



Commission on Equity Approved Minutes

Monday, October 27, 2025

Council Chambers and Online

1. Call to Order

Chair Sauer called the meeting to order at 5:30 p.m.

2. Roll Call

COMMISSIONERS PRESENT: Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners Annie Clay, Raul Garza, Makieda Hart, and Jon Hegwood (present at 5:44 p.m.); and Michelle Ewig, Lacey Youth Council Representative

COMMISSIONERS EXCUSED: Commissioner Clifton Brown

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgement

Youth Council Representative Ewig presented the abbreviated Land Acknowledgment.

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

- A. Approval of Agenda
- B. Approval of August 25, 2025, meeting minutes
- C. Approval of September 6, 2025, retreat minutes
- D. Approval of September 22, 2025, meeting minutes

Commissioner Clay moved to approve the agenda, previous meeting minutes, and consent agenda. Vice Chair Jackson seconded. The motion carried.

5. Public Comment

No public comment was received verbally or in writing.

6. Inspirational Item

A. Makieda Hart, Commissioner

Commissioner Hart introduced The Thread That Binds Us, a reflective exercise designed to explore the concepts of unity and community. Responses to the exercise will be reviewed during the Commission's regularly scheduled meeting in December.

7. Business Items

A. **Welcome Michelle Ewig, Lacey Youth Council Representative**

Kim Sauer, Chair

Ewig introduced herself to the Commission. The Commission introduced themselves and welcomed Ewig as the newly appointed Lacey Youth Council Representative.

B. **Regional Advisory Board Meeting Discussion**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an overview of the regional advisory board meeting hosted by the Lacey Commission on Equity on September 22, 2025. The event brought together community members and representatives from Thurston County, the cities of Tumwater and Olympia, and the Lacey Human Services Commission. The meeting featured several small-group discussions centered on strengthening collaboration and sharing best practices, focusing efforts in equitable directions, and engagement strategies.

The Commission discussed opportunities for an informational newsletter, guidance on subscribing to city email lists and submitting community requests, and considerations regarding the frequency of future joint meetings with other entities.

C. **Strengths, Opportunities, Aspirations, and Results Exercise and 2026 Work Plan**

Shannon Kelley-Fong, Assistant City Manager

The Commission continued the Strengths, Opportunities, Aspirations, and Results (SOAR) exercise initiated during the September 6, 2025, Commission on Equity Retreat. This strategic planning activity prompted the Commission to reflect on current successes, identify opportunities for growth, establish vision goals for the 2026 Work Plan and beyond, and determine actionable steps and performance measures to advance those goals. Next steps include using the SOAR feedback to draft the 2026 Work Plan which will be presented for approval by the City Council in early 2026.

Hand provided an update on the Thurston County Homebuying Expo event, scheduled for November 8, 2025, at 10:00 a.m. at the Lacey Community Center.

8. Commissioner Reports

A. Leadership Thurston County Presentations

Thelma Jackson, Vice Chair

Vice Chair Jackson provided a recap of the Leadership Thurston County Equity Day event. This event was attended by Vice Chair Jackson, Commissioner Brown, Assistant City Manager Kelley-Fong, and 47 community leaders in the Thurston County region. This event facilitated conversations about equity within the community and explored how community leaders are addressing equity-related issues. Discussion ensued.

Commissioner Clay provided an additional report on the Supreme Court's upcoming consideration of a challenge to the Obergefell v. Hodges ruling, which legalized same-sex marriage in 2015. The Court is scheduled to consider the challenge on November 7, 2025.

Vice Chair Jackson provided an additional report on the community-candidate meet-and-greet held on October 18, 2025, at New Life Baptist Church, in collaboration with the League of Women Voters and the National Association for the Advancement of Colored People (NAACP). The event was attended by community members and 24 candidates participating in the November 4, 2025, General Election.

9. Director Report

A. Commission on Equity Reappointment Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that the City Council is scheduled to reappoint Chair Sauer and Commissioners Brown, Hegwood, and Garza in December 2025.

B. Community and Cultural Grant Program Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that the City Council has approved moving forward with a 2026 pilot of the Community and Cultural Grant Program, funded at \$25,000.

C. Utility Wrap Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that installation of the utility box wraps has begun, and selected winners will be notified accordingly. The City Council will recognize the winning artists in early 2026.

D. North Thurston Public School Board and City Council Joint Meeting - November 12, 2025

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported on a joint meeting between the Lacey City Council and North Thurston Public School Board, scheduled for November 12, 2025, at 6:00 p.m.

E. November and December Meetings

Shannon Kelley-Fong, Assistant City Manager

The Commission discussed anticipated attendance for the upcoming meetings scheduled in November and December 2025.

Kelley-Fong provided an additional report regarding the ordering of stickers for upcoming events.

10. Adjourn

Chair Sauer adjourned the meeting at 8:05 p.m.

Approved November 24, 2025