



Commission on Equity Approved 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 3rd 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.

Approved February 23, 2026.