



COMMISSION ON EQUITY AGENDA

MARCH 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_ljNlhIWRwemV2Bd9m0JhQ)

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 #: 867 3767 4909 (*participant ID not required*)

Watch live or as a recording on YouTube. (<https://youtube.com/live/9BBdp3sqwIQ>)

CALL TO ORDER: 5:30 P.M.

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

- Approval of Agenda
- [Meeting Minutes from February 27, 2023](#)
- [Meeting Minutes from March 21, 2023 \(Black and African American Community Forum\)](#)

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 Makieda Hart

4. Business Items:

A. [Scholarship Policy Review](#)

Sarah Smith, Executive Assistant

Jen Burbidge, Parks, Culture and Recreation Director

B. [Cultural Celebration Review](#)

Sadie Siglin, Management Analyst

C. [Black and African American Community Forum Review](#)

Chair Cliff Brown

Shannon Kelley-Fong, Assistant City Manager

5. Commissioner Reports

A. Juneteenth Planning Update – Chair Cliff Brown

6. Director Report

A. Advisory Board Compensation Update

B. 2023 Utility Wrap Project Update

C. Thurston League of Women Voters Equity Commission Panel

7. Adjourn

Next Meetings & Events:

- **Commission on Equity Meeting** – April 24, 2023 - 5:30 p.m. at City Hall or remote.
- **Thurston League of Women Voters Equity Commission Panel** – April 26, 2023 – 6:00 p.m., Olympia Center Room #101 & 102
- **Commission on Equity Meeting** – May 22, 2023 - 5:30 p.m. at City Hall or remote.
- **LGBTQIA+ Community Forum** – May / June 2023, TBD

**MINUTES OF LACEY COMMISSION ON EQUITY,
MONDAY, FEBRUARY 27, 2023
In Person & Remote**

EQUITY COMMISSIONERS PRESENT: Vice Chair Annie Clay, Thelma Jackson, Kim Sauer, Makieda Hart, Kristine Stolberg

EQUITY COMMISSIONERS ABSENT: Chair Cliff Brown, Jon Hegwood, Alanis Blackburn

COUNCIL PRESENT: None

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager (ACM), Jen Burbidge, Director of Parks, Culture and Recreation, Erin Quinn-Valcho, Museum Curator

RECORDING: <https://www.youtube.com/watch?v=xXxm0wrfulk>

CALL TO ORDER:

Vice Chair Clay called the meeting to order at 5:31 p.m.

1. APPROVAL OF AGENDA AND CONSENT AGENDA:

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from January 23, 2023

AGENDA AMENDMENT: COMMISSIONER JACKSON WILL BE PROVIDING INSPIRATIONAL ITEM FOR YOUTH COMMISSIONER BLACKBURN

COMMISSIONER JACKSON MOVED TO APPROVE THE AMENDED AGENDA AND JANUARY 23, 2023 MEETING MINUTES. COMMISSIONER SAUER 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:

Commissioner Jackson read a poem written by Commissioner Blackburn. Commissioner Hart volunteered to provide the Inspirational Item at the March meeting.

4. BUSINESS ITEMS:

A. Equity Efforts at Local Education Institutions

a. Pope John Paul II High School (PJP II)

Principal Therese Allin discussed equity efforts at PJP II. Every year on the Friday before Spring Break, PJP II does a Day of Service with students and teachers in the community. Allin stated that PJP II would be interested in partnering with the City to find additional groups that need assistance that day. Discussion ensued.

b. North Thurston Public Schools (NTPS)

North Thurston Public Schools (NTPS) Director of Equity and Language, Dr. Antonio Sandifer, provided a presentation on the NTPS's equity initiatives and programs geared to remove barriers, and increase student success. NTPS adopted the Social Justice Standards, a practice that focuses on Identity, Diversity, Justice, and Action. Discussion ensued.

B. LPCR Comprehensive Plan First Draft Review

Jen Burbidge, Parks, Culture, and Recreation Director, provided a review of the Lacey Parks, Culture, and Recreation (LPCR) Comprehensive Plan Draft, focusing on the following elements: Executive Summary/Plan Overview, Policies & Objectives and associated maps, and Lacey Parks Level of Service/Access Maps. Discussion ensued.

C. Utility Wrap Update

Shannon Kelley-Fong, Assistant City Manager, provided an update on the Utility Wrap project. The project is included within the City's adopted Public Art Plan. The wraps will consist of individuals or organizations that have made a positive impact on the community, both past and present.

Erin Quinn Valcho, City of Lacey Museum Curator, presented various options for the new Utility Wraps. Examples included:

- 1984 Women's Olympic Marathon Trials
- Lisa Brodoff & Lynn Grotsky
- Cecelia Svinth Carpenter
- Virgil S. Clarkson
- Evergreen Ballroom
- Karen Fraser
- Fred U. Harris Lodge #70
- Jose "Luvva J" Gutierrez, Jr.
- Vivian Hicks and Gladys Buroker
- Nat & Thelma Jackson
- Gene Liddell
- Lacey-Minsk Mazowiecki Sister City Association
- Lacey Women's Club
- Luther J. Wyckoff

Commissioner Jackson requested Barbara O'Neill be considered for a Utility Wrap. Barbara O'Neill's contributions to the community were discussed. Commissioners expressed support of the Utility Wrap options, including Barbara O'Neill. Next steps include presenting the list to the Historical Commission.

4. COMMISSIONER REPORTS

A. Senior Services for the South Sound Presentation

Commissioner Jackson provided a recap of Chair Brown and Commissioner Jackson's engagement meeting with local older adults at the Virgil S. Clarkson Senior Center.

B. Focus Groups with Community Members

Commissioners discussed the upcoming Black and African American Community Forum to be held on Tuesday, March 21, 2023, at 6:30 p.m. at the New Life Baptist Church in the Fellowship Hall.

5. DIRECTOR REPORT

A. Lacey Cultural Celebration

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

B. Joint Meeting with the Lacey City Council

ACM Kelley-Fong discussed the joint meeting with the Lacey City Council on March 9, 2023.

6. ADJOURN

Vice Chair Clay adjourned the meeting at 8:15 p.m.

**MINUTES OF LACEY COMMISSION ON EQUITY,
TUESDAY, MARCH 21, 2023
In Person**

at New Life Baptist Church Fellowship Hall, 7838 Pacific Ave. SE, Lacey, WA 98503.

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

EQUITY COMMISSIONERS ABSENT: None

COUNCIL PRESENT: None

STAFF PRESENT: Rick Walk, Interim City Manager; Shannon Kelley-Fong, Assistant City Manager; Robert Hollis, Deputy Police Chief; Donna Feliciano, Communications Specialist

CALL TO ORDER:

Chair Brown called the meeting to order at 6:38 p.m.

1. Black and African American Community Forum

The Black and African American Community Forum (Forum) was facilitated by the Commission on Equity (COE) led by Chair Cliff Brown. At the Forum, the COE provided a brief history of the COE, reviewed the COE's role as an advisory board of the Lacey City Council, and provided an overview of the COE's work in 2022 and 2023. The COE heard from Forum participants on ways to create a more welcoming environment, about racism and inequities in the community, how to increase participation from underrepresented community members, and barriers to participation, as well as other questions, concerns, ideas, feedback, etc related to equity and inclusion. Discussion ensued.

2. ADJOURN

Chair Brown adjourned the meeting at 8:12 p.m.

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. Two (2) written public comments were received.



LACEY COMMISSION ON EQUITY

March 27, 2023

SUBJECT: Lacey Parks, Culture & Recreation (LPCR) Scholarship Program Policy Update

RECOMMENDATION: Review LPCR Scholarship Program Analysis and proposed Scholarship Program Policy and make recommendations

STAFF CONTACTS: Jen Burbidge, Parks, Culture & Recreation Director *JB*
Sarah Smith, Parks, Culture & Recreation Executive Assistant *SS*

ATTACHMENTS:

1. [LPCR Scholarship Program Analysis](#)
2. [Scholarship Program Policy \(original format\)](#)
3. [Scholarship Program Policy \(updated format\)](#)
4. [Scholarship Program and Application with tracked changes](#)

FISCAL NOTE: Scholarship funds are provided to families in the North Thurston Public Schools boundary as indicated in the Scholarship Program Policy.

PRIOR REVIEW: The Parks, Culture & Recreation Board (Parks Board) reviewed the Scholarship Program Analysis at their February 1, 2023 meeting in preparation for the upcoming Scholarship Program Policy update.

BACKGROUND:

The LPCR Scholarship Program has helped provide financial assistance to many families in Lacey, and allowed some to participate who might not otherwise have been able to.

LPCR staff and Parks Board revamped the Scholarship Program and Policy in 2019 in order to more effectively:

- Offer recreation program opportunities to those in the community who could not afford to participate otherwise.
- Advertise the scholarship program so that it is more accessible and known throughout the community.
- Create a stable source of funds in a dedicated account, accept donations, and promote the scholarship program.

Staff and the Parks Board now want to review the program and policy to see how effectively it is working. This is an item on the 2023 Parks Board Work Plan. Staff has completed an analysis and determined there is more that can be done to reach the goals of the program (LPCR Scholarship Program Analysis, Attachment 1).

Staff has provided recommendations regarding policy updates (see Attachments 3 & 4), but would value review and recommendations from the Commission on Equity (COE) before the policy recommendations are presented to the Parks Board.

The City and COE's 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 Scholarship Policy will go before Parks Board for approval at their upcoming April 5, 2023 meeting.

ADVANTAGES:

1. Provide updates to the Scholarship Policy which will help further the goals of the program.
2. Ensure the Scholarship Policy is viewed from an equity lens in alignment with the forthcoming DEI Strategic Plan.
3. Bring forth suggested edits that could help further goals of the City to be a welcoming and inclusive community, where full participation in the Scholarship Program is available to all community members.

DISADVANTAGES:

1. None.



LACEY PARKS

CULTURE & RECREATION



2021-2022 SCHOLARSHIP PROGRAM REVIEW

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INTRODUCTION

In 2020, the City of Lacey Parks, Culture & Recreation Department (LPCR), with support and approval from the Parks, Culture and Recreation Board (Parks Board), restructured the Scholarship Program with the goals of providing equitable access to recreation and cultural programs. A key objective for the 2023 LPCR Comprehensive Plan update is the creation of a parks, culture, and recreation system where physical, financial, and social barriers to use are eliminated. The Scholarship Program allows LPCR to offer programs and classes to community members who may not have been able to afford to access them. This program aims to create a stable source of funding through dedicated City funds and accepted donations. Advertising the Scholarship Program's availability and encouraging applications helps LPCR reach that key objective.

As a part of the Parks Board's 2023 Work Plan, the Scholarship Program is being evaluated to determine if it is achieving the program goals and what changes, if any, should be made moving forward.

In 2020, the COVID-19 public health crisis drastically reduced the number of programs that were able to operate. In 2021 LPCR adopted a trimester-based calendar for the rotation of programs and activities. The Scholarship Program was updated at this time to reflect the change. Therefore, this Scholarship Program review will only include the years 2021-2022.

The staff recommendation is to continue the Scholarship Program as it is currently operating with the goal to increase the number of scholarships awarded. The program's scholarship award numbers over the past two years demonstrate the positive impact it has had on the community in terms of filling an important need. However, there continue to be unmet needs in the community which would benefit from an increase in scholarships awarded. The Scholarship Program is vital to providing equity of access to public programs. The data collected shows a positive trend for class sizes, increased accessibility for families, and projects a likely increase in applicants for 2023 and beyond.



ANALYSIS

In order to understand how scholarship funds were used, data analysis was performed by obtaining the following registration information from Scholarship Program recipient accounts: utilization rates, total scholarship disbursement figures, and a review of the number of applicants and their [locations](#).

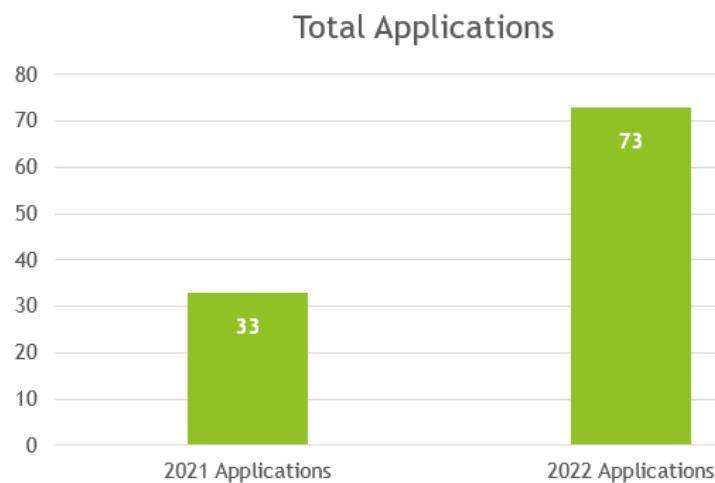
For this analysis period, analyzed information was performed with the most available average applicant information. The program is consistently reviewed to ensure equity and accessibility. Previously, marketing for the program has been limited to word-of-mouth or by request. In 2023, a change in advertising strategy will support continued efforts to target in-need areas. The information provided in this analysis uses 2020 Federal Census data. During the next analysis period, additional scholarship allocation growth information will be available based on a change in advertising strategy.

KEY FINDINGS

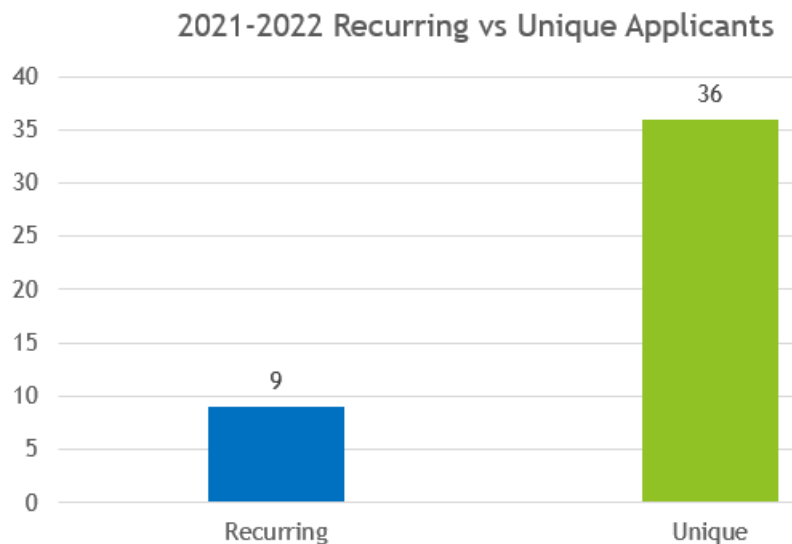
Scholarship Applications Increased Sharply From 2021-2022



To apply for the Scholarship Program, one account may submit up to 3 applications - one application per trimester. In 2021, there were 33 total applications between 14 accounts. In 2022, there were 73 total applications between 31 accounts. Total applications increased by 40 or 121%.



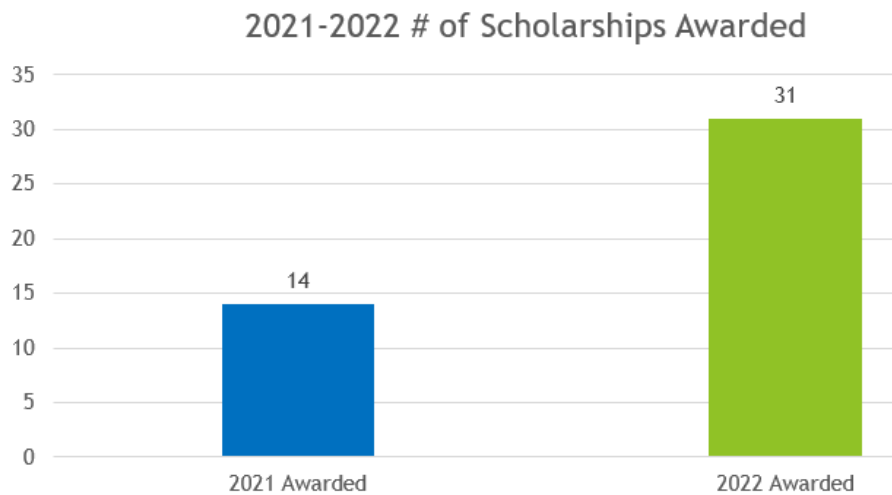
Between 2021 and 2022, there were a total of 45 accounts applying for scholarships. Nine accounts or 20% were recurring applicants who applied in both 2021 and 2022; 36 accounts were unique applicants.



Scholarship Award Amounts Increased Sharply From 2021-2022

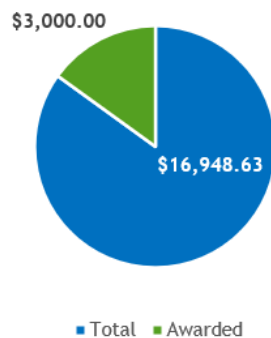


In 2021, 14 total accounts were awarded scholarships. In 2022, 31 total accounts were awarded scholarships. This is a 221% increase in scholarship awards. The figures for 2022 include 9 recurring applicants requesting additional scholarship funds in 2022 as well as 22 new applicants requesting scholarship funds.

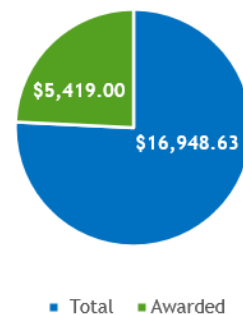


Total funds awarded in 2021 were \$3,000.00, total funds awarded in 2022 were \$5,419.00. This is a \$2,419.00 or 181% increase in scholarship funds awarded between 2021 and 2022.

2021 Total Scholarship Funds vs Total Funds Awarded



2022 Total Scholarship Funds vs Total Funds Awarded

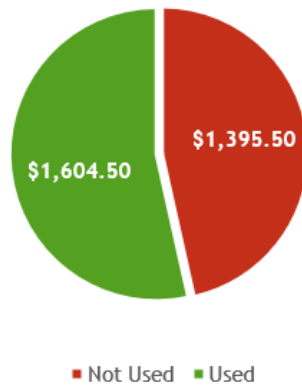


Scholarship Fund Usage Increased Sharply Between 2021 and 2022

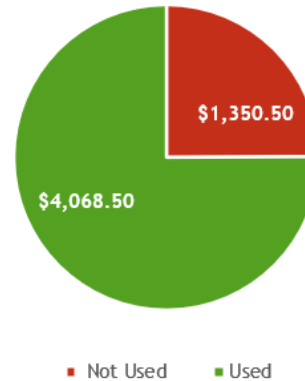


In 2021, \$3,000.00 in scholarship funds were awarded and \$1,604.50 or 54% of the scholarships awarded was spent. In 2022, \$5,419.00 was available and \$4,068.50 (75%) was spent. Over the two-year monitoring period, there was a 181% increase in the scholarship funds awarded and a 254% increase in awarded scholarship funds used. Key differences to note from 2021 to 2022 are that COVID restrictions were largely lifted in 2022 and as a result, program offerings increased.

2021 Funds Used vs Not Used

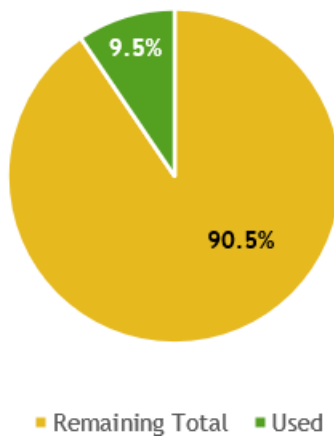


2022 Funds Used vs Not Used

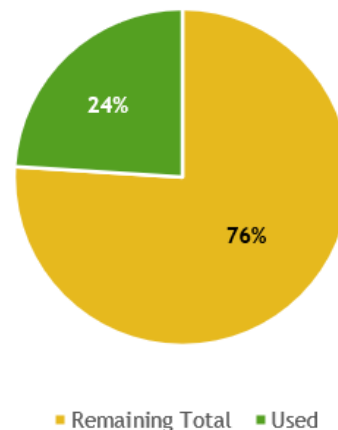


In 2021, 9.5% of the total available scholarship funds were used. In 2022, 24% of the total available scholarship funds were used.

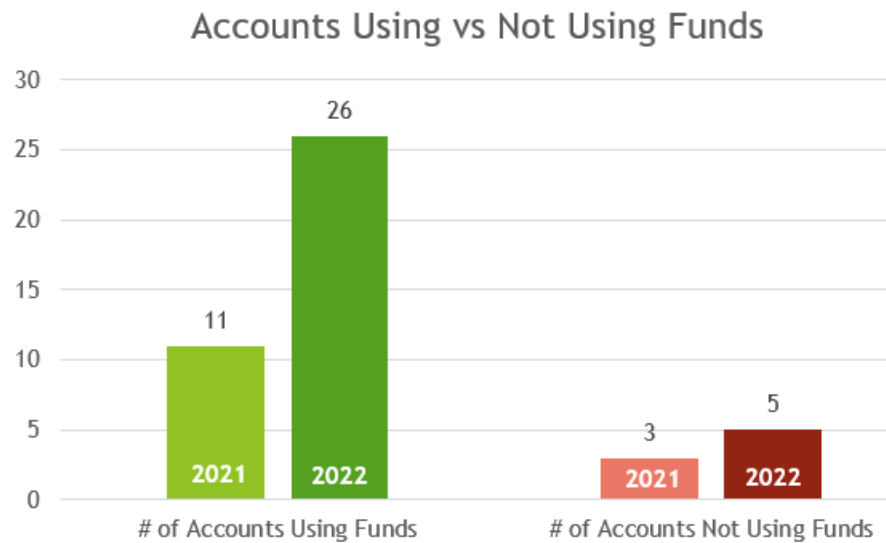
2021 Remaining Total vs Used



2022 Remaining Total vs Used



In 2021, of the 14 accounts awarded scholarship funds, 11 used funds awarded to register for programs and 3 did not. This means 2021 saw a 79% scholarship fund usage rate. In 2022, of the 31 accounts awarded scholarship funds, 26 used funds awarded to register for programs and 5 did not. This means 2022 saw an 84% scholarship fund usage rate. Currently, the cause of non-registration from these 8 accounts is unknown. Further research is recommended to bridge gaps in usage.





Current Funding Sources

City of Lacey General Fund

\$6,678.00

The City of Lacey allocates dollars from the General Fund for the Scholarship Program annually, based on approximately 1% of revenues brought in by the same fee-based recreation and cultural programs for which scholarships are awarded. The funds are a line item in the City's budget, as approved by City Council, and they are used before other funding sources because it is a limited annual allocation.

Jim Lutz Memorial Fund

\$1,107.50 (General Scholarships)

\$1,107.50 (Youth Sports)

This fund is a restricted memorial account set up by the family of Jim Lutz, a Lacey community member who was very involved with Lacey Parks, Culture & Recreation. This fund will be used after the General Fund dollars have been allocated.

PARC Foundation of Thurston County Fund

\$6,800.00

The PARC Foundation of Thurston County is a nonprofit organization that partners with local Parks and Recreation jurisdictions to preserve and sustain local recreation programs and cultural opportunities. This fund will be used after the General Fund dollars have been allocated.

Lacey Parks & Recreation Fund

\$1,255.63

LPRD staff raised funds for the Scholarship Program over a two-year period through donations at special events. This fund will be used after the above General Fund dollars have been allocated.

Other Sources

It is important to note that there are sometimes other sources of funding for specific programs. The data has been provided below rather than in the upcoming charts. For example:

2021 – LPCR received \$32,175.00 from North Thurston Public Schools (NTPS) for the Playground Pals program. This program served 429 kids. NTPS also provided \$1,505.00 for our Summer Day Camp program. This amount was given out to 9 kids in the form of scholarships.

2022 – LPCR received \$39,175.00 from NTPS for the Playground Pals program. This program served 429 kids. In 2022, LPCR also received \$10,885.00 from the Summer Experiences and Enrichment for Kids Fund (SEEK) through Washington Recreation and Parks Association (WRPA). 63 kids were awarded scholarships using SEEK funding. All 63 kids were between ages 6-12 and referred by the NTPS Homeless Liaison.

2023 Scholarship Funding Sources

In 2023, there has been an increase to the Scholarship Program Fund. Below are the amounts and sources LPCR can anticipate for the 2023-2024 Scholarship Program period.

City of Lacey General Fund - \$6,678.00

Jim Lutz Memorial Fund - \$1,107.50 (General Scholarships), \$1,107.50 (Youth Sports Scholarships)

PARC Foundation of Thurston County Fund - \$11,800.00

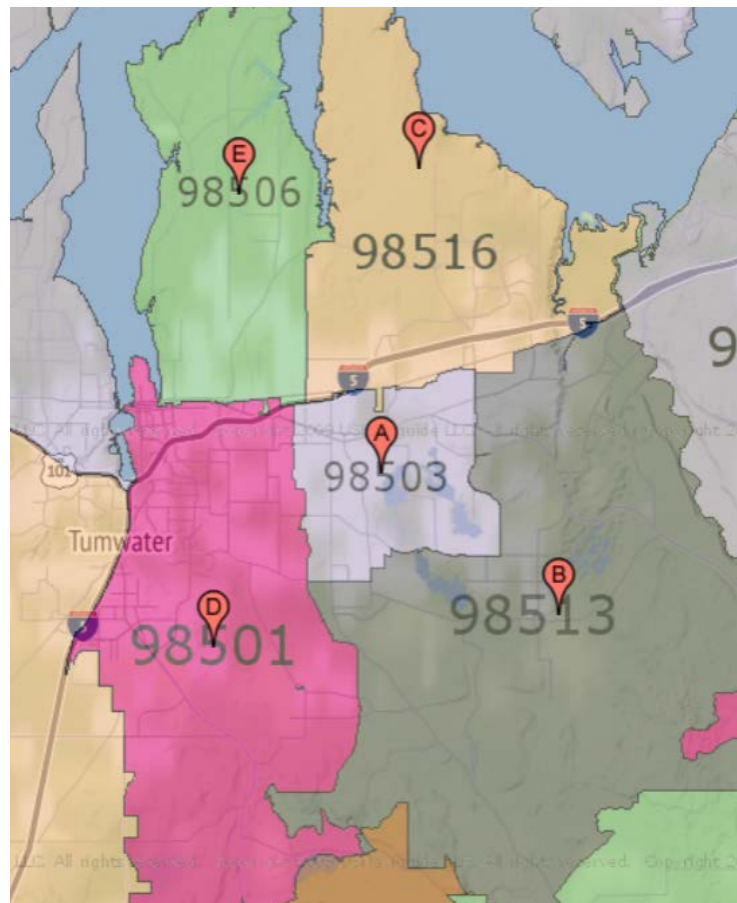
Lacey Parks, Culture & Recreation Fund - \$1,1255.63

Additional Maps & Visual Data

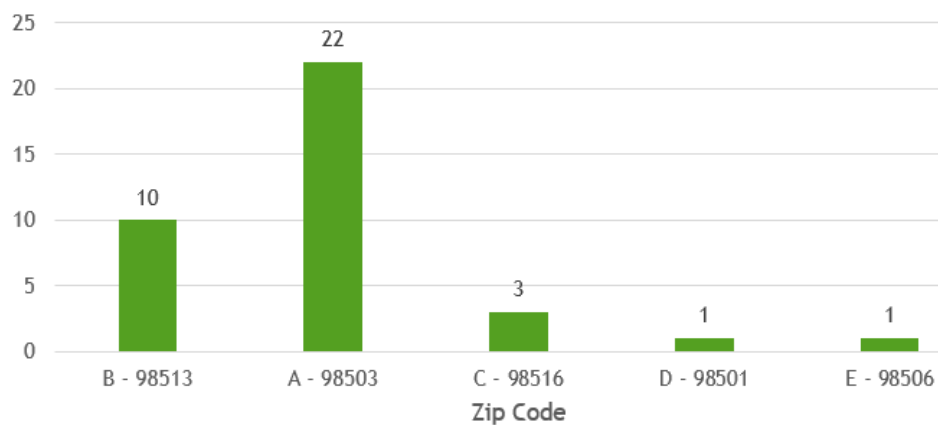
This portion of the analysis provides additional mapping information showing locations for the highest density of applications, additional graphs with funding information, and city and boundary maps reflecting the general population density as of the 2020 Census.

Zip Code Map of Highest to Lowest Number of Applications

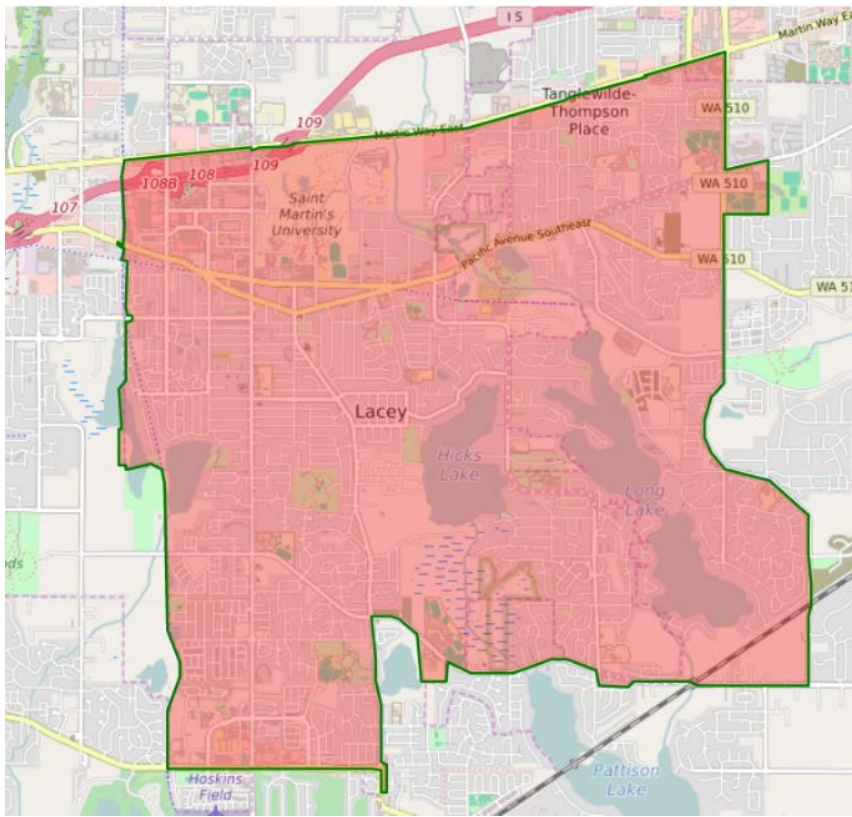
**See below graph for letter key*



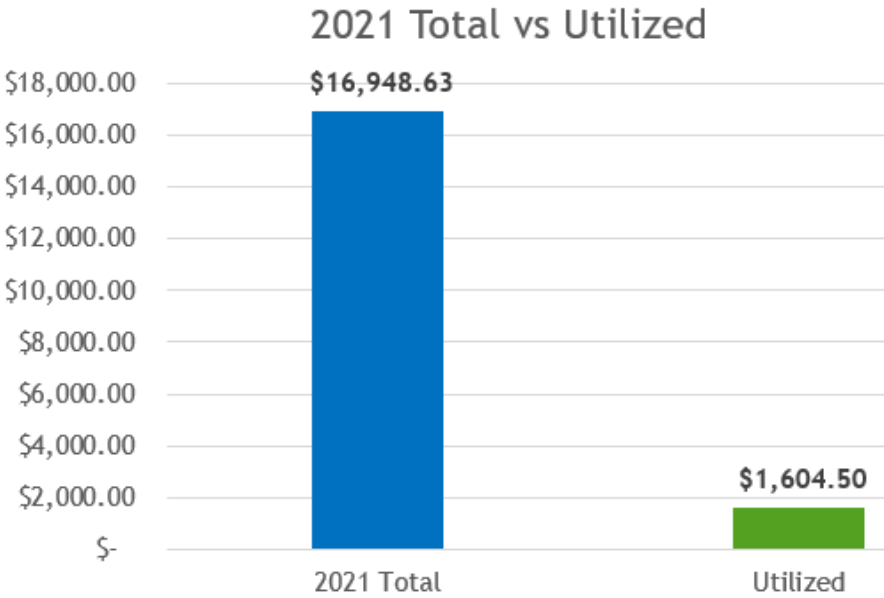
2021-2022 # of Applicants By Zip Code

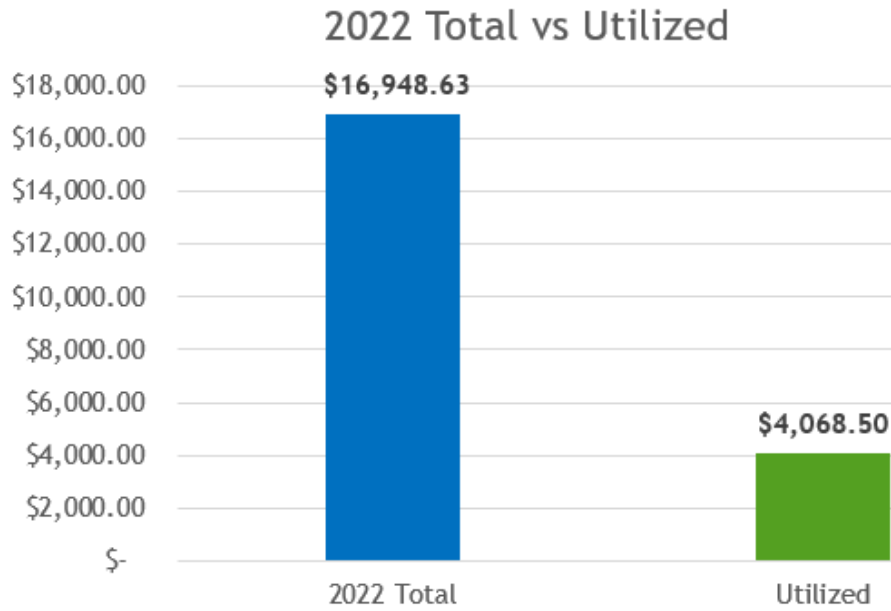


Boundary Map of 98503, Highest Application Zip Code for the Scholarship Program



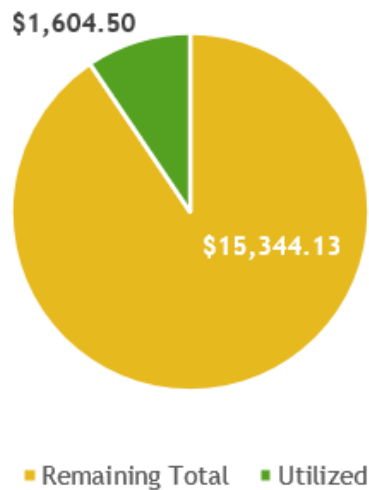
Scholarship Fund Overall Totals vs. Amounts Utilized for 2021 and 2022



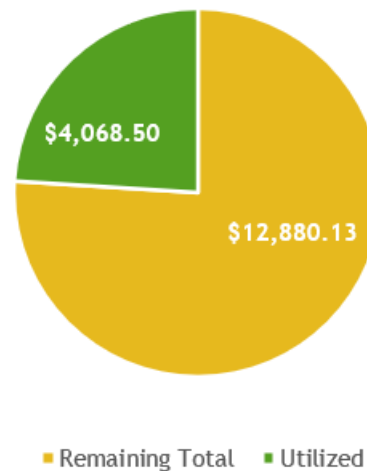


Scholarship Remaining Total Amount vs. Total Utilized Amounts for 2021 and 2022

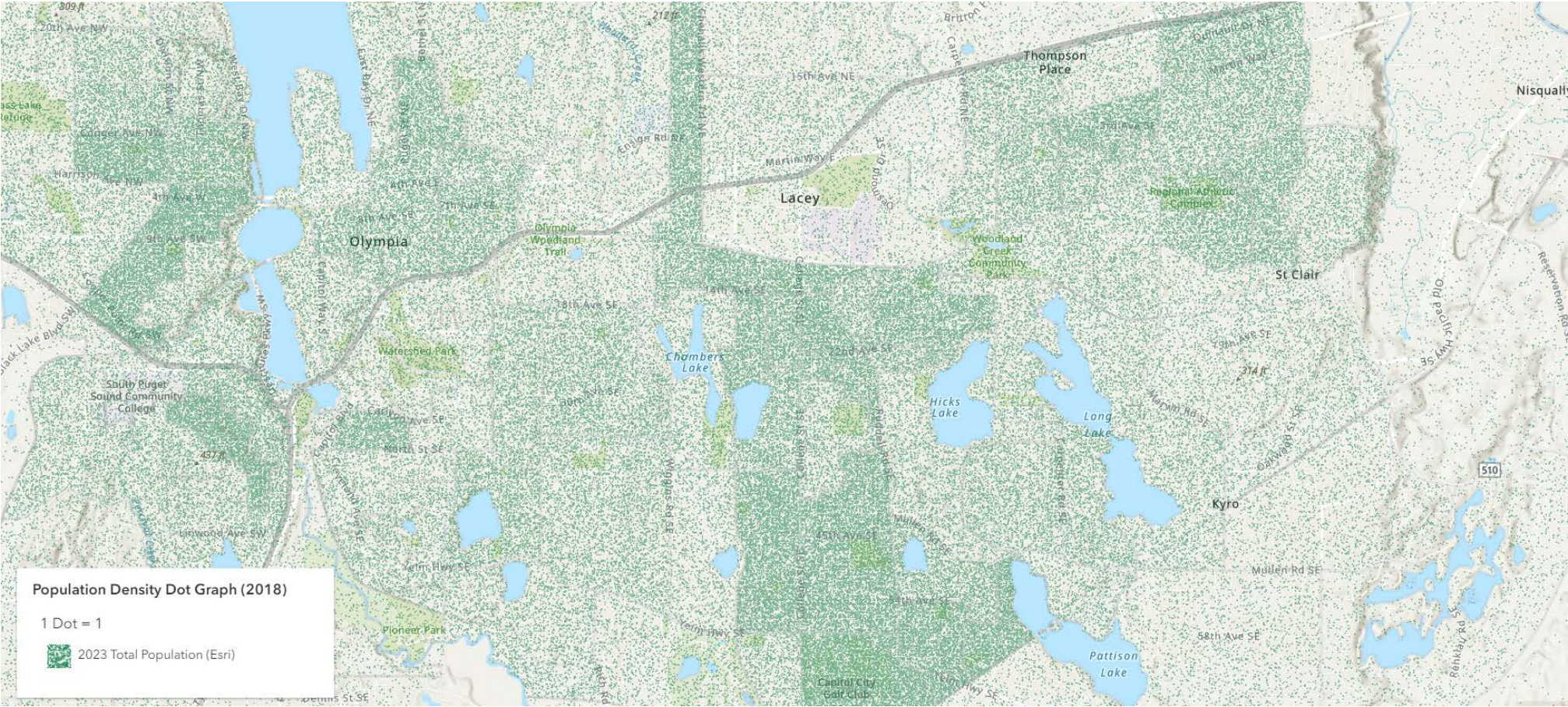
2021 Remaining Total vs Utilized



2022 Remaining Total vs Utilized



Population Density Map Showing Highest Density Areas as of the 2020 Census



**Data according to 2020 Federal Census Bureau Information*



CONCLUSION

In conclusion, the data collected shows a sharp increase in scholarships applied for and funds allocated between 2021-2022. With programs returning to a relatively “new normal” state and uncertain economic conditions, it should be anticipated that an increase will continue. Based on recurring and new user information, it is recommended to monitor new applications and determine if the sharp increase is due to recurring applicants’ increase in usage or an increase in new applications. An increase from 2022-2023 is likely, but it is unclear if a projection of 7 new applicants is reasonable. More data should be collected during the 2023-2025 period to better create long-term projections of potential new applicant rates.

For the 2023 Comprehensive Plan’s key objective of creating access and equity, the department will need to expand advertising efforts for the Scholarship Program. An increase in applications from both recurring and new accounts between 2021 and 2022 indicates that the department should expect this trend to continue during the next analysis period. In order to ensure the program meets the key objective of creating access, marketing and advertising efforts should be focused on high-density areas and methods of marketing reviewed.

However, a review of the current program policy revealed a gap in service around youth who are houseless. It is recommended a revised policy be drafted to better address youth experiencing houselessness who may not have access to a permanent address for applications. This policy will be brought to the Parks Board for review and action so implementation may take effect prior to Summer 2023 program registration.

Key Takeaways

- An increase in awards and applicants should be expected in 2023.
- Funds Used versus Funds Awarded should continue to be tracked.
- Increase advertising efforts for the Scholarship Program.
- A revised policy should be considered to better open access for youth experiencing houselessness.
- Transportation barriers should be considered for future policy revisions.

2023 Scholarship Program Policy

Scholarship Program Goals

- Offer recreation program opportunities to those in the community who could not afford to participate otherwise.
- Advertise the scholarship program so that it is more accessible and known throughout the community.
- Create a stable source of funds in a dedicated account, accept donations, and promote the scholarship program.

Scholarship Types

Annual scholarship program fund (based on 1% of program registration fees).

- Non-restricted.
- 2023 General Fund - \$6,678

Scholarship Donations – amounts at beginning of 2023

- Restricted funds
- Jim Lutz Memorial Fund (\$1,107.50 for Youth Sports & \$1,107.50 for General Scholarships)
- PARC Foundation Fund (\$11,800 for General Scholarships)
- Lacey Parks & Recreation Fund (\$1,255.63 for General Scholarships)

Awarding Scholarships

Staff will determine Scholarship Program approval each trimester according to the following schedule.

Executive Assistant will provide approvals to Department Assistants for the crediting of accounts.

Prior to registration opening, the Executive Assistant will determine the available Financial Assistance balance and what the maximum available allocation amount is for the trimester. 25% of the available scholarship program fund will be allocated each trimester.

Application Review and Processing – Staff will review and ensure all the requirements have been met for income eligibility and residency. The following chart will be used to determine income eligibility, per the DSHS requirements for free and reduced lunch:

Commented [SS1]: Changed from Quarter

Commented [SS2]: Changed from designated staffer

Commented [SS3]: Changed from designated staffer

Commented [SS4]: Changed from quarter

Commented [SS5]: Changed from quarter

Household size	Max monthly income
1	\$2,081
2	\$2,818
3	\$3,555
4	\$4,291
5	\$5,028

Applications that satisfy income and residency requirements will be considered in order of date and time received. Decisions regarding scholarship awards should be made within five business days after receipt of application. If a household has already been awarded funding that calendar year, other households would take priority. Scholarship amounts will expire at the end of each calendar year.

If sufficient funding is not available for all requests in a given ~~trimester~~, the Executive Assistant ~~will~~ meet with the Department Director to consider allocating restricted funds. However, no more than 25% of restricted funds will be used in a single year.

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Notification – Staff will notify the applicant of the denial / award amount based on the application timeline.

CLASS CANCELLATION OR REFUNDS USING SCHOLARSHIP FUNDS

When receiving a scholarship if for any reason the participant cancels or a class is cancelled the scholarship account will be credited back to the participants account in the form of a credit and the balance left that was paid by the participant will be refunded to participant. The participant will still have access to use that credit for future registrations as long as it falls within the calendar year Jan-Dec.

CITY OF LACEY PARKS, CULTURE & RECREATION DEPARTMENT

POLICY NAME: SCHOLARSHIP PROGRAM POLICY

1. Purpose

The purpose of this policy is to establish guidelines for the City's scholarship program. The goals of the program are to:

- a. Offer recreation program opportunities to those in the community who could not afford to participate otherwise.
- b. Advertise the scholarship program so that it is more accessible and known throughout the community.
- c. Create a stable source of funds in a dedicated account/s, accept donations, and promote the scholarship program.

2. Policy Statement

Lacey Parks, Culture & Recreation Board has determined that a scholarship program policy is necessary and appropriate to provide equity and accessibility to programs that charge fees for participation.

There are funds available for scholarships, however funds are limited and a policy is needed for how to best allocate them equitably to community members.

The application and guidelines for the program are set forth in this policy.

3. Definitions

- a. **Parks, Culture & Recreation Board (Parks Board):** A board which makes recommendations to the Director of LPCR, the City Council and other City departments with respect to parks, culture and recreation matters.
- b. **Scholarship:** A sum of money granted to a recipient because of need to pursue participation in an LPCR program.

4. Scholarship Funds

- a. Annual Scholarship Program fund (based on 1% of program registration fees, General Fund account approved by City Council during annual budget process).
- b. Scholarship Donations Funds (example: PARC Foundation Scholarship Fund)

5. Eligibility

- a. Residents may request financial assistance for recreation programs every trimester.
- b. Residency: Verification of residency within the City of Lacey limits or within North Thurston Public Schools (NTPS) boundary must be submitted with the application. Accepted forms of verification are an NTPS document or identification or a utility bill. In the absence of a permanent address, a referral may be submitted in lieu of residency documents (see Residency Referral, Section 7).
- c. Income: Department of Social & Health (DSHS) requirements for free and reduced lunch will be used to determine income eligibility. Verification of income is required by one of the following:
 - i. A copy of last year's tax return.
 - ii. Documentation from NTPS verifying free and reduced lunch or an NTPS benefits letter.
 - iii. In lieu of income verification documents, a detailed letter of explanation outlining the financial need will be accepted. Please address in the letter why one of the other three options is not available as verification.
- d. Eligibility must be established each calendar year. Beginning December 1, applications will be accepted for the following year of programs. Applications for specific programs and classes need to be submitted each trimester.

6. Procedure

- a. Executive Assistant or designee will review applications as received to ensure all the requirements have been met for income and residency eligibility. Deadlines for applications are as follows:
 - i. December 1 – Winter/Spring trimester
 - ii. May 1 – Summer trimester
 - iii. September 1 – Fall trimester
- b. Executive Assistant or designee will provide approvals to Department Assistants for the crediting of accounts in the recreation registration program.
- c. Applications that satisfy income and residency requirements will be considered in order of date and time received.
 - i. Decisions regarding scholarship awards should be made within five business days after receipt of application.

- ii. If a household has already been awarded funding that calendar year, other households would take priority.
 - iii. Every awarded household will receive a \$200 credit to be used for the Winter/Spring programs, a \$100 credit to be used for the Summer programs, and a \$100 credit to be used for the Fall programs as indicated on their application.
 - iv. Any unused funds will remain on the household account for future use, but will expire at the end of the calendar year.
 - v. Refunds may not be requested for scholarship funds. A household can apply for multiple trimesters if scholarship funds are still available. The scholarship program goal is to reach as many households as possible (limit \$400 per household per year).
- d. Funds are assigned to eligible recipients first from the Annual Scholarship Program Fund, not to exceed 33% of the total funds each trimester.
- e. If sufficient funding is not available for all requests in a given trimester from the Annual Scholarship Program Fund, the Executive Assistant will meet with the Department Director to consider allocating funds from the Scholarship Donations Fund that most closely matches the desired program. However, no more than 25% of Scholarship Donations Fund will be used in a single year.
- f. Executive Assistant or designee will notify the applicant of the denial or award amount based on the application timeline.
- g. Executive Assistant or designee will provide an annual report to Director and Parks Board regarding Scholarship Fund balances and number of scholarship awards.

7. Residency Referral Procedure

- a. In order to participate, a referral from the following sources may be submitted:
 - i. NTPS Homeless & Foster Care Representative
 - ii. Department of Children, Youth, and Families (DCYF) Representative
 - iii. Community Youth Services (CYS) Representative
 - iv. Non-profit or Shelter Representative
- b. For all Day Camp Programs (programs spanning three consecutive days or more), every awarded household will receive the funds necessary to cover the cost of participation for up to two weeks per child. *If funding allows, the opportunity for additional weeks may be made available.*
- c. For Day Camp Programs, applications will be accepted:
 - i. February 1st – Spring Day Camps

- ii. May 1st – Summer Day Camps
- iii. September 1st – Fall Day Camps
- iv. December 1st – Winter Day Camps

d. For all non-Day Camp Programs, please see Section 6.

ORIGINAL DATE OF ADOPTION: 2010

Updated: December 4, 2019

Updated: November 3, 2021

Updated: Pending



Scholarship Program

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1. Residents may request financial assistance for recreation programs every quarter. Verification of residency within the City of Lacey limits or within ~~NTPS North Thurston Public School~~ District must be submitted with the application. Accepted forms of verification are a school district document or identification or a utility bill. In the absence of a permanent address, a referral may be submitted in lieu of residency documents (see pg. 3 for Referral Policy Information).
 2. Verification of income is required. Forms of verification can be a copy of last year's tax return, a letter from ~~NTPS North-Thurston Public Schools~~ verifying free and reduced lunch, or a benefits letter. In lieu of the above, a detailed letter of explanation outlining the financial need will be accepted. Please address in the letter why one of the other three options is not available as verification. *Applications without these items will not be considered.*
 3. Every awarded household will receive a \$200 credit to be used on the Winter/Spring programs and a \$100 credit to be used on the Summer and Fall programs indicated on the application for the indicated trimester. Any unused funds will remain on household account for future use, but will expire at the end of the calendar year. Refunds may not be requested for scholarship funds. A household can apply for multiple trimesters if scholarship funds are still available. The scholarship program goal is to reach as many households as possible (limit \$400 per household per year).
 4. Applications are available at Lacey City Hall or online ~~www.ci.lacey.wa.us/recguide/laceyparks.org/scholarships~~. ~~PLEASE NOTE, during COVID applications are only available online, and may only be submitted via email to laceyparks@ci.lacey.wa.us.~~ Financial and personal information may be kept confidential but names and scholarship amounts awarded are subject to public records disclosure laws. For assistance with the application or questions, call (360) 491-0857 or email laceyparks@ci.lacey.wa.us.
 5. Eligibility must be established each calendar year. Beginning December 1, applications will be accepted for the following year of programs. Applications for specific programs and classes need to be submitted each trimester.
 6. After submitting the application, allow up to 5 business days for processing before registering for a class/program. You will be notified via email if your application was approved, and when the credit will be available for use, or if your request was denied.
 7. Approval of financial assistance does not automatically register you in a program. When approved you will need to register for the activity and pay any remaining balance.
 8. Financial assistance is limited and could be suspended for the remainder of the year due to fund balance depletion.
- Priority (first review) of assistance will be given to applications as received

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Applications accepted:

December 1st – Winter/Spring trimester

May 1st – Summer trimester

September 1st – Fall trimester

- After scholarship funds have been awarded, to register, go to www.ci.lacey.wa.us/recguide. Click on "set up new household account" which will take you to the online recreation registration system. Click on Log In or Create Account in the upper left corner. Your financial assistance award will be redeemable on file under your account. You will need to pay any remaining

balance upon registration. Call the office at 360-491-0857 if you need help.

- The recreation guide lists specific registration dates (www.ci.lacey.wa.us/recguide)

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Referral Policy Guidelines and Information

1. In order to participate, a referral from the following sources may be submitted:

- NTPS Homeless & Foster Care Representative
- Department of Children, Youth, and Families (DCYF) Representative
- Community Youth Services (CYS) Representative
- Non-profit or Shelter Representative

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2. For all Day Camp Programs (programs spanning 3 consecutive days or more), every awarded household will receive the funds necessary to cover the cost of participation for up to 2 weeks per child. If funding allows, the opportunity for additional weeks may be made available.

3. For all non-Day Camp Programs, every awarded household will receive a \$200 credit to be used on the Winter/Spring programs and a \$100 credit to be used on the Summer and Fall programs indicated on the application for the indicated trimester. Any unused funds will remain on household account for future use, but will expire at the end of the calendar year. Refunds may not be requested for scholarship funds. A household can apply for multiple trimesters if scholarship funds are still available. The scholarship program goal is to reach as many households as possible (limit \$400 per household per year).

4. Applications are available at Lacey City Hall or online laceyparks.org/scholarships. Financial and personal information may be kept confidential but names and scholarship amounts awarded are subject to public records disclosure laws. For assistance with the application or questions, call (360) 491-0857 or email laceyparks@ci.lacey.wa.us.

5. Eligibility must be established each calendar year. Beginning December 1, applications will be accepted for the following year of non-Day Camp Programs.

6. For Day Camp Programs, applications will be accepted:

- February 1st – Spring Day Camps
- May 1st – Summer Day Camps
- September 1st – Fall Day Camps
- December 1st – Winter Day Camps

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7. After submitting the application, allow up to 5 business days for processing before registering for a class/program. You and/or your referral representative will be notified if your application was approved or denied.

8. Financial assistance is limited and could be suspended for the remainder of the year due to fund balance depletion.

- After scholarship funds have been awarded, to register, go to laceyparks.org/activities/register. Click on "set up new household account" which will take you to the online recreation registration system. Click on Log In or Create Account in the upper left corner. Your financial assistance award will be redeemable on file under your account. You will need to pay any remaining balance upon registration. Call the office at 360-491-0857 if you need help.

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- The PLAYbook lists specific registration dates (laceyparks.org/playbook)

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Scholarship Program Application

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Primary Parent/Guardian Contact Name: _____
Home Phone: () _____ Cell Phone: () _____
Address _____ Zip _____
Email _____ (REQUIRED)

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Which Trimester are you interested in scholarship for?

- ☐ Winter/Spring Trimester (can apply starting Dec 1)
- ☐ Summer Trimester (can apply starting May 1)
- ☐ Fall Trimester (can apply starting Sept 1)

Which family member is this application for?

Name _____ Birthdate _____ Male/Female/Other (circle one)

Which program/s is this application for?

Name _____ Start Date _____
Name _____ Start Date _____

Proof of Residency and Financial Need

See detailed requirements #1 and #2 on the guidelines and information page.

- ☐ I have attached proof of residency and financial need. **OR**
- ☐ I have previously applied this calendar year. My verification forms are on file. **OR**
- ☐ I have attached a referral from the North Thurston Public Schools (NTPS) Homeless Liaison.

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I certify that all of the above information is true and correct, that I reside within City of Lacey or North Thurston Public School District boundaries and that all income is reported. I understand that this information is being given for purpose of obtaining fee-reduced services and the City of Lacey may verify the information on this application. I certify that my request meets the guidelines provided by the City of Lacey.

☐ I have read and understand all the terms associated with the financial assistance program.

Family Primary Contact Signature _____ Date _____

Office Use Only: Account:

- ☐ General Fund (Use first)
- ☐ Jim Lutz Youth Sports Memorial Fund
- ☐ Jim Lutz General Recreation Memorial Fund
- ☐ PARC Foundation Fund
- ☐ Lacey Parks & Recreation Fund
- ☐ Alpine Adventure Fund



LACEY COMMISSION ON EQUITY
March 27, 2023

SUBJECT: 2023 City of Lacey Cultural Celebration

RECOMMENDATION: Informational Only. For review and discussion only.

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*
Sadie Siglin, Management Analyst *SS*

ATTACHMENTS: 1. [Lacey Cultural Celebration Feedback](#)

FISCAL NOTE: None

PRIOR REVIEW: None

2023 WORKPLAN: Q1 – 3 “Participate in the Lacey Cultural Celebration”

BACKGROUND: On March 4, 2023, the City of Lacey (City) hosted the annual Lacey Cultural Celebration. The City began hosting this event in 2011, drawing in families from all over Thurston County and beyond to recognize and celebrate the variety of cultures and heritages throughout the City and greater Thurston County area. With an estimated 2,500 visitors this event was a huge success. Attendees were able to experience cultures and traditions from around the world through demonstrations, dance, art, and music. Additionally, visitors had an opportunity to sample food and learn more about cultural customs through informative displays and interactive activities.

During the event the City’s Commission on Equity hosted a booth where they provided an interactive activity for event goers to participate in. In addition to the interactive activity, the team offered an opportunity for the community to provide feedback to the City on equity and inclusion. Event goers were asked to provide feedback to the following questions:

1. How can 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?

Community members provided a variety of suggestions on how the City could improve its practices. The biggest takeaway from this feedback was hearing that the community would like to see more events offered, some suggestions included having more events including: music, sponsoring more outdoor activities, and doing a standup comedy show.

The City also received suggestions on ways to make our events more equitable and increase participation by adding resources like transportation to and from events and being more ADA accessible. Community members also provided feedback on generalized community improvements, such as doing community clean ups to help pick up trash.

RECOMMENDATION: Informational Only. For review and discussion only.

Commission on Equity
Lacey Cultural Celebration March 4, 2023:

Note: Feedback is documented as recieved

How can we create a more welcoming community?
This is the best ever! If you come here you will have a grate day!
When someone is new go welcome them
More collaboration town halls / Light rail expansion
Be more saring
Include LGBTQIA community
Be Kind :)
Longer summer vacation :)
Help to pick up trash & use trash cans :)
Summer Farmers Market @ Rainier Vista
Bigger McDonald's
Cultural events like this! Plus more community events
Have cultural events like this one
More diverse and inclusive events
Accept diversity <3
More people!
More opportunity for different communities to come together "and talk"
Do a stand up comedy night! -Camrynn
Clean up some high populated areas
More events <3
More shleters for people
Respect each ethnicity and culture
Visual Representation
More restronts maily japenese
Indoors parks for exerone mostly kids
More events
Outdoor theater
Love your neighbor
Enforce building set backs in rear & side yards of sheds, etc. To reduce fire risk to neighboring properties.
Enforce fireworks ban on 7/4
Greet eachother more often.

What concerns do you have about racism and inequity in the community?
That's crazy... Don't be mean, and just be nice to these
We are all equal
BWELCOWE
Stand up 4 a nother person
Emergency responders trained in implicit bias
Be nice and don't bully!!!!
Suburban sprawl and accessability - If you don't have a car it is difficult to get around
Be more diszibility friendly
Love Love Love
Be more accessable
Looking at race and racism as an unspoken idea that should be ignored rather than awknowledged
More engagement is needed w/ underserved populations and more awareness
Engagement of community in rural vs urban areas in the city
Nothing
Transportation for seniors to events
Fear of communities and people to come together
We need to ensure unclution
Steryotyping people

How could we increase participation from underrepresented community members
Outdoor kids activities
More education about racism
We love music & cultural events!!!
Oppose censorship in all books and cirricula
Foster care education
Enforce fence height code esp. in front yards & no fences extending into rights of way. Esp 16th ave SE betw Judd & College & Lybarger
More education
Organize more free events
Develop more ADA accessible walking trails inc. parking & restrooms. Publicize same to seniors, people w/ infants
Do not put everyone in a box
Immigrant story / success or challeng story
Work with the various communities to develop more opportunities for people to interact and tell their stories
I don't know
business intro/ article
Tell residents on corners to trim landscaping to restore safety. Triangles @ corners inc. Violet x 14th. College St x 14th
Increaded opportunities for community dialogue
Less people
Person spotlight culture
help out bee kind
Awareness in the community that services exist
have/ host/ trail/ hiking/ days & encourage everyone to get outside
Community clean up days! Together!! :)
you need to procuce something for people to show up and pronic their
form a community chorous that focuses on under represented people & composers

- More events
- Activites
- More accessable/transportation
- More Education
- Cleaner community
- Engagement
- Kindness & Acceptance

Commission on Equity
Lacey Cultural Celebration March 4, 2023:

Note: Feedback is documented as recieved

How can we create a more welcoming community?

A pool in every park
More arts (visual) that represent a variety of cultures.
^ accessibility

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

How could we increase participation from underrepresented community members



LACEY COMMISSION ON EQUITY
March 27, 2023

SUBJECT: **Black and African American Community Forum**

RECOMMENDATION: Informational. For review and discussion only. Discuss if there is any additional information that is missing from this summary.

STAFF CONTACT: Shannon Kelley-Fong, Assistant City Manager *SKF*

ATTACHMENTS: 1. [Black and African Community Forum Written Comments](#)

FISCAL NOTE: None

PRIOR REVIEW: None

2023 WORKPLAN: Q1 – 2 “Hold a focus group with community members / affinity group(s) (TBD)”

BACKGROUND: On March 21, 2023, the City of Lacey (City) hosted a Black and African American Community Forum (Forum) at New Life Baptist Church. The Forum was facilitated by the Commission on Equity (COE) led by Chair Cliff Brown. There were approximately 50 community members in attendance. At the Forum, the COE provided a brief history of the COE, reviewed the COE’s role as an advisory board to the Lacey City Council, and provided an overview of the COE’s work in 2022 and 2023.

Following this overview, the COE then heard from Forum participants on ways to create a more welcoming environment, about racism and inequities in the community, how to increase participation from underrepresented community members, and barriers to participation, as well as other questions, concerns, ideas, feedback, etc.

For background, the COE, established in 2021 by Lacey City Council Ordinance 1581, is an advisory body to the Lacey City Council and 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.

In Ordinance 1581, the City affirmed its commitment to “to partnering with local civic leaders and organizations to improve communication with underrepresented groups to address areas of concern.” In alignment with this commitment, the Commission on Equity’s 2023 workplan identifies hosting quarterly community forums in the community outside of City Hall or other City facilities. It is the intent of the COE to continue to hold community forums beyond 2023, recognizing that one forum or location cannot possibly capture all perspectives at any given time or throughout time.

Feedback and input provided at the Forum via verbal comment or written comment is summarized below in two categories: general comments and COE questions. Notably, this information is summarized, categorized, and not described verbatim. All written comments from the Forum are included in **Attachment 1**.

General Comments:

1. North Thurston Public Schools (NTPS):

A. How is the COE involved with NTPS?

The COE provided information on how the City of Lacey City Council and the North Thurston Public Schools Board of Directors are two distinct elected, governing bodies. The COE provided an overview of the February 2023 COE meeting where NTPS representative, Dr. Antonio Sandifer, Director of Equity and Languages, provided an overview of NTPS equity efforts and answered COE questions on this topic. The full presentation can be viewed here: [Commission on Equity - February 27, 2023 - YouTube](#) The COE expressed interest in continuing to dialogue with NTPS representatives on equity issues in schools.

B. Who manages resources for school district?

See question above. The NTPS Board is a separate elected, governing body from the Lacey City Council. NTPS is a standalone taxing district and directly collects revenues, e.g., property taxes. The City of Lacey and NTPS have an agreement for use of certain resources, e.g., school facilities for recreation programming like swim classes, indoor basketball programs, etc. In addition, at times the City of Lacey has received funding to help fund recreation programming, e.g., Playground Pals, a free recreation program.

C. What efforts are being done at NTPS, including NTPS elected bodies and advisory boards? Information on NTPS equity efforts can be accessed here: [Equity / Equity at NTPS \(nthurston.k12.wa.us\)](#). Per this page, please contact equity@nthurston.k12.wa.us for more information.

D. Concerns about representation of school teachers in the community.

2. Parks, Culture, and Recreation:

A. Enhance representation at City-sponsored recreational events, including movies and concerts series.

B. What types of youth engagement and recreation opportunities exist from the City?

C. Expand beyond “celebrations” and infuse diversity throughout the community.

3. Enhance collaboration between government entities and other organizations:

A. Hold regional efforts with the cities of Olympia, Tumwater, and Thurston County. Recognize that community does not end at a city’s boundary.

B. Enhance collaborations with organizations (e.g., non-profits, faith communities, etc.) in the community.

C. Continue dialogue and collaborations with community members.

4. Land Acknowledgements:

A. How will Land Acknowledgements be used by the City?

5. Homelessness:

A. How can the greater Thurston County community collectively address issues like homelessness?

6. Health Care Access:

A. Concerns were raised about employment and pay disparities at health care organizations.

B. Concerns were raised about disparities in representation in health care.

C. Concerns were raised about disparities in health care services and access, e.g., emergency room services.

7. Employment Inequities:

- A. Concerns were raised about explicit and implicit biases in employment processes across the community.

8. Racism as a Public Health Emergency:

- A. What is Thurston County doing since this declaration? What are cities doing?

9. Comprehensive Plan Updates and Engagement:

- A. Is there an outreach and engagement plan to get more individuals and communities involved in upcoming comprehensive planning updates?

COE Questions:

10. How can we create a welcoming community?

- A. Encourage more multigenerational community efforts.
- B. Improve communication access and knowledge of events. Expand communication efforts and create more culturally relevant communications.
- C. Develop one-stop resource for community members to improve access to information on the community. This would be very helpful for new members of the community, including new military personnel.
- D. Enhance information accessible at local Chambers of Commerce and other resource centers, e.g., a welcome center.
- E. Signage, flags, and other types of visualizations, in addition to certain businesses, in the community create an unwelcoming environment.
- F. Display diversity throughout community.
- G. Create a pedestrian friendly town center that helps enable community connectivity.

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

- A. Host more events like this in the community. Be inclusive, make sure that they are well-planned and well-organized.
- B. Go to where people already are; do not ask community members to come to government facilities.

- C. Increase marketing and outreach for events. Increase pamphlets on how to get connected.
- D. Increase outreach to community organizations, e.g., faith groups.
- E. Invite diverse voices to be involved in planning and community events.

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

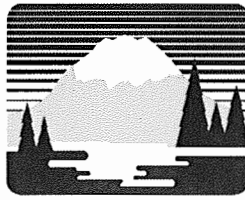
- A. Cultural barriers are a challenge.
- B. Dismissal of concerns of African American students. Women of color are rarely heard.
- C. Navigating government systems can be difficult. It can be hard to know how to get involved.
- D. Holistically consider youth activities, mental health, and law enforcement.
- E. Disparities in employment access in the community and explicit and implicit bias, and other barriers, in hiring processes.

13. Did you experience any barriers to your participation today?

- A. The time of the event was a barrier to some people due to work.

NEXT COMMUNITY FORUM: The next Community Forum is anticipated to occur in May or June and will be a LGBTQIA+ Community Forum. The location of this forum is to be determined.

RECOMMENDATION: Review and discussion only. Discuss if there is any additional information that is missing from this summary.



COMMISSION ON EQUITY



BLACK & AFRICAN AMERICAN COMMUNITY FORUM

1. How can we create a more welcoming community?

1. Host Events in Open Community Spaces in order to ensure everyone feels welcome to them
2. Publicize Events/activities and group meetings so that everyone knows where they can go and how they can be involved in the community

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

I'm concerned with the way racism and inequity effects the schools, schools are a big part of the community and it has such a tight hold over students and families as a whole

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

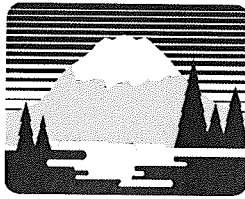
By hosting events for those underrepresented community members as well as ensuring these events are inclusive, well planned, and well organized as well as safe. Use those events for their feedback as well.

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

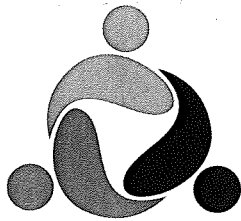
Cultural barriers are Lacey's biggest changes. There are a good mix of cultures in Lacey but only a few are respected and represented, and because of this a lot of problems are left ^{unaddressed}

5. Did you experience any barriers to your participation today?

The only barrier at this event was the time it was hosted, many people had work and couldn't attend because of it (or just getting off work)



COMMISSION ON EQUITY



BLACK & AFRICAN AMERICAN COMMUNITY FORUM

1. How can we create a more welcoming community?

Those of us who have lived here a long time know the resources and opportunities and decision-makers. I think it is not as easy for new-comers to find resources.

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

My children all attended Timberline and were blessed to have a number of Black teachers. It has been my experience as an educator in this community (I've lived here 15 years) that most Black students here will never have a Black educator. As we saw with the walk-outs at River Ridge last year, students have many concerns about who's teaching them and about curriculum (see back)

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

I think you need to go WHERE people already are, not ask them to come to you at government locations.

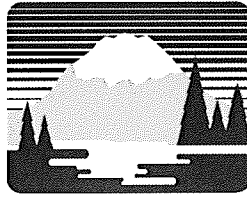
4. What barriers have you seen or experienced in participating in decisions that impact the community?

I haven't experienced barriers, because I personally know many of the decision-makers. I am very familiar with how to navigate government systems.

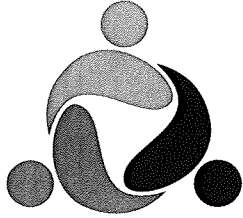
5. Did you experience any barriers to your participation today?

There have also been signs on occasion in our neighborhood (Horizon Point) and just across the bridge over Anstrut that feel "anti-Black" - Confederate flags, 3%... Those are not welcoming (nor are the "Let's go Brandon" or "Biden").

Racism: In 2020 during the November election, I was warned by several police officers about some chatter happening re: white supremacist groups and encouraged not to walk in public (I walk across town on a regular basis). I waited until the week after elections to walk. The first day I did, I was followed by a 8/9y old (white) boy with a toy gun for 2 blocks IN MY NEIGHBORHOOD. I am an educator and am skilled at working w/students and parent. I asked the child kindly to not point the gun at me... several times. He refused. I went back to his home later to speak w/Mom. To make a long story short, her reaction: "Do you even live in this neighborhood? I have lived on the same street (7 houses from her) for 15 years. I've walked by their home 100s of times. Mayor Ryder was informed.



COMMISSION ON EQUITY



BLACK & AFRICAN AMERICAN COMMUNITY FORUM

1. How can we create a more welcoming community?

Invite all to participate and
communicate in all imaginable ways.

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

To bring the community together, we need
to see more involvement from city, churches,
and schools. We need to be on the same
sheet of music.

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

Put out how to pamphlets,
how to volunteer, how to participate in
city meetings. And invite diverse groups
to participate in the planning of
community events as well as
participate in the activities. Make a
seat at the "park" tables.

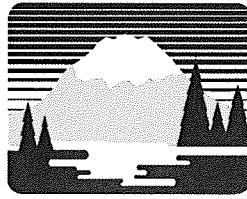
4. What barriers have you seen or experienced in participating in decisions that impact the community?

Knowing how to get involved

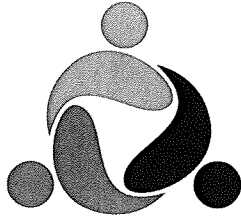
5. Did you experience any barriers to your participation today?

No, I am here and I am answering
your questions

-



COMMISSION ON EQUITY



BLACK & AFRICAN AMERICAN COMMUNITY FORUM

1. How can we create a more welcoming community?

?

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

There is a lack of Positive Programs for our youth of color to access.

Non-Students of color using derogator racial slurs towards African American Students at School - Adults are ignoring complaints or telling students of color to ignore the comments and are not addressing the students who use these slurs.

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

I found out about this mtg today through a parent I used to work with. ~~Are~~ Is there a way information about these mtgs be provided to high school students? Is there another platform that can be used to let the community know about them?

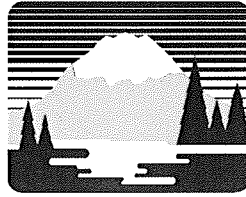
many
requesting to
select
for
authorities

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

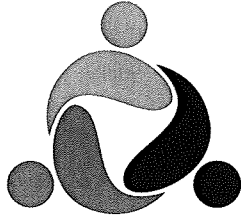
I have seen African American Students' Concerns dismissed, minimized, or ~~blamed~~ where they were blamed. Women of color are rarely heard.

5. Did you experience any barriers to your participation today?

Not that I know of.



COMMISSION ON EQUITY



BLACK & AFRICAN AMERICAN COMMUNITY FORUM

1. How can we create a more welcoming community?

*Continue to find ways to Display the
Diversity of the Community*

Welcome Center/ Chamber of Commerce where

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

*Still have challenges w/ ^{equity} ~~equity~~ in the school
District.*

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

*~~Show that~~ By Showing the diversity of those
Behind the Scenes may help to increase participation
Seek more general public underrepresented to
Be a part of what building for them. Reach out to
Churches for participation*

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

Welcoming of Job opportunities. Lip service
want equity - opportunities that are
~~True~~ Truly available for people of color.

5. Did you experience any barriers to your participation today?

No, was excited to be here about
the ~~Forum~~ Forum