AGENDA

Equity Task Force

December 15, 2022 – REGULAR MEETING

3:30 PM

PLEASE SILENCE ALL ELECTRONIC DEVICES DURING THE MEETING

I. ROLL CALL

II. REVIEW OF MEETING MINUTES

A. November 16, 2022 ETF Meeting Minutes

III. NEW ITEMS

A. Presentation about previous equity work by Jade Krueger

IV. DISCUSSION AND/OR PROPOSED ITEMS

A. Presentation and discussion about staff's proposed implementation steps for recommendations

B. Planning and practice for presentation to Council

V. ADJOURN

EQUITY TASK FORCE
MEETING MINUTES
NOVEMBER 16, 2022 – REGULAR MEETING
3:30-6:30 PM

ROLL CALL: PRESENT: Jade Krueger, Marcela Badillo, Stacy Noland, Rosa Sanchez, Jean Day, Brandon Hernandez, Jason Fritts, Miki Aristorenas
VIRTUAL: Jean Day (left at 6:00pm)
STAFF: Susan, Tyler

II. REVIEW OF MEETING MINUTES: October Meeting Minutes – Minutes approved with adjustment of misspelling of Jade Krueger's name

III. NEW ITEMS

A. Agreements, full group activity

B. Presentation about Equity Survey by Alex Norton of OPS Strategies

a. Survey had 672 responses, approximately 3% of population if using 24,000, which makes it statistically significant. About 80 respondents do not speak English as their first language.
b. 70% of respondents 'strongly agree' or 'agree' that the Town should continue working on issues related to equity
c. Over 50% of respondents believe that local leaders must work to be prepared to manage an increasingly diverse workforce
d. Overall, those with marginalized identities feel the Town and community are doing better than people that do not hold those identities feel about them.
e. A survey about how 'welcoming' a place is inevitably deals with relativity and people with extremely different life experience answering from varied perspectives and differences
f. Norton recommends various adjustments to improve future surveys including the following: making sure race is a demographic question, matching different categories in so more comparisons can be made, specifying 'household income' instead of income more broadly, and breaking 'rather not answer' and 'do not understand' into two different options instead of one.

IV. DISCUSSION AND / OR PROPOSED ITEMS

A. Proposed Items for Recommendation, discussion, and voting

a. Martha's Rules of Order Review of protocol for proposals
b. Proposal to direct Housing Department to work on senior housing and Assisted Living
- **Vote:**
  - Like proposal: 8
  - Can live with it: 1
  - Uncomfortable: 0
  - **PASS –MOVING FORWARD**

c. Proposal to hire a Director of Equity and work on establishing Employee Resource Groups before that is done
- **Vote:**

- Like proposal: 8
- Can live with it: 0
- Uncomfortable: 0
- **PASS –MOVING FORWARD**

B. Discussion and planning presentation to Council

a. Equity Task Force presentation to Town Council | Monday, December 19 from 3-5PM
   i. Susan will provide general overview and lead-up to presentation (2 minutes)
   ii. Stacy will present 'How we ETF got here, what ETF is planning, and what Council can expect to hear.' (5 minutes)
   iii. Six other Task Force members will present about specific recommendations (5 minutes each)

V. ADJOURN at 6:30pm