

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, JULY 25, 2022
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Vice Chair Cliff Brown, Annie Clay, Jon Hegwood, Kristine Stolberg, Makeda Hart

EQUITY COMMISSIONERS ABSENT: Chair Thelma Jackson, Kim Sauer

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM); Scott Egger, Director of Public Works; Aubrey Collier, City of Lacey Engineer Peter Brooks, Water Resources Manager; Scott Devlin, Public Works Operations Manager; Rafael Fernandez, Management Analyst

RECORDING: [Commission on Equity - July 25, 2022 - YouTube](#)

CALL TO ORDER:

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

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from June 27, 2022

COMMISSIONER HEGWOOD MOVED TO APPROVE THE CONSENT AGENDA.
COMMISSIONER CLAY SECONDED. MOTION CARRIED.

2. PUBLIC COMMENT:

Virtual – No Public Comment

In-person – No Public Comment

Written Public Comments - The deadline to submit written public comments was 12:00 p.m. the day of the meeting. Written comments are not addressed during the meeting; however, they are added to the official record. One (1) written public comment was received and will be made part of the meeting record.

3. INSPIRATIONAL ITEM:

Commissioner Hegwood provided a reading from “The Hope Speech” delivered by former San Francisco Supervisor Harvey Milk on June 25, 1978.

4. BUSINESS ITEMS:

A. Public Works Presentation

Scott Egger, Director of Public Works, provided an overview presentation on the City of Lacey Public Works Department. Aubrey Collier, City of Lacey Engineer, Peter Brooks, Water Resources Manager, and Scott Devlin, Public Works Operations Manager, each gave an overview of their respective departments within Public Works, and showcased

how each of their departments support the varying public work needs within the City of Lacey. Discussion ensued.

B. Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 2

Robert “Tevin” Medley, of The Athena Group, reviewed the draft Vision Statement, and definitions of impact statement, indicators, cultural competence, and cultural humility. Medley then discussed the draft focus areas of Workforce & Work Environment and Community Access & Engagement. Commissioners reviewed the draft focus areas, draft impact statements, and draft strategies. Discussion ensued.

C. Flag Policy Review

ACM Kelley-Fong provided an overview of the current flag policy for the City of Lacey (City Council Policy and Procedures Manual Section 5.12), outlined the current six locations where flags are flown by the City, and overviewed the draft language for potential revisions and additions to the City’s flag policy in regards to the Progress Pride Flag, Juneteenth Flag, Nisqually Tribe Flag, and Squaxin Tribe Flag. Discussion ensued.

COMMISSIONER HEGWOOD MOVED TO RECOMMEND REVISIONS TO THE FLAG POLICY BE FORWARDED ON TO THE LACEY CITY COUNCIL FOR APPROVAL. COMMISSIONER HART SECONDED. MOTION CARRIED.

Commission on Equity voted 5-0 in favor of presenting flag code revisions to the Lacey City Council for approval.

D. 2022 Work Plan Check-in

ACM Kelley-Fong reviewed the Commission on Equity 2022 Workplan and provided a brief update on the status of items. Discussion ensued.

4. COMMISSIONER REPORTS

Commissioner Clay asked to get copies of the various reports overviewed by during the Public Works presentation.

Commissioner Hegwood also expressed an interest in the Public Works reports as well as scheduling meetings with local schools and the City of Lacey.

Commissioner Clay volunteered to provide the inspirational item for the next Commission on Equity meeting on August 22, 2022.

5. DIRECTOR REPORT

None.

6. ADJOURN

Vice Chair Brown adjourned the meeting at 8:28 p.m.