

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, SEPTEMBER 27, 2021
VIA ZOOM WEBINAR**

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

EQUITY COMMISSIONERS ABSENT: Annie Clay, Kristine Stolberg

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 Agenda:

COMMISSIONER HART MOVED TO APPROVE THE MEETING AGENDA. COMMISSIONER SAUER SECONDED. MOTION CARRIED.

Approval of the August 23, 2021 Meeting Minutes:

VICE CHAIR BROWN MOVED TO APPROVE THE MINUTES AND MEETING AGENDA. COMMISSIONER SAUER SECONDED. MOTION CARRIED.

2. PUBLIC COMMENT: None

3. WELCOME YOUTH COUNCILMEMBER ALANIS BLACKBURN:

Chair Jackson welcomed Youth Councilmember Alanis Blackburn. ACM Kelley-Fong provided an overview of changes to Youth Council including how Youth Councilmembers now serve as youth representative to several City advisory bodies. Commissioner Blackburn introduced herself.

4. Inspirational Item:

Commissioner Hart read a poem from Maya Angelou entitled Human Family.

BUSINESS ITEMS:

5. (A) Human Resources & Internal Diversity, Equity and Inclusion Efforts.

ACM Shannon Kelley-Fong introduced Mary Ann Hardie, Human Resources Director, and Leilani Jensen, Employee Relations and Compensation Manager and Diversity, Equity, Inclusion Coordinator. Hardie provided an overview of the roles, responsibilities, and organization of the Human Resources Department. Jensen provided an overview of current and future internal

diversity, equity, and inclusion efforts, including: reducing barriers to employment; ensuring non-discrimination in hiring processes; expanding internal training and development; and on-going reporting and data collection. Commissioners asked questions throughout the presentation.

5 (B) Strategic Diversity, Equity, and Inclusion Plan - Workshop #2

Tevin Medley led Workshop #2 of the Strategic Diversity, Equity and Inclusion Plan. This workshop included: a check-in to start the meeting; an overview of the survey results; a recap of the planning process; a discussion on the meaning of equity and sharing of commissioner's values; an overview on implicit and explicit bias, inclusion, prejudice, and privilege; and the introduction of a draft equity value statement. Discussion ensued. For the next workshop, Commissioners were asked to contemplate why the Commission on Equity is important for the City of Lacey and why the work the Commission is doing together is important now.

5. (C) Demographics and City Overview

ACM Kelley-Fong provided a presentation that overviewed the City's boundaries and Urban growth area, City facilities, park properties, local public-school districts serving the area, Lacey City Council terms, City Council-manager form of government, and City demographic data, using preliminary 2020 Census data and other sources. Discussion ensued.

5. (D) Draft Work Plan & Community Engagement Session Discussion (Continued)

ACM Kelley-Fong provided an overview of the updated draft work plan for the Commission on Equity for 2021. The Commission agreed to hold a work session in October and two community engagement sessions in November. Discussion ensued.

3. COMMISSIONER REPORTS:

Commissioners Hart and Sauer provided brief introductions about themselves, including what interested them about being a part of the Commission on Equity.

Commissioner Brown provided an update on serving on the interview panel for the City of Lacey's Deputy Police Chief position.

4. DIRECTOR REPORT

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

Commissioner Hegwood requested that the Commission on Equity revisit the meeting minutes of August 23, 2021. Commissioner Hegwood wanted a correction to the meeting minutes. Commissioner Hegwood indicated that the Vice Chair motion for Commissioner Brown was made by Commissioner Clay rather than himself.

COMMISSIONER HEGWOOD MOVED TO APPROVE THE AMENDED MINUTES. COMMISSIONER BROWN SECONDED. MOTION CARRIED.

5. ADJOURN

Chair Jackson adjourned the meeting at 8:10 p.m.

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