



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, September 22, 2025

6:00 PM

Expo Center - Thurston County
Fairgrounds

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

5. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

6. Inspirational Item

A. Thelma Jackson, Vice Chair

7. Business Items

A. Welcome

Kim Sauer, Chair

Shannon Kelley-Fong, Assistant City Manager

B. Connection Activity: Get to Know Your Neighbor

Michelle Chavez, Human Services Coordinator

C. Asset Limited, Income Constrained, Employed Household Report for Thurston County

Chris Wells, Thurston County United Way Executive Director

D. **Overviews, Updates, and Opportunities**
Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports

9. Director Report

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - October 27, 2025 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - November 24, 2025 - 5:30 p.m. at City Hall or remote

Attendance and Public Comment

Attend In-Person

The meeting can be attended in-person only.

In-Person: Expo Center of the Thurston County Fairgrounds
3054 Carpenter Road SE, Lacey, WA 98503

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to City business or specific agenda items.

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 only.

In-Person: Use the sign-up sheet located in the meeting room.

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.

Name:

Personal / Core Values	Important Pieces
My Superpower	Great Advice

City of Olympia Social Justice & Equity Commission Update

Regional Equity Advisory Board Meeting | September 22, 2025



Agenda

- Community Oversight of Law Enforcement Project Update
- 2025-2026 Work Plan Update
- Looking Ahead...



Community Oversight of Law Enforcement

Background

December 2022 – Referred to Social Justice and Equity Commission

May 2023 – Engagement began

July 2024 – Recommendations approved by Council

December 2024 - Municipal Code updated to expand role and of Civilian Police Auditor

March 2025 – Municipal code updated to establish Community Policing Board

May 2025 – OIR Group hired by Council as new Civilian Police Auditor; Community Policing Board recruitment

September 2025 – Council consider appointment recommendations for the Community Policing Board





2025-2026 Workplan Update

- 2045 Comprehensive Plan Update
- Reparations for the Descendants of Enslaved African People
- Experiences of Discrimination
- Council Referrals

Looking Ahead...

- Experiences of Discrimination
Recommendations
 - Roll of SJEC in supporting that work

Experiences of Discrimination in Olympia, Washington

2023 Quantitative and Qualitative Research Results



Questions?

