

Inclusivity Task Force

Final Report

Objective: Determine an overall perspective of inclusivity within the community through various methods.

- Focus groups
- Racial Equity and Inclusivity Data
- Existing County Data and Plans
- Qualitative input from county staff
- Guided tours of county facilities
- Presentations from county staff
- Online and print surveys
- One-to-one interviews
- Also identified data gaps for future collection and reporting

Objective: Identify best practices from other communities.

- Still work to be done

Objective: Review the efforts and actions of the Racial Equity and Inclusivity Task Force and the status of their recommendations.

- Done as part of data collection

Objective: Propose near-term actions as well as longer term efforts.

Needs identified:

- Education on Native American Culture
- Building community empathy
- Look for cultural contributions, accessibility, land and labor acknowledgements, Jewish contributions, LGBTQ+ contributions
- Immediate stabilization options for unhoused individuals, particularly those living in vehicles
- Improved access to affordable and emergency housing while long-term supply solutions are developed, e.g. A-8-A, zoning reform, ADUs

Needs identified continued:

- Better coordination and navigation across services, e.g. Social Services, Self Help, LA Cares, Workforce Solutions, and community based services - a social services hub is in the works
- Reduced barriers to housing access, including rental application fees and landlord resistance to vouchers
- Supportive services that intersect with housing stability, e.g. utilities affordability, transportation, employment supports
- There are many accessibility issues within the county that should be easy to fix, but create overlapping burdens for those with disabilities or other obstacles.

Near-term solutions:

- Improve county communications about how to report accessibility issues
- Work with Tribal Governments to determine the need for a Los Alamos County Land acknowledgement
- Make Pueblo culture more visible - street names, trails name, list Tewa mountain names on county maps and at PEEC
- Pilot emergency and transitional solutions (e.g., overnight safe parking) tied to case management to demonstrate effectiveness before pursuing broader policy changes
- 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

Near-term solutions continued:

- Complete minor adjustments to several trailheads to greatly improve accessibility.
- Apply an accessibility checker to the County Website.
- Greater awareness of keeping sidewalks clear of road signs, debris, and vegetation.
- More accessible crossings including louder signals and more flashing lights.
- Establish sensory booths or times for large county fairs and events.
- Insist on microphone use wherever possible at speaking events.
- Consider rolling out county-wide education about the Sunflower Project for neurodiverse populations.

Long-term solutions:

- Develop a standing board to continue inclusivity work.
- Offer community education in the form of inclusivity training and community conversations
- Continue to build stronger relationships with tribal governments.
- Look into the creation of a Native American Cultural Center
- Improve service coordination through clearer referral pathways and accountability mechanisms
- Develop resource maps or navigation tools to help residents and providers understand available services

Long-term solutions continued:

- Continue cross-board and cross-department collaboration to address interconnected cost-of-living issues
- Expanded bus service
- Consider options for creating car-free walkable corridors downtown.
- Develop a system for regularly surveying building accessibility including ramps, automated doors, restrooms, and changing rooms and follow through on fixes.
- Collect more data on emergency and transitional housing needs.
- Work with APP Board to incorporate more inclusive art in the county including considering the possibility of returning the Peace Statue to Los Alamos.

Lessons learned:

- The scope of “Inclusivity” is very broad, we struggled to narrow focus to accomplishable chunks.
- The very large task and limited timeframe required a much larger time commitment than many board members were able to give.
- The relative inexperience of the board made gaining momentum difficult.
- This work is important and should not solely be reliant upon volunteers. It would be much more impactful with dedicated staff hours for research, communication, and collaboration.

Lessons learned continued:

- More training on community engagement and surveying would have been helpful.
- It is difficult to balance urgent needs within a cautious policy and regulatory environment
- More work needs to be done on balancing urgent needs with long term structural change

Objective: Evaluate the need for an ongoing advisory body to study inclusivity issues in Los Alamos.

- There is plenty of work to be done and a long term plan is definitely needed.
- A volunteer board would have to greatly reduce its scope to be effective, but would still be impactful.
- A volunteer board with dedicated staff support would be much more successful in enacting structural change.

Things that are going well:

- The Social Services Division's client-centered, case-management approach, particularly in supporting housing-stabilization efforts
- Cross-board collaboration (e.g., Housing, Health Council, Transportation, and BPU discussions) that increasingly acknowledge equity impacts of policy decisions
- Utilities discussions recognizing disproportionate cost burdens on lower-income households and exploring more equitable financing or assistance models
- The library has dedicated staff members and a DEI specialist. It is clear that they are very dedicated to creating an inclusive system and also open to feedback and suggestions.

Things that are going well continued:

- Parks and Rec has done a lot of work on identifying ways to make trails and open space more inclusive and is still working to implement those ideas.
- We have received overwhelming support from the community in sharing cultural knowledge. We feel that providing a platform for this knowledge will honor the community's efforts.
- The county's social media presence has been effective in keeping the community informed.

Questions?