



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, December 22, 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 November 24, 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. **The Thread That Binds Us Follow-up**
Makieda Hart, Commissioner
Shannon Kelley-Fong, Assistant City Manager

7. Business Items

- A. **Poet Laureate Program Update**
Shannon Kelley-Fong, Assistant City Manager
- B. **Community and Cultural Grant Update**
Veronica Hand, Equity and Inclusion Program Manager
- C. **2026 Draft Work Plan**
Shannon Kelley-Fong, Assistant City Manager

D. **2026 Election of Officers**

Shannon Kelley-Fong, Assistant City Manager

1. Chair
2. Vice Chair

8. Commissioner Reports

A. **Diversity, Equity, Inclusion, and Belonging Summit Planning Update**

Jon Hegwood, Commissioner

9. Director Report

A. **Thurston County Homebuying Expo Update**

Veronica Hand, Equity and Inclusion Program Manager

B. **Regional Equity Advisory Board Meeting**

Shannon Kelley-Fong, Assistant City Manager

C. **January 2026 Commission on Equity Meeting**

Shannon Kelley-Fong, Assistant City Manger

D. **February 10, 2026, Council Meeting - Commission on Equity Work Plan**

Shannon Kelley-Fong, Assistant City Manager

E. **February 23, 2026, Commission on Equity Meeting with Lacey Youth Council**

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - January 26, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - February 23, 2026 - 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_eU3NvahcRiKOMiZwaAVFNw
- City Website: <https://cityoflacey.org/government/public-meetings/>
- YouTube: <https://www.youtube.com/watch?v=nyLDt1lGmng>
- Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 865 0463 9705)

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_eU3NvahcRiKOMiZwaAVFNw

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.