

Independent Ethics Commission – Formal Complaint Form

Before the Independent Ethics Commission  
of the State of Colorado

*For Commission Use Only*

Received date: 06-Feb-2023

Case. No.: 23-02

The Complainant is: Ryan Kenward

(name)

Mailing Address:

[REDACTED]

[REDACTED]

Daytime telephone number:

[REDACTED]

Email address: rkenward@gmail.com

The Respondent is: Justin Brooks, Mayor Town of Erie & President of Being Better Neighbors

(name)

Mailing Address:

645 Holbrook St

Erie CO, 80516

Daytime telephone number: 303.926.2700

Email address: bot@erieco.gov

When did the alleged violation occur: April 7, 2022

Describe the specific acts or things complained of, with facts that provide a full understanding of the alleged violation(s). If possible, cite the specific ethical standards alleged to have been violated and describe how the violation(s) occurred. Use additional pages if necessary. Attach any documentary evidence you wish to submit.

On April 7th, the Town of Erie Diversity, Equity and Inclusion (DEI) Advisory Board held their monthly meeting. The board met virtually. Mayor Elect Justin Brooks serves as president of Being Better Neighbors (BBN). Justin Brooks, then a Trustee, was the Town of Erie liaison member to the DEI Advisory Board. During this meeting, the DEI advisory board was pressured by Justin Brooks to make a vote on awarding grant money and not wait for the new board. The grant would be received by Justin Brook' non-profit organization, Being Better Neighbors. Justin directly involved himself in the discussion over funding and exerted his influence to take a vote when the advisory board expressed hesitancy to take any votes on spending with a new board coming soon. He pitched the events that BBN will be throwing, and then ended with a note that he will be sworn in as the Mayor. At one point during the meeting, the DEI Chair Cesar commented about giving them more money and spending their entire budget of 30K. Benazir (Vice Chair) pushed

Description of acts or things complained of (continued):

back. During this meeting they committed to giving \$2,000.00 to Being Better Neighbors. Interestingly, the day after this meeting a community grant was submitted requesting \$7,500 from the town from BBN. It appears they expected to get more from DEI, and when they didn't they filed the request the next day. The link to the request is included in this complaint. This meeting happened two days after our municipal election, so there was not much attention given at the time. Additionally, had the ethics violation been noted - there was no recourse for residents as Justin was not eligible to be recalled via state statutes.

Justin's actions are a clear violation of C.R.S. 24-18-109 (2011)

4/7/2022 DEI Advisory Board Video Link: [https://erie.granicus.com/player/clip/2798?view\\_id=32&redirect=true&h=8d9428772d78eb23ada1da9a9f7baf6b&fbclid=IwAR0YC83a3Ld\\_5j5u0ZISR1Pho0EITx8xaCXy00ISuG8IBh0mcwQiyFMs](https://erie.granicus.com/player/clip/2798?view_id=32&redirect=true&h=8d9428772d78eb23ada1da9a9f7baf6b&fbclid=IwAR0YC83a3Ld_5j5u0ZISR1Pho0EITx8xaCXy00ISuG8IBh0mcwQiyFMs)

4/8/2022 Being Better Neighbors Filed This Community Grant Request with the Town: <https://erie.legistar.com/View.ashx?M=F&ID=10833862&GUID=891C934C-10BE-4AEB-BCC4-527A7FFCC334>

4/26/2022 - Board of Trustees Meeting Agenda: [https://erie.legistar1.com/erie/meetings/2022/4/2157\\_A\\_Board\\_of\\_Trustees\\_22-04-26\\_Meeting\\_Agenda.pdf?d=a0ba81cb-67f8-4692-bcd9-903e60b93915](https://erie.legistar1.com/erie/meetings/2022/4/2157_A_Board_of_Trustees_22-04-26_Meeting_Agenda.pdf?d=a0ba81cb-67f8-4692-bcd9-903e60b93915)


Link to Materials: [https://linktr.ee/justinbrooks\\_ethics\\_violation](https://linktr.ee/justinbrooks_ethics_violation)

<https://www.beingbetterneighbors.org/the-board>

<https://www.beingbetterneighbors.org/executive-committee>

Advisement regarding remedies and penalties: Pursuant to Colo. Const. art. XXIX, § 6, a covered individual found to have breached the public trust for private gain is liable for double the amount of the financial equivalent of any benefits obtained by such actions. The manner of recovery and additional penalties may be provided by law. The Commission does not assess criminal penalties, award injunctive relief, or award damages to complainants.

I hereby acknowledge that the facts presented herein are true to the best of my knowledge, and I will cooperate in the process regarding this complaint and will appear at any proceeding of the Independent Ethics Commission if the complaint is scheduled for a hearing.

Signature: 

Attorney (if applicable): \_\_\_\_\_

Dated at Erie (City), Colorado, this 5 day of February, 2023.

Created by Article XXIX of the Colorado Constitution, the Independent Ethics Commission may review and hold hearings on matters falling within its jurisdiction as outlined in Article XXIX.



# TOWN OF ERIE

645 Holbrook Street  
Erie, CO 80516

## Meeting Agenda Board of Trustees

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Tuesday, April 26, 2022

6:30 PM

Board Room-645 Holbrook

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**In Person Meeting**  
**Public Comment Link via <https://bit.ly/0426BOT>**

### **I. Call Meeting to Order and Pledge of Allegiance**

6:30 p.m.

### **II. Roll Call - Former Board of Trustees**

### **III. Approval of Minutes by Former Board of Trustees**

[22-152](#)

Approval of the March 22, 2022 Board of Trustees Meeting Minutes

**Attachments:**

[March 22, 2022 BOT Meeting Minutes](#)

6:30 p.m.

[22-160](#)

Recognition and Thank You for Mayor Carroll and Mayor Pro Tem Haid

**Attachments:**

[Letter to Mayor Carroll](#)

[Letter to Mayor Pro Tem Haid](#)

6:30-6:50 p.m.

*Presenter: Melissa Wiley, Deputy Town Administrator*

### **IV. Former Board of Trustees Depart; New Board of Trustees Enters**

[22-165](#)

Swear in Newly Elected Officials for the Positions of Mayor and Trustees,  
and Swear in the Town Treasurer

**Attachments:**

[Oath for Mayor- JB](#)

[Oath for Trustee- CvW](#)

[Oath for Trustee- EB](#)

[Oath for Trustee- AS](#)

[Oath for Treasurer- SF](#)

6:50-7 p.m.

*Presenter: Heidi Leatherwood, Town Clerk*

[22-167](#)

Nominations and Election of Mayor Pro Tem by the Board of Trustees

7-7:10 p.m.

*Presenter: Mayor Brooks*

**V. Roll Call - New Board of Trustees**

7:10 p.m.

**VI. Approval of the Agenda**

7:10 p.m.

**VII. Consent Agenda**

7:10-7:15 p.m.

- [22-52](#) A Resolution of the Board of Trustees of the Town of Erie Approving a Construction Contract with Interface Communications Company, for the Traffic Signal Communication Project in the Amount of \$524,865
- Attachments:** [Resolution 22-50](#)  
[Construction Contract](#)  
[Vicinity Map](#)
- [22-142](#) A Resolution of the Board of Trustees of the Town of Erie Approving a Construction Contract with Dynalectric Company for the Signal Installation at Erie Parkway and Weld County Road 7
- Attachments:** [Resolution 22-46](#)  
[Construction Contract](#)  
[Vicinity Map](#)
- [22-145](#) A Resolution of the Board of Trustees of the Town of Erie Approving an Agricultural Lease Agreement with Lindow Ranch for the Schofield and Allan Farm Properties
- Attachments:** [Resolution No. 22-043](#)  
[Agricultural Lease Agreement - Schofield Farm](#)  
[Agricultural Lease Agreement - Allan Farms](#)
- [22-147](#) A Resolution of the Board of Trustees of the Town of Erie Approving the First Amendment to the Colliers Hill Filing 4I Development Agreement
- Attachments:** [Resolution No. 22-44](#)  
[Colliers Hill Filing 4I Development Agreement Amendment](#)

[22-154](#) A Resolution of the Board of Trustees of the Town of Erie Approving a Professional Services Agreement with the Gordian Group for the Development, Implementation, and Support of a Job Order Contracting (JOC) Program

**Attachments:** [Resolution 22-47](#)  
[Agreement](#)  
[Gordian JOC Summary](#)

[22-155](#) A Resolution of the Board of Trustees of the Town of Erie Approving a License Agreement with Western Area Power Administration for the Town Center North Roundabout Project

**Attachments:** [Resolution 22-48](#)  
[WAPA License Agreement](#)  
[Vicinity Map](#)

[22-156](#) A Resolution of the Board of Trustees of the Town of Erie to Accept Deeds Conveying to the Town all Nontributary and Not-nontributary Ground Water Underlying Erie Gateway South Annexations Nos. 1 through 8

**Attachments:** [Resolution 22-49](#)  
[Quitclaim Deed between Century Land Holdings, LLC, and the Town of Erie, da](#)  
[Quitclaim Deed between Lennar Colorado, LLC, and the Town of Erie, dated M:](#)  
[Quitclaim Deed between OEO, LLC, and the Town of Erie, dated March 16, 202](#)  
[Quitclaim Deed between OEO2, LLC, and the Town of Erie, dated March 28, 20](#)  
[Quitclaim Deed between Richmond American Homes of Colorado, Inc., and the](#)

[22-157](#) A Resolution of the Board of Trustees of the Town of Erie Approving a Joint Use Agreement with Aspen Ridge Preparatory School

**Attachments:** [Resolution No. 22-045](#)  
[Joint Use Agreement - Aspen Ridge School](#)

[22-159](#) A Resolution of the Board of Trustees of the Town of Erie Approving Amendments to the Bylaws of the Diversity, Equity, and Inclusion Advisory Board Bylaws

**Attachments:** [Resolution 22-52](#)  
[Bylaws-Redline](#)  
[Bylaws- Clean](#)

[22-173](#) A Resolution of the Board of Trustees of the Town of Erie Appointing Members to the Sustainability Advisory Board

**Attachments:** [Resolution 22-53](#)

- [22-174](#) A Resolution of the Board of Trustees of the Town of Erie Appointing Members to the Diversity, Equity and Inclusion Advisory Board

Attachments: [Resolution 22-54](#)

### **VIII. Public Comment and Non-Agenda Items**

7:15-7:25 p.m.

*(This agenda item provides the public an opportunity to discuss items other than ordinances, public hearings and consent agenda items that are not on the agenda. The Board of Trustees is not prepared to decide on matters brought up at this time, but if warranted, will place them on a future agenda.)*

### **IX. General Business I.**

- [22-146](#) Honorary Proclamation Mental Health Awareness Month May 2022

Attachments: [Mental Health Month Proclamation.docx](#)

7:25-7:30 p.m.

*Please start the video that has been prepared.*

- [22-149](#) Proclamation in Honor of Boulder Community Health 100th Anniversary

Attachments: [Proclamation](#)

7:30-7:35 p.m.

*Presenter: Ari Harrison, Trustee*

- [22-153](#) Older Americans Month Proclamation

Attachments: [Proclamation - Older Americans Month](#)

7:35-7:40 p.m.

*Presenter: Patrick Hammer, Director of Parks & Recreation  
Ari Harrison, Trustee*

- [22-164](#) Proclamation to Recognize Professional Municipal Clerks Week

Attachments: [Proclamation](#)

7:40-7:45 p.m.

*Presenter: Andrew Sawusch, Trustee*

- [22-158](#) Asian American and Pacific Islander (AAPI) Heritage Month Proclamation

Attachments: [Proclamation](#)

7:45-7:50 p.m.

*Presenter: Sara Loflin, Trustee*

- [22-94](#) Honorary Proclamation National Administrative Professionals' Day April 27, 2022

Attachments: [2022 Admin Professional Day Proclamation.docx](#)

7:50-7:55 p.m.

*Please start the video that has been prepared.*

[22-161](#) Consideration of a Community Organization Grant Request from Being Better Neighbors

**Attachments:** [Being Better Neighbors Community Grant Request](#)  
[Being Better Neighbors Presentation](#)

7:55-8:05 p.m.

*Presenters: Amy Teetzel, Director of Administrative Services  
Alberto De Los Rios, Diversity, Equity and Inclusion Manager  
Ashraf Shaikh and Craig Foster, Being Better Neighbors*

[22-124](#) An Ordinance of the Board of Trustees of the Town of Erie Repealing and Reenacting Section 2-2-4 of the Erie Municipal Code Regarding Business Licenses

**Attachments:** [Ordinance 06-2022](#)

8:05-8:20 p.m.

*Presenter: Julian Jacquin, Economic Development Director*

[22-169](#) Review of revised draft of Special District (Metro District) Review Policy and opportunity for additional public comment prior to formal Board consideration of the Policy in June

**Attachments:** [Special District Review Policy](#)

8:20-9:20 p.m.

*Presenters: Malcolm Fleming, Town Administrator  
Melissa Wiley, Deputy Town Administrator  
Sara Nurmela, Planning and Community Development Director*

[22-166](#) Board of Trustees Follow-up Questions on Legal Issues

9:20-9:35 p.m.

*Presenter: Kendra Carberry, Town Attorney*

## **Staff Reports**

*Information Only*

[22-143](#) Public Works Monthly Report

**Attachments:** [Monthly Report](#)

[22-151](#) Planning & Development Monthly Report

**Attachments:** [BOT 2022 April Report](#)

## **X. Board Member Reports and Announcements**

9:35-9:50 p.m.

## **XI. Executive Session**

[22-170](#)

## Executive Session:

- 1) To hold a conference with the Town Attorney and the Town's litigation counsel to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4)(b), regarding the AIG litigation; and
- 2) To consider the purchase, acquisition, lease, transfer or sale of real, personal or other property, pursuant to C.R.S. § 24-6-402(4)(a), to determine positions relative to matters that may be subject to negotiations, develop a strategy for negotiations, and/or instruct negotiators, pursuant to C.R.S. § 24-6-402(4)(e), and to hold a conference with the Town Attorney to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4)(b), concerning the Town's purchase of the Regency property; and
- 3) To determine positions relative to matters that may be subject to negotiations, develop a strategy for negotiations, and/or instruct negotiators, pursuant to C.R.S. § 24-6-402(4)(e), regarding Tebo Properties

9:50-10:50 p.m.

Moffat Room, 1st Floor Town Hall

**XII. General Business II.**[22-163](#)

A Resolution of the Board of Trustees of the Town of Erie Approving the First Amendment to Purchase and Sale Agreement with Regency Realty Group, Inc., for the Purchase of Approximately 19.41 Acres of Vacant Land in the Erie Town Center Area

**Attachments:**

[Resolution 22-51](#)

[First Amendment to Purchase and Sale Agreement](#)

10:50-10:55 p.m.

*Presenters: Malcolm Fleming, Town Administrator*

*Julian Jacquin, Economic Development Director*

*Kendra Carberry, Town Attorney*

**XIII. Adjournment**

10:55 p.m.

*(The Board's Goal is that all meetings be adjourned by 10:30pm. An agenda check will be conducted at or about 10:00 p.m., and no later than at the end of the first item finished after 10:00 p.m. Items not completed prior to adjournment will generally be taken up at the next regular meeting.)*





# FORM CENTER

[VIEW SITE](#)[MAIN](#)[FIELD SETS](#)[LEGACY FORMS](#)[PROPERTIES](#)[BACK](#)[PRINT](#)[SAVE CHANGES](#)[CANCEL](#)[Form Center](#) ► [Grants](#) ► [Grants to Community Organizations Application](#) ► Submission #13552

## Grant Application

Please note this is only a request form. All requests submitted will be presented to the Board of Trustees for consideration in accordance with the annual budget schedule.

Any requests submitted "out-of-cycle" must be submitted to the Town Administration Department. First time requests are limited to \$2,000 for the first year and may be awarded via administrative approval on a first come-first served basis pursuant to any available funds appropriated through the annual budget process.

### Form Details

Submitted By:

Submitted On:

April 8, 2022 4:25 PM

IP Address:

73.34.205.100

Referrer:

<https://www.erieco.gov/FormCenter...>

Organization-Grant-Request-

3/Grant-Application-34

Answered 24 of 26 (92.3%)

### Contact Information

**Organization name: \***

Being Better Neighbors

**Address1**

PO Box 691

**Address2**

City

Erie

State

CO

Zip

80516

Organization structure: \*

Non-profit corporation

Tax exemption number:

85-3169098

Example: non-profit corporation.

Contact person: \*

Jessica Pisano

Email address: \*

beingbetterneighbors@gmail.com

Phone:

631.252.3730

## Request Information

**Requesting:\***

- ☒ Town sponsored event - requesting financial assistance
- ☐ Town endorsed event - requesting in-kind assistance

**Description of request: \***

representing diverse populations such as Asian, Black and Hispanic as well as a sizable and growing LGBTQ+ population. As Erie grows, it is becoming more diverse and many members of the community are excited to celebrate that diversity. Being Better Neighbors (BBN) was established to embrace this diversity and ensure Erie is a welcoming and inclusive town. BBN would like to respectfully ask the Town of Erie to be the "Presenting Sponsor" for this year's Pride event. Funding from the town will help cover the cost of event day logistics and promotion. We will recognize sponsorship by the town of Erie by including logo on signage, marketing materials, emails and other promotional inclusions such as a press release.

Please provide a description of the event or reason you are requesting funding through the Grants to Communities Program

**How will this event positively effect the community members and the Town of Erie: \***

Everything Being Better Neighbors does is led by our hope to positively affect our community. We aim to create programs and events that will educate and bring the community together. In honor of Pride month, Being Better Neighbors is planning a celebration of our LGBTQ+ community. Honoring the national Pride initiative, the event will be a celebration of people coming together in love and friendship, to show support for the LGBTQ+ community. Additionally, our plans for educational programs to create safe spaces and provide anti-bias training will help expand our efforts to community members who have not yet embraced Erie's emerging diversity. Through this sponsorship, the Being Better Neighbors Pride event will showcase the town of Erie as a welcoming and inclusive community. Since BBN is a volunteer driven organization, 100% of the money we raise supports our programs and services including educational initiatives and awareness events throughout the year.

**Event Information**

**Amount of Request \***

7500

**Date when funds are needed: \***

05/20/2022

**Description of event:**

The Being Better Neighbors Pride event will take place on June 5th from 3pm to 7pm on Briggs Street in downtown Erie and is open to everyone. The event will include family friendly activities, food trucks, music and other entertainment. We will feature entertainers, vendors and educational literature representing the LGBTQ+ community. The full details of the event have been submitted through the town's required application process.

Provide additional details if you are requesting funds for an event. If needed, attach additional information/documentation below.

06/05/2022

3:00 PM

**location:**

Briggs Street in  
downtown Erie

500

**Attach Additional Information If Needed:**
 No file chosen

**Eligibility Criteria - Internal Review**

1. ☒ Non-Profit Corporation
2. ☐ Service Organization
3. ☐ Public School
4. ☐ Community Service
5. ☐ For Profit Business

**Award Criteria - Internal Review**

1. ☐ Celebration of the Town's culture, or heritage
2. ☒ Observance of local, regional, or national historic dates or events
3. ☒ Contribution to the general public good in areas of education, safety, health, welfare, or recreational activities
4. ☒ Expected number of people who will participate or benefit from the program, event, or activity
5. ☒ Consistency of the applicant's, customers and promotional goals with the Town's character, values and service priorities
6. ☐ The applicant's historical participation and association with community projects, events and continued willingness to participate
7. ☐ Community support for, or opposition to, the proposed project
8. ☐ The operating and maintenance costs associated with the proposed project
9. ☒ Anticipated public perception of the association of the Town and the proposed project
10. ☐ The applicant's regard for and demonstrated success in environmental stewardship

**Notes - Internal Review**

This application must go to the BoT for approval because it is out of cycle and over the \$2,000 level that can be approved administratively per the policy

**Internal Review Completed By:**

Amy Teetzel, Administrative Services Director

**Date Reviewed**

04/15/2022

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[Service](#)

# Diversity, Equity, and Inclusion Advisory Board – April 7, 2022

1 **Benazir:** 0:00 Okay. So, today is April 7, 2022 and I'm calling the Diversity, Equity,  
2 and Inclusion Advisory Board Meeting to order. Okay, call to order.  
3 What's next?

4 **Cesar:** 0:17 I take roll call. So, I can do that. So, Benazir Rowe?

5 **Benazir:** 0:22 Yes, here.

6 **Cesar:** 0:24 Cesar here. Mili?

7 **Mili:** 0:27 Here.

8 **Cesar:** 0:29 Alejandra? And [Unclear 0:00:35]? Okay. And then additional folks  
9 here is Alberto De Los and Trustee Brooks.

10 **Benazir:** 0:51 Okay, so next we are going to approve agenda. So, I motion to approve  
11 our today's agenda.

12 **Cesar:** 1:02 I second.

13 **Benazir:** 1:04 Thank you. So, it's approved?

14 **Cesar:** 1:13 Yeah. Last week, we voted on it, too. We can do that. But I'm not sure  
15 if that's needed. Alberto De Los and Trustee Brooks, I'm not sure if you  
16 have any...

17 **Justin:** 1:25 You can just do a motion to accept/exempt agenda, to do a motion  
18 second, and then a vote.

19 **Benazir:** 1:31 Okay, let's vote then. I approve agenda.

20 **Cesar:** 1:39 And I can do the similar roll call. I can just take the roll call and you say  
21 yes or no. So, we'll take vote now. Benazir?

22 **Benazir:** 1:47 Yes.

23 **Cesar:** 1:49 Cesar, yes. And, Mili?

24    **Mili:**            1:53        Yes.

25    **Cesar:**          2:00        Thank you.

26    **Benazir:**        2:04        Alright. There is approval of minutes from last meeting, but I'm not sure

27                            if they're ready. Last meeting minutes, maybe we don't need to do it

28                            today.

29    **Cesar:**          2:17        Are you talking about the special...?

30    **Benazir:**        2:20        No, it's March 3rd. Do we have those?

31    **Cesar:**          2:23        Yeah, I think... I believe the town clerk had sent them out.

32    **Benazir:**        2:34        Shall we just approve them then?

33    **Cesar:**          2:37        Yeah. I mean, if you've reviewed and if there's any questions or issues,

34                            we can talk about it.

35    **Benazir:**        2:42        I think it sounded fine. Alberto?

36    **Alberto:**        2:53        Can you please repeat the question? I'm sorry.

37    **Benazir:**        2:58        I thought you wanted to say something. We're about to approve the last

38                            meeting's minutes. And if you have any comments or questions, we

39                            can... So then, motion to approve the last meetings minutes.

40    **Cesar:**          3:13        I second.

41    **Benazir:**        3:22        Let's take a vote then, right?

42    **Cesar:**          3:26        Yeah. Alright. Benazir?

43    **Benazir:**        3:29        Yes.

44    **Cesar:**          3:30        Cesar? Yes. Mili?

45    **Mili:**             3:33        Yes.

46    **Cesar:**          3:35        Thank you.

47    **Benazir:**        3:41        Alright. So, we got through that. Next item is public comment and non-

48                            agenda items. Do we have any public joining us today, any non-agenda

49 items, dear board members, or liaisons? No? Alright. Done with that.  
50 Moving on to the next item. Next item on the agenda is general business.  
51 Okay, so Part A, I just wanted to add a small five-minute, sort of, rubric  
52 to our meeting where Alberto could tell us about what's going on in the  
53 town's DEI life. And so please take it away, Alberto. And we will ask  
54 questions afterwards. Thank you.

55 **Alberto:** 4:47 Thank you. And let me get my notes together for you. I've couple of  
56 announcements. Thank you for your patience as I pull these out. Okay.  
57 So, the first item that I see here is the cost of living research. This was  
58 an effort that was taken by senior staff, primarily our Director of HR,  
59 Director of Finance, our Deputy Town Administrator and myself. So,  
60 the goal was to bring awareness to the Board of Trustees about some of  
61 the hardships that a lot of employees are facing given the inflation calls  
62 and the trends that we're seeing in the past couple of months. And so we  
63 wanted to make a proactive approach to protect our employees and to  
64 make sure that we are adjusting their wages to make sure that it's  
65 keeping up with this pace, because we know that a lot of people are  
66 facing a lot of burden, especially with food and gas and electricity. And  
67 so, there was a tiered approach model that was proposed. So, people in  
68 the highest income brackets would get a 2% raise, whereas the middle  
69 ones 4%, and the lowest income bracket would receive a 6%. And as far  
70 as I'm concerned, the Board of Trustees reviewed this during a study  
71 session. And so they provided some favorable feedback. However, I  
72 don't think that action has been taking on their behalf. Trustee Brooks,  
73 do you have any other points of information?



74 **Justin:** 6:21 Yes. So study sessions are usually just... Well, study sessions are strictly  
75 to provide information to the Board of Trustees and for us to ask  
76 questions and have interaction with staff. In order to make that change,  
77 it would come before the Board of Trustees during a board meeting  
78 where we can vote on. So, we can't approve anything in a study session.  
79 I was actually absent for that particular meeting, but I did read the  
80 package and I read the notes that came after, and I too support.

81 **Alberto:** 6:54 Thank you. Moving forward, I also wanted to share that... Thank you  
82 everyone who shared some feedback on their internship position for the  
83 Equity and Innovation Intern. The position has been posted. And it's  
84 currently waiting for applicants to submit. Interviews will be carried [in]  
85 the first week of May and the intern will be starting [in] the second week  
86 of May. And preparation for the farmers market season along with other  
87 projects that we have, and the item that I wanted to mention was that  
88 some of the major concerns that some of the board members have  
89 pointed out, such as housing, economic development and other issues  
90 around planning are also being addressed by other departments. And we  
91 have a pool of funds for interns, this year. And so we have taken it upon  
92 ourselves to make sure that we are getting some talent and to do certain  
93 projects such as research. And we're doing economic development. And  
94 we're also having a planning intern. And more to come on that once we  
95 have those interns hired before the summertime. Benazir, I see you have  
96 a question.

97 **Benazir:** 8:04 Yes, so I saw the posting, I think, on some Facebook page for Erie  
98 Farmers Market. And so as far as... So, the SNAP and EBT benefits will

99 be introduced and the intern will take care of that, right? And I think  
100 that's truly wonderful that the people who want access to good nutrition  
101 will be able to spend their money there. However, I do have a concern,  
102 it's like, when I walk on the farmers market and they see like say nice  
103 to shut up peppers, they usually cost like \$10-15. So, it is sort of out of  
104 reach for what SNAP and EBT is meant to do. It's meant to feed a person  
105 \$50 for a meal. And what you buy there... Or like I wanted to buy a  
106 basket, and then I asked how much it costs, and it cost \$80 and I'm just  
107 like, "Maybe next time, you know." And I can totally afford that. But I  
108 [am] just like the price is truly bite for normal people. But for SNAP and  
109 EBT recipients, they cannot just buy. I don't think it's even [unclear  
110 0:09:14]. So, what I would like you to do is to record how much they  
111 have been used or to introduce some options that could be in the right  
112 price range where a person who actually received food stamps could  
113 spend their money and not worry about the price. I'm all pro making it  
114 accessible. I think just that alone is very good. But I do feel like it kind  
115 of falls a little bit short of like... It is accessible, but the price is not right.  
116 And so they're gearing toward different population. You know, the  
117 whole Farmers Market is just like... You cannot buy anything cheaper  
118 than \$20 really. [It's] just something to keep in mind. What do you think,  
119 Alberto?

120 **Alberto:** 10:05 Thank you for that comment. One of the components of this intern, not  
121 only will they be helping people to use the SNAP and EBT benefits and  
122 educate them on how to use them, but also there will be a double up  
123 initiative. So, any SNAP and EBT that you spend at the farmers market

124 will be doubled. So, if you spend \$10 of SNAP and EBT, you will be  
125 able to use up to \$20, and so forth. That's still... You know, looking at  
126 the ratio that you mentioned, Benazir, on \$1.50 for SNAP and EBT users  
127 that only makes it to \$3. And that's definitely not enough for the farmers  
128 market. So, this intern will also put a lot of focus on really researching  
129 the food systems landscape in the town. And we will be looking at what  
130 are the gaps for people to have access, not only to fresh and healthy fruits  
131 and vegetables, but what is the affordability, what is the accessibility in  
132 the town, and hopefully, this will be a long-term way to help us be  
133 informed as to how to move forward with addressing some of the more  
134 basic needs of all over town residents such as food.

135 **Benazir:** 11:19 Mili, would you like to add something?

136 **Mili:** 11:24 Yes. You know, [unclear 0:11:25] this information. I'm just sharing  
137 overall. I think that they're really good practices that have been  
138 implemented across Boulder County and other places around farmers  
139 market partnership with SNAP. So, I will encourage to not reinvent the  
140 wheel and really replicate things that are very successful across Boulder  
141 County. And that's with housing and Human Services at the county  
142 level. They have been doing this for a while. So, if you're getting started  
143 first time, and we're trying to see, I think that there's a lot that we can  
144 learn from them and not have to go through [unclear 0:12:06] pains since  
145 they do it in every... Pretty much everywhere there is a farmers market,  
146 this is happening.

147 **Alberto:** 12:16 Thank you for that, Mili, to bring a point of consideration. Our farmers  
148 market manager, Kelly Miller, she is a seasoned manager across Boulder

149 County. And so I am sure that she's familiar with these practices. And I  
150 can happily double check with her to ask her what are we doing around  
151 SNAP And EBT [and] what's going to be the mechanisms.

152 **Benazir:** 12:43 Cesar, would you like to add something?

153 **Cesar:** 12:46 Yeah. I know Mili was mentioning about the Boulder Farmers Markets.  
154 So, I just want to know what things were different or what we can  
155 incorporate into the Erie Town's Farmers Market. And then second,  
156 maybe we can also try to get the Erie Food Bank involved. And not  
157 necessarily like booth at the market, but also maybe having some of the  
158 booths, donate some of the food to the food bank as well. Or if people  
159 feel like, maybe, the prices are too high, but they're trying to utilize  
160 some of the food. They can also access to Erie Food Bank. I know they  
161 open like... It's not open every day. I know someone who volunteers  
162 there. And I think it's very sporadic. And I don't feel like a lot of people  
163 know about that resource in Erie. So, maybe just having some exposure  
164 with them and doing some collaborative work would be great.

165 **Alberto:** 13:42 Just finding out about this. Thank you for sharing. I'll be reaching out.

166 **Cesar:** 13:46 I can give you the contact. I can send you the contact information, if  
167 you'd like.

168 **Alberto:** 13:49 Yes, please.

169 **Mili:** 13:53 I'm just wondering the data in Town of Erie about recipients of SNAP  
170 or EBT Benefits? What race has to do with it? Like what's the racialized  
171 data? Just wondering how it became your priority and putting all of these  
172 resources behind it. Just wondering. Not challenging it. Just curious.

173 **Benazir:** 14:18 Good question. I think I sort of had the same question. And it's just like...  
174 Given the income distribution, when you look at that and stuff like that,  
175 there is certain area or the curve that could use probably some benefits  
176 and then... Yeah, how do we make it actually useful and accessible to  
177 the huge population? Yeah, so good question Mili. Any other additional  
178 questions for Alberto? Yeah, so what we want to see is, the program to  
179 succeed and to actually reach the right people, and make it both  
180 accessible for benefits, but also the price should be right, so that people  
181 could spend it. Yeah, \$50 per meal is a pretty high steep thing. So, there  
182 might be some sponsoring or maybe some donations, or whatever works,  
183 but Erie's current Farmers Market prices are totally out of reach for that  
184 population. So just putting a person doing the work, but not getting  
185 anything out of it would be sort of wasteful. Well, okay. Any other  
186 questions on that part? Alright. Let's look at our agenda. And Part B,  
187 resident outreach. So, I received an email from, I think, the Chair of  
188 Town Tree Board. And I shared some information that they're doing a  
189 birthday celebration on April 30th 10:00 AM to 01:00 PM. And they're  
190 providing us with table and chairs, where we can communicate with  
191 residents and introduce ourselves and get some feedback and participate.  
192 And so, we've been looking for such opportunities. And we were  
193 looking into Erie Town Fair. So I say, we just vote on it. I set a motion  
194 to, "I'd like us to participate there." And if we approve, then we can go.

195 **Mili:** 16:49 Jus one quick question before we vote to... I'm looking at the calendar,  
196 April 30th, that's within the scope of this board before the next board  
197 comes in, right? Okay.

198 **Benazir:** 17:04 That is true. And for all I know, I might not be here anymore and you  
 199 might not be here anymore.

200 **Mili:** 17:10 Yeah, I'm just... I'm also [unclear 0:17:11]

201 **Benazir:** 17:12 It's like that. Cesar?

202 **Cesar:** 17:19 Yeah, I guess I had a similar question to Mili about when our term ends.  
 203 And if some of us decide to reapply, I know it's up to the Board of  
 204 Trustees to look at the nominees and, I guess, approve the nomination.  
 205 So, even if we wanted to reapply, I'm not sure if we'd be guaranteed that  
 206 we would remain on this board. So, I want to know the timing for that.  
 207 And then also, I think the next agenda item kind of went into my  
 208 question. But the pamphlets, communication logo, do we have anything  
 209 set up even if we wanted to participate in a booth? Like, would it just be  
 210 us informing the public about what we do like very, very surface level?  
 211 Or did you have intentions of having some material to hand out? I think  
 212 we would probably have to look at that to.

213 **Benazir:** 18:11 Mili, would you like to answer that? So...

214 **Mili:** 18:15 [Unclear 0:18:15]

215 **Benazir:** 18:17 Very good questions. Because our term basically ends a week from now,  
 216 and the next coming people might not even support that or who knows  
 217 what. And so let's decide, does it make sense for us today to actually  
 218 vote on anything important, like spending money, doing commitments?  
 219 Because if we do, and then we're not there for afterwards, then it's sort  
 220 of leaving the next people with a... I don't know. What do you think?

221 **Justin:** 18:51 I think you should. Because I don't have specific knowledge about the  
 222 board assignments that are coming in after you. It may very well be that

223 all of you are still on the board. I don't believe it was a highly  
224 competitive thing. And even if it was, you voting today will give a head  
225 start to the group behind you. Because if you defer the decision today,  
226 they're going to spend their first meeting trying to figure out what  
227 they're going to do as a board, and they will run out of time, and they  
228 won't be able to get this work done. So I think you should do your work  
229 while it's your work still. And I'm almost certain they'll take whatever  
230 you have, enthusiastically. And they might be you very likely.

231 **Mili:** 19:38 Well, the term of our appointment expires on April 30, 2022. So, that's  
232 actually the last day. Can someone remind me, is the process closed  
233 already for applications? When is it closing?

234 **Justin:** 19:58 I think April 15th is when the final applications are due, and notification  
235 should be made pretty soon after. We don't want this work to stop. We  
236 don't want there to be any gap in this. So, I would ask for you to please  
237 continue until you're notified otherwise, if you're willing to.

238 **Mili:** 20:22 Okay, that sounds good. Did we...? I missed one of the sessions, the one  
239 that was the extra session. And I didn't review the minutes. Did we...?  
240 I'm a little loss of our membership here. I guess that's where I'm going.  
241 The people that is missing besides Sandy, are they no longer here? And  
242 we were... Board to disclose if anyone is continuing or not. Was there  
243 an answer about that? I think [unclear 0:20:55] to share.

244 **Justin:** 20:56 You can certainly discuss amongst yourselves if you have applied again.  
245 I think it's helpful information to have. It's not a secret. I personally  
246 don't know because the material doesn't get submitted to me. I can  
247 request it from one of our clerks, but I think that it is a good idea to state

248 your plan. If you have applied and you intend to continue, speak out loud  
249 and say that and we can make plans accordingly. Sandy, having a resign,  
250 didn't have to do with her willingness to want to continue. It was  
251 different reasons. So please function as if this is your board. This is what  
252 you have with the authority to operate as you would as a full board. And  
253 I can work to get information as quickly as possible as to who has  
254 applied for the next, but I don't want to overstep the selection process. I  
255 need to understand myself.

256 **Benazir:** 22:01 Okay, sounds good. Thank you, Trustee Brooks. Cesar, do you have  
257 anything to say?

258 **Cesar:** 22:07 Yeah, I just want to say like, I think we just got a text message from  
259 [Unclear 0:22:10] saying that she's not going to attend and, obviously,  
260 not renew her membership for next year, I guess. So, it just leave  
261 Alejandra to see if she still would continue or not.

262 **Benazir:** 22:24 Okay. Well, so then let's carry on. And so first outreach opportunity is  
263 April 30, our last day. Would you guys like to participate? I set a motion  
264 to participate. There will be tables and chairs. And it's up to us if we  
265 come up with any material or not. Most likely seats are limited, but just  
266 having a person there and some sort of banner, maybe like child style  
267 like DEI letters. And maybe that would be enough for us to start and see  
268 how it goes and get some experience there, because I've never done it  
269 yet. So, here's a motion to participate in Arbor Day and to just be there  
270 without anything extra — just one person from the board, at least, to be  
271 there and to engage with residents and see where it goes.



272 **Cesar:** 23:33 And before we take a vote, last question about this, when will we know  
 273 if we got re-elected into the board? If our term ends on the 15th and then  
 274 there's a gap, can we officially table on behalf of the DEI Board?

275 **Justin:** 23:49 I believe that you can. I can also submit a request on behalf of the DEI  
 276 Advisory Board to allow you to continue until replaced.

277 **Cesar:** 23:58 Thank you. So sorry, Benazir. Can you repeat your motion?

278 **Benazir:** 24:12 We participate in Arbor Day, this April 30, 2022. Okay, shall we take a  
 279 vote or second?

280 **Justin:** 24:52 Yeah, so you have to make a motion, then someone seconds, and then  
 281 you can vote quickly after.

282 **Benazir:** 24:59 Yeah. So, I motion to participate in Arbor Day.

283 **Cesar:** 25:08 There you go. I just wasn't sure if I agreed to the motion that would tie  
 284 my vote of yes or no.

285 **Justin:** 25:16 It doesn't.

286 **Cesar:** 25:18 Just to move it along. Thanks. Alright. We'll take a vote on. Benazir?

287 **Benazir:** 25:26 Yes

288 **Cesar:** 25:30 Caesar? No.

289 **Mili:** 25:33 Okay.

290 **Cesar:** 25:33 And Mili?

291 **Mili:** 25:35 Yes.

292 **Cesar:** 25:36 Yes? Okay.

293 **Benazir:** 25:38 Alright, tiebreaker.

294 **Cesar:** 25:42 Alrighty. Alright. So, it passes.

295 **Benazir:** 25:52 Okay. And then this is decided. [Unclear 0:25:55] communication via  
 296 email, but overall table, chairs and one representative at least. So, next

297 item on the agenda is similar participation that required more planning.  
298 It's Erie Town Fair? Have we made any progress? Or do we have a table  
299 or anything?

300 **Justin:** 26:18 I can give you some information. It looks like Cesar got some, but I was  
301 in a meeting with the Being Better Neighbors Group, and I've mentioned  
302 to them that this group was interested in sharing a table with that group,  
303 and they actually bought a sponsorship with the chamber that comes  
304 with a prime place table. So, effectively, you have a table now.

305 **Benazir:** 26:42 Thank you for this information, Trustee Brooks. Cesar?

306 **Cesar:** 26:47 Yeah, I was gonna say the same thing to Trustee Brooks. I'm working  
307 with Christina Pisano from Being Better Neighbors on the Juneteenth  
308 [Unclear 0:26:53] Event, which I think is the next agenda item. But yeah,  
309 she offered to collaborate and offered us a space in our booth. So, I think  
310 that would be a great opportunity for us at the Erie Fair just to get more  
311 exposure. And I think by then, the new board would be settled in where  
312 I think they would take advantage of that opportunity just to have the  
313 public meet them. So yeah, I think it's a great opportunity.

314 **Benazir:** 27:22 So then, I'm setting a motion to settle it and to participate in Erie Town  
315 Fair with the BBN and have a presence there.

316 **Cesar:** 27:36 I second. I'll put it a vote. Benazir?

317 **Benazir:** 27:45 Yes.

318 **Cesar:** 27:48 Caesar? Yes. Mili?

319 **Mili:** 27:52 Yes.

320 **Cesar:** 27:54 Alejandra?

321 **Alejandra:** 27:57 Apologies, I just joined. So, I'm assuming it's to participate with the  
322 Being Better Neighbors? Is that the motion on the floor?

323 **Cesar:** 28:03 Yeah, Erie Town Fair. I think it's in mid-May.

324 **Alejandra:** 28:08 Mid-May. Okay. Got it. So, we don't need to reach out to the chamber  
325 anymore. So we will collaborate with them. Okay. Yeah, approve.  
326 Thank you.

327 **Cesar:** 28:21 And Benazir, just in that as an action item, I am meeting with Christina  
328 after this meeting, next week, so I can let her know that we would wish  
329 to participate. And I guess any coordination, I can just send via email to  
330 this board.

331 **Benazir:** 28:35 Yeah, sounds great. What we now did is that we gave you a green light.  
332 Everybody agrees. Everybody is on board. Now, you can continue  
333 planning with freehand, not like an individual, but like a board  
334 representative. So that's great. Thank you. Okay. So, we did the outreach  
335 part. Let's look at the next item on the agenda, marketing and  
336 communications. So, I put it on the agenda just to see how it moves, or  
337 has there been any progress, but I don't have anything to report with  
338 regards to this. Cesar, do you have something? Okay, yeah.

339 **Cesar:** 29:20 Yeah, I've been meeting with Christina again just to go over the details  
340 of the event. So, I guess we can start with the Juneteenth team. So,  
341 instead of looking at very specific things that we can sponsor, like the  
342 music or food or stuff like that, they actually came up with a sponsorship  
343 level commitment. So, if we were to commit to at least \$2,500 for the  
344 event, we would have the ability to have our group logo on some of the  
345 things that they're handing out, also our name would be on some of the

346 banners and some of the other things. I do have the sheet that was sent  
 347 to me by Christina. So, maybe I can share my screen with you guys. And  
 348 maybe we can take a look at it.

349 **Benazir:** 30:06 Let me see.

350 **Cesar:** 30:07 I'm not sure if I can.

351 **Benazir:** 30:12 So that would be... Let me clarify that. So far, I'm just talking about like  
 352 our personal board marketing materials that we are doing. And the  
 353 events will be on the next item.

354 **Cesar:** 30:29 Sorry, to go on that.

355 **Benazir:** 30:36 So, is there somebody that could help us with the creation of this  
 356 materials or...?

357 **Mili:** 30:46 Alberto, will you go into...? I thought that maybe you were going to  
 358 connect with someone in the town to see if there were any vendors  
 359 already under contract or design. I don't know if that's kind of like...  
 360 [Unclear 0:31:01] within a couple of minutes ago, then we were going  
 361 to try to see what we could find out on how to get that started.

362 **Alberto:** 31:07 I believe that the town does not contract with the specific vendors. And  
 363 sorry, I muted myself for a second. But the last time, to make sure we  
 364 communicated with Amber. I believe that there was some exchange of  
 365 information with Amber. And you can source your own designer or your  
 366 own contractor for the design of the logo. It just has to meet the style  
 367 guide that the Town of Erie provides. And you can use your own budget  
 368 to also request your logo, your design, and also the materials. So, the  
 369 table runner attend and tables for future events as well.

370 **Alejandra:** 31:53 I know, we're short on time for the event. But at one point, it would have  
371 been nice to have a formal RFP process for soliciting different  
372 companies. But I think at this point, it will be delaying the process. And  
373 we don't want to do that. But I thought that was the efforts we were  
374 trying to do for the marketing to create a logo for the board to be  
375 consistent across them. Not just for one event, but just to create our  
376 branding for people to start recognizing that. Correct?

377 **Benazir:** 32:24 Yes. Cesar?

378 **Cesar:** 32:28 Yeah, I believe Sandy was taking the lead on our marketing and logo  
379 and creating a banner. And she was reaching out to vendors. But since  
380 sudden resignation, I don't know where that went. We can definitely  
381 pick it up. I think it's needed just because of the events that we have  
382 coming up. So, I mean, I can commit to reaching out to some folks,  
383 maybe some of the other Advisory Board see if they have any vendors  
384 that we can connect with. And I'm assuming... Like Alberto, I think we  
385 talked last time and mentioned that it has to be vetted by some another  
386 department in Erie to make sure it's up to their standards. So, I think  
387 maybe reaching out to a vendor that already knows the standard for what  
388 we're looking for, would be ideal. So, I can maybe reach out to another  
389 advisory board and see what they have. And then, I mean, I can look at  
390 some very quick drawings of what we think we can do. And I can send  
391 it via email. I'm not sure if we can vote on it or if we would need another  
392 special meeting before the 15th to agree on something. I think that it  
393 would require another meeting to kind of vote on that. And it would be  
394 on a very tight window, like I'm assuming next week.

395 **Alejandra:** 33:50 Yeah, because, I mean, we will have to even put together what items  
396 we'll need from this company, basically, the logo or even colors font or  
397 something. We have to even agree on what we want this firm to provide  
398 to us. And that's what we compare from the guidelines that we're asking  
399 the prices and everything.

400 **Benazir:** 34:17 Well, okay, so it seems like we don't have any progress or anything to  
401 do yet. Would you guys like to reserve some amount of our budget to  
402 sort of....? Let's approve \$5,000 or maybe it's too much — I don't know  
403 — for marketing. And then this will sort of a proof that we are going to  
404 proceed with it and create logo banner, things like that, so we could  
405 participate in the future events with some branding. And let's set of  
406 arbitrary limit. I suggest \$5,000, just because it's first number that came  
407 to my mind. And so we have like sort of a budget. And then we kind of  
408 can move from there. Maybe Cesar will find somebody and say, who  
409 will fit in this, and then it's already approved. So, I'd like to pre-approve  
410 \$5,000 budget for marketing efforts, so that they would not stall. And if  
411 people have any suggestions we could proceed. Mili?

412 **Mili:** 35:27 I just have a clarifying question for my own understanding. We agreed  
413 as a board that we will have these two major priorities. One was the  
414 marketing and all of these things that we're talking about. The other one  
415 was to sponsor an event that we decided on. So, wasn't that money  
416 already set aside or we never decided the amounts? Is that what we're  
417 trying to do here?

418 **Benazir:** 35:54 I guess that's what I'm trying to do. I think it's already been decided that  
419 we're going to proceed. Maybe having a specific number will sort of  
420 help facilitate that. That's what I'm hoping. What do you guys think?

421 **Cesar:** 36:14 Yeah, I think we're just aiming for the amounts that we want to vote on.  
422 And that's what the information I had today for the Juneteenth event.

423 **Mili:** 36:26 Okay, so should we do one event at a time? Do you want to share...? Are  
424 you going to share your screen so we look at the options to decide on  
425 how we want to sponsor?

426 **Cesar:** 36:39 Yeah, we can do that. But I just want to make sure we wrap up on the  
427 logo design and we have a budget for that first. And I think Benazir, you  
428 wanted to motion to approve \$1,000 for that specific... Okay.

429 **Benazir:** 36:51 Yeah, so I'm setting motion for pre-approving \$5,000 for marketing  
430 efforts.

431 **Cesar:** 37:01 I second. Alright. So Benazir?

432 **Benazir:** 37:08 Yes.

433 **Cesar:** 37:10 Caesar? Yes. Mili?

434 **Mili:** 37:14 Yes.

435 **Cesar:** 37:17 Alejandra?

436 **Alejandra:** 37:19 So this is overall marketing efforts. Correct? Okay. Yes.

437 **Cesar:** 37:28 Alright. Thank you. So yeah, I can definitely share my screen. And this  
438 is for the agenda. And just to let you guys know, this is for the Juneteenth  
439 Event. Can you...? It's event sponsorship page? Can you see that? So  
440 again, rather than looking at very specific things that we can sponsor, I  
441 know Benazir, you were maybe requesting that we'd look at certain...  
442 Like, if it was a music, it could have a cultural component, and asking

443 the why and how that would be kind of presented, and what our  
444 representation to be in there. What Christina maybe suggested is that  
445 we'd look at maybe doing just a sponsorship level. And either do  
446 \$10,000, and these are kind of the preliminary things that we would  
447 qualify for. I think she mentioned that this stuff needed to be approved  
448 by their board. But she didn't expect that anything would change. She  
449 mentioned the \$2,500 category here. And this is what we would kind of  
450 get out of that. So, we would have exposure in their media and their  
451 Facebook page. Also, logos on the T-shirts, some of the other marketing  
452 materials that are going to be handed out. And I think we will also get a  
453 booth in that event as well, and then some mentions during their  
454 announcements, and then a half-page ad in the event program. So, we  
455 can look at that option for \$2,500, or any of these top, or this one down  
456 here for \$500 or \$250. I believe our budget overall for this year was  
457 \$30,000 — Alberto, is that correct — for event planning.

458 **Alberto:** 39:33 Sorry, can you repeat the question?

459 **Cesar:** 39:34 Our budget? Do you remember? It was \$30,000 for the year.

460 **Alberto:** 39:39 This is correct.

461 **Cesar:** 39:40 Okay.

462 **Benazir:** 39:48 Okay, so thank you so much, Cesar. This is excellent information. So I  
463 think we should hear from every board member what do you guys think.  
464 So, I guess, I can go first. And I really do not believe there is a need for  
465 Town of Erie Diversity, Equity and Inclusion Advisory Board to sort of  
466 have too much marketing. I mean, we do need to reach people or we do  
467 want to participate in all the things and do this. But I don't see a reason



468 for platinum sponsorship, I would say. Or what is it, the presenting  
469 sponsor. Plus, we don't have... What I wanted is, us to show and bring  
470 ourselves to Juneteenth and celebrate and do those things. But what is  
471 offered is, social media promos or logos and recognitions on the web  
472 page. So, we technically don't do anything, but we just get media  
473 presents. So that's what we're paying for. However, the way I saw it was  
474 that we were sort of bringing ourselves, we show the town's  
475 commitment, the board's commitment. But instead it's sort of got  
476 monetized into this way. But I'm totally down for gold sponsorship,  
477 since we have money. We might as well do it. And I just expected  
478 different types of participation in my head, but I'm done with the gold.  
479 It sounds good to me. And I think fits our budget very well. What about  
480 you guys?

481 **Cesar:** 42:00 Yeah. And I mean, we're still contributing to the event. I think we're  
482 making it larger. And the hope is that it becomes a larger events, next  
483 year. And with more time and with a new board, I think it would have  
484 maybe an ability to collaborate more with Being Better Neighbors. I  
485 think we would... It's not just... I don't see it necessarily as just media  
486 presence. I also see it as we're contributing to this event and making it  
487 bigger, getting more exposure, getting the public to be more aware of  
488 Juneteenth. And we would still be able to participate. And I think if we  
489 get an exhibit booth, we would still be there, we can still volunteer if  
490 you guys want to volunteer. Christina said there are a lot of volunteer  
491 opportunities as well to really get involved. I just wasn't... I think at this  
492 point with this transition going on, I think it would be great. And it

493 wouldn't commit the new board to something extravagant of like putting  
494 on an event of that level. I think it would also provide them the ability  
495 to meet the town in a more reduced way, but we're still collaborating to  
496 the event. I honestly see it as a win-win in this situation to specifically  
497 with the time that we have. And I do agree. I think maybe the gold  
498 sponsor level would probably be [the level] where we want to be at, in  
499 terms of budget, if we decide to move forward.

500 **Benazir:** 43:25 Thank you, Cesar. Anybody else?

501 **Alejandra:** 43:28 Yes, I agree. We have to have some unveiling, if you want to use that  
502 word. The community, they have [unclear 0:43:36] here. So, I think this  
503 event is great. I agree at the Platinum is too much. I believe in considered  
504 the silver sponsorship. When we... On the personal level, when a  
505 company does a sponsorship for an event that we're not familiar with,  
506 we go with something that is not too high-end to even see what we get  
507 in from it. I don't think going into silver doesn't mean that we're not  
508 supporting them. We have to be mindful that we're also trying to be  
509 inclusive for other celebrations, either they're put by the town or we're  
510 trying to put together. So, we have to be mindful that there will be  
511 something else to recognize — the Asian American, Hispanic Heritage,  
512 the Pride, so everything. We have to make sure that we have  
513 representation support to those organizations, regardless if they have an  
514 outdoor event or something more in the low key. But we want to set the  
515 precedent for the future board members that our commitment is to show  
516 the partnership with different cultural events or initiatives to represent  
517 and support different ethnicities races and events. So, for me, we still

518 get the space, we still get some naming there, and we will see what is  
519 getting us in the first year.

520 **Benazir:** 44:59 Thank you, Alejandra. Thank you for that. Anybody else? Because once  
521 you sort of express yourself, then we can set the category and vote on it.

522 **Mili:** 45:15 I am in agreement with everything that has been shared. I don't have any  
523 issues with going with the gold level. I almost... Maybe because my...  
524 How can I put it? Maybe because my vision of showing up to this event  
525 has a couple of different layers of contributing or being part of it, so I  
526 don't really need a return on investment on the first year of us trying  
527 something out. When it comes to the money figure, necessarily, I think  
528 that this is more about connection and being present and visible and  
529 accessible and approachable to the community and just starting to build  
530 that network. And if that will cost us the gold sponsor or the silver, I am  
531 fine with going with whatever we decide as a group. I almost feel like I  
532 don't even need any of the things that they're offering, but it's an added  
533 value. It's good. It's great. I think that this is more for, maybe, a small  
534 business or something like that. There's a return of investment. And we  
535 are a nonprofit board of residents. So, we're not trying to make some  
536 profit out of it. So either way, I'll go with what the board decide or we  
537 will all decide. I just think that we need to commit to something.

538 **Benazir:** 46:51 Okay. Well, so Juneteenth is in June. And right now is April. And May  
539 is really short. So, a lot of the gold sponsorship requires marketing to be  
540 done for us, which I don't expect it to be done within a month. So, I'm  
541 not sure we can take advantage of gold sponsorship on time. However,  
542 if we do opt in, maybe that will be a catalyst for us and we will sort of

543 being shaped. So, it looks like we're torn between silver and gold. Let  
 544 me start with a gold. And I set a motion to approve the gold sponsorship  
 545 for Juneteenth Event. And let's take a vote on it. If anybody second?

546 **Cesar:** 47:49 I will second. Alright. Benazir?

547 **Benazir:** 47:56 Yes.

548 **Cesar:** 47:59 Caesar? Yes. Millie?

549 **Mili:** 48:04 Yes.

550 **Cesar:** 48:06 And Alejandra?

551 **Alejandra:** 48:08 I believe if we want to go with gold sponsoring, from what I heard from  
 552 Benazir, maybe we can go back to them and say, "We don't need really  
 553 all these benefits." Because, again, like you said, we're not a business.  
 554 We're just trying to get people to know who we are. So, maybe, more  
 555 customized to their space and [unclear 0:48:28]. And I mean, we don't  
 556 want to feel the pressure of having a logo. We're not ready for that. But  
 557 if that's gold sponsor, we'll go with that.

558 **Justin:** 48:43 Since you're a Town of Erie Board, you could probably get away with  
 559 just using the Town of Erie Tree with the DEI Advisory Board, just  
 560 words underneath it, and use that as your temporary logo, if you want  
 561 to. And I would imagine we have someone on town staff who could  
 562 probably figure out a way to do that for you.

563 **Alberto:** 49:06 To follow up on Trustee Brooks, you can even make your own logo, so  
 564 long as you follow the Town of Erie Style Guide. So, I believe I've sent  
 565 that to you all. And you can just go to page 17. And it's speaks  
 566 specifically about the logistics of what you would need for logo. And I  
 567 followed up with Gabby Ray, our Director of Communications to make

568                                   sure that she's also looking into this inquiry, because I just checked that  
569                                   the last time that, [unclear 0:49:37] an inquiry, she did not get an answer,  
570                                   either from the town clerk or the communications department. So, I'm  
571                                   following up on that again.

572   **Benazir:**     49:46   Thank you, Alberto. Alright. So did we...? So Alejandra said yes or no?

573   **Cesar:**       49:56   She said yes.

574   **Benazir:**     49:58   Modify it. Okay. Alright. Okay, then we have some Juneteenth budget.  
575                                   That's good. And yeah, we will continue working on our marketing. And  
576                                   now that we have some motivation to kind of proceed fast, then  
577                                   hopefully, we'll get done. Next one is additional BBN Events. I think  
578                                   Cesar, you mentioned that there is a Pride Event soon. However, the  
579                                   timeline was a pretty short. So would you like to update us on what's  
580                                   going on with that?

581   **Cesar:**       50:43   Yeah, I think they're still submitting some applications to the town and  
582                                   trying to sort that out. But what Christina mentioned is that if you want  
583                                   to do a contribution, we can still do. Like, we can sponsor the  
584                                   performers. I think they're gonna have a band. And I think that's about  
585                                   \$1,500. We can also do the same sponsorship level. It would apply to  
586                                   that event as well, if you wanted to contribute in that manner. So, it's up  
587                                   to this board to see. If we want to be just less involved in logo and  
588                                   marketing, we can definitely do that. But I think the Pride Event is  
589                                   happening before the Juneteenth. So, if we maybe want to swap the  
590                                   sponsorship for the first event, that way, we have exposure. And then  
591                                   for the second event, we can do more of a specific contribution, like  
592                                   Alejandra was mentioning with the caveat of like, "Oh, we're

593 sponsoring this music performer for Juneteenth. And these are some of  
594 the cultural implications or exposure that we're getting." So, we have  
595 that option as well.

596 **Benazir:** 52:02 Alright. Anybody has anything to say? My concern is that it's kind of  
597 too soon. And we did not talk much about Pride Event. It's sort of like...  
598 It's a little short notice on that. With Juneteenth, it's been pre-approved.  
599 We've been talking about it. Everyone's like 100%. So, do you guys  
600 have any ideas what to do with this? When is that, Cesar?

601 **Cesar:** 52:29 I think it's a week before the Juneteenth Event, if I'm not wrong.

602 **Benazir:** 52:32 They're staggered sort of... They're like one after another.

603 **Justin:** 52:39 It's a different crowd for each. The Pride Event last year was a picnic in  
604 a park. But this year, it's going to be a larger event with like a beer tent.  
605 And it'll be a full scale event. It won't be quite as large as the Juneteenth  
606 Event, but it'll be five times as large as what was done last year. So, it  
607 is a different crowd that you're getting exposure to. And one thing that  
608 has become apparent over the last year is that the people who express  
609 being discriminated against the most in the schools and in the  
610 community are largely people who are members of the LGBTQIA  
611 community. And so this is an opportunity, I think, for this board to gain  
612 exposure to the families that are going through that, and make sure that  
613 they know that they have an advocate at the town that is looking out for  
614 the interests of inclusion of all people, not just on cultural basis, but also  
615 on their life experience and how they identify. So, I think it's a different  
616 thread of people that need to know that the town is working on their  
617 behalf. And I think that's an opportunity for this board to connect.

618 **Benazir:** 54:05 Thank you, Trustee Brooks. So any suggestions on what would you like  
619 to do for Pride? We could just set a certain number, say we preserve  
620 \$1,000, and maybe we buy beer or do something, and then maybe what  
621 we do more is to actually go there and connect with people, maybe like  
622 more personal commitment, if that's the target population that [we] sort  
623 of need to work on, and get to know better their needs and stuff like that.  
624 So, would you like guys to pre-approve the budget of sorts? I set  
625 arbitrarily, again, \$1,000. What do you guys think? And then Cesar, you  
626 can figure it out with Christina. I believe you can put it to either band or  
627 food snacks or anything else that they need, and will be informed about  
628 what exactly it's spent on. But this sort of opens up opportunities for  
629 you.

630 **Cesar:** 55:16 Yeah. And I will say again, whatever we contribute, it will go to a  
631 specific item. If you contribute, you might as well get the sponsorship  
632 too. So, it's just something that comes with it, right? So, I can definitely  
633 go back to her and just say, "Hey, we want to make sure that our \$1,500  
634 or \$1,000 goes to the band or the performance." I know that she was  
635 [unclear 0:55:44] the stage... And I forget if the stage was for the  
636 Juneteenth Event or for the Pride event, but that was going to be like  
637 \$3,000. Just that alone! So, we can sponsor the stage, which would say  
638 that, "Hey, we sponsored the stage, which creates a platform for people  
639 to voice their opinions and concerns, and have that space open for our  
640 community." So we can say, we sponsored the stage that made that  
641 possible. But that was \$3,000. And I'm not sure if you guys are willing  
642 to make that commitment. And if I may, with that budget in mind, we

643 do have \$30,000. And I will say that we're almost at the midpoint of the  
644 year. I know we want to sponsor other events. I'm not sure how many  
645 other brands we would be able to sponsor. Personally speaking, with this  
646 board, it did take us a while just to even come to this point where we're  
647 making a voting decision on some of these events. And I think the next  
648 board should also... I'm sure, they'll have the first couple of meetings  
649 just trying to get to know each other, trying to know what their vision is  
650 for the board moving forward as well. And I'm not sure how much time  
651 they will have to plan events. And I just wanted to get to a point where  
652 they're in November, and they still have \$15,000 to spend, and they're  
653 going to spend on one event, because they need to spend money. I think  
654 if we don't spend the money, that's less money that we'll get next year,  
655 possibly. And that impacts how we can support our community with  
656 that. So, I just want to put that out there as a personal opinion. Especially  
657 working with nonprofits, we don't like to be underspend at the end of  
658 our budget.

659 **Benazir:** 57:21 Yeah, thanks, Cesar. Mili, you got something? Thank you, Cesar.

660 **Mili:** 57:29 Thank you for that, Cesar. I was thinking the same. I think that I love  
661 the idea of being part of Pride Event or Pride Month. I think that that's  
662 a good use of our money. I see this year and this budget as kind of  
663 foundational year, where we really need to rebuilding those connections,  
664 we need to be out there pressing, whoever it is we, as a board, either us  
665 or the next board. I love how it sounded and what it represented to  
666 sponsor the stage. I don't think that \$3,000 is too much of an ask against  
667 a budget of \$30,000 that we're supposed to spend in the next one month.



668 Is it a fiscal budget that goes July-July or is January-December? I don't  
669 know how the town works.

670 **Alberto:** 58:29 I can confirm with you, but I believe the fiscal year ends in November.

671 **Mili:** 58:35 Yeah.

672 **Alejandra:** 58:36 So, I just want to say... Go, Mili.

673 **Mili:** 58:41 I was just thinking that it will be really helpful for us to identify more  
674 opportunities. But also I think that we need to be adaptable and flexible  
675 to start moving forward with these opportunities that are around the  
676 corner. So yes, we will not get all of them. And yes, we might miss  
677 something. And it's all part of the learning. And it's all part of that first  
678 budget and the first year. So, I think, with that I'm saying, I support the  
679 idea of participating and sponsoring something if the rest of the board  
680 supports it to. Go for it, Alejandra.

681 **Alejandra:** 59:20 Yeah, thank you, Mili. Thank you, everybody. I think we're setting the  
682 precedent supporting Juneteenth, that \$2,500. It will make same thing  
683 for Pride. I understand we have \$30,000. And I know where you come  
684 in from, Cesar. Because even as a private company, I have my budget.  
685 If I don't use it, I lose it. So, I'm trying to support as many organizations.  
686 But I think we can make a case to the trustees: "This was our initial year.  
687 Definitely, we don't want to be trying to spend the money because we  
688 don't want to lose it. We are trying to also be financially responsible  
689 with that money. And if we didn't use it in the first year, we shouldn't  
690 not be penalize or not be taken away, because we're trying to understand  
691 what is it we're trying to align and work with." So I feel that we're being  
692 presented the opportunities and we're sending a history about [that]

693 these are the events that we have been sponsoring. And there will be  
694 more as we keep working with organizations, and putting it, and  
695 supporting other holidays to represent the cultural richness that we want  
696 to work and support. So in that case, I just want to make sure that... You  
697 know, we supported Juneteenth as the \$2500 sponsor. Again, we don't  
698 need the logo and T-shirts or anything. We just want to be partners. We  
699 should be almost the same for the Pride event — \$2,500 — to support  
700 the event to be partners in that. And we will have for marketing  
701 purposes, for communications, for something. So make a case to the  
702 trustees: "Yeah, we didn't use it, because we're trying even to  
703 understand what events we're trying to support. And right now, this year  
704 doesn't have a lot of events. That doesn't mean that they won't have it.  
705 So, keep that budget for us." Because we will have more and maybe do  
706 a scholarship something, do something to support — like you were  
707 saying, Trustee Brooks — to the LGBT community, towards students  
708 and the mental health. There's a lot of issues that are affecting us. So, I  
709 just want to make that case because we are partners, but we're trying to  
710 understand also what partnerships we need to be involved with.

711 **Benazir:** 1:01:26 Thanks, Alejandra. Alberto?

712 **Alberto:** 1:01:30 To kind of follow up on Alejandra's point, just to mention, you can also  
713 think about what opportunities within this board are there to use these  
714 funds to really build capacity, so that you can either have the skills or  
715 the capacity to either hold your own event, or create those events that  
716 you would like to see in the community. You can also bring people for  
717 coaching. You can bring consultants. Use some of this budget to create

718 skills and capacities. Use for all bring in educational opportunities. Then  
719 make sure that this has a component that gives back to the community.  
720 So, there is an opportunity here for that creativity to take place and to  
721 see what the long-term benefits are that you can bring in through some  
722 education as well.

723 **Benazir:** 1:02:21 Thanks, Alberto. Mili?

724 **Mili:** 1:02:26 I think that's a great idea, but I think I need to clarify something. When  
725 you're talking about education and bringing all that, are you thinking  
726 from us to the community, or for us as a board member, or both?

727 **Alberto:** 1:02:39 You get to decide it. I think, both. If you want that to be that way, or if  
728 you want to host speakers for the community, if you want to bring  
729 somebody to organize an event on behalf of the advisor board, there is a  
730 lot of creativity. And the abundance that you have here is that there's  
731 still a lot of... The majority of your budget is still available.

732 **Mili:** 1:03:04 Absolutely. And I think that's because I don't know what the Town of  
733 Erie... Like, we have a position, we have the intern, so that resources  
734 around FTs or temporary workers. And then I'm thinking what else is  
735 the Town of Erie doing, because we are after all Advisory Board, like  
736 just a Board of Resident. So, I'm wondering what is the Town of Erie  
737 allocating from within their budget to sponsor those type of things. Or  
738 is it just our budget that goes there? So, I'm trying to think like... So we  
739 don't overlap, we don't miss opportunities. I'm wondering what the  
740 town has as big picture of like, "here's what we're actually doing," and  
741 then we can sponsor that and participate on that too.

742 **Justin:** 1:03:55 Sure. It's fair to say that the town is fairly new at doing any of this work  
743 in last couple of years. And your advisory board is new within that  
744 timeframe. And your advisory board being given a budget is even newer.  
745 So, the town has and will continue to utilize budget on inclusionary  
746 activity as evidenced by Alberto being full-time. So, it will be an  
747 addition to what you do as an advisory board. So, you have the freedom  
748 to determine what you believe will have the most impact either to the  
749 effectiveness of the town from the perspective of helping or encouraging  
750 behavior with the town staff as an advisory board to the town, or with  
751 having direct impact to the community, if you want to host some sort of  
752 virtual or live session for the general public. You can do that too. One  
753 thing that I've been hearing occasionally over the last couple of months  
754 is that the general public are effectively unaware in what the DEI  
755 Advisory Board is responsible for doing. And that's something that you  
756 get to shape and determine. And as you decide what it is that advisory  
757 board should be doing, you can execute on that. So if you feel like some  
758 type of DEI training is needed for the whole town, you can put it on.  
759 And the Town of Erie can help advertise it, drive traffic to it, and get  
760 participation. But it would be your event to host or co-host with the  
761 town. So it's really up to you.

762 **Benazir:** 1:05:43 Thanks, Trustee Brooks. So based on what I heard, are we ready to make  
763 some commitment today? And I guess I would set motion forward. I  
764 think I budgeted about, let's say, \$2,000 for Pride Event just to  
765 participate. And we're not buying a full stage, but at least we are

766                               facilitating and taking our first steps, etc. So, I suggest \$2,000 for Pride  
767                               Event.

768   **Cesar:**       1:06:27   Second.

769   **Benazir:**     1:06:29   Thank you.

770   **Cesar:**       1:06:32   Benazir?

771   **Benazir:**     1:06:35   Yes.

772   **Cesar:**       1:06:38   Caesar? Yes. Mili?

773   **Mili:**         1:06:43   Yes.

774   **Cesar:**       1:06:45   And Alejandra?

775   **Alejandra:** 1:06:47   Yes.

776   **Cesar:**       1:06:50   Thank you.

777   **Benazir:**     1:06:56   Okay, so the vote is taken. And we're moving forward with Pride Event.

778                               So now, any details, Cesar, please feel free to share with us on like exact  
779                               small items. So, we are approved for two events. Any other events that  
780                               we are ready to discuss today?

781   **Cesar:**       1:07:19   With Christina as well, they offered a booth at the Farmers Market on  
782                               May 12, June 2, and June 16, if we wanted to, for more exposure. I'm  
783                               not sure if you guys are tired of exposure opportunities, but just throwing  
784                               it out there as well. So May 12, June 2, and June 16. And I think the  
785                               Farmers Market events are from 8-5pm. But we'd probably be there like  
786                               for 8:30pm for setup and closing out.

787   **Mili:**         1:07:54   In June, wouldn't that overlap with our scheduled meeting?

788   **Benazir:**     1:08:00   Yeah, it's scheduled meeting.

789 **Cesar:** 1:08:02 Yeah. So the June 2 overlap with that. But again, we don't have to take  
790 any of them. We can take one, or nothing, or all three, or I guess two of  
791 them.

792 **Benazir:** 1:08:18 How about, Cesar, you write us and maybe we discuss it and confirm it  
793 [in] next meeting? Does that sound good? Or are you guys ready to  
794 commit to certain date today?

795 **Mili:** 1:08:33 May works better. But I know a few months in advance, and May is  
796 around the corner. The first option was May, right?

797 **Cesar:** 1:08:42 May 12.

798 **Mili:** 1:08:43 Yeah. And I know for a fact that... Well, if it's going to overlap with our  
799 meeting, that's something that probably I will not be able to come in.  
800 And then June 16, I'm in a conference. I know that much. So, I can  
801 commit to maybe that May date. So, I think that we should have the  
802 discussion. And even if we're not the board and whether they in between  
803 board, whatever. Yeah.

804 **Benazir:** 1:09:09 Okay, so it sounds good, Mili. I think, probably, let us know that exact  
805 dates, Cesar. And we'll discuss which dates we will choose. And then  
806 we will approve it on the next meeting. I think it will still be early, so  
807 we still have time. So, we can preliminary decide which dates we can  
808 commit to. Does that sound good to you, guys?

809 **Cesar:** 1:09:34 I'm confused what you want me to bring. So, these are the dates that are  
810 already said that they have the booth for, so like the 12th, 2nd or 16th.  
811 What I'm hearing is we can do that the 2nd, because that overlaps with  
812 our meeting, but then it would be just May 12th and June 16th. And you  
813 guys want to vote on it in our possible next meeting.

814 **Benazir:** 1:09:55 I would say yes. What about others? Yeah, we can pre-approve the week  
815 before and proceed with it.

816 **Cesar:** 1:10:09 So, May 12?

817 **Benazir:** 1:10:13 Yeah, I think on our meeting on May 2nd, we'll pre-approve probably.  
818 I'll keep going with that unless anybody has any other suggestions.

819 **Mili:** 1:10:28 What is the holdup on finalizing that today? I'm just wondering. Do you  
820 guys know your schedule? It's basically looking at your schedule and  
821 making a commitment or not? Or do we need time to do that? Because  
822 that will be a month from now. And then it will be a voting of  
823 committing to something that will be a week from that moment, or 10  
824 days from it. I don't even know what is... So, it will be May 5 — May  
825 12. So, it will be a week away to show up to that event to the first  
826 opportunity. I'm just... Whatever we can wrap up, it's just nice. Any  
827 other thoughts or anyone has any other preference?

828 **Cesar:** 1:11:23 We can go with the last option, June 16. It gives us plenty of time and  
829 it's not so close. And it doesn't overlap with our meeting.

830 **Benazir:** 1:11:34 But Mili said she can make it.

831 **Cesar:** 1:11:37 Oh yeah, sorry.

832 **Alejandra:** 1:11:40 I just want to be mindful that we're trying to make a commitment for  
833 some potential board members that are not even [unclear 1:11:48]. So, I  
834 just want to make sure that we're really putting in the calendar.

835 **Mili:** 1:11:54 So, maybe I'm misunderstanding the ask. My understanding of the ask  
836 is that there will be three opportunities, and we can sign up to any of  
837 those three opportunities to show up in partnership into this Farmers  
838 Market table. So, what I'm saying is, if I know today that I can commit

839 only for May 12, I'm fine with saying that. And there is three more board  
840 members, and the ones are coming, that they can pick and choose. So, I  
841 think that we are voting on the idea of saying, if we want to show up,  
842 even if it is to one person to each of those days, that's the minimum of  
843 the commitment. So, the voting is on saying, "Can we commit to that  
844 regardless of the scheduling of the future numbers, right?" Am I  
845 completely off?

846 **Benazir:** 1:12:47 No, really. I think you got through to me. And I suggest that we approve  
847 May 12 since that seems to be no conflict for anybody. And it will be up  
848 to, at least, one of us to... Are you guys ready for that commitment? I set  
849 a motion to approve May 12 participation. Does it came with any...? Do  
850 we need to do anything? Do we need to pay for anything to do that,  
851 Cesar?

852 **Cesar:** 1:13:14 Nope, they're just offering their booth space for us to be there as well.  
853 And it's more of a collaboration opportunity. And hopefully, by then we  
854 have our banner and some of the marketing material where we can hand  
855 that out as well.

856 **Benazir:** 1:13:29 Okay, well then I set a motion for May 12 for us to commit to that day  
857 to participate and just build connection and stuff like that.

858 **Cesar:** 1:13:56 Anyone else want to second this?

859 **Mili:** 1:13:58 I second. Sorry, I was interrupted by my kid showing me her artwork.

860 **Cesar:** 1:14:08 Was that you, Mili? Sorry, I'm writing note, Mili.

861 **Mili:** 1:14:10 That's fine.

862 **Cesar:** 1:14:12 Alright. We'll take it to the vote. Benazir?

863 **Benazir:** 1:14:18 Yes.



864 **Cesar:** 1:14:20 Cesar? Yes. Mili?

865 **Mili:** 1:14:23 Yes.

866 **Cesar:** 1:14:25 Alejandra?

867 **Alejandra:** 1:14:27 Yes.

868 **Cesar:** 1:14:30 Okay.

869 **Benazir:** 1:14:35 Alright. So that's been taken care of. Let's look at the next thing on the  
870 item. Okay, I guess that will wrap up the events for now. Any next  
871 events, I think, we'll discuss next time. We have one more item to go  
872 through. And this is ongoing grants partnerships and opportunities for  
873 DEI work. And so, there is an ongoing grant on Government Alliance  
874 on Race and Equity Innovation Grant. So, maybe we do that. Maybe  
875 Alberto, you can do a couple minute intro. Did you guys get a chance to  
876 review it? I did provide a link to it. But I did not send it in a separate  
877 email with description of the project. So, basically, it needs a pretty solid  
878 proposal of probably 5-10 pages. And it means a solid connection to all  
879 the town's stuff and all the stakeholders in this project. And what it does  
880 is that it sponsors the minorities to run their own businesses. So, I think,  
881 overall it's a great opportunity. However, I have few concerns, is that  
882 deadline is less than a month. And it requires extensive work. I kind of  
883 wish we had more like 4-5 months to do that. But overall, I am very  
884 interested in this types of opportunities. And I think our town could use  
885 that. And the budget is up to \$60,000. We can get and sponsor Erie's  
886 people's businesses, which I think is very good. So, I guess I'll give it  
887 to Alberto. And you can kind of elaborate on it.

888 **Alberto:** 1:16:33 Yeah, thank you Benazir. And to elaborate on what Benazir just said,  
889 the goal of the grant is ultimately to really build that intergenerational  
890 wealth that has been proven by data to show that White people in general  
891 have a significant amount of wealth holding in comparison to Black,  
892 Indigenous, or people of color. So, through business ownership,  
893 especially through employee shared models, the GARE Equity and  
894 Innovation Grant wants to see how municipalities or local governments  
895 can start investing in that aspects of the community, so that they can  
896 have education, the skills and the resources to be able to successfully  
897 conduct the business, which will then generate wealth for themselves,  
898 their communities, and their families. Another note, we as a town are  
899 already intending on apply. And we are going through the application  
900 process. To clarify Benazir, my intent, when I reached out to you all was  
901 to hear your feedback. And the invitation is still open. If any of you want  
902 to sit down with me and Stephanie Sanders or grant's manager to discuss  
903 more about, what you see is the most important aspects of economic  
904 development for our BIPOC community here at the Town of Erie, and  
905 how can we bring innovation to some of the projects that we already  
906 have. For instance, the economic development department already wants  
907 to do a business incubator. So we ambition, this grant opportunity as a  
908 way to really create a curriculum that caters to our BIPOC folks, and to  
909 invest that directly into that community. And so, we have been reaching  
910 out to the Latino Chamber, we've reached out to the Asian Chamber of  
911 Commerce, we've reached out to the NAACP, we really have wanted to  
912 have a holistic partnership at the table to know what are the different

913 ways in which we can bring innovation with different voices. And so  
914 that will also include you all, if you wish to participate. And we're  
915 planning to submit the application before the April 29th deadline. Any  
916 questions?

917 **Benazir:** 1:18:38 Yeah, I guess I misunderstood. I thought that the board is supposed to  
918 carry out all the work and figure out all the things, but it sounds like it's  
919 the town that's already working on it and we can just kind of pitch in  
920 some ideas, thoughts, or feedback. So yeah, Alberto, would you like to  
921 share this sort of raw application data? Because I do have some  
922 experience in grant writing and stuff. So I might be able to kind of see.  
923 I did find the terms sort of vague. Maybe it's purposeful that they keep  
924 it open-ended. They're kind of like, "Well, show us what you got and  
925 we'll see if we like it sort of thing." They do not keep it very clear as far  
926 as how exactly to ensure that we attain that grant. So yeah, if you could  
927 share something with our board, I think anybody whoever has whatever  
928 experience could probably contribute. Plus, you can also list us as  
929 stakeholders and participants. And that's also a kind of important part  
930 of the project as far as I could see. And so whatever helps, we're ready  
931 to pitch in. And that's my opinion. So, what about others?

932 **Mili:** 1:20:04 Alberto, you have my support and my partnership. And I just saw your  
933 email. And yes, absolutely, you can borrow any language that you need  
934 to target. I know it's a month late.

935 **Alberto:** 1:20:16 My offer to you all, and the way that we want to approach this, both  
936 Stephanie and I is, it's not just query your consent, but also sit with you  
937 at the table to really engage. That's kind of the foundation how we're

938 approaching this grant. It's, we're sitting out with our other partners.  
939 And as you being a partner, we would like to see if you have the time. I  
940 can happily go through the scheduling process with you all. I know that  
941 you all have full time jobs. But if there's a time during the day, during  
942 the week that we can meet you all to talk more about this, we can have  
943 lunch. That's how we've been having those conversations with other  
944 partners, because that's when we have seen where innovation truly  
945 happens. And so, we want to model that as part of the application to say,  
946 "This is how we're engaging with our stakeholders. This is where their  
947 visions come into place. And this is how we're incorporating into the  
948 grant." And Benazir to your comment, the grant application still very  
949 raw, for the reason, because we want to still collect as much  
950 information/voices before we really dive deep.

951 **Benazir:** 1:21:23 Alright. Well, please feel free to share even raw areas, and we could  
952 easily see where we can contribute or what can be done and stuff. And  
953 yes, I will try to make it to you within next couple of weeks. And it  
954 sounds like if deadline is April 31st, so it should happen within the next  
955 two weeks. And the last week, we'll be just polishing it up and  
956 submitting, proofreading, and stuff like that. So, we don't have that  
957 much time. So yeah, I'd like to contribute as much as I can in the next  
958 couple of weeks.

959 **Alberto:** 1:22:00 So, if I may reiterate, if you are interested in having a conversation with  
960 Stephanie and I, just reach out to me directly, and we'll work with your  
961 schedule to just have a one-one.

962 **Alejandra:** 1:22:12 So, I read. This is the grant for business incubator. That's how you price  
963 it. I just want to make sure.

964 **Alberto:** 1:22:19 Yes, so the scope of the grant is very broad. Our intent so far is... The  
965 Economic Development Department already has this idea. And so this  
966 will be a way to complement it to make sure that we are specifically  
967 creating racial equity through this process.

968 **Alejandra:** 1:22:38 Yeah. I think that's a great service. I think I would like for them or to  
969 see the economic development, or the chamber to help small business  
970 owners, from the QuickBooks, from the filings, because some of them,  
971 they have never been in. You touch a great point! How we build wealth  
972 in our BIPOC community? And I think it's something that we can also  
973 share with some high school students. Some of these kids are going to  
974 go to college. Sometimes, being the first time generation, how we can  
975 help them understand how to avoid massive debt and create the savings  
976 because... Those part of education that I think we should start looking  
977 into how we help move the needle to educate the community that have  
978 not the resources. So, sometimes, they like it from their cultural or  
979 family sources. So, this is great. So thank you.

980 **Benazir:** 1:23:37 Thank you, Alejandra. So what do you guys think? Is there anything to  
981 vote on here? Are we just keep collaborating with Alberto one-on-one  
982 in contributing our personal time and efforts in participation with this  
983 grant? So it sounds like it. Okay, then there is nothing to sort of vote on  
984 here. And that concludes our agenda.

985 **Cesar:** 1:24:05 Actually... I'm sorry. One last thing. If we can go back to the logos and  
986 marketing, there was one last item about the feedback form, which

987 we've been trying to finalize. And I think it would be of great benefit to  
 988 the upcoming new board members. I think it'd be a great use for other  
 989 advisory board members and local organizations to request collaboration  
 990 for what this board in a timely manner, where we can really focus in on  
 991 what we would like, at least the information that we are always looking  
 992 for when groups are trying to collaborate with us. So, I'm not sure if  
 993 anyone else had any feedback on that form. I think, last time, we're just  
 994 going to remove the subcommittee's that were on there, because we're  
 995 not... At that point yet, I'm sure, one day, there'll be, maybe, some  
 996 subcommittees. Although, I don't think other advisory boards have  
 997 subcommittees within the advisory board or committee or group. But  
 998 that was the only edit that I would have for that form.

999 **Benazir:** 1:25:08 So, you guys want to approve the form as-is for now? I set a motion to  
 1000 approve the form without subcommittees, so that we, at least, have  
 1001 something working and approved for usage right now. Okay. Motion  
 1002 forward.

1003 **Cesar:** 1:25:31 Motion for the feedback form to be finalized as-is?

1004 **Benazir:** 1:25:37 Yeah. So, finally what I says is, make it working, and then we'll continue  
 1005 polishing it up and making any changes [unclear 1:25:44] in the meeting.

1006 **Cesar:** 1:25:47 I second. Alright. We'll take it to a vote. Benazir?

1007 **Benazir:** 1:25:53 Yes.

1008 **Cesar:** 1:25:54 Cesar? Yes. Mili?

1009 **Mili:** 1:25:58 Yes.

1010 **Cesar:** 1:26:01 And Alejandra?

1011 **Alejandra:** 1:26:02 Yes.

1012 **Cesar:** 1:26:05 Thank you. My only follow up questions to that is just how do you want  
1013 to maintain that. Who is responsible for reviewing some of the  
1014 submissions that get sent in? And I think Alberto, you kind of took the  
1015 format I sent and you created into the Google Form, which was the  
1016 original form. But is it in our SharePoint? Is that where it lives right  
1017 now?

1018 **Alberto:** 1:26:31 It does not, because it's through Microsoft Forms. So, you all have the  
1019 link for editing the form. So, if you type forms.office.com, and you enter  
1020 with your town email, you should have access to that. I will show you  
1021 all. At least, this is what it shows on my end, so you all can see what the  
1022 interface of Microsoft Forms is. I will go ahead and share my screen, if  
1023 that is okay with everybody. So, we have the form over here. And you  
1024 all have a link already as editors. So, this is the current show. And you  
1025 can see it, either who has responded. You can always share it to other  
1026 people. And you can also set a deadline. And I'm happy to talk more  
1027 about how to navigate Microsoft Forms outside. But currently,  
1028 everyone, all of you are listed here as people who can see them and edit.

1029 **Benazir:** 1:27:48 Okay, sounds good. Alberto, could you please re-share the link into our  
1030 email because once it's in the email, it's sort of easier. Thank you so  
1031 much. Okay, so we got that figured out. Let's give editing. Let's try to  
1032 share it. We do need some outlet where like... Is there a link on the  
1033 website? So, something to figure out in the future. But overall, okay.  
1034 Okay, I think we're done with our agenda and whatever. We did not  
1035 get... Alberto, you got something?

1036 **Alberto:** 1:28:26 Yeah, there were some items that I want to quickly mention that I didn't  
1037 have time earlier. More importantly, the approval of the bylaw changes  
1038 that you all made, I remember, Sandy was in session, is being sent to the  
1039 Board of Trustees for their April 26 meeting. It is going to go through  
1040 as a consent item. So, it is not part of the regular business. They just  
1041 make a motion to approve that. So, once they approve that, then it will  
1042 be effective as part of your new bylaws.

1043 **Benazir:** 1:29:05 Okay, it sounds good. Thank you so much. Yeah, that sounds great.  
1044 What else? Okay, and we have no more business today unless anybody  
1045 has anything else to add.

1046 **Justin:** 1:29:22 I'll just point out that in the spirit of inclusion, that April 26 meeting is  
1047 also the meeting that I'll be sworn in as the first Black Mayor of Erie.

1048 **Alejandra:** 1:29:38 Congratulations. That's pretty exciting.

1049 **Justin:** 1:29:40 So it might be worth if you're up to it to show up. It'll be in-person at  
1050 Town Hall.

1051 **Alejandra:** 1:29:45 Yeah, can you send the details please?

1052 **Justin:** 1:29:48 Absolutely!

1053 **Alejandra:** 1:29:49 We're making history as a Black woman as a Supreme Court.

1054 **Trustee:** 1:29:53 Absolutely!

1055 **Benazir:** 1:29:56 Yeah, congratulation to Mr. Brooks. Yeah, we're excited for what to you  
1056 bring to our town and stuff like that, yeah.

1057 **Justin:** 1:30:07 I will not dare compare my achievement to that of Justice Brown,  
1058 though.

1059 **Alejandra:** 1:30:12 But any achievement, every time we break a little, we shatter our ceiling.  
1060 It's an achievement. So, please trust it, because I know this time has



1061                                been divided. And I hope we can reach out to collaborate because at the  
1062                                end, we want the best town for kids so that they can achieve and they  
1063                                can aspire to be what they want to be.

1064    **Justin:**        1:30:32   Absolutely! The best rule for glass ceilings is to wear shoes on and we're  
1065                                shattering,

1066    **Alejandra:** 1:30:39   We're shattering. Either people like it or not, even they use the dirty  
1067                                tactics, but we are. So thank you.

1068    **Justin:**        1:30:45   Thank you.

1069    **Benazir:**    1:30:47   On that high note, I think now I will adjourn our April 7, 2022 meeting.  
1070                                And we'll see y'all...

1071    **Cesar:**        1:31:00   Benazir, you have to make a motion.

1072    **Benazir:**    1:31:02   I have to make motion. I motion to adjourn.

1073    **Alejandra:** 1:31:06   Second.

1074    **Benazir:**    1:31:09   Thanks, Alberto.

1075    **Mili:**            1:31:11   You're great, Benazir.

1076    **Benazir:**    1:31:17   Thank you. It's good to see y'all.