



TOWN OF  
**BRECKENRIDGE**

**Breckenridge Social Equity Advisory Commission**  
August 21, 2023, **7:30am**

*Striving for racial and social equity for all by removing barriers and  
facilitating opportunities to thrive*

- I. Call to Order (7:30-7:35)**
  - Roll Call*
  - Discussion/Approval of Agenda*
  - Discussion/Approval of the Minutes*
  
- II. Public Comment (Non-Agenda Items) (7:35-7:40)**
  
- III. Staff Summary (7:40-7:50)**
  - Blue River Pathways Project*
  - Board Training*
  - Good Governance*
  
- IV. Social Equity Discussion (7:50-8:45)**
  - Budget (Presented by Shannon Haynes)*
  - Hispanic Heritage Month Banners*
  - Subcommittee Updates*
    - i. Celebrating Diversity*
    - ii. Community Influence & Education*
    - iii. Community Outreach & Engagement*
    - iv. Immigration Rights & Advocacy*
    - v. Civic Engagement*
  
- V. Upcoming Council Items (8:45-8:55)**
  
- VI. Other Matters (8:55-9:00)**
  - Commissioner Attendance Revision*
  
- VII. Adjournment**



TOWN OF  
**BRECKENRIDGE**

**Breckenridge Social Equity Advisory Commission**

July 17, 2023, 7:30am

*Striving for racial and social equity for all by removing barriers and  
facilitating opportunities to thrive*

Recording:

[https://us02web.zoom.us/rec/share/bbOEomsW0WGZZUuSpFimiegBN2RqX84wyGyJ2lqcPpOvhvoFDXV-lod4T2VET90.FcDXbk5fMZ7UbY\\_v?startTime=1689598944000](https://us02web.zoom.us/rec/share/bbOEomsW0WGZZUuSpFimiegBN2RqX84wyGyJ2lqcPpOvhvoFDXV-lod4T2VET90.FcDXbk5fMZ7UbY_v?startTime=1689598944000)

Passcode: kX#bn71J

**I. Call to Order (7:30-7:35)**

*Roll Call*

*Present: Tahja Grier, Jordan Burns, Jason Smith, Laurie Morocco, Eliana Crabb*

*Zoom: Carol Saade, Silvia Vicuna, Joyce Del La Torre*

*Absent: June Walters*

*Discussion/Approval of Agenda*

*No Changes*

*Discussion/Approval of the Minutes*

*Motion to approve: Laurie Morocco, seconded by Jason Smith*

**II. Public Comment (Non-Agenda Items) (7:35-7:40)**

**III. Staff Summary (7:40-8:00)**

*Climate Equity Plan (Presented by Jessie Burley and Jess Hoover from HC3)*

*Jessie Burley provided context to how this document originated. Which in 2019, the Town of Breckenridge partnered with the Summit County government to adopt a regional climate action plan. However, it became apparent that many recent policies and plans lacked a focus on underserved populations. The Climate Equity Plan aims to address this issue. The plan was developed through a grant from the EPA and a steering committee comprising community agencies working directly with underserved communities. Their task was to determine the best approach for community outreach. Community engagement included a survey, translated into Spanish and French, and conducted by a consultant. The survey focused on transportation, energy use specific to buildings, and waste. Additionally, several focus groups were held to gather input on issues related to these areas. HC3, in collaboration with the steering committee, identified key themes from the feedback received. These included challenges in investing in energy efficiency improvements for homes, difficulties faced by the "missing middle" in accessing assistance, disenfranchisement with public transportation despite its free availability, and concerns about waste reduction access.*

*Jason Smith asked what are the actual steps you want to take to do this?*

*The planning document does not include all the tactics, but they can be found in the appendix. One example is the transportation strategy, where HC3 will collaborate with existing transit systems to share information. They are also considering other organizations, like TOB, to host electric vehicle shares. However, the planning process is still ongoing, and the goal is to provide overall guidance.*

*Tahja Grier emphasized the importance of education and suggested organizing free educational opportunities for the community, preferring to get information directly from the source rather than relying on the HOA which Jess Hoover posed as suggested approach to energy use in buildings.*

*Jordan Burns suggested utilizing data from bike share and electric vehicle (EV) share programs for the transportation aspect of the plan and inquired about the continuation of those programs. Jess Hoover mentioned that commuters across the county are not interested in bike sharing and highlighted the need to address additional transportation such as the car share program. Jordan Burns proposed investing in EV trucks considering the switch to Tesla charging stations by major companies.*

*The discussion touched on rebates, Colorado tax credits, and the need to serve marginalized community members. They shared examples of conducting free energy audits and photo shoots to represent and engage with the community to create buy-in from marginalized communities specifically.*

*Tahja Grier stressed the importance of creating job opportunities to support sustainability efforts.*

*Jason Smith suggested meeting again to discuss specific goals and plans.*

*Silvia Vicuna suggested strengthening existing programs for the Hispanic community, focusing on recycling practices and explaining the reasons behind them before more work into new programs.*

*The Sustainability team invited members of the BSEAC to join the steering committee in prioritizing which items to work on first.*

#### **IV. Social Equity Discussion (8:00-8:45)**

*Commissioner Welcome, Eliana Crabb*

*Commissioner Attendance Revision*

*Motion to approve the changes: Jason Smith, seconded by Jordan Burns  
Budget (Presented by Shannon Haynes)*

*During the discussion, Shannon Haynes inquired about the preferred allocation of the budget. We discussed several key areas, including the provision of training funds for continuing education of the commissioners, allocation of resources for community engagement events such as coffee talks or happy hours, and setting aside funds for speaker fees/ consultant (like Monica).*

*Jason Smith introduced a proposal for funding allocation discussed in the Education and Influence subcommittee meeting- suggesting the establishment of a BSEAC University. This initiative would involve creating a Mission Statement video introducing the commission and additional videos on DEI. Funds would need to be allocated towards producing these videos or acquiring an evidence-based DEI curriculum that could be used to develop educational videos.*

*The commission revisited the concept of a larger grant aimed at supporting programs directly benefiting community members, with a focus on one or two non-profit organizations being able to get the grant. Additionally, the idea of mini grants was discussed, which would provide ongoing access to funds for classes and events. An important question raised was whether only non-profits should be eligible to apply for these grants, as well as determining the duration of the funding period. Jason Smith volunteered to be on a subcommittee that would review the applicants to these grants.*

*It was mentioned that the Town of Breckenridge already has an annual non-profit grant application, and Peyton recently included language on equity in the application.*

*Mack Russo and Shannon Haynes will create a budget outline based on this conversation and present a budget proposal at the August 21<sup>st</sup> meeting.*

### **Subcommittee Updates**

#### **i. Celebrating Diversity**

- *Jordan Burns presented a summary of the packet's notes, highlighting the key points. During the discussion, the group reviewed the feedback received from the recap meeting for 10 Mile Pride. Looking ahead to their upcoming meeting in August, the group was tasked with generating ideas for next year's event. Additionally, there was a discussion about inviting a speaker from the Ute tribe for the 2024 gathering.*

#### **ii. Community Influence & Education**

- *Silvia Vicuna provided an update: they finalized the goals and tactics for the Blueprint. They also discussed the idea of creating a small DEI presentation to be shared in a top-down, bottom-up manner, aiming to engage the community and gather feedback on their needs. As a result, they proposed developing a mission statement for the BSEAC landing page. Kristine Keller suggested incorporating this into a broader initiative called the BSEAC University, which would consist of videos and links to DEI curriculum and resources.*
- *During the meeting, Jordan Burns recommended the glossary of DEI terms that Mack Russo and Tahja Grier are working on be linked.*

#### **iii. Community Outreach & Engagement**

- *No update*

#### **iv. Immigration Rights & Advocacy**

- *Carol Saade highlighted the subcommittee's progress as they transitioned into actionable steps. A significant discussion took place regarding the grant program, resulting in Peyton successfully incorporating language that emphasizes equity and sustainability in the Non-Profit Grant process.*

#### **v. Civic Engagement**

- *Carol Saade highlighted the key points from the packet. They last meeting included numerous next steps. Firstly, they solidified their goal, tactics, and metrics, but with the condition that Mack Russo would add a tactic around advising town council. (Mack Russo has already done this but is waiting for the last subcommittee to meet to share back out all finalized tactics and metrics so the group works on the most current information.) They discussed engaging subcommunities, with Carol Saade reaching out to RMU, where a weekly women's ride takes place,*

*followed by a gathering at RMU. Carol Saade plans to participate in the ride and initiate a conversation about local issues and individual involvement in government. Additionally, Carol Saade requested the Commissioners' assistance in identifying other informal groups that could benefit from their efforts.*

*Mack Russo will email the most current version of the blueprint to Eliana Crabb for her to readthrough and choose which subcommittee she would like to participate on.*

**V. Upcoming Council Items (8:45-8:55)**

*Shannon Haynes noted that there were no specific discussion items requiring the Commission's involvement, except for highlighting the Alta Verde II project. Carol Saade noted the developer will be providing a presentation on the construction of 170 units, which will not have income restrictions for renting. Recognizing the previous unsuccessful outreach, they are aiming for greater efforts that prioritize equity. Updates will be provided to the Commission as the project progresses.*

*Jason Smith agreed that outreach is important but also expressed the desire for increased involvement from the developer to ensure an equitable process. Gorman expressed willingness to meet with FRIC and Mountain Dreamers but with heir staffing and cost, it should be the responsibility of the developers to assist community members in applying.*

*Regarding the BGV development plans, a site visit with the Town Council was recently conducted, and a positive meeting where the Council's needs for this project were discussed. Initially, community dissent focused on building within the town, but now concerns have shifted to potentially impacted neighborhoods. Currently, there are no equity issues for the Commission to address, but updates will be provided as the project develops, particularly regarding the workforce housing aspect of the development.*

**VI. Other Matters (8:55-9:00)**

*Shannon Haynes wanted to make sure we all understand "other matters" She encouraged the commission members to share any concerns, specific issues, or positive feedback they have heard from the community. Jason Smith brought up the topic of the university, suggesting that the scope of the discussion should be kept narrow to avoid complications. He proposed using existing resources and materials to create bullet points for the university project, including a mission statement video and helpful links. Jordan Burns mentioned the idea of mini-grants and suggested helping the Unsheltered Summit secure a location by offering incentives or assistance through a subcommittee. Shannon Haynes suggested inviting someone from the town to talk about their process and narrow down the type of support needed for the Unsheltered Summit group. Jason Smith emphasized the need for more information and an internal conversation since not everyone is on the same page regarding supporting the group.*

**VII. Adjournment**

Motion to adjourn, Jason Smith, seconded by Laurie Moroco

## Memo

**To:** Breckenridge Social Equity Advisory Commission  
**From:** Mack Russo, Community Outreach & Engagement Liaison  
**Subject:** Staff Summary for August 21, 2023

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### **Blue River Pathways Project:**

During the month of June, the first installment of public engagement for the Blue River Pathways project was launched, encompassing stakeholder meetings, participation at Town Party, and a public survey focused on residents. This multiphase project aims to rejuvenate the Riverwalk corridor in downtown Breckenridge, spanning from N. French Street to S. Park Avenue, with a phased approach to design and construction.

Phase 1 outreach did not effectively engage our non-English speaking community members. As we progress into Phase 2, we seek your input on strategies to enhance our outreach efforts for this project and future initiatives targeting our immigrant and Spanish-speaking local population.

The following ideas are being considered to broaden our outreach efforts:

- **Interpretation Services:** Providing interpretation services during public meetings, hearings, and events to facilitate the participation of non-English speakers.
- **Stakeholder Meetings:** Organizing targeted stakeholder meetings for specific language groups, addressing their unique concerns and requirements for public projects. Incentives like gift cards could be offered to encourage participation.
- **Multilingual Signage and Infographics:** Developing project signage in multiple languages to effectively convey essential information. Additionally, utilizing infographics to communicate project details in a language-independent manner.
- **Community Organization Collaboration:** Partnering with local community organizations such as FIRC and Mountain Dreamers, which serve non-English speaking populations, to gain insights, engage their members, and co-host events.
- **Multilingual Media:** Creating short videos or radio snippets in various languages to explain project specifics and encourage active involvement.

We appreciate your input and collaboration as we work towards a more inclusive and effective Phase 2 outreach strategy for the Blue River Pathways project and future public initiatives.

Our Specific questions to the BSEAC are:

- What specific actions can you recommend for effective outreach to our Hispanic and non-English speaking communities?
- Of the above strategies can you offer any suggestions of specific events/ organizations to work with/ ways to build trust to create proactive engagement?

### **Board Facilitation Training with Kirsten Crawford:**

Kirsten Crawford is organizing a board training session tailored specifically for the Chair and Vice-Chair of commissions and boards in the Town of Breckenridge. This training aims to equip participants with essential skills to adeptly facilitate

meetings. If you are interested, Mack Russo can collaborate with Kirsten to coordinate the scheduling of this training for Tahja Grier and Jordan Burns.

**Good Governance Training by Kirsten Crawford:**

Kirsten Crawford also offers a "Good Governance" training program designed to empower board members with the skills, clarity, and confidence necessary for effective decision-making on behalf of the Town of Breckenridge. This training covers fundamental aspects of governance, including board structures, bylaws, and resolutions. If the Breckenridge Sustainable Energy Advisory Commission (BSEAC) is interested in incorporating this training into an upcoming meeting, kindly submit your vote.



# Memo

To: Breckenridge Social Equity Advisory Commission  
From: Mack Russo, Community Outreach & Engagement Liaison  
Subject: Social Equity Discussion for August 21, 2023

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## Budget (Presented by Shannon Haynes)

The attached budget proposal for FY24 contains funding allocations for various categories we discussed in our recent meeting. Here's a recap of the key line items:

- **Mini-Grants:** This section is dedicated to rolling grants that support nonprofit equity programs and initiatives. These grants offer smaller funding opportunities alongside the Annual Breckenridge Non-Profit Grant, fostering community development.
- **Programs & Events:** This category provides funding for additional community engagement programs and events, supplementing the 10 Mile Pride event. It covers subcommittee-led initiatives that don't fall within the educational lines defined below.
- **Employee Relations:** This segment outlines monthly wages for 8 of the BSEAC commissioners, along with a \$500 recreation credit for each commissioner (except the Town Council Representative) and the cost of jackets/logo wear for all 9 Commissioners.
- **Materials:** This line item encompasses promotional and event materials, as well as stationary forms needed by BSEAC commissioners.
- **Memberships:** Funding is allocated for memberships/subscriptions that align with BSEAC's educational initiatives and overarching goals.
- **Consultant:** This section covers continuing education for BSEAC commissioners, including DEI training, conferences, and the creation of educational materials. The development of "BSEAC University" falls under this category.
- **Professional Services:** Funds are earmarked for marketing, advertising, and translation services for effective communication of BSEAC efforts and greater consideration to our non-English speakers.
- **Meetings:** This line allocates funds for drinks during community meetings and catering expenses for the monthly BSEAC meeting.

We welcome your input and any additional categories or suggestions you may have for refining the budget.





**TOWN OF BRECKENRIDGE**  
**SOCIAL EQUITY ADVISORY COMMISSION**

**Breckenridge Social Equity Advisory Commission Budget**  
**PURPOSAL**

		FY24			
		Proposed		BSEAC	
		Budget		Budget	
		_____	_____	_____	_____
		=====	=====	=====	=====
		_____	_____	_____	_____
		=====	=====	=====	=====
Total Available for Current Year:	?				
Grants					
	Mini-grants		25,000		
Programs & Events					
	10 Mile Pride	001-0446-53379	30,000		
	Other				
Employee Relations					
	Wages	001-0446-51111	19,200	19,200	
	Benefit Credit	001-0446-51134	4,000	4,000	
	BSEAC Apparel	001-0446-53396	1,800	1,800	
	Subtotal:		80,000	0	25,000
Materials:					
	Stationary & Forms	001-0446-52211	500		
Memberships:					
	Membership	001-0446-53334	500		
	Subscriptions	001-0446-53333	150		
Consultant/Facilitator Services:					
	Professional Development / Trainings	001-0446-53372	6,000		
	Education Curriculum		3,000		
Professional Services:					
	Marketing and Advertisements	001-0446-53336	3,000		
	Translation Services		2,000		
Meetings:					
	BSEAC Catering	001-0446-53374	3,600		
	Subcommittee Catering	001-0446-53371	1,500		
Misc Business Expense					
	Subtotal:		20,250	0	0
	<b>TOTAL EXPENDITURES:</b>		100,250	0	25,000

## Hispanic Heritage Month Banners (Presented by Silvia Vicuna)

<https://www.dropbox.com/scl/fi/mlpd8dxfb3tr8s6isy5yo/Hispanic-Heritage-Month-Banners-Front-and-Back.pdf?rlkey=pskydetzdbbo4mob8vj2ybgzp&dl=0>

Mack Russo, Brooke Attebery, Silvia Vicuna, and Carlos Lopez from Mountain Dreamers collaborated with Jenise to offer additional feedback for the final edits of the banners. From Jenise's original 13 designed, this group selected eight to have edits made to them. Presented before you are the finished designs, showcasing a handful of changes:

- First, the inclusion of three sugar skulls has been updated to feature a Peruvian stone head—a representation of mythical creatures that are hybrids of humans and animals—symbolizing Peru's culture. Alongside this, a stone head from Easter Island has been incorporated to signify Chile, and a traditional sugar skull stayed.
- Carlos recommended that the male dancer in the Guatemalan dancers' banner be removed as it was better representation to have the female dancer.
- "Vida vive' changes to "Pura Vida" – this was brought up at the BSEAC meeting, but then recommended again by Carlos.
- Also, the banners now prominently display Hispanic and Latin Heritage Month in both English and Spanish
- Carlos provided Jenise with a more inclusive color palette that reflects the diverse mercantile from various Hispanic countries.
- Silvia recommended that the reverse side of the banners uses the same papel picado style of the pura vida banner, while integrating the names of the respective countries

The banners will be reviewed at this meeting and then will be reviewed and approved by Town Council on August 22, 2023. Any revisions will be done on August 23<sup>rd</sup> and banners will go to print August 24<sup>th</sup>.

## Subcommittee Updates

### 1. Celebrating Diversity

*Tahja Grier, Jordan Burns, June Walters, Elsa Lau, Kristine Keller*  
Met August 7, 2023

The Celebrate Diversity subcommittee discussed plans for next year's 10 Mile Pride event. They proposed a schedule spanning Thursday to Sunday:

- On Thursday, they considered hosting a DEI workshop in the evening, following feedback from this year's pride.
- Friday would feature morning yoga and an evening drag show.
- Saturday might include yoga, a competition (e.g., a run), a resource fair, and involvement of local queer or allyship businesses. The community gathering would follow.
- Sunday's plans involved a Drag Queen Brunch.

The committee also explored offering reusable pride bottles or grocery bags.

The subcommittee outlined their plans for the upcoming months on the diversity calendar. August will feature a video collaboration between Susan Gilmore of Breck History and Jordan Burns, focused on Gilmore's tribe, to commemorate International Indigenous People Day throughout the month. For September, they are organizing Hispanic community members to read their favorite folklore in both English and Spanish, aligning with the theme of the event banners. Multiple community members have been approached for video contributions. Looking ahead to October, the subcommittee is considering Halloween-themed or Global Food Day-related activities, potentially promoting local businesses specializing in international cuisine.

### 2. Community Influence & Education

*Jason Smith, Laurie Moroco, Silvia Vicuna, Elsa Lau*  
Met August 18, 2023, update to be provided at BSEAC Meeting

### 3. Community Outreach & Engagement

*Carol Saade, Jordan Burns, June Walters, Tahja Grier, Elsa Lau, Kristine Keller*  
Met August 3, 2023

The Community Outreach and Engagement Subcommittee reviewed and finalized their goals, tactics, and metrics. They focused on how diverse groups receive information and sought to understand how local businesses engage and share information. They plan to compile a community partner list that goes beyond the Town's regular engagements to include other agencies in Breckenridge. They considered involving the BTO in their subcommittee or increasing interaction with them during BSEAC meetings. To enhance public engagement, they aim to add the equity@townofbreckenridge.com email to the directory. Additionally, the subcommittee explored adding a vision statement, with Jordan Burns suggesting "striving for a better breck" or "striving for a better breck where all community members can thrive." This vision statement will require discussion within the larger BSEAC group.

#### **4. Immigration Rights & Advocacy**

*Carol Saade, Silvia Vicuna, Joyce De La Torre*  
Met July 25, 2023

During the meeting of the Immigration Rights & Advocacy Subcommittee, Mack Russo presented findings on translation practices. No comprehensive document was found in use across Colorado towns. Kirsten Crawford shared legal requisites for voting ballots and DOJ regulations on federal program funds. Besides these issues, no further mandates were identified. The subcommittee plans to collaborate on developing translation best practices. They also discussed enhancing accessibility of public work project details for non-English speakers. An upcoming session with Mountain Dreamers aims to align missions and explore mutual benefits. Scheduled for August 18th, the subcommittee will report outcomes during the BSEAC meeting on Monday.

Met August 18, 2023, update to be provided at BSEAC Meeting

#### **5. Civic Engagement**

*Carol Saade, Jason Smith, Laurie Moroco, Eliana Crabb*  
Met July 28, 2023

The Civic Engagement Subcommittee reviewed the goal, tactics, and metrics with new member Eliana Crabb. Carol Saade reported on the successful RMU meetup led by her and Kelly, discussing government involvement, Council's role, housing projects, and Q&A. This led to a discussion brainstorming ideas that would reach diverse sub-communities that also aligned with specific tactics- like partnering with BCA for art classes, pottery, and mosaics, aligning with the tactic to educate on policy advocacy. Another idea was a CMC Cooking class to fulfill the tactic of engaging diverse community members through events and understanding their concerns.

Subject: Other Matters

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#### **Commissioner Attendance Revision**

The new attendance policy is now active, and Mack Russo is seeking clarification from the Commissioners about the possibility of adding a provision for medical absences. Under this provision, medical absences would be excluded from the total allowed absences, and informing Mack Russo would suffice without the need for a doctor's note or other proof. Our attendance tracking document can be setup to track both justified and unjustified absences. Your vote on this matter is appreciated.