



## Commission on Equity **Amended\*** Agenda

Refer to the bottom of the agenda for meeting information.

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Monday, April 27, 2026

5:30 PM

Council Chambers and Online

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### 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 **Amended\*** Agenda
- B. Approval of March 26, 2026, meeting minutes
- C. 2026 Lacey Youth Council Meeting Takeaways

### 5. Public Comment

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

### 6. Inspirational Item

- A. Commissioner Annie Clay
- B. **\*Thurston County Representative Introduction**  
Kenny Yarbrough, Diversity, Equity, Inclusion, and Accessibility Senior Program Manager, Thurston County  
*\*Item added on April 27, 2026*

### 7. Business Items

- A. **2026 Commission on Equity Work Plan Review**  
Shannon Kelley-Fong, Assistant City Manager

- B. **2026 Thurston Forward DEIB Summit**  
Veronica Hand, Equity and Inclusion Manager

## 8. Commissioner Reports

## 9. Director Report

- A. **Upcoming Events**  
Shannon Kelley-Fong, Assistant City Manager

## 10. Adjourn

### Next Meetings and Upcoming Events

- **Memorial Day - City Hall is Closed** - May 25, 2026
- **Commission on Equity Meeting** - June 1, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - June 22, 2026 - 5:30 p.m. at City Hall or remote

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## 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_u6jZNqWwSgCsi2nikCYHdw">https://us02web.zoom.us/webinar/register/WN_u6jZNqWwSgCsi2nikCYHdw</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=xW6-Bq8yXgA">https://www.youtube.com/watch?v=xW6-Bq8yXgA</a>
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 854 1889 4269)

### 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_u6jZNqWwSgCsi2nikCYHdw">https://us02web.zoom.us/webinar/register/WN_u6jZNqWwSgCsi2nikCYHdw</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, March 23, 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; Commissioners Clifton Brown, Raul Garza, Jon Hegwood (remote at 5:32); and Michelle Ewig, Lacey Youth Council Representative (present at 5:39)

COMMISSIONERS EXCUSED: Commissioners Annie Clay and Kim Sauer

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

### 3. Land Acknowledgement

Chair Jackson presented the abbreviated Land Acknowledgement.

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

- A. Approval of Amended Agenda
- B. Approval of February 23, 2026, meeting minutes
- C. **\*September March** 22, 2026, DEIB Regional Notes

**Vice Chair Hart moved to approve the amended agenda, previous meeting minutes, and consent items. Commissioner Brown seconded. The motion carried.**

### 5. Public Comment

No verbal public comment was received and (1) One written public comment was received.

## 6. Inspirational Item

### A. Makieda Hart, Vice Chair

Vice Chair Hart presented a piece titled "The Revolution" in honor of Women's History Month.

## 7. Business Items

### A. **2026-2028 Poet Laureate Application Review**

Shanelle Pierce, Special Projects Administrator

Pierce presented 2026-2028 Poet Laureate Application Review. The City advertised the Poet Laureate program through multiple channels and accepted applications from January 8 to March 6, 2026. One application was received. The following individuals assisted the Commission in reviewing applications for the 2026-2028 Poet Laureate:

- Cynthia Pratt, Lacey Poet Laureate
- Michelle Gipson, Annette Roth, and Aram Wheeler - Parks, Culture, and Recreation Board
- Sharla Desy - Library Board
- Julia Chavez, Saint Martin's University
- Suzanne Simons and Chris Dahl - Olympia Poetry Network
- CJ Dosch - South Puget Sound Community College

Poet Laureate Applicant Sonya Wohletz presented Poet Laureate Proposal 2026-2028, which included plans to promote poetry in Lacey, engage the community, track impact, and carry out poetry-related projects.

The panel discussed the applicant's artistic merit, community engagement experience, proposed community-based poetry programs, proposed budget, and other relevant factors. Discussion ensued.

**Commissioner Brown moved to recommend Sonya Wohletz as Poet Laureate for Council consideration. Commissioner Hart seconded. The motion carried.**

### B. **Public Art Donation Policy Review**

Shanelle Pierce, Special Projects Administrator

Pierce presented a proposed revision to the Public Art Donation Policy. This revision would address art donated by private individuals or organizations by adding a new section to Council Policy 10.03. Pierce detailed the donation process, criteria requirements, attribute considerations, and maintenance responsibilities. Discussion ensued.

**Commissioner Brown moved to recommend the proposed Public Art Donation Policy, with an amendment to include deaccession guidelines, for Council consideration. Commissioner Garza seconded. The motion carried.**

**C. 2026 Community and Cultural Grant Application Review**

Veronica Hand, Equity and Inclusion Program Manager

Hand presented the 2026 Community and Cultural Grant Application Review. This program provides funding to support events that enhance community engagement, celebrate cultural diversity, and provide accessible opportunities for community members to participate in local traditions, events, and celebrations. A total of 16 applications were received, with 12 applicants meeting policy criteria.

Michelle Gipson and Annette Roth from the Lacey Parks, Culture, and Recreation Board assisted the Commission in reviewing applications and recommending funding options for the 2026 cycle. Discussion ensued.

**Vice Chair Hart moved to approve Option 3: prioritize funding for community and cultural events by providing funding for eight events that are both community and cultural events rather than only community events. Commissioner Hegwood seconded. The motion carried, 4-1-1.**

**In favor: Chair Jackson, Vice Chair Hart, Commissioner Hegwood, and Lacey Youth Council Representative Ewig**

**Opposed: Commissioner Brown**

**Abstain: Commissioner Garza**

**8. Commissioner Reports**

**A. 2026 Lacey Cultural Celebration Overview**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported on the 2026 Lacey Cultural Celebration event held on March 7, 2026, at St. Martin's University. The Commission shared experiences and new ideas to consider for future events.

**B. Evergreen College Equity Symposium**

Raul Garza, Commissioner

Commissioner Garza reported on the upcoming 2026 Evergreen Equity Symposium - Fires Rising: Igniting Resilient Movements event, scheduled for April 15, 2026, at Evergreen State College.

**C. Thurston Forward: 2026 DEIB Summit Update**

Jon Hegwood, Commissioner

Veronica Hand, Equity and Inclusion Program Manager

Hand shared planning updates for the upcoming Thurston Forward: 2026 Diversity, Equity, Inclusion, and Belonging (DEIB) Summit, scheduled for May 1–2, 2026, at the South Puget Sound Community College, Lacey Campus.

## 9. Director Report

### A. **Olympia Soroptimist Awardee Annie Clay**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported on Commissioner Clay being a 2026 Olympia Soroptimist Awardee.

### B. **Women's Dignity School Request and Multicultural Women's Leadership Workshop**

Veronica Hand, Equity and Inclusion Program Manager

Hand reported on the Women's Dignity School and Multicultural Women's Leadership Workshop, scheduled for March 14 and 28, 2026, at the YWCA in Olympia, and April 25, 2026, in the Lacey Community Room.

### C. **2026 Lacey Youth Council Meeting Review**

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided a recap of the Commission on Equity meeting with the Lacey Youth Council held on February 23, 2026. Discussion ensued.

#### **Additional Reports**

Hand reported on the upcoming Asian Pacific Islanders Coalition of South Puget Sound (APIC) Race Dialogue: Cultivating an Anti-Racist Community, scheduled for March 28, 2026, in the Lacey Community Room.

Chair Jackson reported on the upcoming No Kings Rally, scheduled for March 28, 2026, at the Washington State Capitol.

Hand reported on the upcoming Thurston County Home Buying Expo scheduled for April 18, 2026, at the Olympia Center.

Hand reported an update on the new Thurston County Senior Program Manager - Diversity, Equity, Inclusion, and Accessibility, Kenny Yarbrough.

## 10. Adjourn

Chair Jackson adjourned the meeting at 8:08 p.m.



# STAFF REPORT

Commission on Equity  
April 27, 2026

**Subject:** 2026 Commission on Equity and Lacey Youth Council Meeting  
**To:** Lacey City Council  
**Prepared by:** Shannon Kelley-Fong  
**Department Director:** Shannon Kelley-Fong, Assistant City Manager SKF  
**Reviewed By:**  
**Final Review:** Same as Department Director

**Purpose:** Action Item

**Recommendation:** Motion to Approve the 2026 Commission on Equity and Lacey Youth Council Meeting Notes.

**Brief:** The Commission on Equity (COE) meets annually with the Lacey Youth Council (LYC). **Attachment 1** provides an overview of the notes from this meeting. These notes are intended to be included in the City’s Diversity, Equity, Inclusion, and Belonging Strategic Plan as an appendix for future consideration.

**Alternatives:**

1. Approve the meeting notes with amendments.
2. Do not approve the meeting notes.
3. Some other option not contemplated in the above.

**Prior Review:**

Commission on Equity - 2/23/2026 [Link](#)

**Advisory Board Recommendation(s):**

**Fiscal Impact:**

Budgeted Item: No

Amount: \$0

Funding Source: N/A

Project Code: N/A

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**Attachments:**

1. Draft 2026 COE & LYC Meeting Notes

**Policy or Legal Alignment:**

1. Commission on Equity 2025 Work Plan

**Background:** The COE meets annually with the Lacey Youth Council (LYC). This year, the meeting was held at the COE’s [February 23, 2026, meeting](#). The meeting consisted of the LYC presentation, Lacey Through Our Eyes. The COE and LYC then engaged in a discussion

based on prepared questions from both. For the COE questions, the group broke into small groups for an initial discussion and then discussed their responses as a whole.

**Attachment 1** provides an overview of the notes from this meeting. These notes are intended to be included in the City's Diversity, Equity, Inclusion, and Belonging Strategic Plan as an appendix for future consideration.



## Commission on Equity & Lacey Youth Council Meeting

02.23.2026

### 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?**

- Uncertain about preparing for the future, especially when deciding between pursuing a passion-driven career or a prestigious path.
- There is insufficient support in schools, particularly beyond academics.
- Mental health is a major concern, with limited resources and counselors often focused primarily on academic guidance rather than emotional well-being.
- That adults do not always listen to or honor their voices in decisions that affect them.
- There are few structured activities or opportunities during the summer, leaving many youth without engagement.
- There are limited job opportunities make it difficult for youth to gain experience and financial independence.
- Many young people feel anxious about the state of the world and their future.

**2. Do you feel prepared for adulthood in the current environment?**

- Many youth do not feel adequately prepared for adulthood.
- There is concern about navigating adulthood in today's complex social, economic, political environment.
- Youth expressed a need for more workforce training and practical career preparation, including financial literacy education and independent living skills.
- Many experience an absence of mentors or trusted adults to guide them.
- School curricula often have gaps in preparing students for real-world adult responsibilities

**3. What kinds of stress or pressure feel are unique to your generation? What do you think would help with this?**

- Social media creates unique challenges and pressures, including constant comparison and the need for online validation.

- Many youth feel that technology and rapidly advancing tools like AI are changing expectations for their future.
- Unrealistic standards online often highlight success without showing challenges or failures, increasing pressure.
- Youth feel underprepared for adulthood, which adds stress about making major life decisions.
- There is significant anxiety about the future, including career stability and global issues.
- Social media use is linked to mental health challenges, such as stress, anxiety, and lowered self-esteem.
- Students are worried about budget cuts in education, which reduce opportunities and support systems. Program and course reductions, such as cuts to Running Start or canceled AP classes, add stress about college preparation and academic opportunities.

**4. How does technology or social media help you, and how does it create challenges? What do adults misunderstand about these?**

- Help youth build connections and expand their networks.
- Provides greater autonomy and access to information, allowing youth to learn and explore independently.
- However, students must also navigate the downsides, including misinformation and unhealthy online environments.
- Some students face challenges when their work is incorrectly flagged as AI-generated, creating frustration.

**5. What are one or two youth priorities this year?**

- School
- Sports
- Looking forward to after Highschool, College, future decisions
- More community involvement
- Youth Summit: hoping adults will listen
- Youth Center, winter is hard because it is outdoors
- Mentorships
- Internships

**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?**

- Structured opportunities for youth engagement, such as small groups, help build confidence and foster relationships with peers and mentors.
- Dedicated spaces within schools where students can share ideas and participate in discussions.
- Student leadership roles that allow passionate individuals to serve and contribute, rather than positions pursued only for recognition.
- Participation in youth-focused groups or councils (such as youth advisory councils) that give students a voice in community decisions.
- Opportunities to engage in activities that may be optional but still meaningful for youth development.
- Safe spaces where youth can collaborate, share perspectives, and work together on ideas.
- Creation of youth-centered spaces, such as a youth center or teen hub, including social activities like game nights.
- Events that help prepare teens for adulthood, such as workshops on job interviews and life skills.
- Accessible resource hubs where youth can find information and support.
- More opportunities created by adults for youth to participate in decision-making and community initiatives.
- Follow-through from adults on youth ideas and feedback so that participation leads to real outcomes.
- Empowering youth with agency, focusing on what they can do rather than limiting them by what they cannot do.

**7. What are the best ways to communicate with our youth about topics, issues, events, and employment opportunities?**

- Instagram
- Social media in general
- Email
- School morning announcements
- Posters in schools
- Partnerships with Schools

- Sports
- Clubs
- People with influence in schools, e.g., class officers

**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?**

- Some participants noted that the community does a strong job creating opportunities for youth voices to be heard, including through school groups and cultural celebrations.
- However, several groups of youth may still face barriers to participation, including:
  - Youth from families struggling with addiction
  - Youth experiencing homelessness
  - Youth with disabilities
  - Youth with limited English proficiency
- To better engage these groups, communities should create welcoming environments and actively invite participation, while providing targeted resources, support services, and accessible opportunities for involvement.

**9. Without identifying specific individuals, have you observed any systemic inequities or other ongoing challenges within the community?**

- Lacey community often makes strong efforts to support and include all people.
- Social cliques within schools can create barriers and make it difficult for some students to feel included or connected.
- There is a need to better reach youth who may not have strong social networks or who do not typically attend community events.
- Immigrant youth and families may face challenges.
- Some youth may appear stable but are still struggling.
- Certain aspects of the local culture may normalize activities like gambling.



# Commission on Equity

Work Plan 2026 **DRAFT**



**Background:** On January 21, 2021, the Lacey City Council established the Commission on Equity (“COE”) with Ordinance 1581. The COE, an advisory body to the Lacey City Council, is tasked with providing recommendations on ways to:

- Identify and advance opportunities that will create a more welcoming community.
- Continue critical conversations on race and equity.
- Seek greater participation from underrepresented community members.
- Identify existing gaps and barriers which could prevent full participation in government and public policy.

**Commissioners:**

First Name	Last Name	City / UGA	Position	Term	Term Expiration	OMPA Training Date
Clifton	Brown	City	Commissioner	2nd	12/31/2028	09/23/2024
Kim	Sauer	City	2025 Chair	2nd	12/31/2028	09/23/2024
Thelma	Jackson	City	2025 Vice Chair	2nd	12/31/2027	09/23/2024
Annie	Clay	UGA	Commissioner	2nd	12/31/2027	09/23/2024
Raul	Garza	City	Commissioner	1 <sup>st</sup> (full)	12/31/2028	12/19/2024
Makieda	Hart	UGA	Commissioner	2nd	12/31/2028	09/23/2024
Jonathan	Hegwood	City	Commissioner	2nd	12/31/2028	09/23/2024
Michelle	Ewig	Youth	LYC Rep.	1st	06/31/2026	-

**City Staff Support:**

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

**Meeting Schedule:** Typically, Fourth Monday of the Month, 5:30 p.m., Remote / City Council Chambers

**Webpage:** [Commission on Equity - City of Lacey](#)

**Public Comment:** At each regular meeting

**Review of 2022 - 2025 COE Activities:**

**Table A** provides a succinct overview of COE efforts over the past few years.

<b>Table A</b>		
<b>Overview of Commission on Equity Work 2022-2025</b>		
<b>Year</b>	<b>Month</b>	<b>Activity</b>
2022	January	Discussed participation in Lacey's Cultural Celebration DEI Strategic Plan Workshop #4: Revisit Equity Values, Mission, and Vision Statements & Overview of Values-based decision making in practice Community Engagement Update Focus Group Subcommittee Update Juneteenth Celebration Update
2022	February	Joint Meeting w/ Lacey City Council – Review of Work & 2022 Work Plan Review of BIPOC Business Startup Training Program LPD Presentation DEI Strategic Plan Workshop #5: Values Based Decision Making in Practice Focus Group Strategy Booth at the Lacey Cultural Celebration
2022	March	Held a focus group with Lacey Youth Council Held a booth at the Lacey Cultural Celebration Discussed developing a Community Connectivity Assessment (CCA) Reviewed DEI Strategic Plans from other organizations DEI Strategic Plan Workshop #7: Creating and Prioritizing Action
2022	April	Reviewed Parks & Recreation Facility Policies Reviewed Parks, Culture & Recreation Comprehensive Plan - Public Involvement Plan Reviewed the City's Communications Plan
2022	May	Thurston County Climate Mitigation Plan & Advisory Board Current Planning – CED Presentation Reviewed Proclamation Policy Reviewed Flag Policy and Juneteenth Flag addition in 2022 Continued discussion on CCA development Juneteenth Celebration Update Police Facility Community Advisory Panel Update (CAP)
2022	June	Held 41st Juneteenth Celebration in partnership with the Fred U. Harris Lodge

		<p>DEI Strategic Plan Workshop #9: Monitoring and accountability of DEI Strategic Planning</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 1</p> <p>Continued review of the Flag Policy</p> <p>Police Facility Community Advisory Panel Update (CAP)</p>
2022	July	<p>Public Works Presentation</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 2</p> <p>Flag Policy Review; Created a recommendation</p> <p>2022 Work Plan Check-in</p>
2022	August	<p>Finance Presentation</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 3</p> <p>Juneteenth After Action Report</p>
2022	September	<p>City Attorney's Office Presentation</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 4</p>
2022	October	<p>Nat and Thelma Jackson Historical Marker &amp; Art Piece Dedication @ the Lacey Community Center</p> <p>Overviewed the Affordable Housing Strategy</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 5</p>
2022	November	<p>Reviewed a Draft Land Acknowledgement and Land Acknowledgement Policy</p> <p>Reviewed the City's Art Plan &amp; Utility Wrap Project 2023</p> <p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 6</p>
2022	December	<p>DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 7</p> <p>Reviewed a draft Work Plan 2023 &amp; Joint Meeting with Lacey City Council</p> <p>Community Engagement Efforts &amp; Initiatives</p>
2023	January	<p>Advisory Body Compensation</p> <p>Draft Land Acknowledgement and Land Acknowledgement Policy Review</p> <p>Sponsorship Policy Review</p>
2023	February	<p>NTPS Update on Equity Efforts</p> <p>JPII Update on Equity Efforts</p>

		<p>LPCR Comprehensive Plan first draft review</p> <p>Utility Wrap Update</p> <p>Senior Services for the South Sound Presentation</p> <p>Focus Groups with community members</p> <p>Lacey Cultural Celebration</p> <p>Joint Meeting with the Lacey City Council</p>
2023	March	<p>Scholarship Policy Review</p> <p>Cultural Celebration Review</p> <p>Black and African American Community Forum Review</p> <p>Juneteenth Planning Update</p> <p>Advisory Body Compensation Update</p> <p>Utility Wrap Project Update</p> <p>Thurston League of Women Voters Equity Commission Panel</p>
2023	April	<p>Parks, Culture, and Recreation Event Overview</p> <p>Land Acknowledgement and Land Acknowledgement Policy</p> <p>Advisory Board Stipend Program</p>
2023	May	<p>Parks, Culture, and Recreation Comprehensive Plan Review</p> <p>Sign Code Discussion</p> <p>Juneteenth Celebration Update</p> <p>Thurston County League of Women's Voters Equity Panel Update</p> <p>LGBTQIA+ Community Forum Update</p> <p>Equity Presentation at Joint Lacey City Council and North Thurston Public School Board Meeting</p>
2023	June	<p>Timberland Library Equity Efforts</p> <p>Public Meeting Portal Overview</p> <p>Oral History Project</p> <p>Land Acknowledgement Policy</p> <p>2023 Juneteenth Celebration Overview &amp; Engagement</p> <p>LGBTQIA+ Community Forum Update</p>
2023	July	<p>Public Meeting Portal Overview, Part II</p> <p>Social Services Overview and Lacey Veterans Services Overview</p> <p>LGBTQIA+ Community Forum and Community Engagement</p> <p>Equity Tools Overview</p>
2023	August	<p>Legislative Meeting Process Overview</p> <p>LGBTQIA+ Community Forum - Online Survey Update</p> <p>Joint Animal Services Overview</p> <p>Lacey Police Department Community Academy</p>
2023	September	<p>Advisory Board Open Positions: Planning Commission</p> <p>Community Liaisons Program Overview</p>

		Land Acknowledgement Application Community Forum - Centering Immigrant Communities Naming of Facilities Overview
2023	October	Cancelled
2023	November	Advisory Board Stipend Program Demographic Data Collection Draft Work Plan 2024 DEI Strategic Plan: Document Element Review, Part 1 Community Forum – Centering Immigrant Communities Discussion Equity Tools Overview, Part II
2023	December	Election of Officers Community Liaisons, Part II 2024 Work Plan Recommendation DEI Strategic Plan Workshop: Document Elements Review, Part 2 Lacey Cultural Celebration 2024 2024 Schedule
2024	January	Advisory Board Stipend Program and Demographics Survey State Business Presentation DEI Strategic Plan Workshop: Document Elements Review, Part 3 - Commission on Equity Message and Demographics
2024	February	Thurston County EDC Presentation Lacey Chamber of Commerce Presentation Economic Development Update Middle Housing Public Engagement DEIB Strategic Plan Update Lacey Cultural Celebration Community Forum Planning
2024	March	Climate and Sustainability Efforts Update Human Services Presentation Community Liaison Program Advisory Board Stipend Program Demographic Data Draft DEIB Strategic Plan Workshop: City Workforce Data Review Equity and Inclusion Program Coordinator
2024	April	Public Comment Policy Meeting with the Lacey Youth Council Community Liaison Program Utility Wrap Project Phase I Review Draft DEIB Strategic Plan: Status Overview, Part I League of Women Voters Equity Panel Update All Abilities Community Forum

		Lacey Cultural Celebration Feedback Equity and Inclusion Project Manager Update May Meeting Discussion
2024	May	School Resource Officer Program Overview Draft DEIB Strategic Plan: Status Overview, Part II and Draft Review Equity Index Maps Overview 43rd Juneteenth Celebration Update Future Community Forums
2024	June	Equity and Inclusion Program Manager Introduction North Thurston Public Schools Update All Abilities - Community Forum Feedback Review Draft DEIB Strategic Plan Review Juneteenth Celebration Parks Improvement Funding Work Group
2024	July	Comprehensive Plan Update: Communications and Community Engagement Plan Human Services Update: Grant Program, Draft Community Participation Plan and Draft Needs Assessment Outline Utility Wrap Project Phase I Update Community Forum and Regional Event Planning Update DEIB Strategic Plan Update Regional DEIB Government Staff Meetings
2024	August	University & College Equity Initiatives: Saint Martin's University, South Sound Community College Thurston County Equity Coalition TOGETHER! Club House and Equity Initiatives Overview Park Improvement Funding Work Group Update Lacey Police Department Community Academy
2024	September	Diversity, Equity, Inclusion, and Belonging Strategic Plan Adoption Celebration Lacey Youth Council Representative Introduction: Kieran Powell Advisory Board Handbook Updates Human Services Update: Commission, Grant Program, and Needs Assessment Survey Equity Index Maps Discussion Park Improvement Funding Work Group Update Tentative October Schedule
2024	October	Black Home Initiative Housing Update: Covenant Homeownership Act - 2023 HB 1474

		Community Resource Unit / Mobile Outreach Team / 30x30 Initiative Equity Initiative Update Park Improvement Funding Work Group Update
2024	November	Komachin Middle School Reverand Dr. Martin Luther King Jr Update City Logo and Branding Guide Against Hate, Racism, and Discriminatory Actions Proclamation Review 2025 Work Plan Review PIFW Report Commissioner Reappointment Update (12/10) Black Home Initiative Update Joint Meeting with the Lacey City Council (1/28) Equity Map Update
2024	December	Welcome New Commissioner Raul Garza Officer Elections Community Survey Update City Designation Overview 2025 Work Plan PIFW Report Reverend Martin Luther King Jr Assembly Update 2025 Advisory Board Stipend and Demographic Survey DEIB Summit Update
2025	January	Comprehensive Plan Update Outreach Results Employee Survey Overview DEIB Summit Update Reverend Martin Luther King Jr Assembly Update Advisory Board Stipend Program and Demographic Survey Joint Meeting with Lacey City Council Joint Meeting with LYC Lacey Cultural Celebration
2025	February	Meeting with the Lacey Youth Council DEIB Summit Update Community Events and Celebrations Overview Lacey Cultural Celebration Update Black History Museum Update Equity Map Update Community Survey Update Potential Community Forum: Active Duty, Veterans, and Families Retreat Discussion
2025	March	Equity Map Review

		<p>DEIB Summit Update</p> <p>Community Events and Celebrations Overview</p> <p>Employee Survey Update</p> <p>Community Forum: Active Duty, Veterans, and Families Update</p> <p>Retreat Discussion</p>
2025	April	<p>Lacey Night Market - Pride Night</p> <p>DEIB Summit Update</p> <p>Veterans, Active Duty, and Families Community Forum Update</p>
2025	May	<p>Comprehensive Plan Review</p> <p>Metropolitan Park District Presentation</p> <p>Thurston Forward: A DEI Summit for Progress Review</p> <p>Pride Night at Lacey Night Market</p> <p>Retreat Update</p>
2025	June	<p>Language Access Plan Review and Language Service Update</p> <p>First-Time Homebuyer and Fair Housing Forum Introduction</p> <p>Community Events and Celebrations Policy Review</p> <p>Juneteenth Proclamation</p> <p>LGBTQIA+ Pride Month Proclamation</p> <p>Pride Night at the Lacey Night Market</p> <p>Retreat Update</p> <p>Equity Map Update</p> <p>DEIB Advisory Board Regional Meeting Update</p> <p>Community Forum Updates</p>
2025	July	<p>Veterans, Active Duty, and Families Community Forum Recap</p> <p>2025 Work Plan Review</p> <p>50th Anniversary Block Party</p> <p>Equity Map</p> <p>National Community Survey</p> <p>DEIB Advisory Board Regional Meeting</p> <p>HSC Joint Meeting</p>
2025	August	<p>Lacey Veterans Services Hub Update</p> <p>National Community Survey Update</p> <p>2025 Retreat Update</p> <p>DEIB Advisory Board Regional Meeting</p>
2025	September	<p>Held DEIB Advisory Board Regional Meeting</p> <p>Connection Activity: Get to Know Your Neighbor</p> <p>Asset Limited, Income Constrained, Employed Household Report for Thurston County - Thurston County</p> <p>Overviews, Updates, and Opportunities</p>

2025	October	<p>Welcome Lacey Youth Council Representative, Michelle Ewig</p> <p>Regional Advisory Board Meeting Discussion</p> <p>Strengths, Opportunities, Aspirations, and Results Exercise and 2026 Work Plan</p> <p>Leadership Thurston County Presentations</p> <p>COE Reappointment Update</p> <p>Community and Cultural Grant Program Update</p> <p>Utility Wrap Update</p> <p>Joint NTPS City Council Meeting (11/12)</p> <p>November and December Meetings</p>
2025	November	<p>Poet Laureate Program Policy</p> <p>Draft 2026 Work Plan</p> <p>Leadership Thurston County Presentations</p> <p>DEIB Summit Planning Update</p> <p>Joint NTPS City Council Meeting (11/12)</p> <p>City Council COE Work Plan Meeting</p> <p>Lacey Youth Council Meeting</p>
2025	December	<p>The Thread That Binds Us Follow-up</p> <p>Poet Laureate Update</p> <p>Community and Cultural Grant Update</p> <p>2026 Draft COE Work Plan</p> <p>2026 Election of Officers</p> <p>DEIB Summit Planning Update</p> <p>Homebuying Expo Update</p> <p>Regional Equity Advisory Board Meeting</p> <p>COE January Meeting</p> <p>February 10, 2026, Council Meeting - COE Work Plan</p>

**2025 Work Plan Report Card: Table B** provides a succinct overview of the 2025 Work Plan activities and their respective progress (complete, update, on hold, etc.).

<b>Table B</b>						
<b>2025 Work Plan Update</b>						
<b>Year</b>	<b>Q</b>	<b>Category</b>	<b>Activity</b>	<b>Status</b>		
2025	Q1	Engagement	Participate in the Lacey Cultural Celebration	<b>Complete</b>		
			Joint Meeting with the Lacey Youth Council	<b>Complete</b>		
		Policy Items	Finalize paid community liaison program recommendation	<b>2026</b>		
			Finalize Equity Map	<b>Complete</b>		
			Review Employee Survey	<b>Complete</b>		
			Review other City policy documents, as they come up (e.g., Economic Development Plan, etc.)	<b>Complete</b>		
			2024 DEIB Strategic Plan Report Review	<b>2026</b>		
		Program Items	Joint meeting with City Council and Annual Report Out	<b>Complete</b>		
			Review and make a recommendation on Community Survey option	<b>Complete</b>		
		Events	Start 42nd Juneteenth Celebration planning with Fred U. Harris Lodge	<b>On Hold</b>		
			Participate in the Lacey Cultural Celebration	<b>Complete</b>		
			Continue planning for 2025 DEIB Regional Summit	<b>Complete</b>		
		2025	Q2	Engagement	Hold a focus group	<b>Complete</b>
					Hold a joint/informational meeting with DEIB representatives from local education institutions; Invite administrators	<b>Complete</b>
				Policy Items	Continue Advisory Board Process	<b>2026</b>
Continue research and review on equity tools	<b>2026</b>					
Start review of Advisory Board recruitment process	<b>2026</b>					
Comprehensive Plan Involvement	<b>Complete</b>					
Review other City policy documents, as they come up	<b>Complete</b>					
Program Items						
Events	Participate in the 42nd Juneteenth Celebration with the Fred U. Harris Lodge			<b>On Hold</b>		
	Host 2025 DEIB Regional Summit with partners			<b>Complete</b>		

Year	Q	Category	Activity	Status
2025	Q3	Engagement	Hold a joint / informational meeting with DEIB representatives from other government entities	<b>Complete</b>
			Hold a focus group with community members / affinity group(s) (TBD)	
			Research and consider community celebrations, including LGBTQIA+, Latino events	<b>Complete</b>
		Policy Items	Review Language Access Plan	<b>Complete</b>
			Continue Comprehensive Plan Involvement	<b>Complete</b>
			Review Cross Departmental Equity Team Plan	<b>On Hold</b>
			Review other City policy documents, as they come up	<b>Complete</b>
		Program Items		
		Events		
2025	Q4	Engagement	Hold a focus group with community members	
			Recruit for COE Members (if needed)	<b>Complete</b>
			Make a recommendation on community celebrations, including LGBTQIA+, Latino events	<b>Complete</b>
		Policy Items	Review contracting and opportunities for information sharing	
			Continue Comprehensive Plan Involvement	<b>Complete</b>
			Review other City policy documents, as they come up	<b>Complete</b>
			Draft 2026 Commission on Equity Work Plan	<b>Complete</b>
		Program Items		
		Events	Start 2026 DEIB Regional Summit Planning	<b>Complete</b>

At the Commission on Equity meeting on October 27, 2025, the COE performed a Strengths, Opportunities, Aspirations, and Results (SOAR) Exercise. A SOAR exercise is a powerful, strengths-based strategic planning activity that focuses on what a group, like the COE, or organization, like the City, does well — rather than focusing primarily on gaps or weaknesses (like the more common Strengths, Weaknesses, Opportunities, and Threats), while also focusing on the future. As part of this exercise, considering the framework of the Diversity, Equity, Inclusion, and Belonging Strategic Plan (DEIB Plan), the COE considered the following questions:

## 1. Strengths

- What are we doing well right now?
- What makes us unique?

## 2. Opportunities

- What possibilities can we take advantage of?
- What's changing in our environment, community, or culture?
- Who can we collaborate with?

## 3. Aspirations

- What do we want to accomplish in the next 12 months?
- What do we want to accomplish in the next few years?

## 4. Results

- What outcomes will show we're making progress?
- What does success look like in the short- and long-term?
- How will we track or celebrate successes and impact?

The following are the notes from the SOAR exercise:

### Strengths / Reflections:

- Council support
- City staff support
- Commitment of Commission on Equity members: We show up
- Diverse backgrounds and experiences
- Interactions as a group
- Action-focused
- Mission-driven
- Leader in Thurston County
- Relationships with City Departments
- Learn from experiences
- Growth mindset
- Embracing technology, e.g., Equity Map
- Visible in the community
- Developed partnerships
- Results – implementing DEIB Strategic Plan
- Vocal
- Youth support and voices

**Opportunities:**

- Connect with new councilmembers
- Lead the way with other regional advisory boards and groups
- Use our experience and continue to move forward
- Equity work is now more critical than ever; challenging work is ahead
- More community engagement
- Avoid duplication
- Recognition for Human Services Grant Program
- Hold Regional Advisory Board Meetings
- Transform systems, focus on inequities
- Education opportunities
- Outcomes of employee survey
- Expand equity discussion to other community elements: education, health, housing
- Use the Equity Map: Host Neighborhood Meetings

**Aspirations:**

- Quarterly Regional Advisory Board meetings
- Juneteenth
- Mentorship programs: Youth, Young Adults, City staff
- Multilingual newsletter
- Community outreach
- Advisory Group: More impact, growth mindset
- Equity Map: Neighborhood Meetings
- Staff Training Plan Review / Workplace Culture
- Engage with those with limited digital access
- Sidewalks
- Transportation: JBLM, Bike
- Continue work on Community Connectivity Tool (CCT)
- Explain the complexity of systems/changes
- 2025 Report: Impact / Results

**Results:**

- Performance indicators are being met
- Questions and inquiries are second nature in responding
- Work creates results and new pathways
- Actions are being done
- Visible change starting to occur

- Increased engagement
- Celebrate small wins
- COE continued to be asked to be part of events
- Departments want to come to the COE
- Resources are more equitably distributed
- Newsletter allows for a community feedback loop
- End 2026: Invitations to present on COE work
- Snacks
- Open House-like engagements
- Updated phone systems, use as an education tool, accessibility features
- Review Land Acknowledgment with Nisqually Indian Tribe

### Strengths

- Council support
- City staff support
- Commitment of Commission on Equity members: We show up
- Diverse backgrounds and experiences
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### Opportunities

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- Use our experience and continue to move forward
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- Transform systems, focus on inequities
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- Use the Equity Map: Host Neighborhood Meetings

### Aspirations

- Quarterly Regional Advisory Board meetings
- Juneteenth
- Mentorship programs: Youth, Young Adults, City staff
- Multilingual newsletter
- Community outreach
- Advisory Group: More impact, growth mindset
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### Results

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## 2026 Work Plan

In 2026, the following programs and policies are intended to be reviewed:

1. Poet Laureate Process
2. Community and Cultural Grant Process
3. 2025 DEIB Strategic Plan Report
4. Utility Relief Program
5. Community Liaison Program
6. Public Art Program
7. Utility Box Wraps
8. Advisory Board Process

**Table C** provides a succinct overview of anticipated COE efforts in 2026 by quarter.

<b>Table C</b>				
<b>2026 Work Plan</b>				
<b>Year</b>	<b>Q</b>	<b>Category</b>	<b>Activity</b>	<b>Status</b>
2026	Q1	Engagement	Joint Meeting with Regional DEIB Advisory Boards	Complete
			Joint Meeting with the Lacey Youth Council	Complete
		Policy Items	Poet Laureate Process	Complete
			Community and Cultural Grant Process	Complete
			Review other City policy documents as they come up (e.g., the Economic Development Vision, etc.).	Complete
		Program Items	Joint meeting with City Council and Annual Report Out	Complete
		Events	Plan 2026 DEIB Regional Summit with partners	Complete
			Participate in the Lacey Cultural Celebration	Complete
			Potential Martin Luther King, Jr. Day Celebrations	Complete
		2026	Q2	Engagement
Hold a focus group (e.g., affinity, community groups, or neighborhood groups)				

			Hold a joint/informational meeting with DEIB representatives from local education institutions	
		Policy Items	City Recognition Review	
			2025 DEIB Strategic Plan Report Review	
			Community Connectivity Tool (CCT) Update	
			Review other City policy documents, as they come up	
		Program Items	Leadership / Mentorship Opportunities	Scheduled June 22
			Internship, Training, Application Process Review Employee Survey Update ( <i>pending</i> )	Scheduled June 22
		Events	Host 2025 DEIB Regional Summit with partners	Scheduled May 1/2
			Night Market Booths	Scheduled
		2026	Q3	Engagement
Hold a focus group (e.g., affinity, community groups, or neighborhood groups)				
Policy Items	Public Art Program Review			
	Community Liaison Program Review			
	2025 DEIB Strategic Plan Report Review			
	Utility Relief Program Review			
	Advisory Board Process Review			
Review other City policy documents, as they come up				
Program Items	Lacey Veterans Services Hub Update			
	Utility Box Wrap Program Round #2 Review			
	Community and Cultural Grant Process			
Events	Night Market Booths			Scheduled
2026	Q4			Engagement
		Hold a focus group (e.g., affinity, community groups, or neighborhood groups)		
		Policy Items	Review contracting and information sharing	
			Public Art Program Review	

			Advisory Board Process Review	
			Community Liaison Program Review	
			Utility Relief Program Review	
			Review other City policy documents, as they come up	
			Draft 2027 Commission on Equity Work Plan	
		Program Items		
		Events	Start 2027 DEIB Regional Summit Planning	

9.

DRAFT



REGISTER TODAY

# THURSTON FORWARD

# DEIB SUMMIT 2026

South Puget Sound Community College- Lacey Campus

## ROOTED IN EQUITY, RISING IN COMMUNITY

The Thurston Forward: DEIB Summit is a two-day community experience dedicated to strengthening collaboration across Thurston County through the principles of diversity, equity, inclusion, and belonging.



**Friday, May 1, 2026**  
9:30 AM - 6:00 PM

**Saturday, May 2, 2026**  
8:30 AM - 4:00 PM



**SPSCC - LACEY CAMPUS**  
4220 6th Ave SE  
Lacey, WA 98503

The Summit will begin **Friday, May 1st**, with an Acknowledgment and Cultural Immersion Experience honoring the leadership, history, and partnership of our local Tribal communities, followed by a Connection and Networking Experience designed to spark relationships, build trust, and ground participants in shared purpose. Dinner will be provided at no cost for all registered participants. On **Saturday, May 2nd**, the gathering continues with a full day of collective learning, storytelling, youth leadership, and interactive development sessions that will deepen understanding, inspire courageous conversation, and encourage community-centered action. Lunch will also be provided at no cost. We hope you will join us. Register now to reserve your spot.

## SPONSORS & PARTNERS



<https://tinyurl.com/ThurstonForward2026>

YOUTH ARE  
WELCOMED

# THURSTON FORWARD

CHILDCARE  
IS NOT  
PROVIDED

## DEIB SUMMIT 2026

South Puget Sound Community College - Lacey Campus  
4220 6th Ave SE, Lacey, WA 98503

ROOTED IN EQUITY,  
RISING IN COMMUNITY

### SUMMIT OVERVIEW

REGISTER TODAY!



[https://tinyurl.com/  
ThurstonForward2026](https://tinyurl.com/ThurstonForward2026)

The Thurston Forward: DEIB Summit is a two-day community experience dedicated to strengthening collaboration across Thurston County through the principles of diversity, equity, inclusion, and belonging.

**Friday, May 1, 2026 - 9:30 AM - 6:00 PM**

#### Tribal Partnership, Cultural Acknowledgment, and Community Connection

- Opening with an Acknowledgment and Cultural Immersion Experience honoring the leadership, history, and partnership of our local Tribal communities
- Connection and Networking Experience designed to spark relationships, build trust, and ground participants in shared purpose
- FREE Lunch & Dinner provided at no cost for all registered participants

**Saturday, May 2, 2026 - 8:30 AM - 4:00 PM**

#### Collective Learning, Youth Leadership, and Community Action

- A full day of collective learning, storytelling, youth leadership, and interactive development sessions
- Opportunities to deepen understanding, inspire courageous conversation, and encourage community-centered action
- Special Youth Track from 1:00 - 4:00 PM
- Lunch provided at no cost for all registered participants

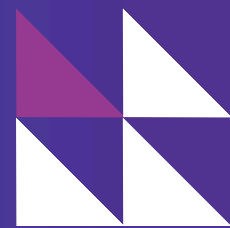
### SPONSORS & PARTNERS



THURSTON FORWARD

DEIB

SUMMIT 2026



FRIDAY, MAY 1, 2026

9:30 am - 6:00 pm

**Day 1:** Begins in partnership with our regional Tribal communities—respected sovereign Nations and valued neighbors. We have invited Tribes from our local area, as well as neighboring Tribes whose traditional lands border Thurston County.

We gather intentionally to listen, learn from, and collaborate with Tribal Nations, honoring their sovereignty, history, and leadership, cultivating respect and building meaningful relationships as we work together toward a more inclusive, connected, and better future

9:30 am	Registration
10:00 am	Welcome
	Land Acknowledgement
	Kick-Off
10:30 am	Nisqually Canoe Journey
11:00 am	Panel Discussion
	Break
	Tribal Presentation 1
12:00 pm	Lunch - provided free
1:00 pm	Tribal Presentation 2
1:30 pm	General Session
	Break
	Tribal Presentation 3

2:00 pm	Tribal Presentation 4
2:30 pm	Tribal Presentation 5
3:00 pm	Break
3:15 pm	Breakout Session 1
3:45 pm	Breakout Session 2
4:15 pm	Breakout Session 3
4:45 pm	Breakout Session 4
5:20 pm	Call to Action
5:30 pm	Dinner - provided free



**SPSCC LACEY CAMPUS**

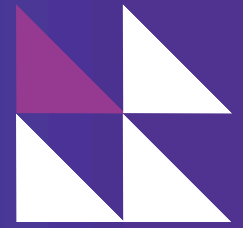
4220 6<sup>th</sup> Ave SE, Lacey WA 98503



THURSTON FORWARD

DEIB

SUMMIT 2026



SATURDAY, MAY 2, 2026

9:30 am - 3:30 pm

Check out the Community Resource Fair throughout the day!

8:30 am Registration  
9:00 am Land Acknowledgement

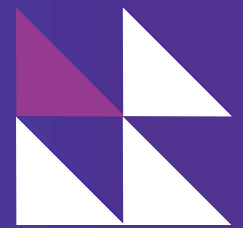
9:30 am Kick Off  
9:45 am Black Prisoners Caucus Panel  
10:45 am Break  
11:00 am Youth Panel  
11:45 am Break  
12:00 pm Regional DEIB Reports

1:00 pm Lunch - provided free  
1:45 pm Break  
2:00 pm Breakout Sessions: Workshops  
Community Conversations  
Youth Workshop  
2:50 pm Break  
3:00 pm Tabletop Conversations: Small Group Discussions  
3:30 pm Wrap Up: Group Report Out  
4:00 pm Convene



THURSTON FORWARD

# DEIB SUMMIT 2026 YOUTH SESSIONS



SATURDAY, MAY 2, 2026

1:00 - 3:30 pm

We invite youth to join the DEIB Summit, as this is an essential part of the event. In addition to the main Summit schedule, youth-focused spaces will be provided. We encourage young people to engage in the general Summit sessions and the youth-centered sessions to maximize learning and connection.

1:00 pm	Lunch - provided free
1:45 pm	Break
2:00 pm	Youth Workshop
2:50 pm	Break
3:00 pm	Tabletop Conversations: Small Group Discussions
3:45 pm	Convene



LACEY YOUTH COUNCIL



**SPSCC LACEY CAMPUS**

4220 6<sup>th</sup> Ave SE, Lacey WA 98503

2026 DEIB Summit

Registration Link

[2026 Thurston Forward DEIB summit](#)

<https://tinyurl.com/ThurstonForward2026>



# State of the City and Advisory Board Recognition

**Wednesday, April 29 | 5:30 - 7 p.m.**

Virgil S. Clarkson Lacey Senior Center  
6757 Pacific Ave SE

# You're Invited

COE represented by  
**Chair Thelma Jackson**



## State of the City and Advisory Board Recognition

Wednesday, April 29 | 5:30 - 7 p.m.  
Virgil S. Clarkson Lacey Senior Center  
6757 Pacific Ave SE



# Lacey Night Market

Date	Time	Focus	COE
6/12	(5–9 PM)	Juneteenth	Annie Clay Thelma Jackson
6/26	(5–9 PM)	Pride	Jon Hegwood Annie Clay
4/10	(5–9 PM)	Polynesian Night	Jon Hegwood
8/7	(5–9 PM)	K-Pop Night	Annie Clay
9/18	(5–9 PM)	Latin Night	Cliff Brown

