



## Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

---

Monday, February 23, 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 January 26, 2026, meeting minutes

**5. Public Comment**

Refer to the bottom of the agenda for instructions on how to provide public comment.

**6. Inspirational Item**

- A. Clifton Brown, Commissioner

**7. Business Items**

- A. **Lacey Youth Council Meeting**  
Lacey Youth Council

**8. Commissioner Reports**

**9. Director Report**

- A. **2026 Commission on Equity Work Plan Update**  
Shannon Kelley-Fong, Assistant City Manager
- B. **Diversity, Equity, Inclusion, and Belonging Summit Update**  
Veronica Hand, Equity and Inclusion Program Manager

### C. Night Market Event Update

Shannon Kelley-Fong, Assistant City Manager

## 10. Adjourn

### Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - March 23, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - April 27, 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:	<a href="https://us02web.zoom.us/webinar/register/WN_ixxSedf5QNY0UBZmoFy7A">https://us02web.zoom.us/webinar/register/WN_ixxSedf5QNY0UBZmoFy7A</a>
City Website:	<a href="https://cityoflacey.org/government/public-meetings/">https://cityoflacey.org/government/public-meetings/</a>
YouTube:	<a href="https://www.youtube.com/watch?v=dax13JNZ8Kw">https://www.youtube.com/watch?v=dax13JNZ8Kw</a>
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 872 2954 4292)

### 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: <a href="https://us02web.zoom.us/webinar/register/WN_ixxSedf5QNY0UBZmoFy7A">https://us02web.zoom.us/webinar/register/WN_ixxSedf5QNY0UBZmoFy7A</a>

Instructions and access details will be provided once registration is complete.

### Written Public Comment

Please email written public comments to [coe@cityoflacey.org](mailto: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.



## Commission on Equity Minutes

Monday, January 26, 2026

Council Chambers and Online

### 1. Call to Order

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

### 2. Roll Call

COMMISSIONERS PRESENT: Thelma Jackson, Chair; Makieda Hart, Vice Chair (remote); Commissioners Clifton Brown, Annie Clay, Raul Garza, and Kim Sauer (present at 5:34 p.m.); and Michelle Ewig, Lacey Youth Council Representative

COMMISSIONERS EXCUSED: Commissioner Jon Hegwood

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 Garza presented the abbreviated Land Acknowledgement.

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

- A. Approval of Agenda
- B. Approval of December 22, 2025, meeting minutes

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

### 5. Public Comment

No public comment was received.

### 6. Inspirational Item

- A. Annie Clay, Commissioner

Commissioner Clay presented an excerpt from Heather Cox Richardson's article, "Heroes — Ordinary and Extraordinary — Remembering Martin Luther King, Jr."

## **7. Business Items**

### **A. Advisory Board Stipend Program and Demographic Survey**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided the Advisory Board Stipend Program application and Demographic Survey for commission participation.

### **B. Keep Washington Working Act Proclamation Review**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented draft language for the Keep Washington Working Act proclamation, tentatively scheduled for proclamation at the February 17, 2026, City Council meeting. The proclamation reaffirms the City's position as an inclusive city, expresses support for the principles and intent of the Keep Washington Working Act, and affirms the City's commitment to fostering a welcoming, safe, and equitable community in Lacey. Discussion ensued.

### **C. Language Access Plan**

Veronica Hand, Equity and Inclusion Program Manager

Hand provided updates on the Language Access Plan, which is now available to staff through the intranet. Hand highlighted next steps, including selecting Language Access Coordinators in each department to serve as the primary points of contact for the plan, as well as plans to translate vital documents.

### **D. 2026 Diversity, Equity, Inclusion, and Belonging (DEIB) Summit Update**

Veronica Hand, Equity and Inclusion Program Manager

Hand provided a planning update for the 2026 Diversity, Equity, Inclusion, and Belonging (DEIB) Summit, scheduled for May 1–2, 2026, at the South Puget Sound Community College, Lacey Campus.

## **8. Commissioner Reports**

- Chair Jackson reported on the Martin Luther King, Jr. Community Celebration, held on January 19, 2026, at the New Life Baptist Church.
- Chair Jackson presented a schedule of events for "A Century of Black History Commemoration" for Black History Month, February 2026.
- Commissioner Clay reported on the Day of Racial Healing, held on January 17, 2026, at the Olympia Center.

- Chair Jackson presented the National Association for the Advancement of Colored People (NAACP) Thurston County Branch Solidarity Statement in Support of Immigrant Communities and Community Safety letter.
- Chair Jackson reported on the upcoming 3<sup>rd</sup> National No Kings Day Rally, sponsored by Olympia Indivisible, to be held in Spring 2026.

## 9. Director Report

The Commission discussed the possibility of hosting a joint community event with the City Council focused on equity.

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

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the upcoming Regional DEIB meeting, to be hosted by the Human Services Commission on February 5, 2026, at 5:30 p.m., at City Hall. The meeting is scheduled to include presentations on the Thurston County Asset-Limited, Income-Constrained, Employed (ALICE) Household Report; a Washington Department of Financial Institutions overview and financial wellness workshop; a Thurston Forward DEIB Summit update; and jurisdictional updates and regional discussions.

Hand provided an update on the upcoming Thurston County Home Buying Expo, scheduled for April 18, 2026, at 10 a.m., at The Olympia Center.

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

Veronica Hand, Equity and Inclusion Program Manager

Hand provided an update on the upcoming Asian Pacific Islander Coalition race dialogue event, scheduled for March 28, 2026, at 10 a.m., in the Lacey Community Room.

Hand also provided an update on the upcoming Asian Pacific Islander Heritage Month event, scheduled for May 23, 2026, at South Puget Sound Community College, Lacey Campus.

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

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the upcoming Commission on Equity meeting with the Lacey Youth Council, scheduled for February 23, 2026, including questions for the Commission to consider from the Lacey Youth Council.

**D. Lacey Cultural Celebration**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the upcoming Lacey Cultural Celebration event, scheduled for March 7, 2026.

**E. May 2026 Meeting**

Shannon Kelley-Fong, Assistant City Manager

The May 25, 2026, Commission on Equity regularly scheduled meeting falls on the Memorial Day holiday and will be rescheduled to June 1, 2026.

**Additional Reports**

- Dates for the 2026 Lacey Night Market have been set.
- The Commission on Equity's Workplan is tentatively scheduled for the February 10, 2026 City Council meeting.

**10. Adjourn**

Chair Jackson adjourned the meeting at 7:01 p.m.

## **Lacey Youth Council Questions for the Commission on Equity**

1. What current projects are you working on?
2. What efforts are you making to create equity for youth?
3. What are the outcomes of your efforts?

## **Small Group Discussion Questions**

1. Through your eyes, what are the biggest challenges or fears that youth are facing right now that adults in leadership often misunderstand or overlook? In what ways is the adult community falling short in supporting youth?
2. Do you feel prepared for adulthood in the current environment?
3. What kinds of stress or pressure feel are unique to your generation? What do you think would help with this?
4. How does technology or social media help you, and how does it create challenges? What do adults misunderstand about these?
5. What are one or two youth priorities this year?
6. What does meaningful youth participation look like to you? What do you need from your elders and decision-makers to advocate for you without speaking over you?
7. What are the best ways to communicate with our youth about topics, issues, events, and employment opportunities?
8. Are there groups of youth who you think are especially unheard or excluded? What steps could be taken to better engage and support them?
9. Without identifying specific individuals, have you observed any systemic inequities or other ongoing challenges within the community?