

Rev. Tina DeYoe
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2302 37th St. Unit A
Los Alamos, NM
386-503-2030

September 26, 2024

Letter of Interest to Serve on the Los Alamos County Inclusivity Task Force

To Whom It May Concern,

I am very interested in serving on the Los Alamos County Inclusivity Task Force!

I have been living and serving in this community for over 10 years. I was the past Director of Lifespan Religious Education at the Unitarian Church of Los Alamos. I now serve as the Minister at the Unitarian Church of Los Alamos.

I have a passion for co-creating and collaborating with people across the spectrum of economic classes, perspectives, experiences and cultures in helping us co-create communities that are more inclusive and equitable for all. This is the community we strive to create in the religious context I serve and I have also been part of community initiatives and organizations that work towards multiculturalism and inclusivity for our wider community.

My background is in interfaith education, values-based education, LGBTQ+ inclusion work, justice education, child & youth development/education, psychology, celebrating multiculturalism & diversity, and anti-oppression/anti-racism education and justice. I have a Bachelor's degree in Religion and Psychology. I have a Master of Divinity degree from Princeton Theological Seminary.

I was part of the group that started the first ever Los Alamos Pride in 2018. I still currently serve on the Board of Friends of Los Alamos Pride and continue to be involved in organizing our Annual Pride Festival and our Annual Los Alamos County Pride Week! I also continue to promote Queer friendly events and spaces in our community throughout the year through the Friends of Los Alamos Pride Board.

I was also part of the Racial Justice Action Advisory Council that started during the pandemic after all the demonstrations at Ashley Pond following the murder of George Floyd. I was able to be a mentor and helper for the youth of our community that were wanting to organize these demonstrations and was invited by the youth to speak at one of these demonstrations.

The Racial Justice Action Advisory Council was a big part of getting the county to make a public statement that Black Lives Matter and a commitment to create the Racial Equity and Inclusivity Task Force. I did not serve on this task force as I was living in Oregon for a year, but I remained involved when I could. I actually was part of the team that

created the charter for the REI Task Force alongside two of our county councilors and two other members of the Racial Justice Action Advisory Council. I wanted to make sure that youth, and especially youth of color, were encouraged to apply to serve on this task force, because their voices are so important to listen to. I got our charter team to add the line, "youth are encouraged to apply", as we advertised this task force out to the community soliciting letters of interest. Unfortunately, I was VERY disappointed when a youth of color did apply and then was not voted on by the majority of our county councilors to serve on the REI Task Force. We still have lots of work to do as a community when it comes to true inclusivity and what that means, and I include myself as someone who also has lots of work and learning to do as well. I think we all can work collaboratively on these issues. Civil discourse is also something that we can work. Being able to have conversations and actually listen to people across lines of division is very important! I am committed to the work of more inclusion and less division!

In 2017 on March 8, I also organized the International Women's Day gathering at Ashley Pond and organized women speakers from all different backgrounds, professions, and cultures.

I am interested to engage with more of the community on the topic of inclusivity and what that actually means for folks here and as we are situated in the wider Northern NM region. I think we really need to listen to the indigenous voices of our region and county. I have heard ideas from indigenous folks here in our community that it would be great if Los Alamos County had an Indigenous Center just like Santa Fe has the Indigenous Center of Santa Fe. I have heard other ideas of actually educating people on the indigenous names of the mountains that surround us here in our county. These names could then be added to the maps at PEEC nature center and other county maps. Expanding our scope of inclusion is so important!

We are fortunate to be situated in such a rich area of culture and history. Inclusion work is important as we honor the past ancestors of this land and as we look to the future of how we can truly be inclusive and equitable for all.

Thank you for your consideration. I am glad to see this work of inclusion is continuing in our community.

Sincerely,
Rev. Tina DeYoe
revtina@uulosalamos.org

To: Los Alamos County

From: Kazmere Duffey

Memo: Inclusivity Task Force

My name is Kazmere Duffey. I have been a Black resident of Los Alamos County since November 2019. I am from Long Beach, California. Before coming to Los Alamos, I was a grassroots community organizer supporting low-income families, cleaning parks, facilitating leadership development, and canvassing neighborhoods to increase community engagement and relationships. I currently work as an Ombudsman at Los Alamos National Laboratory. I would be a valuable asset to the task force because I have experience working with diverse communities, am an active listener and an innovative thinker, and, most importantly, have a passion for community and psychological safety.

As a Black Resident of Los Alamos County, I've observed and prioritized three significant gaps that could be bridged. These gaps are crucial for fostering a more inclusive community. Below are the gaps I identified.

1. Heritage Month Observances (Awareness and Celebrations).
2. Cultural awareness/Diversity talks/Newsletters in schools, youth centers, and public areas.
3. Community Resource Fairs

LACManager

From: Karen Edwards <kedwards@casafirst.org>
Sent: Tuesday, September 10, 2024 8:47 AM
To: LACManager
Subject: [EXTERNAL]Application to serve Inclusivity Task Force

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

My name is Karen Arellano Edwards,. I have been a Los Alamos resident since 1966. As a totally blind Hispanic woman, I have found myself throughout the years exploring the many facets of diversity issues by necessity. In the '70's my family successfully advocated for my inclusion in the Los Alamos school system before mainstreaming laws were enacted. Since that time, I have realized the challenge and joy of my struggle to be invited to join the mainstream and my fervent goal is to advocate for marginalized populations to have a voice. It would be an honor to contribute my skills to the Los Alamos Inclusivity Task Force.

Before retirement I was employed at Los Alamos National Laboratory where I coordinated employee benefits programs in work/life diversity,. While at LANL I organized annual disability employment awareness events from exhibits to executive luncheons to information fairs. As an employed mother of three, I was interested in learning about the unique needs of working parents as well as the caregivers who support them. I delivered a workshop to a statewide audience entitled "Work and Family: a diversity issue?" I provided entry-level coursework at the university level to entering child care workers and presented workshops for this population including Parents and Providers in Partnership, which focused on building the parent/caregiver relationship; and Minding Your Own Business, which provided technical assistance for home-based professional child care. .

In addition to parenting and work activity, I have had the opportunity to serve in leadership roles in numerous Los Alamos not-for profit organizations including Family Strengths Network, and Self Help.

Today as a happily retired grandma of six, I continue to seek opportunities to serve and to learn from my community. I serve on Los Alamos County's transportation board, where I have presented training to County staff entitled "A Bus for Us: Accessible Transit for Blind and Visually Impaired Customers.", I also provide braille instruction to children in the Los Alamos Public School system,. I continue my work as a Court Appointed Special Advocate (CASA) through New Mexico's First Judicial District serving foster children. As a CASA I am the child's voice to the court, so it is important that I work closely with resource parents, social workers, therapists, attorneys and educators to ensure that no child languishes in the system and that they receive needed support services that they may thrive despite adversity.

In conclusion, if selected to serve on the Inclusivity Task Force, I would commit to learning even more about underserved sectors in our community as well as to contributing enthusiasm and creativity in support of our County's efforts to invite all residents to experience the wonders of Los Alamos and its people.

Thank you for considering my application.

LACManager

From: Ivankovich, Xeph <xephiv@lanl.gov>
Sent: Tuesday, October 1, 2024 11:19 AM
To: LACManager
Subject: [EXTERNAL]Letter of interest for the Los Alamos County Inclusivity Task Force

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

I wanted to send an email to express my interest in joining the Los Alamos County Inclusivity Task Force. I am a nonbinary gender non-conforming person living in Los Alamos and I would love to provide my input and experiences in this community. I am also a younger person (27) here and I know often people of my demographic aren't as involved in the community so for that reason as well I'd like to attend!

Thank you for your consideration,
Xeph

Xeph Ivankovich

Research Technologist II
Advanced Separations Technology, MPA-11
pronouns: they/them/theirs

LANL Mobile: 505-231-5704
Los Alamos National Laboratory

01 October 2024

Chair Denise Dercaks
Los Alamos County Council
1000 Central Avenue
Los Alamos, NM 87544

Dear Council Members,

I would like to express my interest in being appointed to the Inclusivity Task Force. I am a white cis-het female in my forties. I was raised in a predominantly white community that was otherwise quite diverse due to its high concentration of military families. I attended college under similar circumstances. After doing masters work in math and obtaining my MA in teaching, I went on to teach high school Math in Chicago. My students were 80% Hispanic (mostly first and second generation Mexican) and 20% Black. All of them qualified for free lunch.

I moved to Los Alamos 14 years ago and have lived here since then except for a year-long "change-of-station" in Seattle. Five years ago with the help of some amazing women, I opened Los Alamos STEAM Lab, an educational space dedicated to tinkering and dabbling. From our opening, a very clear part of our mission was that we would provide an inclusive environment for all people. I think we've come close to that, although there is always work to be done. We serve a very diverse population including kids and adults who are disabled, ethnic minorities, neurodiverse, LGBTQ, and intersectional across all of those groups. Many of these families found us after feeling unwelcome in other spaces.

In Los Alamos, I was the board president of Family Strengths Network. As an owner of Los Alamos STEAM Lab I have worked with the Juvenile Justice Advisory Board, Los Alamos Public Library, and Teen Center. In both of these capacities, I have worked with community stakeholders to target needs in the community and find solutions. I've been happy to start and advocate for new programs, but I've also been content to strengthen and amplify existing programs. I have always been more interested in the best outcome rather than getting credit for the work.

During my life I have lived in eight different communities and have friends in many more. I am constantly engaging in community discourse and trying to find good solutions to known problems as well as bring unknown problems to light. In Los Alamos, I like to be aware of the work going on in town and am often approached by friends who need solutions, not because I have the solutions, but because I can often put them in touch with the people who do. I believe that I can serve as that bridge when turning to other community models to seek solutions to problems of inclusivity, known and unknown, in Los Alamos.

I served on the REI Task Force four years ago. I worked with the Health Council to expand my

understanding of data analysis and surveying into the social sciences. I spoke with JJAB, First Born, mental health practitioners, county employees, and other small groups to understand the needs of the community. Even at that time we spoke of creating a broader 'inclusivity' board that would serve as a keeper of knowledge, best practices, and successful ventures with the idea that that board would work closely with other county boards and agencies to make small changes with big impacts on creating a more welcoming town for our diverse population.

As the council knows, I apply to this task force out of protest. Not because I don't think the work is very important, but because I expended much labor as a member of the last task force and saw little impact. I do, however, think this work is much needed, and after listening to several council members I hope that this time the work of the task force will be taken seriously. Thus, I am inclined to apply again.

Sincerely,

Lisabeth Lueninghoener
91 Zuni St.
Los Alamos, NM

Letter of Intent

To: Los Alamos County Council

Subject: Los Alamos Inclusivity Task Force

Name: KokHeong McNaughton

Email: kokheong@comcast.net

Cellphone: 505-920-6808

Qualifications:

I have been working on diversity, inclusivity, accessibility and justice issues within the Unitarian Universalist Association since 1994 when I was elected President of the local Unitarian Church and worked as the church's administrative assistant.

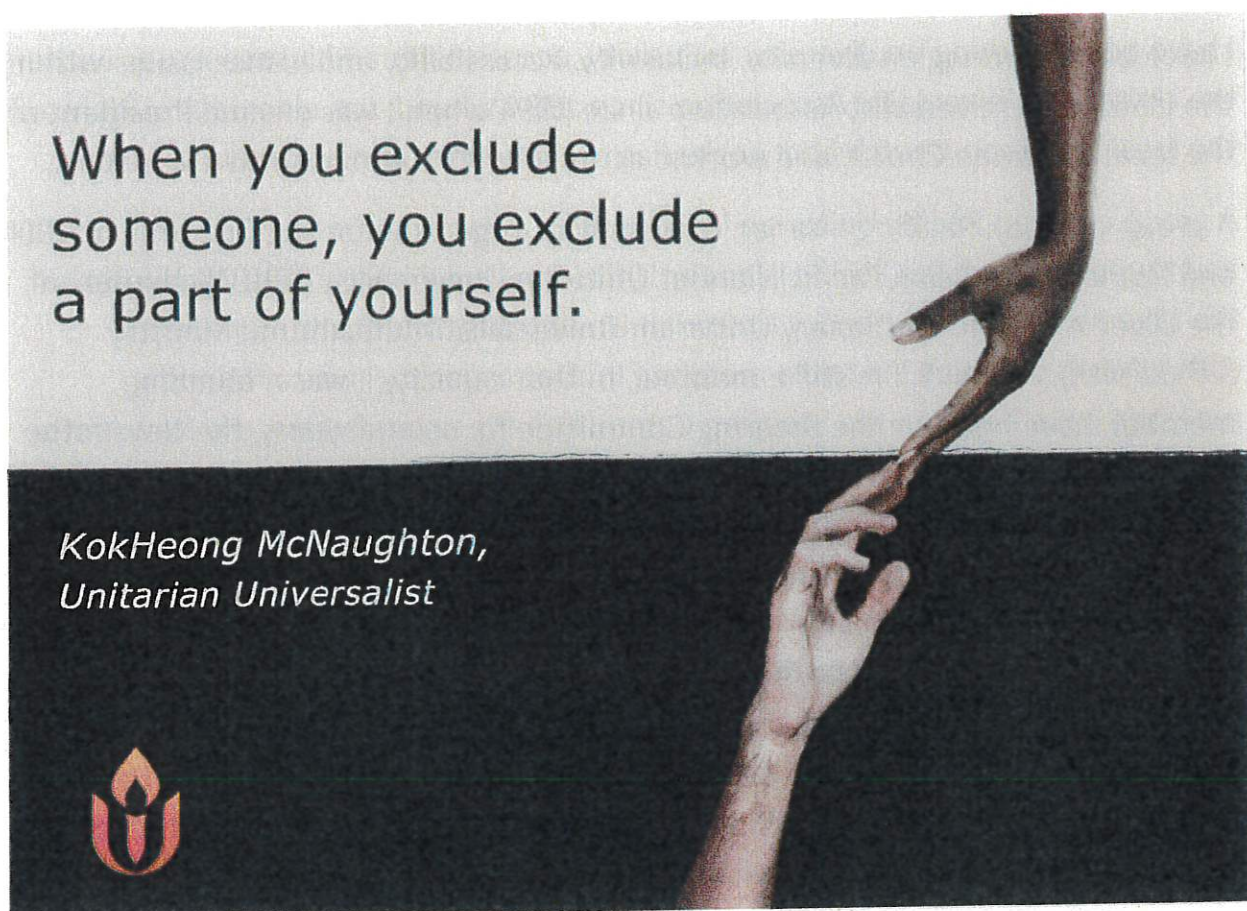
A group of Asian Pacific Unitarian Universalists organized for the first time in 2004 and founded the Asian Pacific Islander Unitarian Universalist (APIUU) chapter of the Diverse and Revolutionary Unitarian Universalist Multicultural Ministry (DRUUMM), of which I'm still a member. In that capacity, I was a founding member, have been on the Steering Committee for several years, the Newsletter editor (the newsletter was named Hot Rice) for three years, and sat on a panel of consultants for the development of the anti-racist, multi-ethnic, multi-cultural curriculum called "Building the World We Dream About". This curriculum is being used in many UU churches for their anti-racism workshops. I was also interviewed and contributed materials to the publication of "The Arc of the Universe is Long – Unitarian Universalist, Anti-Racism and the Journey from Calgary" published by Skinner House Books, 2009. In the capacity of leadership, I led the local Unitarian Church towards becoming certified as a Welcoming Congregation, in addition to being an Accessible Congregation and a Justice-seeking congregation.

Inclusivity takes many forms – gender equality, accessibility for all, anti-ageism, anti-racism, LGBTQ rights, economic justice, and climate justice. To all these issues, I have played a part in different venues. During the height of Covid in 2020, I joined our local Racial-Justice-Advisory Council. We had an email list, and we held monthly meetings on Zoom. I identified a group of about 20 individuals in our community who self-identifies as a person of color, and organized them into a sub-group (BIPOC) within this group. We also held monthly Zoom meetings and reported to the larger group. I created the BIPOC Facebook group where we

further shared our personal experiences, worked towards racial justice, and shared uplifting articles and other resources.

I believe I'm in a position to contribute to the work of the Inclusivity Task Force should I be appointed.

One of the memes circulating on the internet has been attributed to me and is often used in our Unitarian Universalist workshops and other settings.



Thursday September 26, 2024

To whom it may concern,

My name is Jovita Mowrer, I am currently employed with the Los Alamos Public Schools. I have a Bachelor's degree in Engineering Management and a Master's degree in Secondary Education. I am a Nationally Board Certified Teacher in Mathematics and currently working on my educational Administration license.

I have been a resident of Los Alamos County since 2014. My husband, along with our four (4) children moved here from Farmington, New Mexico. I have taught for twenty-one years, ten of those, within the district, at Los Alamos High School, where I taught Algebra 2 and Pre Calculus. As a parent to four children, ranging from elementary to high school, and as an educator, it has given me a unique perspective to understanding how to navigate the culture of Los Alamos.

Recently, I transitioned into a new position with the Los Alamos Public Schools, as the Native American Student Support Specialist, where my primary focus has been implementing healing initiatives, providing teachers with culturally relevant resources, student data analysis, new teacher & student orientation, student advocacy and Native American educational policies. This role has allowed me to be more involved in the administrative process by providing support on how the district may help navigate and understand any cultural considerations which may impact students academic, social-emotional and civic responsibility.

I am interested in serving on the Los Alamos Inclusivity Task Force because I am passionate about creating a culturally competent community for our children and students. Thank you for providing this opportunity for members of the community to engage in advising our county representatives.

Jovita Mowrer, M.A.Ed.
Native American Student Support
Nationally Board Certified in Mathematics
Los Alamos High School
(505) 663-2524

Candace Wall
4 Acoma Ln Unit B
White Rock 87547

September 22, 2024

To whom it may Concern:

I am writing to express my interest in joining the Inclusivity Task Force for Los Alamos County. As an advocate for many I am truly passionate about and for diversity and inclusion, for the well being of all residents.

With a background in Ca. Real Estate sales, Security Services serving in Waikiki-Honolulu and 2022 in Espanola, In home as a care professional current, food management, alcohol certificate, food server @ Pig and Fig White Rock, 87547, Education assistant licensed in New Mexico working in Santa Fe Public schools, current.

Raised in Honolulu, employed in Japan, A Ca.Real Estate Broker 36 years, and a Native Hawaiian graduate of St. Mary Star of the Sea, High School Honolulu Hawaii.

My degree is not from a University but a 110% love for understanding, serving and guiding people everyone, everywhere. I've listened to all their needs, with the goal to assist in some fashion.

This task force for inclusivity in Los Alamos feels so important and important to me.

Sincerely,

Candace Wall
530 919 2792

September 12, 2024

Re: Application for Los Alamos County Diversity and Inclusion Board

To whom it may concern:

My name is Sarah Work, and I am a longtime resident of Los Alamos. I grew up here in the 1990s, graduated from high school here, moved away for college and career years, and moved back to raise my family. I have a vested interest in this community and value its characteristics for the four boys, aged 8 to 14, we are grateful to be raising here.

I am involved in many aspects of the community. I am an active church member, coach a variety of sports for my boys through Little League and YMCA, serve on two boards (Barranca Mesa Pool Board and the Library Board) and hold two part time jobs, one being volunteer/substitute teaching at all levels of the public schools. I felt called to the classroom due to my love of teaching kids, and my educational experience gained during the 10 years spent in college earning up to a PhD in Civil and Environmental Engineering from Rice University. These activities, which I have participated in for years, have granted me access to many segments of the community and individuals involved, and given me access to a large variety of ages and diverse interests represented in our community, which I can help convey when looking at representation and access to community services, etc.

My interest for joining this board is to make sure that my knowledge of those in the community can be related as our community develops this new board and the priorities and needs of all segments of the community are represented as our community grows with increased lab hiring, as well as retains retired residents. The changes seen in our community as it grows make this board a great addition to our local government, and I hope to be able to participate in the conversation and mission.

Thanks for your consideration,

Sarah Work

153 Chamisa St

505-470-8990