



# TOWN OF ERIE

645 Holbrook Street  
Erie, CO 80516

## Meeting Agenda

### Diversity Equity & Inclusion Advisory Board

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Thursday, December 2, 2021

6:30 PM

via Virtual Meeting

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<https://bit.ly/0816DEIAB>

#### **1. (Virtual) CALL TO MEETING ORDER**

- Sandy Abendroth called meeting to order.

#### **2. ROLL CALL**

Roll called. The attendees are Sandy Abendroth, Cesar Jimenez Lopez, Benazir Rowe, Maria "Mili" Vazquez, Alejandra Spray, Tanuserree Vinnakota, Alberto De Los Rios, Trustee Christiaan van Woudenberg

#### **3. APPROVAL OF THE AGENDA**

- Sandy motions to approve agenda. Benazir seconds.

#### **4. APPROVAL OF MINUTES**

- Sandy motions to hold off on approving minutes in order to combine October & November minutes, Laura seconds.
- Vote: Sandy Yes, Cesar Yes, Benzir Yes, Mili yes.

#### **5. PUBLIC COMMENT AND NON AGENDA ITEMS**

- Open for Public Comment.
  - No public comment made.
- Open for non-agenda items.
  - Alberto would like the DEIAB to review the retreat notes.

- Christiian brought up concerns about the naming of the Pilgrimage Run, wants to know if the DEAIB can reach out to the organizers about changing the name.
  - This will be placed as a topic of discussion for next month's meeting.
- Alberto, there will be an opportunity for the DEAIB to participate in a EID training.
- Alberto, will work on a DEI plan for 2022. Will keep the DEAI updated.

## **6. GENERAL BUSINESS**

- Guest attendees from Erie PD, Chief Kimberly Stewart, and Deputy Chief Lee Mathis
  - Chief Stewart invited the DEAIB members to meet the Erie PD staff at their new location.
  - Deputy Mathis shared the Erie PD 2022 strategic plan.
  - DEAIB members had the opportunity for a quick Q&A

### Review of the DEAIB Bylaws

- Article 7 Referenced missing 3 consecutive regular scheduled meetings.
- Article 10 item 5 under attendance, 25% in a 6-month period.
  - Sandy Motions for these two articles will remain intact, Mili seconds
  - DEAIB would like to create a separate form that would expand on bylaws.
  - Chrisitiaan recommends we reach out to the town attorney.
  - **Sandy creates action items for questions regarding bylaws to be sent to Alberto for follow up.**

### Review attendance and mitigation around attendance

- Mili mentioned having issues with emails.
- Tanuseree would like more notice about special meetings
- Benazir would like members to come prepared to the meetings.
- Cesar recommends text reminders.
- Sandy recommends the board review their emails once a week.
- **Action item for Alberto. Inquire with town about other communication platform outside of outlook.**

### 2022 Budget

- Sandy asked Alberto if the 2022 budget had been approved.
  - Alberto asked Christiian if he knew when the budget would be discussed at their next BOT meeting
  - Sandy would like to discuss the 30 thousand budget for the 3 events.
    - Benazir event ideas: "Diversity Contests Champion", awarding/recognizing business who providing services to low-income communities, hiring individuals with disabilities. Other events, Community Cohesion Event, promoting unity, Multicultural event. Speaker event, share experiences

- Cesar proposes a Juneteenth event, collaborate with Being Better Neighbors.
  - a Alberto does see the merit of creating collaboration amongst other diversity groups in town.
- Alejandra would like to start with an education effort to inform participating business on the importance of DEI efforts.
- Mili would like more focus on education, collaboration.
- Alejandra would like to divert some funding into marketing efforts to promote DEI.
- Alberto mentioned Erie's unified messaging about DEI is still a work in progress and encourages DEIAB to support him in this effort as co-creators.
- Alberto mentioned he only has had communication with 2 of the BOT members, Alejandra would like more collaboration from the BOT.
  - a Cesar and Mili supports Alejandra's comment about needing more support from BOT.
- **Action item: Christiian to bring back concerns from the DEIAB about lack of communication with Alberto. Dec 14 meeting.**
- Christiian gave update on open BOT position.
- **Sandy would like members to bring forth more budget idea one week before our next January meeting. Cesar to send Sandy the feedback from today's meeting so Sandy can upload to SharePoint.**

#### Remote Meeting Discussion

- By majority vote, most members would like to remain in remote meeting.
- Sandy motions to keep meetings remote, Cesar seconds
- Took a vote:
  - Sandy Abendroth Yes , Cesar Jimenez Lopez Yes, Benazir Rowe Yes, Maria "Mili" Vazques Yes, Alejandra Yes.

## **7. ANNOUNCEMENTS/UPDATES/AGENDA ITEMS FOR NEXT MEETING**

(7a). Agenda item for next meeting.

- Event Ideas
  - Communication amongst DEAIB members and setting parameters around contribution to our work
  - Review the DEAIB meeting calendar
  - Naming of the Pilgrimage Run
  - **Action item: DEAIB to look at calendar of events and make recommendations on specific dates and events at our January meeting.**
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- Announcements
  - Alberto recommends DEAIB have a concrete plan for event ideas as soon as possible.
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## **8. ADJOURNMENT**

Sandy moves to adjourn the meeting, Cesar seconds.