



**LACEY CITY COUNCIL  
WORKSESSION  
THURSDAY, JANUARY 14, 2021  
4:00 – 5:30 P.M.  
REMOTE ATTENDANCE**

To comply with Governor Inslee's Proclamation 20-28, the City Council Worksession will be conducted remotely, not in-person. However, you may view the Council meeting by watching live through Zoom:

Link: <https://us02web.zoom.us/j/88647066063>

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 **886 4706 6063**  
press # (participant ID not required)

---

**AGENDA**

- 4:00** **LACEY COMMISSION ON EQUITY PROPOSAL**  
*SCOTT SPENCE, CITY MANAGER*  
(STAFF REPORT)
- 4:30** **LACEY COMMUNITY WORKGROUP ON HOMELESSNESS**  
*RICK WALK, COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR*  
(DISCUSSION)
- 5:00** **COUNCIL ASSIGNMENTS – INTERGOVERNMENTAL BOARDS AND COMMISSIONS**  
*ANDY RYDER, MAYOR*  
(DISCUSSION)
- 5:15** **REVISE REGULAR CITY COUNCIL MEETING SCHEDULE PROPOSAL**  
*SCOTT SPENCE, CITY MANAGER*  
(DISCUSSION)



## LACEY CITY COUNCIL WORKSESSION

January 14, 2021

**SUBJECT:** Lacey Commission on Equity

---

**RECOMMENDATION:** Motion to approve the proposal on a seven member Commission on Equity that will identify and address issues of inequity through policy improvement, inclusive activities, and educational partnerships.

---

**STAFF CONTACT:** Scott Spence, City Manager   
Kelly Adams, Management Analyst 

**ORIGINATED BY:** City Manager's Department

**ATTACHMENTS:**

1. [Commission Proposal](#)
2. [Population by Race \(2015-2019 Average\) – Consensus Data](#)

**FISCAL NOTE:** The 2021 Lacey City Budget includes \$25,000 in addition to elected and staff support.

**PRIOR REVIEW:** City Council Worksession – July 2, 2020

---

### BACKGROUND:

The City of Lacey is the most ethnically and racially diverse community in Thurston County. In 2019, the City formalized a series of exploratory meetings with civic leaders from underrepresented community groups to discover experiences and develop momentum forward on issues of racial inequity and inclusion. Progress on this effort temporarily paused due to the COVID-19 health pandemic in 2020.

Throughout 2020, Lacey elected officials and staff regularly received requests from the community to address issues of inequity for underrepresented groups locally in response to national, regional, and local events. Work previously initiated with civic leaders advanced with a draft proposal and recommendation to create an advisory board to the Lacey City Council called the Commission on Equity.

The primary vision of the Commission on Equity will be to support a welcoming and inclusive City for all members of the Lacey community. To support this effort, the Commission will focus on the improvement of equity through inclusion, education, and policy initiatives. The Commission will address and examine the barriers and constraints that limit the full potential of Lacey community members.

If City Council agrees to move forward on the proposal to create a Commission on Equity, then an ordinance would be drafted that would add a new chapter to the Lacey Municipal Code, codifying the creation of the proposed commission and affirming the City of Lacey's commitment to equity and inclusion. This ordinance would come before Council at its next regularly scheduled meeting.

---

### **ADVANTAGES:**

1. The work of the Commission on Equity will help City Council to better serve Lacey's mission to enrich the quality of life in Lacey for all its citizens and to build an attractive, inviting, and secure community.
2. The Commission on Equity will provide a better holistic view of the challenges of municipal growth, including a better insight to the obstacles experienced by the minority owned business community.
3. The Commission on Equity will help to increase public participation in local government including Parks, Culture and Recreation programs, public feedback on policy approaches, voter participation, public safety initiatives, and much more.
4. The work of the Commission on Equity will improve the City's ability to mitigate the risk of discrimination created by policy approaches.
5. Feedback from the Commission on Equity has the potential to improve strategic communication approaches to reach underrepresented community members.

### **DISADVANTAGES:**

1. No disadvantages identified.



## Proposal

# Commission on Equity

---

## OVERVIEW

The City Council envisions a welcoming and inclusive City for all members of the community. To support this effort, the City Council seeks applicants to serve on a new Commission focused on the improvement of equity through inclusion, education, and policy-related initiatives. The Commission on Equity will strengthen our community by addressing and examining barriers and constraints that limit the full potential of Lacey residents. The Commission on Equity serves in an advisory capacity to the City Council.

## COMMISSION GOALS

1. To better understand the needs of underrepresented community members.
2. To identify what voices are missing from government and public policy.
3. To refer equity concerns to the City Council.
4. To develop policy recommendations to the City Council.

## PROJECT GOALS

1. Inclusivity
  - a. Promote full community participation
  - b. Increase representation on Boards and Commission

- c. Provide multilingual communication
  - d. Diversify workforce of the City to reflect the diversity of the community
  - e. Develop a population and demographic profile to establish current baseline data in tracking progress
2. Education
- a. Acknowledge the extent of the racial inequity program in the City of Lacey and surrounding areas
  - b. Create understanding of challenges
  - c. Build empathy
  - d. Host critical conversations with leadership
  - e. Facilitate projects and relationships with community partners
3. Equity
- a. Data analysis
  - b. Equity assessment program policy recommendations
  - c. Publication/report
  - d. Build performance measures

## **TERM**

Members serving on the Commission on Equity will serve a 3-year term. Appointees will be recommended by the Mayor of Lacey and confirmed by the City Council. Members serving on the Commission may serve up to two consecutive terms.

## **SIZE**

The Commission will consist of seven members with broad representation of underrepresented groups in Lacey.

*Special thanks to the following contributors who provided their experience, expertise and patience to this effort:*

Dr. Thelma Jackson  
Tam Dinh, Ph.D., LICSW  
Isaia Vimoto

Nam D. Nguyen  
Mustafa Mohamedali, PE, PMP

# Lacey Commission on Equity:

Attachment 2: [Population by Race \(2015-2019 Average\) – Consensus Data](#)

# 2020 COUNCIL ASSIGNMENTS

Edited 12.30.2020

COUNCIL COMMITTEE	DATE / TIME	STAFF CONTACT	LOCATION	CHAIR	MEMBERS
Community Relations	1 <sup>st</sup> Monday - 11:00 a.m.	Dina Christensen 360.413.4387	Council Chambers	Steadman	Cox Steadman Kunkel
Finance	4 <sup>th</sup> Tuesday – 8:30 a.m.			Ryder	Ryder Pratt Greenstein
Government	4 <sup>th</sup> Tuesday – 9:30 a.m.			Pratt	Ryder Pratt Greenstein
Land Use	4 <sup>th</sup> Tuesday – 10:30 a.m.			Cox	Cox Pratt Greenstein
Transportation	1 <sup>st</sup> Tuesday – 12:00 p.m.			Cox	Cox Miller Steadman
Utilities	1 <sup>st</sup> Monday – 12:00 p.m.			Steadman	Kunkel Miller Steadman
INTERGOVERNMENTAL BOARDS & COMMISSIONS	DATE / TIME	STAFF CONTACT	LOCATION	DELEGATE	ALTERNATE
Community Action Council	4 <sup>th</sup> Wednesday 5:30 p.m. No meeting Nov. or Aug.	Ali Tope 360.438.1100 (x1132)	3020 Willamette Drive NE Lacey, WA 98503	Steadman	Cox
Economic Development Council	4 <sup>th</sup> Wednesday 12:00 p.m. – 1:30 p.m.	Michael Cade 360.754.6320	4220 6 <sup>th</sup> Avenue SE Lacey, WA 98503	Kunkel	Miller
Emergency Medical Services	3 <sup>rd</sup> Wednesday 3:30 p.m. – 5:00 p.m.	Sandra Bush 360.704.2784	2703 Pacific Ave SE Olympia, WA 98501	Greenstein	Steadman
Health & Human Services Council/ Coordinated Investment Program	2 <sup>nd</sup> Monday 1:00 p.m. – 3:00 p.m.	Tom Webster 360.867.2531	2000 Lakeridge Drive Building 1, Room 280 Olympia, WA 98502	Cox	Kunkel
Intercity Transit Authority	1 <sup>st</sup> & 3 <sup>rd</sup> Wednesday 5:30 p.m.	Pat Messmer 360.705.5860	526 Pattison SE Olympia, WA 98501	Cox	Greenstein
Joint Animal Services Commission	1 <sup>st</sup> Monday 5:30 p.m.	Sarah Hock 360.352.2510	Lacey City Hall Executive Boardroom	Pratt	Miller
LOTT Clean Water Alliance	2 <sup>nd</sup> Wednesday 5:30 p.m.	Maegen McAuliffe 360.664.2333 x5701	500 Adams Street NE Olympia, WA 98501	Pratt	Greenstein
Mayors' Forum	1 <sup>st</sup> Friday 12:00 p.m. – 2:00 p.m.	Nicole Williams 360.438.2620	Rotates each month	Ryder	Pratt
Olympia-Lacey-Tumwater Visitor & Convention Bureau	3 <sup>rd</sup> Tuesday 3:00 p.m. - 5:00 p.m.	Jeff Bowe 360.704.7544	Various Locations	Kunkel	Miller
Olympic Region Clean Air Agency	2 <sup>nd</sup> Wednesday 10:00 a.m.	Debbie Moody 360.539.7610	2940 Limited Lane NW Olympia, WA 98502	Pratt	Cox
Solid Waste Advisory Committee	1 <sup>st</sup> Wednesday 10:00 a.m. – 11:30 a.m.	Amanda Romero 360.867.2282	9605 Tilley Road South Olympia, WA 98512	Steadman	Greenstein
TCOMM 911	1 <sup>st</sup> Wednesday 3:30 p.m.	Bre Skaggs 360.704.2729	2703 Pacific Ave SE, Rm. 119 Olympia, WA 98501	Greenstein	Steadman
Thurston County Law & Justice Council	January 21, April 15, July 15, October 21 4:30 p.m. – 6:00 p.m.	Mia Pagnotta 360.786.5868	2000 Lakeridge Drive Building 1, Room 280 Olympia, WA 98502	Greenstein	Steadman
Thurston Regional Planning Council	1 <sup>st</sup> Friday 8:30 a.m. (except Jan & July, 2 <sup>nd</sup> Fri)	Burlina Lucas 360.956.7823	2424-A Heritage Ct. SW Olympia WA 98502	Miller	Cox
Thurston Thrives	3 <sup>rd</sup> Monday 3:00 p.m. – 5:00 p.m.	Krosbie Carter 360.357.3362	809 Legion Way SE Olympia, WA 98501	Miller	Kunkel
Transportation Policy Board	1 <sup>st</sup> Friday 8:30 a.m.	Burlina Lucas 360.956.7823	2424-A Heritage Ct. SW Olympia WA 98502	Ryder	Steadman
AD HOC COMMITTEES	DATE / TIME	STAFF CONTACT	LOCATION	DELEGATE	
Law Enforcement Officers & Firefighters (LEOFF)	AS NEEDED	Kalie Nichols 360.438.2680	Executive Boardroom	Greenstein Steadman	
Lodging Tax Advisory Committee (LTAC)		Nicole Williams 360.438.2620	Council Chambers	Miller	
Regional Housing Council		Kelly Adams 360.412.2892	Executive Boardroom	Cox/Greenstein	
Thurston Chamber Shared Legislative Committee		Dave Schaffert 360.357.3362	TBD	Ryder	
Thurston County Coalition Against Trafficking (TCCAT)		Mary Shockman 360.259.7704	Executive Boardroom	Miller	
Lacey South Sound Chamber		Blake Knoblauch 360.491.4141	TBD	Kunkel/Steadman	
Lacey Youth Council		Kelly Adams 360.412.2892	Council Chambers	Ryder/Pratt	