



LOS ALAMOS

Agenda - Final

Racial Equity and Inclusivity Task Force

Erin Green; James Hall; James Hogue; David Holtkamp; Lisabeth Lueninghoener; John Nash; Ashley Naughton; and Oral Saulters, Members

Friday, September 10, 2021

5:00 PM

Via Zoom Link

Due to COVID-19, this meeting will be held via Zoom:

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/92489144079>

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US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833

or +1 301 715 8592 or +1 312 626 6799 or +1 929 205 6099

Webinar ID: 924 8914 4079

International numbers available:

<https://us06web.zoom.us/j/92489144079>

I. CALL TO ORDER/ ROLL CALL

II. BUSINESS

A. Approval of Agenda

B. Approval of Minutes

[14872-21](#) Approval of minutes for meeting on 8/13/2021

Presenters: Erin Green

Attachments: [DRAFT Meeting Minutes 08132021](#)

C. Chair Report

D. Vice Chair Report

E. Subcommittee Report

F. County Liaison Report

1. Update on New Task Force Member

G. Staff Report

[14874-21](#) Staff Report

H. Review of Task Force Norms

III. PUBLIC COMMENT (ITEMS NOT ON THE AGENDA)

LIMITED TO TWO MINUTES PER PERSON

IV. COMMUNITY ENGAGEMENT UPDATES

A. RJAAC (Racial Justice Action Advisory Council) Update

B. BIPOC (Black, Indigenous, People of Color) Forum Update

C. Survey Update

D. Public Outreach Update

V. SUBCOMMITTEE CREATION AND ASSIGNMENT

A. Presentation by Ashley Naughton and James Hogue

[14860-21](#) Subcommittee Creation and Assignment

Presenters: Ashley Naughton and James Hogue

Attachments: [Subcommittee Presentations](#)

B. Subcommittee Procedures and Norms

1. Internal and External Communications

a) Personal Email

b) Approaching Community Leaders

2. Recruitment and Vetting of Volunteers

C. Liaison Appointments

[14861-21](#) Liaison Appointments

Presenters: Erin Green

PUBLIC COMMENT (ITEMS ON THE AGENDA)

LIMITED TO TWO MINUTES PER PERSON

VI. INFORMATIONAL ITEMS

A. Next Meeting: Thursday, September 23, 2021, at 11:30am Via Zoom Link

B. Items for Next Meeting Agenda

VII. ADJOURNMENT

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the Los Alamos Police Department at 662-8227 at least one week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact the personnel in the County Manager's Office at 662-8017 if a summary or other type of accessible format is needed.



County of Los Alamos

Staff Report

September 10, 2021

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.:

Index (Council Goals):

Presenters: Erin Green

Legislative File: 14872-21

Title

Approval of minutes for meeting on 8/13/2021

Recommended Action

I move to approve the minutes for the meeting on 8/13/2021

Attachments

A - 8/13/2021 Meeting Minutes



County of Los Alamos

1000 Central Ave.

Minutes

Racial Equity and Inclusivity Task Force

Erin Green; James Hall; James Hogue; David Holtkamp; Lisabeth Lueninghoener; John Nash; Ashley Naughton; and Oral Saulters, Members

Friday, August 13, 2021

5:00 PM

Due to COVID-19 concerns, meeting will be conducted remotely. Public can view meeting at

<https://zoom.us/j/97390269025>

Members of the Public can, also, join this meeting session to make public comment via Zoom by pasting into their browser the following:

<https://zoom.us/j/97390269025>

Or One tap mobile :

US: +16699006833,,97390269025# or +12532158782,,97390269025#

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Webinar ID: 973 9026 9025

International numbers available: <https://zoom.us/u/aqjeKcor1>

I. CALL TO ORDER

The regular meeting of the Racial Equity and Inclusivity Task Force was held virtually on Friday, July 9, 2021 at 5:00 p.m., Subcommittee Madam Chair Green called the meeting to order at 5:00 p.m. Chair Green, Vice-Chair Ashley Naughton, James Hall, James Hogue, Oral Saulters, and Lisabeth Lueninghoener were present. Counselor James Robinson, John Nash and David Holtkamp were absent.

II. PUBLIC COMMENT

A. Kenneth Lee commented the previous meeting videos are now available to the public except for one.

III. APPROVAL OF AGENDA

Task Force Agenda Approved

IV. BUSINESS

- A. [14731-21](#) Chair report to review task force norms. Report from Ashley Naughton and James Hogue on subcommittees and working groups.

Attachments: [A - Volunteer Presentation.pdf](#)

Vice Chair Ashley Naughton and James Hogue presented volunteer presentation and discussed recruitment strategies for volunteers.

B. [14732-21](#)

Raw Survey Data from Community Equity and Inclusion Survey

Attachments: [A - 2021.7.30 Data Cmty Equity and Inclusion Raw Data.POLCO\(1\).pdf](#)

Discussion for results. The racial breakdown wasn't as granular as hoped so it may miss accurate results. Suggest a larger norm group for another survey. Potential ideas for survey distribution by partnering with different organizations in the community. Discussion on developing a set of survey questions for a future survey.

C. [14733-21](#)

Approval of minutes from REI meeting 7/29/2021

Attachments: [Minutes30-Jul-2021-01-59-31](#)

Minutes from REI on 7/29/2021 meeting approved

D. [14724-21](#)

Task force members attending farmer's market with an informational booth with permission from Council.

The Task force seeks to gain council approval to use a Council Farmer's Market booth in September because availability is limited. The discussion will be postponed to a later meeting date when discussion with a councilor can continue on this topic.

E. [14734-21](#)

RJAAC volunteer collaboration

Member Oral Saulters attended the last RJAAC meeting and presented an opportunity to partner with their groups.

F. [14728-21](#)

Thoughts and understanding of what land acknowledgments are and tools for creating land acknowledgements. Exploring alternative actions that are less performative

Website for guidance:

<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

Vested an interest in land grants and tribal land tensions could be a subcommittee in itself. Continued discussion in future meetings regarding land acknowledgements. Guidance from referenced website lead the understanding for land acknowledgements.

G. [14726-21](#)

Update on feedback from BIPOC Caucus on creating a community event to elevate BIPOC voices and needs. Update on getting a moderator for the event.

The BIPOC has not met yet, but possible meeting in September for the Black and Indigenous People in Our Community will take place. A moderator will be scheduled when the BIPOC caucus date is confirmed.

H. [14727-21](#)

Discussion by task force members on attending the farmer's market and possibly scheduling space in October. Council approval for a Thursday in Aug or Sept - Sara Scott

The Task force seeks to gain council approval to use a Council Farmer's Market booth in

September because availability is limited. The discussion will be postponed to a later meeting date when discussion with a councilor can continue on this topic.

- I. 14725-21 A. Update from Erin Green about status of RJAAC collaboration for volunteers
- Member Oral Saulters attended the last RJAAC meeting and presented an opportunity to partner with their groups.
- J. 14721-21 Understanding land acknowledgements. Tools used to create them and alternative actions that are less per formative.
- Website for guidance:
<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>
- Vested an interest in land grants and tribal land tensions could be a subcommittee in itself. Continued discussion in future meetings regarding land acknowledgements.
Guidance from referenced website lead the understanding for land acknowledgements.

V. BOARD/STAFF COMMUNICATIONS

No communications to report

- A. 14722-21 A. Staff Report from Chief Dino Sgambellone county staff liaison
1. Any new applicants for the task force?
 2. ICMA resource: <https://icma.org/race-equity-and-social-justice>
 3. Update on Google drive or Microsoft equivalent that the task force can use to share resources.
- B. Task force members/Committee/Subcommittee/working group reports
- C. Task force expenses report
- Chief Sgambellone's staff report included:
1. We are working on ensuring the technical issues are resolved and there are no more issues in the future.
 2. ICMA resource content is just a resource to use as needed
 3. There are two applicants with a deadline on Monday, August 16, 2021.
 4. There is a webpage on the Los Alamos Police Department website for the Task Force to publish information.
 5. Counselor Robinson was unable to attend tonight's meeting

VI. COUNCIL COMMUNICATION

No councilors present to report

V11. PREVIEW OF NEXT MEETING

V11. PREVIEW OF NEXT MEETING

Next meeting is scheduled Thursday, August 26, 2021 at 11:30 am.

VII1. ADJOURNMENT

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County of Los Alamos

Staff Report

September 10, 2021

Los Alamos, NM 87544
www.losalamosnm.us

Agenda No.:

Index (Council Goals):

Presenters:

Legislative File: 14874-21

Title

Staff Report

Recommended Action

[Enter Recommended Action Here (bold)]

Body

1. Introduction to REI Task Force Tab located on the LAPD website
2. Introduction to the new Teams site for REI members

Attachments

A -

https://losalamosnm.us/government/departments/police/racial_equity_and_inclusivity_task_force

B - <https://teams.microsoft.com/>



County of Los Alamos

Staff Report

September 10, 2021

Los Alamos, NM 87544
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Agenda No.:

Index (Council Goals):

Presenters: Ashley Naughton and James Hogue

Legislative File: 14860-21

Title

Subcommittee Creation and Assignment

Body

Members Ashley Naughton and James Hogue will give presentation on subcommittee creation.

Attachments

A - Subcommittee Presentations PDF

Subcommittees/Liaisons

Racial Equity and Inclusivity Task Force
Los Alamos County

Overview

- Subcommittees
- Liaison Appointments

Survey Subcommittee

Purpose: Develop and implement a comprehensive survey for the task force. This survey will be utilized by all the sub committees to help gather data for the final report.

Duration: [month] - [month]

Expectations:

- [time] to meet
- Outline how to delegate action items
- Notes will be recorded to provide larger Task Force (TF) with a report at each meeting

Points of Contact:

Communication Subcommittee

Purpose: Develop, implement, and monitor Task Force communication. Areas of communication include, but not limited to, website, press releases, social media, and other forms of communication.

Duration: [month] - [month]

Expectations:

- [time] to meet
- Outline how to delegate action items
- Notes will be recorded to provide larger Task Force (TF) with a report at each meeting

Points of Contact:

Public Outreach Subcommittee

Purpose: Will be in charge of organizing in-person and virtual events hosted by the Task Force. In-person events include Farmer's Markets or regular events the Task Force plans to host. Virtual events may include virtual town halls or online forum for the community to discuss their concerns.

Duration: [month] - [month]

Expectations:

- [time] to meet
- Outline how to delegate action items
- Notes will be recorded to provide larger Task Force with a report at each meeting

Points of Contact: In-person: ; Virtual:

Youth Sub Committee

Purpose: Will coordinate and communicate with the youth in the community. This can be done in a variety of ways, such as hosting an event.

Duration: [month] - [month]

Expectations:

- [time] to meet
- Outline how to delegate action items
- Notes will be recorded to provide larger Task Force with a report at each meeting

Points of Contact:

Commuters Subcommittee

Purpose: This subcommittee will focus on collecting data and stories from people who work in Los Alamos. Collecting data can be done in various forms, such as sending out information about the survey to businesses around town.

Duration: [month] - [month]

Expectations:

- [time] to meet
- Outline how to delegate action items
- Notes will be recorded to provide larger Task Force with a report at each meeting

Points of Contact:

Liaison Appointments

Appointments

Purpose: Task Force members will be responsible for being the main point of contact for these liaison groups. This will help facilitate communication and data input from various areas within the community.

Liaison appointments will require updates to the Task Force.

Liaison Appointments

1. **RJAAC**
2. **BIPOC Caucus**
3. **Community Educators**
4. **Churches**
5. **BabyNet**
6. **Community Health Council**
7. **Council**
8. **LANL**
9. **Others?**



County of Los Alamos

Staff Report

September 10, 2021

Los Alamos, NM 87544
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Agenda No.:

Index (Council Goals):

Presenters: Erin Green

Legislative File: 14861-21

Title

Liaison Appointments

Recommended Action

I move that [Task Force member name] be assigned as the liaison to _____.

[Separate motion for each group]

Body

This task force would like to assign liaisons to the following groups:

- RJAAC (Racial Justice Action Advisory Council)
- BIPOC Caucus (Black, Indigenous, People of Color)
- Community Educators
- Churches
- BabyNet
- Community Health Council
- Council
- LANL

This item will allow the task force to determine which members will be liaisons to which groups and also discuss what would be expected of the liaisons.