

**EQUITY TASK FORCE | MEETING MINUTES
DECEMBER 14, 2023 – REGULAR MEETING**

I. ROLL CALL: Pierre Bergman, Miki Aristorenas, Jean Day, Marcela Badillo, Jason Fritts, and Brandon Hernandez

Partial: Rosa Sanchez left at 5:15pm **Absent:** Stacy Noland, Jade Krueger

Staff: Aaron Carrillo, Shellie Morillon, Susan Scarlata, Tyler Sinclair

II. MEETING MINUTES APPROVED (Jean Day made motion & Brandon Hernandez made 2nd)

III. DISCUSSION

A. Talking Circle / How are you arriving today?

IV. NEW ITEMS

A. Review of Staff Report Draft for January 8 Presentation

B. Votes on further recommendations including the following.

a. Recommendation for an annual proclamation about Indigenous Peoples' Day.

b. Recommendation to continue Equity Task Force refining resolution/requirements.

i. Include training for new members who may not have experience on boards or in similar meetings. Invite people in.

ii. If approved, updates to resolution will include greater integration between Task Force and Town organization with 3 members required to attend Council meetings; 3 members required to attend other Commissions or Task Forces; and 3 members working on the Inclusion survey and events.

iii. Updates will include increased accountability for members.

c. Recommendation to use equity framework for budgeting/capital improvements.

i. Pare back to focus on capital and potentially include examples.

d. Recommendation for signs about ADA/accessible entrances/accommodations.

i. ETF members working on this have expanded it, recognizing the Town will first need to get its own house in order before larger steps out into recommendations (carrots or sticks) for similar actions.

ii. Members could potentially help identify signs, notable ramps. These are "band-aid" solutions but a place to start.

iii. There is a myth that businesses and buildings built before a certain time are exempt from meeting ADA codes, which is incorrect. Eventually, a code enforcement officer could help assess ADA compliance.

e. Reaffirmation of recommendation for alternate-side winter parking pilot project

i. Include Crested Butte as example of place that has alternate-side parking and plowing.

f. Summary of Equity Interviews

i. During interviews there was a sensitivity about this topic and question about how it would relate to the Town's culture survey. ETF members determined the organization is not ready for an audit, that it would not have been productive at this time and may have done more harm than

good. Outside help is needed to help understand why work on equity and inclusion is relevant, necessary, and integral to the Town's work.

- ii. May make more sense to wait on an Employee Resource Group and instead first establish a content-focused, internal 'equity & inclusion working group.'
- g. **Possible Recommendation to hire staff for Spanish interpretation & translation.**
 - i. There is interest in developing a proposal related to this topic. Brandon volunteered to write something up for presentation to Council in March.
 - ii. Staff will work on facilitating a broader conversation about the Town's Spanish Language stipend at a future meeting.
 - iii. Eventually, could there be a requirement that staff in certain roles are bilingual? This would mean making it required in some job listings.
- h. **Possible recommendation for Police Department to be trained on anti-bias crimes.**
 - i. Some members have been working on this topic.
 - ii. There was discussion about whether training helps or is enough.
 - iii. Members may arrange a meeting with Chief of Police to discuss.

C. Prep for presenting to Council on January 22

- a. Staff and ETF determined the presentation will be shifted from January 8 to January 22. It will be from 3:00-5:00pm on January 22, 2024.
- b. The Run-Of-Show will loosely follow the staff report.
- c. Will present the recommendation to continue the Equity Task Force first, then the rest of the recommendations.
- d. Staff will present background; ETF members will present highlights of the work, process for them individually, and why it is important.
- e. Members will present each recommendation.

D. Tentative Dates & Timelines

- a. Presentation to Council will be January 22, 2024.
- b. If approved to continue, updated Resolution will go before Council February 26.
- c. Open application period will run the month of March.
- d. Appointments will be made at the end of April.