

**Regular Meeting**

1. Roll Call
2. Approval of Agenda
3. Approval of October 7, 2021 Meeting Minutes
  - a. **Attachment:** DRAFT Minutes 10/7/21
4. Public Comment
5. South Metro Housing Option Discussion/Presentation (45 Minutes)
6. Break (5 Minutes)
7. Subcommittee Goal Planning/ Reports (60 Minutes)
  - a. <https://www.littletongov.org/connect-with-us/city-leadership/goals-objectives>
  - b. <https://app.smartsheet.com/b/publish?EQBCT=0dd03e3056ef413c930230986738dd3b>
  - c. ULUC/Zoning
    - i. November 11<sup>th</sup> at 6:30pm
  - d. Sustainability
    - i. November 8<sup>th</sup> at 6:30pm
  - e. D.I.E.B.
    - i. November 18<sup>th</sup> at 6:30pm
8. Announcements (10 Min)
  - a) Staff Report, TBD
  - b) City Council Representative Report, Pam Grove
  - c) General Announcements
9. Adjournment



**Type of Meeting:** Regular monthly, In person City Hall  
**Meeting Number:** 19  
**Minutes Version:** 1

## Minutes

### 1. Agenda item: Roll Call (Meeting Chair: Greg)

**NGAC Members Present:** (8/11) Abshir, Iftin; Przekwas, Emily; Luke, Molli; Lauren Geber; Phillips, Lydia;; Anderson, Gregory; Kight, Hannah; Steighner, Michael; Campbell, Alyssa; Lanners, Susie;

**NGAC Members Absent:** (3/11); Barr, Stephen;

**City of Littleton Members Absent:** Pam Grove,

**City of Littleton Members Present:** Kathleen Osher

### 2. Agenda item: Approval of Agenda / August 5, 2021 Minutes

Hannah: Add Council Approved Members to Committee  
After public comment adding council approved members to vacant spaces in NGAC

Motion to Talk About Motion: Hannah  
Second: Molli  
Unanimous  
Motion Carries

Motion to Approve Agenda: Lauren  
Second: Hannah  
Unanimous  
Motion Carries

Motion to Approve Minutes: Iftin  
Second: Lydia  
Unanimous  
Motion carries

### 3. Agenda item: Public Comment

Open at 6:40

Pam Chadbourne:  
Unified Land Use Code  
Neither a Plan nor Comprehensive  
Failure and I don't support it, that was before covid  
The city wants something broad and vague  
The ULUC will preserve HOA which is upper class high class segregated areas  
All other areas will be open to redevelopment  
But the corridors will be mixed use residential and that was the only technical input to the ULUC  
It was intentional that people don't live on corridors

There was no requirement for affordable housing  
Better than mixed use would be mixed income  
There's no proof here that the ULUC does anything other than what developers want

Close public Comment 6:43 pm

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#### 4. Agenda item: HR Presentation, Noelle

##### Overview:

HR, came from the city of Aurora  
We had a philosophy of hiring from the community  
Aurora has been in the news a lot these topics of diversity equity and inclusion but I wasn't seeing this in Littleton  
I see a lot of Aurora discussion about diversity and having different backgrounds in your organization  
So I spent time getting to know what was going on and after George Floyd happened I took a deeper look at what is going on, so I decided to  
There are inclusion and equity, technical things to learn about  
Then there is the disposition of the heart  
It takes some finessing  
We started with a class about bias, it was taught by Java group, black man and white man, the leadership team went through it  
Hey we want inclusion, so we set a goal then make a workplan and then 18 months or two months later we are well on our way on that path, we are creating the path and taking every organic opportunity to push further the discussion  
Inclusion Inventory: What do we have that makes this inclusion, equity and inclusion doesn't just include gender, it can include lots of things veterans, accessibility, library directors no sleeping in the library policy it was devised to discriminate because babies and old people who fall asleep they are not kicked out but homeless people are so we revised that  
When we went to the website employees saw the Black Lives Matter on the training website and that made some people feel uncomfortable  
We do have people of color in public works but this city building there's only one or two people of color we can't talk about what it's like to not be white when they are all white.  
There's a lot of economic issues so someone like Latoya Greene is developing a course about intersectionality so she can get to know,  
Intersectionality => is the intersections of where people's identities intersect. I'm a white person so I can oppress, but I'm also a female so I can be oppressed  
Leadership and Philosophy about how to treat people  
George Lee => Dynamic Black speaker who talks about workplace civility, bias racism and the workplace  
After the first course you are so brave for having George come ... why is this considered brave  
We are working with a man named Domo so he talks about equity, so if an employee talks about something inequity able so goals for us right now will employees think of something different but have it come up organically  
We are trying to reach out to LGBTQ and Indigenous people to have speakers  
Right now it's blindness awareness month so we are trying to have people write stories about these issues  
My daughter is visually impaired so we are learning more  
We are starting to talk about recruitment and hiring practices, but I give this some pause, we've had some people in our organization have some experiences that we wouldn't want to have, it's difficult because we attract people here but structurally it's not really set up to hold space for these diverse perspectives, and who the emotional labor is being put upon  
**Emotional Labor** => Place listen to a Black person spending time and labor having a Black person doing a bunch of labor, let's rewrite all the policies to be inclusive it's a burden that falls on people who may be diverse but maybe they don't have the capacity  
We went through an audit to see if people who are on LGBTQ and people transitioning and how the medical insurance helps to support people living their authentic lives  
I felt fortunate that when we did our audit we saw that this was very much covered  
The last area is a timely area, it is a timely area  
City Values Proposition => Going through to discuss values that will best serve the community  
So all apartments and we did this thought experiment about being a restaurant serving people our values  
Council Serves at the Pleasure of People, Value and Mission that we will have City Wide advocacy for these issues  
We requested some ARPA (American Rescue Plan Act) Funds we can get instead of a permanent Full Time Employee but instead spend money for consultants  
After the inclusion inventory we hope to formalize a more

##### Discussion:

**Iftin:** Will diversity help with turnover? Which is at 27%  
**Noelle:** Yes I think, it will really help with these issues, I think it's critical in the way that Littleton is viewed if it is not striving towards equity and inclusion it says something about our community that we don't want to  
**Alyssa:** What can our committee do to help?  
**Noelle:** We do want to get, success comes from dismantling manuals and structural processes, sometimes it's easier to look at someone who is sitting in a desk, Covid sick leave, now when I am ordered in because I need that sick time, it's inequitable that certain people have

**Michael:** Wildly impressed by your presentation, I wonder do you have support for the things that you want to do?

**Noelle:** We are trying to work collaboratively, we went to this training call Black people African American so there's rewiring those kinds of education, equity has changed a bit, the leadership team is really open and they want to have the conversation, we are trying to have conversations, the leadership team is trying to have diversity

**Kathleen:** there's a varying degree of tenure of the leadership team so it does take time to mature as a group to get to that level of maturity, it's hard to have these conversations and be virtual, to ask to have support in a room verses, have a safe space for people to have conversations, as much as we talk about George Lee this is really different than some of the trainings we had in the past, if you are different then you are different, we've been doing that for too long, training has come at such an important time

**Noelle:** I've had anxiety at times, for instances when George comes, I feel very anxious I want him to be received well and supported, but eventually notes come in wow we liked this, so I'm teaching myself trust our employees, so political conversations can creep in

**Alyssa:** Is council required to take these trainings

**Noelle:** No it wasn't mandated

**Molli:** Is this going to be part of onboarding

**Noelle:** We had a lot of support with this process

**Lydia:** Even though it is not mandated, is anyone taking up the opportunity to participate?

**Noelle:** No, no one has

**Lydia:** Can we expand it so that anyone can take the training?

**Noelle:** Yes absolutely, I would

**Iftin:** Would that be something extended to other boards and commissions

**Noelle:** I would like to have that added in to have part of the city managers office, Domo is a debater so he's really is a great speaker

**Alyssa:** I think it would be good for onboarding, we've been getting a lot of push back about DIEB and it's been frustrating to be able to have these conversations while balancing

**Susie:** So many of the big issues that we've been working on as a committee we've been talking about affordable housing, diversity can be more than just what you see in terms of income or other issues what are you including when you say diverse people. I think the more impact around

**Noelle:** When I talk about diversity and inclusion I start with Title 7, and that includes a lot of hidden things and so we try and build out all these other things, if you have a code that says "no weeds in your yard" who is affected by this, like where does government discretion fall. Are we asking those questions in the filter of diversity. But as we develop our formal roadmap and plan. We are talking to medical pronouns about pronouns and misgendering

**Emily:** So I just wanted to talk a little bit more about our inclusive language campaign which covers issues of misgendering, there is a lot of harm that happens and there are lawsuits that people end up having to pay out about these issues and so it's good business to be doing these inclusion campaigns

**Noelle:** There are discrimination cases about racism, we don't have as many misgendering issues but we do see that issues for instance even suicide rates can go up when they are not included, a place that is more advanced in the journey in inclusion, we don't have information about these issues so people, should we start putting pronouns in emails, or outing people

**Lydia:** I would like to

**Susie:** Include psychological safety in the workplace safety, terming it makes it more accessible, it's a safety thing. We are revamping all of our mental health for people, family planning that has specific family planning outreach to, weight loss surgery that wasn't covered by the insurance

**Lydia:** This could be pioneering in supporting the training

**Noelle:** I would like to support your committee having access to the trainings

**Emily:** Citizen board or commission on DIEB

**Noelle:** Yeah that's an interesting idea, we need to draw from the community

**Iftin:** Is the board already existing

**Noelle:** We had some capacity issues so I'm hesitant to advertise it, ARPA funds we will have some staffing but yeah it's on the horizon

**5. Agenda item:** Looking Back At the Workplan

**Overview:** Alyssa we have more time this year but we are just trying to think about what we want to accomplish as a committee and sub committee. So the question is what the city council values? They aren't looking at hiring someone in the Homelessness Task Force until 2022 but at that point things might be a little bit different in the future,  
 There was a lot of discussion about the Littleton Blvd Economic Corridor  
 So counselor told not to pursue issue why  
**Emily:** Yeah so Alyssa and I both sat in on a meeting with the city manager and it seems like they're feeling like the issue is I mean I think that there's a political element of the issue and I feel like they don't feel that the City Council is receptive to the politics of the issue if that makes sense so it's kind of like just don't talk about it because it was it was a little bit of a we don't want to push it now but this is not the right timing or the right council because why council or something else I don't want to speak to it I don't want to speak to it directly to like a specific anybody on council  
**Alyssa:** I know that there are questions like council as to why NGAC is pursuing something that council is not

working on hum and also no I know I that happened and it was also pointed that it was also made pointed go right reason also an election yes this is not the same council that will be hiring the same the homeless coordinator in 20 we recognize that you know does it think it's gonna hit her a lot of what we do or do not want to do but if we're not propagated about it and knowing that specifically and I would just add like a nerd you're talking about appointing common

**Kathleen:** in all fairness right we just again this journey as an organization we haven't included council or boards or commissions in that journey so there's not a lot of much more to read into yeah it's just that the conversation isn't there yet is not there yet I think that land acknowledgement and you guys have had a lot of conversations have gone down a journey of that and so they happen and it does it's coming from there surprised so so I do think as you continue to have that conversation you're going to backtrack a little bit and at the start of your conversation like why this became an important issue for this committee you're going to need to share some of that with your council members particularly newly seated council members so you know there's an election on November 2nd as well known as you're looking at get out for going after that you're going to have to you're going to have to backtrack a little bit and left and allow them to catch up you're going to have to meet them where they are with that with that issue you know communities are growing at very different places so I was just in Portland for example international city managers association meeting beautiful IG knowledge minton of the First Nations song driving chance I mean incredible right and that's where Portland is on that journey and so there is there is a process and I think that's really what our city manager mark Ralph was trying to share with you is yes you do need to recognize this is a coming out of nowhere for member that the members of our council and they are they are maybe not even seeing that other communities are beginning to address that and they and there's a because the conversations are natural and conversations aren't doubling up it's not something that they see prevalent in this community

**Emily:** and just to clarify that one of the reasons why this got onto our DIEB radar was because of public comment so I'm kind of surprised that there's never been a public comment at City Council on this issue that that would make it so that they weren't aware I mean we took it up because it was brought to the public comment and then it was channeled into the DIEB meeting because that seemed the appropriate place to to take it up so I feel like we're I mean we don't have to rehash we had an extensive conversation but yeah yes I think it was public comment in our committee remember a time that it's come up in the form of public comment for them

**Iftin:** OK OK then I'll show it to council and make a public comment this I mean I think we should have this conversations within within the city and I'm sure you'll be hearing a little bit of frustration in my voice because I've been on this committee since it started in 2019 and this has been an ongoing thing of why are we working on things that is not that's not what council is working on and it's because from the beginning we have always said and this is what we've been we've maintained is that we want to get to a place where yes we are we're working collaborative collaboratively with council that they're bringing things to us we are supporting their goals and making our community better get better but as an advisory committee which is our role our official title is an advisory committee you also bringing things that are important in that we care about as a demographic 2 council as well and I'm just frustrated now that it's still three years on that we have we're still getting this pushback and this questions of why are we bringing things to council it's because we find them important as advisory committee that is always we've always maintained that that is our role we want to support council in their goals but I think they should also be supportive of our goals as well and that's and that's where I'm I'm feeling a lot of frustration I understand that and I have no I'll come in was fantastic to hear where the city is coming in as an employer but I think it is no I won't say that we could talk after but I'm opposite in this meeting but I think it is a severe oversight on the part of council that that I will say in a public meeting and as a representative of a committee for the city that they are not aware that this is a conversation that has been happening in our state in our country in other communities in our region Denver hasn't acknowledgement they've adopted boulder is working on that knowledge minton of Laura is working on acknowledgment so it's not that it's just happening in other parts of the country is happening within our region within members of doctor Koch you know so I I feel yeah but I understand that it is a process that's why we didn't just we're not going to write something and say here say this because that's not what this is it is it crosses into conversation it is an ongoing goal so that part I understand but the part that I don't understand is the frustration of the push back I'm just to be honest with everyone being very frank I'm a little bit tired of it I'm a little bit tired that we are constantly being questioned why that we think things are important have a charter you are here serving at the pleasure of counsel correct and so that is there there's a difference all these really friends too right like there's that difference between pushing from the outside and then being someone on the inside affecting permanent change charter deserve that I understand that 100% completely but at the same time our charter doesn't say you are only allowed to talk about the yeah

**Emily:** exactly and also I mean there's doublespeak there 'cause you're saying and I'm not trying to be confrontational with you at all but just to reflect back what you said I mean you're saying they're not aware of it but then you're also saying that if but then the direction that I'm getting is that we can't even pursue it or talk about it so it's like it just feels like doublespeak because it's like well they're not aware of it and so we're aware of it and it's coming to our public comment and so we're taking it up and then now we're not allowed to bring it to them and so then they stay in a perpetual state of ignorance because I mean we're just collecting that yeah it's intended that they're very different place in their level of understood and we would like to help them in their level of understanding reach a point

**Kathleen:** I'm not sure where they are in their understanding of that is it an issue that the Denver Regional Council of governments for for example is helping educate and where I got that so there is there is a process there's an opportunity to sort of meet them where their understanding is now and then bring them along on that journey but you do serve at the pleasure of council travel advocate for you and I think that that's working together with Pam which unfortunately she is not here tonight to understand where her colleagues are for I have some of those are you that said from what that education of each of them could look like and then figure out the path for this issue and other issues as well well right and it's not about it it's about the timing of what we present because there is always a timing for everything that's going to council in which case it will be hard because if we push and

I'm not happy about it either but when we push for things that they're not ready to hear there's not going to listen to us about anything else so if you identify this issue in particular where if it's worth their a goals

**Emily:** yeah well I mean I think it also to be clear I mean there were there's this I don't know if it's clear to everyone here but from what I took away from the meeting that we had there is also this idea that if we talk about these things then it will we will no longer be you know pleasuring I know that's not the right way to say it but like the committee and therefore they would disband us or not renew our quote unquote charter or some degree so I think that there is I think that's why you know I can speak for myself but it feels very you know it's just a strange dynamic because I think everyone in this committee is you know here in good faith to advance the the things that they feel are I mean we're all citizens in this town and so we believe and we care about the town a lot so that's why we're here so it's just you know it just feels very you know this is my perspective this just feels very controlling to have you know this sort of these boundary out of bounds lines on these issues so I mean I understand I guess everything is being directed to you right now and this is more of just like a conversation in terms of like how we can work within those boundaries but also there's yeah be at least help somebody come in and hear us besides just wondering

**Lydia:** I didn't realize it until like I think it's a broader problem for community but also just in general for dislike sometimes I wonder why do we have to go through this three step meeting process of just having ourselves be heard I know again that the entire council cannot be here every Thursday for 30 days month but I think there could be more involvement there have you made that request account number grow I have not have the committee that that she could have someone else from council attended there's two of them yes bring it up yeah we were given for us to meet with them during work plans and one of their planning sessions we were invited to I guess I'm saying we have buses like them here

I think that's a great idea but if you haven't had the parrot made that request for that might be one that you would move to try and

**Emily:** another thing just that came up in the meeting was our liaison staff liaison so right now you're sitting in on this meeting as staff liaison is that correct or how do I mean so basically we don't have a staff liaison and I think some of these issues were helped out when Carl was here because he was able to act as kind of a mediator between the City Council and our group and you know gently kind of steer us in a direction that was that he felt was strategic and that where we would have the most success without that liaison we've kind of just been floating on our own doing and we've had several conversations about what we want to talk about and where we want to go so anyway is there a I guess if you can clear you know hiring process the new job call reported to me

**Kathleen:** OK in his role as liaison to this we're envisioning that it's part of the new economic development managers position 'cause we see a lot of overlapping methods was we just suddenly initiatives will be taken on by by that individual and then also to work on a strategic plan because it will just overlap with a lot of different issues that are both part of your work plan and if we could see down the road we think that that's where the Nexus will be greatest that's an active hiring process right now have you heard it's hard to find people so but we do have interviews next week I don't know how fast that process goes but that would be the hope is I can't promise you that that is in place in November now right I think it just is just to kind of clarify to the group that you know we

**Alyssa:** we yeah we're doing great I think we're all doing amazing work so I think it's I don't want to discount the fact of how much we have turned out this year in six months we've turned out almost six documents that is almost a document that isn't a tremendous amount of work for committee that meets 2 hours every month maybe three if you or four depending on how many subcommittees you sit on that isn't tremendous amount of work that we've put out and you should be very very proud of yourselves yeah we're doing great let's yeah course correction that's fantastic ask your question in this meeting that you said I'm just trying to make sure that I understanding fully what was discussed so this is something that council's not really looking for us to pursue at the moment with them but internally we could still pursue this yes so one of so one of the pieces of this specific for that the IDB landing knowledge minton is I would I personally I would love to see how this helps people today how is this going to make somebody else's life better today or tomorrow or any year over in two years because that's going to gather more traction and then the other piece of that is that Emily brought up that the Littleton museum is doing the is asking for exhibit input it does take 18 months to put a new exhibit together again that today but they are doing surveys of what can be included in that and fine Emily who was kind enough to send out that link of what that looks like and if we wanted to write a letter of support to the Littleton museum to say hey we would love you to do more work on people of the First Nations what their impact was on this land what happened how that works that's a great Ave to start having that conversation and that dialogue and a more natural and robust in that bubbling manner that Noel talks about without it being overtly you need to talk about this right now

**Michael:** do you think with like specifically their experience that it makes more sense to focus on just the one or giving him multiple one can you clarify what you mean by the one having

**Michael:** you know if you can't do the exhibits on peoples here about something involving the color optical turn blind or having something else like giving them a couple options orders table for the Littleton museum first yeah for that but also heard in general and yeah and I mean you know bringing back to the work plan what can we put into this work plan that's going to be impactful and if we want to do something that advocates for inclusion of the power to school for the blind more in the city of Littleton then we should absolutely do that yeah but really my questions have you found in your experience that focusing on one specifically has more impact or bringing about 345 different things that they considered and I think that it's going to depend on where they're at right now

**Iftin:** they're focused on elections I don't know if any of you listened or was at the City Council meeting on Tuesday I was on line until 10:30 PM for \$5 along and for those who were there they didn't end until 11 so there's a lot of and so and it was a big discussion there's a lot of things that are on their plate right now that if we give them multiple things it might get lost a little bit in the trenches but if we want to do more than one we can do more than one I don't want that to be a limiting factor I think we're talking about everything here so talking about when you say give him more free talking about those suggestions in the museum for their I'm talking about that

in general yeah and I think that would be and I think that if specific to the Littleton museum personally this is a very personal opinion and I don't want to take this be taken insistence of the government all I would say that if we Add all advocate for one thing it would be more likely to be heard because there's a lot of voices behind it that is a very personal opinion in if someone else is very welcome to offer a different limited feel that way yeah and with it and

**Emily:** I mean maybe you could provide some insight here too is like what I'm not of leeway do we have not only to be an advisory account advised to offer these advisory papers or white papers to City Council but could we do one for the Littleton museum or to you know to other targeting other aspects within the government rather than just City Council

**Kathleen:** I mean is that within the purview of our committee I think in this case when you're talking about the little T museum the first step that I would recommend is let's happen museum director here to have that discussion about you know is there already some dimension behind an effort to recognize First Nations it has the the museum done some work on that already that could be leveraged and then wouldn't exhibit B something that could be considered in that sort of next iteration you know they're just about to open the one fashion through the generations and it is 18 months in the making so I think that that I think that that falls still within the purview an awkward and incredible education asset and that's strategically how I would have that conversation with family brothers is you know this is our chance to educate people there are a lot of things you exhibits at the museum there been segments that we've done for channel 8 like being able to just really increase peoples understanding of this wasn't just a town for founded in 1862 by Richard word all right there's a much bigger and more robust story be told like it's not about settlement it's about who was hearing them before then so I think that there's a lot there but I I would encourage that that might be the first step have that conversation with Tim to see what's already in place that could be leveraged but you think yeah huge advocate for you the history here which is a huge theme there's a lot of guidance in the comprehensive plan that you could draw from both in the policy statements that council adopted and the community goals and it could be just a change of tactic and how we approach

\_\_\_\_\_: yeah how we approach it rather than delay we have been so maybe it's not something we have to sit in table it to something that we maneuver into a different lens that's more acceptable but it says the same thing angry with that was I think as we talked about when we were doing the little hearts like language matters not only filling some were trying to present but the language of raising an I do think that if we were to channel it in a more powerful way and also in a productive way that does fall into one of those goals other council or that doesn't necessarily come at a crossroads with it so for channeling it to the museum that may not necessarily fit within one of the council goals but it's not going to inhibit any of their work or slowing down and we don't really think that public and honestly it's an important impact that we can have without rolling a lot of covers so I think I totally agree with that and I think we should pursue that route I will also respecting the councils wish for us to focus on their goals because I think that is important and for me sort of going on topic here

**Susie:** sorry so if I think about my work my actual job and page do I have a list of goals for the year and it is very easy for me to get sidelined every day on those and then pretty soon you're six months into the year and you haven't touched your goals and it's extremely frustrating and you do have to have sort of a lot of conditions insert column a lot of like hard decisions of saying no to things that might otherwise be important to you for this day to progress so I like to think that woman is council taking the a bullet for now that part of that is just because they have actual other things on their plate already and it's a capacity issue so I think it is to be respectful of our time and their time and the limited impact that all of us can have that we do focus more add general question for possible how often do you change your dislocated and give jacket as well do they is there ever got different opportunity to add objectives throughout the time period goals were set or is it like a two year five year process represent familiar with the second process

**Kathleen:** so it is Samma fox who is with you last month city managers office we just did a presentation on this it was titled procrastinators Rs you know 'cause they're like 30 years of just doing sort of reactionary policy making try to play catch up right like turning over achiever nobody likes you right like when you're the overachieve workfile started after the 2017 election we put into this regular practice of the document to your counselor planner and so this year because of COVID it got a little strange they just adopted their two year work plan for twenty 2122 so there are adopting and many of the things are sort of progressing and you can see from the council dashboard you know kind of where we are with the status of those but it's a very ambitious goals so that's the work plan for 21 and 22 those happen of course bridging between council elections so that there is the continuity of work between councils because a lot of that will orientaux new council in will probably have their orientations in December so they'll be seated November 16 sailing here at this work and then they'll spend this year starting to develop ideas about what would be in their 22 and 23 bullet with align guidance and a 20 year horizon with the comprehensive plan so much of that really connects you know it's now that things are sort of deal and we're in this discipline of having them the job then becomes connecting all the dots that have the goals help God meaning of further policy direction so is there a chance to never amend or quote you know

**Hannah:** for instance I think environmental stewardship search it was kinda and so just understanding like how how concrete are these I think it's fantastic I love the layout of the dashboard and I love how it gives a lot of structure to the goals and that I'm just curious if like is there flexibility there you know thinking about some other things you want to accomplish I think there is we can probably find some places if it doesn't I speak specifically for more of the environments urgency ability science so I think but when I look at the environmental stewardship bold there's really 3 objectives and so when I think about OK I could probably fit things into those objectives but three girls are not very there's not very much under each one of those objectives and I don't need this minute students initial center like they're really they're big thing but is there potential to expand those objectives as take away like crazy for maybe something does become more important to something else like it's a new plan is not that no they they go through that process I'm sure these new members of council they'll want to have those discussions we try and create this work plan based on what we have capacity is staff to do right like there's a whole bunch of work beyond their counters and bold we just fit this in an on site sometimes right now I mean it's

it is the their work plan becomes primary and then you have to try and fit in the day to day activities something like environmental and sustainability environmental stewardship is the goal Neil no one actually does that 100% of their time here within the organization

**Kathleen:** we don't have a dedicated team right focused on that for example your work with the museum I could see a really natural fit under arts and culture the ending that very strong connection the arts and culture so some of them you know we do have a cultural and media services department that consists of a library museum and then our communications department so they have some capacity to take care of that goal something like housing and ability that falls to the city managers office so we have capacity to work with the Tri cities on an issue like homelessness but we're also one of three and three cities that are you know as salmon I'm sure describe trying to engage the county because there's just the amount of services and the needs are much more attuned to what county would do as opposed to a single municipality so I think it varies the objectives are usually based on what we have capacity to deal with right so we want to always be in the position of almost under promising over delivering and it's easy with a ambitious goals to end up over promising and under delivering so that helps insert us so if I think it helps and I think you know after the September 14th meeting where they discussed a lot of things like that in the inventory if I understand plastic but sometimes I think I struggle today like when they turn off are 18 months later like yeah we like where things are going and we would like to revisit this with someone like where is the accountability for that in this in this experience like we're getting reinstated to like support that without being like we want you to be another right and that's you know that goal in particular is it is a new one there are some that have had similar efforts in previous council word plans so I think that that one gets a lot more fleshed out in the 2223 four plan so to do the goal stay the same I guess in another kind of comes back to my question about like how long do these last and they go to the 2022 but at that point you know our new set of golden plates and the like what's currently kind of scared kind of go away insert vials are differentially being gone or any of these brands change so 18 months isn't that far away when it comes to goal setting and understanding what could be next so sometimes there is carryover and sometimes we goals emerged so like bold number three innovative infrastructure is nickel for example then has a whole series of objectives on terrific and and a lot of work that really makes sense for last under one the only way we catch up this leapfrogging by technology right like that's the only way we get caught up so that bold really recognizes that what that was like moving into the next work plan a lot of that will be signed through councils for the tree which they typically hold in February citing it's the second week of February they'll have retrieved so many council will be oriented in December and then staff will have their leadership retreat and we'll prepare for their conversation in February and then that's much of the work that then we start to sort of put into the loose idea of what a work plan could be for 22 and 23 and really that hard cold reality of what's possible so the work play needs to live on this wall in a life sized yet chart and council has made a firm commitment you know they add something something has to come off you know that there is a limitation to how much can be done within a two year work plan it's very hard for them to take things off in there just anyway I mean KR consultant that doesn't require any staffing

**Alyssa:** so I would encourage all the subcommittees to meet this month and kind of look because we're at 8:20 and I would love for us to get out at night so so if it fits in your guys's subcommittee plans let's go back to our work plans for each subcommittee see what we've end kind of bring that back to the table based on the conversations tonight they will cook more over that dashboard it's really informative really wonderful resource so

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## 6. Agenda item: Committee Reports

**ULUC Committee:** zoning is going to be on October 14th at 6:30 I will have an agenda to you probably next week

**Sustainability:** sustainability is the 11th at 6:30 on the 9th so she's got the agenda today yeah I bet you I meant I meant the city I just think strike yeah we will be meeting on zoo for the subcommittee it's less of a staff that's left of his staff resource create their their time

**DIEB:** DIEB is meeting on the 28th at 6:30 one of the things for the IDB is that get out to vote election ballots are going out tomorrow or being mailed tomorrow so there is rather than doing the coordinated effort I myself and the thought that if you have the opportunity to have conversations with your peers on your social media in your workplaces if you visit weekends on main there is a harvest festival I believe that the Littleton museum is coming Saturday if you have a chance to go please go out and just encourage people to go I will preface that if you're going as representative NGC you cannot endorse anyone who it might be running for council position or any of the ballot initiatives so that would be the conclusion to that in your packets there is some graphics from Oracle county so I was working with family and I'm gonna see if they actually have those little kind of like we can stop by the rocking county that I'll go pick some up and I will bring them to you so that would be so if you have the opportunity to have this conversation please do so that way it's not as much of a time commitment on our end to have to go out of our way yes clear when will voting end November 2nd is when ballots are due and if anybody wants to go as a group we can Saturday and do it together and like wear shirts thank you for wearing your shirt but it's so cool I'm like oh it's so cool but yeah I mean we just we just didn't want to organize something that people felt like was already going to burden them further from the volunteer aspect of this committee so if people are interested in it we can all do it but yeah please reach out to me and I you guys want to coordinate going to the harvest festival on Saturday and I will be there I will be at the house the harvest festival it's like all day tend yeah OK so yes before we account we also talked about

Oh yes long term long term and I would love to have the communication structure orbiting whoever is in charge

of that situation come in and talk to us about what the city is doing currently in terms of go how we can maybe advise or 15,000 format yeah it's going to be so our our elections are run by our city I think she would love to have that conversation with you go down 'cause I think she get all the supreme sudden dad shield you know what the voting return rate is even kind of take a look at close this election there dictation again elections the difference between a general election and what this year and half your election it's pretty significant I think we saw our largest turn out last time around it was over 24,000 voters in an off year election option times about eight or 9000 this is a significant drop off I was thinking more in terms of like what is the actual communications plan around does the city have one OK so maybe meeting with whoever facilitates the city communications plan would also be better than I think both would be great feedback for us to and actually I should say like there is it there is a communications plan but I don't think that aligns with exactly what you're thinking about you know like we found the videos of each of the candidates for example you haven't seen those so that is yeah and that's exactly the stuff but like like if someone ate it how is it that is it out on a Twitter account is media and then the printed Littleton report as well as our little turn report on line that comes out every Thursday so this issue you know earlier today so that those links are all provided try to do our very best to get that out as a resource for voters yeah literature in case anyone didn't receive that account this is the state so if anyone wants thank you so much Lori you know it is we're all add anxiously awaiting the results of the upcoming action and we can set an yes yes no real role for staff during that but it's a very very busy calendar for for council right now this month all of their what would be normal study sessions of old and turned into special meetings they were regular this man so yeah if from the city managers office perspective it is it is a busy time so the people get

## General Announcement

**Emily:** when is the inauguration they from municipal

**Kathleen:** City Council people requires that new council members are seated by 8:00 PM and but will be in November 16

**Emily:** oh so they're like immediately OK I see so

\_\_\_\_\_: I know it's different every city but it's the second Tuesday after the election OK oh wow very very soon and then I you know our tentative calendar reflects we're gonna probably do council orientations in the farmers study session on both December 7th and December 14th those would be really good for us as a committee to listen in on or listen to leader yeah they'll be reported is there study sessions at that time so which says the study sessions are going to December 7th and December 2nd because a regular meeting as well I'm not sure if anything's been out there yet on that but the study session will happen regardless and you know I got a orientation and training a lot of times is best done when you kind of know who the audience is and really farming that to be audience so we have lots of ideas but will be quickly kind of thinking through those that we see who this can be stated on the council and then just sorry to switch tactics of chronic

there is a forum of homelessness at the South Fellowship Church on October 24th at 7:30 Stephen Stephen root bark would really like if he's going to be one of the add is there a council candidate but they're going to have a panel of people who there to discuss I think it's a great last learning opportunity if you can go consider going the way obligated to but it would be good especially if that conversation consists later down when and where again yes the is a forum on homelessness at favorite picture in here washington the South Fellowship Church at 7:30 PM fellowship Yep S fellowship on October 21st recorded oh organized by graceful cafe so I'm not sure if the facility has technology available to do that I know that box that was with you last month will also be on that panel so they're really trying to include a lot of people have different levels that are trying to work through this issue so I will mostly just six PM 7:30 best awesome AFL go sorry 730 breakfast hopefully that means that you know that time of day is sometimes easier with people 730 it's a Thursday Thursday morning is there any other general announcements anyone

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## 7. Agenda item: Adjournment

Susie Motion  
Lydia Second  
Unanimous

- Minutes prepared by Emily Przekwas, NGAC Secretary