



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, January 26, 2026

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 December 22, 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. Annie Clay, Commissioner

7. Business Items

- A. **Advisory Board Stipend Program and Demographic Survey**
Shannon Kelley-Fong, Assistant City Manager
- B. **Keep Washington Working Act Proclamation Review**
Shannon Kelley-Fong, Assistant City Manager
- C. **Language Access Plan**
Veronica Hand, Equity and Inclusion Program Manager
- D. **2026 Diversity, Equity, Inclusion, and Belonging (DEIB) Summit Update**
Veronica Hand, Equity and Inclusion Program Manager

8. Commissioner Reports

9. Director Report

A. **Regional Diversity, Equity, Inclusion, and Belonging (DEIB) Advisory Board Meeting**

Shannon Kelley-Fong, Assistant City Manager

B. **Asian Pacific Islander Coalition of South Puget Sound Race Dialogue Invitation**

Veronica Hand, Equity and Inclusion Program Manager

C. **Commission on Equity Meeting with the Lacey Youth Council**

Shannon Kelley-Fong, Assistant City Manager

D. **Lacey Cultural Celebration**

Shannon Kelley-Fong, Assistant City Manager

E. **May 2026 Meeting**

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Human Services Commission - Regional Equity Advisory Board Meeting** - February 5, 2026 - 5:30 p.m. at City Hall or remote
- **City Council Meeting - 2026 Work Plan** - February 10, 2026 - 6:00 p.m. at City Hall or remote
- **Commission on Equity Meeting** - February 23, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - March 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_P-9ACHgZRnSaZ-IRrMTu2g
City Website:	https://cityoflacey.org/government/public-meetings/
YouTube:	https://www.youtube.com/watch?v=XJ8mso8niNo
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 897 1479 0097)

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_P-9ACHgZRnSaZ-IRrMTu2g

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.