



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, June 1, 2026

5:30 PM

Council Chambers and Online

1. Call to Order

2. Roll Call

3. Land Acknowledgement

We, the City of Lacey, are on the ancestral land of the Tribal People of the Treaty of Medicine Creek, including the Nisqually Indian Tribe and Squaxin Island Tribe. We acknowledge and remember those Tribal People not recognized today who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here. We recognize and respect the Tribal People of the Treaty of Medicine Creek as the traditional stewards of this land since time immemorial and their role today in taking care of these lands in perpetuity. We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as they have today. We recommend that community members read the Medicine Creek Treaty of 1854.

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

- A. Approval of Agenda
- B. Approval of April 27, 2026, meeting minutes

5. Public Comment

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

6. Inspirational Item

- A. Commissioner Kim Sauer

7. Business Items

A. Thurston Forward: Diversity, Equity, Inclusion, and Belonging Summit 2026 Recap

Veronica Hand, Equity and Inclusion Program Manager

B. 2026 Washington Diversity, Equity, and Inclusion Empowerment Conference

Veronica Hand, Equity and Inclusion Program Manager

C. Community Forum Planning

Shannon Kelley-Fong, Assistant City Manager

Veronica Hand, Equity and Inclusion Program Manager

D. Draft 2026 Commission on Equity Work Plan

Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports

9. Director Report

A. Thurston County Homebuying Expo Recap

Veronica Hand, Equity and Inclusion Program Manager

B. Diversity, Equity, Inclusion, and Belonging Regional Meeting

Shannon Kelley-Fong, Assistant City Manager

Veronica Hand, Equity and Inclusion Program Manager

C. Lacey Night Market

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Meeting** - June 22, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - July 27, 2026 - 5:30 p.m. at City Hall or remote

Attendance and Public Comment

Attend Remotely 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: https://us02web.zoom.us/webinar/register/WN_-q6HdIS6SUivbJYBKhv0hA
- City Website: <https://cityoflacey.org/government/public-meetings/>
- YouTube: <https://www.youtube.com/watch?v=j9BlonIXsZY>
- Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 822 3161 5194)

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:
https://us02web.zoom.us/webinar/register/WN_-q6HdIS6SUivbJYBKhv0hA

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

Written Public Comment

Please email written public comments to 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, April 27, 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: Chair Thelma Jackson, Vice Chair Makieda Hart (remote), Commissioners Annie Clay, Raul Garza, Jon Hegwood (remote), Kim Sauer, and Youth Representative Michelle Ewig (present after 5:39 p.m.)

COMMISSIONERS EXCUSED: Commissioner Clifton Brown

STAFF PRESENT: Assistant City Manager Shannon Kelley-Fong, Equity and Inclusion Program Manager Veronica Hand, and City Clerk Elissa Fontaine

3. Land Acknowledgement

Commissioner Clay presented the abbreviated Land Acknowledgement.

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

Vice Chair Hart moved to approve the agenda as amended to include Item 6.B - Thurston County Representative Introduction, previous meeting minutes, and the consent agenda. Commissioner Garza seconded. The motion carried.

5. Public Comment

No verbal or written public comment was received.

6. Inspirational Item

- A. Commissioner Annie Clay

Commissioner Clay quoted Corey Booker, United States Senator from New Jersey, emphasizing that diversity is a source of strength and power.

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

Yarbrough was introduced to the Commission as the Senior Program Manager for Diversity, Equity, Inclusion, and Belonging in Thurston County.

7. Business Items

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

Kelley-Fong presented the draft 2026 Commission on Equity Work Plan for review and discussion. The presentation included an overview of the Commission's efforts since 2022, status updates on 2025 Work Plan activities, and a summary of upcoming programs and policies for review. The Commission discussed meeting with the North Thurston Public Schools Board of Directors and reviewing the results of the employee survey.

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

Hand provided a planning update 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. Discussion ensued.

8. Commissioner Reports

Commissioner Sauer reported that Commissioner Clay will be honored by the Soroptimist International of Olympia as a 2026 South Sound Exceptional Woman Award recipient scheduled for May 2, 2026, at the Indian Summer Golf and Country Club.

Commissioner Clay suggested including an inspirational item in the LaceyLife publication.

Chair Jackson reported on the upcoming North Thurston Public School Board of Directors meeting scheduled for April 28, 2026.

9. Director Report

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

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

Kelley-Fong reported on the following upcoming events:

- 2026 Thurston Forward DEIB Summit, May 1-2, 2026, at the South Sound Community College, Lacey Campus
- State of the City and Advisory Board Recognition, April 29, 2026, at the Lacey Senior Center
- Lacey Night Market, held on select Fridays in April - October, 2026, at the Lacey Depot
- Commission on Equity's next meeting will be held on June 1, 2026, due to the Memorial Day holiday.

10. Adjourn

Chair Jackson adjourned the meeting at 6:41 p.m.



STAFF REPORT

Commission on Equity
June 1, 2026

Subject: 2026 Washington DEI Empowerment Conference
To: Commission on Equity
Prepared by: Veronica Hand
Department Director: Shannon Kelley-Fong, Assistant City Manager
Reviewed By:
Final Review: Same as Department Director

SKF

Purpose: Informational

Recommendation: Review only.

Brief: The 2026 Washington DEI Empowerment Conference brings together leaders, advocates, and community members to advance diversity, equity, and inclusion through workshops, collaboration, and strategies that foster equitable communities statewide. Attendance at the conference is free. It will be conducted live on Zoom on June 3, 4, 10, and 11. Please list Commissioner Marianne Ozmun-Wells from the Olympia Social Justice and Equity Commission as your state employee sponsor.

Alternatives: n/a

Prior Review: n/a

Advisory Board Recommendation(s):

Fiscal Impact: Not applicable

Budgeted Item: No

Attachments:

Policy or Legal Alignment:

1. DEIB Strategic Plan

Background:

The 2026 Washington DEI Empowerment Conference is an annual statewide learning event organized by Washington State employees to promote diversity, equity, inclusion, belonging, and anti-racism in public service and community engagement. The conference provides opportunities for participants to learn from lived experiences, research, and innovative practices that support equitable and inclusive communities and workplaces throughout Washington State.

The 2026 conference theme, “Belonging and Home: Exploring Equity Through Location and Migration,” will examine how geographic location, migration, and access to resources influence opportunity, inclusion, and community belonging. Sessions will focus on strategies, programs, and lived experiences related to equity in urban, rural, and migratory contexts.

The conference will be conducted virtually in June 2026 and is intended for public sector employees, community leaders, advocates, and equity practitioners across Washington State.





WASHINGTON DEI
**EMPOWERMENT
CONFERENCE**



KEYNOTE SPEAKER

JUSTICE

G Helen Whitener



Register in May
Join us in June

2026 DEI EMPOWERMENT CONFERENCE

This year's theme



Belonging and Home

Exploring Equity Through Location and Migration

Join us as we welcome Justice G. Helen Whitener, the first Black woman and first Black LGBTQIA+ Justice on the Washington State Supreme Court and in the nation, as our 2026 keynote speaker. Her lived experience as an immigrant and trailblazer makes her the perfect person to anchor this year's theme.



Visit ofm.wa.gov/DEIconference to learn more

LIVE ON ZOOM
JUNE

3

WED

4

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10

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11

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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 st (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.

Table A		
Overview of Commission on Equity Work 2022-2025		
Year	Month	Activity
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 & 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 & 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 & Joint Meeting with Lacey City Council</p> <p>Community Engagement Efforts & 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 & 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 Community Events and Celebrations Overview Employee Survey Update Community Forum: Active Duty, Veterans, and Families Update Retreat Discussion</p>
2025	April	<p>Lacey Night Market - Pride Night DEIB Summit Update Veterans, Active Duty, and Families Community Forum Update</p>
2025	May	<p>Comprehensive Plan Review Metropolitan Park District Presentation Thurston Forward: A DEI Summit for Progress Review Pride Night at Lacey Night Market Retreat Update</p>
2025	June	<p>Language Access Plan Review and Language Service Update First-Time Homebuyer and Fair Housing Forum Introduction Community Events and Celebrations Policy Review Juneteenth Proclamation LGBTQIA+ Pride Month Proclamation Pride Night at the Lacey Night Market Retreat Update Equity Map Update DEIB Advisory Board Regional Meeting Update Community Forum Updates</p>
2025	July	<p>Veterans, Active Duty, and Families Community Forum Recap 2025 Work Plan Review 50th Anniversary Block Party Equity Map National Community Survey DEIB Advisory Board Regional Meeting HSC Joint Meeting</p>
2025	August	<p>Lacey Veterans Services Hub Update National Community Survey Update 2025 Retreat Update DEIB Advisory Board Regional Meeting</p>
2025	September	<p>Held DEIB Advisory Board Regional Meeting Connection Activity: Get to Know Your Neighbor Asset Limited, Income Constrained, Employed Household Report for Thurston County - Thurston County 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.).

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

Year	Q	Category	Activity	Status
2025	Q 3	Engagement	Hold a joint / informational meeting with DEIB representatives from other government entities	Complete
			Hold a focus group with community members / affinity group(s) (TBD)	
			Research and consider community celebrations, including LGBTQIA+, Latino events	Complete
		Policy Items	Review Language Access Plan	Complete
			Continue Comprehensive Plan Involvement	Complete
			Review Cross Departmental Equity Team Plan	On Hold
			Review other City policy documents, as they come up	Complete
		Program Items		
Events				
2025	Q 4	Engagement	Hold a focus group with community members	
			Recruit for COE Members (if needed)	Complete
			Make a recommendation on community celebrations, including LGBTQIA+, Latino events	Complete
		Policy Items	Review contracting and opportunities for information sharing	
			Continue Comprehensive Plan Involvement	Complete
			Review other City policy documents, as they come up	Complete
			Draft 2026 Commission on Equity Work Plan	Complete
		Program Items		
Events	Start 2026 DEIB Regional Summit Planning	Complete		

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
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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
- 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

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.

Table C				
2026 Work Plan				
Year	Q	Category	Activity	Status
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

		Policy Items		
			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	Scheduled June 22
		Events	Host 2025 DEIB Regional Summit with partners	Complete
			Night Market Booths	Scheduled
2026	Q3	Engagement	Joint Meeting with Regional DEIB Advisory Boards	Scheduled September
			Hold a focus group (e.g., affinity, community groups, or neighborhood groups)	
		Policy Items	City Recognition Review	
			2025 DEIB Strategic Plan Report Review	
			Utility Relief Program Review	Scheduled July/August
			Advisory Board Process Review	
			Review other City policy documents, as they come up	
		Program Items	Lacey Veterans Services Hub Update	Scheduled August/September
			Utility Box Wrap Program Round #2 Review	
			Community and Cultural Grant Process	
			2025 DEIB Strategic Plan Report Review	
		Events	Night Market Booths	Scheduled throughout Summer
			Local Education Representatives Meeting	
2026	Q4	Engagement	Joint Meeting with Regional DEIB Advisory Boards	
			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	Scheduled November
Program Items			Community Connectivity Tool Update	
			Equity Map Update	
Events			Start 2027 DEIB Regional Summit Planning	

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