Lacey City Council, pursuant to the Nisqually Indian Tribe and City of Lacey Accord.

4. (C) 2022 Workplan & Budget Discussion

ACM Kelley-Fong provided an overview of the draft 2022 Workplan and 2022 Budget for equity work. Discussion ensued. ACM Kelley-Fong will return to the Commission in December to provide a more detailed 2022 Workplan.

5. INSPIRATIONAL ITEM: Commissioner Hart provided two readings from Maya Angelou focused on gratitude.

6. COMMISSIONER REPORTS:

Commissioner Clay expressed interest in starting work on a Land Acknowledgement.

Commissioner Hart, Vice Chair Brown, and Chair Jackson volunteered to be part of the future meeting with Masonic Lodge representatives and Charlene Anderson to discuss potential Juneteenth Celebration collaboration options.

7. DIRECTOR REPORT

ACM Kelley-Fong discussed the upcoming meeting on December 1, 2021 with representatives from the Fred U. Harris Lodge to discuss potential collaboration opportunities as part of the

2022 Juneteenth celebration. Meeting attendees will include Chair Jackson, Vice Chair Brown, and Commissioner Hart.

Commissioner Clay volunteered to provide the Inspirational Item at the next Regular Commission on Equity meeting in December.

ACM Kelley-Fong asked for Commissioners interested in presenting to the City Council's Community Relations Committee on December 6, 2021. ACM Kelly-Fong noted that the presentation would focus on the Commission on Equity's work in 2021, including the two Community Engagement Sessions in November. Commissioners Hegwood and Clay volunteered to be a part of this presentation. Vice-Chair Brown volunteered to be an alternative should Chair Jackson not be available for the presentation.

8. ADJOURN

Vice Chair Brown adjourned the meeting at 7:20 p.m.

COE Agenda 12/27/2021

Time	Item	Comments
5:30-5:40pm	Check-in	How are we showing up to this space today?
5:40-5:55	Reflections on Mission, Vision, Equity Values, Review Equity Values Draft	Any language changes or additions?
5:55-6:15	Conversation on Race	Overview of individual, institutional, and structural racism
6:15-6:35	-Mission Statement Examples -Mission Statement Review	Feedback
6:35-7:00	Check-out (if time allows)	Please share anything you feel you gained from tonight's conversation.

Draft Equity Statement Review:

The City of Lacey champions social change that leads to a more equitable society for all. We acknowledge and strive to dismantle all forms of systemic oppression which have disproportionate negative impacts on Black, Indigenous, and People of Color through action, partnership, support and advocacy.

We recognize that a person's identity markers, such as: race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among many other identities, can intersect to create compounding marginalization or privilege.

The City of Lacey promotes and works towards advancing policies and practices that dismantle oppression embedded in our City policies and operations. We begin by listening and creating platforms for underrepresented communities to be heard. The City of Lacey is committed to working collaboratively with partners in the community to create equitable access to opportunities, resources, and outcomes for all.

Breakdown of Draft Values

- Championing social change that leads to a more equitable society for all
- Dismantle all forms of systemic oppression of marginalized communities through action, partnership, support and advocacy
- Recognition that identity markers can intersect to create compounding marginalization or privilege
- Promotion of work that advances policies and practices that dismantle oppression embedded in city policies and operations
- Listening and creating platforms for underrepresented communities to be heard
- Commitment to collaboration with community partners allowing equitable access to opportunities, resources and outcomes for all

Let's talk about race!

https://www.youtube.com/watch?v=GtOOj5YvMyc&ab_channel=ABC7NewsBayArea

<https://www.vox.com/2014/10/10/6943461/race-social-construct-origins-census>

Racism

A way of representing or describing race that creates or reproduces structures of domination based on racial categories²⁷.

In other words, racism is racial prejudice plus power. In the United States, it is grounded in the creation of a white dominant culture that reinforces the use of power to create privilege for white people while marginalizing people of color, whether intentional or not.

It is perpetuated in many forms of racism that include:

- **Individual racism** - An individual's beliefs, attitudes, and actions that perpetuates racism.
- **Interpersonal racism** - When individuals express their beliefs and attitudes with another person that perpetuates racism.
- **Internalized racism** - When people of color, knowingly or unknowingly, accept and integrate negative racist images, beliefs, and identities to their detriment.
- **Institutional racism** - Intentional or unintentional, laws, organizational practices, policies, and programs that work to the benefit of white people and to the detriment of people of color.
- **Systemic racism**: The way an entire system collectively contributes to racial inequities. This includes the health, environmental, education, justice, government, economic, financial, transportation, and political systems.
- **Structural racism** - The interplay of laws, practices, policies, programs, and institutions of multiple systems, which leads to adverse outcomes and conditions for communities of color compared to white communities²⁸.

Mission Statements

Examples of Equity Specific Mission Statements:

City of Palo Alto: [Race & Equity – City of Palo Alto, CA](#)

Equity Mission Statement: The City of Palo Alto is committed to creating a respectful, fair, and professional workplace and city. We will identify prejudices, eliminate inequities, welcome many perspectives, and use a collaborative approach to create an environment that works for everyone. The City's commitment to achieve equity in Palo Alto is the shared responsibility of our residents, organizations, governments, and other institutions.

City of Durham - [Racial Equity & Inclusion Division | Durham, NC \(durhamnc.gov\)](#)

City of Durham Racial Equity Mission Statement

Supportive of the vision, aligned with goals and focused on day to day behavior
The City of Durham intentionally identifies racial inequities, engages the community, and uses a collaborative approach in creating solutions, to ensure race no longer stands as a determinant of outcomes and opportunities.

City of Madison – [Mission, Vision, Teams | Civil Rights, City of Madison, Wisconsin](#)

Mission

Establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison

Peoria, AZ

[Peoria's Commitment to Diversity and Inclusion | City of Peoria \(peoriaaz.gov\)](#)

Mission Statement

The city of Peoria's diversity mission is to create an inclusive culture that can only be achieved in an environment that fosters mutual respect of all people, thereby creating a stronger community.

County of San Diego

Mission

The County of San Diego continually seeks ways to create an inclusive culture that embraces diversity so our employees feel valued and fully engaged to support a workplace and community that is healthy, safe and thriving.

Washington State Parks

The Washington State Parks and Recreation Commission cares for Washington's most treasured lands, waters, and historic places. State parks connect all Washingtonians to their diverse natural and cultural heritage and provide memorable recreational and educational experiences that enhance their lives

Existing City of Lacey – Mission, Vision, and Themes

See: [Mission & Vision Statements](#) | [City Council](#) | [City of Lacey, Washington](#)

Mission & Vision Statements

Quality Service | Community Leadership | Innovation in Local Government

"Our mission is to enrich the quality of life in Lacey for all our citizens . . . to build an attractive, inviting, and secure community. We pledge to work in partnership with our residents to foster community pride, to develop a vibrant, diversified economy, to plan for the future, and to preserve and enhance the natural beauty of our environment."

Draft Equity Mission Statement:

"The City of Lacey endeavors to create an inclusive community that embraces the contributions of all community members and to work collaboratively internally and externally to advance equity in Lacey. The City is committed to delivering exceptional public services, policies, and programs that integrate racial and social equity as core principals as we continue to grow as a vibrant and thriving community.

The Commission on Equity assists the City of Lacey in identifying and advanced opportunities that will create a more welcoming community, continuing critical conversations on race and equity, seeking greater participation from underrepresented community members, and identifying existing gaps and barriers which could prevent full participation in government and public policy."

****Wish-list exercise****

Based on your experience with this Committee, initial community input, and your time in Lacey, what would you wish to see the City of Lacey accomplish in 1, 3 or 5 years in connection with the Equity Mission, Vision and Values Statements?

If you had to categorize your list, what categories would be included? For example:

Service Delivery / Budgeting, Transportation

Housing, Infrastructure

Workforce/work environment

Criminal justice

Communication

Community engagement and access

Individual/family support

Public safety, economic opportunities, other essential life activities, accountability, others?



LACEY COMMISSION ON EQUITY
December 27, 2021

SUBJECT: 2022 Work Plan

RECOMMENDATION: **Approve the 2022 Work Plan.** Present the 2022 Work Plan to the Joint City Council meeting on February 24, 2022

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*

ATTACHMENTS: 1 - 2022 Work Plan

PRIOR REVIEW: None.

BACKGROUND: The Commission on Equity (COE) is tasked with creating a workplan for the upcoming year. The COE is working on creating a Diversity, Equity, and Inclusion Strategic Plan that will help guide future COE work. The DEI Strategic Plan is anticipated to be completed in September 2022. With continued work on and/or completion of the DEI Strategic Plan, the COE may augment this workplan in 2022.

Recommendations:

1. Approve the 2022 Workplan.
2. Present the 2022 Work Plan to the Joint City Council meeting on February 24, 2022



COMMISSION ON EQUITY



MEET THE MEMBERS



ALANIS
Blackburn



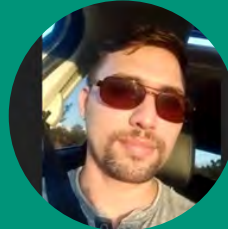
CLIFF
Brown



ANNIE
Clay



MAKIEDA
Hart



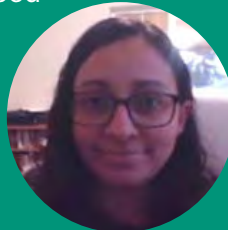
JON
Hegwood



THELMA
Jackson



KIM
Sauer



KRISTINE
Stolberg

2022 WORKPLAN

On January 21, 2021, the Lacey City Council established the Commission on Equity with Ordinance 1581. The Commission, an advisory body to the Lacey City Council, is tasked with providing recommendations on ways to:

- Create a more welcoming community.
- Continue critical conversations on race and equity.
- Increase involvement from underrepresented community members.
- Remove barriers that prevent full participation in government and public policy.

JOIN US!

The public is invited to attend the Lacey Commission on Equity meetings on the 4th Monday of the month at 5:30 p.m. You can provide public comment during the meeting or by emailing **COE@ci.lacey.wa.us**.

LEARN MORE

Visit
**[ci.lacey.wa.us/
LaceyEquity](https://ci.lacey.wa.us/LaceyEquity)**
or scan the
QR code.



Background

In 2018, the City Manager's office began a series of exploratory meetings with civic leaders from historically underrepresented community groups. This group served as the Workgroup on Equity. The purpose of the Workgroup on Equity was to learn about a diversity of experiences in the community and racial inequity issues. The group held around five meets.

The following participants shared experiences in Workgroup and individual discussions with staff:

Dr. Thelma Jackson
Foresight Consultants

Tam Q. Dinh, Ph.D., LICSW
Saint Martin's University

Nam D. Nguyen
Commissioner, Assistant Attorney General's Office

Mustafa Mohamedali, PE, PMP
Social Secretary, Islamic Center of Olympia

Antonio Gallegos
Commission on Hispanic Affairs (Former Commissioner)

From these discussions, staff developed a proposal to create an advisory board to the City Council, the Lacey Commission on Equity.

On January 21, 2021, the Lacey City Council established the Commission on Equity ("COE") with Ordinance 1581. The COE, an advisory body to the Lacey City Council, is tasked with providing recommendations on ways to:

- Identify and advance opportunities that will create a more welcoming community.
- Continue critical conversations on race and equity.
- Seek greater participation from underrepresented community members.
- Identify existing gaps and barriers which could prevent full participation in government and public policy.

Workgroup on Equity members served an integral role in reviewing and recommending commissioners for the Commission on Equity. The following community stakeholders were appointed to the COE:

- Thelma Jackson, Chair
- Cliff Brown, Vice Chair
- Annie Clay
- Makieda Hart
- Jon Hegwood
- Kim Sauer
- Kristrine Stolberg.

The Lacey Youth Council selected Alanis Blackburn as its representative to the COE for 2021-2022.

Review of 2021 COE Activities

The COE held its first meeting in June 2021. **Table A** provides a succinct overview of COE over the past six months.

Table A	
Overview of Commission on Equity Work June to November 2021	
Month	Activity
June	• Welcome & Overview of the Commission on Equity • Open Government Training • Term Discussion • Review of Advisory Boards and Commissions – Standards, Protocols, and Ground Rules Handbook • Procedures & Elements Discussion
July	• Draft Rules of Procedure Overview • Roberts's Rules, Revised Overview and Practice • Nominations of Officers (Chair, Vice Chair) • Strategic Diversity, Equity, and Inclusion Plan Introduction and Work Plan Overview • Overview of Equity Work Group
August	• Strategic Diversity, Equity, and Inclusion Plan - Workshop #1 – Where have we been? Where do we want to go? • Position Selection for Terms • Vice Chair Selection • Draft Work Plan Overview • Inspirational Item and Enhanced Community Dialogue Discussion
September	• Human Resources & Internal Diversity, Equity and Inclusion Efforts • Strategic Diversity, Equity, and Inclusion Plan - Workshop #2 – Creating an Equity Values Statement • Demographics and City Overview • Draft Work Plan & Community Engagement Session Discussion (Continued)
October	• Strategic Diversity, Equity, and Inclusion Plan – Workshop #6 – How We Listen • November Community Engagement Sessions Discussion • Juneteenth Presentation • Lacey Cares Initiative Overview • November Community Engagement Sessions Update
November	• Held two Community Engagement Listening Sessions • November Community Engagement Sessions Review • Indigenous Acknowledgements & Future Collaboration

	• 2022 Workplan & Budget Discussion
December	• Strategic Diversity, Equity, and Inclusion Plan – Workshop #3 – Creating a Mission Statement • 2022 Workplan Approval • Report on Community Relations Committee Meeting on December 6, 2021 • Juneteenth Update following meeting with Fred U. Harris Lodge

Community Engagement Sessions

In November 2021, the COE held two Community Engagement Sessions at City Hall and created an alternative, online engagement opportunity. Feedback from these sessions were organized in five broad categories: 1) Partnerships, 2) Accessibility, 3) Outreach, 4) Inclusivity, and 5) Evaluations and Benchmarks. Notably, within these categories feedback is not provided verbatim, rather it is broadly captured. To hear what was expressed by each community participant or Commissioner, please view the recordings [November 15](#) and [November 20](#). To view the results of the alternative, online engagement opportunity see [here](#).

Partnerships:

- Explore partnerships with Timberland Library, North Thurston School District, other local entities.
- Increase communication with JBLM, new families to area.
- Increase communication with new residents.

Accessibility:

- Be sure to consider individuals with disabilities.
- Be sure to consider individuals with limited or no access to internet.
- Enhance broadband access across the County.
- Make City materials accessible, e.g., ASL interpreters, closed captioning, consider design that makes materials accessible for individuals with color blindness.
- Consider language and cultural barriers.
- Mask are barriers currently to hearing individuals in the Sessions.
- Communities members with language, cultural, or other barriers to information may feel limited in who they contact at the City.

Outreach:

- Expand the City newsletters and have an established contact at the City available to provide more information.
- Flyers in grocery store, park signage.
- Go to where the people are / go into the community for engagement.
- Use banners / Electronic reader boards.
- Make online materials, like the survey, 100% accessible.
- Use newspaper ads.
- Leverage community partnerships.
- Consider hosting additional forums and/or focus groups.
- Engage in more community engagement and dialogue.
- Engage more high school youth / youth voices.
- Outreach and engagement with Homeless Youth.
- Create an outreach list with local organizations / entities.

- Use Community liaisons to reach out to communities.
- Get creative in approaches.
- Find locations that may be less intimidating than City Hall to meeting with the community.
- Create an environment of trust when community members feel they can bring up items and/or issues they may be encountering.
- Center on the voices that are impacted and historically marginalized.
- Concerns on cost of living increases impacting the ability for all community members to participate in decisions.

Inclusivity:

- Expressed that visuals in the community matter, e.g., military statue.
- Indigenous land recognition.
- Create a list of who attends/is a part of celebrations; do an audit of who is left off those lists.
- Consider celebrations like Juneteenth, Lacey Pride, Local Tribe events, etc.
- Consider hosting additional forums and/or focus groups.
- Explore expanding the existing community center for large events and programming.
- Explore increasing representation on boards and commissions in the community, this includes the city as well as other governmental entities in the community.
- Concerns regarding businesses in the City.
- Judge people by content of character; expressed the commission was the wrong direction.
- Consider issues of housing and financial issues.
- Have empathy for others.
- Craft a mission statement.
- Increase diversity in the City organization, as well as outside of the City, e.g., Police.
- Look at hiring practices with focus on if credentials and degree requirements are absolutely necessary to the job.
- Enhance community building capacities.
- Create employee-driven BIPOC support group at the City.

Evaluation / Benchmarks:

- Evaluate who we are reaching out to and if it is effective and identify gaps.
- Clearly identify what the City can actually control.
- Evaluate way to close identified gaps.

Following the two Community Engagement Sessions, the COE discussed what they heard from the events and considered ways to enhance and augment community participation and engagement with the COE moving forward. Items discussed included:

- Holding more focus groups.
- Holding meetings in the community where people are.
- Having a presence at events in the community.
- Increasing communication efforts.
- Being creative and flexible about future community engagement.

2022 Workplan:

Building off 2021, the following items are anticipated to part of the COE's work in 2022. Notably, the COE is working on creating a Diversity, Equity, and Inclusion Strategic Plan that will help guide future COE work. The DEI Strategic Plan is anticipated to be completed in September 2022. With continued work on and/or completion of the DEI Strategic Plan, as well as continued community engagement, the COE may have the opportunity to augment the COE Workplan in 2022 later in the year.

2022 Work Plan items:

- Hold a joint meeting(s) with Lacey City Council to discuss workplan, COE projects, strategic plan, etc.
- Continue work on the Strategic Plan, including extensive public outreach and engagement.
- Review the draft City of Lacey Communications Plan, and other policy documents, as they come up.
- Work collaboratively with community partners, e.g., North Thurston Public School, other education entities, Timberland Library, Lacey Museum, etc.
- Review City Recognitions
- Website Review
- Continue work on Indigenous land recognition possibilities and future collaborations with local tribes.
- Start hosting focus group meetings with a diversity of community stakeholder groups.
- Begin work on an Equity Tool.
- Begin work on an Equity Map.
- Host Community Engagement Sessions.
- Continue presentations from City Departments: Police, Community and Economic Development, Parks, Recreation, and Culture, Public Works, Finance, Public Affairs
- Work on potential Juneteenth Event collaboration / consider other event collaborations.
- Join and/or partner with other community events, e.g., Lacey's Cultural Celebration.

Table B provides a tentative timeline of the 2022 Work Plan items.

TABLE B						
2022 Workplan – Tentative Timeline						
Item	January	February	March	April	May	June
DEI Strategic Plan	Workshop 4 - Creating a Vision Statement	Workshop 5 - Values Based Decision Making in Practice	Workshop 7 - Creating and Prioritizing action	Workshop 8 - What's in our DEI Strategic Plan?	Workshop 9 - Monitoring and accountability of DEI Strategic Planning	Public Engagement & Outreach
DEI Strategic Plan - Research						
Review Communications Plan						
City Recognitions Review & Recommendations Heritage Month Recognitions						
Work collaboratively with community partners, e.g., North Thurston Public School, other education entities, Timberland Library, Lacey Museum, etc.						
City Department Presentations		LPD		TBD		TBD
Website Review						
Equity Tools						
Equity Map						
Joint Meeting with the City Council		2/24/2022				
Focus Groups						
Continue work with Indigenous tribes on recognition & collaborations						
Community Engagement Sessions						
Meeting with Lacey Community Relations Committee (3 Commissioners)						
Juneteenth Celebration Collaboration						6/18/2022
Workplan - 2023						
Lacey's Cultural Celebration						

TABLE B (continued)						
2022 Workplan – Tentative Timeline						
Item	July	August	September	October	November	December
DEI Strategic Plan	Public Engagement & Outreach, Review	Workshop 10 - Time for Reflection	Recommendation to City Council			
DEI Strategic Plan - Research						
Review Communications Plan						
City Recognitions Review & Recommendations Heritage Month Recognitions						
Work collaboratively with community partners, e.g., North Thurston Public School, other education entities, Timberland Library, Lacey Museum, etc.						
City Department Presentations			TBD		TBD	
Website Review						
Equity Tools						
Equity Map						
Joint Meeting with the City Council						
Focus Groups						
Continue work with Indigenous tribes on recognition & collaborations						
Community Engagement Sessions						
Meeting with Lacey Community Relations Committee (3 Commissioners)						
Juneteenth Celebration Collaboration						
Workplan - 2023						
Lacey's Cultural Celebration						

Assistant City Manager Shannon Kelly-Fong and Commissioner Cliff Brown met with members of the Fred U. Harris #70 Lodge on December 1, 2021. The purpose of the meeting was to determine if the Lodge members are open to the COE joining their efforts to execute the community wide Juneteenth Celebration.

The meeting began with introductions of all attending the meeting. Shannon and I introduced ourselves and shared our role with the City of Lacey. The president of the lodge introduced the lodge members present.

Commissioner Brown shared the COE and the City of Lacey's desire to partner with the Lodge to enhance the event and market it throughout the community. Commissioner Brown asked if they open to us joining them in the planning and execution of the event? Commissioner Brown asked if they would share the history of the event and an overview of the agenda for the day of the event?

The lodge president shared that the event has taken place at several parks throughout Thurston County over the years. It outgrew most of the parks which caused them to seek out larger parks. In recent years they have settled on the RAC due to its size. They normally serve more than 400 meals during the event each year. COVID-19 caused them to move the Lodge and only included drive through food service for more than 250 people.

The agenda for the event includes:

Setup and Grilling	5:00am-Noon
Prayer	Noon
History	Noon
Serving Meals	Noon-4:00pm or until food runs out

Activities during the event include basketball, horseshoes, tennis, etc.

Commissioner Brown asked if the event included displays and tents representing a variety of community organizations? The Lodge members said no, but, that it is a great idea that they are happy to discuss during their planning meetings. They will discuss adding welcoming speakers to the event as well. Potential speakers include Mayor Ryder, Rep. Marilyn Strickland, and other Thurston County Mayors.

The Lodge asked if we could help in the following areas:

Marketing/Promotion
College Street Banner
Sponsorship
Etc.

The meeting concluded with an agreement that Commissioner Brown would join the event planning committee. A second commissioner is welcome to join the committee.

Planning meetings will start in January 2022.