



## Commission on Equity Retreat Approved Minutes

---

Saturday, September 6, 2025

Lacey Veterans Services Hub

---

### 1. Introduction and Ground Rules

COMMISSIONERS PRESENT: Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners Clifton Brown, Annie Clay, Raul Garza, and Makieda Hart

COMMISSIONERS EXCUSED: Commissioner Jon Hegwood

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Leialani Su'e, Human Resources Director; Veronica Hand, Equity and Inclusion Program Manager; and Elissa Fontaine, City Clerk

Chair Sauer called the retreat to order at 9:05 a.m.

Kelley-Fong introduced the retreat structure and highlighted the expectations and ground rules found in the handout.

### 2. Connection Activity

Commissioners and staff engaged in a group breakout activity designed to discover shared interests.

### 3. Clifton Strengths

Su'e presented CliftonStrengths, an assessment tool designed to identify unique talents to help individuals understand how their strengths can influence their work, relationships, and thinking process. An activity provided opportunities to review the Commissioner's individual CliftonStrength results and discuss both shared and differing strengths.

### 4. Reflection, Visioning, and Moving Forward

Commissioners and staff participated in an activity that highlighted their core values, personal interests, and the challenges they have overcome. The activity

provided the opportunity to highlight individual experiences that helped shape who they are today.

## **5. Lunch**

The Commission recessed from 12:00 p.m. to 1:00 p.m. for lunch.

## **6. Reflection, Visioning, and Moving Forward (cont.)**

The remaining exercises for Reflection, Visioning, and Moving Forward were postponed to a future meeting.

## **7. Report Out and Next Steps**

Kelley-Fong advised that the Commission's September meeting would include an invitation to regional equity advisory boards and would be held at the Expo Center, located at the Thurston County Fairgrounds.

## **8. Adjourn**

Chair Sauer adjourned the retreat at 1:10 p.m.

Approved October 27, 2025