

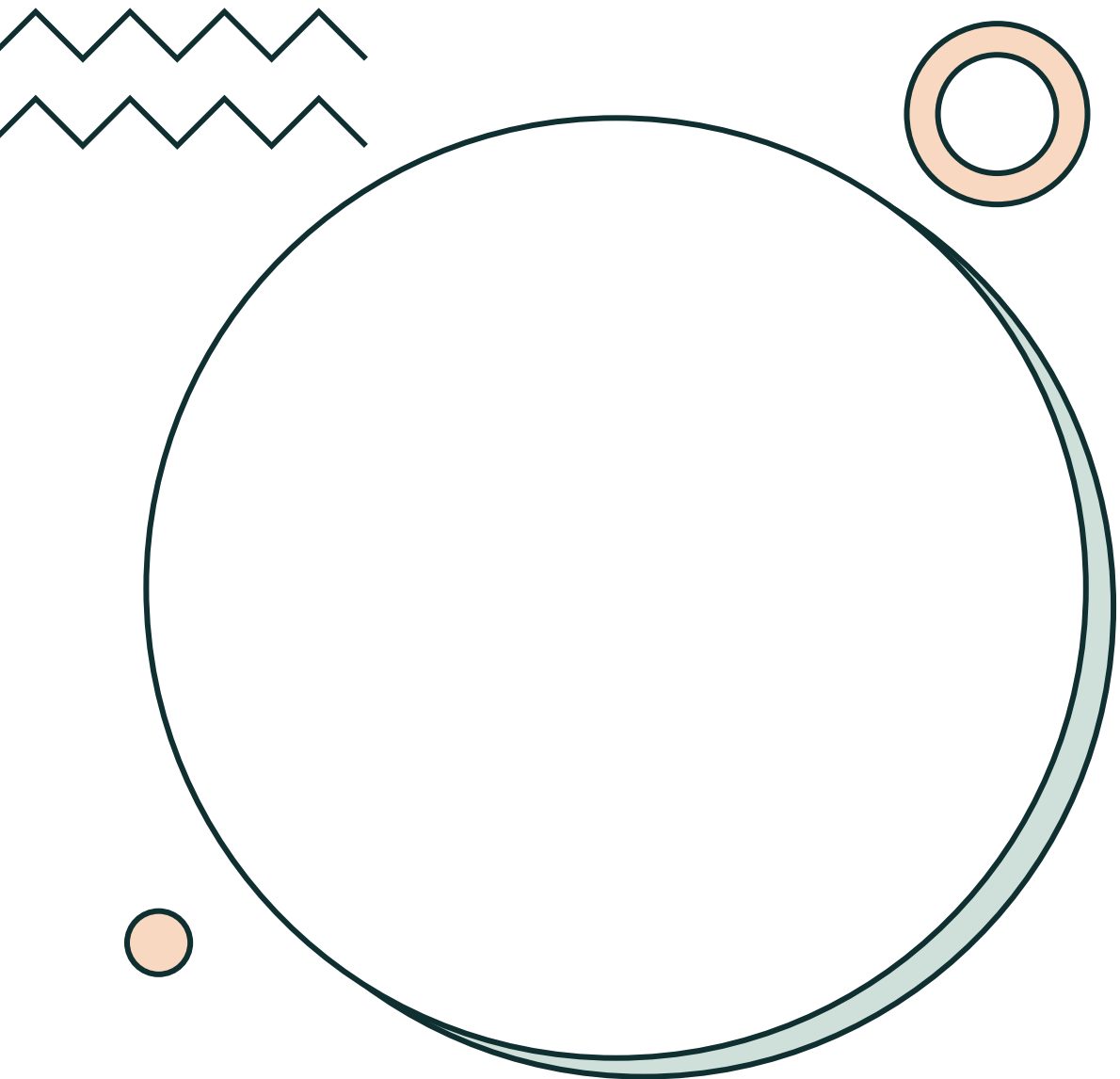


Town of Jackson Equity Task Force

Overview

- Equity Task Force Mission
- What we mean by equity
- Building trust & mutual respect
- Recommendations from the Task Force
- The pace of Government and competing interests
- Equity Filter and Task Force's next iteration
- Learnings





Equity Task Force Mission: To advise the Town and help educate the community on equity and inclusion strategies, foster connections among the many segments of the community, and make recommendations to the Town and Town Council about priorities, policies, and solutions to help bring a wider variety of voices and perspectives into conversations to inform decision-making.



EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.





Comfort, Learning, and Panic Zones



Building Trust & Mutual Respect

- Cultivating a culture that values learning
 - Frame mistakes as learning experiences
 - Practice taking responsibility for impact
- Acknowledging power differentials and how they impact individual and group experiences
- Sitting with discomfort with differing opinions and perspectives and considering different types of power including:
 - Positional
 - Economic
 - Social



RECOMMENDATIONS MADE BY THE EQUITY TASK FORCE IN 2022 & 2024



- Recommendation to translate all documents and Town signs into Spanish and create a Language Access Plan.
- Recommendation to direct Housing Department to work on housing for seniors and an Assisted Living Center.
- ~~• Recommendation to begin Council meetings w/ Land Acknowledgement and connect w/ Native Tribal members.~~
- Recommendation to direct staff to add a chapter focused on equity to the Comprehensive Plan.
- Recommendation to revisit and consider removing policy that limits on-street parking in the winter months.
- Recommendation to develop and administer an internal Equity Audit at the Town of Jackson.
- Recommendation to establish Employee Resource Groups and eventually hire a Director of Equity.
- ~~• Recommendation to continue the Equity Task Force with refinements to the related resolution, further requirements for members, and integration with the Town organization.~~
- Recommendation to take necessary steps to make the Town more accessible.
- Reaffirmation of recommendation for alternate-side winter parking for social equity.
- ~~• Recommendation to recognize Indigenous Peoples' Day with a proclamation annually before the 2nd Monday of October to commemorate this day and continue connection with native tribal members.~~
- Recommendation to review Capital Improvement Planning utilizing an equity framework.



SNOW KING SPORTS & EVENTS CENTER

*CENTRO DEPORTIVO
& DE EVENTOS DE SNOW KING*

SNOW KING ICE ARENA

*PISTA DE HIELO
DE SNOW KING*



PUBLIC WORKS

OBRAS PÚBLICAS

Entrance | *Entrada*



Pace of Change Across Sectors

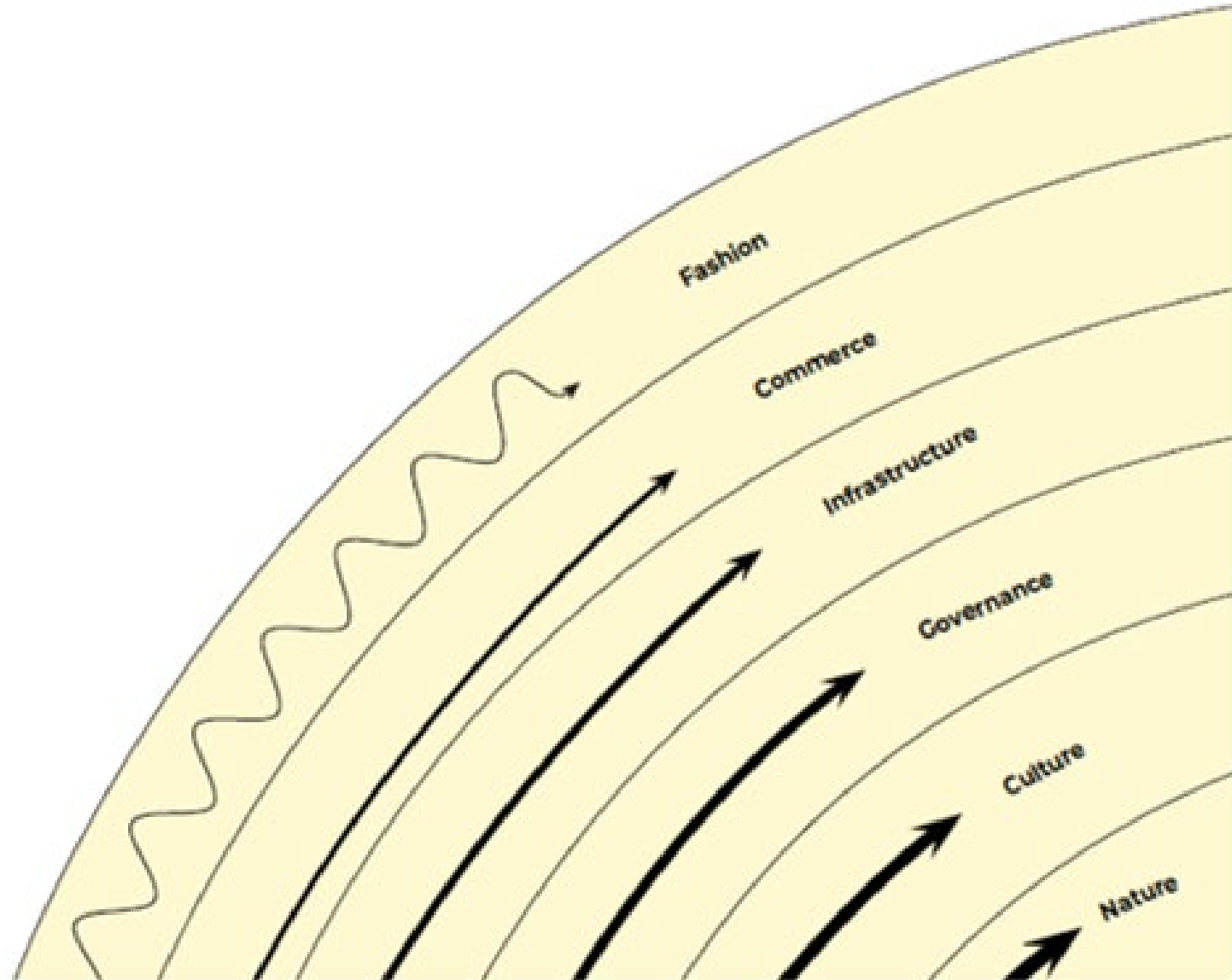


Diagram: Pace layers. Adapted from *Pace Layering: How Complex Systems Learn and Keep Learning*. Stewart Brand, MIT Press (2017).¹¹





Inclusion & Equity Filter

Set Outcomes	What outcomes do we hope to create? What assumptions and biases are we bringing to the issue?
Engage Multiple Perspectives	How are we engaging multiple perspectives? How are we engaging key stakeholders impacted by this program/decision?
Attend to Unintended Outcomes	What are potential unintended outcomes? How will we address impacts or unintended outcomes?
Communicate	How will we communicate about this program/decision? How do we ensure inclusive, culturally sensitive, and responsible communications?
Evaluate - Raise Awareness	How will we evaluate the program/decision and who will we share with? How will we use the data to raise awareness and increase competence?

Learnings

"If you are free, you need to free somebody else. If you have some power, then your job is to empower somebody else." –Toni Morrison

This is the work of, at least, seven generations. –Resmaa Menakem

"Not everything that is faced can be changed, but nothing can be changed that is not faced." –James Baldwin



Questions? Comments.

