



MINUTES

WOMEN'S COMMISSION
JUNE 02, 2021
ATTEND VIRTUALLY

1. **CALL TO ORDER**
2. **ROLL CALL**

Members Present:

Voting Member Olivia Sloan
Voting Member Candice Flint
Voting Member Araseli Varela
Voting Member Fatima Van Hattum
Voting Member Vickie Gabin
Voting Member Carla Bachechi

Members Excused:

Voting Member Sascha Anderson
Voting Member Gabriela Schwenker
Voting Member Kate Cleaver

Others Attending:

Julie Sanchez, Youth and Family Services Division Director
Elizabeth Peterson, Youth and Family Services Program Manager

3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**

- a. Approval of May 26th meeting minutes.

MOTION: Voting Member Van Hattum moved, seconded by , to approve the as presented.

VOTE: The motion was approved on the following Roll Call vote:

For: Voting Member Flint, Voting Member Varela, Voting Member Van Hattum, Voting Member Gabin, Voting Member Bachechi

Against: None



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Abstain: None

5. PRESENTATION

- a. Land acknowledgement: We are respectfully convening on the original pueblo land of the Oгаа Po Ogeh – occupied Tewa territory currently known as Santa Fe, NM. We pay respect to the Native land and the elders, past, present and future. Thank you. (Valeria Alarcón, VIA Consulting LLC.)
- b. Presentation: Strategic Plan and Gender Equity Framework Overview. (Valeria Alarcón, VIA Consulting LLC.)

Presentation 5 b was removed from the agenda.

6. DISCUSSION ITEMS

- a. Discussion: Creation of Women's Commission Vision, Mission and Core Values (Valeria Alarcón, VIA Consulting LLC.)

1. Who is the Commission? Who does it want to be? Reference the Commission's ordinance, and poses these questions to the Commission members to explore and offer input and definitions to purpose and overall vision for the Commission.

Carla: Gender equity looks like for girls and women it's a big concept. She points to the resolution, and point to the City's programs and policies. Candice says that the resolutions (page 1 line 11) has the definition for the Commission included on the top of the first page. Carla concurs. Val brings attention to the purpose, and Vicki brings attention to page 6 line #3 for offering additional context for the vision. There's language and definition in the resolution that the Commission can draw from in order to formulate it's vision and mission.

2. The Why: What does Gender Equity look like for girls, women, trans-women, self-identifying women and girls, and non-conforming individuals in Santa Fe? and why is this important for our Community & City at large? Dream big!

Fatima, in the context of racial and gender justice, different women face different types of oppression, we need to highlight the intersectionality. For instance, who owns the businesses, mostly men, and women own service related businesses, and so it poses the question of who earns more money?

Candice: We are building something that can exist in 50 years. How can make this as meaningful as possible now and relevant for then as well.



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Fatima: As to process, with regards to the City and externally, where do we start? Two things come up, as I look to the resolutions, having the fire dept join us the first session was very interesting. Maybe the City Departments can be engaged through a survey or a focus group. Like the Fire Dept. there may be departments that have something to share and bring attention to. Also, reaching out to 5 to 10 organizations in Santa Fe that are working on priorities that are in our priority list. As in other Commissions, we need to spent a great deal of time listening to presentation form organizations on how municipalities can support their work.

Carla: I've done this work more in the context of an MBA. The wisdom is if you are going to do everything you are probably not going to do it well. So we need to dial in as to what we are going to do. If the mission needs to say we are going to look at public policy to address gender equity, then we need to include that. As to the community at large, this is where you can get into duplicating the work, you want to work with organizations who are already doing the work (cross-sector collaboration). Organizations who are focused on the priorities, how can the City bring the organizations together to have more synergy, to improve its practices, and support all of the work that's being done in the community already.

Olivia: I like the idea of listening to people, listening to groups who are working with women and girls to hear directly from them. They need a place to voice their issues, concerns and challenges. How can we give them a voice? How do we center the most affected voices? And for them to feel safe enough to share. Covid did shed light on the major disparities and inequities in our communities, and so people need healing from that. So creating a space for them to be heard - This could be a goal.

Fatima: There needs to be an articulation about gender and race equity, yes there are women and girls who have had marginalized experiences who are doing a lot better than other women, like women of color or other gender women. We need to make this visible. How do we acknowledge those nuances?

Val: Offering the perspective of intersectionality, individuals embody a variety of identities and as such experience oppression, marginalization and discrimination relevant to those identities (race, gender, marital status, nationality, religion, disability, etc.) Intersectionality is at the center of any equity work. Intersectionality has to be part of the conversation and the work itself.

Candice, we'll be looking at the Community and we'll be looking at the City to address gender inequity. What is happening with the women in City right now? What Fatima is saying and what I'm saying is different and the same. We need to articulate the particular focus on those women who work with the city and



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work in the community. We can also include this in a long term goal. To look at all these inequities through the lens of gender equity and its intersectionality.

Carla, echoes Candice thoughts. This is at the heart of the City's Women's Commission, so how does the City support all the women? Focus on more marginalized groups, historically discriminated against groups, etc. so the City is focused on working with cross-collaboration (organizations) for addressing and advancing equity together.

Fatima: I have the same perspective with gender and race matters. Women's experience of discrimination with a Union, because they identify as black women, not just women, the union dismissed them and only covered men and white women. There are dynamics around gender that are compounded with people's experience with regards to race. As a Muslim women my identity and experience are tied up because of what I look like. Feminism today is not what it was 20 years ago.

Araseli: It's always important to center marginalized voices.

Candice: I want to include women with disabilities. Remember we can revise the vision and mission annually, because it is a living document, as well as the strategic plan. Julie agrees, yes the plan will change and evolve and we'll be able to check things off that we've accomplished. Since this commission is sponsored by the City, we'll be working internally looking at the City and then expand our work externally, in relation to the work organizations are already doing and accomplishing, and find ways to leverage their work. I want us to continue to come back and look at the resolutions, it guides us to start at the City level and go from there. Know that part of the expectation is that we'll be looking at the City's policies through the gender equity lens.

Carla: To the extend to being able to use public spaces, and use public statements, and to the extend the City can use these to promote the work of organizations. This can be leveraging.

Fatima: There may be organization's that the Commission can support their work. There are non-profits that have very progressive ways in addressing gender equity.

Candice: There'll be opportunities to assess how other municipalities to learn from as to how they have achieved their goals, we can learn best practices, strategies and ideas that can be useful and relevant for Santa Fe. Please look at the information in the agenda so that you are prepared and ready to work at the next meeting, we'll be focused on procedures, and short and long term goals. Val will include the jamboard and the questions for next week in the action items email.

Carla: In centering diverse voices the Commission will focus on creating focus groups for community members and organizations to gather information of



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what the community needs and what's going on and start capturing qualitative data. We'll utilize focus groups, surveys, etc. The Commission will frame the quantitative and qualitative information to advocate for gender equity.

Val informed the members that the working sessions are cancelled.

- b. Discussion: Based on data resources and data-indicators identify challenges as opportunities, leveraging areas, and highlighting recommendations and possible cross-sector and interdepartmental collaborations. (Valeria Alarcón, VIA Consulting LLC.)

This discussion item was removed from the agenda.

- c. Discussion: Women's Commission Short and Long-Term Goals (Valeria Alarcón, VIA Consulting LLC.)

- 7. **MATTERS FROM STAFF**
- 8. **MATTERS FROM THE COMMITTEE**
- 9. **MATTERS FROM THE CHAIR**
- 10. **NEXT MEETING: June 09 2021**
- 11. **ADJOURN**

Liaison

Chair