



Breckenridge Social Equity Advisory Commission

December 18, 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- 7:50)**
 - ADA Update Presented by Dannie York*
- III. Staff Summary (7:50-7:55)**
- IV. Social Equity Discussion (7:55-8:25)**
 - Commissioner Appointment*
 - Chair and Vice Chair Appointment*
 - Monthly Meeting Update and Vote*
 - Subcommittee Updates*
- V. Equity Blueprint (8:25-8:40)**
 - Changes and Questions*
 - Implementation Plan*
- VI. Upcoming Council Items (8:40-8:50)**
- VII. Upcoming Agenda Topics**
- VIII. Other Matters**
- IX. Public Comment (Non-Agenda Items) (8:50-9:00)**



TOWN OF
BRECKENRIDGE

Breckenridge Social Equity Advisory Commission

November 20, 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: June Walters, Jason Smith, Jordan Burns, Tahja Grier, Carol Saade

Zoom: Joyce de la Torre, Eliana Crabb

Absent: Laurie Moroco, Silvia Vicuna

Discussion/Approval of Agenda

*Amend the Agenda- Correct Date for the Agenda from October's BSEAC meeting day to reflect
November 20, 2023*

Discussion/Approval of the Minutes

Amend the minutes under the Commissioner Vacancies from CSU Boulder to CU Boulder

II. Presentation (7:35- 7:55)

Move United presented by Julia Ray

Presenter Julia Ray from Move United discussed two upcoming events. The first is The Hartford Ski Spectacular, held at Beaver Run Resort, which is one of the largest winter sports festivals for people with disabilities, hosting over 800 participants annually. The event features various programs, including skiing and snowboarding lessons, a race camp, Nordic skiing, free clinics, an instructor academy, banquets, and social events. Move United strives to offer scholarships to ease the financial burden for participants, including youth, veterans, and those with disabilities. Move United also invites everyone to participate in the "Race for everyBODY," a modified Giant Slalom race at Breckenridge Ski Resort on December 8, 2023, from 9 AM to 1 PM.

Questions and Answers:

- Registration: Jason Smith inquired about registration details. Teams (5 racers) can register for \$375, including one person with a physical disability. Teams without a disabled racer can request an assignment by Move United.*
- Partnership with BOEC: Carol Saade asked about the partnership with Breckenridge Outdoor Education Center (BOEC), which is the host chapter for Ski Spec.*

- *Race Pass Requirement: Tahja Grier asked if a pass is needed to race. Yes, participants need their own pass as lift tickets are not included.*
- *Challenges for Adaptive Athletes: Jordan Burns raised concerns about challenges faced by adaptive athletes. Julia Ray expressed a need to educate participants on available transit services.*
 - *Carol Saade highlighted Breck's well-equipped public transportation system and offered staff support for education on transportation options.*
- *Barriers Beyond Financial: Tahja Grier asked about barriers beyond financial concerns. Julia Ray expressed concerns, including housing issues for participants and the critical need for affordable options. She also praised Gravity Haus for its universal design.*
 - *Future Partnerships: Carol Saade proposed considering larger partnerships for the future.*

Overnight Parking Accessibility and Police Advisory Commission Update presented by Assistant Chief, Deric Gress and Chief of Police, James Baird

***Deric Gress recently presented on "Unsheltered in Summit,"** a program designed to provide a legal and safe overnight parking option for individuals living out of their cars. The initiative initially operated in The Church at Agape Outpost parking lot near Summit High School but expanded after the Breckenridge Town Council amended camping ordinances.*

The program's expansion included a new location at the Summit County Justice Center parking lot, offering 10 parking spaces. This is no longer an operating spot for the program. This location was chosen for its surveillance and increased safety for participants. Applicants are required to submit an extensive 8-page application along with proof of employment, driver's license, insurance, vehicle registration, and identity. A \$10 monthly fee is also required for overnight parking.

The program aims to provide a temporary solution for homelessness, especially during winter, mitigating safety concerns (carbon monoxide poisoning from exhausts backed into snowbanks) compared to other locations like trailheads. Challenges identified include winter plowing issues and the constant relocation of vehicles by law enforcement.

The commissioners how the program is advertised. The Family & Intercultural Resource Center (FIRC) supports the initiative, identifying 100 potential beneficiaries, leading to Breckenridge's involvement in providing Justice Center spots. Police distribute pamphlets about the program to individuals living in their vehicles, but currently, the pamphlets are not bilingual.

Commissioners discussed the length of the application and whether this might be a barrier for some community members. The vetting of applicants is carried out by Unsheltered in Summit staff rather than the Town of Breckenridge.

In conclusion, the commission acknowledged that the program falls outside its immediate tactics.

***Chief of Police, James Baird (Jim) presented on the Police Advisory Commission (PAC),** a group initially created by Rick Holman to address a strained relationship between the community and the Police. The PAC successfully achieved its original mission, bridging the gap between the police and the community.*

The relationship between the police and community has improved over the years, so to revitalize the PAC, they hosted an open house in September, and now have a group of 10 members. The members include representatives from the ski area, high school, middle school, Colorado Mountain College (CMC), and other community members.

If you know of anyone interested or if you're keen on joining, please note that the PAC operates independently of the council and is less structured compared to most commissions. Their meetings take place at the PD on the 1st Wednesday of every odd month at 7:30 am. The group convenes five times a year.

III. Staff Summary (7:55-8:10)

General Comments presented by Shannon Haynes

Division of Responsibilities: Scott Reid and Shannon Haynes are working together to efficiently cover subcommittee meetings. Going forward certain items included in subcommittee reports should be brought forward for the full commission's approval.

Mini-Grant Application: Regarding mini-grants, we will leverage the town's grant expertise and staff will propose a grant process for commission approval at the January meeting.

Highlights from Memo present by Mack Russo

Justice Center Update:

- *Clarification regarding cultural competency training: Staff will share potential cultural competency training options for the chosen property management company.*

DEI Initiatives:

- *Equity Training and Community Panels Clarification: In response to Carol Saade's request for clarification, equity training and community panels are something this group would like to host and have accessible to the public. For example, there are three equity training courses, budgeted for the BSEAC, and will coincide with commission meetings and will be open to the public that could count towards this initiative.*
- *Draft of County Government's Equity Blueprint: Commissioners will receive the draft of the county government's equity blueprint at the earliest opportunity for review and input.*

IV. Social Equity Discussion (8:10-8:25)

Commissioner Vacancies

The subcommittee (Carol Saade, June Walters, and Eliana Crabb) has successfully narrowed down the pool of applicants from 8 to 5 for the upcoming interviews to fill the three vacancies. Interviews are scheduled to take place on 11/30 from 8 am to 10 am and 12/1 from 8 am to 10 am, with each interview lasting 30 minutes.

Once the interviews are concluded, selected candidates will need to be appointed by the Council. To facilitate this, we aim to have the memo for appointment completed by January 3rd, ensuring inclusion in the packet for the Council meeting on January 9th.

Subcommittee Updates

Celebrate Diversity

The Celebrate Diversity group shared the proposed events for 10 Mile Pride scheduled for June 14-16. The subcommittee is seeking input and feedback on the suggested activities,

with a focus on the drag queen brunch. Recommendations for performers or venues are welcome. The group also aims to incorporate LGBTQ trivia into restaurant trivia nights throughout the month and is seeking suggestions for participating venues. Regarding the Braille event on January 4th, it was noted that there is no visually impaired individual on the planning committee. Collaboration with the Colorado Center for the Blind's program trainer has been underway, and efforts will be made to invite a visually impaired member to participate in the next planning session.

Community Influence & Education

The group is actively planning the mission statement video. They intend to present their proposed script for the video at the December meeting, where feedback will be sought. Filming would ideally be scheduled for January to include new commissioners upon appointment.

Community Outreach & Engagement

The subcommittee did not meet, but they have scheduled their next meeting for 11/29.

Immigration Rights & Advocacy

The subcommittee's meeting is planned to take place following this session on 11/21.

Civic Engagement

The subcommittee recently evaluated feedback from the initial community discussion on equity, highlighting key considerations such as interest in establishing a community book group (this is an idea Celebrate Diversity's is currently exploring). A potential partnership with the local ski resort was put on hold to prioritize support for existing skiing accessibility initiatives. A newcomer buddy program was proposed for consideration.

Other notable points include Mack Russo will start incorporating a monthly calendar of events and subcommittee activities for improved coordination. To optimize time and partnerships, community conversations should be staggered every other month, alternating between coffee talks and happy hours. Events involving all commissioners or multiple subgroups will be treated as commission-wide gatherings.

Looking ahead, the subcommittee aims to review the staff proposal for the mini-grant application before seeking commission-wide approval.

V. Equity Blueprint (8:25-8:40)

The equity blueprint is scheduled for review at the January 9th council meeting, allowing additional time for edits. The commission discussed the newly added glossary, which was designed to feature high-level terms, terms used in the blueprint, and terms important for context. There was consensus among the commission that only terms found in the blueprint should be included. Staff will review the Blueprint glossary and ensure only terms used are included and add citations to term definitions. There was a suggestion to create a separate resource, possibly part of the BSEAC University, to include DEI terms.

VI. Upcoming Council Items (8:40-8:50)

No specific council item was highlighted for review for BSEAC, aside a reference to the employee housing aspects of the Breckenridge Grand Vacations Development proposal.

VII. Upcoming Agenda Topics

Town of Breckenridge's ADA Update, December

VIII. Other Matters

Avery Glassman of Breck Create announced that the organization's upcoming art exhibition is actively seeking submissions for a unique theme: "Gay Love Letters." They are also looking for individuals interested in reading these submissions during the exhibition.

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

No public comment.

Motion to adjourn, Tahja Grier; seconded by Jason Smith

Recording:

https://us02web.zoom.us/rec/share/UHvuj9458kKhty7JPIeAPI8I8_SvxWz-ZrbFV8QarW2YkRZpJ7iy5lwpZoLVgynk.23y_tMI6qba-WuVr?startTime=1700488314000

Passcode: +7!!xxwG



Memo

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Social Equity Discussion for December 18, 2023

Commissioner Appointment

In appreciation, we extend a special Thank You to commissioners Jason Smith and Joyce De La Torre for their dedicated service to the Social Equity Advisory Commission over the past three years, concluding in December 2023. Their valuable insight and experience will be missed.

However, we are pleased to announce Jordan Burns' reappointment to a second term on the commission. Additionally, we extend a warm welcome to two new commissioners, Isaura Cirillo and Jotwan Daniels, joining the Breckenridge Social Equity Advisory Commission. Isaura, a returning member from the commission's inception in 2020, is a dentist who temporarily left to attend dental school on the front range, and we are delighted to welcome her back following her recent graduation. Jotwan Daniels, a respected teacher and former head coach of the boys' and girls' soccer programs at Summit High School, now assumes the role of assistant dean of instruction at CMC. We look forward to their contributions and leadership in advancing social equity initiatives within our community.

Chair and Vice Chair Appointment

Each December, the commission appoints new leadership roles for the upcoming year. Thank you to both, Tahja Grier and Jordan Burns for time as the Chair and Vice Chair, respectively.

To nominate a member for the position of Chair, please make your suggestion and a second to that nominee's name in endorsement.

Similarly, for the position of Vice Chair, please submit your nominations and a second.

Monthly Meeting Update and Vote

Our regular meetings are currently scheduled for the third Monday of each month, running from 7:30 am to 9:00 am. As we approach the upcoming year, are there any proposed changes to this meeting time?

Additionally, please note that our January meeting falls on January 15th, a day when the town hall will be closed in observance of Martin Luther King Jr. Day. To accommodate this, we are seeking your input on moving the meeting to either January 8th or the 22nd. Please cast your vote for your preferred date.

Subcommittee Updates

1. Celebrating Diversity

*Tahja Grier, Jordan Burns, June Walters, Elsa Lau, Kristine Keller
Met November 29, 2023*

The Celebrate Diversity Subcommittee has compiled a concise calendar featuring monthly recognitions and planned events. Your input is welcome to enhance collaboration with other subcommittees and ensure a unified celebration throughout 2024. Please review the calendar included in your packet and share your ideas for a more inclusive and coordinated approach.

**The Celebrate Diversity Subcommittee is organizing a Braille Education Event at the Breckenridge Public Library on January 4th from 4:30 p.m. to 6:00 p.m. Julia from the Colorado Center for the Blind will present the history and application of Braille, accompanied by flashcards and children's books. Lydia from BOEC will discuss adaptive skiing and wilderness programming, and Dannie York from TOB will provide insights into the town's ADA audit. Join us for an informative session on awareness and inclusion.*

2. Community Influence & Education

Laurie Moroco, Silvia Vicuna

Meets Friday, December 15, 2023

An update will be provided during the Commission meeting.

3. Community Outreach & Engagement

Carol Saade, Jordan Burns, June Walters, Tahja Grier, Elsa Lau, Kristine Keller

Met November 29, 2023

The community outreach and engagement subcommittee recently explored the development of a best practice guide on equity incentives. The goal is to offer a valuable resource for community partners, accessible on the BSEAC webpage. This guide aims to provide recommendations and considerations for equitable event planning, ensuring inclusivity.

4. Immigration Rights & Advocacy

Carol Saade, Silvia Vicuna, Joyce De La Torre

Met November 21, 2023

The Immigration Rights & Advocacy subcommittee discussed the Town of Breckenridge's potential compensation for commissioners without social security cards. Recent legal changes suggest no prohibition against providing public benefits to undocumented individuals, allowing consideration of stipends for such individuals on boards and commissions. This is an ongoing dialogue within the town to find a solution that can be applied to all boards and commissions. Mack Russo is preparing a proposal for the purchase of translator devices, choosing the pocket talk device (BTO recently acquired 4 based on the group's findings). The committee also addressed the lack of bid translation in public works and recreation over the last four years, and if the town will create a Spanish education video on completing bid forms. Specific questions for the Mountain Dreamers community outreach committee are in progress.

5. Civic Engagement

Carol Saade, Jason Smith, Laurie Moroco, Eliana Crabb

Met December 13, 2023

The civic engagement subcommittee recently reviewed and provided edits for the mini-grant application guidelines in the provided packet. The next phase involves finalizing the questions on the application. Given the alignment of the mini-grant process with civic engagement tactics, the civic engagement subcommittee proposes to serve as the review

committee for recommendations to the entire commission on grant approval. Alternatively, the question is raised whether other interested commissioners should form a separate subcommittee for this purpose. Input from the commission is sought on this matter.

Regarding the grant process, we are proposing a change in email communication. The suggestion is to update our contact email to BSEAC@townofbreckenridge.com for general communication with commissioners, while designating Mack Russo as the recipient for equity-related matters at equity@townofbreckenridge.com. Your thoughts on this adjustment are welcomed.

CELEBRATE DIVERISTY 2024 CALENDAR

JANUARY				
			EQUITY BLUEPRINT	COMMUNITY GATHERING
FEBUARY				
BLACK HISTORY MONTH	VIDEO	PROCLAMATION -Barney Ford Day -Black History Month	EDUCATION Planning event with Tahja Grier	
MARCH				
WOMENS HISTORY MONTH	VIDEO Partnership with Larissa (Breck History)	POST -Breckenridge Women of Equity	EDUCATION Planning event with Tahja Grier and Eliana Crabb	
APRIL				
NEURODIVERGENT MONTH	VIDEO		EDUCATION Planning event with Elsa Lau	
MAY				
ASIAN-AMERICAN PACIFIC ISLANDER HERTIAGE MONTH	VIDEO	PROCLAMATION -Asian-American Pacific Islander Month	EDUCATION Planning event with June Walters	
JUNE				
PRIDE	10 MILE PRIDE June 14-16	PROCLAMATION -Pride Month	EDUCATION Planning event with Tahja Grier	COMMUNITY GATHERING
JULY				
				Show us your Breck Campaign?
AUGUST				
		POST -Senior Citizen Day	EDUCATION Potential event	

SEPTEMBER				
HISPANIC HERTIAGE MONTH		PROCLAMATION -Hispanic Heritage Month		

OCTOBER				
			Voter Registration Event?	

NOVEMBER				
NATIVE AMERICAN HERTIAGE MONTH		PROCLAMATION -Native American Heritage Month	EDUCATION Ute Mountain Ute Tribe Storyteller	COMMUNITY GATHERING

DECEMBER				
	VIDEO International Volunteer Day			Volunteer event with BSEAC?



Breckenridge Social Equity Advisory Commission Grant Application Process

*Striving for racial and social equity for all by removing barriers and
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Thank you for your interest in the Breckenridge Social Equity Advisory Commission Grant Program. We applaud your commitment to fostering diversity, equity, and inclusion in our community, and we are eager to collaborate with you in creating a more inclusive and vibrant Breckenridge. The grant application process is designed to support non-profit organizations serving the people of Breckenridge and/or the Upper Blue River area working towards these goals.

Application Periods

The grant application accepts and reviews applications on a rolling basis throughout the year continuously.

Grant Guidelines

The guidelines and link to the grant application can be found on the Town's website under Breckenridge Social Equity Advisory Commissions page and the "I Want to Apply" section.

Highlighting Equity Efforts in the Application:

Applicants are encouraged to highlight their equity efforts and accomplishments, emphasizing steps taken to serve marginalized communities in the Upper Blue area.

Priority Investments:

Support is available to charitable organizations aligning with the BSEAC's strategies and demonstrating impact on the community through programs, initiatives, and events. Priority investments are directed towards organizations with stable financial and programmatic capacity, strong leadership, and measurable results.

- *BSEAC's strategies include:*
 - *Celebrate Diversity*
 - *Community Education & Influence*
 - *Community Outreach & Engagement*
 - *Immigration Rights & Advocacy*
 - *Civic Engagement*

Combined Restriction:

To maintain fairness and equal opportunity, agencies can submit grant applications three times a year, applicants are invited to submit proposals with a funding request not exceeding \$2,500.

Eligibility

To ensure your eligibility for the Breckenridge Social Equity Advisory Commission Grant, please review the following guidelines:

- *Applicants must be a tax-exempt 501(c)(3) organization according to IRS regulations or a qualified government entity.*
- *Be registered as a Colorado nonprofit organization with the Colorado Secretary of State and be organized in the State of Colorado.*
- *Organizations must be in or actively engaged in programming serving the people of Breckenridge and/or the Upper Blue River area.*
- *Each agency is eligible to apply for this grant up to three times annually.*

- **Ineligible Requests:**
 - *Political campaigns or advocacy for specific issues or candidates.*
 - *Religious programs requiring membership in a specific religion or promoting a particular faith. Faith-based organizations must be inclusive and open to all community members.*
 - *Programs or projects that have already been completed.*
 - *Support directly allocated to staff salaries.*

- *If the organization received past support, a Final Report is required.*

Grant Review Process

The BSEAC grants subcommittee will assess applications for completeness and make recommendations to the Commission based on criteria such as alignment with BSEAC's strategies, sound fiscal management, demonstrated impact or past success, community benefit, and the avoidance of duplicating existing programs or services.

Notification:

- *Final grant decisions will be made by the Commission and communicated within 60 days of the application deadline. Significant changes to the program or event from the original application must be communicated to the Town.*

For inquiries, contact equity@townofbreckenridge.com. Applicants are urged to read instructions carefully and follow them closely.

We appreciate your dedication to racial and social equity, and we look forward to receiving your grant application. Together, let's build a more inclusive and equitable community for all in Breckenridge.

Memo

To: Breckenridge Social Equity Advisory Commission

From: Mack Russo, Community Outreach & Engagement Liaison

Subject: Equity Blueprint Discussion

Equity Blueprint Update:

- *Revised introduction to incorporate a land use acknowledgment, replacing a generic mention of historical inequities. We integrated Breck History's approved statement on land use and followed guidelines from the Colorado Tribes Association.*
- *Added hyperlinks to the BSEAC webpage and adoption resolution for easy reference.*
- *Consolidated all commissioner photos onto a single page; new commissioner photos pending coordination with Mack Russo.*
- *Streamlined the terminology section to exclusively represent terms used within the blueprint, eliminating supporting context definitions.*

Focal points for consideration:

- *Introduction Changes:*
 - *Are there any changes you would like to make to the introduction? This section serves as the foundation for the entire blueprint, and your feedback on its clarity and effectiveness is invaluable.*
- *Land Use Acknowledgment:*
 - *How do you feel about the incorporation of the land use acknowledgment? It's important to gauge your comfort level with this inclusion and ensure that it aligns with the commission's vision and objectives.*
- *Equity Blueprint Terminology:*
 - *Do you support the specific definitions of the terms utilized in the equity blueprint? Clarifying and standardizing terminology is crucial for effective communication and understanding. Your support will reinforce the blueprint's precision and coherence.*
- *Metric for Immigration Subcommittee:*
 - *The immigration subcommittee currently uses the metric "Track total monetary value contributed to community partners towards immigrant services." Should this remain a metric for that committee, or would it be more logical to set it as a metric for the civic engagement subcommittee?*
 - *If the commission agrees on having the civic engagement subcommittee as the review committee for the mini grant, it may be worth considering whether this metric aligns more closely with their scope. Additionally, discuss the implications*

of dropping the specific immigrant services aspect and how it might impact the overall objectives.

- **Additional Recommendations:**
 - *Are there any additional changes you recommend and why? As we approach the council presentation, it's crucial to address any potential gaps, inconsistencies, or areas where further clarification is needed. Your proactive recommendations will contribute to a more robust and well-rounded blueprint.*

Brief outline of the implementation plan:

- **Objective:**
 - *To promote and generate awareness about the Equity Blueprint for the town of Breckenridge, fostering community engagement and encouraging active participation in its implementation. Are there any other objectives the Commission has that we may not have considered here?*
- **Launch:**
 - *Host an in-person launch event showcasing the key aspects of the Equity Blueprint (This would be a Community Conversation on Equity Event with the entire Commission).*
- **Multi-Channel Awareness:**
 - *Leverage social media platforms, local news outlets (We'll create a Press Release and share to our media partners to get a story picked up) to disseminate information about the Equity Blueprint.*
 - *Create and use an infographic to simplify the blueprint.*
 - **Mnt TV**
 - *2-minute interview to highlight the blueprint (will need a volunteer for this)*
 - **Summit County TV Feature:**
 - *Sit-down interview discussing the Equity Blueprint (will need two volunteers for this)*
- **Community Meeting:**
 - *Organize an in-person community partner meeting to delve deeper into specific aspects of the Equity Blueprint.*
- **Website:**
 - *Launch a blueprint on the BSEAC website and promote it on the main TOB webpage.*
- **Social Media Challenges and Campaigns (Ongoing):**
 - *Share Mnt TV interview.*
 - *Launch hashtag campaign to amplify the message and create a sense of unity within the community.*
 - **Video Series - Subcommittee Goals:**
 - *Video per subcommittee goal.*
- **Partnership with Local Businesses and Organizations (Ongoing):**
 - *Collaborate with local businesses and organizations to display promotional material and information about the Equity Blueprint.*



TOWN OF
BRECKENRIDGE

EQUITY BLUEPRINT



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STATEMENT OF PURPOSE

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

LAND ACKNOWLEDGEMENT

The Town of Breckenridge acknowledges that our community resides on the traditional and unceded territories of the Ute tribe. We recognize the enduring relationship that Indigenous peoples have maintained with this land for countless generations.

Furthermore, we acknowledge the 48 contemporary Indigenous Tribes and Nations that have historically called Colorado home, as outlined in the [Colorado Tribal Acknowledgement List](#). This recognition is an essential step towards honoring the rich cultural heritage that has shaped the region.

We pay our respects to Elders past, present, and future, and express gratitude to all those who have stewarded the land, air, and water for generations. Honoring the diverse stories of all people connected to this place—be they good or bad, simple or complex, inspiring or contemptible—we commit to understanding the inequities of our past and strive for a more inclusive and equitable future, where the voices and experiences of all community members are valued and respected.

INTRODUCTION

In 2020, a nationwide racial reckoning movement, ignited by the tragic murder of George Floyd and the global pandemic, exposed stark disparities within our community. At that time, the Town of Breckenridge embarked on a concerted effort to better serve our community with a renewed focus on equity. The Town partnered with the nationally renowned equity consultant, [The Equity Project](#), to seek guidance and expertise. The Equity Project provided town leadership with internal equity training and an organizational assessment to build a foundation to begin our work. Additionally, they helped facilitate the formation of the [Breckenridge Social Equity Advisory Commission \(BSEAC\)](#), and the development of an Equity Lens, as an internal decision-making tool, and this Equity Blueprint, as a strategic plan. The document presented herein is the culmination of these dedicated efforts.

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 blueprint 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): On June 9, 2020, the Town Council passed a [Resolution](#) creating BSEAC. The nine commissioners consist of community members from a variety of backgrounds, expertise, and lived experiences. BSEAC has led the development of the **External: Community and Partnerships** goals, as the Town intended to have these goals be community-driven. The responsibilities of the commission include:

- **Building Culturally Responsive Strategies:** The BSEAC's primary role is to cultivate a culture of racial and social justice through inclusive ideas and informed insights, thereby promoting racial equity in both our community and the town's administration.
- **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 for our community.

OUR STARTING POINT

In 2023, Town staff recognized the importance of assuming responsibility for advancing equity and inclusion within our organization and formed the Diversity, Equity, and Inclusion (DEI) committee. The committee consisting of town staff from a variety of levels and departments, developed the **Organizational: People, Policy & Practice** goals and works in partnership with BSEAC to address staff needs, reform internal policies and procedures, and ensure DEI principles are integrated into the Town's culture.

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 utilizing data on belonging from current town and country surveys. 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.



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

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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.

EQUITY BLUEPRINT

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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.

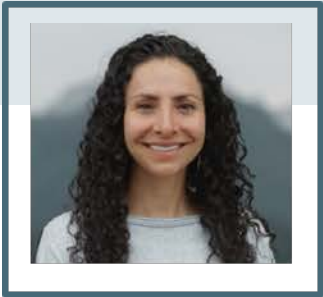
METRICS

- 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.

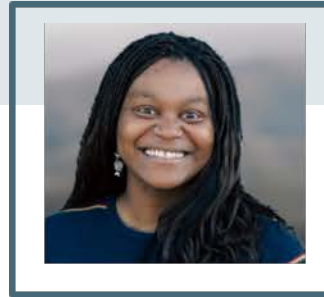


EXTERNAL: COMMUNITY & PARTNERSHIPS

MEET THE BRECKENRIDGE SOCIAL EQUITY ADVISORY COMMISSION



CAROL SAADE
Town Council



TAHJA GRIER
Commission Chair



JORDAN BURNS
Vice Commission Chair



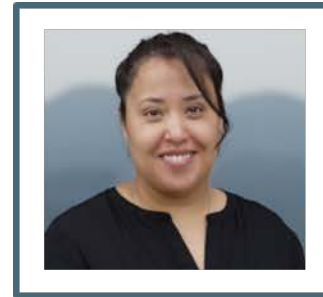
ELIANA CRABB



JUNE WALTERS



LURIE MOROCO



SILVIA VICUNA

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

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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.

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

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

Diversity: 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.

Equity: 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.

TERMINOLOGY

Historically Marginalized: a community that has historically suffered from discrimination and has not had equal access to public or private economic benefits due to the race, ethnicity, gender, geography, language preference, immigrant or citizen status, sexual orientation, gender identity, socioeconomic status, or disability status of its members.

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

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

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

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

Social Justice: A form of activism based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure.

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

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](#)

[National Associations of Counties DEI Key Terms](#)

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

Andrew Brottman

Carol Saade, Town Council

Dick Carleton, Town Council

Eliana Crabb

Erin Gigiello, Town Council

Isaura Cirillo

Jason Smith

Jordan Burns

Joyce De La Torre

June Walters

Laurie Moroco

Silvia Vicuna

Tahja Grier

THANK YOU

Original Blueprint created by
THE EQUITY PROJECT

revised October 2023 by staff



Upcoming Council Discussions

There is not a second Council meeting in December. Council will reconvene on January 9, 2024 and again on January 23, 2024.

January 9, 2024

Presentations:

- Breck Create will present on 2024 goals and the Riverwalk Center project planning.

Legislative

- 2023 Budget Appropriations – (2nd Reading) – *Staff will update Council on any remaining 2023 budget changes requiring an appropriation.*
- 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.*
- Charter Amendment- Election Commission Term (2nd Reading) – *Council will add charter amendment question to the April ballot to extend the Election Commission term from 2 to 4 years to allow for more consistency and experience in election oversight.*
- Charter Amendment- Board and Commission Appointee Qualifications (2nd Reading) – *Council will add a charter amendment question to the April ballot to allow a broader interpretation of committee members so that no longer need to be residents and electors of the Town. Instead, they can be residents and electors of the Upper Blue Basin*
- Resolution to Approve Mail Ballot Election – (Resolution) – *Staff is requesting approval to run a mail-in ballot election.*

Other

- Equity Blueprint Discussion- Staff will present the Equity Blueprint for Town Council’s review and approval.
- Historic Sheds- Staff will discuss approaches for preserving historic sheds around Town.
- Firewise Development Code Discussion- Staff will present recommended changes to the Town’s Firewise Development Code.
- Vestibules in Conservation District- Staff will discuss the concept of allowing “vestibules” in the Town’s Conservation District to allow for seasonal “airlocks” for buildings to reduce drafts and wind affects during winter.