

# Inclusivity Task Force

Update to Council  
June 24, 2025

# AGENDA

- Accomplishments to Date
- Task Force Key Opportunities for 2025
- Working Group Plans
- Requests for the Los Alamos County Council

# ACCOMPLISHMENTS

- Establishment of the Task Force Work Plan
- Definition of work objectives for 2025
- Establishment of Task Force Working Groups
- Three inclusivity shares from the community
  - Accessible Outdoors in Los Alamos
  - Central NM Veterans Affairs Center
  - Homelessness in Los Alamos

# KEY OBJECTIVES 2025

- Establish Inclusivity Focused Working Groups
- Conduct assessment of community needs for each focus area.
- Improve awareness and knowledge of inclusivity topics throughout the County committees and council.

# WORKING GROUPS

Working Group	Task Force Sponsor
LGBTQ+	Xeph Ivankovich
Justice System	Lisabeth Lueninghoener
Accessibility	KokHeong McNaughton
BIPOC and Cultural	Jovita Mowrer
Economical Equity	James Wernicke

# WORKING GROUP STATUS: LGBTQ+

**Sponsor:** Xeph Ivankovich

**Leader** *Sarah Joyce (Tentative)*

**TF Members:** KokHeong McNaughton

Tina DeYoe

**Members:** No other official members yet, but have some people who have expressed interest

**# Meetings:** 2

**Focus Areas:** Safety, Community, Suggestions for change/improvement

## Work Completed to Date:

- TD, XI, KM met and brainstormed a few assessment questions
  - KM received 4 responses
- XI got some emails of people interested in joining

## Challenges:

- Bandwidth – competing with LA Pride, recruiting new members

# PLAN FORWARD: LGBTQ+

JUNE	JULY	AUGUST
<ul style="list-style-type: none"> <li>• Send recruiting email to interested folks</li> </ul>	<ul style="list-style-type: none"> <li>• Meet with new members</li> <li>• Continue recruiting</li> <li>• Formulate assessment methodology</li> <li>• Create working group plan</li> </ul>	<ul style="list-style-type: none"> <li>• Continue recruiting/meeting</li> <li>• Conduct assessment</li> </ul>
SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"> <li>• Same as August</li> </ul>	<ul style="list-style-type: none"> <li>• Continue work from Aug/Sept</li> <li>• Assessment wrap-up</li> <li>• Begin writing up assessment results</li> </ul>	<ul style="list-style-type: none"> <li>• Finish writing up assessment results</li> </ul>

# WORKING GROUP STATUS: Accessibility

**Sponsor:** KokHeong McNaughton

**TF Members:** Karen Edwards  
James Wernicke

**Members:** Norma Covington – Library  
Katie Fry – Senior Center  
Craig Martin – Open Space and Trails  
Steve Batha – Sight  
Anthony Alaniz – Hearing  
KoraLei Myst Koetter -- Mobility  
Doris Roberts – All Individual First  
Lisa Reader – Transportation,  
Mobility, Neuro-divergent, LAPS  
Linsey Reader – LAPS special ed,  
Life skills and employable skills,  
Neuro-Divergent  
Cydney Remelius – UNM-LA, special  
education, mobility  
Alex Morgan -- Mobility

**# Meetings:** 5

**Focus Areas:** Open Space & Trail Accessibility  
Neuro-divergent Accessibility  
Sight-impaired Accessibility  
Hearing-impaired Accessibility  
Mobility-impaired Accessibility

## **Objective for each Focus Area:**

- Compile a list of three “low-Hanging fruits” accessibility improvements from each focus area
- Conduct a needs assessment for accessibility



# WORKING GROUP STATUS: Accessibility

- **Conducted the following Presentation:**
  - Open Space and Trails Improvement (Craig Martin)
- **Conducted Tours of the following:**
  - Mesa Public Library (MPL)
  - Betty Erhart Senior Center
- **Conducted qualitative verbal assessments with the following groups:**
  - Parents of neurodivergent children – focus on neurodivergent friendliness of LAC spaces and programs
  - Vision-impaired persons – focus on accessibility in LAC
- **Challenges:**
  - Low participation rate from members. Typically, only 5-6 people (the same ones) show up for tours.

# Accessibility Working Group - Details

## **“Low-Hanging Fruits” Wish Lists:**

- **from Craig Martin for open space and trails improvement**
  1. Work with PEEC to develop a local outdoor accessibility rating system and work with the county to produce a brochure focused on accessible outdoor recreation opportunities in the county
  2. Improve accessibility of the entrance to the Los Alamos Mesa Trail between East Park, Aspen Ridge, and the main trail by reducing the trail grade to less than 5%.
  3. Include accessibility feature in the redesign of the parking area and trailhead for the Bayo Canyon Trail at the San Ildefonso roundabout.
- **from members who attended MPL Tour**
  1. Apply the Accessibility Checker to commonly-used websites and apps in the Los Alamos County library system, as well as those of Parks & Rec, Public Works, and Transportation, in order to identify Accessibility barriers and fixes
  2. Library programming and presentations should feature hands-on approaches whenever possible to facilitate multisensory learning styles.
  3. The library features touchable maps for Los Alamos streets, as well as for the local topography there would of course, be some cost to having those types of materials produced.
  4. Identify one county staff person who would be knowledgeable in the conversion of electronic documents into a variety of formats that could be accessed by those using adaptive technologies. For example, a PDF file conversion to a Microsoft Word doc.
- **from members who attended Betty Erhart Senior Center Tour for facility improvement**
  1. Braille for restrooms not well defined due to texturing of the plaque.
  2. Painted Horse blocks access for visually impaired, wheelchair users to enter exercise room.
  3. Some handicap door openers are not really accessible for wheelchair users, for example, red sign blocking the button downstairs and then bolted bench blocking pathway from button to door, requires maneuvering.
  4. Door openings are minimal width, could they be widened? Would sliding doors like the library has to outside be a better option?

# Accessibility Working Group Details (cont.)

- **Vision-impaired accessibility concerns and wish list:**

1. Since they can't drive, they rely on Atomic City transportation to get around. However, the buses stop running after 7 PM weekdays and no bus services on weekends. This schedule limits their participation in evening and weekend events.
2. Sidewalks are often obstructed by objects that shouldn't be there: County public work signs, route diversion signs, children's toys, overhanging tree branches, trucks and cars parked too close to the curbs with rearview mirrors extending into the sidewalks, etc.
3. Uneven sidewalks with cracks and bulging cement cause tripping.
4. Would like more flashing lights and audible street crossings, especially along Trinity.
5. Difficult to navigate public restrooms without any standardization of where everything is located.
6. Would like to have a walkable downtown without cars, for pedestrians only. If County should consider this in the future, they would like to be consulted since they are familiar with all the challenges and pitfalls.

\*Above information is qualitative information received from interviews of affected parties

# Neuro-Divergent Sub-group's Assessments of Community Programs and Facilities

What County would look like. Programs, Services, etc. if we were more inclusive of Neuro-divergent individuals	Welcoming	Partially welcoming	Unwelcoming
Universal Health Care for all, including for mental health counseling		X	
JJAB	X		
County-wide Anti-bullying legislation (e.g. the bully is sentenced to attend counseling sessions or perform community services)			X
Teen Center	X		
Peer Support Groups		X	
Parents of neuro kid Support Groups		X	
Public education on awareness and responses to neuro-divergent behaviors		X	
Anti-bullying bystander training		X	
Big Brother/Big Sister one-on-one mentoring		X	
Larry Walkup Aquatic Center		X	
Pajarito Environmental Education Center	X		
County Libraries (WR+LA)	X		
Eco Stations (WR+LA)	X		

\*Qualitative assessment from parents of neuro-divergent children

# PLAN FORWARD: Accessibility

JUNE	JULY	AUGUST
<ul style="list-style-type: none"><li>• 6/25 - Tour of WR Senior Center and WR Branch Library</li></ul>	<ul style="list-style-type: none"><li>• 7/11 - Friday night concert booth</li><li>• Receive and review the County ADA report/plan</li></ul>	<ul style="list-style-type: none"><li>• Continue meeting with various sub-groups</li></ul>
SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"><li>• Continue meeting with various sub-groups</li></ul>	<ul style="list-style-type: none"><li>• Continue meeting with various sub-groups</li></ul>	<ul style="list-style-type: none"><li>• Process and compile data for final report</li></ul>

# WORKING GROUP STATUS: BIPOC & Cultural

**Sponsor:** Jovita Mowrer  
**TF Members:** Jovita Mowrer, KokHeong McNaughton, and Richard Bell  
**Members:** Leia Roach, Laura Eliff Cruz

**# Meetings:** April 21, 2025 and April 29, 2025  
**Focus Areas:**  
Recommendation #1: Develop and implement an active body (board or commission) of community volunteers  
Recommendation #2: County oversight on Racial Equity & Inclusion topics and sponsored community training, (community speaker series)  
Recommendation #3: Expand outdoor and recreational opportunities for BIPOC community  
Recommendation #4: Consider feasibility to hire additional county staff to support inclusivity work.

## Work Completed to Date:

- Identified concerns and finalized (4) four focus areas for recommendations

## Challenges:

- Need assistance on collecting data from community survey/feedback.
- County does not have a full-time employee whose duties and responsibilities encompass REI.

# PLAN FORWARD: BIPOC & Cultural

JUNE	JULY	AUGUST
<ul style="list-style-type: none"> <li>• R2: Research feasibility of facilitating/continuing to facilitate guest speaker series to include minority authors hosted by Library.</li> <li>• R3: Determine current location(s) and rental services provided by LAC</li> <li>• R4: Research “Welcome Wagon Cultural basket” with Pueblo influences. Collaborate with Ambassador and Chambers of commerce.</li> </ul>	<ul style="list-style-type: none"> <li>• R2: Research feasibility of facilitating Anti-racism training</li> <li>• R3: Partner with LAC locations (library, Ice rink, golf course, swimming pool, trails)</li> <li>• R4: Research how to make Pueblo culture more visible - street names, trails name. Provide Tewa mountain names on county maps and at PEEC</li> </ul>	<ul style="list-style-type: none"> <li>• R2: Research feasibility of facilitating bystander and upstander training.</li> <li>• R3: Research feasibility/existence of local libraries (e.g. gardening, kitchen, garage tools). Uncommon &amp; seldom-used tools: tri-wing screwdriver and uncommon &amp; seldom used kitchen appliances</li> <li>• R4: Research on integrating native culture and contributions into the History Museum.</li> </ul>
SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"> <li>• R2: Research feasibility of facilitating De-escalation training</li> <li>• R3: Research accessibility/feasibility of sports equipment rentals (golf clubs, tennis rackets, skateboards)</li> <li>• R4: Collaborate with Pueblo of San Ildefonso to establish a LAC Land acknowledgement</li> </ul>	<ul style="list-style-type: none"> <li>• R2: Research cultural entertainment options to recommend for Summer Concert Series or for Native American Heritage month celebrations.</li> <li>• R4: Establishing civic responsibilities for businesses and leaders within LAC in maintaining a culture of inclusivity.</li> </ul>	<ul style="list-style-type: none"> <li>• Compile final data and develop report of recommendations</li> </ul>

# WORKING GROUP STATUS: Economic Equity

**Sponsor:** James Wernicke

**TF Members:** James Wernicke  
Tina DeYoe

**Members:** TBD

**# Meetings:** 1 (May)

**Focus Areas:** Equity of cost of living, e.g. housing, utilities, food, health, employment, communication, transportation

## Work Completed to Date:

- Outreach to County departments and boards and local non-profits, e.g. Social Services/Health Board, Housing, Transportation Board, DPU/BPU, LACF, Self-Help
- Met with Jessica Strong and Identified "low-hanging fruit", e.g. equity of eliminating rental application fees, provisioning cell phones and chargers

## Challenges:

- Stakeholder coordination, engagement, and availability - first group meeting was unattended, most of those who want to participate are stretched thin



# PLAN FORWARD: Economic Equity

JUNE	JULY	AUGUST
<ul style="list-style-type: none"> <li>Recruit members</li> <li>Coordinate monthly meeting time (4th Friday of the month?)</li> </ul>	<ul style="list-style-type: none"> <li>Identify low-hanging fruit, e.g. well-defined questions with accessible data sources</li> <li>Assign research tasks</li> </ul>	<ul style="list-style-type: none"> <li>Collect and analyze data</li> <li>Discuss initial results and refine research approach as needed</li> </ul>
SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"> <li>Collect and analyze add'l data</li> <li>Discuss refined results and presentation</li> <li>Assign report tasks</li> </ul>	<ul style="list-style-type: none"> <li>Draft report</li> <li>Discuss draft report and refine presentation</li> </ul>	<ul style="list-style-type: none"> <li>Deliver final report</li> </ul>

# WORKING GROUP STATUS: Justice System

**Sponsor:** Lisabeth Lueninghoener  
**Leader** TBD  
**TF Members:**  
**Members:** TBD

**# Meetings:** 0  
**Focus Areas:** The ways people in the community interact with the judicial system, including police and courts, but also wellness checks, mental health crises, etc.

**Work Completed to Date:**

**Challenges:**  
• Bandwidth

# PLAN FORWARD: Justice System

JUNE	JULY	AUGUST
	<ul style="list-style-type: none"><li>• Member recruitment</li></ul>	<ul style="list-style-type: none"><li>• Create assessment plan involving those interacting with the judicial system as well as those within the system</li></ul>
SEPTEMBER	OCTOBER	NOVEMBER
<ul style="list-style-type: none"><li>• Perform assessment</li></ul>	<ul style="list-style-type: none"><li>• Perform assessment</li></ul>	<ul style="list-style-type: none"><li>• Compile data</li></ul>

# REQUESTS of COUNCIL

- Continue supplying access to share the raw data from other surveys completed in LAC, as requested. Continued support in data analysis if requested.
- Continue support of work with county staff to bring trainings to the boards/commission/TF.
- Request an extension to the Inclusivity Task Force charter deadline through February 2026.

# QUESTIONS