

Special Town Council Meeting

February 14, 2022

10:00 AM

Via Zoom and Swagit

Chair: Hailey Morton Levison

NOTICE: THE VIDEO AND AUDIO FOR THIS MEETING ARE STREAMED TO THE PUBLIC VIA THE INTERNET AND MOBILE DEVICES WITH VIEWS THAT ENCOMPASS ALL AREAS, PARTICIPANTS AND AUDIENCE MEMBERS. **PLEASE SILENCE ALL ELECTRONIC DEVICES DURING THE MEETING**

I. ZOOM LINK FOR PUBLIC PARTICIPATION

- A. To join, click the link or copy to your browser: <https://us02web.zoom.us/j/83874757941?pwd=VktFMGpQQzJlWT1VWbWt3bDN1T1IsUT09>
If the link does not work, join at [zoom.com](https://zoom.us) with Meeting ID **838 7475 7941** Password: **83001**
or join by phone **+1 (253) 215 8782** with Meeting ID **838 7475 7941** and Passcode: **83001**

II. CALL TO ORDER AND ROLL CALL

III. INTERVIEWS FOR EQUITY TASK FORCE

- A. Equity Task Force Interviews & Work Plan

IV. SELECTION PROCESS DISCUSSION

V. ADJOURN

Please note that at any point during the meeting, the Chairman or Mayor may change the order of items listed on this agenda. In order to ensure that you are present at the time your item of interest is discussed, please join the meeting at the beginning to hear any changes to the schedule or agenda.

STAFF REPORT



Meeting Date:	February 14, 2022	Meeting Title:	Special Town Council Meeting
Submitting Department:	Community Development	Presenter:	Susan Scarlata
Agenda Item:	Equity Task Force Interviews	Public Comment:	No

Purpose & Policy Considerations.

One of Town Council's 2021-2022 priorities is the creation of an Equity Task Force to help develop a more equitable, inclusive, and diverse local government and a more livable community.

Requested Action.

Staff requests that Council interview twenty applicants for the Equity Task Force and appoint nine members.

Recommendations.

Staff recommends Council interview applicants for the Equity Task Force using the Delphi Method and appoint nine members.

Background.

At its August 30, 2021, Town Council Workshop Council moved to establish an Equity Task Force as set forth in the staff report and work plan presented that day and authorized the expenditure of stipends for Equity Task Force members. Staff put out a call for applicants in December of 2021 and received 38 applications. Application materials contained the following overview. "The Town of Jackson is launching an Equity Task Force to advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to the Town and Town Council on priorities, policies, and solutions to help bring a wider variety of voices and perspectives into conversations to, ultimately, inform decision-making." Staff culled the list to eighteen applicants for Council to interview based on varied lived experience, community involvement, and professional experience working on local government and equity initiatives. Councilmembers were able to add to the list of interviewees from the applicant pool, if desired, and one Councilmember did so, leading to the final list of twenty interviewees. Staff recommended that Task Force members be appointed in the winter of 2022.

Analysis.

The fruitful application process demonstrates there is significant interest in centering equity in our community and that there are many well-qualified applicants whose experience will contribute to a productive Task Force. Thus, staff recommends seating a nine-member Task Force, which will allow for an equal number of members on three committees and may also help more to be achieved. As this is a new entity, staff also wants to highlight that the Equity Task Force will be a recommending body without decision-making power. Equity Task Force members will be appointed by a majority of Council, will serve at the pleasure of Town Council, will abide by standard rules and procedures, sign working agreements, and may be removed and replaced by a majority vote of the Council. Should a member of the Equity Task Force be removed, Town Council will undertake a similar process to fill the vacancy as for initial appointments. Staff will present a Resolution for Council to officially establish the Equity Task Force on Tuesday, February 22.

Staff recommends utilizing the questions outlined below in interviews to ensure that every applicant has the opportunity to respond to the same questions.

1. What interests you in being a part of the Equity Task Force? Are you aware this is a recommending body without final decision-making power?
2. Will you please speak to strategies you use when engaging in challenging conversations?
3. What do you anticipate will be the biggest challenge for you as a member of the Equity Task Force?

After the interviews, staff also recommends that Council select applicants using the Delphi Method detailed below. Community Development staff sees value in the Town Council engaging in this systematic consensus-building approach to appoint Task Force members. The process outlined below will narrow down the applicant list and identify points of consensus.

Recommended Steering Committee Selection Process: The Delphi Method allows a group to work toward mutual agreement by conducting a series of selection rounds until consensus is reached. Staff recommends that each Town Councilmember review applications and any notes taken during interviews, make a list of the nine applicants that rise to the top for them, and share them with staff via email. Once staff has responses from Councilmembers, they will rank the list of candidates by the number of times each was included to determine the most frequently selected candidates. Applicants selected with some frequency will be compiled in a new list for redistribution and a second selection round by Councilmembers will be undertaken. If needed, Council may undertake several rounds of listing applicants. After each, responses will be aggregated anonymously and shared with Council. Councilmembers will be able to adjust their choices in subsequent rounds, based on how they interpret the "group response" that has been provided in previous rounds. Since multiple rounds of listing may be undertaken and the Council will be told what the group thinks as a whole, the Delphi method will, eventually, help reach consensus.

Proposed Schedule

February 15, 2022: Top nine Equity Task Force applicant lists due to staff by 12:00pm delivered via email to sscarlata@jacksonwy.gov) by each Councilmember.

February 16, 2022: Staff shares results and informs Councilmembers if another selection round will be needed, with an additional selection round conducted, if necessary.

February 17, 2022: Staff shares results and informs Councilmembers if another selection round will be needed, with an additional selection round conducted, if necessary.

February 22, 2022 Town Council Regular Meeting: Town Council passes a Resolution establishing the Equity Task Force, further selection process is conducted, if necessary, and Town Council appoints nine Equity Task Force members.

Possible Alternatives.

NA

Comprehensive Plan & Priority Alignment.

The Comp Plan's third Common Value is 'Quality of Life,' which highlights that our community takes pride in our local identity and community character. The Comp Plan states, "Residents and visitors have become accustomed to high-quality life safety, transportation, educational, social, cultural, and recreational services." The Equity Task Force can consider if this is true for all residents and if not, recommend changes that will help move our community further toward this aspiration.

Fiscal Impact.

At its August 30 meeting, Council authorized Equity Task Force members to be paid \$450 per month to participate. For a 9-member Task Force, this will total to \$48,600 annually. This is not currently a budgeted expense and will require a budget amendment for FY22 and a new line item for FY23.

Staff Impact.

The Community Development Department has previously estimated that approximately 1000 hours per year will be necessary to support this Council Priority. Staff has utilized approximately 20 hours completing this report. Moving forward staff anticipates the Community Development Department (overall taskforce coordination), along with the Legal Department (drafting agreements for and helping to train Equity Task Force members) along with IT (assistance with setting up and supporting Town email) will also be asked to support Task Force members.

Attachments or Links.

Equity Task Force Work Plan

Suggested Motion.

I move to continue this item to the February 22, 2022 Town Council Regular Meeting.



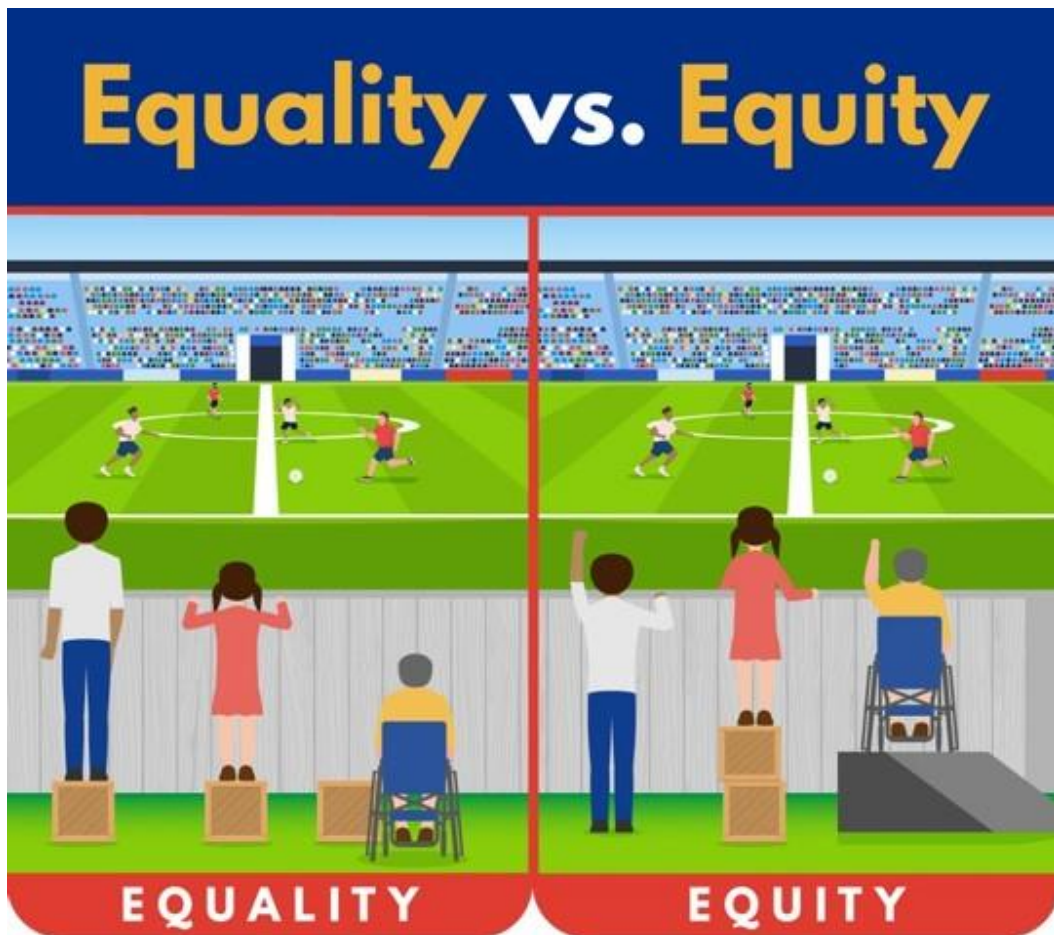
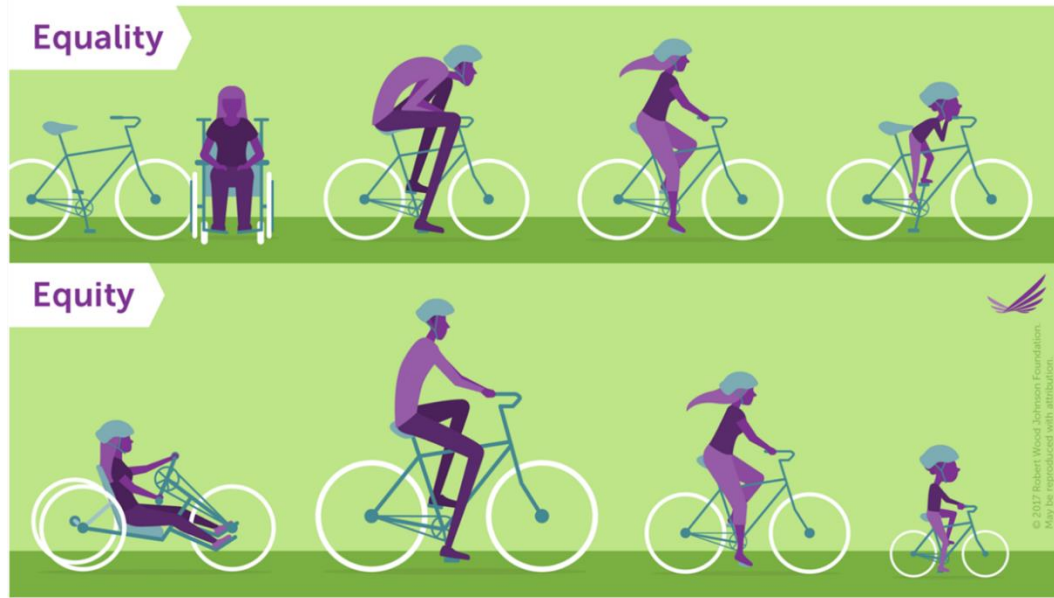
Equity Task Force Work Plan

Background

The U.S. News & World Report recently published its annual study about the health of counties across the country. Of 3,100 counties, Teton County ranked as the 13th healthiest in the nation, with an overall score of 86 out of 100. As we might expect, positive rankings included the environment, overall health, and infrastructure. Equity was one of the categories that our county did not score as well on with 57 out of a possible 100 points. So, there is a lot of opportunity and potential for growth to work towards equity and inclusion in our community. Ideally, such work will lead to greater feelings of inclusivity and belonging for various individuals and different segments of our community. Town Council affirmed its interest in having staff create an Equity Commission or Council at its Retreat in January of 2021. The goal for this initiative stated at that retreat is for an Equity Commission to help create a more equitable, inclusive local government and a more livable community. Working with the Town Attorney, it became clear that an Equity Commission or Council are both entities that would need to be entered into the municipal code. A Task Force, on the other hand, can be relatively ad hoc and is not subject to the same mandates as committees that exist within the Town's codes. So, from here on, the new group the Town is considering creating will be referred to as an Equity Task Force.

Language

To work toward diversity, equity, and inclusion a shared understanding of what these words mean is a necessity. Antoinette Carroll, an expert in equity design and founder of the Creative Reaction Lab in St. Louis describes these terms like this, "Diversity is inviting people to a party, while Inclusion is inviting them to dance, play a game, or engage in an activity at the party. Equality is trying to ensure everyone equal access, while Equity is trying to ensure equal outcomes for people." Gaining a shared understanding of these abstract terms is a necessity because without it, it will not be possible to work toward a more inclusive government and livable community. The two graphics below demonstrate the difference between creating equal situations, where everyone gets the same thing, and creating equitable situations where everyone's actual needs are considered and met.



One final way to frame this difference is that equality is making sure everyone has shoes, but equity is making sure everyone has shoes that fit them. Staff has included these definitions to

help Council build a shared understanding of what we are striving to achieve. Affirming understanding of Equity will also be an integral first step for the Equity Task Force. Once the Task Force has recommendations for Town Council, it will be imperative that Council members have a shared understanding of these and other terms too.

Goal & Purpose

Goal: To create a more livable community overall and a more equitable, inclusive local government that better reflects our community's demographics.

Purpose: To advise the Town on equity and inclusion strategies, strengthen connections among diverse segments of the community, and make recommendations to Town Council on priorities, policies, and solutions to help ensure a wider variety of voices and perspectives inform decision-making.

Potential Projects

Broadly, the Equity Task Force will consider existing policies, programs, and practices that can help promote greater equity, and potential new policies and regulatory changes needed to achieve greater equity. Staff anticipates the Equity Task Force will decide as a body where and what to focus on within the span of its first three meetings and will make recommendations to Council annually. To kickstart the effort, there are specific modifications staff has observed other jurisdictions implement that could possibly be initial items and areas for our Task Force to consider. The list below presents a broad spectrum of possibilities the Task Force can consider recommending and/or delving into for further work and consideration.

- Considering the Comp Plan's Common Value about *Quality of Life* and if the aspirational goals in this document include equity.
- Partnering to develop events and ways for residents to get involved in promoting diversity, inclusivity, and belonging.
- Considering board recruitment to establish Town and Joint Boards and how to make members with marginalized identities feel welcome, valued, and heard.
- Checking with dispatch to see if callers are asked if they need mental health support, particularly once the Town's Police Department has hired its Mental Health Advocate.
- Promoting report about new residents and immigrants' contributions to our community.
- Considering Capital projects and infrastructure updates including what gets done when, what neighborhoods capital projects are in, and how scheduling can be more equitable.
- Considering the Town's budget, the budget process, and what is funded.
- Developing a Proclamation/Order about the Town's commitment to strive for Equity.
- Considering Town standards and practices that can be modified to enhance equity.
- Considering if Town should be a member of the Government Alliance on Race & Equity.
- Creating an Equity Action Plan

Survey

Either shortly before or after the seven-member Equity Task Force is seated, staff anticipates administering a survey developed by the National Research Center (NRC) titled 'Community Equity & Inclusion.' NRC is a team of thought-leaders in the survey research industry that has worked with local governments across the country for over 25 years to gather data to help elected officials and boards make informed decisions. NRC's research-backed surveys deliver insights that reveal community perspectives that are representative, reliable, and lead to action. The 'Community Equity & Inclusion' survey was developed by experts in the field and has already been administered in seventeen different places. This survey would provide a baseline understanding about how residents see our community in terms of being welcoming, inclusive, respectful, and equitable. It would gather data specifically about how the Town is doing in terms of equity and inclusion and shine light on challenges people with varied identities face here. This survey would, more than likely, highlight elements of our community we know to be pain points and surface things we do not yet have awareness about. Along with perspectives from Equity Task Force members, this survey will present an overall picture of the community and, ideally, places for the Equity Task Force to delve into and begin its work to increase access and remove barriers.

Resources

The Town has already made some inroads on Diversity and Inclusion with trainings through the Nova Collective. Nova's first half-day training for all Town staff took place in December of 2020, and Nova also created modules for individual learning. In the coming months, staff will work through these modules and then participate in department level dialogues about each. The technical side of launching these modules has been challenging, but the intention is for staff to start working through them in the fall of 2021. Additionally, the Town has invested further resources for Nova to lead another half-day training for all Town staff in FY22.

Resources, including both person power and funding, need to be allocated for a successful Equity Task Force. Stipends for Task Force Members will ensure residents who face barriers to participation in government are compensated, allowing them to carve out the necessary time and space to be fully present and provide their perspective. Financial resources are a necessity if this Task Force is to be properly sustained. Staff suggests that each of the seven members of the Equity Task Force be paid \$450 monthly to participate. Stipends will help attract individuals with varied ethnic backgrounds, socioeconomic realities, ages, and personal situations that may not otherwise be able to serve. This support will bring community members with marginalized identities who do not generally participate in government or community processes to the table and will compensate them for their expertise, skills, participation, and diverse perspectives. Members will be expected to attend monthly meetings, prepare, and engage with materials outside of meetings, and serve on committees to accomplish work. Staff recognizes that other volunteer boards at the Town are not paid but does see precedent for engaging diverse segments of communities through financial incentives. For instance, a Board of Ethics and

Government Accountability in Washington D.C. pays members up to \$12,000, and a board focused on Human Rights with full-time appointees in Illinois pays members up to \$121,000 annually. With these, as well as payment for one-time participation seen across the nation, we find that \$450 per month to be a reasonable amount for the requested commitment and cost of living in our area. While these examples are from larger areas, Jackson has an immense economic divide and a booming service industry, so even the relatively modest stipends proposed could help engage community members that might otherwise take on an additional job for the related time and energy.

Recruitment

In November of 2021, the Town will release a call for applications from potential Task Force members. Outreach will be far and wide to ensure the broadest swath of our community possible is aware of this emergent Task Force and that we receive a good number of applications. Staff is in the process of creating an application in English and Spanish and is considering also creating an option for a video application. Applicants will be asked to share their perspective on equity, why they are interested in the Task Force, general availability for meetings, and to checkoff various marginalized identities they hold. There will not be set quotas for different identities, but staff will work with Council to create a Task Force with individuals that hold a wide array of identities and have varied lived experiences and backgrounds. Council will be presented with a slate of seven potential Equity Task Force members in February of 2022. The appointed task Force will meet for the first time in April of 2022, and initial Task Force members will be asked to serve two-year terms.

Member Commitment

Equity Task Force members will be asked to commit to attend monthly meetings that will be 3 hours long, and to serve two-year terms. Members will be asked to do outside work to prepare for meetings, and to sit on different committees, where further work will be achieved. Members will be asked to make a two-year commitment when they are appointed. After two-years, Council will be asked to assess whether the Task Force's work should continue.

Timeline

- November 2021 | Open call for applicants for the Equity Task Force
- December 2021 | Staff review of applications
- January 2022 | Council review of applications
- February 2022 | Council meeting includes Equity Task Force appointments
- March 2022 | Determination of meeting time with members
- April 2022 | First monthly Equity Task Force meeting
- January 2023 | First recommendations from Equity Task Force to Town Council



Equity Task Force Member Application | Due Dec. 17

Options for completing this application as a voice or video recording are available. Some applicants will be contacted to interview with Town Council before Task Force members are appointed. Please send questions and return completed applications to: Susan Scarlata sscarlata@jacksonwy.gov or drop at Town Hall, 150 E. Pearl Avenue.

Name: • Anahi Morillon

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

This community has made inclusive efforts to cater to marginalized communities; however, there is room to grow in the areas of mental health, social services, financial support, ongoing education/training services for the community. More specifically, I can only speak for my perspective as a Hispanic female I know these areas have impacted me personally and as a therapist. However, this community has a huge willingness to grow which is very important starting point for a more equitable future community.

2. Why are you interested in serving on the Equity Task Force?

Growing up in this community as an undocumented Mexican female and now a mental health therapist and social worker I'm beginning to see a lack of representation within the town. Since this town has a large Hispanic/Latinx community, I hope that I can be that person in their community that can serve as a liaison/advocate to effectively communicate their struggles, concerns, and overall needs to become successful Teton County residents.

3. What do you hope an Equity Task Force can achieve?

I hope we can achieve a better beacon of communication to personnel in higher up positions to be able to make conscious and empathetic policies that create a more inclusive community.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

My family and I immigrated to Jackson in the 1990s. Ever since we considered Jackson to be ours forever home. I'm a DACA recipient bilingual/bicultural mental health therapist/social worker that truly understands the everyday setbacks some in the Hispanic/Latinx community encounter. I currently work at Curran Seeley Foundation as the only bilingual therapist and Vista Counseling where my main group of clients comes from a Spanish-speaking Latin country. Coming from the mental health perspective, it would be great to strengthen the funds for marginalized groups to gain acceptance to mental health. Provide a safe environment for them to report a crime and add professional personnel that can be culturally aware. Coming from an undocumented female of color, I would recommend the town to provide future opportunities for people to participate in important community meetings/events and potentially also become community leaders.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Monday - Friday 8am-11am or 4pm-7pm

Equity Task Force Member Application | Due Dec. 17

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Name: Anna Kerr

Phone Number:

Email Address:

Mailing Address:

1. What is your perspective on equity in our community?

I believe this town has a very long way to go to become equitable towards BIPOC, women, LTBTQ, people with disabilities, and the working/low-income class, but I believe it is possible with the right people, ideas, strategies and implementation. I also believe with more diversity, equity, and inclusion in places where decisions are made, so many other solutions can fall into place: housing, transportation, environmental sustainability, social responsibility, health, and economic prosperity. With DEI, all of these things are possible.

2. Why are you interested in serving on the Equity Task Force?

I am a working class woman of color who has been a very social and active member of this community since 2017. On top of struggling to work multiple jobs to barely afford living here, I have also been exposed to the housing crisis by moving 5 times in just over 4 years. And unfortunately, with my identity, I have a plethora of racist and sexist experiences constantly in this town. Since my time in Jackson, I have been sexually assaulted, harrassed, discriminated against, lost (lots) of housing, and consistently been the butt of racist and sexist jokes and slurs. I am consistently excluded in decisions and representation that decide my fate, and so many others', too. I am tired of this and have simply begun forcing myself into these spaces.

I do not say all of this to be victimizing or to ask for pity, but to present my perspective and experiences because I want to create change so that this is *not* the norm for this town. I know my experiences may differ from those who are in positions in office, on boards and committees, and other places where decisions are being made, which is why I think it is important for these different experiences and voices to be represented through something like a task force.

Also, one of my best friends, Pierre Bergman, recently became parapalegic and has opened my eyes to the lack of accessibility throughout this county. Whether it's a broken elevator, an icy, unmaintained rampway, or an ADA bathroom stall that opens the wrong way so he can't actually fit his wheelchair in the stall, I have been exposed to a plethora of new issues throughout this town that make his and so many other disabled folks' lives significantly harder, and extremely unwelcoming. Again, this town has a long way to go, let's get the right voices involved in the conversations on how we can make it better.

3. What do you hope an Equity Task Force can achieve?

I hope that the ETF can achieve its goal: equity. I hope that the town and council will actually listen to and follow recommendations made by the ETF. I have heard many horror stories of other towns and some companies creating ETFs and DEI teams, simply just to check a box to make themselves look like they are trying to make a difference. However, when it comes time to actually fix things or follow their recommendations, they are disregarded. This leads the ETFs and DEI teams to simply be preformative and the members' experiences and opinions to be diminished and tokenized, which is extremely detrimental to their well-being, and the demographics of people they are representing and fighting for. I hope that the town and council not only respects but chooses to follow the recommendations of the ETF as much as they can.

4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Please refer to my answer for Question 2 for most of this answer. I also have many roles in this community that help connect me with people from many different demographics. I have worked at JHMR for the past 5 winters have made strong connections with lots of the employees there - many of whom feel comfortable voicing their concerns, perils, and discriminatory experiences with me. I also work food and beverage jobs as a server and bartender which has allowed me to create strong bonds with many immigrants in this town - I see how hard they work and how many jobs they juggle in this town just to cram into a house with their entire extended families. I am now also diving into our disabled and adaptive community with Pierre being my friend and trying to navigate this town and its lack of accessibility.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

Yes, I serve on the START board, and the Marketing and Advocacy & Outreach subcommittees within that board. I also am part of the Transportation committee for the town's Teton Climate Action Plan to be netzero by 2030. I am a member of ShelterJH to fight for affordable housing for the local workforce and Sunrise JH, a climate justice and activism group.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

Just the monthly stipend! Assistance with counseling/therapy could also be beneficial for the emotional work that will inevitably come with the task force.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

If meetings won't begin until April, I am very flexible on days and times. I will arrange my schedule accordingly to make the meetings work for when it is best with everyone else. I have START bus meetings every 2nd Thursday of the month, and the first and last Tuesday of the month. For evenings after 5 pm, I can do Mondays, Tuesdays, or Wednesdays.



Equity Task Force Member Application | Due Dec. 17

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Name: Nichole Cox

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

I perceive equity in our community as something that the majority of our citizens support and want to see come to fruition, but is an ever-evolving work in progress. Most people in our community want equitable access to the same opportunities for everyone. There is a strong drive in the community to improve access to housing, job security and benefits, both physical and mental health support and many other services to disproportionately affected populations. While Jackson has a reputation based on wage disparity and may seem on the surface to lack many facets of diversity, I believe the town is very self-aware and with continual integration of programs such as this Equity Task Force we can improve quality of life for all of our community's citizens.

2. Why are you interested in serving on the Equity Task Force?

I value our community deeply. It is very important to me that I focus my career and extracurriculars on groups, activities or programs that relate or provide a service to the community. I am also deeply passionate about accessibility programs and universal design. I want to participate in a committee that allows me the privilege to combine my passions with my love for the community.

3. What do you hope an Equity Task Force can achieve?

I hope that an Equity Task Force can provide more minority and under-represented groups improved access to the city through their recommendations. An Equity Task Force has potential as an organization to help local government create space for all members of the community, with detailed focus on marginalized groups.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I am employed I work alongside multiple non-profits in the valley. I have been a full time Therapeutic Horseback Riding Instructor at Jackson Hole Therapeutic Riding as well as a full time Adaptive Ski Instructor at JHMR (working closely with Teton Adaptive Sports) for four years. I also work as a Job Coach (paraprofessional) for the Teton County School District in the Special Education department. These jobs all have a deep involvement with the disability community in Jackson. I am also able to provide insight into multiple other realms of equity needs as a community member who identifies as a woman. I am also a veteran of the US Army, a workforce member making 40-50% of the MFI for Teton County, have struggled with mental health and use local mental health resources (JHCCC) multiple times a week.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

No accommodations needed at this time.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Mon., Tues., Thurs., Fri.: 5-8pm

Wed.: 7-10pm

Mon., Tues., Thurs., Fri.: 4:30-7:30pm

Mon., Tues., Thurs., Fri.: any time after 4:30pm

Amy Madera

cell ~ office

Jackson, WY 83001

Equity Task Force Member Application

1. My perspective on equity in our community is we have room for improvement. There is a large divisiveness between the “have and have nots” which plays a significant role in the mental health of our workforce, leadership development, community engagement, and a closed-minded attitude towards political, religious and cultural differences.
2. I am interested in serving on the Equity Task Force because I think I would be a great fit. I define equity as thoughtful fairness and inclusive with the intention for all to participate and prosper to help make our community stronger. I observed the beginning of former Mayor Sara Flitner’s diversity committee to help engage potential hispanic leaders. Sadly this dissolved shortly after her first term was completed. I thought this was a great start for all of us to listen and understand each other’s challenges.
3. I hope the Equity Task Force can achieve civility not only for our community but to help reduce the toxic culture we are currently experiencing. I recently read this [Buckrail article](#) about our dysfunctional political climate. I crave more solutions to our challenges and an openness to our differences rather than hidden agendas, one sidedness and name calling.
4. My connection and interactions to a variety of demographics could be a valuable resource. I have had the pleasure of working at our community college for over 10 years and have participated in national training sessions and research on helping to improve the lives of our students that includes a large population of native americans and latinx. The goals for equity must create conditions that allow all to reach their full potential. In order to achieve this, we need to listen and understand the challenges with positivity and respect.
5. I am currently serving on Rotary and internal committees for Central Wyoming College. I work closely with the hospitality industry and various school districts around the state. I also partner and volunteer with local non-profit organizations to include: Hole Food Rescue, Jackson Cupboard and residents of the Center for the Arts.
6. I will not need any accommodations that I think of but I appreciate this question as it helps to increase the pool of candidates. I strive to be low maintenance, reliable and accountable with the commitments I make.
7. My schedule is flexible and can attend 3 hour blocks of time throughout the week or evenings.



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Name: Brandon F. Hernandez

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

Equity in a community is one where everyone is included in the full benefits of society. In such a community, everyone is treated with fairness, justice, and empowered to participate fully in social, cultural, and economic life. I currently do not think this is true for all Jackson community members.

2. Why are you interested in serving on the Equity Task Force?

I am interested in serving on this task force because I believe that Latinos and service workers are underrepresented in this community.

Jackson is now 1/3 Latino and I do not believe that this community is equitable for them.

3. What do you hope an Equity Task Force can achieve?

Bring awareness to local elected officials about the changing demographic in town. As well as finally bring Spanish communication and outreach to County and town programs.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I Have lived in Jackson for 20 years. Had my K-12 education In TCSD and am a biliungual Latino college graduate. I know almost all elected officals thanks to my previous role With the J/TC Housing Department. I got first hand experience of the Housing crisis. I am familiar with many of the town and countys rules and regulations from zoning, housing, statues ect. Every where in town that I go I run into someone I know. This is my Home and I know it better than any New resident.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any. N/A

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force. N/A

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

M W F
8AM-12PM

MWF
12 PM-3PM

Tues
10AM-1PM



Equity Task Force Member Application | Due Dec. 17

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Name: Elliott R. Alston

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

After moving to Jackson post college 18 years ago, I knew equity is few and far between considering the current conditions in our community, having to do with housing, employment, government services, and access to advancement.

Creating and accessing resources to create equity is an element of why I would like to be part of this task force. There are so many resources this community has but access to them, from those that need to, that access don't always know where to find information to attain this information.

2. Why are you interested in serving on the Equity Task Force?

I am interested in serving as I have been in the valley 18 years as an African American. My experience has been unique from a diversity aspect. I don't know many other African Americans that have been in teton valley this long that really have tried to make this their lifetime home. I bring a unique view of the community not many others can express. Being a POC in the community, is a unique perspective in itself when addressing equity in the community. I still want to represent POC that moved here to make a life for themselves in this community that has an abundance of life to offer.

3. What do you hope an Equity Task Force can achieve?

I would hope to really address issues from a prospective of long term resident in the community vantage to help and aid the community from a realistic perspective. There are entities within the community that need to be held accountable to create equity and continue to help our community progress in a positive equitable manner. Coming from Kentucky and the south of sorts, I know Jackson can do better protecting its workforce and citizens alike.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

My perspective is unique as a African American who connects with the community on many societal levels of Jackson. I see myself intertwined into many different social and racial classes in Teton Valley. My experience comes from working with non profs and corporates entities for the last 18 years while operating my own local business. In my everyday, strategy and making a cohesive working space is of utmost priority. This community of people is vast and not always represented from all angles and I know i am a bridge to all classes while not being elitist or judgemental.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any. N/A

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

N / A

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

I operate my own business. My schedule is flexible and don't have any restrictions within time strcture of meeting and such.



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Name: Jade Krueger

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

Equity in the Valley is an interesting concept. Overall, when the economic competition for land is as high as it is here, equity needs to be fought for; it will be never just happen to be. A Resolution promoting DEI is a great first step, but now we need to put that into action. What new policies will be put into place to create an equitable community? Affordable housing? Childcare? Creating a safe and welcoming space for all genders and identities? How are promoting that Jackson is a place for everyone and not just wealthy, cis-gendered white Americans? What do our participatory processes look like? Are they accessible?

2. Why are you interested in serving on the Equity Task Force?

As a new resident to the valley, getting involved is particularly important to me. In my profession, I'm a city planner (for Teton County Idaho), and I focus on Long Range issues. My focus in graduate school was planning with equitable framework - my capstone project looked at using equity in capital investment planning. In my previous work on the Colorado Front Range, I was involved in City-wide equity teams for the City of Longmont. Working on internal and external issues as well as a developing a framework for how to start doing such important work and incorporating it city-wide.

3. What do you hope an Equity Task Force can achieve?

I think, ideally, an equity task force could develop definitions of equity for the community, create measurable indicators, and then help identify areas that need to be addressed so City Council develop policies. An Equity Plan would be ideal, but at minimum, how can we reframe comprehensive plans with an equity framework? How can we include an equity review in development applications or capital improvement funding? A task force offers insight that staff or City Council just don't have and will allow for more meaningful work to take place.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Previous professional experience working with diverse communities as well as my own personal experiences as a multiracial woman have given me a lot of tools for collaborative workgroups, facilitating, and creating measurable goals/objectives. I enjoy looking at data - quantitative or qualitative - and helping create the narrative for what the issues are and what possible solutions are available. While I am new to the area, I have spent enough time in the valley to see the disparities. Hopefully a fresh set of eyes might be able to assist with long-term local expertise.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

None - again, discloser I am the Senior Long Range Planner for Teton CO, ID

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Mondays, Thursday or Fridays would be preferred. 5-8 p.m.

Name: Jason Fritts

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. **What is your perspective on equity in our community?** I am a professional musician, a business man, I have taught in arts non profits and I have taught at all the schools here in Jackson since the early 90's. I came here as a young 20 something, grew up and came out here. I have seen in the 90's and 00's that most people lived in fear of being outed in their jobs, landlords, and where afraid law enforcement and the courts. There are little to no protection afforded to the LGBTQ+ community in Jackson. The LGBTQ+ community has to depend on people making moral, right and humane decisions when it comes to work, fair housing, access to the the court and law enforcement. Which opens one up to the possibility of the LGBTQ+ Community to be abused by seemingly nice people. I have been fired jobs, evicted, beat up, bullied, marginalized, and feared for my life on many occasions because of my LGBTQ+ status. I have had friends end their lives through alcohol, drugs and suicide. I have seen young gay people struggle here in Jackson even today. I have seen these same people become adults and continue to struggle and deal with the aftermath of a community that does not accept them. So, I tell my students that you create your own families, friends and the world around you. These are your circles you live in. You create that! But when you have been beat down so many times in your life, it's easy to give in to depression, addiction, mental health and the trauma of it all. We are a vulnerable Community! Even beloved Arts Non Profits such as the Music Festival, the Center of the Arts, Jazz Band, Concert Band, and the Community Foundation struggle to accept LGBTQ+ Community members. I have seen gay friends and family be pushed out of these beloved organizations when a board of directors changes to be more conservative or just the whims of these boards. I once over heard the president of the Center for the Arts say that he would not spend his money on a gay person to work at the Center. I then walked up to him and gave him a piece of my mind. Non Profits are especially bad problems because the demographics of people with money that sits on these boards. They tend to be more conservative, older and more narrow minded when it comes to the LGBTQ+ issues. I can't tell you how many times I've had conversations with seemingly nice people, that run some of these non profits, about the needs the LGBTQ+ community only to be shrugged off when I pointed out issues of LGBTQ+ access. I myself was marginalized because I dared to point out the flaws in these non profits and public institutions that tax payers like me pay for. Today I see something different. I see a more cohesive LGBTQ+ community and life is better then it was 5 years ago. I see more people than ever before standing up for the rights of people to be treated equally, to have access and to define our own families with out fear of judgement.
2. **Why are you interested in serving on the Equity Task Force?** I feel like I'm in a unique position to provide a historical, structural, business, non Profit and educational perspective. I also believe that my leadership through out the years makes me uniquely qualified. I want to give back to the community I love.
3. **What do you hope an Equity Task Force can achieve?** I hope that this task force can make the live of the LGBTQ+ community better with greater access to services, employment, education and fair housing.
4. **What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff**

and Town Council? As a teacher and conductor you have to meet people where they're at in life. I believe that is how you make connections and start conversations.

5. **5. Are you currently serving on any other stakeholder groups, committees, or boards?** Please share, if any. No, I am not currently
6. **6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.** No, I do not have children.
7. **7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.** I am open to meet during those times.



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sscarlata@jacksonwy.gov or drop at Town Hall, 150 E. Pearl Avenue.

Name: Jean A. Day

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community? We must strive to make life as fair as we can. Equity means having equal opportunities, readily available knowledge about those opportunities, and viable access to them... no barriers. I think not all people within our community are equally seen, heard, counted, valued. And I feel that some don't even try because they feel unwanted, invisible, untapped, unvalued. So our community must address this situation, giving everyone a real and meaningful chance to participate in community life and live the best they can. We all will benefit.

2. Why are you interested in serving on the Equity Task Force?

I want to work to make life fairer. I dislike the expression "Life isn't fair," though I know it is true. All of my life experiences (I was born on the wrong side of the tracks; I saw unfairness, but I was/am white and privileged) created a strong need to help even the playing field for others. My volunteer work over the past 50+ years and my profession (attorney for children and the infirm) show that I have the desire and I feel the duty to help those left out, unseen, on the margins.

3. What do you hope an Equity Task Force can achieve?

I hope the Equity Task Force can assist all in our community to be (and feel) valued and fairly treated. The ETF can do that by listening to the community (seeking out those who might be reluctant to speak out for themselves), researching what is needed and what will help, then making findings and presenting them to the Town Council and Town Staff for their review and implementation, if desired. I hope the ETF will advocate for the outcomes they determine are needed. Best case scenario: all of our residents will feel valued (and happy!).



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council? *I am a Senior person who has always been very involved in my community, with my eyes and ears wide open, so I have learned a lot. I am a good listener and I am open and respectful to all I meet. I've been a family-issue mediator for more than 30 years helping people together to reach a resolution acceptable to all (one hopes!). And I can withstand the rigors of people in conflict; though I don't like it, it comes with the territory. My experiences on many working groups over 35+ years in the Valley are all grounded in human services, the most important part of our community. By far.*

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any. *Yes... Age Friendly Jackson Hole (advocating for access and inclusion for all ages and abilities); the Senior Center of Jackson Hole (helping seniors live their best life); Habitat for Humanity of the Greater Teton Area, Family Selection and Support Committee (reviewing and supporting applicants for affordable housing in*
 6. Please share accommodations and/or support (i.e., childcare) you will need to Teton County) participate if selected to be a member of the Equity Task Force.

I need no special accommodations or support to participate on the Equity Task Force, but thank you for asking. And I appreciate the large font size of this application as well as the voice/video recording options.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Weds. and Thurs. at or after 5:30 p.m.

Mondays, Tues., and Thurs. between 1 and 5 p.m.



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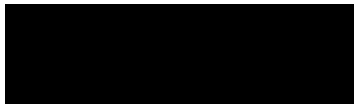
Name:

Joel Smith

Phone Number:



Email Address:



Mailing Address:



1. What is your perspective on equity in our community?

The definition of Equity is the quality of being fair and impartial.

I believe this perspective or view can be skewed by the burdened of office or the Bias of class or the necessity of circumstance.

2. Why are you interested in serving on the Equity Task Force?

I am interested in the Equity Task Force because I beleive in serving the community.

3. What do you hope an Equity Task Force can achieve?

I hope the equity task force can achieve a communal balance ,where everyone is heard and no-one is dismissed.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

The skills and value I bring to the table are a willingness to listen the the and ability to follow through. i have worked for and with Volunteer groups my entire life. As a Minority I would like to shed some light on experiences unique to my perspective.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

Yes. I am Founder of the African American Latinx Multicultural Association.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

I do not require accommodation at this time.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Sunday 6pm- 9pm
Monday 6am - 9am
Tuesday 6am -9am
Wednesday 6am -9am
Thursday 6am -9am
Friday 6am- 9am
Saturday 6pm- 9pm



Equity Task Force Member Application | Due Dec. 17

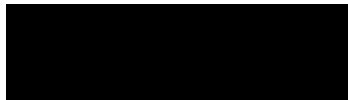
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Name: Santa Marcela Badillo Carrillo

Phone Number:



Email Address:



Mailing Address:



1. What is your perspective on equity in our community?

Many services and resources in our community are equitable, but it depends on the staff and who you work with. Some programs and people stereotype you based on how to appear or external factors. So many equity issues in our community depend on the people who work there and their personal perspectives.

I feel like things are not always equitable based around language in particular. Sometimes you have someone who wants to seek information or services, but because the people at that program don't speak Spanish or another language, they aren't able to access the same information as someone who speaks English. Sometimes that is also our fault as Latinos because we say we understand, but we really don't. Often when Latinos say they understand it is because they are shy or they are afraid of judgement – there are many factors. However, the end result is less access to supports for people who need them.

I have also experienced racism in our community, and been called racist terms when I was using a service by other clients. I think the reality of racism in our community needs to be addressed.

2. Why are you interested in serving on the Equity Task Force?

I am interested in serving on the Equity Task Force because I love to support the Jackson community. I like giving back as I have received so much from this place. I am a survivor of domestic violence and I understand first hand how challenging it can be to be vulnerable and need help, and not know how to get those services. I want to be a part of making our town as equitable and safe as possible for other women. I also want to be an example to my children and I want to make Teton County the best possible place for them to grow up. Change has to come from within, and if you can influence just one person, it has an impact.

3. What do you hope an Equity Task Force can achieve?

I hope the Town of Jackson will make policies that are more inclusive and supportive of people who are undocumented because they are huge part of our Town and deserve the same resources and rights.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Being a mobilizer for Voices JH allows me to connect with people from the immigrant community who are not traditionally heard and I can represent their thoughts to the group because they trust me to support them when they are in any need. I also work at Head Start with low income families so I can see and share what needs they have as well. I've been an advocate and volunteer for many programs throughout my time in Jackson, including completing the Community Leadership Academy in 2016, and I am a strong public speaker and relationship builder.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

2021 Habitat for Humanity Homeowner Selection Committee.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None at the moment.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Wednesday, 4-7pm
Wednesday,
5pm-8pm
Thursday, 3-6pm
Friday, 3pm-6pm
Friday, 5pm-8pm



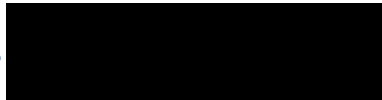
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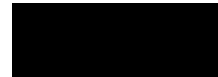
Name: Maria Rebecca (Miki) Aristorenas

Phone Number: [REDACTED]

Email Address



Mailing Address:



1. What is your perspective on equity in our community?

I find issues of equity to be largely invisible in Jackson, or, phrased differently, these issues are often too easy for the community to ignore. There are visible, predominant perspectives and voices in this town which mirror the areas where Jackson appears to put most of its effort — the demographic make up in this town is not representative of the make up of the people we see say, at the resort, backcountry skiing the pass or even in discussions on issues such as equity. So I find myself wondering why is it that we only seem to interact with diversity in our schools or working at the grocery stores? I believe it is not enough to invite these communities to participate (especially when many are accustomed to being let down by institutions). We have to help improve and build systems that are ready for change and that people can believe in.

An analogy (and also because my background is primarily in international education): the US puts more money into their education system than most other nations in the world. YET our education system is not nearly as high performing as many nations such as Finland, Singapore, Canada etc. This can be attributed to the US not spending money on the right parts of our education system. Similarly, I believe Jackson has an abundance of people, non-profits, foundations etc that care deeply about making this community a better place but these resources might not be allocated in a way that's most impactful. I believe education, or informing the community of where this care and attention is needed the most, what parts of Jackson are hurting the most, can help mitigate this.

2. Why are you interested in serving on the Equity Task Force?

I want more people like me to move to Jackson, WY without having to face the trade-offs that I felt. I want to be able to feel confident about building a home here in the most beautiful place in the world with a pace and lifestyle that could not be more fitting for me without feeling like I have to sacrifice diversity. I want to not have to explain to people that even though I've heard comments like "you're so tan I just didn't think you lived here" and have had countless stereotypes thrust upon me since the day I arrived here, the pros still outweigh the cons.

I want to eventually raise children in this community. I want them to know and learn from people who look and see things differently than they do. I want them to grow in a community that is teaching them to love and welcome difference. This work with the Equity Task Force I think can help build a foundation of inclusion that may not happen overnight but was desperately needed starting yesterday.

Lastly, I want to use my passions and skills and experiences that I believe to be extremely relevant to this work, to make an impact in the best way I can within a community I want to be proud to be a part of.

3. What do you hope an Equity Task Force can achieve?

1. Representation. Equitable seats at the table. Elevating voices that have historically been overpowered in the Jackson community. Understanding the needs of our community (and how these needs/challenges have evolved) before crafting solutions as opposed to one-size-fits-all approaches.

2. Inclusion. Making communities feel welcome in Jackson and less like outsiders. As Jackson continues to grow exponentially, I hope the Equity Task Force can help guide this growth in a way that does not box people out, make people feel pressured—financially or otherwise— to relocate or make only a certain "type" of person feel able to reside here.

3. Inform. I hope the Equity Task Force can help inform the community of relevant and meaningful issues, with up to date information on where these issues stand and what consequences, change or potential impact may come from different decisions. Jackson has a population who care and are willing to invest in this community. If they are made aware of the issues that need the most attention, or have the potential to make the greatest impact, we might be able to channel this communities resources in meaningful directions.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Perspective - I am a second generation immigrant to the United States. I am a 30-year old Asian-American woman, a minority in this community. I've spent my upbringing grappling with being raised in a homogenous town where my teachers, coaches and role models did not look like me. I've lived/worked across four different continents and now I dream of putting down roots and building a home and a family in Jackson, a place I care deeply about. I not only bring a cross-cultural, international, immigrant perspective, but I bring one that is passionate about empathy, bridging divides, and empowering all voices— elevating those that have not been heard.

Expertise - I have a Master's in International Education Policy from Harvard's Graduate School of Education. Professionally, I've worked in the equitable access space for more than five years (e.g. democratizing access to higher education opportunities for Filipino youth). I'm trained and informed of policy making and policy recommendations which well prepares me for this position. For example, while working for the National Center on Education and the Economy I've worked on proposals on education policy at Senate briefings in DC and in Stockholm, I've presented recommendations to the Swedish Ministry of Education on the equity limitations of for-profit free schools. While my expertise is primarily in leveraging education policy for equitable outcomes, my knowledge and experiences are transferable across relevant issues including immigration, affordable housing (in which my partner has been working for almost a decade) etc.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

I am currently not serving on any boards/committees in Jackson, WY. I sit on a few boards/committees in the Philippines where I am a dual-citizen.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

I can make myself available anytime after 3pm Monday - Friday.



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Name: Miriam Morillon-Sanchez

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

My perspective on equity in our community is that we are not there yet, I know local government and organizations are interesting on equity across our community and doing things to address it but it is not an off. We need a sustainable plan to make sure we are investing in people who leave here.

2. Why are you interested in serving on the Equity Task Force?

I'm interested to serve because it is one of my skills
I want to be an example to other latino immigrants to participate
I already working with latino families and they express to me their concerns
I'm a latino immigrant and in this community we are not a minority anymore

3. What do you hope an Equity Task Force can achieve?

I hope we can develop opportunities and access to all sources in our community for children and adults, that not depend in your financial ability to pay, also identify the needs and work together to cover them. Opportunities and access for the workforce is crucial



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I'm an immigrant and have living in Jackson for several years and for first hand I have knowledge about the needs of the latino families.
With my experience working with Voices JH is a mobilizer I build leaderships and strategies to connect with latino families.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

Currently I serve on the Boards of Coombs Outdoors, volunteer for Hole Food Rescue

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Monday, Wednesday and Friday before 5pm
Thursday and Friday after 5pm



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Name: Phillip E Ramsey

Phone Number: [REDACTED]

Email Address [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

There are some noticeable gaps in both equity and inclusion priorities in the town, with a high number of people living in and around Teton County struggling to thrive.

2. Why are you interested in serving on the Equity Task Force?

Being fairly new to Teton County and as a resident to the town, I feel like I can bring a perspective which may be missed by longer term residents.

3. What do you hope an Equity Task Force can achieve?

As a community, we need to work hard to add to our labor force and lift the quality of life for those already present. Supporting this task force is one way I can give back.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Deep background in human resources and advising large organizations on these types of strategies and tactics. Am familiar with creating, writing, and implementing policies which closely align to process and practice.

*Mentions he is a veteran in email with application.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

None.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Currently, Mon-Thur after 5pm and I could make an 11am or later start time on Monday's.



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Name:

Phone Number

Email Address

Mailing Address

1. What is your perspective on equity in our community?

2. Why are you interested in serving on the Equity Task Force?

3. What do you hope an Equity Task Force can achieve?



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

As a paraplegic, I have a pretty obvious and limiting disability. Though I am new to the SCI community, there are some things I do notice right away. As I learn to advocate for myself, I'd love to give that perspective to a town that has supported me so much.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

No stairs

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

MON - TUE off all day
WED - FRI 5 - 8



Equity Task Force Member Application | Due Dec. 17

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Name: Rosa K. Sanchez

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

Our community is striving and working towards equity and inclusion. Unfortunately, we are not there yet. This community has a vast array of resources; however, those resources are often not accessible to individuals most in need, specifically minorities. There is a large disconnect between the demographic of individuals living in this community and the who are accessing the resources available. There is a disbalance in the justice system process, resources and procedures that do not benefit all members of this community.

2. Why are you interested in serving on the Equity Task Force?

I am interested in expanding my own knowledge of equity by having open conversations with fellow community members who share different perspectives and experiences. I am excited to formulate tangible strategies to implement change. I have a deep love for this community and strongly believe all members of it should benefit from the amazing programs, resources, and procedures that are already in place.

3. What do you hope an Equity Task Force can achieve?

First and foremost, I hope that the task force will serve as a vessel between those in positions of power and those individuals whose voices may be drowned in the crowd. I am hopeful that the task force will focus on implementing that allows for fair and just procedures specifically regarding interactions with law enforcement, access to social services, and other resources in the community.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

Having grown up in this community I understand the cultural, social, and economic dynamics that are unique to Teton County. I am also a Latina woman, a first-generation immigrant, and a DACA recipient. All these attributes allow me to have a unique and culturally specific understanding of the barriers and strengths that compose this community. I am also the Assistant Director of client services at the Community Safety Network. Providing advocacy for survivors of domestic violence, sexual assault, and stalking has allowed me to listen and understand the experiences of individuals with many diverse backgrounds living in Teton county. It has given me clarity in the areas of improvement but also given me hope in what this community can bring to all members within. I have built trust among many different demographics in the community and believe I can bring these forwards to make connections and build bridges

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

Currently, I am a part of the Immigration JH support group.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

No accommodations needed.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Monday: 9am - 12pm/ 5pm-8pm

Tuesday: 9am-12pm/ 5pm-8pm

Wednesday 1pm-8pm

Thursday: 1pm-5pm

Equity Task Force Member Application - December 17, 2021 - Samantha Stein

Name: Samantha Stein

E-mail: [REDACTED]

Phone: [REDACTED]

Mailing Address: [REDACTED]

Physical Address: [REDACTED]

1. What is your perspective on equity in our community?

I moved to Jackson from New York City about 7 months ago to pursue a job opportunity. One of the main questions I asked my employer, friends, and mostly myself was whether or not I was happy or comfortable with the idea of moving to such an affluent and predominantly White city, especially given that I hope to one day raise children here. My feeling is that while Jackson is not currently as diverse of a community in the way that many American cities are, that it should still act as one that has the best interests of every single one of its members at heart at all times. Jobs and housing should be available to everyone equally, cultural events should be welcomed in the city, and active measures should be taken to make all populations feel completely at home in our small but strong neighborhoods and town.

I feel that resources to understand systemic racism and systemic socioeconomic issues should be readily available, as well as a forum for exactly this kind of discussion - I was honestly delighted when I saw that this Task Force was being formed, and it gave me a lot of faith in the fact that I have invested in becoming a part of a progressive and aware community. One of the greatest challenges of moving here for me was finding housing, a journey that gave me a unique "crash course" perspective into the vast inequities that unfortunately exist here in Jackson. I was able to secure housing after 6 months of searching by chance, luck, incredible amounts of research and dedication, and being able to qualify for Workforce Housing - without which I would not have been able to live here.

2. Why are you interested in serving on the Equity Task Force?

I'm personally interested in serving on the Task Force for a number of reasons; most importantly because I want to deeply root myself in my new community and home, and make it a more inclusive place as we move forward and for generations to come. As a Jewish, Asian-American woman, I have been acutely aware (especially in this last year or so) of many unequal situations, were they job or housing opportunities, media portrayals, or even blatant racism. I fought hard to form an EIDC (Equity, Inclusion, Diversity Committee) at my last place of work, a 200+ person international Architecture office. With the EIDC, we focused on expanding our profession to BIPOC colleagues, but I know that that experience I gained could serve me very well on this Task Force.

The Task Force description also lists potential involvement with infrastructural projects, another niche I feel personally and professionally invested in as I build my life in Jackson within the architectural and building community. Understanding development of buildings, structures, and infrastructure in the Town of Jackson is directly related to my professional endeavors, and I am

Equity Task Force Member Application - December 17, 2021 - Samantha Stein

passionate about making sure Jackson stays the unique place it is without too much unequal growth.

3. What do you hope an Equity Task Force can achieve?

Unfortunately, systemic racism and gaping economic divides in the US are not problems that can be solved overnight, as we are seeing in the news almost every day. While I don't personally have a single solution in my mind, I do know that America is special because of the mixing pot of cultures it represents and that is something to be celebrated instead of feared. My basic hopes for a Task Force that has committed to a time period such as this can at the very least become an open forum for Jackson residents' issues, a community library of sorts for resources, readings, lectures, and community activities that focus on targeting issues surrounding equality. I hope to be able to take the time to talk through issues from the root of their causes and try to tackle them from the beginning as opposed to "band-aid" type solutions that may seem to heal wounds temporarily, but do not provide a foundation for true change.

The following example pertains to a highly specific niche, but one of the aspects we looked at closely on my former EIDC committee was the issue of licensed architects in the US being predominantly male (only 17% of licensed architects are women) and white (only 2% are Black or African American, and less than 1 in 5 new architects identify as a racial or ethnic minority), and when you combine those two figures, a shockingly low 0.4% are Black female architects. What signals are we sending our society to suggest that young Black girls should not grow up dreaming of being architects (or any other profession, in that matter)?

One of our proposals was to go to elementary and middle schools in historically Black neighborhoods and give career presentations encouraging those kinds of opportunities. It is this strategy and general initiative I hope to bring to the Jackson Equity Task Force for the next two years, and I include it here to reiterate that I will not shy away from difficult topics or challenging dilemmas.

4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I am a hard working, dedicated and energetic team player. I know that my contributions, be they philosophical (sharing thoughts and ideas), communicative (writing letters, giving presentations), graphic (I am fully trained as a graphic designer), or even just energetically (I strive to be as positive and receptive as possible at all times) would make me a great Committee member. I also don't give up easily, which I feel is a necessary trait in a Committee member dedicated to the incredibly difficult task at hand.

As an architect, my job is more to act as a communicator - between the client, the contractors, the subcontractors, the design team, the representatives - coordinating logistics and generally making sure that ideas, words, and technical details are expressed in a common language

Equity Task Force Member Application - December 17, 2021 - Samantha Stein

across many different time zones, trades, and even languages at times. Being able to bridge the communications between different groups for the past 12 years professionally has been an invaluable life skill that I believe is perfectly suited to help me serve as an advisor to the Town on behalf of the residents. My professional day job often deals with “inequity” in terms of an economic divide (wealthy clients & the local Jackson workforce) and making sure that all parties are heard and treated with respect.

My personal experience in researching, speaking about, and supporting professional equality over the past two years, (specifically since the Black Lives Matter movement began in 2020), has only honed my skills even more to serve as a member of this future Task Force.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

I am not currently serving on any other boards, committees, or a member of any other groups here in Jackson. I have looked into volunteer opportunities with the Library and Hole Food Rescue and had been planning to join one or more of these groups when I saw the announcement for this Task Force and instead chose to dedicate my time and resources here first. I have already mentioned that I would very much like to increase my active participation in the Town and Community of Jackson, and feel that this Task Force is my first step and foremost priority in that respect at this time.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

I am fortunate that I would not currently need any accommodations or support to be able to participate. My husband and I share one vehicle and live in downtown Jackson, and do not currently have any children. My employer has also been incredibly supportive of my application and encouraged me to participate, understanding that some meetings would be scheduled during business hours.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

Per my previous answer, I am lucky to be very flexible in terms of scheduling meeting times and I do not have any prior commitments that would interfere with Task Force Meetings. In general I work in an office in Jackson from ~8:30am to ~6:30pm M-F. I will list example times below but can truly work with the Task Committee to find a time that works best for the other members, including starting earlier than 5pm any weekday.

Monday 5pm-8pm, 6pm-9pm

Tuesday 5pm-8pm, 6pm-9pm

Equity Task Force Member Application - December 17, 2021 - Samantha Stein

Wednesday 5pm-8pm, 6pm-9pm

Thursday 5pm-8pm, 6pm-9pm

Friday 3pm - 6pm, 4pm-7pm, 5pm-8pm

Thank you so much for your consideration, and best of luck with the process of putting together the Task Force!

Sincerely,
Samantha Stein



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Name:

Phone Number:

Email Address:

Mailing Address:

1. What is your perspective on equity in our community?

2. Why are you interested in serving on the Equity Task Force?

3. What do you hope an Equity Task Force can achieve?



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

As a paraplegic, I have a pretty obvious and limiting disability. Though I am new to the SCI community, there are some things I do notice right away. As I learn to advocate for myself, I'd love to give that perspective to a town that has supported me so much.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

No stairs

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

MON - TUE off all day
WED - FRI 5 - 8



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Name:

Stacy C. Noland (He/Him)

Phone Number:

[REDACTED]

Email Address:

Stacy. [REDACTED]

Mailing Address:

[REDACTED]

1. What is your perspective on equity in our community?

I could write a novel on this issue. That said, from my perspective:

- A) I hear a lot of surface-level talk from well-meaning members of our community on social media and during the occasional protest at the Town Square. Still, I don't see these conversations or demonstrations producing any specific, measurable, achievable, realistic, or time-based policies to comprehensively address the issues of diversity, equity, and inclusion. When people talk about diversity in Jackson, it's more often a discussion around economic diversity (i.e., wealthy vs. non-wealthy) and not equity regarding race, national origin, or sexual orientation.
- B) Diversity, equity, and inclusion (DEI) are at best an afterthought or not thought about at all. Take, for example, the Jackson Hole Mountain Resort, the largest employer in the region. Last I checked, there were no people of color or members of the LGBTQ+ community profiled on the company's website, social media properties, or print marketing materials. Meanwhile, if you visit the website for Aspen, they have web pages on their site specifically dedicated to addressing [racial justice](#) and the [LGBTQ+](#) communities. It's a core sustainability issue for them as a company; **it's who they are**.
- C) As a community, we spend a lot of time crafting public policies designed to preserve and protect our wildlife, scenic vistas, and cultural history. But we have barely lifted a finger when it comes to authentically addressing the specific and various issues related to diversity, equity, and inclusion. **It's who WE are**, but it doesn't have to be that way. We can, and we must do better as a community.



2. Why are you interested in serving on the Equity Task Force?

I am a subject matter expert on the issues of diversity, equity, and inclusion, and I would be remiss if I didn't stand up and step forward to help lead our community toward a better future. I want to help turn well-meaning thoughts and ideas into action.

3. What do you hope an Equity Task Force can achieve?

It's all about planting seeds that I hope to see sprout and flourish 5-, 10-, 15-, 20-years from now. Moreover, it's about creating a safe space where difficult conversations can systematically lead toward:

- A) The creation of comprehensive DEI public policies for the Town of Jackson,
- B) The design, development, and deployment of innovative and forward-thinking programs that,
- C) Inspire the next generation of leaders to build upon the foundational work the task force accomplishes over the next two years, and
- D) Serves as a role model for other mountain town communities that seek to implement DEI best practices.

4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I am a 53-year-old African American male with over 30-years of experience designing, developing, and deploying DEI initiatives for large corporations, small businesses, government agencies, and non-profit organizations. The breadth and depth of my expertise range from drafting public policies (at Municipal, State, and Federal levels) and facilitating stakeholder meetings and strategic planning sessions; to creating and implementing innovative, award-winning training programs; as well as soliciting public, private, and non-profit partners to fund, assess, and scale programs.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

No, and if I were invited to join the task force, I would not accept a role to serve on any stakeholder group, committee, or board until my tenure on the task force ended.



6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

I co-own a tour guide service, and there may be instances (June through September) when I have to lead a tour out of Town but could attend a virtual meeting via Zoom/Skype, assuming that I have cell or WIFI connectivity.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday, with at least two starting after 5pm.

I can attend monthly meetings Monday and Tuesday evenings from 5 pm – 8 pm (or 6 pm – 9 pm) or Monday and Tuesday mornings from 8 am – 11 am or 9 am – 12 pm. That said, I will adjust my schedule accordingly if it conflicts with other members of the task force's schedule(s).



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Name: SHIVON MITCHELL -
SENECAHAM

Phone Number: [REDACTED]

Email Address: [REDACTED]

Mailing Address: [REDACTED]

1. What is your perspective on equity in our community?

AS A PHOTOJOURNALIST & ACTIVE PARTICIPANT OF MOST OF JACKSON'S EVENTS / HAPPENINGS, I FEEL LIKE THE COMMUNITY DOES AN EXCELLENT JOB AT RAISING AWARENESS, BUT WOULD DO BETTER TO PROMOTE AN INCLUSIVE & APPROPRIATE COMMUNITY OF EQUAL REPRESENTATION. I'M ACTUALLY SURPRISED THAT A TASK FORCE LIKE THIS DOESN'T ALREADY EXIST!

2. Why are you interested in serving on the Equity Task Force?

EVEN THOUGH I'VE ONLY BEEN HERE A LITTLE OVER TWO YEARS, I SEE MYSELF BEING VERY INVOLVED WITH JACKSON FOR YEARS TO COME. AS A NURSE AT ST. JOHN'S, I'VE THOROUGHLY ENJOYED TAKING CARE OF THE COMMUNITY. AS A PHOTOJOURNALIST, I'VE ALSO COME TO KNOW THE COMMUNITY ON A DEEP LEVEL. WITH BOTH PERSPECTIVES, I'VE SEEN JACKSON'S HIGHS & LOWS - I BELIEVE I CAN BE INFLUENTIAL BY SETTING OUT TO EVALUATE & ADDRESS EQUITY ISSUES HERE.

3. What do you hope an Equity Task Force can achieve?

ULTIMATELY, I HOPE THE EQUITY TASK FORCE WORKS TOGETHER TO CREATE AND DEVELOP A POSITIVE PILOT PROJECT FOR THE COMMUNITY, SETTING AN EXAMPLE FOR OTHER COMMUNITIES TOO. I HOPE IT STARTS OUT WITH EVALUATING OUR EQUALITY, EQUITY & RACE ISSUES, THEN PLANNING INITIATIVES FROM THERE. IT'S GOING TO BE A BIG TASK, BUT IT MUST BE PUT INTO ACTION WITH SUCH AN ALREADY DIVERSE COMMUNITY WE HAVE HERE THAT'S ALSO GROWING.



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

AS A FIRST GENERATION ASIAN - AMERICAN, I FEEL LIKE I'VE ALWAYS KIND OF HAD TO PAVE MY OWN WAY TO BECOME A MEMBER OF THE COMMUNITY. REALLY, WHEN I'VE FELT NO DIFFERENT THAN OTHERS, I'VE OFTEN HAD TO ASSIMILATE. WITH THIS PERSPECTIVE & WHAT I'VE SEEN AS A NURSE / PHOTOJOURNALIST, I THINK I CAN MAKE A DIFFERENCE & HELP TO ADVISE THE TOWN.

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

NO.

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

FORTUNATELY, I HAVE STABLE HOUSING HERE & AN EXCELLENT SUPPORT GROUP THAT WOULD HELP ME BE MY BEST SELF FOR THE EQUITY TASK FORCE.

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

TUESDAY : 5 - 8 PM

WEDNESDAY : 5 - 8 PM

THURSDAY : 5 - 8 PM



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Name: Thibaud Sanchez

Phone Number:

[REDACTED]

Email Address:

[REDACTED]

Mailing Address:

[REDACTED]

1. What is your perspective on equity in our community?

I have seen many forms of inequity in our community. For example people with disabilities don't have full time jobs. Another would be recreation opportunities for many people with disabilities.

2. Why are you interested in serving on the Equity Task Force?

I am interested in serving on the Equity Task Force in order to

make our community more inclusive.

3. What do you hope an Equity Task Force can achieve?

I am hoping the Equity Task force will achieve more

equitability in our town



4. What perspectives, experience, or expertise do you have that could help you advise the Town on equity and inclusion strategies, strengthen connections among the many segments of the community, and make recommendations to staff and Town Council?

I went to many Hearts of Glass events as a panelist for Vertical Harvest. I have always been for equality when I was younger

5. Are you currently serving on any other stakeholder groups, committees, or boards? Please share, if any.

Vertical Harvest's Diversity, Equity, and Inclusion

6. Please share accommodations and/or support (i.e., childcare) you will need to participate if selected to be a member of the Equity Task Force.

I do not need accommodations

7. What times could attend monthly meetings? Please list 3-6 three-hour blocks of time, Monday-Friday with at least two starting after 5pm.

I have to work around my class schedule for CWC starting January 10, 2022 and my schedule at Teton County Library. I am available any evening but I don't know my work schedule for spring 2022 yet.