

EQUITY TASK FORCE | MEETING MINUTES
OCTOBER 19, 2023 – REGULAR MEETING
3:30-6:30 PM

- I. **ROLL CALL: PRESENT:** Miki Aristorenas, Jean Day, Jason Fritts, Marcela Badillo, Stacy Noland, Brandon Hernandez
ZOOM: Jade Krueger
ABSENT: Rosa Sanchez, Pierre Bergman **STAFF:** Aaron Carrillo & Susan Scarlata
- II. **MEETING MINUTES APPROVED**
- III. **DISCUSSION**
- A. **Talking Circle:** How are you arriving today?
- B. **Shadiin Garcia's Readiness Tool:**
- The "Why" for equity work at the Town is not well-established. It is not a given part of the organization's culture yet.
 - Discussed takeaways from interviews with directors/departments members did – reaffirms need for Employee Resource Groups & prioritizing respect for difference.
 - There will not be fast movement toward equity and inclusion until it is more embedded into the organization's culture.
 - Some members are feeling frustration that there has not been more movement on recommendations.
 - Other members point out that small steps are still steps.
 - A member suggests that Councilmembers are learning from the Equity Task Force.
 - One member suggests that there is support for the Pilot Winter Parking program but that it could be a band-aid if not considered with other parking issues. There should be a wholistic system that ideally works for everyone around parking.
 - Member suggests that the Equity Task Force's best role is being 'ideas people.'
 - Member shares they've given input about Northern South Park –staff will share links for others to do the same.
- C. **Readings about Black Disability Politics & a Disability Rights Pioneer**
- Sami Schalk writes about 'Black disability Politics' and shares, "A central principle of disability justice is the leadership of those most impacted. Black disabled women are some of the most impacted folks in terms of experiences of violence, oppression, and marginalization. With these identities, especially blackness and disability, you are far more likely to also be in poverty. We are most impacted by these systems, we see them and experience them on a daily basis."
 - Disability rights pioneer Elias Wolff who has passed away, "...Constantly applied pressure to whatever he was working on..." and got Major League Baseball to call its list the 'Injured' instead of the 'Disabled' players list among many other things.
 - Appreciation of the focus on intersectionality and the overlap of identities that can lead to different lived experiences and existence in the world.
 - Learning for some that people holding a number of marginalized identities along with disability can often mean there is related trauma.
- D. **Further Recommendations**

- Participation in engagement for Gregory Lane Update to use an equity lens and focus on the human-scape –related staff and consultants will hopefully attend next Task Force Meeting in November.
- Recommendation for Indigenous Peoples’ Day ready to be voted on next meeting.
- Results of Equity Interviews/Reaffirmation of need for Employee Resource Groups/Need to establish “Why” organization supports equity and inclusion.
- Reaffirmation of recommendation for Winter Parking Pilot
- Reaffirmation for translation and recommendation for staff member to interpret and translate.
- Jade working on applying an equity framework to budgeting and capital improvements.
- Jean/Jason/Marcela working on recommendation for police oversight and/or training.
- Jason working on recommendation for assessment of Land Development Regulations/Building Codes.
- Pierre working on a recommendation for signs about accessible entrances.
- Pierre 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.

IV. ADJOURN at 6:27pm