



Breckenridge Social Equity Advisory Commission

October 16, 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. Presentation (7:35- 7:55)**
 - Move United presented by Julia Ray*
 - Overnight Parking Accessibility and Police Advisory Commission Update presented by Assistant Chief, Deric Gress and Chief of Police, James Baird*

- III. Staff Summary (7:55-8:10)**
 - General Comments presented by Shannon Haynes*

- IV. Social Equity Discussion (8:10-8:25)**
 - Commissioner Vacancies*
 - Subcommittee Updates*
 - Celebrate Diversity*
 - Community Influence & Education*
 - Community Outreach & Engagement*
 - Immigration Rights & Advocacy*
 - Civic Engagement*

- V. Equity Blueprint (8:25-8:40)**
- VI. Upcoming Council Items (8:40-8:50)**
- VII. Upcoming Agenda Topics**
 - Town of Breckenridge's ADA Update, December*

- VIII. Other Matters**
- IX. Public Comment (Non-Agenda Items)
(8:50-9:00)**



TOWN OF
BRECKENRIDGE

Breckenridge Social Equity Advisory Commission

October 16, 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

Present: Eliana Crabb, Laurie Moroco, Jordan Burns, Carol Saade, Silvia Vicuna

Zoom: Joyce De Le Torre, June Walters

Absent: Jason Smith, Tahja Grier

Discussion/Approval of Agenda

Discussion/Approval of the Minutes

Motion to approve, Eliana Crabb; Seconded by Silvia Vicuna

II. Staff Summary (7:35-7:40)

No staff summary

III. Social Equity Discussion (7:40-8:10)

Commissioner Vacancies

On October 12th, we posted commissioner vacancies with applications open until November 10th at 4 pm. (Jason Smith and Joyce De Le Torre informally resigned, with Joyce remaining a subcommittee member.) Jordan Burn, whose term expires in December 2023, expressed interest in renewing. Carol Saade brought up some vacancy postings that initially excluded the requirement of living or working in the upper blue, but Brooke Attebery corrected this during the meeting. Carol Saade asked the commission for specific criteria for future applicants, and Laurie Moroco mentioned the importance of time commitment. The subcommittee will discuss the areas of expertise they'd like to fill in the vacancies.

Subcommittee for Commissioner Selection:

Carol Saade, Jordan Burns, Eliana Crabb, June Walters

Subcommittee Updates

Celebrate Diversity

June Walters summarized the discussions following the distribution of the October packet. The focus was on planning events for the first quarter of the upcoming year, with

the goal of engaging and educating the community on important topics. Here's a brief overview of the planned events:

"January:

- On the 4th, National Braille Day will be celebrated with an educational event led by June Walters and Jordan Burns, featuring a Braille focus and a video presentation.*
- On the 15th, Martin Luther King Jr. Day will be observed.*

February:

- February, being Black History Month, will involve activities such as trivia with Broken Compass, potential partnerships with CMC or Whiskey Star for culturally specific food and guest speakers, and the proclamation of Barney Ford Day by the mayor. Tahja Grier is overseeing these events.*

March:

- National Women's History Month in March will feature weekly educational videos with contributions from Women of the Summit, FIRC, and WIC. Tahja Grier is responsible for coordinating these events.*

April:

- April is designated as Neurodivergent Month, focusing on intersectional identities and related topics through a series of videos led by Elsa Lau."*

Jordan Burns also suggested scheduling Coffee Talk sessions for each subcommittee to align with the relevance of their topics on the calendar.

Finally, June Walters and Carol Saade commended the Breck Creates Dia Los Muertos festivities for their successful engagement, including well-attended classes, fantastic dances, and a strong sense of local community celebration.

Community Influence & Education

They didn't meet initially, but rather than further delaying the meeting until we receive a response from the CSU Boulder Equity program about video licensing, their upcoming meeting will be to finish planning filming the mission statement video.

Community Outreach & Engagement

Jordan Burns shared that they've implemented SCRUM and focused on presenting to the BSEAC an "About Us" section, intended for use as an elevator pitch on the BSEAC website. The October packet includes the proposed "About Us" content, with a request for commissioners to review and offer suggestions.

Immigration Rights & Advocacy

Silvia Vicuna shared an update on their ongoing project to create a flowchart for engaging the Hispanic community. They discussed three translator options presented by Mack Russo:

"Option 1: Pocketalk Plus Voice Translator (used by the DMV)

- Supports 82 languages.*
- Text-to-translate camera for signs and written text.*

Option 2: iPads with FORUM Interpreter App

- AI-based interpretation for meetings, events, and conferences.*
- Supports 25 languages and 45 dialects.*
- Offers transcripts, digital voice, and live translation features.*

Option 3: LetzChat (used by Comcast, NBC Universal, NFL, etc.)

- *Supports 104 languages.*
- *Provides instant chat translations (text-to-speech), email translations, document translations, broadcast, and video subtitling, and much more."*

Additionally, they discussed the issue of Free Ride bus maps not being available in Spanish and revealed that the app currently cannot support additional languages. However, there are plans to explore new app platforms next year, and efforts are underway to translate the bus maps into Spanish as PDFs.

Civic Engagement

Eliana Crabb discussed that it was a preparation session for the Coffee Talk: "Community Conversations on Equity." Mack Russo updated everyone on the rack cards for this event and future ones, which will feature a link to a post-event survey and space for comments. Carol Saade suggested including the equity email, and the commission decided to consider linking to the website once it's more developed. They also decided to print and bring the vacancy posting with a QR code for the application.

IV. Equity Blueprint (8:10-8:40)

Mack Russo provided an update on internal changes made to the blueprint. Carol Saade suggested distinguishing between internal (staff) and external (BSEAC) aspects. Shannon Haynes proposed changing "internal" to "organizational" for clarity.

Mack Russo clarified that the primary audience for the blueprint is the stakeholders defined by town residents, followed by staff. Carol Saade emphasized the importance of keeping this in mind during the blueprint rollout.

Regarding acronyms, it was noted that they need to be defined in the blueprint. Progress pages will be included in the main blueprint but were excluded from the packet due to incompleteness.

Mack Russo also added "racial" to sections where only "social equity" was mentioned for consistency with the mission statement focusing on both "racial and social equity."

Eliana Crabb inquired about the accountability mechanism. Mack Russo explained that progress pages will track defined metrics, and the annual community impact report will serve as the accountability mechanism.

Carol Saade asked about the frequency of checks to ensure alignment with tactics/metrics. Mack Russo suggested either halfway through the year or just before the community impact report is written in December. Laurie Moroco supported regular check-ins throughout the year.

There was a request for an introduction/summary at the start of the blueprint, including the points discussed.

The BSEAC discussed whether to include all commissioners on the special thanks page, past and current, or only past commissioners. Consensus was that all commissioners would be listed on the special thanks page.

Page numbers need to be added to the index.

Finally, there was a discussion about including images in the document. Mack Russo mentioned concerns from Breck Create about inauthenticity, but commissioners agreed to keep the images for their engaging and comprehensible nature.

V. *Upcoming Council Items (8:40-8:45)*

Shannon Haynes announced that The Equity Blueprint has been rescheduled for the November 14th Council meeting to allow Dana Laverdiere (Director of Human Resources) more time for internal review and to address changes suggested during this meeting. In the next council session, Root Policy will present the Housing Need Assessment, and Mack Russo will extend an invitation to Commissioners to attend the meeting. In October, a resolution will be passed to adopt the budget, followed by an ordinance to allocate funds in November. Commissioners are encouraged to reach out if they have any budget-related questions, but there were no requests for the commission's budget for FY24.

VI. *Upcoming Agenda Topics*

PD Comment on Overnight Parking Accessibility

Next month, there's a scheduled discussion with PD regarding overnight parking and its impact on the Unsheltered population in Summit. Shannon Haynes mentioned she will inquire to James Baird to also discuss the Police Advisory Commission and its purpose, as well as exploring how the BSEAC can assist PD. This presents an opportunity for us to ask questions and gain clarity.

Town of Breckenridge's ADA Update

Dannie York will share the latest developments on the Town's ongoing ADA audit and discuss our current progress in the process.

VII. *Other Matters (845-8:50)*

VIII. *Public Comment (Non-Agenda Items) (8:50-9:00)*

Motion to adjourn, Jordan Burns; seconded by Laurie Moroco

Recording:

https://us02web.zoom.us/rec/share/BM7C4y9dptCkl-xD5CI-HmAL_fi7tgg0tmn7HraiZi-xQOBSmXugTbJ4Vr5aShE.Ec0A-Ozn9L8R9Kti?startTime=1697461067000

Passcode: e5KE%ViX



Presentation

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Move United presented by Julia Ray

[Move United](#), a pioneer in leveraging sports for empowerment, challenges disability stereotypes and fosters inclusivity. Since 1956, they've provided 70+ adaptive sports, impacting 100,000+ individuals annually through 200+ organizations. As a U.S. Olympic & Paralympic Committee Affiliate, they aim for 90% of Americans to access Move United facilities by 2028. Accredited by BBB and GuideStar Platinum, they lead an inclusive sports movement, collaborating with diverse organizations.

Join them at the [Hartford Ski Spectacular](#), a premier winter sports festival for over 30 years, hosting 800+ participants annually, and [Race for everyBODY](#), a modified Giant Slalom race at Breckenridge Ski Resort.

Dates for Move United Events in Breckenridge:

| | |
|---|---|
| The Hartford Ski Spectacular December 3-9, 2023 Beaver Run | Race for everyBODY December 8, 2023 / 9AM-1PM Peak 9-Sundown |
|---|---|



Memo

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Staff Summary

Recap of Staff Highlights:

1. Justice Center Housing Development Meeting:

- The second meeting on the Justice Center housing development addressed rent parameters, a new complex name, and lottery priority.
- Town aims to start renting early next year.
- Javier from Mountain Dreamers attended to provide insights on engaging the Hispanic community.
- Mountain Dreamers will create a video on getting on the interested party list, not a waitlist.
- Mack Russo will organize cultural competency training for future property management companies.

2. Public Works Initiatives:

- Public Works is planning a community tour in Spanish.
- Rec Center offered their interrupter, with Mack Russo providing a list of certified interrupters organized by Mountain Dreamers.

3. Breck E-Ride Program Highlights:

- Between May 19 and Oct 31, 2023, 19,569 trips were made.
- The average trip length was 16 minutes.
- 73% of trips were made using locals-only membership, while 27% used "pay as you go."
- The season averaged 118 trips per day, reducing 18,841 vehicle miles traveled in town this summer.

4. Equity and Inclusivity Initiatives:

- Mack Russo met with Summit County's Everyone Belongs group dedicated to addressing racism, oppression, and systemic condition.
- Discussion on Breck's Equity & Inclusivity Lens document/protocol.
- Mack Russo will host an overview of the Town's Equity Blueprint for community partners in December pending approval from Town Council.
- Summit County Gov shared their Equity Blueprint (also from the Equity Project)
- Discussion on creating a land acknowledgment document for CTC members and the county. Breck to share the one provided to us from Breck History.
- Plans for equity training and community panels were discussed.

5. Upcoming Event:

- Mack Russo will attend "Why DEI Efforts Must Forward in Colorado" on November 16th, presented by the Colorado Associate Chief Deputy Attorney General, Tanja Wheeler.
- [Notes available upon request.](#)



Memo

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Social Equity Discussion for November 20, 2023

Commissioner Vacancies

The commissioner vacancy closed on November 10th, with 8 applicants, including a repeat applicant, a former commissioner and commissioner Jordan Burns seeking reappointment. The interview subcommittee, consisting of Carol Saade, Eliana Crabb, and June Walters, will review and plan interviews. Nominees are expected to be announced by the December meeting for a January start on the commission.

Subcommittee Updates

1. Celebrating Diversity

*Tahja Grier, Jordan Burns, June Walters, Elsa Lau, Kristine Keller
Met November 1, 2023*

The Celebrate Diversity Subcommittee met to plan the 10 Mile Pride events:

- *Thursday, June 13th, Town Party, no specific Pride Events*
- *Friday, June 14th, includes Pride Yoga on Friday morning with Meta Yoga, an evening pre-party featuring artist Megan Geckler at Breck Create, a Drag Show, and Pride Skate at the Ice Rink for younger community members on Friday night.*
- *Saturday, June 15th, features a Pride Run in the morning, a community gathering at River Walk in the afternoon with a coming-out panel, local LGBTQ+ singer, and a resource fair. The evening may include a post-party.*
Sunday, June 16th, wraps up with a Drag Queen Brunch, with venue options being explored.

Additionally, there's a plan to collaborate with Mountain Pride for a training later in the month, not during the Pride weekend.

Met November 8, 2023

The Celebrate Diversity Subcommittee met again during this month to organize National Braille Day celebrations on January 4th. The event, scheduled from 4:30 pm to 6:00 pm at the Breckenridge Public Library, will feature a speaker from the Colorado Center for the Blind. They will discuss the history of Braille, challenges faced by the visually impaired, and ways to support our community members. Additionally, outreach efforts include contacting BOEC, and Dannie York has been invited to share ADA plans if needed.

2. Community Influence & Education

Laurie Moroco, Silvia Vicuna

The Influence and Education Subcommittee met to outline the mission statement video. A proposed script will be shared for review on Friday afternoon, (it is not included currently in this packet) with the intention of featuring each commissioner in the video. Please contemplate your preferred lines for the video. Filming will be scheduled for December, aiming for the video to be on the website by January.

3. Community Outreach & Engagement

Carol Saade, Jordan Burns, June Walters, Tahja Grier, Elsa Lau, Kristine Keller
Met October 4, 2023

This subcommittee is still coordinating the meeting. An update of this meeting will be provided during Monday's Commission meeting.

4. Immigration Rights & Advocacy

Carol Saade, Silvia Vicuna, Joyce De La Torre
Meets November 21, 2023

This subcommittee meets Tuesday, following the commission meeting.

5. Civic Engagement

Carol Saade, Laurie Moroco, Eliana Crabb
Meets November 17, 2023

This subcommittee meets on Friday, after this packet has been shared. An update of this meeting will be provided during Monday's Commission meeting.



Memo

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Equity Blueprint for November 20, 2023

In the latest blueprint update, Mack Russo has implemented several key changes:

Introduction:

- An introduction section has been added to the Equity Blueprint, offering a clearer context for the initiative. It now incorporates an explanation of the project's purpose, including a recognition of historical background (Breck History approved).
- The introduction also features a recap of the Equity Project's work.

Accountability Measures:

- A commitment to accountability has been highlighted, with plans for an annual Community Impact Report, scheduled for release in December. Progress updates for each subcommittee will be available in the BSEAC packet.
- Regular updates between reviews and impact reports will be communicated to the council.
- *Instead of creating a new community equity survey (purposed in my last email to the commissioners), the approach I'm considering will involve extracting equity data from existing county and Breckenridge surveys to avoid survey fatigue and utilize available county data.*

Table of Contents:

- Page numbers have been added to the table of contents for improved navigation.
- The term "internal" has been replaced with "organizational" to better clarify and distinguish the work of the DEI committee and BSEAC.

Resources Section:

- A new section has been introduced to provide essential terminology, categorized into fundamental terms, blueprint-specific terms, and terms critical for understanding objectives.
- A link to a trusted glossary from the National Association of Counties DEI Key Terms is included for a more comprehensive list of terminology.

Useful Links:

- Valuable resources from GARE, Race Forward, and ICMA have been included, offering training, webinars, and conferences that significantly influenced the recommended changes.

Acknowledgments:

- The acknowledgments section now includes all past and present commissioners who have contributed to the Equity Blueprint.

If you haven't already responded to the initial blueprint email with your edits, please share them now. The equity blueprint is scheduled to be presented to the Town Council on November 28th, and your input is valuable.



TOWN OF
BRECKENRIDGE

EQUITY BLUEPRINT

TABLE OF CONTENTS

| | |
|--|----|
| STATEMENT OF PURPOSE..... | 3 |
| INTRODUCTION..... | 4 |
| ORGANIZATIONAL: PEOPLE, POLICY & PRACTICE..... | 10 |
| Diversity, Equity and Inclusion Committee Members | 11 |
| Commitment to Diversity and Inclusivity | 12 |
| Commitment to Community | 14 |
| Development of DEI strategic plan | 16 |
| Leadership Commitment and Training | 18 |
| Recruitment & Retention | 20 |
| EXTERNAL: COMMUNITY & PARTNERSHIPS..... | 22 |
| Meet the Breckenridge Social Equity Advisory Commissioners | 23 |
| Celebrating Diversity | 25 |
| Community Influence & Education | 27 |
| Community Outreach & Engagement | 29 |
| Immigration Rights & Advocacy | 31 |
| Civic Engagement | 33 |
| COMMUNITY IMPACT REPORT..... | 35 |
| RESOURCES..... | 36 |
| Terminology | 37 |
| Additional Resources | 40 |
| ACKNOWLEDGMENTS..... | 41 |

STATEMENT OF PURPOSE

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

INTRODUCTION

The year 2020 brought about significant upheaval, ignited by the tragic murder of George Floyd and the calls for change led by the Black Lives Matter movement. In this tumultuous climate, the town of Breckenridge found itself at a pivotal crossroad, further amplified by the stark socioeconomic disparities that were spotlighted by the global pandemic. These events were not isolated incidents but rather reminders of the deeply entrenched divisions that have long polarized our nation.

These wake-up calls prompted Breckenridge to acknowledge the urgent need to come together, move beyond the immediacy of a single event, and commit to a sustained and meaningful pursuit of inclusivity. This approach entails acknowledging the historical inequities our town has imposed on minorities and indigenous populations, as well as the circumstances that have perpetuated these disparities to this day. While there is a prevailing perception of Breckenridge as predominantly white and affluent, this view overlooks the true diversity thriving in our community. Through our ongoing dedication to equity, we aspire to rectify and transform these perspectives. Our goal is to unite and chart a course toward lasting change, fully aware that the journey towards equity and inclusivity will be an ongoing endeavor.

OUR STARTING POINT

To help address existing disparities and promote diversity, equity, and inclusion, the Town of Breckenridge partnered with The Equity Project. Led by the nationally renowned equity consultant, Dr. Dwinita Mosby Tyler, and Monica Williams, Consultant and Project Lead, this collaboration aimed to create the foundation of Breckenridge's work toward equity. This report will outline the key deliverables and strategies developed to achieve our objectives of promoting diversity, equity, and inclusion by removing barriers and fostering opportunities for all.

- **Customized Equity Workshop on Deconstructing Equity:** One of the initial steps in our equity journey was the implementation of a tailored Equity Workshop. Designed to deepen our understanding of diversity, equity, equality, and inclusion, this workshop facilitated discussions about building equitable systems, addressing power dynamics, and challenging bias and microaggressions. It provided participants with practical tools to navigate a diversity, equity, and inclusion framework.
- **Organizational Assessment:** The Organizational Assessment played a pivotal role in bridging the gap between Breckenridge's current state and its desired state of equity and inclusion. This assessment included cultural responsiveness evaluations, internal and external stakeholder interviews, and a comprehensive review of policies and practices.

OUR STARTING POINT

Breckenridge Social Equity Advisory Commission (BSEAC): Guided by The Equity Project and Town staff, the BSEAC was established on June 9, 2020, through a resolution passed by the Breckenridge Town Council. This commission has been assigned significant responsibilities, which include:

- **Building Culturally Responsive Strategies:** The BSEAC's primary role is to cultivate a culture of social justice through inclusive ideas and informed insights, thereby promoting racial equity in both our town's administration and the broader community.
- **Examining and Identifying Social Inequity:** Working closely with local organizations, the commission will scrutinize social inequities and propose solutions to the Town Council, shaping policies, practices, programs, and initiatives that result in equitable outcomes.
- **Flexible and Expansive Duties:** The BSEAC is also empowered to undertake any additional responsibilities related to social equity as may be delegated by the Town Council, provided by ordinance or resolution.

OUR STARTING POINT

In 2023, Town staff recognized the importance of assuming some of that responsibility and formed the Diversity, Equity, and Inclusion (DEI) committee to focus on our own organizational equity. This committee works in partnership with the BSEAC to address staff needs, reform internal policies and procedures, and ensure DEI principles are integrated into the town's culture. Training at all staff levels emphasizes leadership empowerment and the championing of racial and social equity.

The cornerstones of The Equity Project's approach were the development of the **Equity Lens** and **Equity Blueprint**:

- The Equity Lens serves as a guiding document, promoting the conscious consideration of equity in all planning and decision-making processes within the Town.
- The Equity Blueprint outlines a strategic plan for foundational equity work, with a focus on inclusivity and input from key stakeholders in its development.

OUR PATH FORWARD:

The Equity Blueprint's effectiveness hinges on the accountability mechanisms in place to measure tangible progress. While certain goals extend beyond numerical targets, encompassing intangible elements like personal growth, empowerment, and social transformation that can be challenging to quantify, the Town is committed to complete transparency. We will provide annual metrics through a community impact report, and the community can track progress via the BSEAC Packet and their monthly meetings. Furthermore, a mid-year internal review of the work conducted by the Commission and the DEI committee will be utilized to continuously assess the effectiveness of the equity blueprint and make necessary adjustments based on data and feedback from the community.

Progress will be assessed both quantitatively and qualitatively using equity training evaluations and the Community Equity Survey. Ultimately, results will be broken down by race and analyzed for trends over time. The BSEAC will host listening sessions to gain a deeper understanding of inequities and gather input from residents to evaluate the effectiveness of programs and projects.

Any updates between the annual impact reports will be made available through a memo to the Town Council when applicable, which will also be accessible to the public.

ORGANIZATIONAL:
PEOPLE, POLICY &
PRACTICE

EXTERNAL: COMMUNITY
& PARTNERSHIPS





ORGANIZATION: PEOPLE, POLICY & PRACTICE

MEET OUR DEI
COMMITTEE
MEMBERS

Anne Lowe, Open Space & Trails Manager

Bela Del Valle, Accommodations Compliance Program Manager

Brian Backes, Facilities Asst Manager

Dana Laverdiere, Director of Human Resources

Darci Henning, Housing Specialist

Hayden van Andel, Sustainable Materials Management Coordinator

Kyle Flowers, Senior Parks Operator

Mack Russo, Community Outreach and Engagement Liaison

Maddy Norgard, Municipal Court Administrator

Pam Ness, Revenue Manager

Patricia Reyes, Recreation Manager

Shannon Haynes, Deputy Town Manager

TJ Reynolds, Water Operator

GOAL 1 COMMITMENT TO DIVERSITY & INCLUSIVITY



The Town of Breckenridge is committed to fostering an inclusive and respectful work environment that celebrates the unique contributions of all employees, promoting unity and appreciation for every staff member, regardless of their background.

TACTICS

- Increase strategic use of interpretation and translation services.
- Facilitate language classes for employees wanting to learn Spanish or English.
- Provide opportunities for staff to engage in meaningful conversations about DEI topics.
- Build components that foster inclusive behaviors, clearly defining what inclusivity entails and disseminating this understanding throughout the organization. Additionally, acknowledge and celebrate the ways in which diverse viewpoints and perspectives are embraced.
- Leverage the DEI Committee to ensure equity is embedded in policies, strategies, and Town of Breckenridge initiatives.
- Improve community engagement in DEI discussions and initiatives by regularly providing updates on DEI Committee. This includes featuring DEI employee recognition that spotlights individuals from diverse backgrounds and their contributions to the community in the town-wide newsletter.

METRICS

- Track number of engagement opportunities, staff participation and conversation topics.
- Track the number of nominations and recipients of the DEI employee recognition.
- Assess the success of a language course by measuring participation rates and conducting post-program surveys to gauge increased employee competency in communication.

GOAL 2 COMMITMENT TO COMMUNITY

2023



The Town of Breckenridge strives to foster a strong sense of community through trust, inclusivity, active partnership seeking, and collaboration with community members and organizations dedicated to breaking down barriers and creating opportunities for all residents to thrive.

TACTICS

- Identify organizations and community members interested in partnership and work together to establish ways we can collaborate.
- Leverage DEI committee members in outreach and engagement within the community.
- Promote accessible community engagement through town resources and community partners.
- Join and participate in GARE (Governing Alliances for Racial Equity) and other professional groups committed to advancing equity.

METRICS

- Track the number of projects and working group processes, effective integration of feedback into engagement processes.



GOAL 3 DEVELOPMENT OF A DEI STRATEGIC PLAN

The Town of Breckenridge will develop and implement a comprehensive DEI strategic plan, ensuring that all town committees actively prioritize diversity and equity in their decision-making processes, representation, and outreach efforts.

TACTICS

- Outline the policies and procedures that need to be updated or created to support DEI initiatives within internal committees.
- Provide introductory Equity Training to committees.
- Include committees progress toward DEI goals in the annual Equity Community Impact Report
- Improve communication through regular DEI updates in the town-wide newsletter to engage all staff in DEI discussions and initiatives.

METRICS

- Conduct regular surveys or assessments among employees to gauge their perceptions of inclusion and satisfaction with DEI efforts.

GOAL 4 LEADERSHIP COMMITMENT AND TRAINING

2023



The Town of Breckenridge aims to cultivate inclusive leadership by offering comprehensive training programs to leadership and all staff, enhancing their equity awareness.

EQUITY BLUEPRINT

18

TACTICS

- Conduct DEI trainings, available in both English and Spanish, and integrate it into the New Employee Orientation.
- Encourage leaders to incorporate DEI principles into their employee reviews to actively promote these principles within their respective teams.
- Leverage the DEI Committee to organize Equity Teams responsible for leading implementation of the Equity Lens within their respective departments.
- In the Equity Training, use a “train-the-trainer” model to continue to build internal expertise.
- Provide training in communications and messaging about equity to appropriate staff.
- Encourage the Leadership Development Team to prioritize a project related to DEI within the Leadership Challenge Program. This project should challenge participants to create innovative solutions that address DEI issues within the local government.

METRICS

- Track number of trainings held number of participants and staff levels (e.g., managers) trained and participation rate.
- Conduct surveys to gather feedback from participants and assess their perception of the impact of the diversity-focused project on their leadership skills and awareness.
- Conduct pre/post training surveys



GOAL 5 RECRUITMENT & RETENTION

2023



The town of Breckenridge is committed to identifying and addressing specific departmental barriers that may unknowingly hinder recruitment and retention of underrepresented populations to enhance workforce diversity.

TACTICS

- Promote equity in outreach and recruitment processes and broaden outreach efforts through collaborations with institutions to attract a more diverse range of applicants.
- Make Implicit Bias and Microaggression training mandatory for recruiters and hiring managers.
- Evaluate new and existing position descriptions to reduce barriers to access (e.g., higher education, English proficiency).
- Explore and implement compensation for language skills.

METRICS

- Track the diversity index within the workforce, measuring the representation of different demographics compared to the overall population of Breckenridge.
- Number of partnerships formed; Increase in diverse applicants and hires through community outreach efforts.



EXTERNAL: COMMUNITY & PARTNERSHIPS

MEET THE BRECKENRIDGE SOCIAL EQUITY ADVISORY COMMISSION



TAHJA GRIER
Commission Chair



JORDAN BURNS
Commission Vice Chair



CAROL SAADE
Council Member

CONTINUED...

MEET THE BRECKENRIDGE SOCIAL EQUITY ADVISORY COMMISSION



ELIANA CRABB



JUNE WALTERS



LAURIE MOROCO



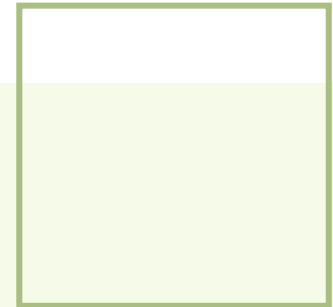
SILVIA VICUNA



VACANCY



VACANCY





GOAL 1
CELEBRATING DIVERSITY

The Breckenridge Social Equity Advisory Commission will celebrate our broad community culture to increase awareness, understanding, and recognition of diverse cultures, perspectives, and lived experiences.

TACTICS

- Research and promote various events, holidays, and annual recognition dates that could play a role in celebrating diversity.
- Work with community partners and individuals to ensure any efforts to celebrate a culture, perspective, or lived experience includes representation from that community in the planning process.
- Work with non-profits, art organizations, business owners, other community partners, and town staff to create media highlighting diversity
- Utilize median banners to promote the Town's recognition of the broader community, as well as other media & forms of communication.
- Partner with other organizations on existing community events that celebrate diversity and align with the commission's values

METRICS

- Track number of events/ campaigns
- Track community involvement through attendance, social media, and other engagement



GOAL 2 COMMUNITY INFLUENCE & EDUCATION

The Breckenridge Social Equity Advisory Commission will facilitate and amplify racial and social equity educational opportunities and collaborations to encourage actions that advance equity and inclusion in our community.

TACTICS

- Collaborate with the BTO to offer educational resources and learning opportunities to businesses on the topics of DEI, microaggressions, and recognizing implicit bias.
- Develop an equity resource landing page featuring instructional video content.
- Build partnerships with community organizations, non-profits and businesses to help them advance their equity impact and outreach.
- Launch public education campaigns using social media, flyers, and other mediums to spread awareness about racial and social equity issues.
- Help facilitate trainings and workshops for community partners and residents to effect a measurable change in equity and social practices.

METRICS

- Track participation and interaction within the community
- Track visits to the BSEAC University page
- Utilize surveys, quizzes, or follow-up assessments to gauge the educational impact and influence on the community over time



GOAL 3 COMMUNITY OUTREACH & ENGAGEMENT

The Breckenridge Social Equity Advisory Commission will connect with, involve, and inform our diverse community in meaningful ways to build relationships, foster collaboration, and address community needs and interests related to racial and social equity.

TACTICS

- Identify how individuals and groups receive information and what are barriers to community engagement.
- Obtain community feedback and communicate how community engagement influenced decisions in the BSEAC.
- Update and expand the BSEAC web page.
- Work with the Breckenridge Tourism Office to incorporate BSEAC projects within their communications channels.
- Provide the community with information to assist individuals and businesses in understanding identified problems, opportunities and decisions.
- BSEAC members will join community organizations in an ongoing interactional process to increase equity through outreach and engagement strategies.

METRICS

- Track the number of people who attend community outreach events
- Track the number of people who provided feedback
- Track visits to the BSEAC website
- Track the participation of BSEAC members on community coalitions and committees

GOAL 4 IMMIGRATION RIGHTS & ADVOCACY

2023



The Breckenridge Social Equity Advisory Commission will make Town programs, resources, and services more equitable in serving our immigrant community members, as well as advocate for these community members with other organizations and businesses.

EQUITY BLUEPRINT

31

TACTICS

- Meet with immigrant community members and partner organizations that serve the immigrant community to better understand their needs and identify opportunities.
- Identify avenues for supporting community partner initiatives and existing programs.
- Evaluate and enhance the process, outreach, and translation efforts for the Town's programs, resources, and services, prioritizing housing, childcare, and recreation programs.
- Host an open house or listening session to engage with the immigrant community, gather feedback, provide information about Town programs, resources, and services, and foster trust.
- Collaborate with partner organizations and businesses to advocate rights and promote equity for the immigrant community.

METRICS

- Track total monetary value contributed to community partners towards immigrant services.
- Measure and report number of individuals and community partners actively participating in/ and or providing outreach events, leveraging resources, and establishing connections.
- Measure the level of active participation and influence in meetings and the subsequent policies affected for housing, childcare, and recreation programs.

GOAL 5 CIVIC ENGAGEMENT



The Breckenridge Social Equity Advisory Commission will equip, educate, and create systems for community members to engage in decision-making for fairness, justice, and the well-being of all individuals, especially the historically marginalized.

TACTICS

- Establish an engagement system that advises Town Council on action steps to advance equity goals.
- Organize and participate in community events to reach diverse community members and understand their concerns and ideas.
- Utilize different communication channels to keep the public informed and engaged on upcoming policies that could have an impact on racial and social equity.
- Develop and collaborate on educational learning opportunities to raise awareness of civic engagement and encourage involvement among community members.
- Educate community members on how to advocate for policy that promotes racial and social equity within the state and local governments, and the broader community.

METRICS

- Track the number of policies and ordinances where our input has had an impact
- Track the number of individuals engaged

BRECKENRIDGE SOCIAL EQUITY ADVISORY COMMISSION ANNUAL REPORT

Community Impact Report 2023, *coming soon*



RESOURCES

TERMINOLOGY

When addressing racial and social equity, establishing a shared and consistent terminology is essential to ensure a common foundational understanding of the language employed in this context. The following terms are integral to the blueprint and crucial for advancing this important work.

Diversity refers to the presence of a wide variety of differences and similarities among people. These differences can encompass various aspects, including but not limited to race, ethnicity, gender, age, sexual orientation, socioeconomic status, physical abilities, religious beliefs, and cultural backgrounds.

Equality in the context of social justice and human rights, denotes the principle of treating all individuals fairly and impartially. It emphasizes that every person should have equal access to opportunities and resources, regardless of their inherent characteristics or circumstances.

Equity is concerned with achieving fairness and justice by addressing the specific needs of different individuals or groups. Unlike equality, which treats everyone the same, equity recognizes that people may start at different points and face varying barriers. It involves redistributing resources, support, or opportunities to ensure that all individuals have an equal chance of success.

Inclusion is the practice of creating environments, systems, and policies that welcome and embrace diversity.

TERMINOLOGY

Bias: Prejudice in favor of or against one thing, person, or group compared with another, usually in a way that's considered unfair.

Prejudice: Preconceived opinions or attitudes, typically negative, held about a particular group or individual without adequate basis.

Conscious bias, or explicit bias: Deliberate and intentional prejudice or favoritism based on factors like race, gender, or other characteristics.

Unconscious bias, or implicit bias: Bias that occurs without awareness, often influenced by societal stereotypes or cultural conditioning.

Microaggressions: Subtle, often unintentional, actions or comments that convey negative or derogatory messages about someone's race, gender, or other characteristics.

Cultural Competence: The ability to understand, communicate with, and effectively interact with people from diverse cultural backgrounds.

Ethnicity: A person's cultural identity and affiliation, often based on shared customs, language, heritage, and sometimes, geographic origin

Race: A classification system based on physical and genetic traits, often used to categorize human populations.

Racism: Discrimination, prejudice, or bias directed against someone of a different race, based on the belief in one's racial superiority.

Racial equity: The fair and just treatment of all races, ensuring that historically marginalized groups have equal access to opportunities and resources.

TERMINOLOGY

Social justice: The pursuit of fair and impartial treatment, equal opportunities, and equitable distribution of resources for all members of society.

Systemic racism: Institutionalized patterns of discrimination or bias against specific racial groups within social, economic, and political systems.

BIPOC: An acronym for "Black, Indigenous, and People of Color," used to highlight the experiences of marginalized racial and ethnic groups.

Immigrant: A person who has moved to another country to live, often for the purpose of establishing a new permanent residence.

Underserved: Communities or populations that lack access to essential resources or services, typically due to economic, geographic, or social barriers.

Underrepresented: Groups or individuals who are not adequately represented in a particular context, such as in education or employment.

Hispanic: A term typically used to describe people with cultural ties to Spanish-speaking countries, primarily in Latin America, Spain, and the Spanish-speaking Caribbean. It is an ethnicity rather than a race, and it can encompass various racial backgrounds.

Additional Terms & Definitions: [National Associations of Counties DEI Key Terms](#)

ADDITIONAL RESOURCES

In crafting the equity blueprint and supporting principles for the town of Breckenridge's equity work, our staff has diligently leveraged supplementary resources beyond [the Equity Project](#). These resources have played a pivotal role in shaping our approach and ensuring a comprehensive foundation for our equity initiatives.

[Government Alliance on Race & Equity \(GARE\)](#)

[International City/County Management Association](#)

[Race Forward](#)

COMMISSIONER ACKNOWLEDGMENTS

We extend our gratitude to the commissioners- past and current, whose invaluable contributions were pivotal in shaping our equity blueprint. Your dedication and expertise have left an enduring impact on our mission.

Alexandria Carns

Eliana Crabb

Jordan Burns

Andrew Brottman

Dick Carleton, Town Council

Isaura Cirillo

Tahja Grier

Erin Gigiello

Laurie Moroco

Carol Saade, Town Council

Jason Smith

Joyce De La Torre

Silvia Vicuna

June Walters

THANK YOU

Original Blueprint created by

THE **EQUITY**
PROJECT[®]
EQUITY · REDEFINED · ACTUALIZED.

revised October 2023 by staff



Upcoming Council Discussions

There is only one Council meeting in December. Council will reconvene on January 9, 2024.

November 28

Legislative

- Appropriation of Funds for 2024 Budget – (2nd Reading) – *Council will appropriate the funds for the 2024 budget.*
- Exterior Lighting Code update – (1st Reading) – *At the November 14th work session, staff presented potential changes to the Town’s Exterior Lighting Code. Some changes are required to receive “Dark Sky” Certification and others were recommended by the Planning Commission. The Town is considering Dark Sky certification which may be awarded to Towns dedicated to using light only when necessary for safety. Dark Sky regulations reduce light pollution, which disrupts wildlife, impacts human health, wastes money and energy, and contributes to climate change. The Council provided feedback and staff will now bring an ordinance for first reading.*
- Lease Renewal for USBank – (1st Reading) – *The Town owns the “Professional Building” adjacent to Town Hall. USBank is a long-term lessee and is interested in renewing their lease. Town Code requires lease renewals longer than one year to be approved by Council.*

Other

- Breckenridge Grand Vacations Development proposal – finalization of details
- Executive Session – Property Acquisition

December 12

Presentations:

- State Representative Julie McCluskie and State Senator Dylan Roberts will talk with Council about the upcoming legislative session.
- Town Staff and representatives from 106West logistics will talk with Council about a proposed delivery system for the core of town.

Legislative

- 2023 Budget Appropriations – (1st Reading) – *Staff will update Council on any remaining 2023 budget changes requiring an appropriation.*
- Exterior Lighting Code update – (2nd Reading) – *At the November 14th work session, staff presented potential changes to the Town’s Exterior Lighting Code. Some changes are required to receive “Dark Sky” Certification and others were recommended by the Planning Commission. The Town is considering Dark Sky certification which may be awarded to Towns dedicated to using light only when necessary for safety. Regulations encouraging dark skies reduce light pollution, which disrupts wildlife, impacts human help, wastes money and energy, and contributes to climate change.*
- Lease Renewal for USBank – (2nd Reading) – *The Town owns the “Professional Building” adjacent to Town Hall. USBank is a long-term lessee and is interested in renewing their lease. Town Code requires lease renewals longer than one year to be approved by Council.*
- Appointment of Town Prosecutor – (Resolution) – *Staff will ask Town Council to reappoint Bob Gregory as Town Prosecutor.*

Other

- Turf Field – The current Capital Improvement Plan (CIP) includes funding to install artificial turf on the two Recreation Center ball (baseball and softball) fields. Staff have been asked to review the benefits and challenges with artificial turf and make a recommendation to the Town Council.
- Firewise Development Code Amendment – Staff will present recommendations for changes to the Town’s Firewise Development Code.
- Discuss Gold Rush pedestrian crossing options and Ski Hill Road improvements associated with the BGV development project.



Community Event Request

To: Breckenridge Social Equity Advisory Commission

From: Avery Glassman, Director of Programs & Special Events with Breck Create

Subject: Gay Love Letters Submission Request

As part of Breck Cerate's upcoming exhibition, In Plain Sight: Queer Rural Narratives from the Water and the Land, we are hosting a Gay Love Letters reading on Valentine's Day. Letter and poem submissions are due January 1, 2024, and preference will generally be given to shorter submissions (5 minutes or fewer). Accepted authors will read their work to a public audience on 2/14/24, and will receive a \$50 artist fee.

Learn more about the event here: [Gay Love Letters + Artist Talk • Breck Create • Breckenridge, Colorado](#)

Submission link: [Gay Love Letters \(paperform.co\)](#)