

HREC Notes for October 12, 2022 @ 6:00 PM in the Ironwood Memorial Building

Present: Carol, Gerry, Nancy, Anette, Christina and guest, Andrew

Gerry: There's a section in the demographics part that talks about the % of people in the city. 96% white and 4% "other." How representational is the document for the 4%? This was based on the 2010 census. When he skimmed how input was gathered from people in the city...he was glad to see citizen participation, but the numbers of people who gave input was not huge. In one case there were only 30 people in the meeting. How many of the 96% participated in the feedback and how many from the 4%? His guess is that the entire comprehensive plan is that it is based on staying in our comfort zones. The 96% comfort zone... and the lens of their value set. He questions how representational this input is of the entire community.

As he skimmed through the document, there is nothing that speaks to diversity. For example... looking at purchasing patterns of the 4%... hair products? There is a lot missing that would truly change the document, if the 4% were sought out to provide input. Carol reframed the comment... that we, in revising the document, we might have to go out and seek people from the 4% to provide input.

Also added that we [HREC] develop a 25<sup>th</sup> spark program.

There was a section in the document that one of the entities that provides information or recommendations to the commission have HREC listed.

Nancy agrees with adding a spark plan and making sure that HREC is mentioned/listed in the document as a committee that provides advice and information to the City Commission. We have no way to capture the data in our community. She isn't sure if this needs to be folded into the document or not? Isn't sure how to get people to participate in providing input. Maybe we can divide a plan into sections? Where should it go? Maybe take a section (one or two chapters each) and see where the plan should fit.

The diversity of things (from the original document) came from an ethnic, financial or religious aspect of the community. We are redoing zoning laws in Ironwood. A whole zoning piece in local marijuana. Also rewriting a downtown area inclusive plan.

(spark plan) essentially a one page white paper to be presented to the commission.

Anette, once it's codified, making even spelling changes are challenging.

Gerry is hearing three major things: We may need to think about how we frame a sparks plan and an addendum of a list of concrete actions and how they should happen and where they should be placed in the document.

Carol: Came up with the following ideas, which may be jumping ahead to the projects we want to do. The list of things the ordinance says we should be doing, the comprehensive plan and ordinances. We create a timeline, and the things we want done, and what date they should be completed. They have been pushed aside with all the things that have happened in the last 9 months. Carol is willing to make the changes in the ordinance. Make language changes before things are re-codified. The book of existing ordinances has been codified.

Nancy... we are just barely making the ordinances work in the city. The work-load needs to be assigned to somebody, some positions. The issue is that we don't have enough people to do that amount of paperwork. Nancy recommends that we digitize everything. We are just now starting to digitize documents. Our digitized documents can be maintained much quicker.

Carol is worried that the only person who embraces our recommendations is sitting with us here tonight.

Gerry, we can make recommendations by being very clear about what we want, what we want to see happen. There are ways to step on toes even though we don't have the power ourselves to make the changes.

Annette asked if Wendy had notes? Nancy said even if they are hard-copy notes we probably need to have those drafted as well.

Carol, she picked up on the lack of racial diversity. But, she thinks that we have a large group that are economically deprived. Our neighborhoods are not thriving. There are areas in the document that describe supporting neighborhoods and helping them address some of the issues that prevent us from having a vibrant image.

Gerry.... We also have an older population here. Are their needs/issues being addressed?

Andrew: The comprehensive plan will be redone in the next two years. The challenge is getting people to come participate in the input gathering activities. He will work on the public safety section, because a lot of work was put into that. Also indicated that we can do a lot of small things that would have a positive impact on change... implicit bias training, hiring diverse people, etc. Data collection would be helpful to understand if we are doing things "right"

Nancy discussed doing a "training plan"

Carol: Finding a way to connect with the 4% for input, how to complete the input on the ordinances and starting with public safety.

Anette: She thought the document was very basic and very land based. It was about managing the land. The only language she found about diversity was connected with job and economic growth. The importance of all diversity. Mental health. How can we address that? True diversity is not just black and white or male and female... it's the entire spectrum of everything.

Little ways to incorporate art that is representative of diversity (per the description above). Strengthen the idea of what a “friendly community” is.

Gerry: a sparks plan from us should be a major pursuit for us and the sparks plan should come with an addendum with specific language of where the items should be placed in the document. What is our timeline for interfacing with entities and producing our sparks documents. Carol, we should have something developed prior to any start to their comprehensive plan meetings. Gerry suggested getting our documents done by the 1<sup>st</sup> of the year.

Gerry went back to the spreadsheet they created and six months of notes and looked for specific concrete things that maybe “we” have not put on our list. His goal is that we have a transition of ideas, from what was collected in the past, so we don’t lose those ideas. He wants to honor that input. Gerry handed out a list.

Work on GCC with civil rights review (work with GCC on implicit bias)

Documentary from PBS on Indigenous Lawyers

Community Conversations. (Implicit bias training at GCC)

Continue to work with the Emberlight festival

Observances of different groups of folks, i.e., indigenous people’s day and etc.

Conversations with GCC re: expanding enrollment in tribal communities and becoming more diverse

Having graduation speakers (GCC) from different ethnic groups

Workbooks that facilitate difficult conversations

Conversations with Dove for having a safe space

Podcasts (do a pod cast on our work)

Work to accomplish a SPARK umbrella plan with addendum before the end of December

Nancy will draft the white paper and would like to see our list in a spreadsheet so we can develop a timeline. We can group items into a spreadsheet.

Gerry: whether or not we recommend to the city that we join the collection of several hundred municipalities across the country GARE Government Alliance on Race and Equity [www.racialequityalliance.org](http://www.racialequityalliance.org) Wants to ask the city if we should join. How is it we market ourselves? 1. When you look at the city of Alexandria, their equity stuff is linked to their city’s home page. A subset of marketing ourselves talks about creating relationships with other community entities. Brainstorm a list of community entities. Including other municipalities