



Town of Erie
Diversity, Equity & Inclusion Advisory Board

Minutes
Thursday, Aug 5, 2021
Via ZOOM
6:30 pm – 8:30 pm

1. (VIRTUAL) CALL MEETING TO ORDER Jorge

2. ROLL CALL Jorge

Present:

Jorge Garcia Chair

Amy Stevens Secretary

Heidi Leatherwood (on call)

Amber Lutrell (on call)

Sandy Abendroth Vice Chair

Cesar Jimenez

Laura Hoelzley Barrow

Sara Loflin (on call)

3. APPROVAL OF AGENDA motion by Jorge 2nd by Cesar

Roll call vote: Unanimous

4. APPROVAL OF MINUTES of July 5, 2021 moved to approve Cesar 2nd Laura

Roll call vote: Unanimous

5. PUBLIC COMMENT AND NON-AGENDA ITEMS (3 Minute Limits; Chair to preside) Ryan Call from Eco-Cycle

Partner with the Town of Erie to improve recycling and composting and share resources. He wants to know about sharing their resources with the Spanish speaking community. He is looking into ways to make recycling affordable and no one is left out regarding education and services. His email was sent to Amber and she emailed his request to the DEI Board and Town Clerk.

6. GENERAL BUSINESS

- a. Resignation of Vice Chair and election of new Vice Chair, discussion on appointment of new board member
Feelings were discussed regarding the resignations, and we all agreed it was discouraging, but we will proceed on with the important work the board is here to do. Cesar nominated Sandy Abendroth and Amy 2nd the motion. Roll call vote: Unanimous ...Sandy is the new Vice-Chair. She will work along side Jorge.
Heidi presented two options one to look at the 8 people who applied and were not chosen for the board or to open it up to the public once again. We may be required to open it up which will be a three month process to get new DEI board members approved. Jorge will send out the rubric used to select people. We will hold a special session to vote on who we approve on August 16th at approximately our normal 6:30 time, if we are allowed to use the vetted applications.
- b. Extension of Board terms presented by Town Clerk
Discussion on extending our term until April was favorable to all members. If we leave it the way it is the process to select the new board starts tomorrow. If we ask for the extension it will allow us to get to know each other better and give the board more exposure. With the extension we will be on the same sequence as other boards in new members applying for boards. Jorge moved to extend the board time until April. Sandy 2nd the motion. Roll call vote: unanimous. Amy made the motion and Laura 2nd the motion to appoint and not recruit if we are allowed to use the 8 applications. Roll call vote: unanimous
- c. Budget for next year
How do we structure asking for a budget without a solid place to work from. The Juneteenth celebration put on by Being Better Neighbors cost \$7500.00. We would like to see three of these events a year. We would like to use the money to hold one or perhaps fund an organization to have one so we are supporting organizations in our community as well as sponsoring them ourselves as a board. We need to survey the community to see what the community wants. Amber states we have several online options for surveying community members and one paper option all are free. There are deadlines the 15th of the month to go out in the following months flyer. We decided to ask for \$22,500 for three events, \$2500 for marketing materials at such events, and \$3000.00 for an external consultant to help with education and prioritizing our events. We want to continue to strive to do what is right, even when some of the rules and regulations make it difficult to do so. Amy filled out the form and submitted it to Jorge to look over before submitting it on the deadline tomorrow for Town approval. Motion to submit Jorge, 2nd Cesar. Roll call vote: unanimous.
- d. The Town is asked to provide an update on the hiring process for the proposed Diversity, Equity & Inclusion Manager
Amber states the DTA has made an offer, they are waiting on background check and for the candidate to sign the offer letter. Start date August 30, 2021. This person should attend our September

meeting. People involved in the process were town staff, consultants, Deputy Town Administrator, Chief of Police, Amber L. Boards are not allowed to be part of the interview process, neither is the community. This is a practice in other municipalities as well. Jorge made a personal statement struggling with outside consultants being brought in, when we the board was designed to help advise.

e. Adoption of Revised Bylaws

While some minor changes did happen in the by-laws, regarding citations and edits, the integrity of what we came up with is still intact. Cesar motion to approve. Amy 2nd the motion. Roll call vote: unanimous.

f. Creation of Work Plan

20 minutes to discuss areas we need to look at for this and future boards over the next 5 years. Creating events to promote DEI in the Town of Erie. Who owns the business in Erie? Who are the residence of Erie? Education is a must. Surveying the community and listening is a must. Laura wants to see community members involved in tangible ways. She spoke of a bus that went to rural areas with community health and a library. Cesar wants to make sure there is access for non-English speakers. A consultant. Amy talked about changing the way people think systemically not just having events. Why is there little diversity within the town government. What are the barriers to living here. Ask and get high school students involved as they are the next generation of leaders. Survey what is and what you think there is available. Values statement. Amy's practice Vision and Mission:

Mission

The mission of the Town of Erie DEI Advisory Board is to effectively promote with integrity diversity, equity and inclusion within the town and governmental practices; creating a positive culture where all people, visitors, citizens and professionals can safely and confidently be their authentic selves, giving rise to an educated, dedicated innovative community respectfully living and thriving together.

Vision

The Town of Erie DEI Advisory Board, through it's mission and strategic plan will help create a community where ALL PEOPLE will hold stewardship with each other, fostering a connected and compassionate tomorrow.

Cesar mentioned keeping Autism awareness in our mindset. He will create a one drive file for us to share ideas.

7. ANNOUNCEMENTS/UPDATES/AGENDA ITEMS FOR NEXT MEETING

- a. Town Liaison Annual Report is due August 13th. Amy will make a slide that outlines what we have done so far. Tyler Kesler has a survey for

us to fill out about recycling and composting that will come from
Amber.

b. Trustee Liaison

c. Advisory Board Members

8. ADJOURNMENT Jorge

Next Regular Meeting:

Thursday, Sept 2, 2021

Via ZOOM

6:30 pm – 8:30 pm