



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, November 24, 2025

5:30 PM

Council Chambers and Online

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
- B. Approval of October 27, 2025, meeting minutes

5. Public Comment

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

6. Inspirational Item

- A. Raul Garza, Commissioner

7. Business Items

- A. **Poet Laurate Program Policy**
Shannon Kelley-Fong, Assistant City Manager
Cynthia Pratt, City of Lacey Poet Laureate
- B. **Draft 2026 Work Plan**
Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports

- A. **Leadership Thurston County Presentations**
Cliffton Brown, Commissioner

- B. **Diversity, Equity, Inclusion, and Belonging Summit Planning Update**
Jon Hegwood, Commissioner

9. Director Report

- A. **North Thurston Public School Board and City Council Joint Meeting**
Shannon Kelley-Fong, Assistant City Manager
- B. **City Council Meeting - Commission on Equity Work Plan**
Shannon Kelley-Fong, Assistant City Manager
- C. **Lacey Youth Council Meeting**
Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - December 22, 2025 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - January 26, 2025 - 5:30 p.m. at City Hall or remote

Attendance and Public Comment

Attend Remote or In-Person

There are several ways to attend the Commission on Equity Meeting:

- In-Person: Council Chambers at Lacey City Hall
420 College Street SE, Lacey, WA 98503
- Zoom: https://us02web.zoom.us/webinar/register/WN_MZXO1508QtK8whqvd61bYA
- City Website: <https://cityoflacey.org/government/public-meetings/>
- YouTube: https://www.youtube.com/watch?v=c_qm1y0S2x0
- Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 862 1953 8166)

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 or by Zoom:

- In-Person: Use the sign-up sheet located in the meeting room.
- Zoom: Preregister using the following Zoom link no later than two hours prior to the meeting:
https://us02web.zoom.us/webinar/register/WN_MZXO1508QtK8whqvd61bYA

Instructions and access details will be provided once registration is complete.

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.