



LAKWOOD CITY COUNCIL STUDY SESSION AGENDA

Monday, June 10, 2024

7:00 P.M.

City of Lakewood
Council Chambers
6000 Main Street SW
Lakewood, WA 98499

Residents can virtually attend City Council meetings by watching them live on the city's YouTube channel:

<https://www.youtube.com/user/cityoflakewoodwa>

Those who do not have access to YouTube can call in to listen by telephone via Zoom: Dial +1(253) 215-8782 and enter meeting ID: 868 7263 2373

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CALL TO ORDER

ITEMS FOR DISCUSSION:

- (3) 1. Diversity, Equity, Inclusion and Belonging Strategic Plan Update.
– *Brynn Grimley, Communications Manager and Effenus Henderson, President & CEO, Henderworks Inc*
- (25) 2. Joint Parks and Recreation Advisory Board meeting.
- (27) 3. Utility Signal Box Wrap Project Update.
- (48) 4. Senior Activity Programs Update.

ITEMS TENTATIVELY SCHEDULED FOR JUNE 17, 2024 REGULAR CITY COUNCIL MEETING:

- 1. Review of Automated Traffic Safety Camera Systems.
– (Reports by the City Manager)

Persons requesting special accommodations or language interpreters should contact the City Clerk, 253-983-7705, as soon as possible in advance of the Council meeting so that an attempt to provide the special accommodations can be made.

<http://www.cityoflakewood.us>

REPORTS BY THE CITY MANAGER

CITY COUNCIL COMMENTS

ADJOURNMENT

Persons requesting special accommodations or language interpreters should contact the City Clerk, 253-983-7705, as soon as possible in advance of the Council meeting so that an attempt to provide the special accommodations can be made.



TO: Mayor and City Council
FROM: Brynn Grimley, Communications Manager
THROUGH: John J. Caulfield, City Manager *John J. Caulfield*
DATE: June 10, 2024
SUBJECT: DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)
STRATEGIC PLAN UPDATE
ATTACHMENTS: PowerPoint presentation

The purpose of this presentation is to share an update with the Lakewood City Council about the status of the development of a Diversity, Equity, Inclusion and Belonging (DEIB) Strategic Plan.

Background: In March 2023 the Lakewood City Council authorized the City Manager to contract with Effenus Henderson of Henderworks Inc., for the development of a DEIB Strategic Plan.

This plan will outline how diversity, equity, inclusion and belonging are incorporated within the organizational structure, and how these areas will inform the city’s growth strategy, its vision, mission, guiding principles and future operations.

Department directors have met regularly with Mr. Henderson since mid-2023. Preliminary work included establishing comprehension of the framework necessary to create a plan that will have actionable outcomes. The group also created a commitment statement that serves as the “north star” to guide the organization in its DEIB efforts.

With the City Council’s support, the organization is creating a plan that will centralize current efforts around DEIB and create more strategic action items. This allows deliberate actions to move the organization forward in these areas.

This spring employees were invited to participate on Action Pillar development teams. The teams are composed of four to five employees who will identify outcomes and action items for three pillars in the areas of Leadership, Talent and Education.

Ultimately the pillars will be the framework for the final strategic plan. Over time more pillars will be added. The plan is meant to be regularly updated and expanded. Eventually it will expand to include external operational impacts.

Diversity, Equity, Inclusion & Belonging **Strategic Plan Development**

Lakewood City Council, June 10, 2024



Road Map

- What is “DEIB”?
- Our Goal
- Commitment Statement
- Action Pillars
- Employee Engagement



What is DEIB?



Our goal

Create an internal culture that prioritizes Diversity Equity Inclusion and Belonging as an important element to achieve success and foster trust among employees, stakeholders, and the broader community.



Commitment Statement

Lakewood Represents.

- All people. All **cultures**. All **identities**.
- Valuing the **differences** that make us stronger.
- Focusing on **empowerment, inclusivity** and **belonging**.
- Building a **diverse team** to meet the unique needs of the community we serve.
- We are **ALL IN**.



Who lives in Lakewood?



- **White:** 47% (31,528 people)
- **Hispanic or Latino:** 17% (11,783 people)
- **Black or African American:** 13% (8,897 people)
- **Two or More Races:** 10% (6,712 people)
- **Asian:** 8% (5,140 people)
- **Pacific Islander:** 4% (2,563 people)
- **Native American:** 1% (539 people)
- **Some Other Race:** 0% (235 people)

Data from the 2020 U.S. Census and American Community Survey (ACS).



What is DEIB?

D = Diversity



Diversity defined

Diversity refers to the variety of similarities & differences among people, often called diversity dimensions, including but not limited to:

- gender, sex, gender identity and expression
- ethnicity, race, native or indigenous identity origin
- age, generation
- disability
- sexual orientation
- culture, religion, belief system
- marital status, parental status, pregnancy
- socio-economic status/caste
- appearance, language and accent
- mental health, education, geography, nationality
- work style, work experience, job role & function
- thinking style, personality type



Equity defined

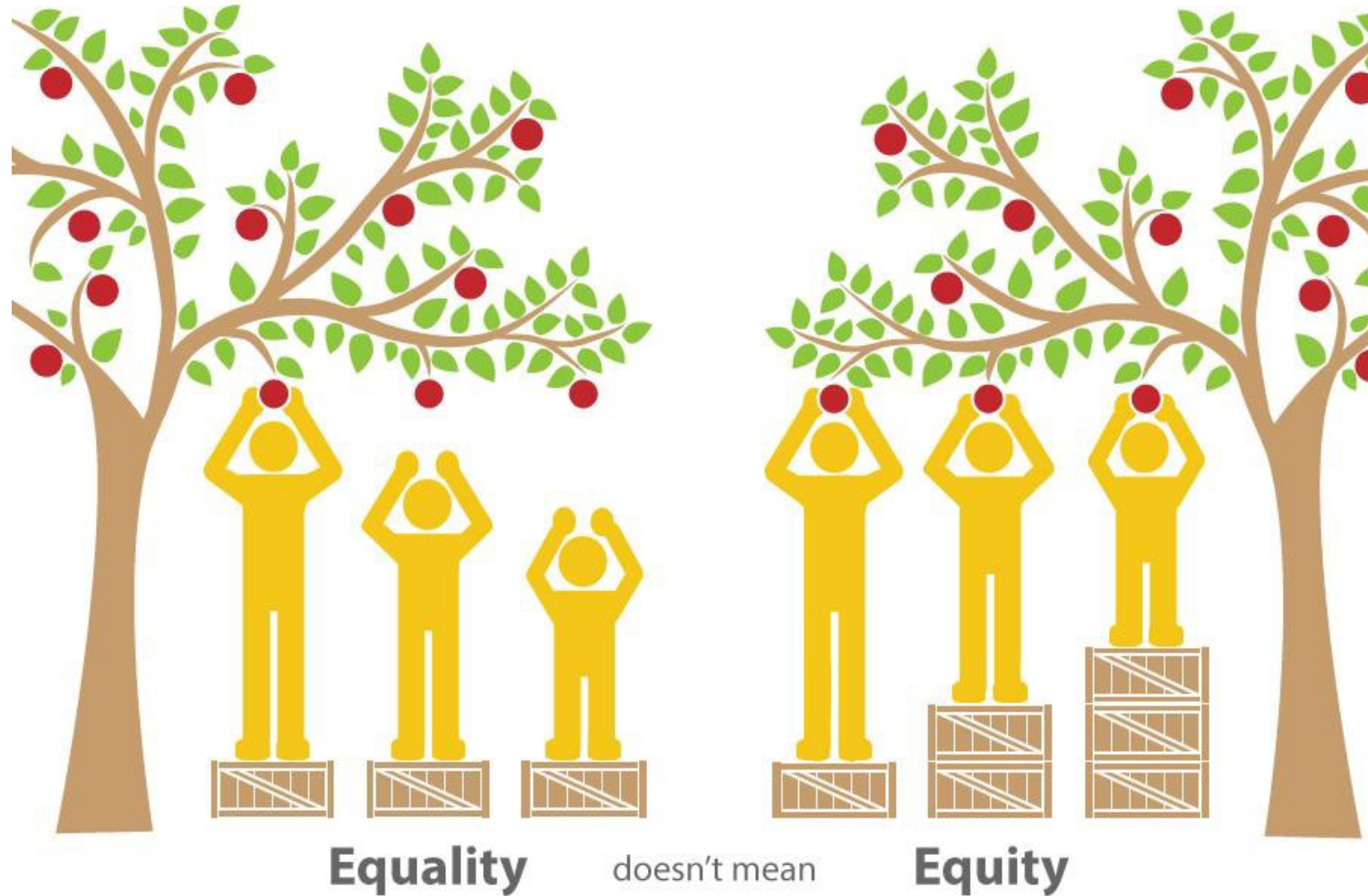
Equity ensures processes, policies and practices are inclusive and fair and people aren't treated differently. It is about fairness and justice.

It is about taking deliberate actions to remove **systemic, group, and individual barriers and obstacles** that hinder opportunities and disrupt well-being.



What is DEIB?

E = Equity



What is DEIB?

I = Inclusion

Inclusion enables individuals and groups to feel safe, respected, heard, engaged, motivated and valued for who they are.

An inclusive culture and environment ensure equitable access to resources and opportunities for all.



What is DEIB?

B = Belonging



Belonging is a feeling that the organization supports the well-being and contributions of its employees.

It is based on feelings of inclusion and lived experiences.



Action Pillars

Identifying the first pillars of the plan



What are Action Pillars?

To foster diversity, equity, inclusion and belonging within our organization, it is critical to have a framework that clearly guides our efforts.

Action Pillars will serve as that framework, which will ultimately comprise the DEIB strategic plan.

City employees are currently working on the development of the initial pillars.

They will identify desired outcomes, actions to achieve those outcomes, and measurement of success.



Lakewood's 3 Pillars

- Leadership
- Talent
- Education



Leadership

This pillar emphasizes a commitment by City of Lakewood leadership to Diversity, Equity, Inclusion and Belonging. Included is accountability to execute that commitment and drive change within the organization.



Talent

This pillar focuses on equitable recruitment practices, talent development and employee retention strategies.



Education

This pillar encompasses the goal to promote ongoing education and learning opportunities for employees around Diversity, Equity, Inclusion and Belonging topics.



Our Journey

1

Phase 1 (Jan. – June '23)

- Leadership Assessment
- Personal Action Planning
- Education Sessions

2

Phase 2 (July – Dec. '23)

- Assessment of current state
- Development of Commitment Statement
- Initial Framework Development
- Prioritization of Focus Areas

3

Phase 3 (Jan. – May '24)

- Middle Management Briefs & Departmental Communications
- Conduct staff-wide DEIB survey
- Establish Pillar Working Groups to develop action plans
- Pillar groups begin work to develop focused action plan areas and generate descriptions and desired outcomes.

4

Phase 4 (May – Sept. '24)

- Action Pillar development
- Action Pillar Recommendations presented to Leadership Team
- Implementation plan development
- Drafting the Strategic Plan
- Communications to staff and City Council



Questions?





City of
Lakewood

PARKS AND RECREATION ADVISORY BOARD 2024 WORK PLAN AND SIGNIFICANT ACCOMPLISHMENTS

Members:

Jason Gerwen, Chair	Kate Read
Vito Iacobazzi, Vice-Chair	Janet Spingath
Alan Billingsley	Shelly Thiel
Anessa McLendon	

Council Liaison:

Councilmember Ryan Pearson

City Staff Support:

Mary Dodsworth, Director
Nikki York, Office Assistant

Meeting Schedule:

Fourth Tuesday of Each Month, 5:30 P.M., American Lake Conference Room

Accomplishments:

Date:	Topic(s):
7/25/23	Updates on the Nisqually Partnership Project, Historic Fort Steilacoom cottage transfer, Parks CIP, Camp Murray boat launch, and park signs to include wayfinding signs and reader boards
9/26/23	Discussed Fort Steilacoom Park boundary line adjustment and Non-Motorized Transportation Plan. Reviewed Park signs and electronic reader board design options
10/24/23	Hosted Edgewater Park community meeting
11/28/23	Presentation on H Barn restoration project. Reviewed year end summary, 2024 approved budget and developed the PRAB 2024 Work Plan.
1/23/24	Elected Chair /Vice-Chair, reviewed Council approved 2024 PRAB Work Plan and City special event update.
2/6/24	Hosted meeting #2 for Edgewater Park master plan development
2/27/24	Reviewed Edgewater Master Plan public meeting process and draft designs.
3/26/24	Review Preferred Edgewater Park Master Plan and made recommendation to forward to City Council.
4/23/24	Prepared for Parks Appreciation Day
5/26/24	Discussed Parks Appreciation Day success, received update on Parks CIP and prepared for joint meeting with City Council



2024 Work Plan:

1. Nisqually Partnership Project Update
2. Parks Capital Improvement Plan (CIP) Update
3. Special Event Update
4. Street End Prioritization and Project Recommendation
5. Park Sign Project Update to include wayfinding signs and reader boards
6. Climate Change initiatives and Urban Forestry Program Update
7. Future expansion opportunities - Camp Murray Boat Launch and Historic
8. Fort Steilacoom Cottages
9. Edgewater Park Master Plan
10. Senior Services Update
11. Playground Design Planning for 2025

2024 Special Events:

Date	Event
1/13/24	MLK Celebration
1/20/24	New Year, New You Welcome Walk
4/27/24	Parks Appreciation Day
5/18/24	Fishing Event
5/25/24	Youth Summit
June 19	Juneteenth Partnership – event at City Hall on June 15
June-Sept	June 4 opening day of Farmers Market (Tuesdays)
June – Aug	Summer Concerts – Tuesday, begins on June 18
6/01/24	Jazz Night Street Festival
7/20/24	SummerFEST
7/27/24	Pierce County Trails Day
10/12/24	Truck and Tractor Day
12/7/24	Holiday Parade of Lights & Christmas Tree Lighting



TO: Mayor and City Council

FROM: Sally Martinez, Recreation Coordinator

THROUGH: John J. Caulfield, City Manager *John J. Caulfield*

DATE: June 10, 2023

SUBJECT: 2024 Utility Signal Box Wrap Project Update

ATTACHMENTS: PowerPoint, showing 2024 signal box wrap designs

Summary: The City Arts Commission has selected locations and artwork to wrap 10 city signal boxes in 2024. Some locations have single boxes, some have multiple boxes. We've found that wrapping all the boxes at a proposed location is more aesthetically pleasing. The locations and artists are listed below, and a power point is attached to show the proposed artwork. When complete, we'll have wrapped 32 sites (approximately 85 boxes) in the city.

Background: Per the Public Art Program policy, The Lakewood Arts Commission will approve artwork under \$15,000 and City Council will be briefed for concurrence prior to artwork being installed or construction completed. Cost per signal box is approximately \$2,500.

A public "Call to Artists" was the method used for soliciting artists. We advertised and cast a wide net in the South Sound area. The Call to Artist was released in December of 2023 with a closing date of February 20, 2024. The selection criteria included: Artwork can be seen by many types of viewers (cyclists, pedestrians, and motorists), was appropriate for public viewing and the artwork must be able to be digitized to fit the box(s) measurements. No age limit was listed to encourage student participation. Suggested themes for consideration were Lakewood's unique history & character, diversity, unity, JBLM/Military service, Native American culture in the area, Farmers Market, SummerFEST, pets/dogs, family bonding, Fort Steilacoom Park, lakes, student life (school, sports); indigenous plants/trees. Fifty-one artists submitted their work. Commission members reviewed the submittals and Call to Artist criteria in advance of the March 4th meeting where they narrowed down the artist group after several rounds of scoring. A final list that includes alternates was generated. Staff then reviewed the artwork with NW printing for digital compliance.

Current Status: Following is a list of the 2024 signal box locations to be wrapped and the artists selected at the March 4 Arts Commission Meeting. Their art is depicted in the attached power point.

2024 Signal Box Locations, Artists & Artwork	artist	Art Name/Theme
INTERSTATE 5 HW 512	Rebecca Morgan	Military Service Men & Women
INTERSTATE 5 HW 512 offramp (TBD not owned by city)	Bill Gibbs	Military 1
SOUTH TACOMA WAY & 100TH ST SW	Adam Welch	Sushi
100TH ST SW & 40TH ST SW	Bill Gibbs	Eye See U
100TH ST SW & LAKEVIEW AVE SW	Taylor Keller	Powerline Chat
100TH ST SW & DAVID LANE SW	Han Crimi	Celebrate Tet
100TH ST SW & LAKEWOOD DR SW	Rodney King	Do you Know
LAKEWOOD DR SW & BRIDGEPORT	Rich Reynolds	A taste of Lakewood
100TH ST SW & 59th Ave sw	Holly Robin	Upstream
GRAVELLY LAKE DR SW & ALFARETTA ST SW	Laurie Davenport	Hailstorke9
STEILACOOM BLV & ARDMORE	Chrystine Westphal	Water lilly

As of December 2023, The City has wrapped 22 signal boxes. They include the following locations and artists:

- | | |
|--|--------------------------------|
| 1. 112th & Bridgeport | Sam Reed (Student) |
| 2. 88th & S. Tacoma Way | River Meschi |
| 3. 96th & Tacoma Way | Sam Reed |
| 4. Bridgeport & 100 th | Susan Hall & Crystine Westphal |
| 5. Bridgeport & 108 th | Rosa Cruz |
| 6. Bridgeport & Custer | Mauricio Robalino |
| 7. Bridgeport & San Fran Ave | Rosa Cruz |
| 8. Bridgeport and Steilacoom | Chuck Mathias |
| 9. Gravelly Lake & Wildaire Rd | Susan Russell Hall |
| 10. Gravelly Lake Dr & 100 th | Mauricio Robalino |
| 11. Gravelly Lake Dr & 112 th | Mauricio Robalino |
| 12. Gravelly Lake Dr & Bridgeport | Rosa Cruz |
| 13. Gravelly Lake Dr & Main | Rosa Cruz |
| 14. Gravelly Lake Dr & Mt Tahoma | Mauricio Robalino |
| 15. South Tacoma Way & 84 th | Katie Dean |
| 16. Steilacoom & Gravelly Lake | Laura Martinez |
| 17. Steilacoom & Hageness | Juan Torres |
| 18. Steilacoom & Lakeview Drive | Jose Orantes |
| 19. Steilacoom & Lakewood Drive | Kelly Loney |
| 20. Steilacoom & S Tacoma | River Meschi |
| 21. Steilacoom BLVD & Custer Rd | Crystine Westphal |
| 22. Steilacoom BLVD & Farwest Dr | Jennifer Chushcoff |

Signal Box Art 2024



Lakewood Art Commission
recommendations



2024 Signal Box Locations (10), Artists & Artwork Recommended

2024 Signal Box Locations, Artists & Artwork	artist	Art Name/Theme
INTERSTATE 5 HW 512	Rebecca Morgan	Military Service Men & Women
INTERSTATE 5 HW 512 offramp (TBD not owned by city)	Bill Gibbs	Military 1
SOUTH TACOMA WAY & 100TH ST SW	Adam Welch	Sushi
100TH ST SW & 40TH ST SW	Bill Gibbs	Eye See U
100TH ST SW & LAKEVIEW AVE SW	Taylor Keller	Powerline Chat
100TH ST SW & DAVID LANE SW	Han Crimi	Celebrate Tet
100TH ST SW & LAKEWOOD DR SW	Rodney King	Do you Know
LAKEWOOD DR SW & BRIDGEPORT	Rich Reynolds	A taste of Lakewood
100TH ST SW & 59th Ave sw	Holly Robin	Upstream
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STEILACOOM BLV & ARDMORE	Chrystine Westphal	Water lilly

Military

Rebecca Morgan

INTERSTATE 5 and 512



Military 1

Bill Gibbs



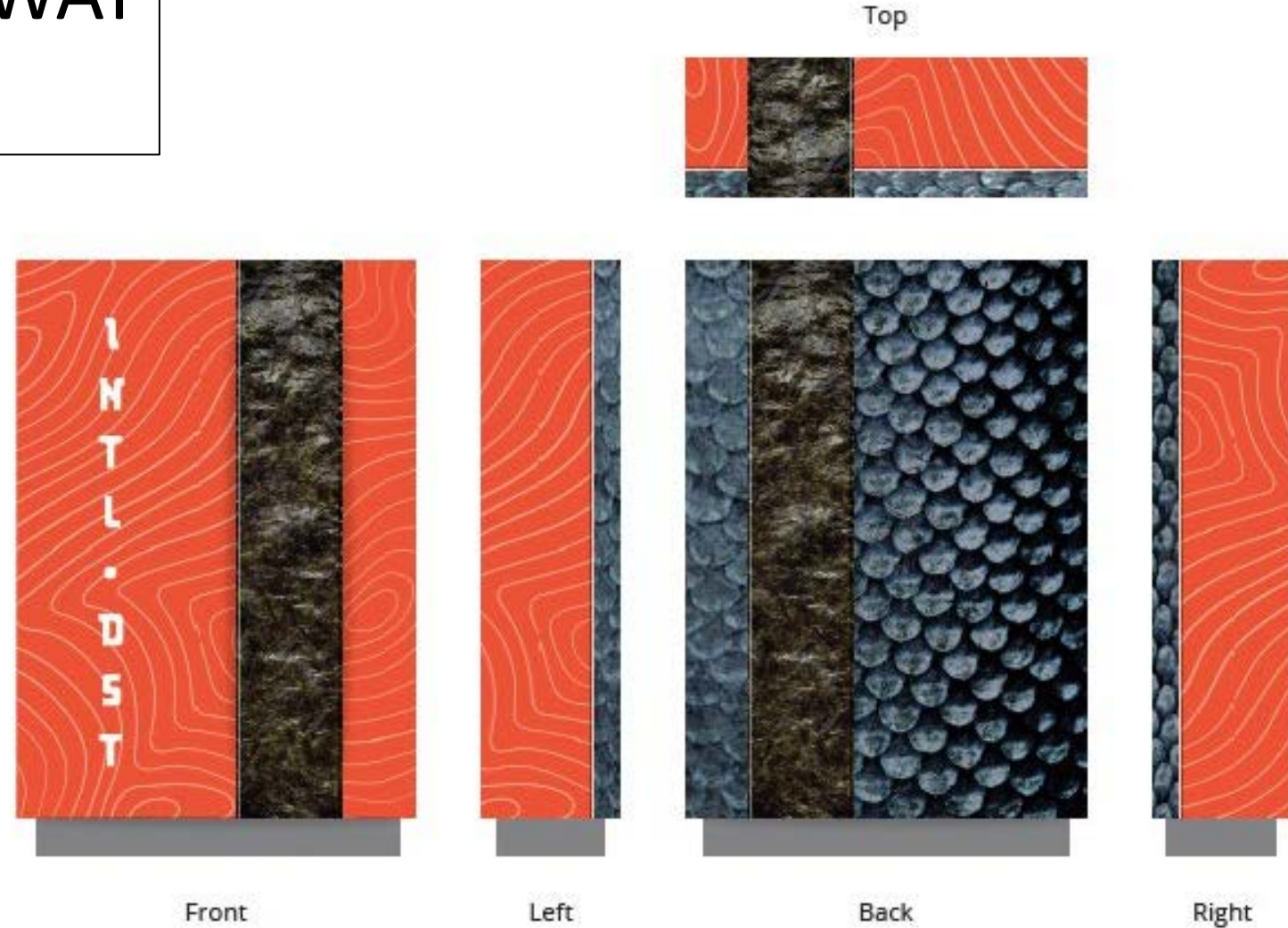
INTERSTATE 5
and HW 512
Single Box
(TBD – box not
owned by the City)



Sushi

Adam Welch

SOUTH TACOMA WAY
100TH ST SW (dbI)



Eye See U & Rainbow swirl

100TH ST SW &
40TH ST SW

Bill Gibbs



Celebrate Tet

Han Crimi

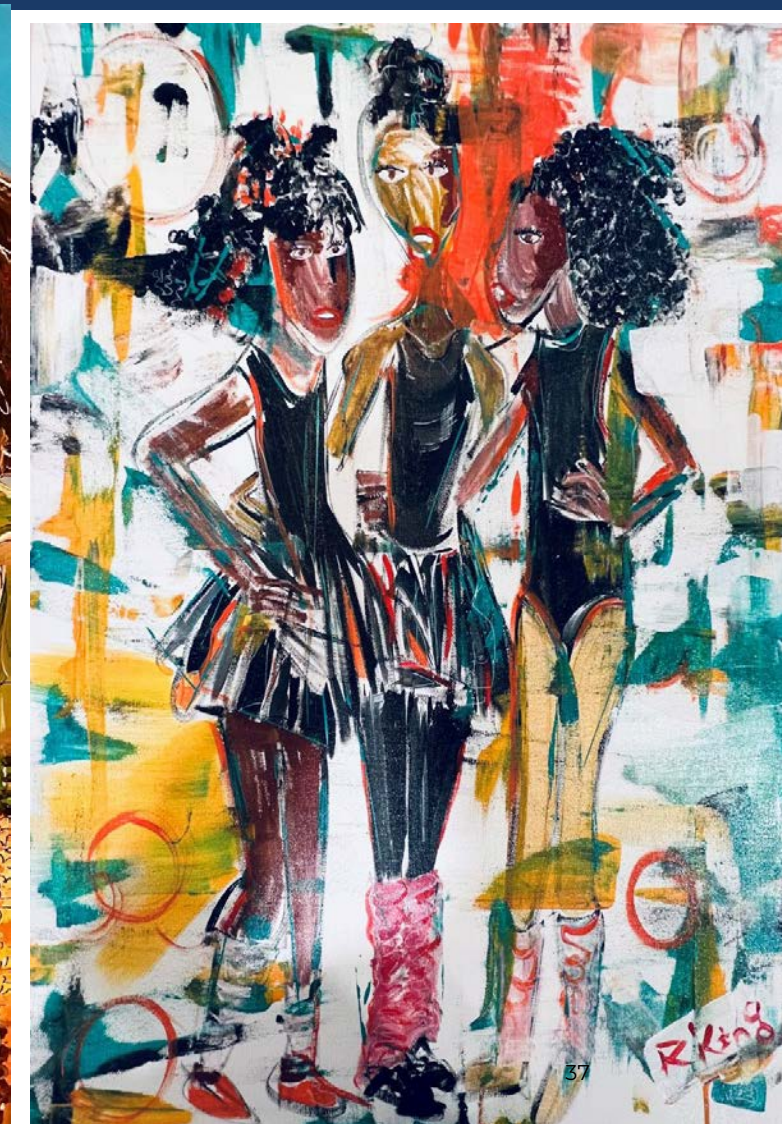
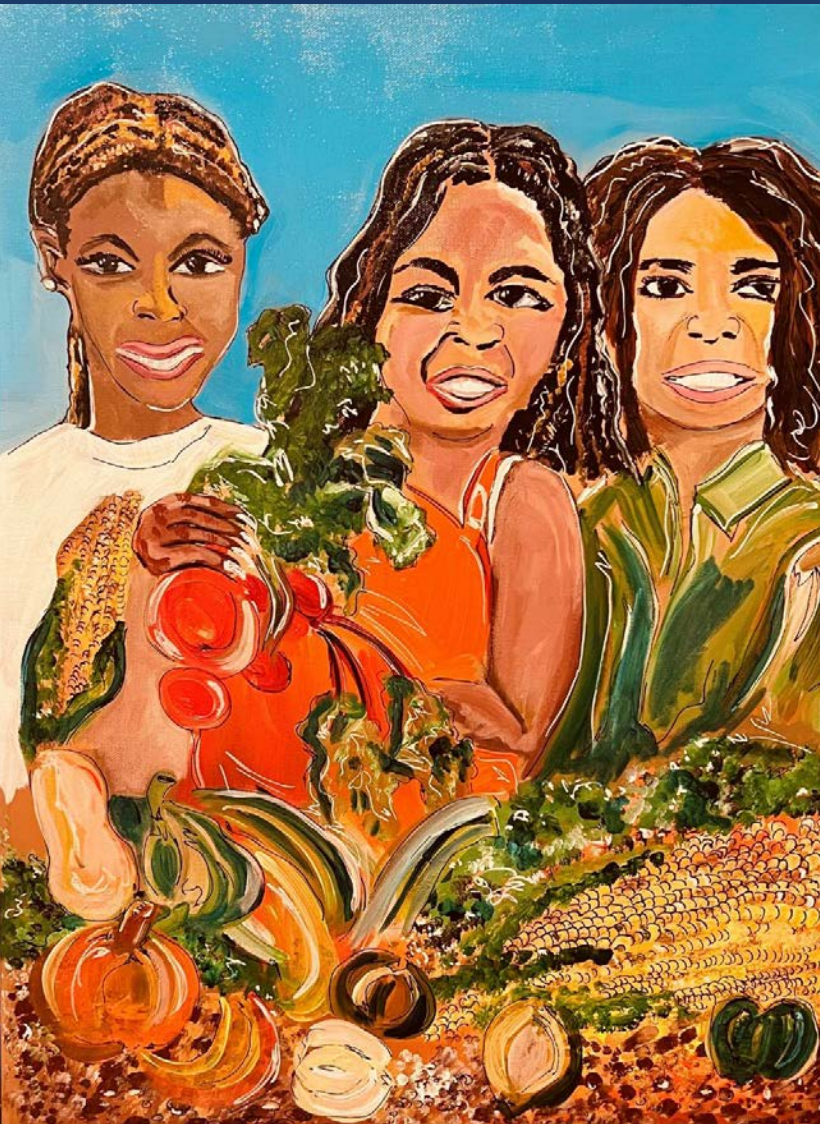
100TH ST SW
DAVID LANE SW



100TH ST SW
LAKEWOOD DR SW

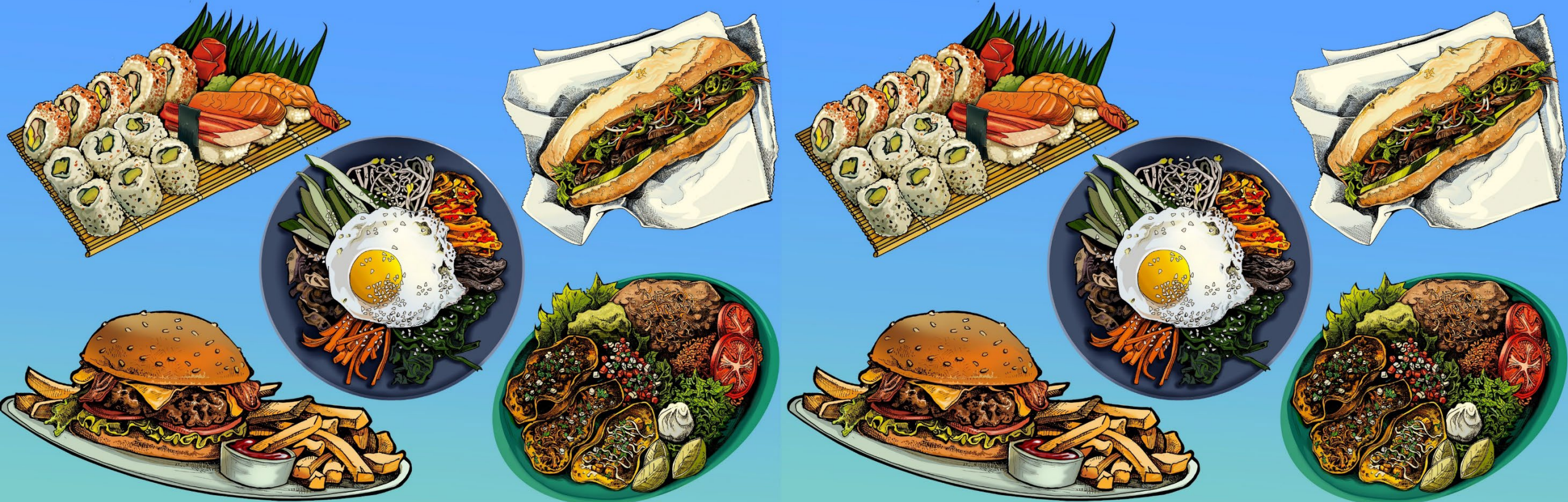
*Did you know
Black Farmers Market
Ballerina*

Rodney H King



A Taste of Lakewood

Rich Reynolds



LAKWOOD DR SW
BRIDGEPORT



Upstream & Ice Cream Sunset

Holly Robin

100TH ST SW
59TH AVE SW



Hailstork4&9

GRAVELLY LAKE DR SW
ALFARETTA ST SW

Laurie Davenport



Water Lily

Chrystine Westphal

Steilacoom Blvd &
Ardmore



Alternative Artists for Consideration as Needed

Kelly Loney, Pierce Lowland Native Colors



Charles Burt, Tanker Boots



Ashley Morgan



Brandi LaPointe



'Spirits in Symmetry'

Diny Winkle,
Nortner Might



Diny Winkle

Boxes wrapped as of December 2023

1. 112th & Bridgeport Sam Reed (Student)
2. 88th & S. Tacoma Way River Meschi
3. 96th & Tacoma Way Sam Reed
4. Bridgeport & 100th Susan Russell Hall & Crystine Westphal
5. Bridgeport & 108th Rosa Cruz
6. Bridgeport & Custer Mauricio Robalino
7. Bridgeport & San Fran Ave Rosa Cruz
8. Bridgeport and Steilacoom Chuck Mathias
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22. Steilacoom BLVD & Farwest Dr Jennifer Chushcoff



Senior Activity Programs

Parks, Recreation &
Community Services

Elizabeth Scheid & Debbie Washburn



Serving Seniors

- History
- Goals
- Programs
- Questions?



Serving Seniors Over Many Years

- Clover Park Technical College
- Lakewood Community Center
- COVID Closure
- Structural Damage





Senior Activity Center Goals

- Foster Independence
- Avoid Loneliness & Isolation
- Make Connections & Have Fun!
- Connect Older Adults to Services
- Less Calls to Police & Fire



Services & Resources



SHIBA



SNAP/EBT/Market Checks

Art & Education Programs



Dirty Gloves Gardening Club



Knotty Knitters



Brain Games



Mah Jongg



AARP Driving Class



Book Club

Fun Events

Drive-through Events



Men's Coffee



Fitness Programs

“Just a Walk in the Park”



Senior Fitness



Engaging Older Adults

Facebook

Newsletter

Emails

**Resource
Fairs**

**Farmer's
Market**

Networking

Questions?

Thank you for your Support!

