



# MINUTES

WOMEN'S COMMISSION  
MARCH 08, 2022  
ATTEND VIRTUALLY

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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 Bienvenu  
Voting Member Carla Bachechi

**Members Excused:**

None

**Others Attending:**

Julie Sanchez, Youth and Family Services Division Director  
Anna Pendas, Clerk

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

- a. Approval of minutes from February 8, 2022

Vickie asked that the minutes from February 8, 2022 reflect that she joined the meeting late. She also asked that it be noted that the minutes reflect that she was unsure if she was the one to ask about compensation for members of the City Council. Araseli made a motion to approve the amended minutes. Carla seconded the motion and all members voted to approve the amended minutes.

5. **DISCUSSION ITEMS**

- a. Discussion: Report from subcommittees

Gabriela stated that she hadn't previously considered the tax implications of issuing stipends but felt that this should be considered in planning and



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implementing this. She reported that most stipend models do not use a W2 employment status to issue stipends and therefore, recipients of stipends need to consider tax implications for this income. Araseli added that she has seen this noted in other groups that issue stipends. Anna added that with the City's Mayors for Guaranteed Income pilot, the City did extensive work to ensure that the additional income would not put benefits at risk for recipients of the program and that these considerations should be made with this project as well. Olivia asked about various types of W2 employment models compared to contracted work and how those might make a stipend model more accessible and useful to recipients. The group asked that as the plan develops, that staff work to vet the proposed plans through City departments that can lend expertise to the fiscal side to help form a plan that will be most beneficial to recipients. Araseli also added that some groups have an option for members to opt to donate their stipends rather than receive them and deal with challenging tax implications.

No updates from the subcommittee focused on policy review.

- b. Discussion: Process for legislation, contracts, and other items to be reviewed by Women's Commission (Anna Pendas)

Anna shared that Councilor Cassutt has been working on plans to support childcare access and has expressed interest in sharing those plans with the Women's Commission. Anna will work with her to get on the agenda for an upcoming meeting.

Anna shared that she spoke to Julie about the process of having items (legislation, contracts, programs, etc.) brought before the Women's Commission as appropriate before those things come to fruition. She shared that Julie has met with the City Clerk to discuss these processes and there are internal conversations to address this concern in the works. Updates to come as this is resolved internally. Vickie asked for a list of departments or an org chart for the City to better inform the process of reviewing existing polices and programs. Anna will provide this to the group. Carla added that she would still like to learn more about external groups in the city (nonprofits, community organizations) that do work aligned with the Commission's gender equity work be looked at and partnered with. She asked about the hopes and intentions of the City Councilors who worked to establish the Commission and Julie noted that the intentions were spelled out in the resolution to establish the Commission. Julie also noted that the strategic plan laid out priorities connected to the resolution.



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c. Discussion: Scheduling for Women's Commission meetings (Candice Flint)

Candice asked if the time of the meeting still works for everyone. She shared that she has accepted a new position with PED and finds it challenging to get to the meeting on time and asked if others shared this feeling. She suggested that Anna put together a short Google survey to find out if this time or other times would work better for members. Anna shared that in the last six meetings, from August 2021 to February 2022, the shortest meeting was 45 minutes and the longest was an hour and 25 minutes. The average length of the meetings is 70 minutes. Carla and Kate both noted that moving the meeting back 15-30 minutes would be helpful and had no objection to finding an adjusted time that would work better for everyone. Olivia suggested utilizing subcommittees more to do larger amounts of the work and shortening the length of the regular meeting.

Anna will put together a short survey with a few adjusted times, both starting times and length of the meeting and will send this out soon. Results of the survey will be shared as early as possible so that members can review the data prior to the April meeting and the item will be added to the April agenda for discussion and approval.

6. **MATTERS FROM STAFF**
7. **MATTERS FROM THE COMMITTEE**
8. **MATTERS FROM THE CHAIR**
9. **NEXT MEETING: April 12 2022**
10. **ADJOURN**

*Anna C Pendas*  
Anna C Pendas (Apr 15, 2022 11:01 MDT)

Liaison

Signature:   
Araseli Varela (Apr 15, 2022 12:14 MDT)

Email: varelaaraseli@gmail.com

Chair