

EQUITY TASK FORCE | MEETING MINUTES
SEPTEMBER 21, 2023 – REGULAR MEETING
3:30-6:30 PM

- I. **ROLL CALL: PRESENT:** Pierre Bergman, Miki Aristorenas, Jean Day, Jason Fritts
ZOOM &/OR PARTIAL ATTENDANCE: Marcela Badillo (Zoom); Rosa Sanchez (left at 5:45)
ABSENT: Brandon Hernandez, Stacy Noland, & Jade Krueger **STAFF:** Shellie Morillon & Susan Scarlata
- II. **MEETING MINUTE REVIEW**
- III. **DISCUSSION**
 - A. **Talking Circle:** High and low in recent life
 - B. **Full group discussion** about Dive-In-Justice podcast: solidarity among/within different movements needing a variety of points of pressure to bring about change, avoiding Oppression Olympics.
 - C. **Presentation by Shadiin Garcia:**
 - Thinking about learning and unlearning.
 - Getting below to the belly and base of the matter, to how decisions are made.
 - Praxis is when you tie action, theory, and reflection together.
 - Deep understanding of sovereignty as ability to be empowered everywhere.
 - Need people resisting, reforming, building, and healing for successful change.
 - Seek engagement and input when things are 5% formed instead of 95%.
 - Need people to be less afraid of complexity, of nuanced layers, and textures of this work, to be able to name defensiveness and take time to get beyond/past it.
 - Getting from defensive from reflective or “reflexive” (word Shadiin made-up).
 - Re-recognition to confirm commitment and refine what success looks like.
 - Much can shift with acceptance that there is more than one way of being, de-centering “that there is only one way to be and/or do things.”
 - Urgency is used to hoard power in the name of expediency, benefiting few.
 - Story about what we really care about, what is re-centered?
 - Want to create conditions for people to show up as their full selves.
 - How do we interrupt the default and get to action?
 - Accountability is very different than indictment.
 - Measures of process not just progress.
 - Want to work strength to strength.
 - D. **Work on further recommendations**
 - Jason has met with Public Works staff about a pilot for snow plowing alternate sides and is researching other mountain towns that have similar practices.
 - Pierre is working on a recommendation for signs about accessible entrances.
 - Pierre is considering other levers to help ensure local businesses follow ADA requirements.
 - Miki, Rosa, & Jade working on a recommendation to continue the Equity Task Force.
 - Miki, Rosa, & Jade working on a recommendation to create Community ID Cards.
 - Jean & Marcella are working on a recommendation to participate in Gregory Lane update.

E. Equity Questionnaire

- Some Task Force members met with Alex Norton to discuss the questionnaire. He cautioned about surveying again so soon after the Town's recent Denison/Culture Survey and is looking at questions and helping group consider purpose & desired information.
- Susan suggested potentially pivoting to work with Shadiin Garcia on this project.

IV. ADJOURN at 6:35pm