



## Commission on Equity Approved Minutes

Monday, December 22, 2025

Council Chambers and Online

### 1. Call to Order

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

### 2. Roll Call

COMMISSIONERS PRESENT: Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners Clifton Brown, Annie Clay, Raul Garza, Jon Hegwood (remote from 5:59 p.m.) and Makieda Hart

COMMISSIONERS EXCUSED: Michelle Ewig, Lacey Youth Council Representative

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, Deputy City Clerk

### 3. Land Acknowledgement

Commissioner Hart presented the abbreviated Land Acknowledgement.

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

- A. Approval of Agenda
- B. Approval of November 24, 2025, meeting minutes

**Commissioner Jackson moved to approve the agenda and previous meeting minutes. Commissioner Clay seconded. The motion carried.**

### 5. Public Comment

No public comment was received.

### 6. Inspirational Item

- A. **The Thread That Binds Us Follow-up**  
Makieda Hart, Commissioner  
Shannon Kelley-Fong, Assistant City Manager

The Commission completed an exercise titled The Thread That Binds Us, which encouraged discussion on using our unique traits to connect with others through understanding.

## 7. Business Items

### A. Poet Laureate Program Update

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the City's Poet Laureate Program, highlighting the program implementation timeline. The program supports the literary arts by appointing a local poet to serve as a volunteer ambassador for poetry, literature, and the arts. Applications for the 2026–2028 term will be reviewed by the Commission on Equity, the Lacey Library Board, the Parks, Culture, and Recreation Board, former City Poet Laureates, and local poet organizations with a recommendation forwarded to the City Council. The Commission reviewed and discussed the application in detail.

### B. Community and Cultural Grant Update

Veronica Hand, Equity and Inclusion Program Manager

Hand and Kelley-Fong provided an update on the City's Community and Cultural Grant Program, highlighting the program implementation timeline. The program supports community events and cultural celebrations, including LGBTQIA+ and Latino/ae events. The 2026 Community and Cultural Event Grant Program applications will be reviewed by the Commission on Equity for recommendation to the City Council. The Commission reviewed and discussed the application in detail.

### C. 2026 Draft Work Plan

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong highlighted updates to the 2026 Draft Work Plan, which is scheduled for consideration at the February 10, 2026, Council meeting.

**Commissioner Jackson moved to approve recommending the 2026 Draft Work Plan to the Lacey City Council. Commissioner Brown seconded. The motion carried.**

### D. 2026 Election of Officers

Shannon Kelley-Fong, Assistant City Manager

1. Chair

Nominations for the position of Chair were opened.

- Commissioner Brown nominated Vice Chair Jackson to serve as Chair. Vice Chair Jackson accepted the nomination.
- Commissioner Clay nominated Commissioner Hart to serve as Chair. Commissioner Hart declined the nomination.
- Chair Sauer nominated Commissioner Hegwood to serve as Chair. Commissioner Hegwood accepted the nomination.

Nominations for the position of Chair were closed.

Without objection, Commissioner Jackson was elected Chair by unanimous consent.

## 2. Vice Chair

Nominations for the position of Vice Chair were opened.

- Chair Sauer nominated Commissioner Hart to serve as Vice Chair. Commissioner Hart accepted the nomination.
- Commissioner Hegwood nominated himself to serve as Vice Chair.

Nominations for the position of Vice Chair were closed.

Without objection, Commissioner Hart was elected Vice Chair by unanimous consent.

## 8. Commissioner Reports

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

Jon Hegwood, Commissioner

Commissioner Hegwood provided a planning update on the Diversity, Equity, Inclusion, and Belonging (DEIB) Summit, which is scheduled for May 1-2, 2026, at the South Puget Sound Community College Lacey Campus.

### **Additional Commissioner Reports**

Commissioner Clay suggested a Commission on Equity themed utility wrap for the Utility Wrap Project.

Vice Chair Jackson invited Commissioners to attend the Martin Luther King, Jr. Community Celebration on January 19, 2026, from 1:00 p.m. to 3:00 p.m., at the New Life Baptist Church.

## 9. Director Report

### A. **Thurston County Homebuying Expo Update**

Veronica Hand, Equity and Inclusion Program Manager

Hand shared a recap of the Thurston County Homebuying Expo, held on November 8, 2025, at the Lacey Community Center. The event offered resources and workshops designed to support first-time homebuyers. A second event is scheduled to be held on April 18, 2026, at the Olympia Community Center.

**B. Regional Equity Advisory Board Meeting**

Shannon Kelley-Fong, Assistant City Manager

The Human Services Commission will hold the Regional Equity Advisory Board meeting during its regularly scheduled meeting on February 5, 2026.

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

Shannon Kelley-Fong, Assistant City Manger

The next regularly scheduled Commission on Equity meeting will be held on January 26, 2026.

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

Shannon Kelley-Fong, Assistant City Manager

The 2026 Commission on Equity Work Plan is scheduled for Council consideration on February 10, 2026.

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

Shannon Kelley-Fong, Assistant City Manager

The Commission will hear from the Lacey Youth Council at their February 23, 2026, regularly scheduled meeting.

**Additional Director Reports**

Hand reported that the Thurston Forward Coalition will provide a report on the DEIB Summit at a future meeting.

Hand reported that the Asian Pacific Islanders Coalition-South Puget Sound Chapter is holding a race dialogue on March 28, 2026.

**10. Adjourn**

Chair Sauer adjourned the meeting at 7:06 p.m.

Approved January 26, 2026