



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, August 24, 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 June 22, 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. Jon Herring, Commissioner

7. Business Items

A. Website Accessibility Project and Equal Access Page

Shannon Kelley-Fong, Assistant City Manager
Donna Feliciano, Communications Manager

B. Upcoming Community Forums

Veronica Hand, Equity & Inclusion Program Manager

C. Equity Map Update

Shannon Kelley-Fong, Assistant City Manager

8. Commissioner Reports

9. Director Report

- A. **Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Plan Report Update**
Veronica Hand, Equity & Inclusion Program Manager
- B. **Language Access Plan Update**
Veronica Hand, Equity & Inclusion Program Manager
- C. **Community and Cultural Grant Update**
Veronica Hand, Equity & Inclusion Program Manager
- D. **Regional Diversity, Equity, Inclusion, and Belonging (DEIB) Meeting Update**
Veronica Hand, Equity & Inclusion Program Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Regional DEIB Meeting** - September 14, 2026 - 6 p.m. at Olympia City Hall
- **Commission on Equity Meeting** - September 28, 2026 - 5:30 p.m. at City Hall or remote
- **Commission on Equity Meeting** - October 26, 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_dsFcDvNuRtuQ9fTHhVywwQ

City Website: <https://cityoflacey.org/government/public-meetings/>

YouTube: <https://www.youtube.com/watch?v=FvKPi3s3tC8>

Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 845 2652 5289)

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_dsFcDvNuRtuQ9fTHhVywwQ

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, June 22, 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, Annie Clay, Raul Garza, Jon Herring (present at 5:31 p.m.), and Kim Sauer

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Leianali Su'e, Human Resources Director; Veronica Hand, Equity and Inclusion Program Manager (remote at 5:31); and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgement

Commissioner Clay presented the abbreviated Land Acknowledgement.

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

- A. Approval of Agenda
- B. Approval of June 1, 2026, meeting minutes

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

5. Public Comment

(0) Zero verbal and (1) one written public comment was received.

6. Inspirational Item

- A. Raul Garza, Commissioner

Commissioner Garza shared an excerpt from a student's graduation speech about mixed emotions and fear, which are signs that the work being done is important and meaningful.

7. Business Items

- A. **Professional Development Programs and Employee Survey**
Shannon Kelley-Fong, Assistant City Manager
Leianali Su'e, Human Resources Director
Veronica Hand, Equity and Inclusion Program Manager

Su'e provided updates on City professional development programs, including the use of CliftonStrengths to strengthen employee engagement and collaboration, implementation of the intranet, supervisor training, the tuition reimbursement program, job ladder development, and initiatives supporting student employees in the Vocational, Opportunity, Independent, Community, Employment (VOICE) program, military-affiliated employees, and internships. Su'e also discussed ongoing work to identify and reduce barriers in the application and interview processes while expanding access to training and professional development opportunities.

Kelley-Fong and Hand reported a 63% participation rate for the inaugural employee survey. Overall, the results were positive and will help inform the implementation of future workforce and DEIB initiatives. Employee surveys are tentatively planned every two years to monitor progress and guide ongoing organizational improvements.

8. Commissioner Reports

A. Lacey Night Market - Juneteenth

Thelma Jackson, Chair
Annie Clay, Commissioner

Chair Jackson and Commissioner Clay reported on the Juneteenth Night Market, held on June 12, 2026, at the Depot. Highlights included soul and R&B music, a variety of ethnic food vendors, increased attendance, and more vendors than previous markets. The City is working to address parking issues for future events.

B. Juneteenth Celebration

Thelma Jackson, Chair

Chair Jackson reported on the Juneteenth celebration hosted by Fred U. Harris Lodge #70, held on June 20, 2026, from noon to 3 p.m. at the Regional Athletic Complex. The event drew 1,622 attendees and featured barbecue, live music, family-friendly activities, and community resource booths.

Additional Reports

Vice Chair Hart reported on the DEI Empowerment Conference hosted by Washington State's Office of Financial Management. This event was held virtually on Zoom on June 3, 4, 10, and 11, 2026, with keynote speaker Justice G Helen Whitener.

9. Director Report

A. Community Forum Planning

Veronica Hand, Equity and Inclusion Program Manager

Hand provided a planning update on a potential community forum with the Hispanic Round Table.

Additional Reports

Kelley-Fong reported that applications for the Human Services Grant Program are open through June 26, 2026, and applications for the Lacey Youth Council are open through July 7, 2026.

10. Adjourn

Chair Jackson adjourned the meeting at 7:28 p.m.

DRAFT

COMMUNITY FORUM QUESTIONS

1. How could we create a more welcoming community?
2. What concerns do you have about racism and inequity in the community?
3. How could we increase participation from underrepresented community members?
4. What barriers have you seen or experienced in participating in decisions that impact the community?
5. Did you experience any barriers to your participation today?
6. Is there anything else that you would like to tell us?
7. Would you be interested in having more dialogue with the Commission on Equity? If so, please provide your:

1. Welcome:

Share one or two good things or experiences about being (an immigrant) in the/our community.
Example: new food, people, community, favorite things, cultural experiences, activities or amenities...

2. Creating a welcoming community:

- How have you felt excluded in the community?
- How have you felt included in the community?
- What helped you feel welcome in this community?
- What would make you feel more welcome in this community?

3. Concerns about racism and inequity:

- Have you ever experienced racism/inequity in this community? Do you still have concerns?
- A) What are some of the biggest difficulty/challenges about being immigrants that you've experienced?
- B) What are some of the biggest equity difficulties/challenges you've experienced in the community?
- How did you adjust to this community?

- In the community, what barriers have you experienced?
Example: Travel, Infrastructure, Communications, Housing, Employment, Childcare, Access to services, Education...

4. Participating in Community Decisions:

- What would encourage you to participate more in community decisions? Do you have any suggestions for solutions?
 - Do you have problems with language barriers in the community?
 - Do you have problems accessing information on community decisions?
 - Do you feel comfortable expressing your ideas, questions, or concerns in the community?
 - Have you experienced communications, infrastructure, or other accessibility barriers in the community?
 - What resources are available in the community? Do you have issues accessing them?

5. Solutions:

- What would make living in this community better for you?
- What do you hope for the future in this community?