



**COMMISSION ON EQUITY AGENDA**  
**DECEMBER 27, 2022**  
**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\\_VaZBT75FRjKXzZeNu4mm8w](https://us02web.zoom.us/webinar/register/WN_VaZBT75FRjKXzZeNu4mm8w))

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 #: 825 3800 5808** (*participant ID not required*)

Watch live or as a recording on YouTube. (<https://youtu.be/7w4y10Jx5w4>)

**CALL TO ORDER: 5:30 P.M.**

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

- Approval of Agenda
- [Meeting Minutes from November 28, 2022](#)

**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](mailto: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**

Chair Thelma Jackson

**4. Business Items:**

**A. [Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 7](#)**

Shannon Kelley-Fong, Assistant City Manager

**B. [Draft Work Plan 2023 & Joint Meeting with Lacey City Council](#)**

Shannon Kelley-Fong, Assistant City Manager

**C. Community Engagement Efforts & Initiatives**

**D. Officer Elections for 2023**

5. **Commissioner Reports**

6. **Director Report**

7. **Adjourn**

**Next Meetings & Events:**

- **Commission on Equity Regular meeting** – Monday, January 23, 2023 - 5:30 p.m. at City Hall or remote.
- **Joint Meeting with Commission on Equity & Park Board of Commissioners** – January 25, 2023 - 5:30 p.m. at City Hall or remote.
- **Senior Services for the South Sound Presentation** – Thursday, February 16, 2022 (Chair Jackson, Vice Chair Brown, Commissioner Hart)
- **Joint Meeting with the Lacey City Council** – Tentatively March 9, 2023 - 6:00 p.m. at City Hall or remote.

**MINUTES OF LACEY COMMISSION ON EQUITY,  
MONDAY, NOVEMBER 28, 2022  
VIA ZOOM WEBINAR**

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

**EQUITY COMMISSIONERS ABSENT:** None

**COUNCIL PRESENT:** None

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

**RECORDING:**

<https://www.youtube.com/watch?v=VGBXG5Y8MdQ&list=PL0fgfnajWBqY9mcx5atx950uoTUMFVIV&index=2>

**CALL TO ORDER:**

Chair Jackson called the meeting to order at 5:38 p.m.

**1. APPROVAL OF AGENDA AND CONSENT AGENDA:**

Approval of the Consent Agenda:

- Approval of Agenda
- Meeting Minutes from October 24, 2022

VICE CHAIR BROWN MOVED TO APPROVE THE CONSENT AGENDA. 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. Three (3) written public comments were received and were made part of the meeting record.

**3. INSPIRATIONAL ITEM:**

In honor of Native American Heritage Month / Indigenous Heritage Month, Commissioner Annie Clay read several quotes from Billy Frank Jr, Nisqually Indian Tribe member, advocate for Tribal Treaty Rights, and environmental leader.

**4. BUSINESS ITEMS:**

**A. Draft Land Acknowledgement and Land Acknowledgement Policy Review**

ACM Kelley-Fong provided an overview of Land Acknowledgements and presented a draft City of Lacey Land Acknowledgement and draft City of Lacey Land Acknowledgement

Policy. Discussion ensued on enhancing the draft language and continuing to work with the Nisqually Indian Tribe, as well as the Squaxin Island Indian Tribe, for feedback and consent.

**B. Art Plan & Utility Wrap Project Overview**

ACM Kelley-Fong, provided an overview of the City of Lacey’s adopted Public Art Program and introduced the Utility Wrap Project in 2023. The Utility Wrap Project will focus on highlighting important voices representative of the greater Lacey community past and present. Discussion ensued around the utility wraps and murals,

**A. Strategic Diversity, Equity, and Inclusion Plan Workshop – Focus Areas, Impact Statements, and Strategies, Part 5**

ACM Kelley-Fong reviewed draft DEI Strategic Plan elements previously discussed and introduced draft benchmarks and indicators for the goal area of Policies, Programs & Services. Discussion ensued.

**4. COMMISSIONER REPORTS**

Chair Jackson discussed revisiting focus groups and community engagement initiatives at the Commission meeting in December. Chair Jackson asked Commissioners to think about how engagement events for various community affinity groups could come together, considering location, format, etc.

Chair Jackson discussed inviting representatives from North Thurston Public Schools to attend the Commission on Equity meeting in January.

Chair Jackson discussed the follow-up meeting with the Board of Park Commissioners to continue the discussion on the City of Lacey’s Corporate Sponsorship Policy. Commissioner Clay and Commission Sauer discussed some of the comments made during the first joint meeting and discussed clarifying some statements at the next joint meeting.

**5. DIRECTOR REPORT**

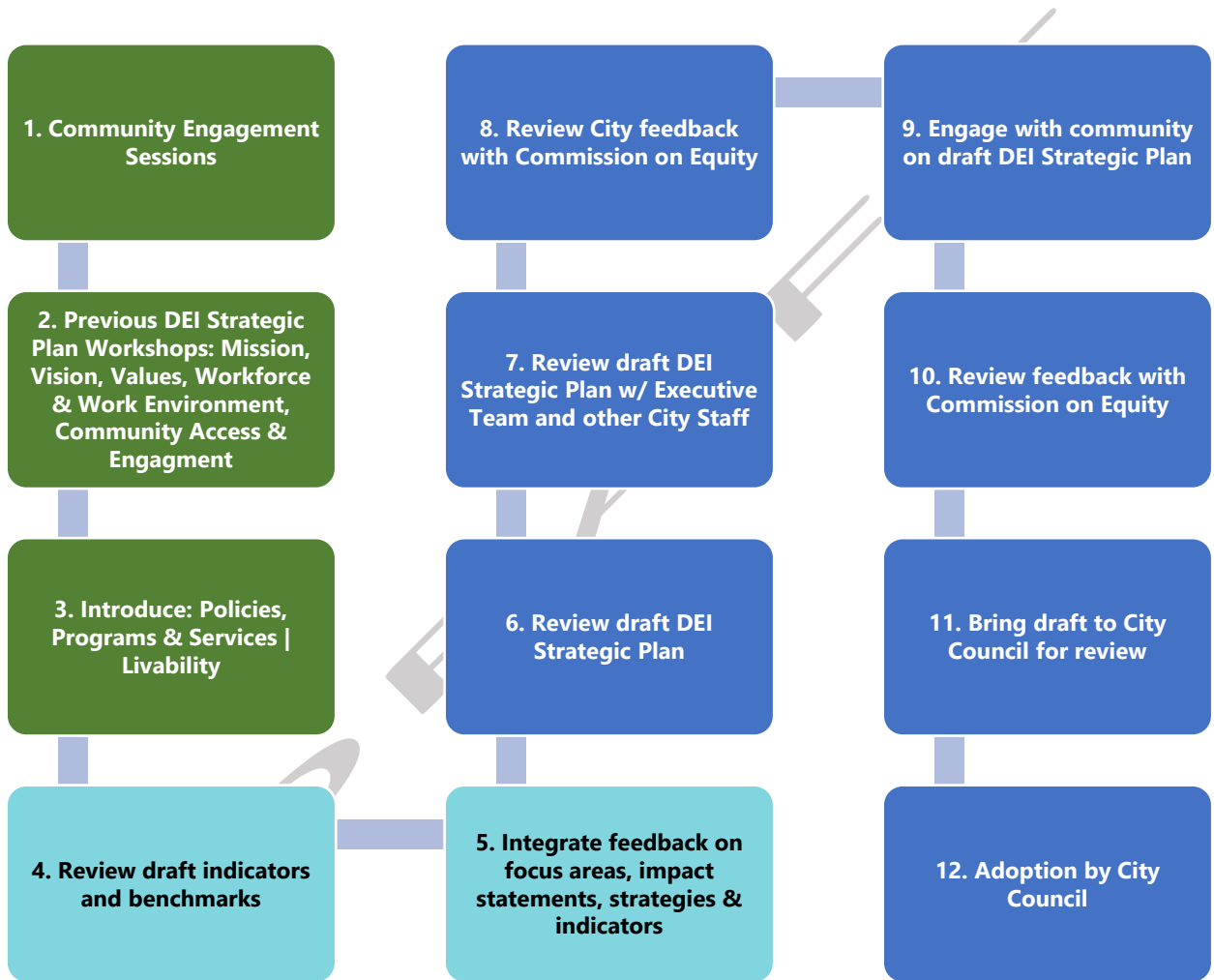
ACM Kelley-Fong discussed the 2023 Workplan and Joint Meeting with the Lacey City Council, the follow-up Joint Meeting with the Board of Park Commissioners, the December meeting date change to Tuesday, December 27, 2022, the Senior Services for the South Sound Presentation on Tuesday, December 13, 2022, and the upcoming Presiding Officer Elections at the Commission meeting in December.

**6. ADJOURN**

Chair Jackson adjourned the meeting at 7:38 p.m.

COE Agenda 12/27/2022

Time	Item
5:45pm	Draft Benchmark & Indicators – Second Draft Policies, Programs & Services   Initial Review of Draft Livability, Review definitions of BIPOC, Restorative Justice
6:45pm	End Workshop



### **Draft Vision Statement:**

The City of Lacey is an inclusive community that embraces the gifts, talents, experiences, and contributions of all community members and works collaboratively internally and externally to advance equity in Lacey. Lacey is a community where:

- Change starts by **listening**
- Diversity is **celebrated**
- **Actions** are aligned with values
- Opportunities are **equitable**
- Partnerships are **cultivated**
- Barriers to **full participation** are eliminated, and
- **Accountability** is central to achieving the above.

### **Draft Mission Statement:**

The City is committed to delivering exceptional public services, policies, and programs that integrate equity and social justice as core principles as we continue to grow as a vibrant and thriving community.

The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.

### **Draft Values Statement:**

The City of Lacey champions change that leads to a more equitable society for ALL community members, regardless of race, gender, income, age, sexual orientation, disability, nationality, religion, gender expression, English proficiency, and educational attainment, among other identities, many of which can intersect to create compounding marginalization or privilege.

We strive to eradicate all forms of racism and oppression, which have had disproportionate negative impacts on Black, Indigenous, and People of Color, through actions, partnerships, support and advocacy.

We recognize the power City government has to impact the lives of our community members. In our City government and operations, we strive to shape, advance, and implement policies, practices, and programs that help eliminate inequities that result from centuries of racism and oppression.

We begin with self-examination and listening and creating platforms for historically marginalized and under-represented communities to be heard. The City is committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.

**A closer look at draft Values:**

- We champion social change that leads to a more equitable society for ALL community members.
- We strive to eradicate all forms of racism and oppression.
- We recognize the power City government has to impact the lives of our community.
- We begin with self-examination, listening and creating platforms for historically marginalized and under-represented communities to be heard.
- We are committed to working collaboratively with community partners to help create equitable access to opportunities and resources for all community members.

Draft DEI Strategic Plan Elements	Status
1. Cover Page / Design	Not started
2. Acknowledgements	Not started
3. City Council Message – Why equity work is important	Not started
4. City Manager Message – Why equity work is important	Not started
5. Commission on Equity Message – Why COE’s work is important	Not started
6. Commission on Equity Overview	Not started
7. Table of Contents	Not started
8. Introduction and about this document <ul style="list-style-type: none"> <li>a. What it is</li> <li>b. Process</li> <li>c. Existing DEI efforts (broad)</li> <li>d. Future</li> </ul>	Not started
9. Mission, Vision, Values	Draft
10. Goals and Strategies (general overview)	Draft
11. Data: Lacey now (general overview) <ul style="list-style-type: none"> <li>a. Demographics</li> <li>b. Business ownership</li> <li>c. Mean per capita income</li> <li>d. Percent below poverty line</li> <li>e. Homeownership rates by race and income</li> <li>f. Education rates / data</li> <li>g. Existing City efforts (in brief – appendix for full)</li> </ul>	In-progress
12. Key Terms (OFM glossary) <ul style="list-style-type: none"> <li>a. Anti-Racism</li> <li>b. Bias – to include more on implicit bias</li> <li>c. Discrimination</li> <li>d. Marginalization</li> <li>e. Race Equity</li> <li>f. Privilege</li> <li>g. Equity</li> <li>h. Inclusion</li> <li>i. Cultural Competence – call out period of time v. continuously</li> <li>j. Work Force Diversity</li> <li>k. Disparities</li> <li>l. Intersectionality</li> <li>m. Community</li> <li>n. Appendix for full OFM Glossary</li> </ul>	Draft - OFM

o. Research - Restorative Justice / Social Justice	
13. Criteria: <ul style="list-style-type: none"> <li>a. City’s roles: Lead, Partner, Advocate</li> <li>b. Accountability: Benchmarks &amp; Indicators</li> </ul>	Not started
14. Goals, Strategies, and Accountability (in-depth) <ul style="list-style-type: none"> <li>a. Workforce &amp; Work Environment <ul style="list-style-type: none"> <li>i. Strategies</li> <li>ii. Benchmarks/Indicators</li> <li>iii. Key Terms (specific to section)</li> <li>iv. Data (specific to section)</li> <li>v. Existing efforts (specific to section)</li> </ul> </li> <li>b. Community Access &amp; Engagement <ul style="list-style-type: none"> <li>vi. Strategies</li> <li>vii. Benchmarks/Indicators</li> <li>viii. Key Terms (specific to section)</li> <li>ix. Data (specific to section)</li> <li>x. Existing efforts (specific to section)</li> </ul> </li> <li>c. Policies, Programs, and Services <ul style="list-style-type: none"> <li>xi. Strategies</li> <li>xii. Benchmarks/Indicators</li> <li>xiii. Key Terms (specific to section)</li> <li>xiv. Data (specific to section)</li> <li>xv. Existing efforts (specific to section)</li> </ul> </li> <li>d. Livability <ul style="list-style-type: none"> <li>xvi. Strategies</li> <li>xvii. Benchmarks/Indicators</li> <li>xviii. Key Terms (specific to section)</li> <li>xix. Data (specific to section)</li> <li>xx. Existing efforts (specific to section)</li> </ul> </li> </ul>	In-progress
15. Accountability – Reporting on Benchmarks/Indicators	In-progress
16. Appendices: <ul style="list-style-type: none"> <li>a. Full OFM Glossary</li> <li>b. COE - Ordinance 1581</li> <li>c. Engagement Findings</li> <li>d. Existing DEI efforts (in-depth) <ul style="list-style-type: none"> <li>a. HR</li> <li>b. PD</li> <li>c. PCR</li> <li>d. CED</li> <li>e. PW</li> <li>f. CM</li> <li>g. PA</li> <li>h. CA</li> </ul> </li> </ul>	In-progress



- **Additional information for page:**

- City / City Employee Racial/Ethnic Comparison
  - General
  - Department / Function – EEO
  - Leadership
- Existing HR DEI efforts overview
- Existing PD hiring efforts overview

- **Key Terms**

- Authentic-Self
- Workforce Diversity
- Inclusion
- Cultural competency (emphasis on development/continuum/practice)  
[Cultural Competence - KU CSL Community Engagement Toolbox](#)
- Cultural Humility

**Draft Workforce & Work Environment**

Draft Strategies		City Role	Lead Department
<b>Equity Plan</b>	<p>A. Continue internal DEI efforts, including adoption and implementation of a workforce equity plan, that transforms policies, systems, and practices and enhances cultural competency at all levels within the organization (Executive Team, Staff).</p> <ol style="list-style-type: none"> <li>1. Perform an organization-wide Equity Assessment on regular basis (2/3 years). Determine specific indicators based on assessment.</li> <li>2. Adopt Workforce Equity Plan. Implement plan across Departments.</li> </ol>	Lead	HR
<b>Hiring &amp; Retention</b>	<p>B. Continue to enhance recruitment efforts to attract, hire, and retain a workforce that reflects the greater community.</p> <ol style="list-style-type: none"> <li>1. Comprehensively expand operating procedures for pre-hire and recruitment to include more systematic advertisement of open positions with specific professional and minority-servicing organizations and for candidate recommendations.</li> <li>2. Continue to evaluate and remove barriers to City employment.</li> <li>3. Engage with professional organizations committed to/specializing in advancing workplace equity.</li> <li>4. Provide more job training opportunities to advance and support careers.</li> <li>5. Provide more internship opportunities across the organization to introduce young adults and community members to City careers. Enhance awareness of these programs working with partner entities.</li> <li>6. % of job descriptions that incorporate equity as core competency.</li> <li>7. Staff demographics increasingly matches community demographics, at all departments and levels within the organization (e.g., race, ethnicity, sex, age, etc.).</li> </ol>	Lead	HR

	<p>8. % of total job applications received from applicants increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).</p> <p>9. Staff retention over select intervals of time (e.g., 1 year, 5 years, 10 years) matches community demographics (e.g., race, ethnicity, sex, age, etc.).</p>		
<p><b>Development &amp; Workplace</b></p>	<p>C. Continue to improve training, workforce development opportunities, and ensure the workplace is welcoming for all.</p> <ol style="list-style-type: none"> <li>1. Establish a regular (1/2 years) City employee survey that includes questions on work environment. Create specific indicators based on the survey.</li> <li>2. Create internal leadership and/or mentorship program to support workforce development.</li> <li>3. Establish a baseline equity training program that would be required for all City staff. Incorporate this training into on-boarding for future City staff members. % of staff members that take the required equity training program increases and eventually reaches 100%.</li> <li>4. Establish optional, advanced equity training for City staff. Require advanced equity training for all supervisors and City leadership.</li> <li>5. Establish a cross-departmental Equity Team (internal) sponsored by City leadership. Evaluate need for other internal support networks.</li> <li>6. Create more opportunities for informal dialogue on equity.</li> <li>7. Integrate equity language (OFM glossary) into the City Policy Manual (internal).</li> </ol>	<p>Lead</p>	<p>HR</p>

## Draft Community Access & Engagement

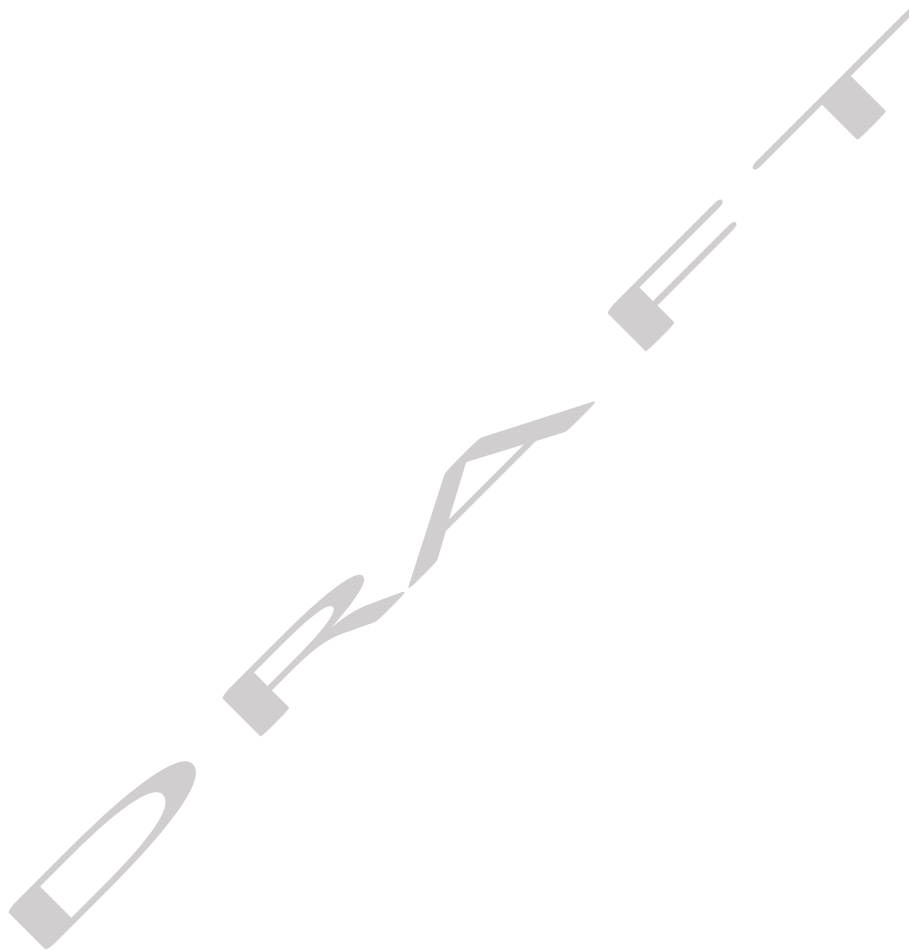
- **Additional information for page:**
  - Existing Communication efforts:
    - Communications Plan
    - Communication tools & platforms
    - Engagement Efforts
    - Events
  
  - Forthcoming community survey information
  
- **Key Terms**
  - Access
  - Belonging(ness)
  - Diversity
  - Inclusion
  - Tokenism
  - *Restorative Justice (future discussion)*
  - *Accountability*

**Draft Community Access & Engagement**

Draft Strategies		City Role	Lead Department
<b>Communica-tions</b>	<p>A. Implement the Communications Plan, including developing a Language Access Plan to improve communication accessibility, and continue to enhance the cultural relevancy of City materials.</p> <ol style="list-style-type: none"> <li>1. Develop and implement a Language Access Plan.</li> <li>2. Establish accessibility standards for print and digital materials. % of new City materials that meet accessibility standard increasingly gets to 100%.  % of all City materials that meet accessibility standard increasingly gets to 100%.</li> <li>3. The number or % of translated City materials increases each year aligned with the Language Access Plan.</li> <li>4. Use of closed captioning at public meetings increases each year and gets to 100%. The City strategically increases the use of translation and interpreter services for City events and programs.</li> <li>5. <i>Community Survey</i> - % of individuals that received satisfactory public information is established and increases each survey. Scores are consistent across demographics.</li> </ol>	Lead	PA  All
<b>Engagement</b>	<p>B. Continue to develop and implement engagement strategies that build community trust and increase participation of BIPOC and other underrepresented voices in local decision making, including on advisory bodies, task forces, and planning efforts.</p> <ol style="list-style-type: none"> <li>1. Collect demographic data of boards, commissions, and ad hoc advisory groups. Evaluate the advisory board applications process to determine if the process can be more accessible. Advisory board membership increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).</li> </ol>	Lead	PA  All

	<ol style="list-style-type: none"> <li>2. Implement community programs that increase community participation and involvement from underrepresented community members, e.g.: <ol style="list-style-type: none"> <li>a. Community Liaison Program</li> <li>b. Community Academies (City-wide)</li> <li>c. Community Dialogues &amp; Focus Groups</li> <li>d. Considers paid Advisory body positions</li> </ol> </li>   <li>3. % of City engagement opportunities that allow for online participation increases. Online engagement increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).</li> </ol>		
<b>Relationships</b>	<p>C. Enhance relationships and opportunities in the community for continued dialogue and knowledge-sharing among the City, partner entities, and community members through events, programs, forums, art, etc.</p> <ol style="list-style-type: none"> <li>1. <i>Community Survey</i> - % of individuals that attended or participated in a City-sponsored event increases. Scores are consistent across demographics.</li> <li>2. <i>Community Survey</i> - % of individuals that attended a local public meeting increases. Scores are consistent across demographics.</li> <li>3. <i>Community Survey</i> - % of individuals that watched a local public meeting increases. Scores are consistent across demographics.</li> <li>4. <i>Community Survey</i> - % of individuals that voted increases. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Other pertinent indicators determined by survey questions.</li> <li>6. # of City engagement held at non-City events increases.</li> </ol>	Lead	CM PA PCS
<b>Collaboration</b>	<p>D. Create and maintain a clearinghouse of partner entities, advocacy groups, and community-wide DEI efforts to help facilitate collaboration between local service providers to enhance engagement and connectivity.</p>	Lead	CM

	<ol style="list-style-type: none"><li>1. Continue to support the Community Connectivity Assessment (CAA) and increasingly put it to use for a variety of City programs and events.</li><li>2. Set-up regular meetings throughout the year with DEI representatives. Collaborate on tools to increase knowledge, engagement, and connectivity.</li></ol>		
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## Draft Policies, Programs & Services

- **Additional information for page:**
  - Existing City efforts:
    - Reference to Appendix on City Efforts
    - High-level overview of City efforts outside of HR and Communications, e.g., Housing Action Plan, ADU program, etc.
- **Key Terms**
  - Access (Found in Community Access & Engagement)
  - Equity
  - Intersectionality
  - Marginalization
  - People of Color or Communities of Color – Definition of BIPOC (see end of packet)
  - Power
  - Power-with
  - Respect

### Previous Feedback on Draft Strategies:

Adding a statement within City Services in regards to identifying marginalized communities. Here or in Equity tool strategy.

Use of the word 'vulnerability' within City Services may need to be revisited. Examples such as 'underserved' may be better. Could be demeaning to point out vulnerabilities.

Under "Public Safety", add towards the end of the statement a line on low-income personnel.

Finding gaps to services (e.g., within low-income community members); is there an identified program to identify people within these groups and allocate needed resources to them.

On the Equity Tool, need to dictate why we want the tool; the purpose of it all. Identify and serve marginalized community members.

Try and identify more events which focus (highlight) on the Diversity and Inclusiveness of the community and the City of Lacey as a whole.

Put together a Business Showcase to highlight and market various underrepresented communities within the City of Lacey.



Feedback from 11.28.2022:

Draft Policies, Programs & Services	
<ul style="list-style-type: none"> <li>• <b>Additional information for page:</b> <ul style="list-style-type: none"> <li>○ Existing City efforts:           <ul style="list-style-type: none"> <li>▪ Reference to Appendix on City Efforts</li> <li>▪ High-level overview of City efforts outside of HR and Communications, e.g., Housing Action Plan, ADU program, etc.</li> </ul> </li> </ul> </li> <li>• <b>Key Terms</b> <ul style="list-style-type: none"> <li>○ Access</li> <li>○ Equity</li> <li>○ Intersectionality</li> <li>○ Marginalization</li> <li>○ People of Color or Communities of Color</li> <li>○ Power</li> <li>○ Power-with</li> <li>○ Respect</li> </ul> </li> </ul>	<div style="background-color: yellow; padding: 5px; display: inline-block;">BIPOC definition</div>

Draft Policies, Programs & Services – Strategies, Benchmarks & Indicators			
<b>City Services</b>	<p>B. Provide services that are responsive, transparent, accountable, and welcoming with an emphasis on providing a safe, trusted environment for <b>underserved</b> community members.</p> <ol style="list-style-type: none"> <li>1. <i>Community Survey</i> – Rating of City government increases. Scores are consistent across demographics.</li> <li>2. <i>Community Survey</i> – Rating of overall direction that City is taking increases. Scores are consistent across demographics.</li> <li>3. <i>Community Survey</i> – Rating of overall City customer services increases. Scores are consistent across demographics.</li> <li>4. <i>Community Survey</i> – Rating of the City treating all community members equitable increases. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Rating of community sentiment regarding City transparency increases. Scores are consistent across demographics.</li> </ol>	Lead	All

equitably

Draft Policies, Programs & Services – Strategies, Benchmarks & Indicators			
<b>Parks, Culture, Recreation</b>	<p>D. Provide robust and community-driven park and recreation resources where physical, financial, and social barriers <b>to use</b> are eliminated.</p> <ol style="list-style-type: none"> <li>1. Increase in ADA and other inclusive park amenities, e.g., trails, all access playgrounds, etc.</li> <li>2. Increase in identified park, culture, and recreation levels of service, i.e., parks located within 10-minute active travel (walk or roll) of all community members.</li> <li>3. Increased use and awareness of recreation scholarship fund to ensure recreation programs are available to all.</li> <li>4. <i>Community Survey</i> – Rating of park system increases. Scores are consistent across demographics.</li> </ol>	<p><b>add culture</b></p>	<p>PCR</p>

Draft Policies, Programs & Services – Strategies, Benchmarks & Indicators			
<b>Equity Tool</b>	<p>Implement an equity framework tool to help guide policy decisions. <b>(Folded into Benchmark under City policies)</b></p>	<p>Lead</p>	<p>CM</p>
<b>Acknowledgment / Events</b>	<p>G. Recognize and support diversity <b>and inclusiveness</b> through acknowledgement statements, public art, events, <del>and</del> programs, and <b>use of City platforms to amplify community voices.</b></p> <ol style="list-style-type: none"> <li>1. <i>Community Survey</i> – Rating of “City creating a welcoming environment” increases. Scores are consistent across demographics.</li> <li>2. City adopts a Land Acknowledgement in collaboration with the Peoples of the Medicine Creek Treaty. The City continues to develop and enhance relationships with local indigenous tribes.</li> <li>3. Public art increasingly reflects the community and the community is increasingly involved in future public art initiatives.</li> <li>4. City increasingly recognizes contributions of communities of color and women in public spaces and on communication platforms.</li> </ol>	<p>Lead</p>	<p>CM PCR PA</p>

City publications reflect community.



**Draft Policies, Programs & Services – Strategies, Benchmarks & Indicators**

Draft Strategies		City Role	Lead Dept
<p><b>City Policies</b></p>	<p>A. Integrate and reflect equity values in all policy and planning documents, e.g., the Budget, Comprehensive Plan, etc.</p> <ol style="list-style-type: none"> <li>1. Implement an <i>equity framework tool</i> to help guide policy and programming decisions to enhance equitable services. Increasingly use this tool to inform policy and budgetary decisions.</li> <li>2. Create an equity map that supports the equity framework tool and other City projects.</li> <li>3. Percent of budgets, policy, and planning documents that incorporates equity increases and reaches 100%.</li> <li>4. Support and resources for projects with DEI emphasis increase annually.</li> </ol>	Lead	All
<p><b>City Services</b></p>	<p>B. Provide services that are responsive, transparent, accountable, <b>equitable</b> and welcoming with an emphasis on providing a safe, trusted environment for underserved community members.</p> <ol style="list-style-type: none"> <li>1. <i>Community Survey</i> – Rating of City government increases. Scores are consistent across demographics.</li> <li>2. <i>Community Survey</i> – Rating of overall direction that City is taking increases. Scores are consistent across demographics.</li> <li>3. <i>Community Survey</i> – Rating of overall City customer services increases. Scores are consistent across demographics.</li> <li>4. <i>Community Survey</i> – Rating of the City treating all community members equitable increases. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Rating of community sentiment regarding City transparency increases. Scores are consistent across demographics.</li> <li>6. <i>Community Survey</i> – Rating of community City direction increases. Scores are consistent across demographics.</li> <li>7. % of contracts and services agreements that incorporate equity increase and eventually reaches 100%.</li> <li>8. Continuous full-time contractors meet City equity training standards, or equivalent.</li> </ol>	Lead	All

	<ol style="list-style-type: none"> <li>9. City continues to raise awareness on City contracting processes and solicitation opportunities.</li> <li>10. City continues to evaluate and remove barriers to accessing City services.</li> <li>11. Increased number of City documents are accessible online.</li> </ol>		
<p><b>Public Safety</b></p>	<p>C. Public safety services (e.g., police, emergency management, animal control, and contract court and public defender services) reflect the community, build trusting relationships, and eradicate systems that negatively impact historically marginalized groups and low-income communities.</p> <ol style="list-style-type: none"> <li>1. LPD continues to publish reports on public safety with demographic data. LPD provides an annual update on policing statistics to the City Council and various advisory bodies.</li> <li>2. <i>Community Survey</i> – Positive rating of Police services increases. Scores are consistent across demographics.</li> <li>3. <i>Community Survey</i> – Positive rating of crime prevention increases. Scores are consistent across demographics.</li> <li>4. <i>Community Survey</i> – Positive rating of animal control increases. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Positive rating of emergency preparedness increases. Scores are consistent across demographics.</li> <li>6. <i>Community Survey</i> – Positive rating of court services increases. Scores are consistent across demographics.</li> <li>7. LPD Community Academy attendees increasingly matches community demographics (e.g., race, ethnicity, sex, age, etc.).</li> <li>8. LPD continues to enhance community engagement efforts.</li> <li>9. The new Police Station includes a community meeting space that is used for external community meetings.</li> <li>10. Continued enhancement of emergency preparedness community initiatives.</li> </ol>	<p>Lead Partner</p>	<p>PD HR JAS ALL</p>

<b>Parks, Culture, Recreation</b>	<p>D. Provide robust and community-driven park, <b>culture</b> and recreation resources where physical, financial, and social barriers to use are eliminated.</p> <ol style="list-style-type: none"> <li>1. Increase in ADA and other inclusive park amenities, e.g., trails, all access playgrounds, etc.</li> <li>2. Increase in identified park, culture, and recreation levels of service, i.e., parks located within 10-minute active travel (walk or roll) of all community members.</li> <li>3. Increased use and awareness of recreation scholarship fund to ensure recreation programs are available to all.</li> <li>4. <i>Community Survey</i> – Rating of park system increases. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Rating of recreation programs increases. Scores are consistent across demographics.</li> <li>6. <i>Community Survey</i> – Rating of community center increases. Scores are consistent across demographics.</li> <li>7. <i>Community Survey</i> – Rating of City-sponsored events increases. Scores are consistent across demographics.</li> <li>8. <i>Community Survey</i> – Positive rating of culture programs increases. Scores are consistent across demographics.</li> </ol>	Lead	PCR
<b>Infrastructure</b>	<p>E. Continue to increase equity across transportation modes and ensure all City facilities and other public assets are accessible and welcoming.</p> <ol style="list-style-type: none"> <li>1. % of ADA infrastructure in City increases.</li> <li>2. % of multimodal transportation infrastructure in City increases.</li> <li>3. <i>Community Survey</i> – Rating of City roadways increases. Scores are consistent across demographics.</li> <li>4. <i>Community Survey</i> – Rating of availability of paths and trails increase. Scores are consistent across demographics.</li> <li>5. <i>Community Survey</i> – Rating of City’s multimodal travel (walking, rolling, bike, etc.) increases. Scores are consistent across demographics.</li> </ol>	Lead Partner	PW CED

	<p>6. <i>Community Survey</i> – Rating of Lacey’s built environment increases. Scores are consistent across demographics.</p> <p>7. <i>Community Survey</i> – Rating of City’s public places and City facilities increases. Scores are consistent across demographics.</p>		
<b>Utilities</b>	<p>F. Continue to provide affordable essential City utilities and collaborate with external providers to enhance services in the community.</p> <p>1. <i>Community Survey</i> – Rating of various City utilities increases. Scores are consistent across demographics.</p> <p>2. Increased use and awareness of utility discounts for low-income seniors and disabled community members.</p>	Lead Partner	PW
<b>Equity Tool</b>	<p><del>Implement an equity framework tool to help guide policy decisions. (Folded into Benchmark under City policies)</del></p>	Lead	CM
<b>Acknowledgement / Events</b>	<p>G. Recognize and support diversity and inclusiveness through acknowledgement statements, public art, events, and programs, and use of City platforms to amplify community voices.</p> <p>1. <i>Community Survey</i> – Rating of “City creating a welcoming environment” increases. Scores are consistent across demographics.</p> <p>2. City adopts a Land Acknowledgement in collaboration with the Peoples of the Medicine Creek Treaty. The City continues to develop and enhance relationships with local indigenous tribes.</p> <p>3. Public art increasingly reflects the community and the community is increasingly involved in future public art initiatives.</p> <p>4. <b>City publications and other materials reflect the community.</b></p> <p>5. City increasingly recognizes contributions of communities of color and women in public spaces and on communication platforms.</p> <p>6. # and support for events and programming that highlights cultural diversity.</p> <p>7. # of opportunities for community dialogues on equity.</p>	Lead	CM PCR PA

	<ul style="list-style-type: none"> <li>8. Track Community engagement events: <ul style="list-style-type: none"> <li>a. Number held (in-person, remote, hybrid)</li> <li>b. Type of events</li> <li>c. Demographic data, as best as possible</li> <li>d. Location of events</li> </ul> </li> <li>9. Increase use of City platforms to recognize community businesses, non-profits, and other community groups that positively impact Lacey.</li> </ul>		
Contracting	<p>H. Raise awareness of State and City contracting and procurement requirements and processes to increase opportunities for minority and women-owned businesses.</p> <ul style="list-style-type: none"> <li>1. Support training and outreach activities to raise awareness about contracting and procurement processes. Use communication platforms to bring attention to contracting and procurement requirements.</li> <li>2. The number of businesses based in Lacey that are on the Washington State Office of Minority &amp; Women's Business Enterprises Directory of Certified Business and on MRSC's rosters* increases each year.</li> </ul> <p>*Confirming if this information is available.</p>	Lead	PW FI CM PA

**Draft Livability**

- **Additional information for page:**
  - Existing City Community Programs & Initiatives
    - ADU program
    - Zoning Updates: Form based codes, density increases
    - Housing Action Plan
    - Thurston Climate Mitigation Plan
    - Consolidated Action Plan (CDBG)
  - Policies from the past: redlining, exclusionary zoning, restrictive covenants
  
- **Key Terms**
  - Environmental Justice
  - Classism
  - Culture
  - Cultural Appropriation
  - Discrimination
  - Inclusion
  - Oppression
  - Othering
  - Social Justice
  - *Restorative Justice* (discussion item, see end of packet)

Environment	<b>Livability</b>	The City provides and assists with advancing equitable economic opportunities, a diversity of housing and human services, and a healthy environment for all.
Partnerships		
Social Services		
Individual & Family Support		
Housing		
Other Essential Life Activities		
Economic Opportunities		

**Previous Feedback on Draft Strategies:**

- Does a healthy environment equate to being "Green"? Less fossil fuels, more use of resources suitable for the health of the environment and people. Green v Sustainable?
- Need to add a comment on saving trees and natural / open space.**
- Add tribal governments to partnerships.**
- Continue to provide and support actions to protect, enhance, and restore our natural environment.**



Draft Livability - Strategies		City Role	Lead Dept.
Economic Development	<p>I. Support and enhance community workforce education, training, and entrepreneurship opportunities that reduce wealth inequities, support underserved communities, and ensure living wages.</p> <ol style="list-style-type: none"> <li>1. City offers and supports programming that encourages youth, BIPOC, and women entrepreneurs.</li> <li>2. City supports internships, apprenticeships, and youth career development.</li> <li>3. City supports job readiness programs.</li> <li>4. Number and % of businesses in Lacey that are minority owned increases.</li> <li>5. Number and % of businesses in Lacey that are women owned increases.</li> <li>6. Number and % of businesses in Lacey that are veteran owned increases.</li> <li>7. Explore ways to get involved in Digital Equity initiatives.</li> <li>8. <i>Community Survey</i> – Rating of “Overall Economic Health” increases. Scores are consistent across demographics.</li> <li>9. <i>Community Survey</i> – Rating of “Economic Opportunities” increases. Scores are consistent across demographics.</li> <li>10. <i>Community Survey</i> – Rating of “Place to Work” increases. Scores are consistent across demographics.</li> </ol>	Lead	CM CED HR
Contracting	<p><del>J. Raise awareness of contracting and procurement processes to increase opportunities for minority and women-owned businesses.</del></p> <p>(Moved to Policies, Programs &amp; Services)</p>	Lead	PW FI CM
Housing / Homelessness	<p>K. Support efforts to increase homeownership and reduce displacement. Continue to implement and enhance affordable housing and homeless services with community partners.</p> <ol style="list-style-type: none"> <li>1. Number of affordable housing units in Lacey and the greater community increases.</li> <li>2. Number of supportive housing units in Lacey and the greater community increases.</li> </ol>	Lead, Partner	CED CM

	<ol style="list-style-type: none"> <li>3. Number of ADUs in Lacey and the greater community increase.</li> <li>4. Continued implementation of the Housing Action Plan.</li> <li>5. Support for programs that help older adult or low-income community members access, or remain in housing, continues or increases.</li> <li>6. <i>Community Survey</i> – Rating of “Affordable quality housing” increases. Scores are consistent across demographics.</li> <li>7. <i>Community Survey</i> – Rating of “Housing Options” increases. Scores are consistent across demographics.</li> <li>8. <i>Community Survey</i> – Rating of “Place to live” increases. Scores are consistent across demographics.</li> </ol>		
Social Services	<ol style="list-style-type: none"> <li>L. Provide and support <b>culturally appropriate</b> social services that meet the needs of the Lacey community. <ol style="list-style-type: none"> <li>1. Develop and maintain the Community Connectivity Analysis (a clearinghouse of community stakeholder / affinity groups) for use by the City and community stakeholders.</li> <li>2. Create a strategic City social service program that is transparent, consistent, and removes barriers to participation.</li> <li>3. In partnership with local education institutions, advocate for additional funding for early childhood resources.</li> <li>4. Continue to work collaboratively with community partners in the provision of social services.</li> <li>5. <i>Community Survey</i> – Rating of “Health &amp; Social services” increases. Scores are consistent across demographics.</li> <li>6. <i>Community Survey</i> – Rating of “Overall Quality of life” increases. Scores are consistent across demographics.</li> </ol> </li> </ol>	Lead, Partner	CM CED

Partnerships	<p>M. Coordinate and collaborate with local schools, government entities, <b>tribal governments</b>, non-profit groups, and other community stakeholders to advance equity comprehensively in the community.</p> <ol style="list-style-type: none"> <li>1. Number of organizations and agencies involved in City events and programs increases every year.</li> <li>2. Number of community events (non-City) the City is involved in increase every year.</li> <li>3. Number of joint City-Community events, programs, or initiatives increases every year.</li> </ol>	Lead, Partner, Advocate	CM PA PCR PD
Environment	<p>N. Continue to <b>support, protect, enhance, and restore</b> the natural environment <b>and eliminate</b> health disparities so that all have the opportunity to achieve their full health potential.</p> <ol style="list-style-type: none"> <li>1. Environmental Health Disparity ratings in Lacey on the <a href="#">Washington Environmental Health Disparities Map</a> improve overtime.</li> <li>2. Continue the implementation of the <a href="#">Thurston County Mitigation Plan</a>, which outlines a strategic framework, strategies, and actions for reducing local greenhouse gas emissions.</li> <li>3. Identify if there are existing heat deserts in the community and explore ways to mitigate these conditions.</li> <li>4. Continue to support a healthy tree canopy in all areas of Lacey.</li> <li>5. Increase in identified levels of service for open space and natural environment preservation as identified in the Parks, Culture, and Recreation Comprehensive Plan.</li> <li>6. Continue to support local, state, and federal environmental sustainability and resiliency initiatives.</li> <li>7. Continue to provide support for septic-to-sewer conversion programs.</li> <li>8. <i>Community Survey</i> – Rating of “Overall Natural Environment” increases. Scores are consistent across demographics.</li> </ol>	Lead, Partner, Advocate	CM PCR PW CED

## BIPOC - Definitions:

1. **BIPOC:** An acronym that stands for Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism and meant to emphasize the hardships faced by Black and Indigenous people in the United States and Canada and is also meant to acknowledge that not all People of Color face the same levels of injustice. The use of this term is still evolving and contested by some activists.

From NaCO, [Diversity, Equity and Inclusion: Key Terms and Definitions \(naco.org\)](https://naco.org)

2. **BIPOC:** A term referring to “Black and/or Indigenous People of Color.” While “POC” or People of Color is often used as well, BIPOC explicitly leads with Black and Indigenous identities, which helps to counter anti-Black racism and invisibilization of Native communities.

From Racial Equity Tools, [Glossary | Racial Equity Tools](https://racialequitytools.com)

## Restorative Justice - Definitions:

1. **Restorative Justice:** A theory of justice that emphasizes repairing the harm caused by wrongful behavior. This can lead to transformation of people, relationships and communities.

Restorative Justice is a theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.

**FROM ICMA,** [Glossary of Terms: Race, Equity and Social Justice | icma.org](https://icma.org)

2. **Restorative Justice:** Restorative Justice is a theory and approach that seeks to understand who was harmed and how that harm might be repaired. It actively engages responsible, harmed and other affiliated individuals in an attempt to build a consensus on how to potentially repair the harm.

The three fundamental questions that Restorative Justice seeks to address are:

- What are the harms and needs of those involved?
- Who is responsible for the harm that has occurred?
- What commitments and obligations are necessary to promote healing, repair relationships and mitigate future harm?

**FROM** University of Texas, Austin, Institute for Restorative Justice, [Final IRJ Web Guide.pdf | Powered by Box](#)

**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	Vice Chair (TBD)	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	Chair (TBD)	1st	5/20/2021	12/31/2024	6/28/2021
Annie	Clay	UGA	Commissioner	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 (when possible)

**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](mailto: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.

<b>Table A</b>		
<b>Overview of Commission on Equity Work June to December 2021   January to December 2022</b>		
<b>Year</b>	<b>Month</b>	<b>Activity</b>
2021	June	<ul style="list-style-type: none"> <li>• Welcome &amp; Overview of the Commission on Equity</li> <li>• Open Government Training</li> <li>• Term Discussion</li> <li>• Review of Advisory Boards and Commissions – Standards, Protocols, and Ground Rules Handbook</li> <li>• Procedures &amp; Elements Discussion</li> </ul>
2021	July	<ul style="list-style-type: none"> <li>• Draft Rules of Procedure Overview</li> <li>• Roberts’s Rules, Revised Overview and Practice</li> <li>• Nominations of Officers (Chair, Vice Chair)</li> <li>• Strategic Diversity, Equity, and Inclusion Plan Introduction and Work Plan Overview</li> <li>• Overview of Equity Work Group</li> </ul>
2021	August	<ul style="list-style-type: none"> <li>• Strategic Diversity, Equity, and Inclusion Plan - Workshop #1 – Where have we been? Where do we want to go?</li> <li>• Position Selection for Terms</li> <li>• Vice Chair Selection</li> <li>• Draft Work Plan Overview</li> <li>• Inspirational Item and Enhanced Community Dialogue Discussion</li> </ul>
2021	September	<ul style="list-style-type: none"> <li>• Human Resources &amp; Internal Diversity, Equity and Inclusion Efforts</li> <li>• Strategic Diversity, Equity, and Inclusion Plan - Workshop #2 – Creating an Equity Values Statement</li> <li>• Demographics and City Overview</li> <li>• Draft Work Plan &amp; Community Engagement Session Discussion (Continued)</li> </ul>
2021	October	<ul style="list-style-type: none"> <li>• Strategic Diversity, Equity, and Inclusion Plan – Workshop #6 – How We Listen</li> <li>• November Community Engagement Sessions Discussion</li> <li>• Juneteenth Presentation</li> <li>• Lacey Cares Initiative Overview</li> </ul>

Commission on Equity-2023 Work Plan

		<ul style="list-style-type: none"> <li>• November Community Engagement Sessions Update</li> </ul>
2021	November	<ul style="list-style-type: none"> <li>• Held two Community Engagement Listening Sessions</li> <li>• November Community Engagement Sessions Review</li> <li>• Indigenous Acknowledgements &amp; Future Collaboration</li> <li>• 2022 Workplan &amp; Budget Discussion</li> </ul>
2021	December	<ul style="list-style-type: none"> <li>• Strategic Diversity, Equity, and Inclusion Plan - Workshop #3 - Creating a Mission Statement</li> <li>• 2022 Workplan Approval</li> <li>• Report on Community Relations Committee Meeting</li> <li>• Juneteenth Update following meeting with Fred U. Harris Lodge</li> </ul>
2022	January	<ul style="list-style-type: none"> <li>• Discussed participation in Lacey's Cultural Celebration</li> <li>• DEI Strategic Plan Workshop #4: Revisit Equity Values, Mission, and Vision Statements &amp; Overview of Values-based decision making in practice</li> <li>• Community Engagement Update</li> <li>• Focus Group Subcommittee Update</li> <li>• Juneteenth Celebration Update</li> </ul>
2022	February	<ul style="list-style-type: none"> <li>• Joint Meeting w/ Lacey City Council - Review of Work &amp; 2022 Work Plan</li> <li>• Review of BIPOC Business Startup Training Program</li> <li>• LPD Presentation</li> <li>• DEI Strategic Plan Workshop #5: Values Based Decision Making in Practice</li> <li>• Focus Group Strategy</li> <li>• Booth at the Lacey Cultural Celebration</li> </ul>
2022	March	<ul style="list-style-type: none"> <li>• Held a focus group with Lacey Youth Council</li> <li>• Held a booth at the Lacey Cultural Celebration</li> <li>• Discussed developing a Community Connectivity Assessment (CCA)</li> <li>• Reviewed DEI Strategic Plans from other organizations</li> <li>• DEI Strategic Plan Workshop #7: Creating and Prioritizing Action</li> </ul>
2022	April	<ul style="list-style-type: none"> <li>• Reviewed Parks &amp; Recreation Facility Policies</li> <li>• Reviewed Parks, Culture &amp; Recreation Comprehensive Plan - Public Involvement Plan</li> <li>• Reviewed the City's Communications Plan</li> </ul>
2022	May	<ul style="list-style-type: none"> <li>• Thurston County Climate Mitigation Plan &amp; Advisory Board</li> <li>• Current Planning - CED Presentation</li> <li>• Reviewed Proclamation Policy</li> <li>• Reviewed Flag Policy and Juneteenth Flag addition in 2022</li> <li>• Continued discussion on CCA development</li> <li>• Juneteenth Celebration Update</li> <li>• Police Facility Community Advisory Panel Update (CAP)</li> </ul>

Commission on Equity-2023 Work Plan

2022	June	<ul style="list-style-type: none"> <li>• Held 41<sup>st</sup> Juneteenth Celebration in partnership with the Fred U. Harris Lodge</li> <li>• DEI Strategic Plan Workshop #9: Monitoring and accountability of DEI Strategic Planning</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 1</li> <li>• Continued review of the Flag Policy</li> <li>• Police Facility Community Advisory Panel Update (CAP)</li> </ul>
2022	July	<ul style="list-style-type: none"> <li>• Public Works Presentation</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 2</li> <li>• Flag Policy Review; Created a recommendation</li> <li>• 2022 Work Plan Check-in</li> </ul>
2022	August	<ul style="list-style-type: none"> <li>• Finance Presentation</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 3</li> <li>• Juneteenth After Action Report</li> </ul>
2022	September	<ul style="list-style-type: none"> <li>• City Attorney's Office Presentation</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 4</li> </ul>
2022	October	<ul style="list-style-type: none"> <li>• Nat and Thelma Jackson Historical Marker &amp; Art Piece Dedication @ the Lacey Community Center</li> <li>• Overlooked the Affordable Housing Strategy</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 5</li> </ul>
2022	November	<ul style="list-style-type: none"> <li>• Reviewed a Draft Land Acknowledgement and Land Acknowledgement Policy</li> <li>• Reviewed the City's Art Plan &amp; Utility Wrap Project 2023</li> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 6</li> </ul>
2022	December	<ul style="list-style-type: none"> <li>• DEI Strategic Plan Workshop: Focus Areas, Impact Statements, and Strategies Part 7</li> <li>• Reviewed a draft Workplan 2023 &amp; Joint Meeting with Lacey City Council</li> <li>• Community Engagement Efforts &amp; Initiatives</li> </ul>



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

<b>Table B</b>			
<b>2023 Work Plan</b>			
<b>Year</b>	<b>Quarter</b>	<b>Category</b>	<b>Activity</b>
2023	Q1	Engagement	<ol style="list-style-type: none"> <li>1. Hold a joint/informational meeting with DEI representatives from local education institutions</li> <li>2. Hold a focus group with community members / affinity group(s) (TBD)</li> <li>3. Participate in the Lacey Cultural Celebration</li> </ol>
		Strategic Plan	<ol style="list-style-type: none"> <li>4. Continue work on Draft DEI Strategic Plan</li> </ol>
		Policy Items	<ol style="list-style-type: none"> <li>5. Research and review potential compensation opportunities for advisory body members; create a recommendation for the City Council</li> <li>6. Continue to work on a draft Land Acknowledgement and Land Acknowledgement Policy. Solicit input from Nisqually Indian Tribe and Squaxin Island Tribe.</li> <li>7. Continue to review the Corporate Sponsorship Policy with the Board of Park Commissioners; create a recommendation for the City Council</li> <li>8. Review other City policy documents, as they come up. (e.g., Park, Culture, Recreation Comprehensive Plan, etc.)</li> </ol>
		Program Items	<ol style="list-style-type: none"> <li>9. Review recommendations for Utility Wrap Project 2023 with Historical Commission.</li> </ol>
		Events	<ol style="list-style-type: none"> <li>10. Start 42<sup>nd</sup> Juneteenth Celebration planning with Fred U. Harris Lodge</li> </ol>
2023	Q2	Engagement	<ol style="list-style-type: none"> <li>1. Hold a joint/informational meeting with DEI representatives from other local governments</li> <li>2. Hold a focus group with community members / affinity group(s) (TBD)</li> </ol>

		Strategic Plan	<ol style="list-style-type: none"> <li>Continue work on Draft DEI Strategic Plan.</li> <li>Solicit feedback on Draft DEI Strategic Plan with City departments / staff</li> </ol>
		Policy Items	<ol style="list-style-type: none"> <li>Finalize draft Land Acknowledgement and Land Acknowledgement Policy; create a recommendation for the City Council</li> <li>Research and review paid community liaison programs.</li> <li>Review other City policy documents, as they come up.</li> </ol>
		Program Items	<ol style="list-style-type: none"> <li>Make recommendation for Utility Wrap Project 2023 with Historical Commission.</li> <li>Review of Community Survey options.</li> </ol>
		Events	<ol style="list-style-type: none"> <li>Continue 42<sup>nd</sup> Juneteenth Celebration planning with Fred U. Harris Lodge</li> </ol>
2023	Q3	Engagement	<ol style="list-style-type: none"> <li>Hold a joint/informational meeting with local non-profit service providers</li> <li>Hold a focus group with community members / affinity group(s) (TBD)</li> <li>Host a Community Engagement Session(s)</li> </ol>
		Strategic Plan	<ol style="list-style-type: none"> <li>Continue work on Draft DEI Strategic Plan</li> <li>Solicit feedback on Draft DEI Strategic Plan with community stakeholders</li> </ol>
		Policy Items	<ol style="list-style-type: none"> <li>Continue research and review on paid community liaison programs; create a recommendation for the City Council</li> <li>Research and review Equity Tools</li> <li>Review other City policy documents, as they come up</li> </ol>

Commission on Equity-2023 Work Plan

		Program Items	9. Make recommendation for Community Survey.
		Events	10. Participate in the 42 <sup>nd</sup> 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	