



COMMISSION ON EQUITY AGENDA

FEBRUARY 27, 2023

5:30 P.M.

IN-PERSON & REMOTE ATTENDANCE

In-person attendance: Lacey City Council Chambers, 420 College St SE, Lacey WA 98503

Remote attendance: You may view and/or provide public comment at the Commission on Equity meeting by watching live on Zoom.

(https://us02web.zoom.us/webinar/register/WN_sokKm23ZTGSvrJT2TmT4Dw)

The public may also listen to the meeting via telephone by dialing toll-free:
(888) 788-0099 or **(877) 853-5247** - when prompted enter **Webinar ID**
press #: 897 2540 7252 (participant ID not required)

Watch live or as a recording on YouTube. (<https://youtube.com/live/xXxm0wrfulk>)

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from January 23, 2023](#)

2. Public Comment

In-person – Lacey Council Chambers

By Zoom – Please raise your hand to provide public comment.

By Phone – Please press *9

By E-mail – Written Public Comment may be submitted to the Commission on Equity by emailing COE@ci.lacey.wa.us. All comments provided by email must be submitted by 12:00 p.m. on the day of the meeting.

3. Inspirational Item

Commissioner Alanis Blackburn

4. Business Items:

A. Equity Efforts at Local Education Institutions

a. Pope John Paul II High School

Therese Allin, Principal

b. North Thurston Public Schools

Dr. Antonio Sandifer, Equity and Languages Director

B. [LPCR Comprehensive Plan First Draft Review](#)

Jen Burbidge, Parks, Culture & Recreation Director

C. [Utility Wrap Update](#)

Shannon Kelley-Fong, Assistant City Manager
Erin Quinn Valcho, Museum Curator

5. **Commissioner Reports**

A. [Senior Services for the South Sound Presentation](#)

B. Focus Groups with community members

6. **Director Report**

A. Lacey Cultural Celebration

B. [Joint Meeting with the Lacey City Council](#)

7. **Adjourn**

Next Meetings & Events:

- **Lacey Cultural Celebration** – Saturday, March 4, 2023 – 10:00am to 6:00pm at Saint Martin's University.
- **Joint Meeting with the Lacey City Council** – March 9, 2023 - 6:00 p.m. at City Hall or remote.
- **Commission on Equity Meeting** – March 27, 2023 - 5:30 p.m. at City Hall or remote.

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, JANUARY 23, 2023
In Person & Remote**

EQUITY COMMISSIONERS PRESENT: Chair Cliff Brown, Vice Chair Annie Clay, Thelma Jackson, Kim Sauer, Makieda Hart, Alanis Blackburn

EQUITY COMMISSIONERS ABSENT: Jon Hegwood, Kristine Stolberg

COUNCIL PRESENT: None

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

RECORDING: <https://www.youtube.com/watch?v=LaOXlx3FQCA>

CALL TO ORDER:

Chair Brown called the meeting to order at 5:30 p.m.

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from December 27, 2022

COMMISSIONER JACKSON MOVED TO APPROVE THE CONSENT AGENDA AND DECEMBER 27, 2022 MEETING MINUTES. COMMISSIONER CLAY SECONDED. MOTION CARRIED.

2. PUBLIC COMMENT:

Virtual – No Public Comment

In-person – No Public Comment

Written Public Comments - The deadline to submit written public comments was 12:00 p.m. the day of the meeting. Written comments are not addressed during the meeting; however, they are added to the official record. No written public comments were received.

3. INSPIRATIONAL ITEM:

In honor of the Lunar New Year, the year of the black rabbit, Commissioner Kim Sauer read several quotes from the book "Meditation" by Marcus Aurelius.

4. BUSINESS ITEMS:

A. Advisory Board Compensation & Demographic Data Discussion

ACM Kelley-Fong provided an overview of advisory board compensation programs that are intended to reduce barriers to participation. Discussion ensued. Commissioners discussed getting additional perspectives from other City of Lacey advisory bodies. Recommendations will be presented at future Commission on Equity meetings.

- B. Draft Land Acknowledgement and Land Acknowledgement Policy Review – Part II**
ACM Kelley-Fong presented a revised draft City of Lacey Land Acknowledgement and draft City of Lacey Land Acknowledgement Policy for review. For next steps, the City will reach out to the Nisqually Indian Tribe and Squaxin Indian Tribe for feedback and consent.

4. COMMISSIONER REPORTS

Chair Brown discussed the 2023 focus groups and community engagement initiatives that were discussed at the December 2022 meeting. ACM Kelley-Fong stated that determining a date for around mid-March would provide adequate time for coordinating the event. The commission discussed working on coordinating the following engagement opportunities:

- Q1 2023: Black / African American
- Q2 2023: LGBTQIA+
- Q3 2023: Persons with disabilities
- Q4 2023: Immigrants

5. DIRECTOR REPORT

ACM Kelley-Fong reminded the Commissioners that there was a second joint meeting on January 25, 2023 to continue the conversation on Corporate Sponsorships with the Parks, Culture & Recreation Board.

ACM Kelley-Fong discussed the Lacey Cultural Celebration on March 4, 2023.

North Thurston Public School District (NTPS) representatives were unavailable for the January meeting; however, NTPS representatives are tentatively scheduled to come to the Commission on Equity meeting in February. In addition, John Pope Paul II High School representatives also expressed an interest in coming to a future COE meeting to discuss equity work at their school.

ACM Kelley-Fong discussed February meeting topics including the reviewing the Parks, Culture & Recreation Comprehensive Plan and continuing the utility wrap project.

ACM Kelley-Fong is looking to set up a meeting with DEI Coordinators of the various jurisdictions in the next couple of months.

6. ADJOURN

Chair Brown adjourned the meeting at 7:10 p.m.



LACEY COMMISSION ON EQUITY

February 27, 2023

SUBJECT: Lacey Parks, Culture & Recreation (LPCR) Comprehensive Plan Update

RECOMMENDATION: Review LPCR Comprehensive Plan Draft and make recommendations

STAFF CONTACTS: Shannon Kelley-Fong, Assistant City Manager *SKF*
Jen Burbidge, Parks, Culture and Recreation Director *JB*

ATTACHMENTS: 1. Draft LPCR Comprehensive Plan link:
<https://laceyparks.org/wp-content/uploads/2023/02/2023-Comprehensive-Plan-Draft-2.22.2023.pdf>

FISCAL NOTE: NONE

PRIOR REVIEW: The Parks Board has been reviewing monthly at their meetings. The Historical Commission reviewed at their October 19, 2022 and January 18, 2023 meetings. The Commission on Equity (COE) reviewed the Public Involvement (PIP) at their April 25, 2022 meeting and the Vision and Strategic Goals at their October 24, 2022 meeting.

BACKGROUND:

The LPCR Comprehensive Plan gets updated every six years. It is part of the City of Lacey Comprehensive Plan and the guiding document for the LPCR Department and Parks, Culture & Recreation Board. Updating the LPCR Comprehensive Plan provides an opportunity to evaluate Lacey's park system, recreation facilities and services, assess demands and needs, set goals and policies, maintain eligibility for grant opportunities, and most importantly, provide for public input to address needs.

Draft changes have been made to the 2017-2023 LPCR Comprehensive Plan to create the new 2023-2029 Plan). The draft changes can be reviewed by following this link:
<https://laceyparks.org/wp-content/uploads/2023/02/2023-Comprehensive-Plan-Draft-2.22.2023.pdf>

Recognizing that the City and the COE is currently working on the Diversity, Equity and Inclusion (DEI) Strategic Plan, and that City plans complement and support each other, we want to ensure alignment with the LPCR Comprehensive Plan. LPCR staff will be asking

COE their overall input regarding the draft, but will have COE focus on the following elements at the February meeting:

- Executive Summary / Plan Overview (page 8)
- Policies & Objectives and associated maps (pages 20 - 34)
- Lacey Parks Level of Service / Access Map (page 57)

The Draft DEI Strategic Plan currently includes the following strategy under the goal area of Policies, Programs, & Services:

“Provide robust and community-driven park and recreation resources where physical, financial, and social barriers to use are eliminated.”

The LCPR Comprehensive Plan update will be worked on extensively this year. LCPR staff will be seeking input from the COE at least one more time after the first draft, in addition to the Parks, Culture & Recreation Board, Historical Commission, and Planning Commission before it ultimately goes before the Lacey City Council.

ADVANTAGES:

1. Provide the required 6-year update which is crucial for short- and long-term parks, culture and recreation planning, and to be eligible and competitive for grant funding.
2. Ensure the LPCR Comprehensive Plan is viewed from an equity lens in alignment with the forthcoming DEI Strategic Plan.
3. Bring forth suggested edits that could help further the the goals of the City to be a welcoming and inclusive community, where full participation in government is available to all community members.

DISADVANTAGES:

1. None.

Draft Utility Wrap Project Profiles

1984 Women's Olympic Marathon Trials

In 1981, the International Olympic Committee had finally decided to add the women's marathon to the upcoming 1984 Summer Olympics in Los Angeles. Major cities began vying to host the trials and when Olympia threw its hat in the ring, the deck was stacked against them. But through the grit and determination of the local committee, Olympia was chosen. The communities of Olympia, Lacey, Tumwater and beyond came together with 4,500 volunteers to make the event a success. 267 runners qualified and 196 runners finished the race. The winner of the trials, Joan Benoit Samuelson, would go on to win gold for the United States as the first women's Olympic games marathon champion.

Brodoff, Lisa and Lynn Grotzky

Lisa Brodoff is law professor at the Seattle University School of Law and her wife, Lynn Grotzky, is a clinical social worker in private practice. They have been together over 40 years and have two adult children. When their daughter, Evan, was born in 1987, they realized that Lynn, the non-biological parent would have no rights if something happened to Lisa. In 1989, they won a landmark second parent case, paving the way for same-sex parents to legally adopt here and throughout the nation. In 2007, they were registered as domestic partners when it became legal in Washington and then in 2012, they were first in line at midnight to get a marriage license when that became legal in Washington as well.

Carpenter, Hope Cecilia Svinth (1924-2010)

Writer, historian and Nisqually tribal elder, Cecilia Svinth Carpenter, was a public school teacher in Tacoma when she discovered that her students' textbooks were rife with errors. This began her lifelong journey of meticulously researching the tribe's history, using primary sources and original research, some of which took her to Washington, D. C. and even London. She wrote her first book in 1972, and continued researching and writing her entire life, earning her place as tribal historian. When she died in 2010 at the age of 85, she was in the process of writing two more books.

Clarkson, Virgil S. (1932-2022)

As the second longest serving council member (nearly 20 years) and first Black mayor, Clarkson was instrumental in the development of the Lacey Senior Center. He served six years as mayor and 4 years as Deputy Mayor. He made his mark on the community well before that when he fought for civil rights in the late 1960s to get open housing ordinances passed in Lacey, Olympia, Tumwater, and Thurston County.

Evergreen Ballroom (1931-2000)

Located east of Lacey on Pacific Avenue (then Highway 99), a perfect stop between Seattle and Portland, the Evergreen Ballroom was a legendary tour stop for decades of America's top musical performers. During the Great Depression, the Sholunds (the owners) in an effort to increase business, began to diversify the talent they booked to attract the African American servicemen from Fort Lewis. Not everyone appreciated this change and the building was torched in 1932 with rumors circulating that a local racist group was to blame. The Sholunds began rebuilding immediately, bigger and better. Acts that have played at "The Green" include Louis Armstrong, Chuck Berry, Johnny Cash, Hank Williams, Ray Charles, Etta James, B. B. King, Ike and Tina Turner and so many more. The Green was also the venue where "Louie, Louie" was first introduced to a public audience.

Fraser, Karen

Fraser had three firsts on Lacey City Council. At the time of her original appointment (she was later elected), she was the first woman and the youngest person to be on Lacey's City Council. In 1976, she was the first woman elected as mayor on Lacey's City Council. During her tenure, the City of Lacey built a new, permanent city hall, established the Lacey Museum and improved transportation infrastructure. Fraser went on to serve as Thurston County Commissioner, Washington state representative, and Washington state senator.

Fred U. Harris Lodge #70

The Fred U. Harris Lodge is a historically Black Freemason organization founded in the 1970s, but not recognized by a local "mainstream" lodge until 1993 as an "affiliate" because of their race. They "strive to exemplify appropriate leadership behaviors and demonstrate those behaviors throughout [their] daily lives." They promote Black History with a proclamation at Lacey City Council meetings each year in February and they have celebrated Juneteenth annually since 1983. The Lodge's Juneteenth event was held the last twelve years at the Regional Athletic Complex in Lacey.

Jose "DJ Luvva J" Salvador Gutierrez, Jr. (1976-2021)

Jose Salvador Gutierrez, Jr, served his community through countless roles using his gifts as a man of faith, an educator, advocate, mediator, leader, entertainer, philosopher and innovator. From River Ridge High School in Lacey, Jose went on to earn a triple major BA and three master's degrees in subjects ranging from communications and media production to business and education, but that was just the beginning. He later became a professor at Puget Sound Community College and Northwest Indian College. He was an activist in restorative justice and homelessness and founded a student organization, Black Men Making a Difference, and non-profit Hip-Hop for the Homeless in Washington state. He was a DJ at the Evergreen State College's KAOS, starting as a volunteer at age 12 and going on to become the musical director. He continued to volunteer and collaborate with them until his passing in 2021, when he lost his battle with COVID-19.

Hicks, Vivian Ingram (1907-1977) and Gladys Buroker (1914-2002), Pioneer Aviators

Vivian Ingram grew up in South Bay and was the first woman in southwest Washington to earn her pilot's license on November 5, 1931, although she had first flown solo in 1928. In 1932, she married Gwin F. Hicks of the pioneer Hicks family in Lacey, who she met when he signed up for his first flying lesson at her place of work, Quick Flying Service, in Centralia. Vivian and Gwin founded Empire Airlines in Idaho after World War II, one of the first commercial airline services in the Northwest.

Pioneer aviator Gladys Buroker learned to fly in 1932. She and husband, Herb Buroker, along with Gwin and Vivian Hicks, opened a flying service at the Olympia Airport in the 1930s (Buroker-Hicks Flying Service). Gladys taught at Saint Martin's College (now University) as a ground school instructor in the Civilian Pilot Training Program from 1939 to 1941, and was the first woman to teach at the school. With the outbreak of World War II, she continued her work inland at Pasco and then Coeur d'Alene where she trained pilots throughout the war.

Jackson, Nat and Thelma

The Jacksons grew up in the Jim Crow South and met in 1963 while attending Southern University in Louisiana. They moved to Washington when Thelma was recruited to work as an inhalation toxicologist at Battelle Northwest. In 1970, Nat was offered the opportunity to be the economic development specialist for the Washington State Office of Opportunity in Olympia. They realized quickly that Lacey, without the racially discriminatory real estate laws of other Thurston County communities, would be their home. Nat and Thelma Jackson have dedicated their lives to creating a better community in Lacey and beyond. They have worked to advance racial equity and systemic change to provide equal opportunities and affirmative actions in government, education, business, criminal justice, and health care.

Lacey-Mińsk Mazowiecki Sister City Association

The Sister City program was established in 2003 following formal action by Lacey City Council which set the groundwork for a community-based initiative. After considering many cities, the Mińsk Mazowiecki, Poland was chosen because of its similarities to Lacey in size and government structure and an enthusiasm for the cultural exchange. For the 20 years of the organization's existence, numerous visits between the two cities have taken place, which besides touring the cities and learning about each other's' cultures, included notable activities such as a joint concert between North Thurston High School and the Minsk-Mazowiecki Brass City Orchestra. In 2022, the organization raised money to assist the sister city with their support of about 1,000 Ukrainian refugees they took in during the Russian invasion of Ukraine.

Lacey Women's Club (c. 1928- Present)

Founded in the late 1920s as the Home Demonstration Club, they officially organized February 5, 1930 with by-laws and the new name, the Lacey Women's Club. The club focused on community service, beginning with canned food drives and knitting socks for orphaned children at the Children's Farm Home in Lacey. For decades, the group has contributed its time, property, and money to support charitable causes, like the Fircrest School or making over 100 quilts for various groups. At the height of the depression, the women organized social events that attracted participants from all over the county and raised enough money to purchase land for their clubhouse which still stands today at 827 Lacey Street.

Liddell, Gene

Liddell served on the Lacey City Council from November 1987 through 1993 and was elected the first Filipina mayor of any city in the United States in 1991. As mayor, Liddell worked to promote diversity in the community and programs to assist disadvantaged women and youth, preservation and rehabilitation of the local environment, and it was during her time as mayor that Lacey was named a Tree City USA by the Arbor Day Foundation, a distinction that the city has maintained every year since 1992.

Luther James (L. J.) Wyckoff (1881-1969)

Beginning in 1932, Wyckoff pioneered the first commercial cultivation of lavender in the United States at his farm on Chambers Prairie, near what is now the Horizon Pointe area in South Lacey. At the time, the quality of his lavender plants gained accolades from the prestigious Yardley and Co. of London. Lavender varieties known as Wyckoff Blue and Wyckoff White were developed by and named for him.

**LACEY COMMISSION ON EQUITY
SENIOR SERVICES FOR THE SOUTH SOUND PRESENTATION
THURSDAY, JANUARY 16, 2023
VIRGIL S. CLARKSON SENIOR CENTER**

EQUITY COMMISSIONERS PRESENT: Chair Cliff Brown and Commissioner Thelma Jackson

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

PRESENTATION OVERVIEW

Chair Cliff Brown and Commissioner Thelma Jackson provided an overview of the City of Lacey's Commission on Equity and its efforts to-date to eight (8) individuals at the Virgil S. Clarkson Senior Center. As part of this presentation, the Chair Brown and Commissioner Jackson asked the following questions and received the following feedback:

1. How can we create a more welcoming community?

- Host more events in the community to increase opportunities for community members to get together and interact with one another.
- Having food works.
- Provide more transportation to community events; increase accessibility for community members to attend. Pick-up locations could include: schools, bus stops, Thurston County Fair parking areas, Virgil S. Clarkson Senior Center, local churches, and malls.

2. What concerns do you have about racism and inequity in the community?

- Participant from North Carolina stated that they enjoyed living in the Pacific Northwest.
- All we hear about is bad news. Would like to celebrate more successes, in addition to continuing to tackle challenges.
- Hold more inclusive holidays, e.g., Senior Center is looking to be more inclusive during future holiday celebrations. Where can you get more inclusive holiday decorations?

3. How could we increase participation from underrepresented community members?

- Create more opportunities for dialogue with community members.

4. What barriers have you seen or experienced in participating in decisions that impact the community?

- Getting the conversation started can be hard.

5. Did you experience any barriers to your participation today? No responses.



COMMISSION ON EQUITY 2023 WORKPLAN



MEET THE MEMBERS



ALANIS
Blackburn



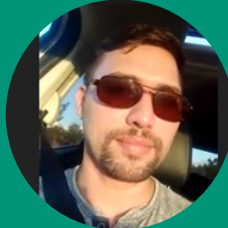
CLIFF
Brown



ANNIE
Clay



MAKIEDA
Hart



JON
Hegwood



THELMA
Jackson



KIM
Sauer



KRISTINE
Stolberg

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

- Create a more welcoming community.
- Continue critical conversations on race and equity.
- Increase involvement from underrepresented community members.
- Remove barriers that prevent full participation in government and public policy.

JOIN US!

The public is invited to attend the Lacey Commission on Equity meetings on the 4th Monday of the month at 5:30 p.m. You can provide public comment during the meeting or by emailing COE@ci.lacey.wa.us.

LEARN MORE

Visit
CityofLacey.org/COE
or scan the
QR code.



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: (Chair/Vice Chair TBD)

First Name	Last Name	City / UGA	Position	Term	Date of Appointment	Term Expiration	OMPA Training Date
Clifton	Brown	City	Chair	1st	5/20/2021	12/31/2025	6/28/2021
Kim	Sauer	City	Commissioner	1st	5/20/2021	12/31/2025	6/28/2021
Thelma	Jackson	City	Commissioner	1st	5/20/2021	12/31/2024	6/28/2021
Annie	Clay	UGA	Vice Chair	1st	5/20/2021	12/31/2024	6/28/2021
Kristine	Stolberg	City	Commissioner	1st	5/20/2021	12/31/2025	6/28/2021
Makieda	Hart	UGA	Commissioner	1st	5/20/2021	12/31/2024	6/28/2021
Jonathan	Hegwood	City	Commissioner	1st	5/20/2021	12/31/2025	6/28/2021
Alanis	Blackburn	Youth	LYC Rep.	2nd	9/2022	06/2023	-

City Staff Support:

Shannon Kelley-Fong, Assistant City Manager

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

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

Public Comment:

During meeting:

In-person – Lacey Council Chambers

By Zoom – Please raise your hand to provide public comment.

By Phone – Please press *9

Prior to meeting:

By E-mail – Written Public Comment may be submitted to the COE by emailing COE@ci.lacey.wa.us. All comments provided by email must be submitted by 12:00 p.m. on the day of the meeting.

Review of 2021/2022 COE Activities

Table A provides a succinct overview of COE efforts over the first year and a half.

Table A		
Overview of Commission on Equity Work June to December 2021 January to December 2022		
Year	Month	Activity
2021	June	- Welcome & Overview of the Commission on Equity - Open Government Training - Term Discussion - Review of Advisory Boards and Commissions – Standards, Protocols, and Ground Rules Handbook - Procedures & Elements Discussion
2021	July	- Draft Rules of Procedure Overview - Roberts's Rules, Revised Overview and Practice - Nominations of Officers (Chair, Vice Chair) - Strategic Diversity, Equity, and Inclusion Plan Introduction and Work Plan Overview - Overview of Equity Work Group
2021	August	- Strategic Diversity, Equity, and Inclusion Plan - Workshop #1 – Where have we been? Where do we want to go? - Position Selection for Terms - Vice Chair Selection - Draft Work Plan Overview - Inspirational Item and Enhanced Community Dialogue Discussion
2021	September	- Human Resources & Internal Diversity, Equity and Inclusion Efforts - Strategic Diversity, Equity, and Inclusion Plan - Workshop #2 – Creating an Equity Values Statement - Demographics and City Overview - Draft Work Plan & Community Engagement Session Discussion (Continued)
2021	October	- Strategic Diversity, Equity, and Inclusion Plan – Workshop #6 – How We Listen - November Community Engagement Sessions Discussion - Juneteenth Presentation - Lacey Cares Initiative Overview - November Community Engagement Sessions Update
2021	November	Held two Community Engagement Listening Sessions

Commission on Equity-2023 Work Plan

		• November Community Engagement Sessions Review • Indigenous Acknowledgements & Future Collaboration • 2022 Workplan & Budget Discussion
2021	December	• Strategic Diversity, Equity, and Inclusion Plan – Workshop #3 – Creating a Mission Statement • 2022 Workplan Approval • Report on Community Relations Committee Meeting • Juneteenth Update following meeting with Fred U. Harris Lodge
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 • DEI Strategic Plan Workshop #9: Monitoring and accountability of DEI Strategic Planning • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 1 • Continued review of the Flag Policy

Commission on Equity-2023 Work Plan

		• Police Facility Community Advisory Panel Update (CAP)
2022	July	• Public Works Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 2 • Flag Policy Review; Created a recommendation • 2022 Work Plan Check-in
2022	August	• Finance Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 3 • Juneteenth After Action Report
2022	September	• City Attorney's Office Presentation • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 4
2022	October	• Nat and Thelma Jackson Historical Marker & Art Piece Dedication @ the Lacey Community Center • Overviewed the Affordable Housing Strategy • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 5
2022	November	• Reviewed a Draft Land Acknowledgement and Land Acknowledgement Policy • Reviewed the City's Art Plan & Utility Wrap Project 2023 • DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 6
2022	December	• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 7 • Reviewed a draft Workplan 2023 & Joint Meeting with Lacey City Council • Community Engagement Efforts & Initiatives

2023 Workplan: Table B provides a succinct overview of anticipated COE efforts in 2023.

Table B			
2023 Work Plan			
Year	Quarter	Category	Activity
2023	Q1	Engagement	1. Hold a joint/informational meeting with DEI representatives from local education institutions 2. Hold a focus group with community members / affinity group(s) (TBD) 3. Participate in the Lacey Cultural Celebration
		Strategic Plan	4. Continue work on Draft DEI Strategic Plan
		Policy Items	5. Research and review potential compensation opportunities for advisory body members; create a recommendation for the City Council 6. Continue to work on a draft Land Acknowledgement and Land Acknowledgement Policy. Solicit input from Nisqually Indian Tribe and Squaxin Island Tribe 7. Continue to review the Corporate Sponsorship Policy with the Board of Park Commissioners; create a recommendation for the City Council 8. Review other City policy documents, as they come up. (e.g., Park, Culture, Recreation Comprehensive Plan, etc.)
		Program Items	9. Review recommendations for Utility Wrap Project 2023 with Historical Commission
		Events	10. Start 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge
2023	Q2	Engagement	1. Hold a joint/informational meeting with DEI representatives from other local governments 2. Hold a focus group with community members / affinity group(s) (TBD)

		Strategic Plan	3. Continue work on Draft DEI Strategic Plan 4. Solicit feedback on Draft DEI Strategic Plan with City departments / staff
		Policy Items	5. Finalize draft Land Acknowledgement and Land Acknowledgement Policy; create a recommendation for the City Council 6. Research and review paid community liaison programs 7. Review other City policy documents, as they come up
		Program Items	8. Make recommendation for Utility Wrap Project 2023 with Historical Commission 9. Review of Community Survey options.
		Events	10. Continue 42 nd Juneteenth Celebration planning with Fred U. Harris Lodge
2023	Q3	Engagement	1. Hold a joint/informational meeting with local non-profit service providers 2. Hold a focus group with community members / affinity group(s) (TBD) 3. Host a Community Engagement Session(s)
		Strategic Plan	4. Continue work on Draft DEI Strategic Plan 5. Solicit feedback on Draft DEI Strategic Plan with community stakeholders
		Policy Items	6. Continue research and review on paid community liaison programs; create a recommendation for the City Council 7. Research and review Equity Tools 8. Review other City policy documents, as they come up

Commission on Equity-2023 Work Plan

		Program Items	9. Make recommendation for Community Survey
		Events	10. Participate in the 42 nd Juneteenth Celebration with the Fred U. Harris Lodge
2023	Q4	Engagement	11. Hold a focus group with community members (TBD)
		Strategic Plan	12. Continue work on Draft DEI Strategic Plan
			13. Recommend DEI Strategic Plan for adoption
		Policy Items	14. Continue research and review on potential equity tools
			15. Start research and review of Equity Maps
			16. Review other City policy documents, as they come up
Program Items			
Events			