



COMMISSION ON EQUITY AGENDA

NOVEMBER 22, 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/86436327583>)

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 877 853 5247**
press # (participant ID not required)

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

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from October 18, 2021](#)
- [Meeting Minutes from October 25, 2021](#)
- [Meeting Minutes from November 15, 2021](#)

2. Public Comment

By Zoom - Please raise your hand to provide public comment.

By Phone – Please press *9

3. Inspirational Item

Commissioner Hart

4. Business Items:

A. [November Community Engagement Sessions Review](#)

Shannon Kelley-Fong, Assistant City Manager

B. [Indigenous Acknowledgements & Future Collaboration](#)

Kelly Adams, Management Analyst

D. [2022 Workplan & Budget Discussion](#)

Shannon Kelley-Fong, Assistant City Manager

5. Commissioner Reports

6. Director Report

7. ADJOURN

Upcoming Meetings:

- **Commission on Equity Regular meeting** – Monday, December 27, 2021 - 5:30 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, OCTOBER 18, 2021
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Kristine Stolberg
Jon Hegwood, Kim Sauer, Annie Clay, Youth Representative Alanis Blackburn

EQUITY COMMISSIONERS ABSENT: Makieda Hart

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)

CALL TO ORDER:

Chair Jackson called the meeting to order at 5:33 p.m.

WORKSESSION ITEMS:

1. **Strategic Diversity, Equity, and Inclusion Plan – Workshop #6 – How We Listen**
Ronald “Tevin” Medley, of the Athena Group, led Workshop #6 of the Strategic Diversity, Equity and Inclusion Plan. This workshop included: a check-in to start the meeting; time for the Commissioners to share experiences of when they felt they were not being heard; and an overview of best practices for community engagement. Discussion ensued and transitioned into item 2 on the agenda.
2. **November Community Engagement Sessions Discussion**
ACM Kelley led a discussion on planning the two upcoming Commission on Equity Community Engagement Sessions, scheduled for November 15 and November 20. Discussion ensued that covered meeting type; possible location; and ways to advertise and market the events. Commissioners directed staff to create a draft flyer to help market the event that was: accessible and concise; included information on where, when, and what format the sessions would be in; included what questions would be covered at the event; included an alternative attendance mechanism; provided context for the creation of the Commission on Equity; provided an overview of the Commission’s advisory role; and outlined that these sessions served as a starting point to future dialogue.

5. ADJOURN

Chair Jackson adjourned the meeting at 7:16 p.m.

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

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Jon Hegwood, Makeda Hart, Kim Sauer, Annie Clay, Kristine Stolberg, Youth Representative Alanis Blackburn

EQUITY COMMISSIONERS ABSENT: None

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)

CALL TO ORDER:

Chair Jackson called the meeting to order at 5:32 p.m.

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from August 23, 2021
- Meeting Minutes from September 27, 2021

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

2. PUBLIC COMMENT: None

3. Inspirational Item: Commissioner Blackburn provided an interactive Inspirational Item featuring an original excerpt composed by Commissioner Blackburn.

BUSINESS ITEMS:

4. (A) JUNETEETH PRESENTATION.

Mayor Andy Ryder introduced Charlene Anderson who requested that the Commission on Equity help plan a new or augment an existing Juneteenth celebration events in Lacey. Discussion ensued. Commissioners directed staff to step up a meeting with existing Masonic Lodge representatives, Charlene Anderson, and City staff to continue to explore potential collaborations.

4 (B) Lacey Cares Initiative Overview

ACM Kelley-Fong and Jason Robertson, of J Robertson and Company (JRO), provided an overview of the Lacey Cares initiative. Robertson provided details on: 1) the visioning process; 2) feedback from the initial survey on what people value most about Lacey, top priorities for

the future, and specific suggestions related to Diversity, Equity and Inclusion; and 3) a snapshot of the Parks, Culture and Recreation survey on arts and cultural features or experiences. Discussion ensued.

4. (C) November Community Engagement Sessions Update

ACM Kelley-Fong provided an overview of on-going planning efforts for the November Community Engagement Sessions, which included conversation on meeting type, location, advertisement/marketing, draft event flyer review, review of the alternative way to provide input, and recommendations on translation services. Discussion ensued.

5. 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.

6. DIRECTOR REPORT

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

7. ADJOURN

Chair Jackson adjourned the meeting at 7:20 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, NOVEMBER 15, 2021
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Kristine Stolberg
Jon Hegwood, Kim Sauer, Makieda Hart, Annie Clay, Youth Representative Alanis Blackburn

EQUITY COMMISSIONERS ABSENT: None

COUNCIL PRESENT: None

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

CALL TO ORDER:

Chair Jackson called the meeting to order at 5:30 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?

Community stakeholders provided input and feedback to the above questions. Commissioners also provided input and feedback 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 7:24 p.m.



LACEY COMMISSION ON EQUITY November 22, 2021

SUBJECT: Community Engagement Session Discussion

RECOMMENDATION: **No action is proposed.** The purpose of the staff report is to provide a general overview of Community Engagement Session input as of November 19, 2021. Community Engagement Session input gathered at the November 20, 2021 will be included as an addendum to this staff report on Monday, November 22, 2021.

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

ATTACHMENTS: [Community Engagement Session input as of November 19, 2021 at 11:00 a.m.](#)

PRIOR REVIEW: None.

BACKGROUND: The Commission on Equity (COE) held two community engagement sessions on November 15 and November 20, 2021. **Attachment 1** is intended to provide a general overview of the input collected during the November 15 Community Engagement Session and the online alternative community engagement session. This staff report was composed prior to the Community Engagement Session on November 20. Staff will prepare an addendum to this report that reflects input from this session on Monday, November 22, 2021.

Attachment 1

Community Engagement Session input as of November 19, 2021 (11:00 a.m.)

Community Engagement Session - November 15

The items listed below were brought up during the Community Engagement Session. The statements are ordered broadly by category, not in the order in which they were expressed. In addition, the items are not provided verbatim, rather they attempt to broadly capture the content of the statements. To hear what was expressed by each participant, please view the Session's recording [here](#). Finally, the items listed below are not intended to be an exhaustive account of all statements.

Partnerships:

- Explore partnerships with Timberland Library, North Thurston School District, other local entities.

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.

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.

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 a Juneteenth celebration.
- 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.

Online Alternative Community Engagement:

The following input is presented as it was submitted. The City is working on translating the input provided in Korean.

Participant	Q1: How can we create a more welcoming community?
1	Sponsor opportunities for people of different cultural backgrounds to sit together and talk about what us like to live in the USA
2	Law enforcement retraining and reconstruction to remove unfair treatment of minorities and colored people, which will eventually allow for them to feel like law enforcement is something available for them too, not just something to be afraid of and to avoid.
3	Invest in events that celebrate equity, diversity and inclusion. I know there are events that have been limited because of COVID the last couple years. The Diversity Celebration at St. Martins University is great when it is allowable. The same with Dragon Boat Festival. I would promote events around Cinco de Mayo, Día de Muertos (Day of Dead), Lunar New Year, Dragon Boat Festival, Gay Pride, Black History Month, etc. Promote food trucks with ethnic twist. Just check out downtown Portland. Highlight Ethnic businesses in Lacey. Have signage that states Lacey celebrates diversity, equity, inclusion and standing up against hate crimes.
4	It is important to have a consistently available presence within our city structure that would engage our community members to be involved. Such effort could include having a multicultural service position within the city, and a center where everyone can engage with each other by creating continuous opportunities to learn from each other, as well as enhance the understanding by having engaging activities. One day a year to have an ethnic celebration is not sufficient to help people to engage with each other. We, the community, can help make this happens, if given the opportunity.

5	Keeping the goal of creating a more welcoming community as a stable item on your agenda so that welcoming community becomes established in practice.
6	When life was more simple, there were events that were advertised which many could attend. Since COVID, isolation has increased and communities divided between government, law enforcement schools and communities (families). Families need outlets to bring their kids into safe environments. Each month maybe sponsor one event that highlights things in the community for families and couples. Much of what is in Washington is through organized activities which are paid for, memberships to agencies fulfilling a service and free outdoor recreational activities in parks and services provided (nature).
7	More multicultural activities, less emphasis on Christmas and more on Hannukah and Yule in the storefronts. More publicity on Muslim holidays, too. International food festivals, more native American awareness.
8	Creat do it together society
9	Understand what other ethenic pepele need to be imdotable.
10	지역사회에 자원봉사로 참여하는 일은 지역사회를 따뜻하게 만들 수 있다. 또한 이웃에게 따뜻한 말 한마디 하는 것도 사회를 따뜻하게 만든다. 그리고 젊은이에게 칭찬을 하는 것도 사회를 따뜻하게 하는 방법이다.
11	모든 지역 주민이 참여 할 수 있는 대화의 방 이란 소통의 창을 만들어 보면 하는 생각입니다 .
12	A new ADA-accessible website that includes the ability to translate to other languages. Your website is difficult to use and does not pass any of the basic rules of accessibility. If I were blind or spoke another language, I would not be able to learn any information about what you offer as a city.
13	Stop hyper-focusing on equity! Focus on the entire community, not just special interest groups.
14	I am very happy to see this email. The government in this area and other cities realize the important of the diversity. Please check out "The Color of Fear" by Lee Minh Wah. He just passed away, You still can check out the video tape, and the training. I do not know that his group still have this training. They trained many schools, universities, government offices, organizations in California. I was lucky to attend this Diversity conference in 1995 and went to his workshop. It becomes my passion.
15	the community just being kind and nice to each other. we don't need a special committee for this to be paid by taxpayers. Waste of time as we have other more pressing issues to worry about. More people are kind and nice to each then not. And if they are not nice then tell them that.
16	Quit excluding people because they are not "ethnic". Welcome everyone without having to anything about them.
17	Why is it not welcoming now? What evidence do you have that it's not welcoming? Are you assuming the community of Lacey is extremely prejudice and dissuades one group or people from being welcomed?

Participant	Q2: What concerns do you have about racism and inequity in the community?
1	Unconscious bias that is not addressed in Caucasians
2	Micro-aggression prevalent in public setting.
3	Racism can be very subtle or very blatant. Growing anti-Asian hate was fueled by subtle racist "dog whistle" comments around COVID - wuhan flu, kung flu, etc. - instead of focusing on the disease and its prevention and elimination. Anti Asian violence nationally and statewide not all committed by racist white people but other people of color. Black profiling was fueled way before the George Floyd incident. Latinix and Muslim resentment was fueled by the past administration's language about people crossing the border and those seeking asylum are terrorists, gang members, violent people, that harm Americans. People who are angry about their situation cannot push the blame on others who look different, are Asian/Black/Latinix/Muslim etc., different religions, etc.
4	If people do not engage with each other, misunderstanding and uninformed individuals will for sure appear among us. That would deepen the problems of racism and inequity within the community and among all groups. Therefore the center I mentioned above could help address some of these problems. We do still have people who do not know about many of the different groups that are in our community! Being proactive is the key to address issues of racism and inequity in our community.
5	Blatant racism and inequity is often hidden in policies and practices. Weeding those out takes constant vigilance and listening when confronted with their manifestation.
6	Social media, news, radio broadcasts are filled with opinions I have always felt should not be broadcasted in a public forum. I have worked for the government at the federal and state level and within the college organizations and see people sending emails with unnecessary adjectives. Why are inclusion organizations excluding those who are not considered minorities. The platforms these individuals use to pass their messages to a larger audience skew the perspectives of those around them creating sheep that follow a voice which may not lead to positive results. We equate race and inequality to what we get out of society and resources. Think about this... in the 1990s one of closest friends who was Caucasian was medically retired from the military after honorable service. He tried to get a job his physical limitations made more challenging. He found a part time job and made some money but not enough to support his family of 4. He went to apply for the resources provided by the city and county in order to make up the difference. Why did they tell him because of his ethnicity and current income, he could not receive benefits until he quit his job. How is our system just and fair when the playing field has been manipulated by what smaller populations are faced with through their life. Racism is taught, inequality is taught. These are learned behaviors. When we are born we do not know our skin color, where we will live, who are parents are. We do not get to choose those things when we take our first breath. So what concerns me is the emotions of our communities are so damaged and influenced no one can get a true picture of what we should be fighting for and supporting towards a better quality of life for all.
7	Hate is taught at home. We need more programs in the schools to teach children how to form their own opinions and not judge harshly the things they don't understand about others. Teach them to be curious rather than judgmental. Teach them how Diversity is good and makes us stronger and better.
8	
9	Many ethenic people think the that the US law is for the white people only. So we need to specifies what group we are talking about

10	직장에서 주로 같은 동료들이나, 상사들이 인종 차별을 하는 경우가 있고, 특히 보수 지급에 있어서 차별을 받을 수 있다. 약자의 상황과 처지를 이용하하여 인권을 억압하는 것은 인종차별주의이다.
11	인종차별 과 불평등에 대해 우려할 만한 사항은 없습니다 .
12	There is a divisive nature to our community right now with signalling about positions on policing, racism, and lots of coded messages through displays about political candidates and flags, etc. that makes members of a minority group feel less safe. Our community leaders need to be more outspoken about their inclusion in order to emphasize that the opinions of its population is not the position of the city as a whole. Silence is support.
13	When a few people shouting can bully the city into meeting their demands, that's concerning. Lacey is a great place. We already bend over backwards to meet the needs of special interest groups.
14	Racism is like an underwater iceberg. You might not see it very much but it is there. As a Vietnamese live in this community over 30 years I experienced last year twice: I saw 5 people with long gun surrounding a color couple in Shelton last summer. A few month later a young while big man point a short gun toward me while I drove on the 4th Ave bridge.
15	NONE. I'm brown and I don't worry about it. I work hard and live in America. No one has every told me I can't be who I want to be. Don't get brainwashed by this nonsense. I tell my kids not to worry about it either and they don't, never had issues. It's media enforcing nonsense that doesn't exist. So, no worries about racism and "inequality". a bunch of buzz words to me.
16	The more you "educate", the more you are dividing. I never really thought about a person's skin color, race, or sexual preference. I liked them because they were good people. Now everytime I meet someone, I am uncomfortable and afraid I will insult them by not knowing their exact preference on how they want to be greeted.
17	Absolutely none. When there are so many other actual problems worth solving within the city of Lacey, this commission is a waste of taxpayers' money and should be dissolved. Furthermore, the opening sentence ("The 2020 murder of George Floyd clearly showed that racism and inequities continue to exist in the United States.") of the background of the charter is unsubstantiated and is based on no factual evidence from the trial or verdict; i.e., no hate crime or racial bias was attributed to the death of Mr Floyd. What is your proof or evidence that racism and inequities are widespread and institutionalized as is inferred? The premise for this and similar "commissions" is based on false and non-existing, made up "truths". Simply saying it over and over without evidence never makes it true. Commissions such as these will end up doing more harm than good by perpetuating false narratives and reinforcing the use of race to judge as opposed to an individual's character and intent; i.e., this will lead to more color conscious vs color blind society by punishing the present for the sins of the past.

Participant	Q3: How could we increase participation from underrepresented community members?
1	I am less concerned about that and encourage Caucasians to discuss their feelings about diversity
2	More images correctly reflecting the status of the community. Show educated, proud and healthy member of the community instead of someone who are at the mercy of white community grace.
3	Ask. Most folks are ready to volunteer if they feel they are needed. Empower - delegate communities of color to coordinate, host, administer events or programs. Getting to know different communities takes time. It takes time to build relationships and trust.
4	Create a space to allow and encourage people to use to engage with each other. This could be a public private collaborated effort. I will be happy to have our group to work with the city about how to do that.
5	Recruiting underrepresented populations to be at the decision table.
6	Communities who are underrepresented must take action to come forward and want to participate in forums. You cannot force a person, community to participate. When you provide an open forum to the public or specific audiences, you would need influential speakers who can lure them out. With that said, those influential speakers who give that population the motivation to seek change and to be heard should be given the right to voice their concerns but also to come to the table with possible viable solutions that support both sides of the argument. It can't always be about me, me, me and it cannot always be about them, them, them. There is middle ground which has to be found and accountability must be top priority towards all reachable goals.
7	Public service announcements in their language, recruitment articles in their newspapers, flyers at community events, a reader board at College and 6th. Do you have any idea how many Wiccans live in this area? And how stereotyped they are?
8	Build a community wide welcoming agenda
9	We need to encourage the minorities to participate government meetings
10	소수자들의 인정하고 그들의 욕구충족과 사회공헌으로 유인하고, 당사자들이 즐겁게 참여할 수 있는 활동방안을 모색해야 한다. 예를 들면, 직업활동, 종교활동, 정치적, 경제적, 사회적 참여활동, 여과활동 등이다.
11	앞에서 언급 했듯이 대화의 창 이나 소통 할 만한 사이트를 개설 해서 소수자들이 언제 라도 의견을 작성할 수 있었으면 합니다 .
12	From my own corner, more open participation in Pride events (LGBTQIA+), and maybe not having Chick-Fil-A as a major sponsor of a family-oriented public event. :)
13	Stop assuming that "under"-represented community members aren't participating! Stereotyping an entire group of people based on their race or status as "underrepresented" is hurtful and harmful.
14	Bring more people of color in to the organizing committee team.
15	Every person has the internet or access to the library if they don't. if they are interested then they will come to you to participate. Or meet them where they congregate if you want to have them participate. Not everyone wants to participate so don't shove it down to grown adults who don't want it.
16	Stop trying to force people to do things. If they want to join, they will. If they do not, they won't.

17	“Underrepresented” in what way? In establishing quotas for housing units? Making portions of housing areas only for certain races? Giving stipends to encourage certain groups to move to live or work in Lacey. What is are “underrepresented” members? How many of each do you think are needed? This sounds a bit like social engineering.
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Participant	Q4: What barriers have you seen or experienced in participating in decisions that impact the community?
1	I am not sure enough of us in Lacey know we have a problem with diversity
2	Not enough network. Information available to while community seems to be different from minority communities. Maybe not intentional, but knowing so and so, being a friend of so and so seems to bring advantages that people without much network don't have access to.
3	I've been in state government a long time. One barrier, a big one, is lack of diversity in administrative positions in local and state government. When there is lack of diversity, there is lack of decision making with a culturally competent lens to it. It's that simple. When City Managers, Planners, Council members, Planning Commissions, lack the diversity, it just reflects the current political flavor of the moment and DEI (diversity equity and inclusion) is not on the radar. I'll give credit to Lacey for having a Equity Committee. Need to open up opportunities for underrepresented people to provide input.
4	Some members of our community, including members of our Asian Pacific Islanders group, have language and other social barriers which prevented them from being participatory. We can work together to design and create different activities to encourage their participation.
5	I have not experienced any barriers
6	Life is not perfect. Communities are filled with people who are products of their environment. People for the most part do not choose where they will grow up, where they go to school, etc. It is all pre-decided by where our parents lived, etc. Families are built by the beliefs, morals, traditions passed on to generations. So how do you get communities to change? You need many of each generation willing to come to the table with an open mind instead of close minded individuals set in their ways. It takes a significant life event or movement to change one's view of the world. It is unfortunate but true. People are now looking out for themselves to meet their daily needs with inflation. When you don't have the means to support your basic needs, you don't have time to be involved in change when change comes with time and many may be struggling from more immediate requirements.
7	White privilege, financial privilege,...why is it white men are always making the decisions?
8	I don't see anything
9	Lack of participation because of the language barrier
10	투표를 할때, 인물에 대해서 아는 바가 전혀 없어서 누구를 찍어야 할지 모릅니다. 투표하기 전에 소수자의 참여를 위해 충분한 홍보가 필요합니다.
11	의사를 방영 해 본적도 없고 어떻게 하는 지 모르는 상태 이므로 장애물이 있는 지도 모르는 상태 입니다 .
12	I have seen the police department erode their relationship with a public school based upon today's charged climate, and that is unfortunate.

13	The city council makes decisions based on threat-culture rather than what's good for the community.
14	The color of my skin.
15	Not sure what you are wanting from this question. I live in America, the only barriers are media that tells minorities they can't be who they want to be. So, if you want change then tell people not to listen to toxicity and remind people that they live in America. Make common sense common again.
16	Politicians have their agendas and no one is going to change that.
17	None

Participant	Q6: Would you be interested in having more dialogue with the Commission on Equity?
1	Yes
2	No
3	Yes
4	Yes
5	Yes
6	Yes
7	Yes
8	No
9	No
10	No
11	No
12	No
13	
14	Yes
15	No
16	No
17	



COMMISSION ON EQUITY

November 22, 2021

SUBJECT: Indigenous Acknowledgements & Future Collaboration

RECOMMENDATIONS:

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.

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*
Kelly Adams, Management Analyst *KA*

ATTACHMENTS:

1. [Accord Between the City of Lacey and the Nisqually Tribe](#)
2. [Lacey City Council Proclamation proclaiming November 2021 as Native American Heritage Month, dated November 18, 2021](#)

ORIGINATED BY: City Manager's Office

BACKGROUND: The City of Lacey ("City") and its Urban Growth Area (UGA) exist on the traditional territories of the Coast Salish people, specifically the Nisqually people of Medicine Creek treaty (Nisqually Tribe) and Squaxin Island peoples. Lacey and the South Puget Sound region are encompassed by the Treaty of Medicine Creek, which was signed under duress by Tribal representatives in 1854. The City works with the Nisqually and Squaxin Island tribes in government-to-government partnerships.

Mutual Accord:

On March 4, 2014, the Lacey City Council and the Nisqually Tribal Council participated in a ceremonial event to sign an historic agreement, *The Nisqually Indian Tribe and City of Lacey Accord* (**Attachment 1**). The Accord acknowledges the partnership and mutual interests shared between the City and the Nisqually Tribe. The Accord provides a framework for future meetings and collaboration. As a symbol of the partnership, the Tribe presented the Lacey City Council with a carved totem pole, which is now displayed in the lobby of Lacey City Hall. A rededication ceremony occurred on July 9, 2015.



Figure 1. The Lacey City Council and Nisqually Tribal Chair Cynthia Iyall (July, 2014)

Several departments at the City conduct regular government-to-government business with representatives from the Nisqually Tribe. This includes work with the Community and Economic Development Department, the Public Works Department, Lacey Police, and the Lacey Museum. Contacts with the Squaxin Island Tribe have focused on issues related to regional water rights.

At the September 27, 2021 meeting, the Commission on Equity expressed interest in advancing meaningful ways to acknowledge the significance of local Indigenous People.

Based on the language of the Accord, staff recommends establishing an annual joint meeting of the Lacey City Council and the Nisqually Tribal Council. Staff recommends connecting with the Squaxin Island Tribal Council to determine if they would be interested in participating in a similar joint meeting.

Proclamation:

In 2021, the City worked with Nisqually representatives to create a Lacey City Council proclamation recognizing November as Native American Heritage Month (**Attachment 2**). This is likely the first Lacey City Council proclamation for this purpose. The City worked with Nisqually Tribe representatives on the language of the proclamation. Hweqwidi Hanford McCloud of the Nisqually Tribal Council was present at the meeting to accept the proclamation. The reading and acceptance of the proclamation starts at minute 18:15 of the City Council meeting accessed [here](#).

Land Acknowledgements:

Tribal Land Acknowledgments serve as one element of a broader effort to support Indigenous communities. These acknowledgements are statements recognizing the history and presence of Indigenous peoples and their enduring relationship to traditional homelands. Statements often call attention to treaty rights and historical injustices, while also honoring the modern culture and contributions of Indigenous people.

These statements allow for reflection, education, and understanding. Land Acknowledgements can also cause concern when Indigenous Peoples are not included as stakeholders in the development process. There is no template or formula for the creation of a Land Acknowledgment. Each statement is a unique reflection of the relationship between the organization and the Indigenous community.

Without consent from local tribes, the statement can become a barrier to improved relations and community trust. Staff recommends meeting with Nisqually and Squaxin representatives to determine if a desire for a Land Acknowledgment exists.

RECOMMENDATIONS:

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 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 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 representatives and the Lacey City Council, pursuant to the Nisqually Indian Tribe and City of Lacey Accord.
-

ADVANTAGES:

1. The inclusion of tribal representatives supports the Commission on Equity's purpose to identify and advance opportunities to create a more welcoming community, continue critical conversations on race and equity, seek greater participation from underrepresented community members, and identify existing gaps and barriers which could prevent full participation in government and public policy.

DISADVANTAGES:

1. None foreseen.

Nisqually Indian Tribe and City of Lacey Accord

This accord dated March 4, 2014 is reached between the Nisqually Indian Tribe and the City of Lacey to acknowledge the historical ties between the two communities and to build upon a framework of partnership, mutual understanding, and future collaboration.

WHEREAS, the Nisqually Indian Tribe and the City of Lacey have successfully partnered on issues of significance in the past, and;

WHEREAS, the Nisqually Indian Tribe and the City of Lacey recognize shared interests related to environmental and resource stewardship, education, economic sustainability, community service, cultural and historical preservation, and;

WHEREAS, the Nisqually Indian Tribe and the City of Lacey wish to strengthen and enhance the existing relationship to the greater benefit of the Tribal members and residents of Lacey.

NOW, THEREFORE, the parties reached the following accord:

1. The parties' respective Councils will meet on an annual basis, or more frequently if desired.
2. At such meetings, the parties will identify common goals and mutual interests benefiting both Tribal members and residents of Lacey.
3. The parties will identify actions that are necessary to address or resolve issues of mutual importance.
4. The parties will explore opportunities or engage in activities which will strengthen the ties between the Nisqually Indian Tribe and the City of Lacey for their mutual benefit.

NISQUALLY TRIBAL COUNCIL


Cynthia Iyall, Chair

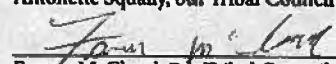

William Frank III, Vice-Chair


Jean Sanders, Secretary

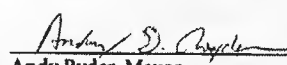

Stephanie Scott, Treasurer


James Slape Jr., 5th Tribal Council Member

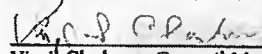

Antonette Squally, 6th Tribal Council Member

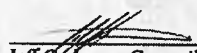

Farron McCloud, 7th Tribal Council Member

LACEY CITY COUNCIL

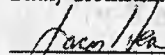

Andy Ryder, Mayor

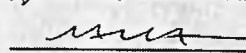

Cynthia Pratt, Deputy Mayor


Virgil Clarkson, Council Member


Jeff Gadman, Council Member


Lenny Greenstein, Council Member


Jason Hearn, Council Member


Michael Steadman, Council Member

CITY OF LACEY

Official Proclamation

WHEREAS, since time immemorial, Native Americans, Alaska Natives, Native Hawaiians, and Indigenous peoples have built vibrant and diverse cultures — safeguarding land, language, spirit, knowledge, and tradition across generations; and

WHEREAS, Indigenous people have played a vital role in every stage of our nation's history and their contributions have enhanced the social, political, environmental, and economic well-being of the United States of America and local communities, like Lacey; and

WHEREAS, Nisqually people of Medicine Creek Treaty were the first inhabitants of what is now the City of Lacey, having lived in the greater watershed since time immemorial; and

WHEREAS, the City would like to recognize that we are on the lands of Nisqually people of Medicine Creek Treaty, and acknowledge the history of dispossession that allowed for the growth of our community; and

WHEREAS, the City offers respect to Nisqually people of Medicine Creek Treaty and their Elders, past, present, and emerging; and

WHEREAS, our community reaffirms its commitment to respect and preserve the traditions and culture and to honor the unique heritage of our first inhabitants;

NOW, THEREFORE, I, Andy Ryder, Mayor of the City of Lacey, on behalf of the City Council, do hereby proclaim the month of November 2021, as

Native American Heritage Month

in the City of Lacey, and I encourage all community members to commemorate this month with appropriate programs and activities.

Mayor Andy Ryder
November 18, 2021





LACEY COMMISSION ON EQUITY
November 22, 2021

SUBJECT: Draft 2022 Work Plan and Budget

RECOMMENDATION: **No action is proposed.** The purpose of the staff report is to consider items that Commissioners may want to include in the 2022 Workplan and hold a discussion on the proposed COE budget for 2022.

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

ATTACHMENTS: None.

PRIOR REVIEW: None.

BACKGROUND: Every year, the Commission on Equity (COE) is tasked with creating a workplan for the upcoming year. As discussed at previous meetings, Lacey community boards, commissions, ad hoc committees and any other similar body authorized by the City Council to conduct research, make recommendations or perform other work in furtherance of the goals and objectives of the City, typically create annual workplans specific to that body.

The purpose of the discussion today is to consider items that Commissioners may want to include in the 2022 COE workplan. Staff will take the feedback from this conversation and create a draft 2022 Workplan for review by the COE at the December meeting.

During the previous review of the 2021 Workplan, Commissioners expressed interest in: 1) establishing opportunities to engage with the greater community to help inform COE work plan items; 2) working on building a strategic framework while also working on specific items; and 3) ensuring critical conversations on race and equity remain a focal point of future COE work.

Incorporating these points of interest and previous Council direction, the following items are proposed to be included in the 2022 Workplan:

- Joint meeting(s) with Lacey City Council to discuss workplan, COE projects, strategic plan, etc.
- Continue work on the Strategic Plan, including public outreach
- Continue work on Indigenous land recognition possibilities and future collaborations with local tribes
- Begin hosting focus group meetings (4-6 per year)

- Begin work on an Equity Tool and map
- Continue presentations from City Departments: Police, Community and Economic Development, Parks, Recreation, and Culture, Public Works, Finance, Public Affairs
- Review the draft City of Lacey Communications Plan
- Work on potential Juneteenth Event collaboration / consider other event collaborations
- Host Community Engagement Sessions (2 per year)

Potential 2022 Budget:

The Lacey City Council will consider the adoption of the 2022 Budget on December 2, 2021. If this budget is adopted, \$25,000 will be allocated to the COE. In addition, it is possible that unused COE funds may be carried over to 2022. If this is the case, **Table A** provides a summary of potential COE funds for 2022.

TABLE A	
2022 COE funds	
Proposed 2022 Budget	\$25,000
Potential carry-over from 2021	\$10,000
Total funds	\$35,000

Table B provides a proposed COE budget for 2022 which includes funding for the 2022 Workplan items listed above.

TABLE B	
Proposed 2022 COE Expenditures	
Strategic Planning Efforts	\$15,000
Equity Tool / Map	\$12,000
Advertisements / Marketing	\$1,000
Translation services	\$1,000
Events	\$5,000
Other	\$1,000
Total	\$35,000

Recommendations:

1. No action is proposed. The purpose of the staff report is to consider items that Commissioners may want to include in the 2022 Workplan and hold a discussion on the proposed COE budget for 2022. Staff will incorporate items discussed today into a draft workplan for review at the next COE meeting in December.