

Racial Equity Guiding Coalition Meeting

7.21.2021 - Notes

Activities and Objectives	Notes
Welcome	In attendance: Aimee Kane, Jean Gatzka, Meghan Lohmann, Adam Swetlik, Mary Young, Kurt Firnhaber, Chris Meschuk, Nuria Rivera-Vandermeye
Updates (Aimee Kane)	<p>Bias and Microaggression Session Update:</p> <ul style="list-style-type: none"> - Rotating out Kebaya Circle team – they will put together a report for the city and would like to put together a legacy project (storytelling, video ect.) Staff will facilitate the rest of the sessions. - B&C not signing up for BAM not sure why. Could be time commitment – working to shift the methodology. - HHS put together a smaller training for grantees and various community groups – Aimee is looking into this format for B&C members. Will be part of the onboarding process in the future. <p>Racial Equity Instrument</p> <ul style="list-style-type: none"> - Being used in various projects, collecting data to share. <p>Meeting with capital improvement team to allocate \$ into CIP process.</p>
Racial Equity Instrument Assessment – (Meghan Lohman)	<p>Meghan presented her capstone project she created for her Master’s in PA through CU Denver.</p> <p>Goal: To better understand staff support and resources necessary to further encourage use of its racial equity tools.</p> <p>Recommendations: Education is a key step in addressing racial disparities</p> <ul style="list-style-type: none"> - provide examples of integration efforts as a staff resource. - Provide trainings or refresher trainings of instrument use that can be readily available, possibly via learning@work. - Provide targeted trainings to workgroups or departments where larger numbers of coworkers can learn to implement interventions together. - Building capacity to have staff subject matter experts available for support with instrument integration. - Develop data processes for easy access to consistent data sources. - Develop guidelines for future data gathering to ensure alignment with established processes. <p>Beverly Daniel Tatum’s Double Standard – Race, Racism, & Misc. Shit (wordpress.com)</p> <p>Needs to be a shift that racial equity is embedded in our process, planning and projects.</p> <p>Data project: will city collect demographic information – focus on disaggregating data:</p> <ul style="list-style-type: none"> - Breaking down aggregated data can uncover hidden racial inequities. The kind of data collected matters and can help... - The presentation of disaggregated data also matters for racial and social equity. Once data are disaggregated <p>Disaggregating Data To Find Racial Inequities - The Annie E. Casey Foundation (aecf.org)</p> <p>Impacts on people that we never considered before. It will take time. Practice and learning. How to collect the data, use the data and enact change.</p>

<p>Update on “History of Development in Boulder Event” (Kurt Firnhaber & Jacob Lindsey)</p>	<p>Still in planning stages.</p>
<p>Podcast Worth Listening To (Aimee)</p>	<p>https://sandikleinshow.com/nyasha-williams-author-activist-and-former-kindergarten-teacher/</p> <p>Author, activist and former kindergarten teacher, Nyasha Williams – who was adopted into a trans-racial family – grew up in South Africa and the U.S. A former kindergarten teacher and author, her picture book, “I Affirm Me: The ABCs of Inspiration for Black Kids” was inspired by the words Nyasha and her students recited at the beginning of every day: “I am confident and capable. I learn at my own pace. I am loved, and I believe in me. I believe in us.” Nyasha is pursuing social justice, decolonizing work and creating for her community full-time. You won’t want to miss this fascinating conversation.</p>
<p>ACTION ITEMS AND NEXT STEPS</p>	<p>Listen to above podcast for discussion at our next meeting.</p>
<p>Gratitude and adjournment</p>	<p>Thank you all for your attendance, commitment and passion!</p>