



Racial Equity and Inclusivity Task Force Final Recommendations



Contributors

Task Force Members

- Erin Green, Chair
- Ashley Naughton, Vice Chair
- Michael Adams
- James Hall
- David Holtkamp
- Bill Redmond
- Oral Saulters

Community Members

- Cameron Counters
- Lisabeth Lueninghoener
- James Hogue
- Rev. John W Nash

Staff Members

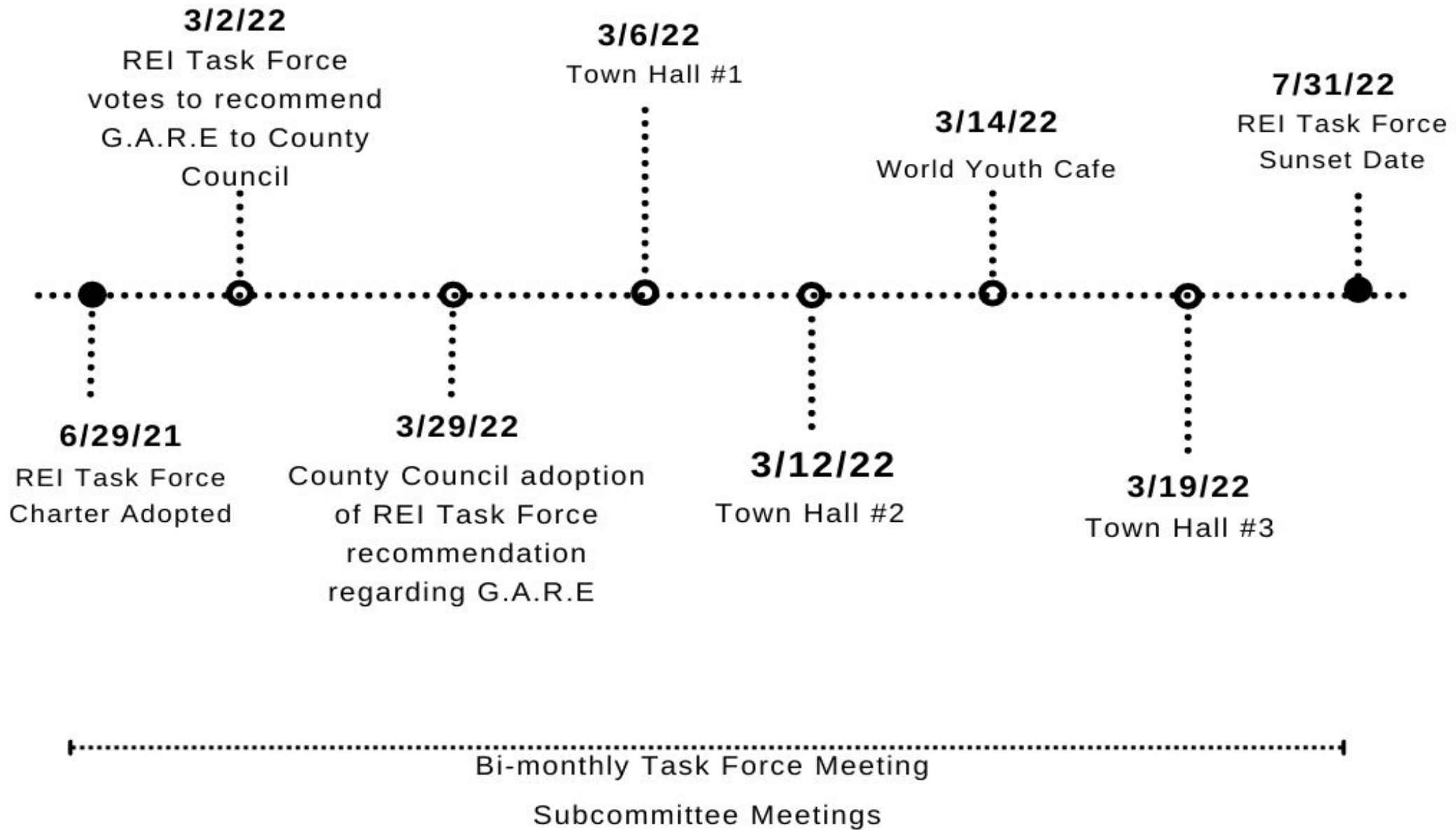
- Chief Dino Sgambellone
- Desiree Miranda-Mendonca
- Linda Matteson
- Anne Laurent

Council Liaison

- Councilor Sara Scott

2022 County Council's Strategic Leadership Plan





Community Feedback

Community Feedback came from comments, discussions, and engagements with community members.

Category/Issue	Quantity
Want to see change in schools	3
Want to see action towards change	7
Identification and tracking issues	1
Safer community for people of color	7
Reduction in hate	4
Empower people	9
Bystander Training	9
Address Structure/System of racism	11
Education about racism and costs	2
Bullying at School (intersectional)	3
History is omitted from schools	3
Bullying at school (race)	3
BIPOC caucus for youth	1
“The Talk”	1



Initial Focus Areas for Continued Efforts:

- 1. Address Structure / System of Racism**
- 2. Empower People and Bystander Training**
- 3. Continue to nurture a safe community for people of color**

Recommendation #1: Develop and implement an active body (board or commission) of community volunteers

Rational: Community feedback in addressing structure/ system of racism and inequality.

Outcome: The board or commission would be composed of at least 7 community member volunteers with a Chair and Vice Chair.

- Provide LAC and County Council with recommendations and policy advice on racial equity and inclusivity
- Host focus groups with professionals in the community
- Collaborate with community partners to continue that relationship and efforts to create an inclusive space

Recommendation #2: County sponsored community training

Rational: Community feedback in empowerment and bystander training.

Outcome: Community members of LAC would be able to attend bystander training and other future trainings that would provide education, awareness, and knowledge on racial and inclusivity topics.

Recommendation #3: Expand outdoor and recreational opportunities for the BIPOC community

Rational: Community feedback in safer community for people of color. Task Force also wanted to address inequity in accessing LAC owned recreational facilities with fees.

Outcome:

- LAC provides “recreational scholarships” for usage of outdoor and recreational resources based on economic need
- Established committee (Recommendation #1) works with LAC and others to bring recreational activities and leaders to inspire use of the facilities and opportunity

Recommendation #4: County oversight on REI topics and trainings including a community speaker series

Rational: Community feedback in empowerment and bystander training.

Outcome: LAC works to provide a welcoming and nurturing environment for all residents of our community.