



Breckenridge Social Equity Advisory Commission

March 18, 2024, 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 (January and February, 2024)

- II. Staff Summary (7:35-7:45)**
 - Pocketalk Locations and Training
 - Youth Empowerment Society of Summit
 - Equity Blueprint Partner Meeting

- III. Presenters (7:45-8:05)**
 - Tessa Breder**, Senior Director of Community Affairs with the Breckenridge Tourism Office
 - BTO Marketing Content/ Strategies
 - 10-Mile Pride Event Update

- IV. Social Equity Discussion (8:05-8:30)**
 - Subcommittee Updates
 - Celebrate Diversity
 - Community Outreach & Engagement
 - Community Education & Influence
 - Immigration Rights and Advocacy
 - Civic Engagement

- V. Upcoming Council Items (8:40-8:50)**

- VI. Upcoming Agenda Topics**

- VII. Other Matters**

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



Breckenridge Social Equity Advisory Commission

January 22, 2024, 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: Jotwan Daniels, June Walters, Laurie Moroco, Tahja Grier, Jordan Burns, Carol Saade

Zoom: Isaura Cirillo

Absent: Eliana Crabb

Discussion/Approval of Agenda

Motion to Approve: Tahja Grier, Seconded: Laurie Moroco

Discussion/Approval of the Minutes

Motion to Approve: Tahja Grier, Seconded: June Walters

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

1. Larkspur Housing Project Lottery Application Live: The lottery application for the Larkspur housing project is now live. Please share the application link with interested parties or community members seeking housing opportunities.

2. Translator Devices Arrival: The ten translator devices ordered by the Town are scheduled to arrive on Wednesday. Staff will conduct a training session for the intended department desks. Additionally, a sign-out sheet will be provided for staff to borrow the two floating devices as needed.

3. DEI Committee Update: The internal Diversity, Equity, and Inclusion (DEI) Committee is concluding the equity lens training for staff. They are currently meeting to review the training and the department-specific elements incorporated into the main training session.

III. Mission Statement Video (7:40-8:10)

IV. Social Equity Discussion (8:10-8:30)

Subcommittee Updates

Celebrate Diversity

The Celebrate Diversity Subcommittee reviewed the proposed lineup for the 10 Mile Pride celebrations. One question arose regarding scheduling the commission's happy hour during the main week of 10 Mile Pride or a different week to spread out events. The commission decided to schedule their Community Conversations on Equity Happy Hour during the week of June 2nd-8th. Mack Russo will send a Doodle poll of dates for this week to the Commission to decide.

In February, Black History Month banners will be installed along the Town medians, and the CMC cooking class on African Cuisine is set for February 19th. The BSEAC events budget will cover the class cost.

We're also exploring the possibility of projecting images of African American artists and their artwork on the Old Masonic Hall building in partnership with Breck Create, although this remains a tentative plan.

Community Outreach & Engagement

The Community Outreach & Engagement subcommittee shared the Equity Blueprint rollout plan during their recent meeting, along with that the Equity Blueprint is now accessible online via the BSEAC webpage. During the discussion, Carol Saade asked about tracking engagement analytics for the Equity Blueprint on the website. Brooke Attebery clarified that while Granicus doesn't routinely provide access counts for documents, we can utilize page visit analytics for monitoring.

Community Education & Influence

Following the filming session earlier in the meeting, the group has been diligently working on the mission statement video. No additional discussion was needed.

Immigration Rights and Advocacy

No additional discussion outside from the packet.

Civic Engagement

The Civic Engagement subcommittee shared the mini-grant application and guidelines with the aim of publishing the grant opportunity in March. Our outreach strategy will target smaller non-profits, and encourage all commissioners, not just the Civic Engagement subcommittee, to assist with initial outreach efforts.

V. *Equity Blueprint (8:40-8:50)*

1. Media Coverage: Jordan Burns and Carol Saade were interviewed by Kit Geary from Summit Daily, and Jordan Burns also interviewed Phil Lindeman with Krystal 93.
2. Community Partner Meeting: A meeting is scheduled for January 30th at the Summit Senior Center from 11:00 AM to 12:30 PM to showcase the Equity Blueprint and explore collaboration opportunities with other agencies.
3. BSEAC Coffee Talk: The BSEAC Coffee Talk originally planned for the February 2nd will be rescheduled for a later date in February due to a conflicting coffee talk with the Mayor and Commission on February 2nd. A Doodle poll will be sent to determine the new date.

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

The upcoming items for review by the council, including the presentation of the High County Conservation Climate Equity Plan by HC3 and Town Sustainability. This plan, previously supported by the Breckenridge Social Equity Advisory Commission, addresses climate equity. Additionally, the Breckenridge Tourism Office will present findings from a Resident Sentiment Survey covering housing accessibility, special events, quality of life, and community affordability. The council will also review the first reading amendments to the Lighting Code, aimed at regulating outdoor and decorative/holiday lighting. Lastly, a resolution regarding an Election IGA with Summit County will be discussed, facilitating the April municipal election through mail-only ballots with support from County staff and equipment.

VII. Upcoming Agenda Topics

VIII. Other Matters

Breck Create has extended an invitation to the commission for two upcoming exhibitions:

"In Plain Sight: Queer Rural Narratives from the Water and the Land" on January 27th, featuring artists Ben Cuevas, Lindsey Cherek Waller, Robert Martin, Janie Stamm, and José Villalobos. This exhibition challenges assumptions about queer history, exploring rural ecologies, extraction impacts, and climate change. It revives narratives of queer existence, resistance, and vitality in rural environments.

"Valentine's Day Poetry and History Night" on February 14th, starting with talks by exhibiting artists Ben Cuevas and Janie Stamm. The event showcases love letters and poems by queer authors, past and present, with a rural backdrop in line with the "In Plain Sight" theme. Attendees can experience a range of literary art from sentimental to profound.

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

Motion to Adjourn: Tahja Grier, Seconded: Silvia Vicuna



Breckenridge Social Equity Advisory Commission

February 19, 2024, 7:30am

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

I. Call to Order

Chair Jordan Burns called the meeting to order at 7:30am.

Roll Call

Present: Jotwan Daniels, June Walters, Laurie Moroco, Silvia Vicuna, Eliana Crabb, Isaura Cirillo

Zoom: Jordan Burns and Carol Saade

Absent: Tahja Grier

Discussion/Approval of Agenda

Motion to Approve: Commissioner Walters, Seconded: Commissioner Vicuna

Discussion/Approval of the Minutes

The January minutes were not included as part of the packet and will be approved at the March meeting.

II. Staff Summary

Town Manager Shannon Haynes stated Mack Russo is no longer with the Town and we are moving forward with hiring a Bilingual Community Outreach and Engagement Liaison to facilitate meetings. She further stated Scott Reid and Helen Cospolich will be facilitating the meetings moving forward.

i. Pocketalk Devices

Town Clerk Helen Cospolich updated the Commission on the Pocketalk devices. Commissioner Moroco asked if the devices could be used in group settings, such as coffee talk events. Cospolich stated the devices are intended for one-on-one situations but could be used for small groups as needed. There will also be one or two extra "floating" Pocketalk devices that could be signed out from the Community Outreach Department and used by BSEAC commissioners as needed. Commissioner Vicuna asked for a list of the areas in Town that will use the translator devices. Commissioner Daniels asked if the Commission could be invited to the training for the devices.

ii. Arts and Culture Master Plan Update

Julia Puester, Assistant Director of Community Development, stated the Town is moving forward with a 10-year Arts and Culture Master Plan. She further stated we see BSEAC playing a large role in feedback about the plan and we want to make sure the plan includes feedback from as many people as possible. She stated that when we hire a consultant, we will come back to the group with some questions to help develop a good process.

Commissioner Walters asked if the Equity Lens would be part of the information provided to the consultant and then clarified that they should use the Equity Lens, and not the Equity Blueprint for this purpose. Puester stated that yes, the consultants would use the Equity Lens as part of the process.

III. Social Equity Discussion

Subcommittee Updates

Celebrate Diversity

Chair Burns thanked Commissioner Walter for the idea and her work on the Barney Ford video. Commissioner Walter stated she was curious about how many video views we have gotten since we last heard about statistics.

Commissioner Walters then stated the subcommittee focused on the Ten Mile Pride events in June. Commissioner Crabb asked about hiring Dean Nelson as a pride consultant for Ten Mile Pride. Town Manager Haynes stated he does large events and has an affinity for Breck. She also stated we have asked the BTO to take a bigger role in that event and we will have an update at the March BSEAC meeting.

Chair Burns stated there are still spots remaining for the Black History Month cooking class tonight at CMC. Commissioner Moroco stated she can push out information about the class to CMC students as well.

Chair Burns stated the next Celebrate Diversity meeting will be March 6th, 5-6pm, in conjunction with the Community Outreach Engagement meeting as well.

Community Outreach & Engagement

Commissioner Walters stated they discussed an issue that has come up at the Welcome Center, where visitors may view Breckenridge more as a “white place” and may not be as accepting of diversity. She suggested to the group that we regularly feature diverse members of the community in a video series and on our social media feeds. The commissioners generally agreed this was a good idea. She also spoke about preparing an Equity Resource Guide for the community. Commissioner Daniels stated they were also introduced to the Youth Empowered Students of Summit and involving those students in the future to be part of the conversations in the community.

Community Education & Influence

Chair Burns stated they need to set the date for the next meeting. Town Manager Haynes stated they can use a Doodle Poll to schedule the next meeting. Commissioner Moroco stated they recently filmed a video with SCTV and we should see if we can edit it to use in the future, and to air on SCTV and social media accounts.

Immigration Rights and Advocacy

Commissioner Vicuna stated the next meeting is Friday at noon, and they have been working with Mountain Dreamers to learn about their goals and to work to coordinate with them in the future.

Civic Engagement

Commissioner Crabb stated an email went out about the mini-grant process, including the matrix about how to score applications, and it needs to be refined. She further stated they would like to schedule more coffee talks and happy hours. Town Manager Haynes stated she can send out a Doodle Poll to schedule a meeting for this subcommittee as well.

IV. *Upcoming Council Items*

Scott Reid stated the joint meeting with the BOCC will be next week. He stated the meeting starts at 2pm with that discussion, and topics include Summit Stage and Housing. He stated there are also many legislative items, including second readings on budget and housing liens, and first readings on Firewise regulations and Demolition by Neglect. Reid also stated the discussions will include a new food and beverage distribution pilot program and golf fees. Reid explained the pilot program in detail. Town Manager Haynes clarified the distribution pilot program will be a voluntary transition at first and it should make delivery easier for businesses. Also, she stated the BGV development will come up at the second meeting in March, and two of the parcels will include employee housing. She stated Council will be discussing the annexation of the Entrada parcel at the next meeting, and they will also be talking about increasing our water rates, which may be challenging for some people. Town Manager Haynes stated the Blue River Pathways redesign of the Riverwalk area will also be coming back to Council. Chair Burns noted that he is excited about the food and beverage distribution model as a way to get delivery vehicles off the road.

V. *Upcoming Agenda Topics*

Town Manager Haynes stated the BTO will be attending the meeting on March 18th to talk about their marketing and advertising, their programs, and how we can integrate with what they do. Commissioner Walters asked if she should follow up with the Summit Daily News about features of diverse Summit locals, and Chair Burns suggested waiting until after we meet with the BTO so they could be involved.

VI. *Other Matters*

Chair Burns asked the group to think about subcommittee opportunities with YESS (Youth Empowerment Society of Summit), and stated it would be good to work with them in the future. Town Manager Haynes stated we can add that as an agenda item for the next meeting.

VII. *Public Comment (Non-Agenda Items)*

There were no public comments.

Chair Burns adjourned the meeting at 8:23am.



Memo

To: Breckenridge Social Equity Advisory Commission
From: Town Staff
Date: March 18, 2024
Subject: Staff Summary

Pocketalk Devices

The translator devices have been delivered, and Town staff from designated departments (and some BSEAC commissioners) underwent training on March 5th to educate them on the effective utilization of the devices. The Pocketalk devices were distributed as follows:

- (1) Town Hall Front Desk
- (1) Community Development Front Desk
- (1) Finance Front Desk
- (2) Rec Front Desk
- (1) HR Front Desk
- (1) Ice Rink
- (1) Nordic/Golf
- (1) Floating device that will live in the communications office

Please contact Town staff if you need additional information on the use of these devices.

Youth Empowerment Society of Summit (YESS)

At BSEAC's request, staff asked Yessenia Vinueza to attend an upcoming BSEAC meeting to discuss collaboration opportunities between YESS and BSEAC. Yessenia is unavailable for the March BSEAC meeting but is planning to attend the April 15th meeting. Staff seeks any initial feedback or ideas from BSEAC commissioners regarding how best to engage the YESS group moving forward.

Equity Blueprint Partner Meeting

Staff attended the January 30th Equity Blueprint Partner meeting, which was well attended by multiple municipalities and partner groups from across Summit County. The Equity Blueprint document was reviewed, and the tactics/metrics were specifically presented for comment by partners. The community partners offered overall support for the Equity Blueprint and commended the Town of Breckenridge for completing this important equity document. Several peer municipal entities sought advice for creating their own version of the Equity Blueprint and also offered recommendations for additions and edits to be made to the Town's working document. Staff is considering how best to respond to the recommended edits. Overall support for the Equity Blueprint was strong and positive.



Memo

To: Breckenridge Social Equity Advisory Commission
From: Town Staff
Date: March 18, 2024
Subject: Discussion Items for March 18, 2024

Subcommittee Updates

Celebrate Diversity/Community Outreach and Engagement*

Jordan Burns, Tahja Grier, June Walters, Jotwan Daniels, Carol Saade, Elsa Lau, Kristine Keller
Met March 6th, 2024

*These two subcommittees merged their meetings this month to ensure continued progress on both fronts given limited schedules.

Pride Update:

- The BTO provided an update on the direction of the 10-Mile Pride event.
- The BTO will be hiring Dean Nelson to consult.
- The subcommittee supported the 10-Mile Pride event being community-focused but evolving it into a destination event over time. The concept of this transition will be **brought to the whole BSEAC commission for feedback** at the March 18th meeting.
- BTO will also be looking into a name change depending on copyright issues.

Resource Guide:

- Jordan sent previous documents that the committee had worked on. Scott and Brooke will work on a draft and email it to the subcommittee for feedback **and include it in the next commission packet as a draft.**
- We need to focus on the Resource Guide being a living document that highlights community partners and resources, the Equity Lens being part of those resources.

Women's History Month:

- We are developing a Q&A video with Larissa and a Commissioner on Historical Women in Breckenridge. June is working on script and questions.
- We would like to highlight modern women in the Breckenridge community. Brooke is working on this, but if any commissioners have community member suggestions they want to see highlighted, please send them to Brooke.

April Messaging:

- Brooke will work with the Summit Daily to start some community member highlights, but please send Brooke some community member nominations to help pitch this story to SDN.
- Neurodivergent Month – Education, Resources, How to be an Ally [Your Guide to Neurodiversity Celebration Month – How Can You Be an Ally? – The Hive \(txstate.edu\)](#)
- Brooke will see if Building Hope has any events or trainings.
- Research ways to show support through wearing a certain color or a symbol.
- Create a Share your Neurodivergent Story campaign.

Upcoming subcommittee meetings April 1, 2024 @ 5:30pm:

- Subcommittee Roles – **Blending of the Commission Goals Discussion.**
- Continue the discussion on the Resource Guide after draft has been presented to the BSEAC commissioners.
- Update on March and April Messaging.

Community Outreach & Engagement

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

Met March 6th, 2024

See minutes above.

Community Education & Influence

Silvia Vicuna, Laurie Moroco, Jotwan Daniels

Met March 5th, 2024

The Community Education and Influence subcommittee discussed the overall mission of the subcommittee.

- The goal was originally to educate community members regarding equity.
- The concept of an “Equity University” was discussed. Publishing content on the Town website, including videos of what the subcommittee and the BSEAC does would be helpful.
- Collectively, we would like to produce content- programs and platforms to help educate the community on local equity efforts. The City of Boulder has a model to consider.
- We would like to publish everything in multiple languages or with subtitles.
- We originally targeted five different large topics for content, including:
 - Housing
 - Childcare
 - Tolerance
 - Cultural Diversity
 - Accessibility to culturally appropriate messaging
- Brooke can assist with the content creation.
- We should refer to the Equity Blueprint goals, tactics, and metrics to help define our goals as a subcommittee and reengage the process.
- The community education should take the form of coffee talks, and Town-based equity resource landing page, video content to help educate community members, and an Equity University.
- Any content created should be included in the OneBreckenridge program.
- As we reengage this subcommittee, we would consider merging with another subcommittee (e.g. Community Outreach and Engagement), but each subcommittee has a specific focus that should not be lost in translation. One may be more outward-focused, while the other is more inward-focused. We would like to **hear from the overall BSEAC and other subcommittee members about the idea of restructuring the subcommittees.**
- We also may need to modify the Equity Blueprint if we make these potential changes.
- No next subcommittee meeting date was set, pending an overall **BSEAC discussion about subcommittee structure.**

Immigration Rights & Advocacy

Carol Saade, Silvia Vicuna, Isaura Cirillo

Met March 8, 2024

Universal Pre-Kindergarten – Year before kindergarten; all children who are 4 years old are eligible.

- Scholarship applications just opened; every student automatically get 15 hours of free care for the school year (\$611/month last year); 10-month program; just school year, but Early Childhood Options (ECO) will pay for the remaining 2 months.
- Has to be a licensed provider (ECO trying to get all unlicensed providers licensed)
 - o Michelle will provide information on what is required to be licensed. Can you be undocumented? Can you get licensed with an ITIN?
- If you have multiple qualifiers, you can get up to \$1,100/month.
 - o School District slots/funding is a different application; they do take kids who need extra help. That application is also open now.

Summit Pre-K – Is funded by Strong Future tax funding; for 3 & 4 year olds.

First Steps – 0-3 Years Old – Municipal funding

ECO scholarships applications are open May 1st to 31st, funding follows the school year.

Shining Rating 2-5

- Licensing, how much opportunity they give their teachers to learn more; most centers are a 4. Wildflower is a 2, get 40% tuition assistance, if a center is a 4 then 60%

Demographics – Michelle will get more information

- Believes the Latino numbers are higher than reported 2022 numbers (23% H/Latino, 74% Not Latino); 89% White.

Childcare Centers

11 Summit School District Pre-school

8 Childcare centers

10 Family Home providers

8-10 unlicensed home providers

Funding

First Steps – Income cap is \$250,000.

Summit Pre-K – Income cap is \$210,000.

If earning under \$50,000 – full funding.

Required information: Taxes or W-2 or paystubs (30 days) or self-declared income (want more than just self-declared if possible).

Waitlist

Kinside.com website – get on all the waitlists

- Trying to clean up waitlist

Communication

ECO finding that some people don't know about the scholarship programs, even people with kids in childcare.

- Need to require centers provide the information to every family.

How can ECO better reach people?

- Information at hospital when child is born.
- Want childcare providers who speak Spanish, but maybe sell that child will learn English.
- Utilize the schools to meet with parents.
- Recreation centers.
- Library.

- Evenings information sessions.
- Family days, strider races.
- Mexican stores.
- FIRC food pantry, flyer in each box.
- Flyers – Do you need help with childcare? Licensed.
- CMC counselors.

BSEAC To-do - **Think about “roundup” for childcare – For BSEAC to discuss.**

Civic Engagement

Carol Saade, Laurie Moroco, Eliana Crabb, Jotwan Daniels

No subcommittee meeting was held during the past month. Next meeting date TBD.

Upcoming Council Discussions

For the upcoming 3/26/24 Town Council meeting, the following topics are currently planned for discussion:

Legislative:

- Demolition by Neglect Ordinance (First Reading). This ordinance requires all landowners within the Town’s Historic Conservation District to protect the historic buildings and secondary structures from falling into decline and collapsing.
- BGV Development Agreement (First Reading). This agreement outlines the deal points for development on six different parcels across the Town (and one to be annexed).
- Code updates addressing Defensible Space (First Reading). This ordinance would update the Town Code to match Firewise requirements and help protect houses and other infrastructure from wildfire risk.
- Entrada Parcel Annexation and Zoning (First Readings). These ordinances would allow consideration of annexation for the Entrada Parcel (across CR 450 from 7-11). If passed on second reading, the parcel would be annexed into the Town of Breckenridge and likely be developed with workforce housing as required via the development of the Peak 8 Hotel parcel. The zoning ordinance would determine the type and amount of development that would occur on the property.

Other:

- New Town Website Demonstration. Community Engagement staff will unveil the Town’s new web platform, its functionalities, and accessibility functions.
- Outdoor Irrigation Discussion. The Town Water Department is proposing changes to the Breckenridge Town Code to correspond with new Summit County requirements for address-based watering guidelines. Changing the Town code would ensure that watering guidelines are consistent throughout Summit County based on even and odd address numbers.

Planning Matters:

- Fractional Ownership Code Changes. Community Development staff will present on the concept of limiting fractional ownership models (e.g. timeshares) in certain areas of the Town.
- Inclusionary Zoning Discussion. Community Development staff will present methodologies for creating more workforce housing based on various forms of development within Town.
- Tiger Dredge Food and Beveridge Delivery Service Pilot Temporary Structure. Community Development staff will present a Town Project Hearing to approve a temporary structure to allow the Food and Beveridge Delivery service to begin operation within a temporary building.

Resource Guide Draft

Objective:

The objective of this Resource Guide is to provide community partners with a lens and community resources to use when creating events. By keeping this guide in mind, Breckenridge events will be more equitable and inclusive.

When creating an event keep in mind the following:

Who: Who are we trying to appeal to with this event? Are there others that would benefit from attending this event? What are the potential burdens on these groups when trying to attend this event?

Intention: Have we intentionally invited all potential attendees to this event? Have we sought to maximize a sense of inclusivity to everyone that is attending the event?

Impact: Have we identified any known disparities surrounding the event and attendance of different groups? Does having this event improve, ignore, or worsen those disparities?

Uplift: Are we uplifting the experience of different groups with this event?

Benefit: Have we considered how all groups can benefit? Are there additional opportunities to further the benefits of this event?

Trust: Does this event build trust within our community and with those visiting our home?

Resources:

Immigrant Advocacy:

Mountain Dreamers

<https://mountaindreamers.org/>

Contact

Mountain Dreamers VISION is of an inclusive mountain community that promotes equitable opportunities for immigrants from diverse backgrounds to be safe, to be celebrated, and to thrive.

Our MISSION is to inspire, educate, and advocate in order for immigrants and their allies to create systems that advance equity and social justice in our mountain communities.

Family Resources:

Family & Intercultural Resource Center

<https://www.summitfirc.org/en/>

Contact

Mission: FIRC promotes stable families.

Vision: Envisioning a caring and thriving community.

Mental Health:

Building Hope

<https://buildinghopesummit.org/>

Contact

Building Hope Summit County is a community-wide initiative designed to create a more coordinated, effective and responsive mental health system that promotes emotional health, reduces stigma and improves access to care and support for everyone in Summit County.