



AGENDA

WOMEN'S COMMISSION
MAY 26, 2021
5:30 PM
ATTEND VIRTUALLY

SPECIAL PROCEDURES FOR WOMEN'S COMMISSION MEETING

Attendance: In response to the State's declaration of a Public Health Emergency, the Mayor's Proclamation of Emergency, and the ban on public gatherings in excess of those permitted in the current Public Health Order, the Women's Commission meeting will be conducted virtually.

Viewing: Members of the public may join the Zoom meeting by internet or phone, as follows:

Internet: To join the Zoom meeting on the internet using a computer, laptop, smartphone, or tablet, use the following link: <https://santafenmgov.zoom.us/j/91023070113?pwd=QTJrQjI3M2c3TFpCRjVaRkJYZU53UT09>.

Passcode: 141109

Attendees should use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

Phone: To join the Zoom meeting using a phone, use the following phone numbers and Webinar ID: **US: 1 (346) 248-7799 - Webinar ID: 910 2307 0113 - Passcode: 141109**

Phone attendees should press *9 to use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

The agenda and packet for the meeting will be posted at <https://santafe.primegov.com/public/portal>.

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**
 - a. Approval of May 10, 2021 minutes.
5. **PRESENTATION**



AGENDA

- a. Presentation: Strategic Plan Framework and Gender Equity (Valeria Alarcon, Via Consulting)
- b. Presentation: Women's Commission Data Sub-committee reports findings (Valeria Alarcon, VIA Consulting)

6. DISCUSSION ITEMS

- a. Discussion: Review the Women's Commission Resolution gender equity priority list priority recommendations. (Val Alarcon, VIA Consulting)
- b. Discussion: Data Resources, Policies, Practices, Ordinances and proposed recommendations. (Val Alarcon, VIA Consulting)
- c. Discussion: Creation of Women's Commission Vision and Mission (Valeria Alarcon, VIA Consulting)
- d. Discussion: Women's Commission Short and Long-Term Goals (Valeria Alarcon, VIA Consulting)

7. MATTERS FROM STAFF

8. MATTERS FROM THE COMMITTEE

9. MATTERS FROM THE CHAIR

10. NEXT MEETING: Wednesday, June 9, 2021

11. ADJOURN



MINUTES

WOMEN'S COMMISSION
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1. **CALL TO ORDER**
2. **ROLL CALL**

Members Present:

Voting Member Olivia Sloan
Voting Member Candice Flint
Voting Member Fatima Van Hattum
Voting Member Gabriela Schwenker
Voting Member Vickie Gabin
Voting Member Kate Cleaver
Voting Member Carla Bachechi
Voting Member Araseli Varela

Members Excused:

Voting Member Sascha Anderson

Others Attending:

Elizabeth Peterson, Youth and Family Services Program Manager

3. **APPROVAL OF AGENDA**
4. **PRESENTATION**

- a. Welcoming Remarks. Mayor Alan Webber

Mayor Webber welcomed the Commission and wished the team the very best with the work ahead. He invited the Commission to reach out should they have any questions or need support in any way.

- b. Welcoming Remarks. Kyra Ochoa, Director of Community Health and Safety Department

Kyra Ochoa, Director of Community Health and Safety Department: We seek to empower girls and women and address interpersonal violence and other stressors and inequities. This is an exciting way for the City to look at pay equity across the City, and to improve representation in our public safety services. This is a large scope and you'll have to hone and design your system. It's always wonderful to have an outside Commission to help us. Women are fairly represented in the Mayor Webber's administration. We need to be aware that

women are juggling incredible tasks, both at work and at home. We want a City that recognizes their experience and points of view equally. When we look at outcomes for women in the state of NM we have a lot to do to ensure families have what they need to thrive, we need to be preventive of domestic violence and human trafficking, and we need to work on creating an equitable work force. We have people who care and who are strong, we have a long history in NM building a culture that has survived and thrived way before there was a state of NM. Let's build on that! Give us some direction that we can operationalize, what can we do internally so that we may impact the quality of life of women and girls*. The city staff are here to support you! Don't hesitate to reach out, including the Mayor. *LGBTQ and non-conforming individuals.

- c. Strategic Planning: Foundation, Overview of Planning Framework, Data, Decision Making and Key Stakeholders. Valeria Alarcon, VIA Consulting

Ms. Alarcon provided an overview of the strategic framework

- Vision in Unity
 - Mission and Impact Driven
 - Collaborative and Equitable
- Vision in Action
 - Making recommendations that are Data and Solution Driven
 - Framing recommendations by SMART Goals, that are specific, measurable, actionable, relevant and timely
- Social Impact
 - Creating and affecting meaningful and equitable impact in the City of Santa Fe
 - Engaged in consistent communications and accountability to ourselves and each other as the City of Santa Fe.

Because this strategic planning process and recommendations is focused on gender equity, the framework required specific methodologies that will support the strategic planning process and the recommendations for short term and long term success. These methodologies include:

- Equity + Impact Driven Approach: What is Equity? An example would be **Equality** has to do with giving everyone the exact same access and/or resources, whereas **equity** involves creating accessibility and/or distributing resources based on the specific and unique needs of the recipients. Equity and Impact driven approach tool is used to assess the impact of policies or norms, which also engages key stakeholders, who inform recommendations and decision-making process. We'll dive into this a bit more at our next session.
- Key Performance Indicators: These are quantifiable measurements that will help us assess and gauge the overall performance of implementing



MINUTES

WOMEN'S COMMISSION
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equitable measures. Example will be assessing retention rates of women in various industries, including the City of Santa Fe. These indicators help create baselines for comparison analysis in assessing progress, achievement of outcomes, or impact. KPI's are often utilized in strategic planning, operations, marketing and communications, and finance.

- System's Thinking Approach: A comprehensive tool that captures the complexities, dynamics, challenges and opportunities, both internally and externally. In this case, the system we are working on is the City of Santa Fe, in relation to Gender Equity, both internally (governing structures) and externally (community at large, its priorities), both in are inter-related.
- Data Driven Solutions + There will be a Data Working Group Session taking place to best. Identify the most comprehensive and relevant type of data resources for analysis and making data-informed and data-driven recommendations during the strategic planning process.
- Why is data important? Because it offers us the ability to :
 - create transparency in decision-making process
 - create accountability and adherence to performance standards and quality improvement,
 - create equitable responsiveness for allocation of resources, improving accessibility or for informing policy and system's change,
 - and it helps us achieve outcomes in a meaningful and equitable ways.
 - This is a reference to the data-informed framework, designed By Dana Weiner SENIOR POLICY FELLOW, Chapin Hall at the University of Chicago
- Data Driven Solutions helps address inequities both at an individual level and at a systemic level. We'll provide a comprehensive overview of this piece of work in our next session, with updates from the working session.
- What have we learned from the 2020 SF Fire Dept. Gender Imbalance survey study? Ask the group:
 - Lack of women representation in the department, only 16 women have been hired in the last 30 years. When The City of Santa Fe male/female ratio is 48% male 52% female.
 - Policy training and re-enforcement specifically relating to anti-harassment policies, FMLA, maternal leave, lactation policy and revising the schedule of operations to ensure women's long-term career success.
 - Addressing social and behavioral norms addressing gender equity, implicit bias, diversity and inclusion, and harassment to name a few.

Fatima:

- The current survey perhaps wasn't effective enough in relation to harassment, sample was small, and to ensure confidentiality is challenging.

- Was anyone present from the Fire Dept. what is the role from the training officer, changing maternal leave to Parental Leave.
- A survey provided language of a job description, the importance of being more inclusive and people's skills and broadening. In broadening the staff, women will feel more comfortable.
- Is there a new or more in depth survey needed? For all genders and not just women to gauge culture. How are participants in survey data protected? Or whistleblowers in the dept? Is there a policy?

Faith Applewhite

- A training officer is a battalion chief level position/administrative, that's the person who is in charge of all of the training, running academies, certifications. Also recruiting and hiring but this may need to be held by a separate role.
- Thinking about diversity and how this can help the public in terms of service models.
- A group has been thinking about this and making recommendations on recruitment and hiring, shift schedule, lactation accommodation and shift operations.
- We are doing a lot of work in hiring a female in the last 12 years.

Araseli

- The culture piece needs to be address, the trainer is the one who establishes the culture of the Fire Dept. This role sets the tone and educates, which trickles down (could be positive or negative).
- Culture is one of those funny things, it's challenging. This is what we are trying to do as a commission, create a culture within our city that support women and girls in an empowering way.

Elizabeth:

- The strategic plan process will wrap up by the end of June and then you can determine a regular schedule. The resolution stipulates quarterly meetings, you may want to meet every other month.

5. DISCUSSION ITEMS

- a. Data Working Group Session: Identify most comprehensive and relevant data resources for analysis and making data-informed, and data-driven recommendations and solutions. Valeria Alarcon, VIA Consulting

A sub committee will meet prior to the next commission meeting.



MINUTES

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- b. Commission Resolution # 2019-24: Women and Girls and the broader and inclusive context of gender equity, LGBTQ and non-conforming individuals- a discussion. Valeria Alarcon, VIA Consulting

Let's begin by revisiting the Resolutions document, page 1 line 22. "women and girls as it relates to this resolution shall consistently include and refer to women, girls, transgender women and girls, self-identifying women and girls, and non-conforming individuals." Val suggested that the definition be inclusive of LGBTQ as well, as they are a very diverse segment of our community.

Any changes to the resolution would need to go before the City Council for approval.

6. **MATTERS FROM STAFF**
7. **MATTERS FROM THE COMMITTEE**
8. **MATTERS FROM THE CHAIR**
9. **NEXT MEETING: May 26 2021**
10. **ADJOURN**

Liaison

Chair