



Next Generation Advisory Committee

Thursday, 6 January 2022

6:30 PM

Zoom Webinar

Participation Options for Non-Broadcast Virtual Meetings: Due to COVID-19, the City of Littleton is providing virtual coverage of public meetings for our boards and commissions to protect the health of citizens and staff. Meetings will not be held in person until further notice.

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1. Roll Call
2. Approval of Agenda
3. Approval of December 2, 2021 Meeting Minutes
 - a. **Attachment:** DRAFT Minutes 12/2/21
4. Public Comment
5. Vibrant Littleton Round Table (40 Minutes)
6. Break (5 Minutes)
7. Environmental Stewardship (40 Minutes)
 - a. How would you define “environmental stewardship”? What are key words? What does environmental stewardship mean to you?
 - b. How important is environmental stewardship for you?
 - c. Is there a climate crisis? (Is it impacting your everyday life? How often do you think about it?)
 - d. How do you think the city of Littleton is doing enough to address the climate crisis?
 - e. Within Littleton, what are examples of poor environmental stewardship and good environmental stewardship?
 - f. Is there anything specific that you would like to see the city do regarding environmental stewardship?
8. Subcommittee Reports (10 Min)
9. Announcements (10 Min)
 - a) Staff Report
 - b) City Council Report
 - c) General Announcements
10. Adjournment



Type of Meeting: Regular monthly, In person City Hall
Meeting Number: 21
Minutes Version: 1

Minutes

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

NGAC Members Present: (7/9) Przekwas, Emily; Luke, Molli; Anderson, Gregory; Steighner, Michael; Lanners, Susie; Kight, Hannah; Phillips, Lydia;

NGAC Members Absent: (2/9); Campbell, Alyssa; Lauren Geber;

City of Littleton Members Present: Samma Fox

City of Littleton Members Absent: Pam Grove

2. Agenda item: Approval of Agenda / November 4, 2021 Minutes

Motion to Move Grievance Process to January Meeting

Greg: Let's move the grievance process discussion to January when our new liaison Stephen Barr will be here, also Kyle has to leave at 7 pm

Michael: I think we can still discuss this

Kyle: doesn't think that the grievance process is something that a board should discuss, we should look at that what if anything can be done, explicit about how things are done, we won't tell you that we plus things take a long time in city government, things move really slowly

Susie: I think we have concerns about what happened

Greg: I think that the group has questions about Iftin and what happened and I think we should talk about it we should just do it in January

Emily: Can we just move the section about the grievance process until after Kyle leaves

Approve Agenda: Molli

Second: Hannah

Unanimous

Motion Carries

Motion to Approve Minutes: Susie

Second: Michael

Unanimous

Motion carries

3. Agenda item: Public Comment

Emily: Motion to move the public comment portion to after 7 pm so that we can hear more from Kyle

Greg: I second that

Motion carries unanimously

4. Agenda item: Kyle Schlachter, Mayor of Littleton

Overview:

First want to apologize for being here so briefly but you can always give me calls to me email talk to me whenever you want **I'd love to hear from all of you and then I want to second to make each of you for volunteering to serve on this committee** I think it's great to see so many people wanting to do this and stepping up and helping our community out here and I think it means so much to me personally because I was the one to instigate this community three years ago with Samma I were the two that kind of wrote the bylaws and tweaked it worked at it because now I think it's important positive to work that you guys are doing everyone here is doing it is port for the city and you know

I want you to keep doing that and you know I think it's important to understand what the role of this committee is at least in the eyes of the city and the City Council when **we started it couple years ago the idea was to have some feedback from younger people in our community issues that council may not be aware of** and we're looking at that will just like land use planning and things like that what does the younger generation have to say anything because at the time I was the youngest person on counseled by a good 15 years I've been and very few people under the age of 50 actually came and spoke Hausa meetings and just wear being proactive about getting feedback and what I proposed this I thought it was made perfect sense I thought it would be a slam dunk and I was surprised that the rest of council said no at first I think there are five and seven talks about work no this wasn't making central copulation and **it took almost a year of working with the other cast members kind of tweaking the the bylaws tweaking what the purview of the committee was and talking to each other to say hey this is what this is what we're trying to get out of it this is for a benefit of the community and after almost a year we finally got approved and it's kind of keep in mind with that it's like this that long view of how things in government city government work** is like hey we have a great idea just 'cause you have a great idea and you think it's great idea it kinda plating when someone's like oh that's not quite ready yet let's let's work on a little bit longer and not to give up hope not to despair because it might take a long time it may not even come to fruition too I was there were times I was thinking this was done and wasn't going to happen so it's interesting to see how the city works and with how minisa boards commissions I was actually on a four one councils I was on a authority for the city that no longer exists because council got rid of it two years ago last year but no 2020 I was

so well there's there's been you know ways that council kind of looks for feedback on certain issues I think last year they reorganized a couple of the missions in order to and so it's it's important to realize **that this committee is team it's it's actually it's two aspects** you guys are your team together working with each other but you also attending with City Council and got every respectful of the relationship between one another and with City Council and the purview of the this committee is **the priorities are number one is to provide feedback on issues that council wants to hear feedback on** so in my mind and I believe a majority of other House members line that you know City Council going to do the 800 hey we want to hear feedback on XYZ whatever whatever it is let's have next take a look at this because it's something that we're not quite in tune with and I think that's the number one priority it started with the comprehensive plan that was the whole focus of next Gen at first **kind of subsidiary to that but still important is to provide feedback council on issues that not even on council's radar** you know that that you all find to be vital importance for not just your generation but for the city of the whole and have discussions about amongst yourselves and then bring that back to City Council whether that's through your liaison and staff member so it goes to console and you know sometimes council might say yeah that's great before council or say no that's not an kind of realize that when council votes on something it says no we're not doing it you kind of take a backseat and it's not doesn't mean it's necessarily over it seems maybe quickly come back but also if you know a lot of times when council votes on issues it's like invoked and the code of conduct that we have on council is both five 2 -6-1 the people on the losing side kind of realized OK we gotta fall in line with what council decided and not to be this week to deal with that and so kind of go with it and that's not to say that thoughts and opinions don't matter there but powerful has a lot on the various very simply beyond that next Gen doing way beyond with plans do it and and so things kind of remove slow as well with that so next Gen wants to say hey we we think is important it might take counsel 6,8,9 months who knows how long to kind of take a look at that just because of the calendar or how things are laid out there and so

I think one of the things that I've been out of the loop I was on council from 20 nineteen for the first year of next Gen and then the last two years I was with off council and I think **one of the things that from the outside looking in to me it looks like the communication has kind of fallen apart a little bit of between next Gen and council** and whether that's you know staff has had some kind of turnover he's been here whether that's council liaison not properly informing console or not computer meetings or things like that but I think having a better set of communications is really important and so as Stephen bars going to be appointed next week is generally done so he's definitely has some experience relationship with everyone here and will help that helpful and and so I think that what we want to see is better communication from both sides from council to next generation that council because I think it's finally important everything that she's all doing here

I want to reassure you I find this committee important and necessary wanna hear what you all are thinking and doing and talking about and I think it's been great that you have these substances talking on very specific issues and you know when I started that that wasn't even on my radar or something that this group would do is Taylors form specific subcommittees actually talk about specific issues and I think that shows how much everyone individually and as a group has kind of grown and really made this more than I think I even thought it was going to be three years ago insert and so I think you also be quite proud of what you've been doing here and look to the future so we can and things Marshfield perfect question

Discussion:

Greg: I do believe that everybody here should feel proud about the work that next they have done but I will say that like communication has broken down between US and council this past few months and I really hope to hold you to that and the rest of council because I think that this time deserves it I want to turn it up to the group

Emily: I have a I have three questions for you to get started the first question is you said that initially City Council wasn't super supportive about starting the next gen and I'm wondering if you have any ideas about the current new council how that change start do you feel that their support not just from you but from the other City Council members?

Kyle: I think more friendly even allowed OK I no longer the youngest member so the make up of council has changed and I think that it is supportive but I can't speak for the council at large

Emily: and the other question I had was you said this the liaison Stephen bar is going to be the liaison is that's the what formerly Pam was serving us but we still have a staff liaison that's OK but that we don't know who that's going to be or is that Kathleen oh so she's going to be our liaison going forward OK OK and then the third question I had was you kind of were talking about falling in line with council if council is you know takes a vote and it's it doesn't get passed then the council is not interested in pursuing that and we should kind of step away from that topic or that issue something that came up was that staff specifically the city manager Mark Relph was telling us not to pursue certain issues and telling us not to talk about certain issues and so I understand if we if we were to as a collective group bring some kind of advisory to City Council and then City Council said no we're not interested in the advisory that yeah we would step aside and not take that up but where I've seen issues happen is that we're getting told not to talk about certain things from staff and how would you I mean it's like this proactive silencing that's kind of happening where we aren't even able to bring things to City Council so that communication line is breaking down kind of that's where I see it breaking down but I just wanted to get your feedback on how how much we have to quote unquote fall in line when staff is telling us not to pursue certain topics

Kyle: I don't know how that's done last two years so the city manager basically works for the city council and so I would assume if the City Council told the manager to build that dictation if that happens in the future you know talk to the liaison called email me directly or open to hearing that as well and so hopefully we can have you know it's kind of a double edged approach there was no staff having no step is more in tune with the calendar of everything that's going on that you can't look at the next find out six months or something like that working our and so there may be more prioritization 'cause they even even with council like hey we want to do this we will talk to the staff and staff like we just don't have the bandwidth to do what we can put it on the calendar in three months or four months but end things like that and so I mean anything I can tell you is email me and Steve or calls directly and try to figure out you know if you're hearing something different

Molli: so I've also seen on the agenda that there was a point about the council retreat and you know that's another thing that we've also been making trying to figure out is you know there's these there's like the goal areas and where do we fit and how do we make a difference if for instance in sustainability committee you know we kind of strike this for one that's just a brand new goal but then also like we want to give our input but we also know like from that one another job some constraints around what could be done and there is like a plan in like a year to do a more bigger plan but I mean so our thoughts were like going towards on putting packs with some information together for the tree but I guess I would just also be helpful for like fun tags so so there's sometimes where there's topics coming to us but then sometimes we I guess should be but there's areas of the goals that we think are value like what do you recommend

Kyle: for the council retreat every year in or council sets that you know the goals for the next five year you know I don't know exactly what their goals are going to be because those are done collaboratively together with seven of us I was telling Emily before the meeting with the mayor doesn't have any other powers I'm not going to go through and set everything I'm just one of the seven members so we can figure that out is going to be in retreat the idea would be more like once those goals are set for the next year that kind of sets the calendar for everything else it's going to happen generally speaking and then if he good production as oh this is one of the goals with a sustainability will you right now I'm going on for bring that up with a retreats and abilities to be one of the it's going to be one goals for council know there's a majority of council want that so that's something good to have and say hey do you want to send said something to me for this hey there's some background information that we could provide for his computer trade that's add good but the retreat kind of suddenly outline for the rest of the year and hopefully actions to set the agenda also for next Gen Z oh they're going to look at they're looking at XYZ let's let's have a meeting about that so we can be proactive and provide some feedback and you know it may very well be whatever feedback you provide consoles like thank you but we kind of think it's in a different view but it's still good to hear all sorts of voices whether we agree or don't agree you know it's great to not have a group thing where everyone's making the exact anything close not come to a much better conclude conclusion issue when they mention we don't necessarily agree with this but we could take this one at that point so that answer yeah it's helpful

Hannah: I think we're still like trying to get outta control for the goals or substance add and so here we are our room for that and so I guess that's turning a little bit unclear still but I think what would this occur later on urgent to discuss but I provide you guys with like for your retreat kind of what's important to us and it's suitability will obviously be on that as well but I guess you know what's the best way that maybe you see that is it truly a packet that we have you first that we can send all council just trying to figure out maybe looked at looks like to say like here's what we find really important and hope you focus on the next year understanding it's still your counsels choice but what you say next Dennis finds these issues really important and welcome to be considered I would welcome that I would say come up with you know basically your work plan I don't know how well it works fine was presented in the previous console and that you guys have worked great but outline of goals that you want for the next year clear Saturday Sunday to see and we can bring up at the retreat and had to break in disabled hey this is look at this there's there's three things that we weren't even talking about this next gentle bug that you

put that in for our culture goals we maybe can we can but I think that's a great way to let us know things that were not maybe not even thinking about or not thinking enough about or a different perspective or something that we're thinking on because yeah I know you have to get out of there but from a timeline standpoint when if we do investigate remove even see the head of time how far ahead of their retreat which I like to see that couple weeks at least a couple of weeks but staff works we have a 2021 twenty times we worked and so staff works to incorporate priorities and recommendations easier for us we had already been through there so maybe like indent January 'cause if it temporary yeah that's February 11 quote select any working through sorry I have to run great seeing you open please don't hesitate if you have any questions and email by phone numbers on the website poison can tell you on Monday once again thank you for move that great thank you

5. Agenda item: Public Comment

Public Comment begins at 7:01, Pam Chadbourne

Pam: From the city centre a couple of things for someone to talk about the land of acknowledgement and I want to say that to me this is separate from the problem that City Council acted remove at least two board members in the past three months what City Council did I think was out of line and abusive to the public interest but about the land of acknowledgement itself for me reading a land acknowledgement at the beginning of sitting means it's not urgent it is important it is not urgent and in fact it is far more important to be done right and considerably and collaboratively inclusively with a bunch of people that's the whole point of a land acknowledgement it is not to read the land acknowledgement it is to find and connect with the answer clarity with other people who are not engaged Carol I cannot say this from enough so I think last time Michael pointed out there is a website to go to an you the municipality Polly has to submit a request where it helps with any land acknowledgement hear from them and I'm going to tell you that is a step it is not the only set those are not the only people who communicate with we need help for engagement with many people who have knowledge about the First Nations folks who are here or who are First Nations folks and want to engage with the land acknowledgement and other policy issues that is the most important outcome it is not reading the land of knowledge minton so I just wanted to let you know how strongly I feel about that it's not about the land and all the trends it's about inclusion of those folks and I'm telling you this because I think you probably would agree I'm so an example of that is this chronology that I passed out when we meet some other folks who know about indigenous experiments they have right now here is very little here about the indigenous syntax of what these white sellers get you can see what white posted European migrants European migrants came in here and took over this land what was the impact on these people but we're living here at the time and their animals and the land and water we want to add those things not add vice about it and this is an example of a number task to work on inarguably history should be done before we do the land of knowledge minton it is part of what informs what is handle and IK knowledge minton is this history so please consider that the land acknowledgement is not first it is a thin layer that communication inclusion finding these people communicating with them is the most important thing is the thing I hope they passionately the protocols I think needs rewriting but I wanted to have that number for making public statements if in the last sentence says when went after nails were perceived as add dancers represent official body here she represents an individual must always uphold the approved council board or Commission point of view I deny agree with that and I the right to stay back and so do any of you who stand up in public comment I'm it could say must include the approved pointview but if you disagree I think it's your daughters american speak about that right now I'm sorry how will you do that again because I believe that I was the only one that got that throughout this packet so he's not out with yeah actually just got the Richard Littleton I will make a couple comments OK yeah probably bring in the packet they should know I agree with you I agree with you I just wanted I just wanna let you know that open when you were referencing I don't know if everybody is on public and I know the truth for what some kind of private communication you know go to the public calendar see what we all see if it's there it's in the packet it's 14 pages or something like that next in there yeah

Michael: I just want to let you know that we didn't all have it while you were speaking about it and it's on the agenda I I just got the hard copy that we passed out and then I think that we only have

Emily: are we allowed to go over on public comment?

Pam: OK Council board member this should be assumed should be the council board members personal views or opinions and not the official opinion before well the should should be shell we know that when some shows of a public comment we will assume that that's their person and not speaking to the world thanks very much

Close public Comment 7:07

6. Agenda item: Grievance Process

Overview: **Susie:** that means I I said that in email but I think last week in my opinion emphasize in my life I guess I don't think this is available so for me it was just more of it council makes emotions such as removing a member of a committee or something that drastically impacts the way that we operate as a committee I would like us to have an opportunity for that dialogue with council so that decisions are not being made in the vacuum and that to just who were just to make sure that decisions are being made based on the code of conduct and take the emotion and like the personal feelings out of things and I'm not saying that those things are important because they are

but when you're when you're making decisions in like a government body I believe it should be very clear what the process is for those decisions so I think there's a lot of Gray area in the current conduct and thinking for sharing that I didn't even know it existed in components it would have been helpful right but just building on that a little bit I don't have any experience specifically working with something like it grievance process I'm not an attorney I don't know how to do this I just think there should be something so all of the professional society was added

Emily: yeah I would just say as well like to me it just means like if something happens where like for instance I'm responding mostly to the situation with iftin came and said something that was in violation of the code of conduct they send an email somebody sends an email first trying to do some kind of investigation or asking questions or but in a formal way because from what I understand it was just a text message or is just informal and then suddenly she's getting kicked off the committee for not responding to these informal requests that have communication and that was the basis for her getting kicked off the committee was because she wasn't responding to these informal requests for communication so to me a grievance process is like it's formal it's like you have done something that we believe to be in violation of our code of conduct here is you are in violation of you know section for a here is how it was in violation and then people have an opportunity to formally respond through the email channel to that accusation and then if she doesn't respond to that then I can understand OK she's not cooperative she's not responding she's not defending her position so they you know it makes sense OK they take a vote based on whatever information they have but that's the part that I personally felt like was missing an I don't feel protected if it's just going to be like you did something that we disagree with and we can just kind of try and contact you and then kick you off the committee like it just doesn't sound like the transparency that I would expect from govern like a governing body and that's kind of why I agree with you in terms of having like a process that's clearly outlined if you do something in violation of the code of conduct here's what you can expect to be the process by which you are going to be held accountable

Molli: yeah establishing that transparency opens very import I think that's right I also think I think about like the onboarding or this committee and and maybe I missed it but I didn't know that this will definitely best helpful and know these standards and codes prior to starting so I would just recommend that as part of the onboarding process

Hannah: I just missed it but it sounds like maybe there was some lesser messages well but remember getting that first one

Greg: I believe with the onboarding for this group is severely lacking and I do think that even if it was part of it I think that it would be important to reiterate it maybe three months after the fact once you have some bearing and I don't know what personal responsibility what's personal responsibility of the individual is at that point but I think that building a better onboarding package for each member of this group is I don't think there is any unfolding yeah

Lydia: I mean we keep calling Italy close trailer wasn't there some slang or onboarding explaining how we conduct ourselves because I was admitted midyear Ann and audius on boarding and I could just turn into the middle of meeting that knowing that any of this I guess we didn't talk about like the code of conduct with how we conducted me how we yeah yeah is like procedural meeting procedures beyond that I don't recall anything else so we should definitely look at findings not a packet but something of a handout of these other code of conduct this happening playground this is something to help get a better grasp of this committee what we do how we do it yeah I think it is first meeting in general should kind of layout expectations kind of like title and if talking about in a little bit of misfield which is like there's two things I expect one is you know the council expects from this committee one that you're responding to items that council asked about but then also bringing forward items that may not be on campus straight ahead so talking by talking through those expectations in addition to quote conduct and so I think that's yeah absolutely needs to happen

Emily: so I feel like I mean this is something that also kind of came up I think maybe in your email or something I've been thinking about is you know and Kyle kind of alluded to it as well there's this advisory part that we have so with this information about the onboarding and the grievance process and all these things that we're bringing up I we have two options one option is we can it seems to me like we can write an advice advisory paper at two City Council saying we advise City Council to codify a accountability process or a grievance process for boards and commissions but you know it seems like that's like the option that we have in if we sense we don't have the authority to implement that we would have to use like we would have to just say that's what we want and then send it over to City Council I think I'm also seeing this other aspect of the committee that like for instance we can govern ourselves so we could write up a I mean that's the part that I'm still trying to navigate I mean we can write up our own OK if somebody in the group violates our like our groups code of conduct this is what our accountability process looks like so I guess I would just like in order to move this forward I would just kind of ask the group kind of what people think is how we want to kind of go on those different those different channels because I think it also applies to for instance the land acknowledgement because we had that question Oh well maybe we can just do Atlantic knowledge in our meetings versus making the advisement to City Council to do a land acknowledgement so I was just seeing those two different kind of channels that we can work on an wondering like what other people think about what's the best way to move forward and then finally the last thing I would say is that I feel like it's hard for us to do this work of advising City Council when we're not all kind of like in alignment about what's going on in our committee you know so I think that's part of the breakdown in communication is like we almost like for the landing knowledge issue we never even advise City Council of anything and then they already were coming back at us saying no we don't want your advice so I just thought maybe it would be cleaner for us to you know organize our group the way that we want to organize it and then once we have that organized then going to City Council kind of leading by example saying well this is how we're doing our meetings and this is how we're doing things and then we just have a stronger foundation too advise that so anyway those are some thoughts that

Lydia: I had on this make sure that I am staff is that stop outside of council or does that include typically staffing refer to seek out on the same manage about things IM not sure exactly happened to have fun happy for Furness

seated alright other public comments through that maybe another statement never see it says criticism of staff shall be done through the city manager not a public comment on social media for example above the city manager council I wanted to quote you say

Michael: I fully agree that we should always I'm actually end out here before we like making final decision on something I think it's a little bit different when it comes to lag knowledge with the responses done compared to actually having system suggestions to counsel especially with everything that's happened when it comes to having better idea of verifications for us when it comes to public comment and things like that so I wouldn't be opposed to like trying to reach out the council of this thing and I don't think they would either you know saying we need to have some better guidelines some better onboarding some better training when we first start to know exactly how we're going to using the purveyors of counsel I don't see anything wrong with doing that without typing it out but I think the other thing including planning knowledge list building that type so you're saying so with this situation with I guess one thing is like what what is our purview of how much we can change our through well

Emily: yeah I mean I mean if so the onboarding is a great example so we can go to City Council and say hey we want to on we want better onboarding for the new members but we could also just on board the new members I mean we could take it upon ourselves to say you know we're going to we're going to do that process rather than asking them to do something is that makes sense still

_____: either way we need to have guidelines from council because it will run into the same problem of we're on boarding the wrong way or not on boarding enough then create like an onboarding but then presented to either Kyle and kind of ask for feedback to say are we going in the right direction for slip OK or missing anything since your point I think that's like onboarding is an example of something that I think we could start to create on our own we don't need to ask for permission so develop things that we as members thought we could have used early on and then kind of do a collaborative process with Steven and then Kyle and you know continue to improve on it then also I could be a living document are living you know process as well but better

Susie: yeah I think one of the challenges is that this is a revolving committee so we all signed up for either one or two year terms Nina 20 years from now this will it be entirely different committee and less we read run for it or whatever I know some people are reaching out but I think it I really I like word avoid but not Emily but I think if we don't do it in tandem or at least with without blessing with council in that way of just running it by them we sort of I just think it could get messy if this group decides we're operating like this but then what happens when this group is not that group anymore do it doesn't have to be redone every time I think if we establish something that we want to be longstanding and I think that the onboarding process is its ways they believe that having the account like we could build it I think they would they would welcome that because I don't see council having time for that or city or anybody we could build it as and ask them to adopt it into the procedure for the next speak instead of just keeping it inside yeah we can live with the council liaison or the staff liaison moving forward right 'cause it's your right and so quote you're not looking here but if we kind of put it in a spot where it will live in perpetuity someone if you need to be in that space great so just like what would be the next steps or the action items on something like that like I think you know had a brainstorm on the onboarding but which would you like to see anything else in terms of your operating policy or I mean so yeah I think like

Emily: I mean I think we can have like a conversation about like what we want to see from on boarding I like the idea I personally believe in like us taking as much initiative as we possibly can again because I think it's just when you just make it like I like that we are advising City Council but I also feel like it sounds like they have a lot of things coming at them and so sometimes I think it's just better to take the initiative upon ourselves and lead by example than to ask for them to do something and then just get disappointed 'cause they're not doing what we want them to do so for me I would say like we could yeah just create our own this is what we want from the onboarding process these are the things that we want outlined and we can do that within our committee I don't know if we should have another meeting and do that like the January add that to the January agenda like what would the onboarding process be like but I think yeah

Michael: Speaking of like I think everyone in the next month again covered this one one idea of how we going overboard I do we need to do things within our committee and get him prepped but I think we all decided this one thing that would help with more people stop word furnace draft stopping this on yeah I mean I think the other I mean if anyone else has anything to say on just like onboarding in general

Emily: I have like one specific thing about onboarding 2 to talk about but I don't want to keep speaking if someone else has something to say onboarding is depending on what other topics we want to talk about

Hannah: I do think that onboarding did not maybe as urgent as the other items that are on our indent things we want to talk about it so when I think about like push it now or by January I don't think because it's not like any of us are aging out in the next two three quarter side lengths like I think it's what through April minimum is who's on committee now and then you know so so to the point quote being I don't see as urgent of making some of the other issues that maybe we wanna talk about work but it is time energy into the next month or two prior to council's retreat angry without it would be nice to have something in place for April because I think we will be bringing on yeah and I don't necessarily think that this is something we need to send away council clear retreat it's not an action that we did not fairly for them just to yeah so yeah we could have a goal of like a draft by mid March that would not make sense for everybody are you something I had came up

Emily: actually in the meeting with I just remembered this with mark Ralf the city manager was that we had a retreat perhaps when we have a new batch of members that was you know maybe not in the same scope as City Council since we don't have the same scope I just you know just one sort of like an afternoon or something where we get to know each other a little bit better and then maybe can have that onboarding process so just a thought probably after like man is usually the time

Lydia: is there a treat supposed to be a public event or is that just private for the board members to work on their work plan public meetings iaccessible that anyone could be so we should probably post something of this is when where we will be working on these things you can come into just brings to us because we are we aren't councils we don't have a little city managers office that takes ideas from all the other staff and department and bring them to us so maybe this community to bring ideas to left the things that we should work on and

PowerShell for city councils to see if they can work on that whenever it fits into their schedule

Greg: hey I wanna make sure then we bring the conversation back to grievance process and it seems as though clarifying that on the on boarding is the direction that we're going but I want to make sure that like

Emily: yeah I was going to bring it back but like I said I just want to give people an opportunity to speak on what we were talking about before I went back to that but yeah because so for me I feel like just kind of going back to this idea of like internally it processes that we can implement internally I think like we can implement internally like a grievance or an accountability process internally if people are interested or willing to do that I had sent out that email today about one area where I felt like I feel like our committee may need to take some accountability in terms of what the situation happened with iftin you know so I realized that we don't have really an accountability process in place but I do feel like I personally I'm not feeling good about the situation that happened with iftin especially considering that she is the only person of color that was on our committee that she was speaking up on these issues of racial justice and now we don't have any people of color that I know of in the committee or in City Council an you know I really do feel like there is white supremacy operating and I want to be able to have accountability around that and I don't think that we have a process for that accountability Ann you know one thing that I have brought up was to just you know maybe make it a motion of no confidence or remove chairpeople in you know for a period of time so that we can address these issues but personally I feel like we could do something of accountability internally and I would like to see that on this topic of white supremacy within City Council an within the in our committee when you could get Oh well I I mean I I tried to kind of talk about it in the letter that I wrote today but I don't know if everybody got a chance to read that but you know one thing that keeps coming up when in the conversations that I've had with people is well people just don't understand it they just don't know you know they give them an opportunity to learn etc and but in my conversation with alisa she didn't seem to think that she was ignorant on any topics whereas I feel like that there is some ignorance about about how white supremacy operates in the community and so you know the suggestion was for this education component but if people don't feel that they're ignorant then they they don't they don't need to be educated you know so I I got some add a little bit of a loss because I see certain things that to me are problematic that are going down a path that I don't want to be going down and so I want to get off that path and a lot of it just seems like the solution is education but from the people who I feel like are in those leadership positions they're not saying that they need education or that or they are saying that they need education but they're not so I mean one solution would be like education an you know we could find somebody to talk about you know how white supremacy culture operates and inform people how that may have been operating in the situation with iftin and then we can all kind of come back and say OK yeah maybe there's like some accountability that's needed in this that's one option but

Greg: do you have a motion

Emily: well I mean I guess the motion would be to remove Greg and alisa from their leadership roles in this committee in the interim until we feel confident with their ability to lead on the topic of white supremacy and I would be willing to step up as chair in we can take a vote to reinstate them and their leadership position so that would be my motion this package and we don't have to vote on it we can discuss it so if somebody has a second it's not to say that we have to take a vote and do it it's just giving us an opportunity to discuss it

Michael: I don't think that this is Gregor list's fault or that they R advancing of any sort of like agenda I think that

Emily: so this would be the discussion so first we just need a motion a second to even have the discussion

Susie: Ok I second it for the discussion

Michael: OK yeah so I don't think that what happened is in there really remove from it right I think the auto start as like constantly involved with City Council would like to be but I do think that there definitely needs to be a conversation like we're talking about when it comes to accountability and making sure that City Council is giving us clear directives on property thing you know contradict them if we if we do or we have a thought that we feel the civilian got or somebody who's part of the public but I don't think that right now is our time to I actually I'll be honest I don't I don't see the fight there I think that it's been maybe iftin was treated unfairly in the way the process went but I just don't see the fight personally and I definitely don't think that Greg or Alyssa list to order wants to push aside and they could be valuable assets in that fight and if we're talking about if I have you know did City Council push somebody off of our committee because they were person of color then yeah we got it we got like that but first we need to a make sure that case how would you do it you know seven out that and then be I think we need to think about it for strategicly before we just but people often with maybe supported just

Hannah: in the first place so yeah put in tomorrow in creating or helping council create that accountability process 'cause I think for me that's what it goes down too 'cause I I was frankly disgusted by the whole thing but tried this case most likely to it but I think my frustration was that there was not enough transparency with what was happening and I'm more concerned with that than I am because I don't know I can't I can't point to one thing or another heads to me based on what was publicly available I completely disagree with what happened but I also just have this feeling there are other things going on and that's where I frustrated that there wasn't that transparency and accountability and so kind of processing Lee that you had proposed earlier with if their kids council is going to move to remove someone from a committee or board of some kind that there is a formal process that happens because what I don't want to see this happen again and I like that to me is where I personally would prefer selectively into that as opposed to and I agree that I think listen great practice I think I'm a little frustrated that there wasn't more speaking up on the on the topic when it was happening but at this point I don't think that removing them would help us moving forward at this time as far as what can we change to make this not happen again and

Emily: yeah just to clarify I'm not suggesting that we remove them from the committee I'm just saying that I would like to seem them not leading that it would just be like I said on this topic of that and then second of all I also wanted to say I don't think that they are at fault I'm not blaming them for what happened but I'm just saying I think that what happened was wrong and then it's how we responding to what's happening and I think that we responded I think our leadership responded poorly to what happened and I think there should be accountability about that response to what happened so I mean it remove however I feel that some of those actions are

furthering that system so I think that's kind of if the problem is a lack of education and people agree then taking it seminar which solve that problem but if the problem is that people don't think that they're participating in that culture then it's not just about education it's a kind of a difference of opinion of some kind so yeah I know

Susie: I agree with you Emily that like there we can't we can't ignore things and if we want to be better we have to be better so that's the one solution that I can think of right now that's actually available there was yeah we also felt very in the dark about that whole situation but it was upsetting to me and I really value iftin so I made some phone calls and they talked to several members of council prior to the vote and I came away from those conversations with a very different I guess opinion on the whole matter that I had going into it and had I not had those conversations I may have jumped to a conclusion that it was an impulsive decision based on race or based on feelings or based on someone getting their feelings hurt that's what it appeared to be but after having those conversations I realized that there is a long history between iftin and council most of us aren't Privy to it's complicated it's a new one but I think it is very difficult to to just just like to look at the race factor or not seeing that one part of it I don't know if it was but the reason I'm saying that if they know that regular with a bold that similar conversations I imagine that they heard similar things as I did from the same purple numbers and how blazed I don't want to put work in other people's mouth but it's already been like me came away feeling like this isn't about me this is about something well kind of like it's like I said it's complicated it's nuanced I tried to advocate in that way in the way that I knew how I know they did this thing I know that they did not speak out during the council sessions where she was removed and I think that's what you are referring to and you know you say you don't appreciate the way it was handled but I don't I'm just saying all this because I don't think that they did nothing I think that they they acted attractively and I think that advocated bold for it and and the committee as a whole and yeah oh so we had a couple sessions ago I think she was the charge renter for the city here with us and she shared some of the and we had talked about us having access to those courses and they were by the lake reported which I think is like we're a volunteer committee and all of a sudden this is not to do validate anything you just said 'cause I agree but but I just realistically like we only get to meet once a month and we're a year into this committee and it's just for time sake and we also know that budget so like taking advantage of something that exists already I think would be really helpful and I would love to to follow up on that and it may be so it's just one solution yeah

Emily: I mean I think if the problem is a lack of education but I mean I think it I still don't know if that's if we are all in agreement that that's the problem 'cause I don't think alisa feels that she has a lack of education so I don't think that she feels that she needs to have a diversity seminar because I think she feels that she's fully educated on these topics and she feels that her action was not furthering systems of oppression or furthering systems of white suprema

Susie: I really really don't want to put any words in a list of mouth right now she's not here I don't think we should talk about her conversation

Emily: well I'm just responding to the email that she sent out

Susie: Ok I didn't read that

Emily: I'm not opposed to it I'm just I'm just saying there's a challenge there because yeah if people don't feel that their they lack education having more education isn't gonna solve that you know so I think the solution on that is more of just accountability which is why I suggested stepping down from a leadership role based on the fact that what I saw were some problematic things that were consistent with you know furthering white supremacy culture so to me it's you know accountability you know removing yourself from a position of power if you don't have the knowledge and the tools to act in that way but that's where the difference is I think it's if the group feels that the that that's I mean that's where the accountability piece is if the group feels like hey yeah white supremacy culture is operating and we don't want leadership to be furthering white supremacy culture then we would take those leaders and we would say hey we want different leadership who is not going to be furthering white supremacy culture you know that that those are the kinds of options you know it's either put someone else in charge who understands it and is not going to further it or if those people want to stay in charge then you know make your point or show us that that you know I have a case to make against those people I can make that case you know I don't know I just think accountability is necessary because it doesn't sit right with me what happened and it just doesn't sit right with me based more about what happened with City Council but I'm just trying to take personal accountability within our committee as well because I'm not in charge of City Council and I don't have any power within City Council however we do have some limited power within our committee so that's why I'm focusing the energy here if that makes sense

Susie: I think they did it was very good intention and sure there is learning opportunity for all of us and that they understand that your frustration when you think that Alyssa is not open to that and she might be I don't know but I am just like I don't have a vote of no confidence because I know that like I had a similar conversation and it opened my eyes a lot and I just think it's not black and white and it's like I don't think that it's fair to say that somebody wasn't acting in the best interests of the committees or was promoting white supremacy when they did everything that they knew how to do to stick up for a person to do the right thing and all of us are new to this the whole point of this committee is because none of us are experienced in city government were all just dipping our toes in so expensive position a leadership within this committee to the expert at that I think is unfair I don't think any of us are they know that you have made comments about like it takes a work to educate yourself and it does but it also doesn't happen overnight and just because someone is here with it and another person is here in another person here doesn't mean that we aren't trying it or doing what we can like I think we all have very common goals and like we're all good people and I just I agree I agree when error that we have so much energy that we could put into making sure something like this doesn't happen again and I do not think that listen Gregor the targets here yeah I mean I think that's a great sentiment that is not going to happen again and

Emily: we can 100% guarantee it's not going to happen again because there's no people of color on this committee anymore so it's not going to happen again you know and I think the question is like why is it you know your reference I did not the City Council did not return any of my phone calls and did not have any conversation with me about anything so I I mean I got two emails that were like I received your email that's it that's all I got and

I called all of them to ask hey did you get my email so none of them returned my calls but I so I have no idea what they said to you or didn't say to you but I think that one of the things is that that relationship is that relationship is going to be it doesn't matter if it was just what was said that day or if it was a long term relationship because that identity of a person of color is with them the whole time you know so the relationship can be the relationship can be somebody can have a negative opinion of somebody based on their relationship because they're bringing up issues or because their identity is triggering to somebody you know it's not just because it's a long term thing doesn't mean that the racism isn't still at play I guess is my point there and so and I think that that's to me again like ifton was bringing up an issue of racial justice you know and she's a person of color bringing up an issue of racial justice and then getting remove from a committee based in part because of that then it's you know the undertones and the subtext is that you can't talk about those issues or you can't or you will face accountability I mean I don't know I don't need anymore proof that this was an act of white supremacy I think that you know if other people still need that again like with City Council we have a long history like a we've been working on the committee of like being a settler settler colonialism white supremacy indigenous people being negatively impacted I mean that's our legacy that's our history so there's no reason why we wouldn't be operating today based on that trajectory that was we were put on to in the past and I think that if we don't want to be on that trajectory we have to take conscious course correction so I'm you know that's what I'm trying to do is take conscious course correction again I don't I'm not accusing anybody in the motion is not to accuse anybody of being bad people I don't believe anyone here is a bad person do I think that there were bad people in the past of Littleton even those people might not be bad people they just were doing bad things and when people do things that you know you don't have to shame them or humiliate them just give them some accountability you know and that's the only thing that I'm trying to do is bring some level of accountability and just to be more specific about you know it did it did bother me that there wasn't a public response from Alyssa and Greg were both in attendance at the public of the meeting when when iftin was when the vote was taken there was an opportunity for public comment even just to say that she's a great asset to the committee I would I mean that that's just one simple thing you could say and there was no there was no voice there was silence on their part in public comment so that did bother me and then you know we sat outside and as we were coming in you know I appreciate I I witnessed you know Greg talking to iftin and then calling her angry and it's like OK well that's a stereotype that's the angry black woman is a stereotype that's a racist stereotype so that's one of the things that made me feel uncomfortable because you know it's like are we framing this issue or we fully understanding the baggage that we're coming that we're bringing into this as white people who have these stereotypes and have all of these different ways of looking at people of color in our community as being angry or dis obedient or disruptive or you know and that's the part that it doesn't sit well with me and I asked Greg personally I said I thought that was not in good taste I asked can you apologize he did chose not to apologize from what I understand and I talked to you know alisa about some of these issues and again there was not and if the issue is a lack of knowledge and active understanding I'm really trying my very best to educate people about here some another issue is tone policing you know so that was it was happening too so it's like I'm trying my best to educate but then I don't see the leadership I wasn't you know talked to when this all happened even though I was part of the leadership when I had the conversation with the city manager so I'm trying my best to do the education piece and I don't feel like the leadership is wanting to be educated and so that's why to me it feels like it's more than just good people doing good things and let's just take a diversity seminar it's like let's hold people accountable because we can be better an I truly believe that that we can be better and I think that judging from the coverage that you know was in the newspaper other people can think that we can do better as well so that's my piece on that

Greg: I hope to be better I think that there is Gray area in iftin's removal that must be clarified I want nothing more than success of this committee is there anything else

Emily: that I mean I would just say that you know I think you can see right here that even Greg doesn't disagree with anything has been said so I mean he's not standing up for himself so why would you stand up and protect him if he doesn't even want to stand up for himself you know he doesn't dispute it he's not saying he wants to learn or he understands it he wants it to get better and Alyssa is not even here so and I think you can hope to be better without being the leader of the committee you know I think you can be hope to get better sitting and not leading that's that's my position and everybody here is hoping to get better why should you be in the position to chair when you don't know better and you're not doing better

Michael: He said he's trying

Greg: does anybody else have anything to add to the conversation would you like to continue forward

Emily: yeah I would I would like to continue forward that we should have a change in leadership I'm happy to step up and lead us through this. With the guidance of outside people not obviously on my own so yes I would make a motion I would continue the motion to remove Greg and Alyssa from their leadership position and I would be happy to step up as chair in the interim that I continue that motion

Vote:

In Favor 1

Opposed 6

Motion Fails

Greg: the next thing we have an agenda is a break I would like to take it

7. Agenda item: Committee Updates

Sustainability Committee:

Hannah: Yeah Yep course OK so in the sustainability subcommittee we kind of took a look at what our goal friends were evaluated kind of some of the ones that we had one of the ones for instance is Jackass hill park and well we did necessarily makeover from port or you no formal advisory or anything to Council we had discussions with a suburban we kind of informally recommended a more formal process to be taken we get some research and going forward council has already decided to move forward with the formal process Jackass hill park so ideally we just would like to be a part of that process moving forward whether that some of the research that was done by this activity earlier on or just supporting the direction that the project is going and being involved in that process so so kind of exploring what that looks like but at this point there's not too much to be done since they're already kind of moving forward with the formal process so that was one of our work items the other one is we had the line item for environmental stewardship and sustainability plan and with council having voted on that as being a formal council goal we're still trying to figure out what exactly we want that to look like and I think that's where we started discussion around creating a packet of some kind or suggestions to give to counsel for the retreat in February as a hearing things that we would like to see as you know originally were like in jaycees that state ability subcommittee but at the same time I think it opens up a really cool opportunity for NGC as a whole to say it was discussed a little bit earlier in the meeting but to say here is our top three things here's our top five things like whatever we end up deciding on I'm giving that it sounds like maybe more beneficial to give that to Kyle and Steve heading into the retreat I'm not posting it to all council as well I don't know exactly how that would work but for sure Steven Ann Kyle so and you know maybe that's kind of our additional work plan goldenweed adding for this year you know still leaving over something before April as well but I think that that would be kind of a really great push with the new council to make sure that council knows what's important to us moving forward you know and as you know they can or cannot accept RR advice for the same time it should be given regardless I think so that's kind of the main thing that came out of that but I would love some discussion around what could be included in that we do have a letter that we started to draft in for the state sustainability that committee that discuss the importance of environmental stewardship mainly as a whole and the importance of that and so maybe just modifying that to be more people to this retrieve packet but also open to other suggestions or ideas for what we need to do in that packet whether it's a state ability or otherwise so did you hear back about whether we could do a survey I don't think I got a cerc response for that Anne open actually do have a just looking for any malls kind of annoying but actually did say January 21st is the last day to have anything ready for the retreat that they then add for like the folder retreat packet so that should be our the deadlines back left did you say January 1st or payments or 21st I think you said 21st Reagan and I really think I don't think I further Kathleen had asked more about this survey we were proposing would be in conjunction with the community event in case he was attending similar to like western western welcome week I all commands can't clean or electronic that guy should be returned to the public works teams understand how that could be coordinated effort so I realize there's a draft sitting in my outbox I didn't said so well one of the ideas that we had 'cause we really like the idea that the housing group was doing of like stories was maybe some way to like gather community input or guidance of like how much sustainability is important to them and there's something that I do value and maybe help define that environmental stewardship goal and the values but you know I think it would be interesting to guys having any other ideas kind of trying to say like the community cares about that like and reflect that whether it's the broader community or are we gonna younger age through we've got really into specified when I get up there I think technology is matter yeah yeah I think it will get to that one and they turn hired their label and you know especially its people from your community so it's like it's people that your peers so I think this grabbing bunch of the testimonials for the housing stuff is that how are those are collected is that just his third was a or drag like like hey reach out to people that affair graph if you have one for yourself or do you have somebody else yeah definitely something that you know yeah paragraph for two about Jamie love living in Littleton why they wanted within those things like hard for them to live in little bit he's a big when I had time but yeah I agree that could we could stand that to every committee honestly like testimonials yeah but that was really great yeah yeah I think that kind of going back to some of the earlier conversations about if we try to do this formal way through council I don't know full have anything in time so they need to be coming go about it the way that you guys did and just see everyone friends family neighbors colbury wanna contribute in the there's a wide swath stories that I feel like you can grab from to you know what I mean there's plenty of businesses here that are built on sustainability but end like you know I'm trying to get rid of my blonde I feel like that matters too and open matters medium simply appeared given many different topics of this capability huge one address is upper 4 but I think Soros could fly versus and Olivia zoning every step to make that we have and getting their input on you know what would be effective for their community in the building one thing I do want to bring up on and I'm glad that you're here saying that because you have experience in organically growing committees

Greg: I actually think that this sustainability subcommittee is a prime candidate for like actually becoming a board what is the process behind becoming bored and would that be something like a fleshed out guys

Samma: you know like hey big skeleton I do no idea would that be something that council would talk about on their retreat potentially encouraging and work with when you have your check talk about priorities and whatnot I can't predict obviously doing counseling and predict where all they're going to go but always individual possibilities certainly working with their caps remembers sure yeah that's something I think we had talked about at one point like with environmental stewardship famous standalone goal having some kind of advisory committee or oversight committee or review whatever you want to call it that would be kind of associated with that goal I think is yes I should call out and if I can add I never heard this before it is significant staff rapacity it takes on both committing sorting sometimes it's being we are if you're going to propose something new there's something else can offer create up right yeah yeah and also having public server alright in English

Planning Committee:

Michael: city yeah yeah sure don't talk about it after leave from having more people joining how's the desire to see how I think we have dealt with here so weird I don't know why but exit it is a chance to make some impact on it so yeah anybody there 'cause I think we lost a couple of people feel splint another not testimonials and and also just not just like oh whatever like to live on the weekends but like what do you guys really think should be happening but I think our two committees could actually work together more but there's so much that overlaps and intertwined with distinctly and and our stuff so I kinda votes against joint meeting at some point but it would be cool I might be able to December 9th I might not be able to sit in for a lot of meetings but yeah dynasty that's cool I'm trying to get attendance as much as I can I get around the list applications are opening here shortly if they haven't opened already organized so top people so they have open if they have already they should be shortly I can confirm is there any restrictions that we need to follow remove there are ingeniously certainly have guidelines in upper schools like here the coordination will have their opinion align will have all this work center university or not ending secret I think for me Jason might be able to work in the city but no recruiting issues and you know we have a friend that we think would be very very good for the committee selection OK yeah thank you so much this posted on the website it's rated turn are aware first round of acadian newspapers also real quick what effective state ability separatist logistics says December 6 but normally would be the second Monday so I had been planning on the 13th Emily yeah that's fine with me and

DIEB

Lydia: It was my fault we didn't have a meeting because I was supposed to chair the meeting but I was sick and I didn't submit an agenda so we didn't have a meeting yes yes that

Susie: I was so I think looking at our work we had set up a vote was it was a goal for and we can kind of you look at it in multiple ways so one way would be like getting out the vote specifically for that last election is happening or how to be advised better job oh voting oversizing made election all elections so I think that would come to eagle airplane with it and we had discussed meeting with the city's marketing team to see what they were currently doing and tough with how we could advise on improving that if we saw these specific gaps because it's really hard to know like I would like to hear their playable what is their communication plan so I guess it's kinda hard without testing given healthy set connection but then I don't know I'm taking notes for her opportunity areas yeah that would be great we would love to have that conversation and then it's not I don't think that's a council issue because advertising and promoting the election would be a city function bright pink so it does not remove need to send in the packet to counsel for the retreat something I can work on stuff here I think yeah we had discussed just about trying to with the election get more voters but

Emily: I think with the as you were mentioning that boards and commissions applications are open we can kind of move on to trying to get the word out to other young people and diverse identities that there are openings in this board and other boards I think we had kind of we're thinking about ways to expand that get out the vote mission to include just increasing engagement in the city boards and commissions although I think that there is still questions people have about their freedoms of expression within those boards and commissions I think there's still going to be some it sounds like movement on that so we'll probably have to figure out how to reassure people that if they join a board and Commission that they're going to be safe to express themselves but also I think we had in the last meeting we had talked about getting started on this process of the land acknowledgement either within our committee or possibly's advisement to City Council but you know everything that was going on I think we've all kind of ah just been trying to kind of navigate that situation so perhaps we can revisit that in the next meeting 'cause I think we had said that we were going to get something to the larger committee for this meeting and we obviously don't have that so we will revisit that in the next meeting I think it's the 30th

Susie: OK yeah that's I just wanted to follow up on that cleaning up anybody else have I guess so something just looking at the good work ladies were other goals were the inclusion inclusion in the ship have that they all campaign I think list it's possible you know it's about the diversity level which we did and the land is knowledge minton is anybody else have suggestions for areas that you would like to see this subcommittee focuses on because I I guess aside from the active get out of work that's all that's happening new really actively will talk about the Land Acknowledgement for sure but I just want to open that up like missing anything anybody else have anything that they would like to see this committee focus on bringing back the HR since those things are maybe making that more systematic and the anything clear I don't think users opening up with that time look like alright are you onto

Staff/Council Report

Samma: you actually get a full view into the City Council report and we've got a full view again into general announcement you know those applications are open I did just pull them up on the website I love to cheat and just type in what I want my thing forward application you'll find yourself right there but they're under connect with the city leadership looking for commissions so application forms are open there and for that so for us going to dinner for one year and if you're interested in the second year is that something you would still apply for correct yeah if your terms and this year i think i'm superscript well there are no other renounce then

General Announcement

None

7. Agenda item: Adjournment

Susie Motion
Lydia Second
Unanimous

- Minutes prepared by Emily Przekwas, NGAC Secretary