



COMMISSION ON EQUITY AGENDA

JANUARY 24, 2022

5:30 P.M.

REMOTE ATTENDANCE

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/88158948020>)

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 # 881 5894 8020 (*participant ID not required*)

NEW: Watch live or as a recording on YouTube. (https://youtu.be/rnTLN6_s11g)

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from December 27, 2021](#)

2. Public Comment

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

3. Inspirational Item

Commissioner Sauer

4. Business Items:

A. Lacey's Cultural Celebration

Jeannette Sieler, Recreation Supervisor

B. [Strategic Diversity, Equity, and Inclusion Plan Workshop #5 – Revisit Equity Values, Mission, and Vision Statements & Overview of Values-based decision making in practice](#)

Ronald "Tevin" Medley, The Athena Group

C. [Community Engagement Update](#)

Shannon Kelley-Fong, Assistant City Manager

5. Commissioner Reports

A. [Focus Group Subcommittee Update](#)

Chair Jackson

B. Juneteenth Celebration Update

Vice Chair Brown

6. **Director Report**

7. **ADJOURN**

Next Meeting:

- **Joint Meeting with the Lacey City Council** – Monday, February 24, 2022 - 6:00 p.m.
- **Commission on Equity Regular meeting** – Monday, February 28, 2022 - 5:30 p.m.
- **Focus Group – Joint Meeting with the Lacey Youth Council** – tentatively scheduled for Tuesday, March 15, 2022 – 6: 00 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, DECEMBER 27, 2021
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Vice Chair Cliff Brown, Kim Sauer, Makeda Hart, Annie Clay, Kristine Stolberg, Jon Hegwood

EQUITY COMMISSIONERS ABSENT: Youth Representative Alanis Blackburn

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)

RECORDING: <https://youtu.be/BIVGNcQdvkE>

CALL TO ORDER:

Chair Jackson called the meeting to order at 5:34 p.m.

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from November 20, 2021
- Meeting Minutes from November 22, 2021

VICE CHAIR BROWN MOVED TO APPROVE THE CONSENT AGENDA. COMMISSIONER SAUER SECONDED. MOTION CARRIED.

2. PUBLIC COMMENT: None

3. INSPIRATIONAL ITEM:

Commissioner Clay presented two readings. The first reading was from bell hooks and the second reading was from Archbishop Desmond Tutu.

BUSINESS ITEMS:

4. (A) Strategic Diversity, Equity, and Inclusion Plan - Workshop #3 - Creating a Mission Statement

Ronald "Tevin" Medley led Strategic Diversity, Equity, and Inclusion Plan - Workshop #3. During this workshop, Commissioners reviewed draft values, the draft Equity Value statement, examples of equity statements from other organizations, a draft Equity Mission statement, the concept of race and their own experiences. Discussion ensued.

4. (B) 2022 Workplan Approval

ACM Kelley-Fong provided an overview of the updated draft 2022 Workplan. Discussion ensued. Chair Jackson requested the addition of Archbishop Lorenzo Peterson as part of the Equity Workgroup for his role in helping support the start of the Commission on Equity. ACM Kelley-Fong informed the Commission on Equity that a joint meeting with the Lacey City Council was tentatively scheduled to occur on February 24, 2022. During the Joint Meeting the Commission on Equity would present the 2022 Workplan.

COMMISSIONER CLAY MOVED TO APPROVE THE 2022 WORKPLAN. VICE CHAIR BROWN SECONDED. MOTION CARRIED.

5. COMMISSIONER REPORTS:

Chair Jackson provided an overview of the Lacey Community Relations and Public Affairs Committee Meeting on December 6, 2021 attended by Chair Jackson, Commissioner Hegwood, and Commissioner Clay.

Vice Chair Brown provided an overview of the meeting he and ACM Kelley-Fong had with representatives from the Fred U. Harris Lodge to discuss their Juneteenth Celebration and potential ways the City may be able to collaborate with the Fred U. Harris Lodge on this year's event. Discussion ensued. Vice Chair Brown and Commissioner Hart volunteered to serve as liaisons to future Fred U. Harris Lodge Juneteenth planning meetings.

6. DIRECTOR REPORT

ACM Kelley-Fong discussed the creation of a subcommittee of the Commission on Equity to begin planning focus groups for the Commission on Equity. Chair Jackson, Commissioner Clay and Commissioner Sauer volunteered to be a part of this subcommittee.

ACM Kelley-Fong discussed the change in Lacey City Council meeting time from 4 p.m. to 6 p.m. and offering of in-person Lacey City Council meetings in addition to a remote option starting in January. ACM Kelley-Fong mentioned that the Commission of Equity would also have the ability to meet in-person with a remote option, unless changes occur.

Commissioner Sauer volunteered to provide the Inspirational Item at the next Regular Commission on Equity meeting in January. Commissioner Hart mentioned that she will be out of town for the next meeting and will be attending remotely.

7. ADJOURN

Chair Jackson adjourned the meeting at 7:46 p.m.

Strategic Diversity, Equity, and Inclusion Plan Workshop #5

Revisit Equity Values, Mission, and Vision Statements & Overview of Values-based decision making in practice

COE Agenda 1/24/2022

Time	Item	Comments
6:00-6:10pm	Check-in	How are you showing up? Any access needs?
6:10-6:15	Strategic Plan Elements	Discussion
6:15-6:30pm	Revisit Equity Values, Mission, and Vision Statements	Discussion
6:30-6:50pm	Conversation on Intersectionality	Overview of intersecting marginalization
6:50-7:00pm	Pre-work sharing and Vision Statement Review	Any language changes or additions?

Strategic Plan Elements – See [Attachment 1](#)

Revisit Equity Values – See [Attachment 2](#)

Table D: Analysis of initial Draft Equity Mission Statement		
Initial Draft Equity Mission Statement	Draft Equity Mission Statement w/ revisions:	Recommendations / Comments
The City of Lacey endeavors to create an inclusive community that embraces the contributions of all community members and to work collaboratively internally and externally to advance equity in Lacey. The City is committed to delivering exceptional public services, policies, and programs that integrate racial and social equity as core principals as we continue to grow as a vibrant and thriving community.	The City of Lacey endeavors to create 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. The City is committed to delivering exceptional public services, policies, and programs that integrate racial and social equity and social justice as core principles as we continue to grow as a	Recommendation: Use this in the vision statement. Vision statements generally provide a statement of where an organization/group aspires to be in the future. Remove this section from the draft Equity Statement and use it in the draft Vision statement. Provides information on how the City will internally work toward the vision above. Recommendation: Accomplishing the vision above will require being a part of a

The Commission on Equity assists the City of Lacey in identifying and advanced opportunities that will create a more welcoming community, continuing critical conversations on race and equity, seeking greater participation from underrepresented community members, and identifying existing gaps and barriers which could prevent full participation in government and public policy.	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. ----- *As an advisory body of the Lacey City Council, the Commission on Equity is tasked with identifying and advancing opportunities that will create a more welcoming community, to continue critical conversations on race and equity, to seek greater participation from underrepresented community members, and identify existing gaps and barriers which could prevent full participation in government and public policy.	much larger effort that must occur in concert with partners at many levels to eradicate inequities. Add: “The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.” ----- *Recommendation: In the Strategic Plan have this in the section that highlights the COE’s creation, purpose, and role in helping craft the Strategic Plan and on-going City DEI efforts. Recommendation: To add purpose. Regarding action, the word advancing means to “move forward in a purposeful way” or “to make or cause to make progress.” This language is consistent with Ordinance 1581 which established the Commission on Equity. Full Participation in public policy was intended to imply active involvement in the development policy. Given this, does the COE still think “development of” needs to be added?
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Table E: Comparison of the initial Draft Equity Mission Statement and revised version	
Initial Draft Equity Mission Statement	Proposed Revised Draft Equity Mission Statement 01.24.2022
The City of Lacey endeavors to create an inclusive community that embraces the contributions of all community members and to work collaboratively internally and externally to advance equity in Lacey. The City is committed to delivering exceptional public services, policies, and programs that integrate racial and social equity as core principals as we continue to grow as a vibrant and thriving community. The Commission on Equity assists the City of Lacey in identifying and advanced opportunities that will create a more welcoming community, continuing critical conversations on race and equity, seeking greater participation from underrepresented community members, and identifying existing gaps and barriers which could prevent full participation in government and public policy.	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.

Mission Statement Review:

“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”

Intersectionality

Intersectionality is a framework for understanding the interaction of cultures and identities held by an individual. Intersectionality explains how an individual with multiple identities that may have been marginalized can experience compounded oppression (such as racism, sexism, and classism) or how an individual can experience privilege in some areas and disadvantage in other areas. It takes into account people's overlapping identities to understand the complexity of their life outcomes and experiences^{19,20}.

https://www.youtube.com/watch?v=JRci2V8PxW4&ab_channel=KateAndersen

Pre-work Sharing

Based on your experience with this Commission, initial community input, and your time in Lacey, what would you wish to see the City of Lacey accomplish in 1, 3 or 5 years? What would you like to see the greater community accomplish?

If you had to categorize your list, what categories would be included? For example:

- Service Delivery / Budgeting
- Transportation
- Infrastructure
- Workforce/work environment
- Criminal justice
- Communication
- Community engagement and access
- Individual/family support
- Public safety
- Economic opportunities
- Other essential live activities, accountability, others?

[Bike Rack](https://app.smartsheet.com/b/form/5abfa583f8504ee59cf8366d799df233) – This document tracks Commissioner ideas and input for the above exercise. The Bike Rack will be accessible for the next few weeks to collect feedback from Commissioners.
<https://app.smartsheet.com/b/form/5abfa583f8504ee59cf8366d799df233>

To view all submissions visit:

<https://app.smartsheet.com/b/publish?EQBCT=a2bd4c92138b4326964bbcbf7c210425>

Vision Statements

Vision statements set desired outcomes and define the future. This statement should encourage action and motivate commitment to ultimate outcomes. This type of statement, like mission statements should be revisited regularly to see if they still align as the world rapidly changes around us.

Examples of Equity Specific Vision Statements:
City of Tacoma: Equity and Empowerment Our vision is for Tacoma to be an inclusive and equitable place to live, work and play
City of Chicago: Equity Statement of Principles We recognize that a fully equitable Chicago is a future state we must affirmatively build. Therefore, we reimagine our present reality to be a community where... Diversity is our source of power. What makes us different is celebrated and utilized as an asset. Race is the story of our resiliency and not our oppression. Engagement is how we do business. There is a fundamentally different style of engagement that resets the “decision-making table” to be inclusive and empowering of those who have been most disenfranchised. Our partnerships lead to transformation. Government works in true partnership with community members to dismantle systems that perpetuate inequality and rebuild systems that drive toward greater inclusion. We are healers. We acknowledge past injustices and actively work to repair harm. We are transformed by our experiences and routinely engage in a restorative mindset. We prosper together.
City of Lewiston: DEI Vision Statement Lewiston is committed to being a community of excellence. We value the belief that every person, by virtue of being human, is entitled to a life of dignity, equality, and respect - free from discrimination and harassment.
City of Creedmoor NC: DEI Commission Vision Statement We envision a community where diversity, equity and inclusion are:

- Recognized as shared values and incorporated into event programming, resource allocation, and the development of all policies and practices.
- Tools for recruitment, retention, and support for diversity in all branches of city municipalities.
- Pillars for collaboration with community leadership to address local interests and needs.

City of Bloomington MN: [Racial Equity and Inclusion Vision](#)

The City of Bloomington will act courageously to advance Racial Equity. We will be a vibrant, safe, and healthy place where people of all races thrive.

Existing City of Lacey – Vision, and Themes

See: [Mission & Vision Statements | City Council | City of Lacey, Washington](#)

"Shaping Our Community Together"

VISION STATEMENTS & THEMES (shortened to capture vision)

A SAFE AND SECURE COMMUNITY

We visualize Lacey as a safe community where police and fire services are highly responsive to all emergency services and needs.

A VIBRANT, DIVERSE ECONOMY

We visualize Lacey with a strong, diverse, and growing economy providing a variety of job opportunities for the community's workforce.

A VIBRANT PLACE TO LIVE, WORK, AND PLAY

We visualize Lacey as an attractive, inviting and dynamic place to live, work and play.

AN ENGAGED COMMUNITY

We visualize Lacey as a city which empowers its residents to participate in grassroots projects and forums to work towards the improvement of the community.

COORDINATED AND COLLABORATIVE PLANNING

We visualize Lacey with comprehensive plans in place for land use, transportation, urban trails, parks, and municipal utilities, providing a balanced approach to zoning and land use management policies, which are coordinated with regional plans, local needs, environmental concerns, and the development community.

ENVIRONMENTAL STEWARDSHIP

We visualize the City of Lacey as a community developed in harmony with its unique Pacific Northwest environment.

EXCELLENCE IN PROGRAMS AND SERVICES

We visualize the City of Lacey as an organization that is value driven, customer oriented, and motivated by quality results.

QUALITY TRANSPORTATION AND INFRASTRUCTURE

We visualize Lacey with efficient infrastructure systems including streets, traffic signals, and municipal utilities.

Draft Equity Vision Statement:

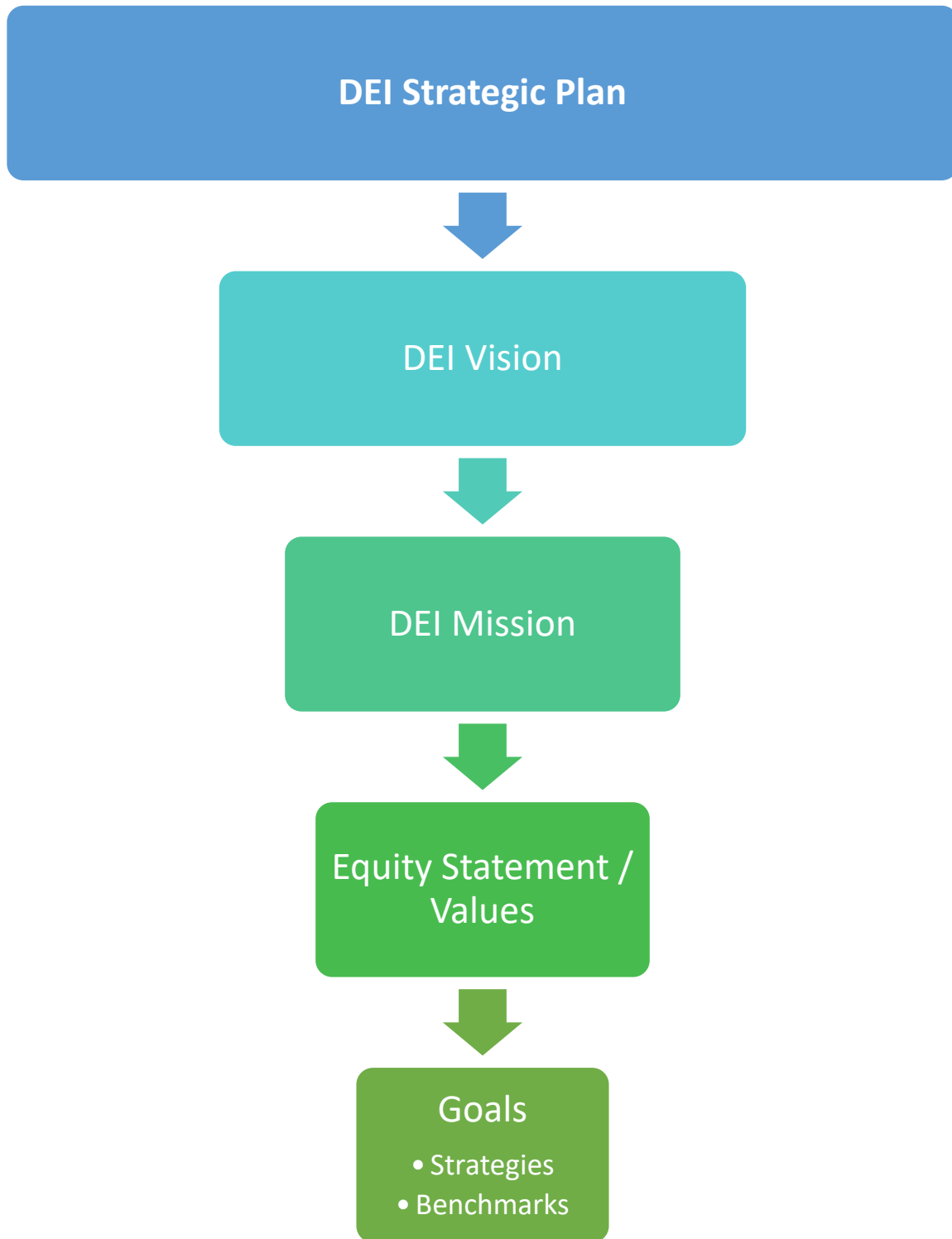
The City of Lacey is an inclusive community that embraces the gifts, talents, experiences, and contributions of all community members and works collaboratively internally and externally to advance equity in Lacey.

The City of Lacey is a community where:

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

ATTACHMENT 1

Overview of DEI Strategic Plan Elements & Connectivity



Strategic Plan Elements in Brief

Strategic Plan: Describes direction of specific efforts often for a determined period of time, including how a group/organization is going to try to fulfill its vision in alignment with its values through its mission, and more specifically, identified goals and strategies. Benchmarks and performance measurements are often used to determine effectiveness, sustainability, and long-term need of efforts.

Vision: Provides a focus and direction. Generally, answers the following questions: Where are we headed? What is the overall goal for the future?

Mission: Describes why a group exists and how they are going to try to fulfill the vision in alignment with its values.

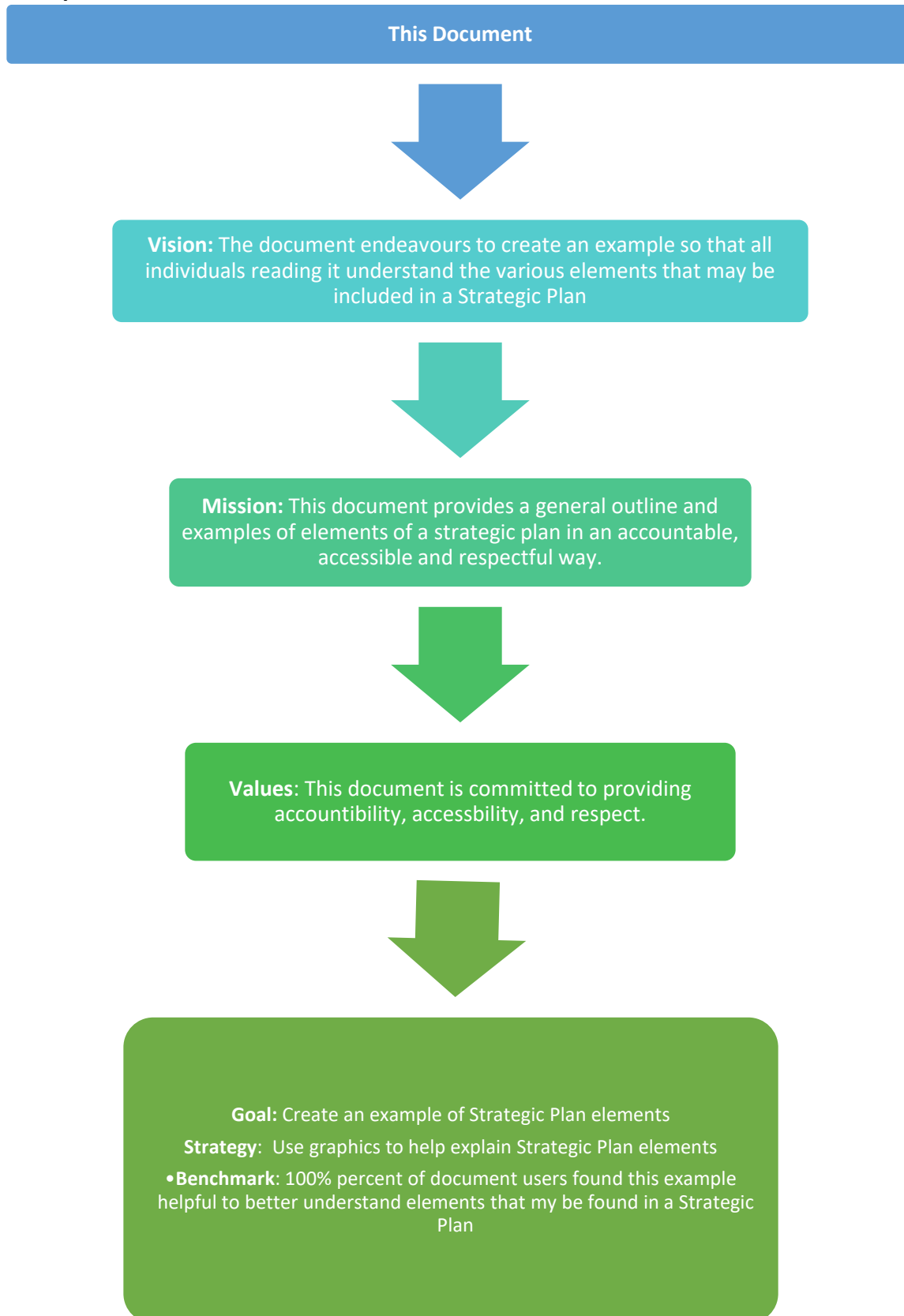
Equity Statement / Values: Provides guiding principles for future actions. Provides shared values, behaviors, and/or outlines how we undertake efforts.

Goals: Provides broad objectives that we want to accomplish that help support the mission and vision.

Strategies: Provides more specific details that we want to accomplish within goal areas.

Benchmarks/Performance Measurements: Provides meaningful way to measure progress on specific strategies, goals areas, and/or mission and vision.

Example:



ATTACHMENT 2

Table A: Comparison of the Initial Draft Equity Statement and Chair Jackson version

Initial Draft Equity Statement	Draft Equity Statement – Chair Jackson
The City of Lacey champions social change that leads to a more equitable society for all. We acknowledge and strive to dismantle all forms of systemic oppression which have disproportionate negative impacts on Black, Indigenous, and People of Color through action, partnership, support and advocacy. We recognize that a person’s identity markers, such as: race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among many other identities, can intersect to create compounding marginalization or privilege. The City of Lacey promotes and works towards advancing policies and practices that dismantle oppression embedded in our City policies and operations. We begin by listening and creating platforms for underrepresented communities to be heard. The City of Lacey is committed to working collaboratively with partners in the community to create equitable access to opportunities, resources, and outcomes for all.	The City of Lacey champions change that leads to a more equitable society for <u>ALL</u> community members, regardless of race, sexual identity, religious beliefs, or disability. We strive to eradicate all forms of systemic racism and oppression through actions, partnerships, support and advocacy. These inequities have made disproportionate negative impacts on Black, Indigenous, and People of Color. We recognize the influence of privilege and implicit bias and acknowledge the power and influence we have as a City to impact the daily lives of our citizens. We can shape and adopt policies and practices that eliminate inequities that result from centuries of systemic racism and oppression. The City of Lacey promotes and works toward advancing policies and practices that dismantle institutional racism and the inequities embedded in our City government and its operations. We begin with self-examination and by listening and creating platforms for historically marginalized and under-represented communities to be heard. This City is committed to working collaboratively with partners in the community to create equitable access to economic opportunities, educational resources, and equal justice for <u>ALL</u>.

COE Comments

COE comments from meeting (12/27):

- Be more inclusive: e.g., include language proficiencies, housing, class, etc.
- Make the statement broader in places, e.g., social change v. change.

Table B: Analysis of the initial Draft Equity Statement, Chair Jackson version with revisions, and staff recommendations / comments		
Initial Draft Equity Statement	Draft Equity Statement – Chair Jackson w/ revisions	Recommendations / Comments
The City of Lacey champions social change that leads to a more equitable society for all. We acknowledge and strive to dismantle all forms of systemic oppression which have disproportionate negative impacts on Black, Indigenous, and People of Color through action, partnership, support and advocacy.	The City of Lacey champions change that leads to a more equitable society for <u>ALL</u> community members, regardless of race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among many other identities, many of which can intersect to create compounding marginalization or privilege. We strive to eradicate all forms of systemic racism and oppression, which have had disproportionate negative impacts on Black, Indigenous, and People of Color, through actions, partnerships, support and advocacy. These inequities have made disproportionate negative impacts on Black, Indigenous, and People of Color.	1. Social change v. change. There was concern that social change was not broad enough. Social change defined as “in sociology, the alteration of mechanisms within the social structure, characterized by changes in cultural symbols, rules of behavior, social organizations, or value systems,” see Britannica. Question for COE members: What do you feel is not included under the definition of social change that you would like to see added? 2. Recommendation: Add additional language to be more inclusive based on COE feedback. 3. Systemic Racism: Recommend using “racism” to capture many different forms of racism, including systemic, structural, individual, intuitional, etc., see Glossary of Terms provided @ Workshop 1.
We recognize that a person’s identity markers, such as: race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among many other	We recognize the influence of privilege and implicit bias and acknowledge the power and City government has to impact the daily lives of our community members.	4. Recommendation: Use “community member” rather than “citizen” as it is more inclusive, e.g., considers business owners, those that work for non-profits & other entities, UGA residents, other that have direct impacts on the City, etc.

identities, can intersect to create compounding marginalization or privilege.	We strive to can shape, and shape, adopt, and implement policies, and practices, and programs that help eliminate inequities that result from centuries of systemic racism and oppression.	5. Recommendation: Add “help” in acknowledgement that City efforts are one piece of a much larger effort that must occur in concert with partners at many levels to eradicate racism and oppression. 6. Systemic Racism: Recommend using “racism” to capture many different forms of racism, including systemic, structural, individual, intuitional, etc., see Glossary of Terms provided @ Workshop 1.
The City of Lacey promotes and works towards advancing policies and practices that dismantle oppression embedded in our City policies and operations. We begin by listening and creating platforms for underrepresented communities to be heard. The City of Lacey is committed to working collaboratively with partners in the community to create equitable access to opportunities, resources, and outcomes for all.	The City of Lacey promotes and works toward advancing policies and practices that dismantle institutional racism and the inequities embedded in our City government and its operations. We begin with self-examination and by listening and creating platforms for historically marginalized and under-represented communities to be heard. This City is committed to working collaboratively with partners in the community partners to create equitable access to economic opportunities and educational resources and equal justice for all community members.	1. See #3 & # 6 above. 2. Recommendation: Keep the last sentence broad to reflect a variety of opportunities other than economic, e.g., participation, educational, social, etc. and, for the same reason, keep resources broad to reflect those in addition to educational, e.g., housing, health, services, etc. 3. Recommendation: Remove “outcomes” and “equal justice for all” with the intent that equitable access to all opportunities and resources would create the opportunity for all individuals to achieve their full potential and participate in decisions that impact the community to the degree they choose to.

Table C: Comparison of the initial Draft Equity Statement, Chair Jackson version, and revised version

Initial Draft Equity Statement	Draft Equity Statement – Chair Jackson	Proposed Revised Draft Equity statement – 1.24.2022
The City of Lacey champions social change that leads to a more equitable society for all. We acknowledge and strive to dismantle all forms of systemic oppression which have disproportionate negative impacts on Black, Indigenous, and People of Color through action, partnership, support and advocacy. We recognize that a person’s identity markers, such as: race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among many other identities, can intersect to create compounding marginalization or privilege. The City of Lacey promotes and works towards advancing policies and practices that dismantle oppression embedded in our City policies and operations. We begin by listening and creating platforms for underrepresented communities to be heard. The City of Lacey is committed to working collaboratively with partners in the community to create equitable access to opportunities, resources, and outcomes for all.	The City of Lacey champions change that leads to a more equitable society for <u>ALL</u> community members, regardless of race, sexual identity, religious beliefs, or disability. We strive to eradicate all forms of systemic racism and oppression through actions, partnerships, support and advocacy. These inequities have made disproportionate negative impacts on Black, Indigenous, and People of Color. We recognize the influence of privilege and implicit bias and acknowledge the power and influence we have as a City to impact the daily lives of our citizens. We can shape and adopt policies and practices that eliminate inequities that result from centuries of systemic racism and oppression. The City of Lacey promotes and works toward advancing policies and practices that dismantle institutional racism and the inequities embedded in our City government and its operations. We begin with self-examination and by listening and creating platforms for historically marginalized and under-represented communities to be heard. This City is committed to working collaboratively with partners in the community to create equitable access to economic opportunities, educational resources, and equal justice for <u>ALL</u>.	The City of Lacey champions social change that leads to a more equitable society for <u>ALL</u> community members, regardless of race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among other identities, many of which can intersect to create compounding marginalization or privilege. We strive to eradicate all forms of racism and oppression, which have had disproportionate negative impacts on Black, Indigenous, and People of Color, through actions, partnerships, support and advocacy. We recognize the power City government has to impact the lives of our community members. In our City government and operations, we strive to shape, advance, and implement policies, practices, and programs that help eliminate inequities that result from centuries of racism and oppression. We begin with self-examination and listening and creating platforms for historically marginalized and under-represented communities to be heard. The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.

Proposed Revised Draft Equity Statement – 1.24.2022

The City of Lacey champions social change that leads to a more equitable society for ALL community members, regardless of race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among other identities, many of which can intersect to create compounding marginalization or privilege.

We strive to eradicate all forms of racism and oppression, which have had disproportionate negative impacts on Black, Indigenous, and People of Color, through actions, partnerships, support and advocacy.

We recognize the power City government has to impact the lives of our community members. In our City government and operations, we strive to shape, advance, and implement policies, practices, and programs that help eliminate inequities that result from centuries of racism and oppression.

We begin with self-examination and listening and creating platforms for historically marginalized and under-represented communities to be heard. The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.

Draft Mission & Vision Statements

COE Comments from meeting (12/27):

- Add “gifts, talents, experiences” after contributions in the first sentence.
- Remove “racial and social” and add “equity and social justice.”
- Add more action to Commission on Equity portion.
- Add “development of public policy.”

Table D: Analysis of initial Draft Equity Mission Statement

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	*As an advisory body of the Lacey City Council, the Commission on Equity is tasked with identifying and advancing opportunities that will create a more welcoming community, to continue critical conversations on race and equity, to seek greater participation from underrepresented community members, and identify existing gaps and barriers which could prevent full participation in government and public policy.	*Recommendation: In the Strategic Plan have this in the section that highlights the COE’s creation, purpose, and role in helping craft the Strategic Plan and on-going City DEI efforts. Recommendation: To add purpose. Regarding action, the word advancing means to “move forward in a purposeful way” or “to make or cause to make progress.” This language is consistent with Ordinance 1581 which established the Commission on Equity. Full Participation in public policy was intended to imply active involvement in the development policy. Given this, does the COE still think “development of” needs to be added?
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Proposed Revised Draft Equity Mission Statement – 1.24.2022:

Table E: Comparison of the initial Draft Equity Mission Statement and revised version	
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Revised Draft COE purpose – 1.24.2022:

As an advisory body of the Lacey City Council, the Commission on Equity is tasked with identifying and advancing opportunities that will create a more welcoming community, to continue critical conversations on race and equity, to seek greater participation from underrepresented community members, and identify existing gaps and barriers which could prevent full participation in government and public policy.

Proposed Draft Vision statement – 1.24.2022:

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.

The City of Lacey is a community where:

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

Commission on Equity 2021 Community Engagement

Community Engagement Sessions - November 15 & November 22

The items listed below were brought up during one of the Community Engagement Sessions held by the Commission on Equity or as part of the online, alternative engagement effort. The statements are ordered broadly by category, not in the order in which they were expressed. In addition, the items are not provided verbatim, rather they attempt to broadly capture the content of the statements. To hear what was expressed by each community participant or Commissioner, please view the recordings [November 15](#) and [November 20](#). To read what was expressed by each community participant on the online, alternative engagement efforts, see below.

Finally, the items listed are not intended to be an exhaustive account of all statements.

Partnerships:

- Explore partnerships with Timberland Library, North Thurston School District, other local entities.
- Increase communication with JBLM, new families to area.
- Increase communication with new residents.

Accessibility:

- Be sure to consider individuals with disabilities.
- Be sure to consider individuals with limited or no access to internet.
- Enhance broadband access across the County.
- Make City materials accessible, e.g., ASL interpreters, closed captioning, consider design that makes materials accessible for individuals with color blindness.
- Consider language and cultural barriers.
- Mask are barriers currently to hearing individuals in the Sessions.
- Communities members with language, cultural, or other barriers to information may feel limited in who they contact at the City.

Outreach:

- Expand the City newsletters and have an established contact at the City available to provide more information.
- Flyers in grocery store, park signage.
- Go to where the people are / go into the community for engagement.
- Use banners / Electronic reader boards.
- Make online materials, like the survey, 100% accessible.
- Use newspaper ads.
- Leverage community partnerships.
- Consider hosting additional forums and/or focus groups.
- Engage in more community engagement and dialogue.
- Engage more high school youth / youth voices.

- Outreach and engagement with Homeless Youth.
- Create an outreach list with local organizations / entities.
- Use Community liaisons to reach out to communities.
- Get creative in approaches.
- Find locations that may be less intimidating than City Hall to meeting with the community.
- Create an environment of trust when community members feel they can bring up items and/or issues they may be encountering.

Inclusivity:

- Expressed that visuals in the community matter, e.g., military statue.
- Indigenous land recognition.
- Create a list of who attends/is a part of celebrations; do an audit of who is left off those lists.
- Consider a Juneteenth celebration.
- Consider hosting additional forums and/or focus groups.
- Explore expanding the existing community center for large events and programming.
- Explore increasing representation on boards and commissions in the community, this includes the city as well as other governmental entities in the community.
- Concerns regarding businesses in the City.
- Judge people by content of character; expressed the commission was the wrong direction.
- Consider issues of housing and financial issues.
- Have empathy for others.
- Craft a mission statement.
- Increase diversity in the City organization, as well as outside of the City, e.g., Police.

Evaluation / Benchmark:

- Evaluate who we are reaching out to and if it is effective and identify gaps.
- Evaluate way to close identified gaps.

Online Alternative Community Engagement:

The following input is presented as it was submitted. The City translated the input provided in Korean. All community member input that was submitted after the last review by the Commission on Equity is identified in red.

Participant	Q1: How can we create a more welcoming community?
1	Sponsor opportunities for people of different cultural backgrounds to sit together and talk about what us like to live in the USA
2	Law enforcement retraining and reconstruction to remove unfair treatment of minorities and colored people, which will eventually allow for them to feel like law enforcement is something available for them too, not just something to be afraid of and to avoid.
3	Invest in events that celebrate equity, diversity and inclusion. I know there are events that have been limited because of COVID the last couple years. The Diversity Celebration at St. Martins University is great when it is allowable. The same with Dragon Boat Festival. I would promote events around Cinco de Mayo, Día de Muertos (Day of Dead), Lunar New Year, Dragon Boat Festival, Gay Pride, Black History Month, etc. Promote food trucks with ethnic twist. Just check out downtown Portland. Highlight Ethnic businesses in Lacey. Have signage that states Lacey celebrates diversity, equity, inclusion and standing up against hate crimes.
4	It is important to have a consistently available presence within our city structure that would engage our community members to be involved. Such effort could include having a multicultural service position within the city, and a center where everyone can engage with each other by creating continuous opportunities to learn from each other, as well as enhance the understanding by having engaging activities. One day a year to have an ethnic celebration is not sufficient to help people to engage with each other. We, the community, can help make this happens, if given the opportunity.
5	Keeping the goal of creating a more welcoming community as a stable item on your agenda so that welcoming community becomes established in practice.
6	When life was more simple, there were events that were advertised which many could attend. Since COVID, isolation has increased and communities divided between government, law enforcement schools and communities (families). Families need outlets to bring their kids into safe environments. Each month maybe sponsor one event that highlights things in the community for families and couples. Much of what is in Washington is through organized activities which are paid for, memberships to agencies fulfilling a service and free outdoor recreational activities in parks and services provided (nature).
7	More multicultural activities, less emphasis on Christmas and more on Hannukah and Yule in the storefronts. More publicity on Muslim holidays, too. International food festivals, more native American awareness.
8	Creat do it together society
9	Understand what other ethenic pepele need to be imdotable.

10	지역사회에 자원봉사로 참여하는 일은 지역사회를 따뜻하게 만들 수 있다. 또한 이웃에게 따뜻한 말 한마디 하는 것도 사회를 따뜻하게 만든다. 그리고 젊은이에게 칭찬을 하는 것도 사회를 따뜻하게 하는 방법이다. Participating as a volunteer in local community services can promote warm local communities. Moreover, sharing warm words with the neighbors can make the society warm. Praising young people is another way of cultivating a warm society.
11	모든 지역 주민이 참여 할 수 있는 대화의 방 이란 소통의 창을 만들어 보면 하는 생각입니다 . The idea is to create a window of communication called the room of conversation in which all the local residents can engage.
12	A new ADA-accessible website that includes the ability to translate to other languages. Your website is difficult to use and does not pass any of the basic rules of accessibility. If I were blind or spoke another language, I would not be able to learn any information about what you offer as a city.
13	Stop hyper-focusing on equity! Focus on the entire community, not just special interest groups.
14	I am very happy to see this email. The government in this area and other cities realize the important of the diversity. Please check out "The Color of Fear" by Lee Minh Wah. He just passed away, You still can check out the video tape, and the training. I do not know that his group still have this training. They trained many schools, universities, government offices, organizations in California. I was lucky to attend this Diversity conference in 1995 and went to his workshop. It becomes my passion.
15	the community just being kind and nice to each other. we don't need a special committee for this to be paid by taxpayers. Waste of time as we have other more pressing issues to worry about. More people are kind and nice to each then not. And if they are not nice then tell them that.
16	Quit excluding people because they are not "ethnic". Welcome everyone without having to anything about them.
17	Why is it not welcoming now? What evidence do you have that it's not welcoming? Are you assuming the community of Lacey is extremely prejudice and dissuades one group or people from being welcomed?
18	By newsletters and meetings like this I
19	Better draw out and celebrate the positive aspects of all the various ethnic and diverse communities that make up Lacey and the northeast county.
20	By centering the voices who have been impacted & marginalized for so many years !
21	Set your house in order; meaning ensure that staffing not only reflects the Lacey community but these BIPOC staffs are inclusive and welcoming. There are over 200 staff in the City Hall and only a handful of BIPOC staff can be seen serving the community. Given that the 2020 Census indicated 40% BOPIC, in Lacey, City BIPOC staff should be in the range of 80. What is the current BIPOC staffing in the City?

22	"Perhaps you could begin by identifying those things/ services that the city can actually control. In what ways is the community specifically not welcoming?
23	Are there public policies that are not welcoming or are exclusionary? Only if the specific problem is identified can solutions be found.
24	
25	It is a bit overwhelming to see gun shops with Trump flags after the January 6 insurrection. Separating guns and politics from being openly displayed will make Lacey feel more welcoming. After the clashes in Olympia with heavily armed protesters standing off against each other on city streets, seeing gun shops with the flags of those militia groups feels threatening.
26	Focus on the the things that bring us together, Parks, well maintained roads. Policing to allow us to maintain laws and standards.

Participant	Q2: What concerns do you have about racism and inequity in the community?
1	Unconscious bias that is not addressed in Caucasians
2	Micro-aggression prevalent in public setting.
3	Racism can be very subtle or very blatant. Growing anti-Asian hate was fueled by subtle racist "dog whistle" comments around COVID - wuhan flu, kung flu, etc. - instead of focusing on the disease and its prevention and elimination. Anti Asian violence nationally and statewide not all committed by racist white people but other people of color. Black profiling was fueled way before the George Floyd incident. Latinix and Muslim resentment was fueled by the past administration's language about people crossing the border and those seeking asylum are terrorists, gang members, violent people, that harm Americans. People who are angry about their situation cannot push the blame on others who look different, are Asian/Black/Latinix/Muslim etc., different religions, etc.
4	If people do not engage with each other, misunderstanding and uninformed individuals will for sure appear among us. That would deepen the problems of racism and inequity within the community and among all groups. Therefore the center I mentioned above could help address some of these problems. We do still have people who do not know about many of the different groups that are in our community! Being proactive is the key to address issues of racism and inequity in our community.
5	Blatant racism and inequity is often hidden in policies and practices. Weeding those out takes constant vigilance and listening when confronted with their manifestation.
6	Social media, news, radio broadcasts are filled with opinions I have always felt should not be broadcasted in a public forum. I have worked for the government at the federal and state level and within the college organizations and see people sending emails with unnecessary adjectives. Why are inclusion organizations excluding those who are not considered minorities. The platforms these individuals use to pass their messages to a larger audience skew the perspectives of those around them creating sheep that follow a voice which may not lead to positive results. We equate race and inequality to what we get out of society and resources. Think about this... in the 1990s one of closest friends who was Caucasian was medically retired from the military after honorable service. He tried to get a job his physical limitations made more challenging. He found a part time job and made some money but not enough to support his family of 4. He went to apply for the resources provided by the city and county in order to make up the difference. Why did they tell him because of his ethnicity and current income, he could not receive benefits until he quit his job. How is our system just and fair when the playing field has been manipulated by what smaller populations are faced with through their life. Racism is taught, inequality is taught. These are learned behaviors. When we are born we do not know our skin color, where we will live, who are parents are. We do not get to choose those things when we take our first breath. So what concerns me is the emotions of our communities are so damaged and influenced no one can get a true picture of what we should be fighting for and supporting towards a better quality of life for all.
7	Hate is taught at home. We need more programs in the schools to teach children how to form their own opinions and not judge harshly the things they don't understand about others. Teach them to be curious rather than judgmental. Teach them how Diversity is good and makes us stronger and better.
8	
9	Many ethenic people think the that the US law is for the white people only. So we need to specifies what group we are talking about

10	직장에서 주로 같은 동료들이나, 상사들이 인종 차별을 하는 경우가 있고, 특히 보수 지급에 있어서 차별을 받을 수 있다. 약자의 상황과 처지를 이용하하여 인권을 억압하는 것은 인종차별주의이다. At work, there are cases where the same colleagues or superiors make racial discriminations, and they may be discriminating especially in terms of remuneration. Suppressing human rights by taking advantage of the situations and circumstances the weak are facing is considered racism.
11	인종차별 과 불평등에 대해 우려할 만한 사항은 없습니다 . There are no concerns in regards to racism and inequality.
12	There is a divisive nature to our community right now with signalling about positions on policing, racism, and lots of coded messages through displays about political candidates and flags, etc. that makes members of a minority group feel less safe. Our community leaders need to be more outspoken about their inclusion in order to emphasize that the opinions of its population is not the position of the city as a whole. Silence is support.
13	When a few people shouting can bully the city into meeting their demands, that's concerning. Lacey is a great place. We already bend over backwards to meet the needs of special interest groups.
14	Racism is like an underwater iceberg. You might not see it very much but it is there. As a Vietnamese live in this community over 30 years I experienced last year twice: I saw 5 people with long gun surrounding a color couple in Shelton last summer. A few month later a young while big man point a short gun toward me while I drove on the 4th Ave bridge.
15	NONE. I'm brown and I don't worry about it. I work hard and live in America. No one has every told me I can't be who I want to be. Don't get brainwashed by this nonsense. I tell my kids not to worry about it either and they don't, never had issues. It's media enforcing nonsense that doesn't exist. So, no worries about racism and "inequality". a bunch of buzz words to me.
16	The more you "educate", the more you are dividing. I never really thought about a person's skin color, race, or sexual preference. I liked them because they were good people. Now everytime I meet someone, I am uncomfortable and afraid I will insult them by not knowing their exact preference on how they want to be greeted.
17	Absolutely none. When there are so many other actual problems worth solving within the city of Lacey, this commission is a waste of taxpayers' money and should be dissolved. Furthermore, the opening sentence ("The 2020 murder of George Floyd clearly showed that racism and inequities continue to exist in the United States.") of the background of the charter is unsubstantiated and is based on no factual evidence from the trial or verdict; i.e., no hate crime or racial bias was attributed to the death of Mr Floyd. What is your proof or evidence that racism and inequities are widespread and institutionalized as is inferred? The premise for this and similar "commissions" is based on false and non-existing, made up "truths". Simply saying it over and over without evidence never makes it true. Commissions such as these will end up doing more harm than good by perpetuating false narratives and reinforcing the use of race

	to judge as opposed to an individual's character and intent; i.e., this will lead to more color conscious vs color blind society by punishing the present for the sins of the past.
18	Been living in Lacey for 22 years and a home owner for 20 and belonging to a Homeowners Association managed by property Mgr, who are racist, bigots and down right unfair
19	• The lack of minority representation and participation in Lacey city leadership, administrative staff most standing committees. • The inability of past efforts by the city to provide events, forums, etc. that successfully draw out siloed community groups to feel safe and welcomed and more willing to participate, and express their views and concerns. NTPS seems to be a strong partnership to help on this.
20	That it is nuanced, systemic & institutional.
21	Recruitment of staff needs to be wider and targeted to inform the BIPOC community networks. The listing should not be limited to just Governmentjobs website (or Indeed), but outreach needs to go out to other avenues to attract various BIPOC groups.
22	I think we need to see and accept people as individuals instead of just groups. We all have a responsibility to be welcoming owing & accepting. Encourage people to treat others as they themselves would like to be treated. Do not assume that everyone is a victim nor wants to be treated as a victim because they are part of a minority.
23	There isn't a lot of community building opportunities for minorities groups here. I have zero idea on where our local police stand on racism, homophobia or transphobia. I don't know our mayor. I don't feel safe going to local events because of the personal Transphobia I have faced.
24	
25	It seems that there is inequity in housing opportunities. If BIPOC community members historically earn lower wages, then the lack of affordable homes for sale disproportionately affects minorities.
26	No

Participant	Q3: How could we increase participation from underrepresented community members?
1	I am less concerned about that and encourage Caucasians to discuss their feelings about diversity
2	More images correctly reflecting the status of the community. Show educated, proud and healthy member of the community instead of someone who are at the mercy of white community grace.
3	Ask. Most folks are ready to volunteer if they feel they are needed. Empower - delegate communities of color to coordinate, host, administer events or programs. Getting to know different communities takes time. It takes time to build relationships and trust.
4	Create a space to allow and encourage people to use to engage with each other. This could be a public private collaborated effort. I will be happy to have our group to work with the city about how to do that.
5	Recruiting underrepresented populations to be at the decision table.
6	Communities who are underrepresented must take action to come forward and want to participate in forums. You cannot force a person, community to participate. When you provide an open forum to the public or specific audiences, you would need influential speakers who can lure them out. With that said, those influential speakers who give that population the motivation to seek change and to be heard should be given the right to voice their concerns but also to come to the table with possible viable solutions that support both sides of the argument. It can't always be about me, me, me and it cannot always be about them, them, them. There is middle ground which has to be found and accountability must be top priority towards all reachable goals.
7	Public service announcements in their language, recruitment articles in their newspapers, flyers at community events, a reader board at College and 6th. Do you have any idea how many Wiccans live in this area? And how stereotyped they are?
8	Build a community wide welcoming agenda
9	We need to encourage the minorities to participate government meetings
10	소수자들의 인정하고 그들의 욕구충족과 사회공헌으로 유인하고, 당사자들이 즐겁게 참여할 수 있는 활동방안을 모색해야 한다. 예를 들면, 직업활동, 종교활동, 정치적, 경제적, 사회적 참여활동, 여과활동 등이다. Recognize the minorities, fulfill their needs, encourage them to contribute towards society, and explore activities in which they can enjoy participating. For example, there are professional, religious, political, economic, social participation, leisure activities, etc.
11	앞에서 언급 했듯이 대화의 창 이나 소통 할 만한 사이트를 개설 해서 소수자들이 언제 라도 의견을 작성할 수 있었으면 합니다 . As previously mentioned, it would be ideal to establish a window of communication or site on which communication can take place, allowing minorities to share their opinions at any given time.
12	From my own corner, more open participation in Pride events (LGBTQIA+), and maybe not having Chick-Fil-A as a major sponsor of a family-oriented public event. :)

13	Stop assuming that "under"-represented community members aren't participating! Stereotyping an entire group of people based on their race or status as "underrepresented" is hurtful and harmful.
14	Bring more people of color in to the organizing committee team.
15	Every person has the internet or access to the library if they don't. If they are interested then they will come to you to participate. Or meet them where they congregate if you want to have them participate. Not everyone wants to participate so don't shove it down to grown adults who don't want it.
16	Stop trying to force people to do things. If they want to join, they will. If they do not, they won't.
17	"Underrepresented" in what way? In establishing quotas for housing units? Making portions of housing areas only for certain races? Giving stipends to encourage certain groups to move to live or work in Lacey. What are "underrepresented" members? How many of each do you think are needed? This sounds a bit like social engineering.
18	Engage in local faith based POC establishments, community fairs, training on bias, diversity and equality w panels
19	• Have minority communities actively recruit members of their community to become involved in Lacey sponsored focus groups and committees, to build trust and gain their input and active support • Identify a few current respected leaders of each identified minority communities to actively reach out to members of each minority community and identify communication avenues that best reach their members • Mold outreach message content and trusted methods that work best for each minority group. • Go where the target audiences go regularly. School events, cultural events, sporting events, etc. Or create new events that a target audience will attend for other interest reasons: Food is always a draw!!! • PAST EXAMPLES to support or improve: - o Ethnic celebration at St Martins; - o Lacey Fun Fair; - o NTPS's programs of school "diversity nights" held at school buildings: - o a number of years ago the city and NTPS had a Saturday "community discussion and listening open house" event held at River Ridge HS that was very successful. Discussions were focused on exactly the subjects of your committee.
20	Will let you know later
21	Review and update the job description, based on Skills, Knowledge, and Achievements (SKA) and not solely on certifications. When possible eliminate the college degree requirements.
22	Maybe create a movement for small area "festivals" or sporting events that allow people to interact with each other in person. Rotate where events are held & encourage all residents to participate. However, as long as people are worried about

	their safety, food, housing participation could be a challenge. Have underrepresented communities decide what they want & work with that response.
23	Would love to see a local Lacey Pride festival, Local Tribal events and things that are more inclusive to minorities and also gives us a way to celebrate openly who we are and meet new people in our community that are allies and supportive and want to learn more. I see race the ducks, or the polar dive or movies or things like that. Can we add more events bigger events beyond library talks?
24	Go out to community members. GOYAKOD: get off your ass and knock on doors.
25	Reaching out through a multitude of platforms to elicit participation and invite diverse people to the table could help increase participation. For some community members who are underrepresented, the need to earn money may win out over the desire to voluntarily participate in community outreach and leadership opportunities. Offering a stipend may allow more people to take time away from work to participate in community building events or opportunities.
26	Give the invitation it's their choice to participate.

Participant	Q4: What barriers have you seen or experienced in participating in decisions that impact the community?
1	I am not sure enough of us in Lacey know we have a problem with diversity
2	Not enough network. Information available to while community seems to be different from minority communities. Maybe not intentional, but knowing so and so, being a friend of so and so seems to bring advantages that people without much network don't have access to.
3	I've been in state government a long time. One barrier, a big one, is lack of diversity in administrative positions in local and state government. When there is lack of diversity, there is lack of decision making with a culturally competent lens to it. It's that simple. When City Managers, Planners, Council members, Planning Commissions, lack the diversity, it just reflects the current political flavor of the moment and DEI (diversity equity and inclusion) is not on the radar. I'll give credit to Lacey for having a Equity Committee. Need to open up opportunities for underrepresented people to provide input.
4	Some members of our community, including members of our Asian Pacific Islanders group, have language and other social barriers which prevented them from being participatory. We can work together to design and create different activities to encourage their participation.
5	I have not experienced any barriers
6	Life is not perfect. Communities are filled with people who are products of their environment. People for the most part do not choose where they will grow up, where they go to school, etc. It is all pre-decided by where our parents lived, etc. Families are built by the beliefs, morals, traditions passed on to generations. So how do you get communities to change? You need many of each generation willing to come to the table with an open mind instead of close minded individuals set in their ways. It takes a significant life event or movement to change one's view of the world. It is unfortunate but true. People are now looking out for themselves to meet their daily needs with inflation. When you don't have the means to support your basic needs, you don't have time to be involved in change when change comes with time and many may be struggling from more immediate requirements.
7	White privilege, financial privilege,....why is it white men are always making the decisions?
8	I don't see anything
9	Lack of participation because of the language barrier
10	투표를 할때, 인물에 대해서 아는 바가 전혀 없어서 누구를 찍어야 할지 모릅니다. 투표하기 전에 소수자의 참여를 위해 충분한 홍보가 필요합니다. When voting, it is difficult to decide on who to vote since there is no information at all on the person. Plenty of promotions is required for minority participation in voting.

11	의사를 방영 해 본적도 없고 어떻게 하는 지 모르는 상태 이므로 장애물이 있는 지도 모르는 상태 입니다 . I have never reflected my opinions and I also do not know how to do so; as such, I do not know if there are any obstacles.
12	I have seen the police department erode their relationship with a public school based upon today's charged climate, and that is unfortunate.
13	The city council makes decisions based on threat-culture rather than what's good for the community.
14	The color of my skin.
15	Not sure what you are wanting from this question. I live in America, the only barriers are media that tells minorities they can't be who they want to be. So, if you want change then tell people not to listen to toxicity and remind people that they live in America. Make common sense common again.
16	Politicians have their agendas and no one is going to change that.
17	None
18	Not aware of what they are, and planning to learn more
19	Lack of opportunities that provide cross-community interaction. Without safe opportunities for such interaction and discussion about issues concerning the community, people will remain in their silos and discussion won't happen. Views can't be expressed without face-to-face discussion, we can't learn from each other, Old and many times false beliefs and concerns won't change.
20	That would be a longer conversation, will save that for an other time.
21	Create/Support an internal employee-driven BIPOC support group. This group can not only advise City leaders of BIPOC concerns but also is a peer learning/supporting group, It will be an extension of the HR welcoming community and create belonging.
22	
23	I get concerned when we hear about community leaders expressing racism and their peers being unable to do anything about it.
24	English only communications sent to households. Majority white in city councils
25	Being able to attend live meetings in person has presented challenges to participating in our community in the past. The silver lining gleaned from the pandemic is the increased access to meetings over virtual platforms; the drawback is that many opportunities overlap. Sometimes access to meetings in the virtual setting can be impeded by access to reliable wifi service.

26	A loud vocal focal few shaping policy based on rhetoric that hurts the many.
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Participant	Q5: Did you experience any barriers to your participation today?
1	Not applicable
2	no
3	No, but I know a member of your Equity Committee who told me about this survey and upcoming meetings.
4	Yes. The timing could be an issue. I do not have the availability to attend meetings that are scheduled. Therefore, creating a contact position that allow more consistent communication possible is important.
5	No
6	Forums are not posted or widely disseminated to give ample notice. I am retired military and have the time to participate. I don't see any barriers. I see many challenges and can only hope for improvement in our communities, social and economic infrastructures. People want quality of life. How does everyone get that when they feel they have been slighted in some way?
7	No
8	No
9	Language barrier
10	
11	아니오 No
12	No
13	Nope. Thanks so much!
14	Busy at work, family and other community business. Now I am so happy that you open up the dialogue so we would be able to engage to in to this communication. It has to be start by the government setting because of the structure. .
15	Nope. My confidence doesn't allow barriers to interfere in anything I do. My Mexican mom and my World War II dad told me this all my life. No victim mentality here. Sorry to disappoint you. Why don't you educate people about thriving instead of diving in life. Stop wasting time and money on equity stuff.
16	what?? I'm taking a survey. Geez/
17	No
18	Zoom only today..more options needed
19	It's hard to successfully advertise to the general community that an event like this is happening. Even harder is notifying in such a way that enough interest is generated to spur someone into taking the time to actually participate. I got notice of this only by being involved in other city efforts.
20	Will tell you later.
21	no
22	
23	People of color and Trans folks are statistically making lower income than our white, cisgender counterparts. Knowing this, I'm really concerned about the cost of living increases we have seen with rent in our community. That impacts the ability to participate in decisions that impact our community when you are forced out or can't attend due to low funds or lack of access to internet.
24	

25	Sometimes I learn about opportunities post facto. It is nice to have access to recordings and digital feedback opportunities. Having extended defines for feedback also helps.
26	No

Participant	Q6: Would you be interested in having more dialogue with the Commission on Equity?
1	Yes
2	No
3	Yes
4	Yes
5	Yes
6	Yes
7	Yes
8	No
9	No
10	No
11	No
12	No
13	
14	Yes
15	No
16	No
17	
18	Yes
19	Yes
20	Yes
21	Yes
22	No
23	No
24	
25	Yes
26	No

**MEETING MINUTES LACEY COMMISSION ON EQUITY SUBCOMMITTEE
FOCUS GROUPS
TUESDAY, JANUARY 18, 2022
VIA ZOOM WEBINAR**

EQUITY COMMISSIONERS PRESENT: Chair Thelma Jackson, Kim Sauer, Annie Clay

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM)

RECORDING: <https://www.youtube.com/watch?v=01kYs7TLjw0>

CALL TO ORDER:

Chair Jackson called the meeting to order at 2:00 p.m.

FOCUS GROUP DISCUSSION

Commissioners discussed the creation of focus groups as part of the Commission on Equity's future community engagement efforts. The discussion included identifying cultural leaders and other individuals that the Commission on Equity could reach out to, potential focus group questions, timelines for holding focus groups, the number of focus groups to hold, the number of individuals to invite to each focus group, as well as other facilitation logistics related to hosting focus groups. The Commission expressed interest in hosting focus groups with the following community members: Latino/a/x and Hispanic, Asian, Pacific Islander, Youth, older adults, Nisqually Indian Tribe, LGBTQIA+, small businesses, low-income, BIPOC, limited English proficient or English as a second language, Black and Black Lives Matter, non-profits, as well as others. The Commission expressed a need to evaluate what community voices may not be captured with focus groups and how to bridge these gaps using other engagement efforts in the future.

ADJOURN:

Meeting adjourned at 2:39 p.m.