



Commission on Equity Approved Minutes

Monday, September 22, 2025

Expo Center - Thurston County
Fairgrounds

1. Call to Order

Chair Sauer called the meeting to order at 6:07 p.m.

2. Roll Call

COMMISSIONERS PRESENT: Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners Clifton Brown, Annie Clay, Raul Garza, Makieda Hart, and Jon Hegwood; and Michelle Ewig, Lacey Youth Council Representative

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; Michelle Chavez, Human Services Coordinator; Jenny Bauersfeld, Community Relations Specialist; Johanna Koch, Advanced Digital Media Production Specialist; and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgement

Angelina Goodwill, Lacey Human Services Commission, presented the abbreviated Land Acknowledgment.

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

A. Approval of Agenda

Commissioner Hegwood moved to approve the agenda. Commissioner Brown seconded. The motion carried.

5. Public Comment

No verbal or written public comment was received.

6. Inspirational Item

A. Thelma Jackson, Vice Chair

Commissioner Jackson summarized the article, Embracing Joy Amid Life's Uncertainties, by Dr. Okokon O. Udo. This article honors changemakers and reflects on how to face life's unpredictabilities with purpose, resilience, and light.

7. Business Items

A. Welcome

Kim Sauer, Chair

Shannon Kelley-Fong, Assistant City Manager

Chair Sauer welcomed representatives from the Thurston County Racial Equity Commission, City of Olympia Social Justice Committee, City of Lacey Human Services Commission, City of Tumwater, and members of the public to the meeting.

Kelley-Fong outlined the meeting objectives: 1) to establish a foundation for getting to know one another, and 2) to continue building relationships between boards.

B. Connection Activity: Get to Know Your Neighbor

Michelle Chavez, Human Services Coordinator

Chavez introduced the "Connection Activity: Get to Know Your Neighbor," an icebreaker designed to encourage participants to engage with one another in a group setting.

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

Chris Wells, Thurston County United Way Executive Director

Wells was unavailable to provide a report on the Thurston County and Washington State ALICE reports.

Chair Sauer noted that the ALICE reports are available online for review.

D. Overviews, Updates, and Opportunities

Shannon Kelley-Fong, Assistant City Manager

Margo Morales, Community Engagement Program Specialist, reported on the City of Olympia Social Justice and Equity Commission.

Floyd Chapman reported on the Thurston County Racial Equity Commission.

Kelley-Fong, Assistant City Manager, reported on the Lacey Commission on Equity.

Chavez, Human Services Coordinator, presented on the Lacey Human Services Commission.

Kelly Adams, Assistant City Manager, reported on the City of Tumwater.

Kelley-Fong introduced the Overviews, Updates, and Opportunities exercise, which encouraged participants to discuss vision alignment, opportunities, knowledge sharing, and next steps in a group setting.

8. Commissioner Reports

No Commissioner Reports were provided.

9. Director Report

No Director Reports were provided.

10. Adjourn

Chair Sauer adjourned the meeting at 8:26 p.m.

Approved October 27, 2025