



Commission on Equity Approved Minutes

Monday, November 24, 2025

Council Chambers and Online

1. Call to Order

Vice Chair Jackson called the meeting to order at 5:32 p.m.

2. Roll Call

COMMISSIONERS PRESENT: Thelma Jackson, Vice Chair; Commissioners Clifton Brown, Annie Clay, Raul Garza, and Jon Hegwood (remote from 5:32 p.m. until 6:36 p.m.); and Michelle Ewig, Lacey Youth Council Representative

COMMISSIONERS EXCUSED: Kim Sauer, Chair and Makieda Hart, Commissioner

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgement

Vice Chair Jackson presented the abbreviated Land Acknowledgement.

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

- A. Approval of Agenda
- B. Approval of October 27, 2025, meeting minutes

Commissioner Clay moved to approve the agenda, previous meeting minutes, and consent items. Commissioner Brown seconded. The motion carried.

5. Public Comment

No verbal or written public comments were received.

6. Inspirational Item

- A. Raul Garza, Commissioner

Commissioner Garza presented the Thurston County Land Acknowledgement from the 2025 Health Equity Report. The Land Acknowledgement states that systemic racism is institutional and structural. The Land Acknowledgement highlights that the County must work to identify and eliminate racism by working together as a community to address historic wrongs and improve outcomes for everyone.

7. Business Items

A. Poet Laureate Program Policy

Shannon Kelley-Fong, Assistant City Manager
Cynthia Pratt, City of Lacey Poet Laureate

Kelley-Fong and Pratt presented the draft Poet Laureate Program Policy. The draft policy included the purpose, objective, appointment terms, funding, eligibility, roles and responsibilities, application and selection process, and program oversight. The Commission participated in a poetry exercise titled Your City. Discussion ensued.

Commissioner Brown moved to recommend the draft Poet Laureate Program Policy to the Lacey City Council. Commissioner Garza seconded. The motion carried.

B. Draft 2026 Work Plan

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the draft 2026 Work Plan. This presentation included a review of past projects and initiatives, an overview of the Commission-identified strengths, opportunities, aspirations, and results, key elements for accountability and transparency, and highlighted projects planned for 2026. Discussion ensued.

8. Commissioner Reports

A. Leadership Thurston County Presentations

Clifton Brown, Commissioner

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

B. Diversity, Equity, Inclusion, and Belonging Summit Planning Update

Jon Hegwood, Commissioner

Kelley-Fong provided an update on the upcoming Diversity, Equity, Inclusion, and Belonging Summit, noting efforts to collaborate with the Lacey Youth Council to incorporate youth perspectives better.

9. Director Report

A. North Thurston Public School Board and City Council Joint Meeting

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided reports from the November 12, 2025, joint meeting between the City Council and North Thurston Public School Board. These reports noted the expansion of Lacey Teen Night events to include middle school students, a project update on the Lacey Education and Family Center, and collaborative efforts to join the Lacey Youth Council with the Superintendent's Advisory Board.

B. City Council Meeting - Commission on Equity Work Plan

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that the Commission on Equity Work Plan is tentatively scheduled for approval at the February 10, 2026, City Council meeting.

C. Lacey Youth Council Meeting

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that the Lacey Youth Council is scheduled to join the Commission at their February 23, 2026 meeting.

Kelley-Fong provided additional announcements regarding the Inspirational Item for the December meeting and presented new promotional items for upcoming engagement events.

10. Adjourn

Vice Chair Jackson adjourned the meeting at 7:13 p.m.

Approved December 22, 2025