



# MINUTES

WOMEN'S COMMISSION  
SEPTEMBER 14, 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:**

Anna Cale, Clerk

3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**
  - a. Approve of minutes from August 10, 2021 meeting

**MOTION:** moved, seconded by , to Motion made by Kate, seconded by Vickie. Vote to approve by Olivia, Candice, Araseli and Gabriela. Minutes approved.

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

**For:** None

**Against:** None

**Abstain:** None

## 5. DISCUSSION ITEMS

- a. Discuss and Approve: Continued discussion to establish a set of norms for this Commission (Candice Flint)

Candice: review of last month's work to develop a set of norms, three of the four had been generally agreed upon. The group continued to discuss the last one which related to how the group would manage conflict within the group.

There was concern that the rule that related to conflict management might be too restrictive as it relates to people other than members of the Commission. The group agreed to leave this last rule out of things and use only the first three.

The group voted and approved the norms. Anna will include them in future agendas and also on the website.

Norms:

1. We agree to give the conversation our full attention from start to finish. If we realize we are not fully present, we may excuse ourselves briefly to address the distraction and return ready to attend to the matter at hand. Staying engaged also means being aware of our level of investment and risk-taking. We agree to collectively ensure equity of airtime and we thoughtful about our personal levels or risk regarding how we "show up" in conversations about gender equity.
2. We agree to acknowledge the difference between discomfort and danger, and that this may vary based on our individual identities and experiences. We acknowledge that tremendous growth can arise from discomfort and that equity work is a journey, not a destination.
3. We agree to share thoughts and feelings rooted in our individual lived experiences and not speak on behalf of others. We agree to engage courageously and honestly in discussions and seek to understand when others share information that is unfamiliar or uncomfortable to us.

- b. Discussion: Next steps in putting strategic plan into action (Candice Flint and Anna Pendas)

Candice: the group should review the strategic plan, specifically the short term goals identified and identify a starting point for working towards those goals

The strategic plan details these two goals for short-term:

1. Ensuring Engagement + Accessibility + Participation for Commission and Community Members
  1. research best practices regarding participation stipend models
  2. research City of Santa Fe's policies for participation stipends
  3. Identify opportunities for the City to partner with other organizations, community members, and agencies to ensure women and girl have equal representation in decision-making roles
2. Advancing Gender Equity for women and girls within its governmental structure and the community
  1. city wide surveys
  2. work with a research analyst to design surveys
  3. research and identify a gender justice impact assessment tool
  4. engage with City departments and unions to research and identify issues and concerns
  5. research the impact of existing ordinances, policies, services and programs
  6. research and assess how other municipalities have achieved gender equity
  7. research and assess best practices for achieving gender equity in the City's workplace

The group discussed forming subcommittees to better address these goals, specifically the entirety of goal #1 (engagement, accessibility and participation through stipends), and pieces of goal #2, specifically items related to engagement from City departments and unions to identify issues and also researching the impact of existing ordinances, policies, services and programs. Olivia noted that the process of engaging City departments may highlight which City policies need to be reviewed through a gender equity lens.

Kate is interested in working on the subcommittee to research stipend models. Candice, Olivia and Vickie would like to work on the subcommittee for policy review. Araseli and Gabriela said that they would be happy to work in either group.

Anna noted that there is a group of City staff currently working on developing strategies to increase childcare access and affordability in the City and that this group will want to present those strategies to the Commission when they're more complete. Other projects and plans related to the scope of



City of Santa Fe

# MINUTES

WOMEN'S COMMISSION  
SEPTEMBER 14, 2021  
ATTEND VIRTUALLY

---

work in the Resolution will likely go through a similar process but if there are things that the City is working on that need to be brought to the Commission, members can let staff know and Anna will arrange for those things to be brought to the Commission.

6. **MATTERS FROM STAFF**
7. **MATTERS FROM THE COMMITTEE**
8. **MATTERS FROM THE CHAIR**
9. **NEXT MEETING: October 12 2021**
10. **ADJOURN**

*Anna Cale Pendas*

Anna Cale Pendas (Sep 15, 2021 14:22 MDT)

---

Liaison

*Candice Flint*

Candice Flint (Sep 15, 2021 14:36 MDT)

---

Chair