



COMMISSION ON EQUITY AGENDA

JUNE 27, 2022

5:30 P.M.

IN-PERSON & REMOTE ATTENDANCE

In-person attendance: Lacey City Council Chambers, 420 College St SE, Lacey WA 98503

Remote attendance: You may view and/or provide public comment at the Commission on Equity meeting by watching live on Zoom. (<https://us02web.zoom.us/j/83832312694>)

The public may also listen to the meeting via telephone by dialing toll-free: **(888) 788-0099** or **(877) 853-5247** - when prompted enter **Webinar ID** **press #: 838 3231 2694** (*participant ID not required*)

Watch live or as a recording on YouTube. (<https://youtu.be/LbSzK6I7u4g>)

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from May 23, 2022](#)

2. Public Comment

By Zoom - Please raise your hand to provide public comment.
By Phone – Please press *9

3. Inspirational Item

Commissioner Hegwood

4. Business Items:

A. [Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 1](#)

Shannon Kelley-Fong, Assistant City Manager
Ronald “Tevin” Medley, The Athena Group

B. Community Connectivity Analysis Update & Future Community Dialogues

Rafael Fernandez, Management Analyst

C. [Flag Policy Review](#)

Shannon Kelley-Fong, Assistant City Manager

5. Commissioner Reports

A. 2022 Juneteenth Review

Cliff Brown, Vice Chair

B. Police Facility Community Advisory Panel (CAP) Update

Kim Sauer

C. Other Commissioners

6. Director Report

7. ADJOURN

Next Meetings & Events:

- **Commission on Equity Regular meeting** – Monday, July 25, 2022 - 5:30 p.m. at City Hall or remote.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, MAY 23, 2022
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Kim Sauer, Annie Clay, Kristine Stolberg, Jonathan (Jon) Hegwood, Youth Representative Alanis Blackburn.

EQUITY COMMISSIONERS ABSENT: Makieda Hart.

COUNCIL PRESENT: None.

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM); Grant Beck, Planning and Development Services Manager.

RECORDING: <https://www.youtube.com/watch?v=LbSzK6I7u4g>

CALL TO ORDER:

Chair Jackson 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 April 25, 2022.

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

2. PUBLIC COMMENT: None

3. INSPIRATIONAL ITEM:

Commissioner Stolberg read a poem by Geraldine Carlton titled 'Mental Health is a Tricky One' in recognition of Mental Awareness Month.

4. BUSINESS ITEMS:

A. Thurston County Climate Mitigation Plan & Advisory Board Recruitment.

Grant Beck of the City of Lacey's ("City") Community Development Department presented on the Thurston Climate Mitigation Plan and the Thurston County Climate Action Steering Committee. Beck highlighted that the Committee was actively looking for additional community members, with an emphasis on hearing from underrepresented and low-income community members. Discussion ensued.

B. Flag Policy Review.

ACM Kelley-Fong provided an overview of the City's Flag Policy found in Section 5.12 from the City Council Policy and Procedures Manual. ACM Kelley-Fong requested input from the Commission on Equity (COE) on potential additions to the flag policy, including flying the Progress Pride Flag, the Juneteenth Flag, and the Nisqually Tribe and Squaxin Tribe flags during Native American and Indigenous Heritage Month in November. Discussion ensued. The COE requested Staff to seek Lacey City Council approval for displaying the Juneteenth flag at the Regional Athletic Center (RAC) in support of the

41st Juneteenth Celebration with the Fred U. Harris Masonic Lodge #70 Prince Hall Affiliation.

C. Proclamation Policy & 2022 Juneteenth Proclamation Review.

ACM Kelley-Fong presented on the City's current Proclamation Policy found in the City Council Policy and Procedures Manual Section 5.09. The presentation overviewed the proclamation process, general formatting, and a list of annual proclamations. The Commission reviewed the forthcoming Juneteenth Proclamation with edits by the Fred U. Harris Masonic Lodge #70 Prince Hall Affiliation. The COE recommended edits to the draft. Discussion ensued.

5. COMMISSIONER REPORTS

Vice Chair Brown provided an update on the Juneteenth event planning meeting with the Fred U. Harris Masonic Lodge #70 Prince Hall Affiliation discussing ongoing communication efforts, meal preparation for an anticipated larger gathering, collaboration with the City's Public Affairs Department, and security at the Juneteenth event due to ongoing violent, racial events happening across the nation.

Commissioner Stolberg attended a Native American Community Café put together by the North Thurston Public School District (NTPS). Topics of inclusivity and equity were discussed with community members and focus groups. Commissioner Stolberg suggested the need to contact the school district for future collaboration on focus group sessions. Commissioner Clay mentioned that the next NTPS Community Café would be held on June 2, 2022 and was going to be focused on the LGBTQ+ community.

Commissioner Clay provided an update that the Pride march this year would not occur but that there would be a Pride celebration at Port Plaza on June 4, 2022. Commissioner Clay also noted that the City's workforce analysis could not be found on the new website.

6. DIRECTOR REPORT

ACM Kelley-Fong provided an update on the Diversity, Equity, and Inclusion (DEI) Strategic Plan and the Community Connectivity Analysis (CCA).

ACM Kelley-Fong extended accolades to the COE's Lacey Youth Council liaisons and encouraged youth to apply for next year's Lacey Youth Council.

ACM Kelley-Fong mentioned that Commissioner Sauer agreed to be a representative on the Community Advisory Panel (CAP) for the new police station.

ACM Kelley-Fong acknowledged the promotion of Kelly Adams to Special Projects Administrator and the hiring of Rafael Fernandez as the new Management Analyst.

7. ADJOURN

Chair Jackson adjourned the meeting at 7:51 p.m.

COE Agenda 6/27/2022

Time	Item	Comments
5:30-5:35pm	Check-in	How are you showing up? Any access needs?
5:35-6:55pm	Focus Areas, Impact Statements and Strategies, Part 1	
6:55-7pm	Check-out (if time permits)	Please share anything you feel you gained from tonight's conversation/activity

Example Focus Areas from Diversity, Equity, and Inclusion Strategic Plans:

City	Focus Area	Notes
Bellevue 6 focus areas	Cultural Competence	The City of Bellevue can and should elevate its role as a community leader on the subject of diversity.
	Human Services	No individual or community can achieve their full potential until their basic needs are met.
	Public Safety	Culturally competent service delivery is vital within the field of public safety.
	Education	Collaborate with the Bellevue School District, Bellevue College and other community organizations to establish a common language and definitions around cultural competence and social equity.
	Economic Development	Provide opportunities for current and future Bellevue residents and workers by implementing regulatory and incentive tools to increase the supply of affordable housing.
	Civic Engagement	Emphasize outreach to establish trust within the social networks of our diverse communities as the first step in broadening their participation.

City	Impact Statement	Notes
Hillsboro 5 focus areas	Community Engagement	Equity-driven policies and programs invest directly in the community, support community leaders, lift up existing culturally appropriate practices, and leverage the creativity of residents to find solutions.
	Racial Equity Culture	We can create a future in alignment with our values by explicitly and proactively advancing racial equity through rigorous, data-driven strategies.
	Supplier Diversity	Business opportunities with the City strengthen social and economic community ties and create jobs and income.
	Workforce Equity	A racial equity culture produces a workforce with diverse representation at all City employment levels, an inclusive workplace culture, and meaningful engagement by all employees.
	Equity Leadership	The city hired a new Diversity, Equity, and Inclusion Manager in 2021

City	Impact Statement
Beaverton 6 focus areas	Public Engagement
	City Practices
	Housing and Livability
	Public Safety
	Economic Empowerment
	Community Building & Inclusion

Impact, Impact Statements, and Indicators

Impact: Actual or intended changes in human development as measured by people's well-being; improvements in people's lives. Example, "A vibrant cultural sector that fosters a creative, cohesive community."

Impact Statement: Ultimate benefits for target population.

Indicators: This is a measure of progress against impact. If change is happening, how will we know? The answer to this question is indicators. What are the indicators of impact in each focus area?

Draft Vision Statement:

The City of Lacey is an inclusive community that embraces the gifts, talents, experiences, and contributions of all community members and works collaboratively internally and externally to advance equity in Lacey.

Lacey is a community where:

- Change starts by **listening**
- Diversity is **celebrated**
- Opportunities are **equitable**
- Partnerships are **cultivated**
- Barriers to **full participation** are eliminated, and
- **Accountability** is central to achieving the above.

Draft Mission Statement:

The City is committed to delivering exceptional public services, policies, and programs that integrate equity and social justice as core principles as we continue to grow as a vibrant and thriving community.

The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members

Draft Consolidated Focus Areas and Impact Statements: For Part 1, we will be focusing primarily on the items in the red box in **Table A**. Other draft items indicated in **Table A** will come before the Commission on Equity in subsequent parts.

TABLE A		
Draft Consolidated Focus Areas and Impact Statements		
Original Focus Areas	Draft Consolidated Focus Areas	Draft Impact Statements
Workforce Development Diversity	Workforce & Work Environment	The City of Lacey is a culturally competent organization that implements equitable practices.
Cultural Comp		
Work Environment		
Communications	Community Access & Engagement	The City of Lacey provides accessible communications and meaningful participation for all.
Language Enhancements		
Community Engagement		
Access		
Measurement	Incorporate performance measures/benchmarks into every Focus Area -or- Accountability	The City of Lacey uses data to promote evidence-based decision making in support of Diversity, Equity, and Inclusion efforts.
Accountability		
Service Delivery	Policies, Programs, & Services	The City of Lacey provides responsible, equitable, inclusive, and meaningful services. <u>Alternative:</u> Diversity, Equity, and Inclusion are core to the planning and delivery of the City of Lacey services.
Budgeting		
Transportation / Mobility	Infrastructure & Environment	All community members can access high-quality, affordable and robust transportation and utilities, and enjoy healthy parks and environment.
Infrastructure (Utilities)		
Parks		
Environment		
Partnerships	Health & Human Services	
Social Services		

Individual Family Support		All can access meaningful economic opportunities, adequate housing, and essential health and social services.
Housing		
Other Essential Life Activities		
Public Safety		
Criminal Justice		
Economic Opportunities		

Draft Strategies:

Draft Consolidated Focus Area: Workforce & Work Environment			
What we heard so far (Community Engagement, Visioning Efforts, etc.):			
- Continue internal DEI efforts, including adoption and implementation of a workforce equity plan. - Continue recruitment efforts to attract, hire, and retain diverse employees across the organization that reflect the greater community. - Ensure welcoming workplaces for diverse groups. - Create annual report on workforce and initiatives. - The demographics of the workforce reflect demographics of community. - City recruits diverse employees in all areas including leaders. - Our City's workforce is competent and informed regarding identities, equity strategies within our community, and why it matters. - Develop a recruitment strategy for adding commissioners/volunteer to fill positions by extending the reach to all members of the community by tapping into various community contacts, organizations, newsletters, etc. - Inventory of diversity of the current workforce. Recruitment strategies that reach broader candidate pools. - Visible diversity in city's workforce. Creates a safe and healthy place to work for all.			
Draft Impact Statements	Draft Strategies	City Role	Lead Department
The City of Lacey is a culturally competent organization that implements equitable practices.	A. Continue internal DEI efforts, including adoption and implementation of a workforce equity plan, that enhances cultural competency at all levels within the organization.	Lead	HR
	B. Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.	Lead	HR
	C. Continue to improve workforce development and ensure the workplace is welcoming for all.	Lead	HR
	D. Report annually on workforce initiatives.	Lead	HR
	Others?		

Draft Consolidated Focus Area: Community Access & Engagement

What we heard so far (Community Engagement, Visioning Efforts, etc.):

- Make communications more culturally relevant and seek alternative mechanisms to reach more people.
- Training and workshops for ESL communities. Also, additional resources.
- City publishes newsletter that highlights Lacey functions, business and community members activities. (Note: City already does this)
- Community events represent diverse communities and ethnic groups.
- Community members will be provided as many language services possible that resources permit.
- Ensuring city ordinance that all city government meetings/business with audio must also have captioning to ensure all members of the community can participate if they choose. Hiring city translators of the other majority languages spoken/read in our community to ensure all City offerings are as inclusive as possible.
- Increase translation services at public hearings and events.
- All city communication should be available in top 5 languages within the community. A QR code connection to translations could be used on all communications.
- Make a concerted effort to identify informal means of outreach and communications with various diverse segments of the community to improve civic engagement.
- A useful tool to specific and effective engagement with our community is an accurate and up to date equity heat map that can be referenced for all events and opportunities in planning stages.
- Increase opportunities for public engagement.
- City sponsors community conversations, training sessions, and community connecting events. For example (as brought up by Lacey Youth Council) Skills for having difficult conversations, parent sessions about social media, and community conversation forums. City maintains active Cultural Center open and accessible to all (in new Museum). Rooms for classes, meetings or activities rented on sliding scale.
- How do we foster critical conversations about race and equity? Can we create a platform to share individuals lived experiences, joys and struggles so that we are really seeing the diversity of life for community members.
- Coordinate opportunities or offer grants to those engaging in the English as Second Language learning or citizenship class.
- I'd like to see communication improved for those with language barriers. They should receive information in the languages they understand including laws, regulations, and even monthly bills they have to pay. This will not only provide convenience for them but also improve compliance and reduce waste in governmental operations.
- community stakeholders are consulted for input in various events that might interest their participation/patronage.

Draft Consolidated Focus Area: Community Access & Engagement			
Draft Impact Statements	Draft Strategies	City Role	Lead Department
The City of Lacey provides accessible communications and meaningful participation for all.	A. Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility and cultural relevancy of City materials.	Lead	PA
	B. Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making.	Lead	CM All
	C. Enhance opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.	Lead Partner Advocate	
	D. Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts.	Lead	CM
	E. Report annually on communication and engagement and initiatives.	Lead	CM
	Others?		

Draft Consolidated Focus Area: Incorporate performance measures/benchmarks into every Focus Area Accountability			
What we heard so far (Community Engagement, Visioning Efforts, etc.):			
• Evaluate who we are reaching out to and if it is effective and identify gaps. • Evaluate way to close identified gaps. • City tracks diversity within city contracts and services. • Define performance indicators in strategic plan to evaluate degree of change and improvements. • Community accountability board model like City of Olympia. • Develop baseline data to establish accountability goals for improvement of equitable city services and programs. • Referencing back to an accurate and up to date equity heat map as a solid first-step for any and all improvement planning and servicing re-prioritization. • Use data to assess the usage of services and outcomes. • Institute a number of annual or bi-annual reports to gage equity in city operations. Ex. City workforce diversity, percentage of new low-income and affordable housing units, expanding map of wi-fi connectivity.			
Draft Impact Statements	Draft Strategies	City Role	Lead Department
The City of Lacey uses data to promote evidence-based decision making in support of Diversity, Equity, and Inclusion efforts.	A. Report annually on DEI Strategic Plan initiatives and develop meaningful performance measures to evaluate initiatives.	Lead	CM All
	B. Develop an Equity Map to help inform City-wide decision making.	Lead	CM
	C. Develop an Equity Tool for program, policy, and event evaluation that is used consistently to inform decision making.	Lead	CM
	D. Conduct community surveys that include DEI centered questions every two years.	Lead	CM



LACEY COMMISSION ON EQUITY June 27, 2022

SUBJECT: Flag Policy Review

RECOMMENDATION: After deliberation, it is recommended that the COE motion to bring the draft update to the City of Lacey's Flag Policy (Attachment 1) to the Lacey City Council. The draft would be considered by the Community Relations & Public Affairs Committee first, and then the full Lacey City Council.

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*

ATTACHMENTS: [Attachment 1 - Draft update to the Flag Policy](#)

PRIOR REVIEW: [May 23, 2022](#) – Commission on Equity
[June 6, 2022](#) – City Council Community Relations Committee
[June 9, 2022](#) – City Council Worksession

BACKGROUND: At the [May 23, 2022](#) meeting, the Commission on Equity reviewed the existing City of Lacey (City) Flag Policy and discussed potential revisions and additions to the policy. During the meeting, the Commission on Equity recommended seeking Lacey City Council approval to fly the Juneteenth Flag at the Regional Athletic Center (RAC) or City Hall on June 18 and 19 in celebration of Juneteenth and the 41st Juneteenth Celebration. After review by City of Lacey Councilmembers at the Community Relations Committee, the Lacey City Council Worksession meeting on [June 9, 2022](#), in addition to approving flying the Juneteenth Flag at the RAC in 2022, the Lacey City Council requested that the Commission on Equity holistically review the existing Flag Policy and make recommendations on potential updates.

The City of Lacey's City Council Policy and Procedures Manual ("Manual") provides a standardized process for implementing current and new practices, procedures, and policies of the Lacey City Council. To revise the Manual, the appropriate Lacey Council Committee (or Committees) reviews amendments or additions on an as needed basis. Committees then forward most amendments or additions to the full Lacey City Council for review and consideration.

In the Manual, Section 5.12, Flag Policy, outlines the City's existing policies regarding flag displays on City-owned facilities. In its current form, the Flag Policy is:

5.12 Flag Policy

The flag policy shall apply to all City-owned locations at which the City flag is displayed.

The Lacey Council may choose to fly a different flag in place of the City flag. Any decision to fly a different flag must be made independently by the Council. The approval to fly a flag in place of the City flag must be made by a majority of the Council at any regular Council meeting. The decision can be made to fly the flag for a specific period of time or on a recurring annual basis.

Any flag flown by the City must be purchased and owned by the City.

Council Approved Flags

- Sister City Flag: The flag of Lacey's sister city may be flown during the visit of a sister city delegation to City Hall.
- The Pride Flag: The Pride Flag will be flown annually from June 1 to June 30.

City of Lacey Flag Poles: Currently, City of Lacey (City) has flag poles at the following City facilities:

TABLE A		
Location	# of Flag Poles	Flags Presented
City Hall	3	US Flag POW Flag Washington State City of Lacey
Public Works Shop (commonly referred to as “the Shop”)	1	US Flag City of Lacey
RAC	1	US Flag City of Lacey
Lacey Civic Plaza	1	US Flag POW Flag Washington State City of Lacey
Woodland Community Center	1	US Flag City of Lacey
Hawks Prairie (near Home Depot)	2	US Flag Washington State (Poles are not tall enough to fly two flags)

Figure 1: Flag Poles at City Hall.



Figure 2: Flag Poles at Lacey Civic Plaza



Figure 3: Hawks Prairie Flag Poles



Statutory Requirements for Flag Display: In Washington, code cities, like the City of Lacey, must prominently install, display, and maintain the U.S. and Washington State flags on city buildings, see [RCW 35A.21.180](#). Per [RCW 1.20.017](#), every city, town, and county in Washington must display the U.S. flag, the Washington State Flag, and the POW-MIA flag near its principal buildings on the following days:

- **April 9** (Former Prisoners of War Recognition Day)
- **March 30** (Welcome Home Vietnam Veterans Day)
- **Third Saturday in May** (Armed Forces Day)
- **Last Monday in May** (Memorial Day)
- **June 14** (Flag Day)
- **July 4** (Independence Day)
- **July 27** (Korean War Veterans Armistice Day)
- **Third Friday in September** (POW/MIA Recognition Day)
- **November 11** (Veterans' Day)
- **December 7** (Pearl Harbor Remembrance Day)

Flag Etiquette: The display of the American flag should generally follow the protocol in the United States Flag Code (4 U.S.C. Ch. 1). However, courts have interpreted the Flag Code to be advisory only and there are no penalties for violating it.

The Flag Code states that:

- The U.S. flag should be displayed every day of the year, except on days of inclement weather, on or near the main administration building of every public institution.
- It is custom to fly the U.S. flag only during daylight hours, but it may be flown permanently if properly illuminated at night.
- The U.S. flag should fly in the highest position of honor, and no flag may be flown higher.
- The U.S. flag should be hoisted briskly and lowered ceremoniously.

Per the Washington Secretary of State, the Washington State flag should be displayed in the highest position of honor after the U.S. flag and the flags of any other nations. It should be displayed in a higher position of honor than the flags of other states, counties, cities, or any other entity. When the U.S., Washington State, and POW-MIA flags are flown on a single pole, the U.S. flag should be on top, followed by POW-MIA flag and then the state flag. If there are two poles, the POW/MIA flag should be flown under the U.S. flag while the state flag is on the other pole. For more information, see MRSC's Flag Display: What Every Jurisdiction Should Know: [MRSC - Flag Display: What Every Jurisdiction Should Know](#).

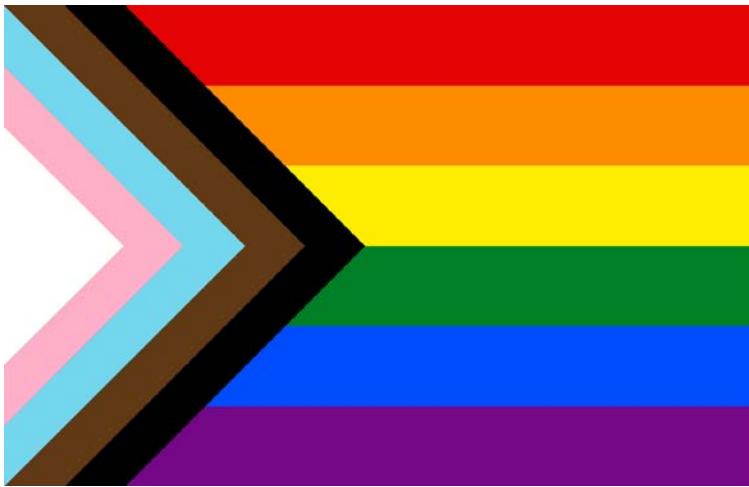
TABLE B		
Flag Etiquette Display		
Single Flag Pole	Two Flag Poles	
		
		
		

Previous Discussions on Revisions and Additions to the City’s Flag Policy: At the May 23 meeting, the Commission on Equity discussed the following revision and additions to the City’s Flag Policy:

A. Display the Progressive Pride Flag

Like the Rainbow Pride flag, the Progress Pride flag is designed to represent the LGBTQIA+ community, see **Figure 4**. In addition, the Progress Rainbow flag, created in 2018 by Daniel Quasar, recognizes, centers, and supports voices that have historically been marginalized members of the Queer community, with an emphasis on People of Color, the Transgender community, and community members lost to, or living with AIDs and HIV, with the integration of the forward-facing chevron on the left side of the flag.

Figure 4: Progress Pride Flag

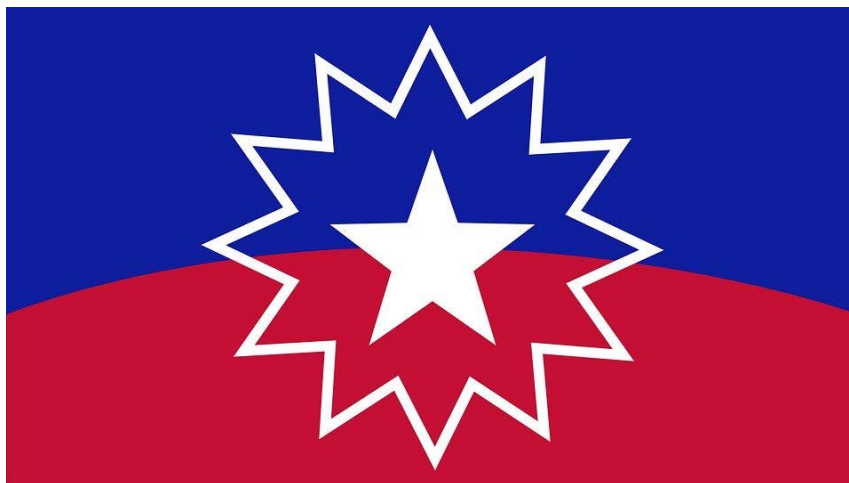


B. Display the Juneteenth Flag: The Juneteenth Flag's creation was led by activist Ben Haith, founder of the National Juneteenth Celebration Foundation (NJCF). In 1997, Haith and other collaborators, including Lisa Jeanne Graf, designed the flag, see **Figure 5**.

In brief, the symbols incorporated into the Juneteenth flag represent:

- White Star – Texas and the last remaining enslaved people
- Burst – A new beginning for African Americans in the United States
- Red Arc – New opportunities for black Americans on the horizon
- Red, White, and Blue colors – the American flag and a reminder that slave and descendants are Americans.

Figure 5: Juneteenth Flag



C. Display Nisqually Tribe and Squaxin Tribe Flags. Provided the Nisqually Tribe and Squaxin Tribe approve.

Attachment 1 provides a draft of an updated 5.12 Flag Policy that integrates the above flags. In addition, the draft also adds the following elements:

- purpose of the policy;
- how flags are to be displayed;
- that City flagpoles are to be used exclusively by the City as a form of government expression;
- the Commission on Equity's role in the process; and
- approval information.

Recommendations: After deliberation, it is recommended that the COE motion to bring the draft update to the City's Flag Policy (**Attachment 1**) to the Lacey City Council. The draft would be considered by the Community Relations & Public Affairs Committee first, and then the full Lacey City Council.

Draft Update to the City's Flag Policy:

5.12 Flag Policy

The purpose of the policy is to establish guidelines in order to ensure that the flags are used only for government speech and that they reflect the views, values, and goals of the city. The City's flagpoles are not intended to serve as a forum for free expression by the public. The City will not display a ceremonial flag based on a request from a third party, nor will the City use its flagpoles to sponsor the expression of a third party.

Flags shall be displayed in conformance with Federal and State laws and policies, as stated in the Federal "The Flag" publication of the Congress, Title 4, Chapter, 1 of the United States Code, and the State of Washington Revised Code of Washington 35A.21.180 and RCW 1.20.017.

Based on guidance from the Washington Secretary of State, the Washington State flag should be displayed in the highest position of honor after the U.S. flag and the flags of any other nations. It should be displayed in a higher position of honor than the flags of other states, counties, cities, or any other entity. When the U.S., Washington State, and POW-MIA flags are flown on a single pole, the U.S. flag should be on top, followed by POW-MIA flag and then the state flag. If there are two poles, the POW/MIA flag should be flown under the U.S. flag while the state flag is on the other pole.

Any flag flown by the City must be purchased and owned by the City.

Alternatives to **Displaying the City Flag:**

~~The flag~~ This policy shall apply to all City-owned locations at which the City flag is displayed, **unless otherwise noted.**

Location	# of Flag Poles	Flags Presented
City Hall	3	US Flag POW Flag Washington State City of Lacey
Public Works Shop (commonly referred to as “the Shop”)	1	US Flag City of Lacey
RAC	1	US Flag City of Lacey
Lacey Civic Plaza	1	US Flag POW Flag Washington State City of Lacey
Woodland Community Center	1	US Flag City of Lacey
Hawks Prairie (near Home Depot)	2	US Flag Washington State (Poles are not tall enough to fly two flags)

The City’s flagpoles are to be used exclusively by the City, where the Lacey City Council may display a commemorative flag as a form of government expression. The Lacey Council may choose to fly a different flag in place of the City flag. Any decision to fly a different flag must be made independently by the Council. The Lacey City Council may request the Commission on Equity to review and provide recommendations on flag display. The approval to fly a flag in place of the City flag must be made by a majority of the Council at any regular Council meeting. ~~The decision can be made to fly the flag for a specific period of time or on a recurring annual basis.~~ The Lacey City Council approval will include a description of the flag to be displayed and the dates for display of the particular flag, including if the flag will be displayed on an annual basis. Flags authorized by the Lacey City Council to be displayed on a reoccurring basis should be incorporated into this policy.

Council Approved Flags

- **Sister City Flag:** The flag of Lacey’s sister city may be flown during the visit of a sister city delegation to City Hall.

- **The **Progress** Pride Flag:** The **Progress** Pride Flag will be flown annually from June 1 to June 30, with the exception of when the Juneteenth Flag is flown (see below).
- **The Juneteenth Flag:** The Juneteenth Flag will be flown annually during from June 19 to the third weekend of June or the third weekend of June to June 19 depending on the year, at City Hall and the Regional Athletic Complex.
- **The Nisqually Tribe Flag:** The Nisqually Tribe Flag will be flown annually from November 1 to November 15 provided the City annually receives consent from the Nisqually Tribe.
- **Squaxin Tribe Flag:** The **Squaxin** Tribe Flag will be flown annually from November 16 to November 31 provided the City annually receives consent from the **Squaxin** Tribe.