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WOMEN'S COMMISSION
MAY 26, 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 Gabriela Schwenker
Voting Member Vickie Gabin
Voting Member Kate Cleaver

Members Excused:

Voting Member Sascha Anderson
Voting Member Fatima Van Hattum
Voting Member Carla Bachechi

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 5/10/21 meeting minutes.

MOTION: Voting Member Cleaver moved, seconded by Voting Member Sloan, to approve the minutes as presented.

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

For: Voting Member Sloan, Voting Member Flint, Voting Member Varela, Voting Member Schwenker, Voting Member Cleaver

Against: None

Abstain: Voting Member Gabin

5.

PRESENTATION

- 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)

Data Working Group Priorities and Findings – From Working Session 05/19/2021

Fatima, Araseli and Vicki worked on identifying the most relevant and comprehensive data resource to present to Commission and include in the strategic plan as a list of resources critical to the strategic plan of action and work. Here's are the deliverables of the working session.

- o Number 1. We identified comprehensive and relevant data resources to analyze and make data-driven recommendations based on Resolution priorities. Val presents a list of data resources currently available. Commission members may offer data resources they may have access to.
 - Fatima: We want to be inclusive of LGBTQ+ non-conforming individuals
 - Fatima: Intersectionality: Include Urban Native
 - Data Resource list: This is not an exhaustive list; this list serves as a reference.
 - o SantaFeData.org This is a partnership between Thornburg, City of Santa Fe, Santa Fe Community Foundation, Con Alma Foundation, Meow Wolf, and Anchorum, Southwest Care. Their purpose is to “leverage the power of data to inform evidence-based decisions regarding policies, economic growth strategies, health program and appropriations. Effective use of data leads to smarter public policy, impactful use of taxpayer dollars and innovative strategies for economic growth.” Data focuses on industry, public health, housing, mobility, economic and innovation. There are data indexes focused on issues affecting women and children.
 - o SantaFeDataHub.org Offers data resources specific to ECE, youth, K-12, career and workforce, and poverty and risks.
 - o Transgender Resource Center in Albuquerque, providing advocacy, education and direct services to the transgender, and gender non-conforming, non-binary and gender variant community. Fatima, would you like to speak to this a bit more
 - o Santa Fe Indigenous Center: <https://santafeindigenouscenter.org>
 - Olivia referenced that this organization used to be called Santa Fe Indian Center,
 - Julie referenced that the Santa Fe Indian Center changed its name to Santa Fe Indigenous Center
 - Val referenced that they may have data resources that can be critical to the Commission's work given the unique challenges faced by Native girls, women, LGBTQ+
 - o [Empowering Women](#), Report (National) on educational achievements and over trends on gender equity for girls.
 - o Christus St. Vincent's: Per Olivia, the HUGS program (looking at social determinants on health) and the Clinician Directed Performance Improvement Program., and the Native Hospital, they did a study on the Native population,
 - o Health related data for women and children in Santa Fe: <https://www.christushealth.org/-/media/files/homepage/giving-back/chna/2017--2019-chna-christus-st-vincent-approved.ashx?la=en&hash=F60C5E66E5FD26D0DC370C42C4FB3941>



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- Emerging markets compass: <https://www.ifc.org/wps/wcm/connect/24721437-3f10-4e7b-9177-eb067d188d4c/EMCompass-Note-86-Big-Data-and-Gender-v2.pdf?MOD=AJPERES&CVID=nbNtqBX>
- NM Women.org NM data: http://www.newmexicowomen.org/wp-content/uploads/2014/02/NM_Womens_Indicator_Report_Final.pdf
- NMWomen.org – Indicators Report for NM (girls and women) <https://newmexicowomen.org/wp-content/uploads/2019/06/NMW.O-Indicators-Report-Final-Optimized.pdf>
- National Women's Law Center has some insightful data as well. <https://swomenslaw.org/advocacy-issues/>
- https://cyfd.org/docs/360ANNUAL_FY20_FINAL.PDF
- <https://cyfd.org/about-cyfd/publications-reports>
- Kate referenced the Santa Fe CONNECT, which offers extensive city data resources, including but not limited to social determinants on health, LGBTQ, girls, women, homelessness, etc. https://www.santafecountynm.gov/community_services/hhsd/ahc
- Vicki suggested the [NM Center on Law and Poverty](#). They focus on legal services, public benefits/ services, worker's rights, education, health care, economic equity, civil legal services, and covid-19 response.
- Julie suggested the NM Children, Youth and Family Department ([see here](#)), which offers annual reports and data resources on a state level. She's noted reports on youth homelessness, racial and gender equity.
- City ordinances: Val will work with Elizabeth and City Clerk to get a list of ordinances affecting women, girls and LGBTQ + for the Commission to have access to. Here's the [link to the library](#) for accessing ordinances.
 - Vicki noted that the Commission recommends the City to include the Women's Commission in the defining ordinance process so that the Commission can provide input and recommendations prior to the voting process.
 - Val noted that for standing ordinances the Commission would need to make its recommendations to the Mayor and City Council.
- **City of Santa Fe Human Resources Dept, see Bernadette:**
 - Val informed Commission that they can make recommendations regarding policies and practices affecting women and girls to the City departments. This process will require HR + LEGAL and the City Manager to review and approve. If the recommendations involve ordinances the Commission's recommendations will need to be approved by the Mayor and City Council members.
 - City can request gender related data to NM state
 - The City uses Muni software for system's integration, HR data is stored and tracked in Muni. City's HR hasn't run reports yet. Does the HR data system include non-binary gender identification options?
 - Report types may include, please add input from Commission Members:
 - What is women's experience in the city of Santa Fe? This can be conducted via a community survey.
 - Total employees by gender and zip code, within City
 - Department, job types, and gender breakdown, this can help us see where there are gender disparities across departments, types of jobs and leadership/C-suite roles
 - Promotions by gender reports, and salary/wage reports by gender to assess pay gaps /pay inequities
 - Request list of personnel and hiring policies, guidelines and practices so that we may review and make recommendations



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- Can we have a consensus as to which data resources the Commission would like to utilize in their decision-making process? We can also discuss this further tomorrow and send an email update for consideration, review and consensus. What do you all think?
- o Number 2. Identify data findings, learned lessons, key performance indicators, and other relevant analysis to inform recommendations to the City based on Resolution priorities.
 - Commission needs to identify and agree on the top data sources that they will utilize and/ or collaborate with for identifying relevant insights, KPI's, metrics, and context that will help with informing their recommendations-, short- and long-term goals and strategies to the City.
 - Given how multi-phased this scope of work is its imperative to collaborate with the City, Val's requested the list of policies and practices from the HR Department for the Commission to review and in preparation for next week's Commission meeting. I'd also like to invite the commission members to review the [Indicator's report](#) from NMWomen.org in preparation for the next Commission's meeting to identify types of ordinances the Commission will be assessing and possibly making recommendations on.
 - Case Studies, Val reports on key findings for Commission to consider:
 - o <https://pittsburghpa.gov/gec/about-gec>
 - *Multi-phase city wide gender analysis focused on using data to address intersectional gender discrimination. Their priorities mirror the City of Santa Fe's key priorities. Based on the finding on gender equity disparities, the Commission works with the Mayor and City Council to co-create an action plan, monitor and guide implementation.*
 - See their vision and mission statement.
 - Their landing page offers a nice overview of the Commission and their work, and updates.
 - o https://www1.nyc.gov/assets/genderequity/downloads/pdf/strategic_plan_9-26-18.pdf
 - Offers a clear strategic action plan rooted in operating principles/ core values, strategies and initiatives defined through the gender equity lens, lists their actions and partnerships.
- o Number 3. Recommend ways the City can use evidence-based and data-driven decision-making process to align its programs, policies and practices with larger aims of social justice and human rights, including issues of equity and opportunity.
 - See Thornburg and the City's partnership, can this perhaps be expanded to include gender equity? The system is there, why reinvent the wheel?
 - City's current decision-methodology: What's the current methodology at the City? What does the City already collect? What type of data? How do they evaluate? How is the data utilized to inform decisions-making or policies?



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- Fatima noted that: Attention must be paid Where methodology and approach meet (it needs to be intersectional)? What questions you ask and what data do we collect in relation to methodology?

Next Data working session meets tomorrow, May 27th, we'll be focusing on identifying:

1. Best practices from one the following Case Studies, read Pittsburg, NYC and San Francisco to discuss at our next Commission meeting. Identify their data-driven decision-making framework, key performance indicators (what makes them successful) and learned lessons or how they may have addressed challenges or roadblocks.
2. Per priority and data resource list, identify challenges as opportunities, identify leveraging opportunities (KPI's) and start to identify potential cross-sector collaboration and internal-departmental collaborations.
 - a. Per priority identify a challenge or statistical data point that needs to be highlighted in relation to gender inequities facing women and girls, two-fold in the City of Santa Fe and in the Municipality itself. Include a strategy or two to address or leverage, and identify a cross-sector collaborator or inter-departmental collaborator
 - b. Per priority identify an initiative, program, service or data point reflective of advancement or equity for women and girls. What is the leveraging point and who is the cross-sector collaborator or inter-departmental collaborator?

Val invites the Commission members to include your input/thoughts/ideas/comments in the data-working session worksheet between now and June 1st.

Val will work with the City's HR Dept. to request access to its policies, processes, ordinances, for the Commission to familiarize itself with and start to identify and prioritize overarching short-term and long-term goals and strategies.

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)

Valeria Alarcón, VIA Consulting LLC., provides facilitation on data-driven and data-informed decision-making methodology for advancing gender equity in the City of Santa Fe.

Val presented the strategic framework and timeline, reviewed the upcoming meeting dates and priorities with the Commission members.

Val presents the Gender Equity framework from which the Women's Commission is working through to formulate their strategic action plan and recommendations. [See presentation here.](#)

Data-Driven and Data-Informed Decision-Making Methodology for Advancing Gender Equity at a Systemic Level:

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,



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- 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 relevant and equitable ways.
- This is a data-informed framework designed By Dana Weiner SENIOR POLICY FELLOW, Chapin Hall at the University of Chicago.

Types of Data: Qualitative and Quantitative Data, both hold unique and critical values and can be leveraged in decision making process. Consider the implications of gathering data through a biased lens, rather utilize a gender equity lens when collecting and analyzing data to inform recommendations.

- Qualitative Data: Describes quality and characteristics, lived experiences, often appears as a narrative. These are collected from surveys, questionnaires, interviews or focus groups.
- Quantitative Data: It's structured in nature, based and measured by metrics, numbers, values, and quantifiable for analysis and research.

Data-Driven Decision-Making Process for Advancing Gender Equity at a Systemic Level: Make data engaging and empowering! Cultivate a culture that is encourages critical thinking and curiosity. Data needs to be accessible, and its security, equity and governance needs to be ensured.

- Data Indicators: Identify comprehensive and relevant data, both Qualitative and Quantitative. Always seeking to center affected and diverse lived experiences and qualitative information. The Commission can engage the community to solicit input/feedback in real-time (City survey, focus group, etc.). Curate a data resource list to utilize in the data-drive and data-informed decision-making process.
- Data Transparency: Ensure data accuracy and integrity, data that is accessible and manageable to work with. Ensure data sources are credible, reputable and official. Data-informed and driven solutions need to be inclusive, impact-driven, clear and consistent.
- Data Driven: Identify quantitative data, based on values, facts, metrics, and indicators to inform decisions in a non-bias way.
- Data Informed: Identify and center qualitative information to provide a humanistic perspective and context. Centering diverse, affected and marginalized perspectives.
- Analyze data: Identifying insights, metrics and key performance indicators, communicate and utilize these findings in an engaging, relevant, useful, meaningful and equitable way.
- Data Conclusion: Draw conclusions and utilize both types of data to aid in informing strategies or recommendations and in decision making process.
- Data Accountability: Based on KPI's, data, metrics, and best practices. Create a baseline that can serve as an evaluation marker annually to track, evaluate, capture outcomes and report on impact, progress, successes and KPI's.
- Data Responsive: Ensure appropriate and equitable allocation of resources, accessibility, assistance, and aid relevant to the needs of the community. Analyze and identify leveraging points for meeting community needs short-term and long-term.



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- Data Engagement: Create and share an accessible “living dashboard” that informs the community and key stakeholders, in an engaging and impactful way, the Commission’s data informed priorities, tracking of progress and workflow to ensure community needs and priorities are being addressed. Convey how you are taking action and what the progress and success has been reached. Create engagement points on the dashboard so that key stakeholders such as community members can provide input, feedback and comments along the way. Include a feedback loop so that stakeholders can feel seen, heard, acknowledged and engaged. This builds community trust and confidence that their voice is indeed playing a role in creating systemic change and advancing gender equity.
 - Data Visualization: Present data in a way that culturally and socially relevant and representative. Present data in a way that is approachable, easy to understand, engaging and empowering, and actionable (policy makers, etc.). Present data and information (recommendations, policies, etc.) in a way that is impact-driven and influential, specially to policy makers.
 - Data Effectiveness:
 - Plan, implement, and evaluate your strategy.
 - Metrics + Reporting: Create a baseline, measure outcomes and impact, report and repeat.
- c. Discussion: Creation of Women’s Commission Vision and Mission (Valeria Alarcon, VIA Consulting)
- Given the time, energy and presence that these next steps require the Commission members decided to give themselves some time to reflect on what does equity mean, and to define their vision, mission and core values. It was determined by consensus that an additional meeting on June 2 to work on Vision, mission and short and long term goals was needed.
- 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: June 02 2021**

11. **ADJOURN**

Liaison

Chair