City of Pflugerville

Minutes - Final

Equity Commission

Monday, April 12, 2021 | **6:30 PM** | **1008 W. Pfluger Street, Pflugerville, TX**

Regular Meeting (Telephone/Video Conference)

NOTICE IS HEREBY GIVEN in accordance with order of the Office of the Governor issued
March 16, 2020, the Equity Commission will conduct this Meeting by telephone/video conference in order to advance the public health goal of limiting face-to-face meetings to slow
the spread of the COVID-19. There will be no public access to the location described above.

This Meeting Agenda, and the Agenda Packet, are posted online at https://pflugerville.legistar.com

This telephonic/video meeting will be hosted through WebEx. Meeting Public URL: https://pflugervilletx.webex.com/pflugervilletx/onstage/g.php?MTID=e95560d5276178e001d0b726cbe5affbc
Meeting Number / Code: 187 282 9625
Dial-in Number: +1-408-418-9388 (US toll)

Citizens Communication will only be allowed via telephone/video conference. All speakers
must register to speak at least 2 hours in advance of the meeting. All comments will occur at
the beginning of the meeting under the Citizens Communication item. Speakers must call in at
least 15 minutes prior to the meeting start in order to speak. Written comments may also be
submitted 2 hours in advance of the meeting.

To register to speak or to submit written comments, please email JenniferC@pflugervilletx.gov at least 2 hours in advance of the meeting. A recording of the
telephone/video meeting will be made, and will be available to the public upon written request.

Equity Commission Members:
James Matlock - Chair
Shawn Douglas - Vice-Chair
Autumn Arnett - Secretary
Donald Scott II
Amy Hart
Elizabeth Guillory-Medina
Daisy Delgado Castillo

1. Call to Order

Call to Order
Chair Matlock called the meeting to order at 6:30 p.m.

Present: Daisy Castillo, Donald Scott II, James Matlock (Chair), Shawn Douglas (Vice Chair). Amy Hart joined the meeting at 6:33 p.m. Dr. Elizabeth Medina joined the meeting at 6:45 p.m.

Absent: Autumn Arnett (Secretary)

Others: Pamela Benson Owens, President and CEO Edge of Your Seat Consulting, Quincy Dunlap, President and CEO Austin Area Urban League.

Staff: Sereniah Breland, City Manager; Trey Fletcher, Deputy City Manager; Trista Evans, Jennifer Griswold, Library Director

2. Citizens Communication

In accordance with the Texas Attorney General's Opinion, any public comment that is made on
an item that is not on the published final agenda will only be heard by the Equity Commission.
No formal action, discussion, deliberation, or comment will be made.

Chair Matlock read a statement from Pat Epstein. The statement was as follows:

"My name is Pat Epstein, and I live at 603 Princeton Drive in Pflugerville. I was among the cadre of citizens who worked with the City to establish the Equity Commission, and commend all of you for your service and commitment to guaranteeing that Pflugerville is a place that honors its diversity, and is a safe place where everyone is welcome.

I am sorry I could not appear in person, but I had a prior engagement to attend. I wanted to state for the record that with regards to the proposed Mission Statements being considered, I recommend option #3. It is the only one that makes "religion" (and others as well) as part of the diversity clear. We are home to a wonderful diversity of faith groups, e.g., Sikh, Hindu, Buddhist, Christian, Jewish, Muslim, etc. Faith intersects so many other diversities, much like gender and race but can, too often, be lost within the paradigm of a dominant faith culture. The richness that religious diversity brings must often be magnified to be celebrated.

I thank you for considering this, and thank you again for this most important work."

3. Approval of Minutes

3A. [2021-0356] Approval of the March 22, 2021 minutes (approx. 5 min.)
Jennifer Griswold, Library Director

Chair Matlock called for approval of the March 22nd minutes. He asked for each Commission member to vote. Daisy Castillo voted to approve the minutes as written, Amy Hart, Shawn Douglas (Vice Chair), Donald Scott II, and James Matlock (Chair) all voted to approve the minutes as written.

4. Discuss and Consider Action

4A. [2021-0358] The Work- a facilitated discussion on goals, strategies, deliverables, and timelines. (approx. 45 minutes)
Facilitated by Pamela Benson Owens

Ms. Benson Owens handed the evening's presentation to Mr. Quincy Dunlap. Mr. Dunlap thanked Ms. Benson Owens for carrying the mantel while he was indisposed. Mr. Dunlap thanked the Commission for taking time out to listen to a "Servant Leader" as they try to be proficient and efficient, progressive and evolutionary in what they do.

Mr. Dunlap shared his screen for the Commission to walk through the three Mission Statements the Commission had been working on. Mr. Dunlap stated that he wanted to make certain they were working Equity into the design and actions that would come out of what they discuss and as they move forward.

Mr. Dunlap read the Vision Statement the Commission had been working on. The statement is as follows:

Our vision is to create, develop and nurture a community that is inclusive and where everyone can reach their full potential.

Mr. Dunlap said it was a deep statement because it implies equity but that we know systemic and structural exclusion, racism, and division exists. He further stated that this exists in the ETJ because we have citizens that are paying for infrastructure but who do not have representation on the City Council. Mr. Dunlap then went over the stakeholders which include residents, city staff and elected officials.

Mr. Dunlap proposed to the Commission that for those that did not have time to complete the homework, they should enter into a dialog to talk about it because it is highly important that appropriate stakeholders get to weigh in on how the Commission engages and execute equity into everything that is the city.

(from slide) Where we are Headed
- **City Council pre-vote Mission Statement Agreement**
- **How does the City of Pflugerville define EQUITY**

• What is the bureaucracy and citizenry prepared to resource and action concerning Equity.
• Food for thought:
o The need for a separate retreat independent of the evening meetings
o Becoming comfortable with inequity elimination and what it means to you.

Mr. Dunlap asked the Commission to consider the three draft Mission Statements and determine which best represents equity gets them to equity sooner most effectively and efficiently at parity. He said he did not want to leave out parity because that is where equity becomes scary. Particular groups who have dominated resources, information and opportunities for a long time, parity is what scares them because it means somebody has to get less for a group to be brought up to speed so that fair equality and equal competition can happen. So that is something very uncomfortable when it comes to equity is understanding parity. Mr. Dunlap then gave some analogical examples of equity and inequity, versus equality and inequality.

Mr. Dunlap asked the Commission to have a discussion around, and agree to a Mission Statement coming from the Commission that presents a unified approach that they can present to the City Council. He then asked Chair Matlock if someone from the Commission would be doing some type of presentation to the City Council to let them understand where the Commission stands with regard to equity.

Chair Matlock explained that they had not been told yet that they have been given an audience with the City Council, but that they were informing the Council of where they were in the process. He went on to say that the Commission had identified one statement, and the homework assignment was to check on the one statement. Chair Matlock asked Ms. Benson Owens to chime in to let him know if he was correct in that. Ms. Benson Owens said that several Commissioners had identified statement number 3 so she advised going back to the statements to have a unified voice.

Chair Matlock said, to go back to Mr. Dunlap's original question, that he had not been informed that he would have the opportunity to present to the City Council.

Mr. Dunlap stated that before they could move on to a vote or agreement on the Mission Statement, he struggled to find how the City defined equity. He said that a definition of equity was something the Equity Commission needed to set forth.

Ms. Benson Owens said they have not had that conversation yet, but that it is an important conversation to have because it lends itself to how that Mission Statement should be worded.

City Manager Breland stated that the Commission would have the opportunity to address the Council at a later date. Mr. Dunlap thanked her.

Mr. Dunlap opened the floor to conversation about establishing a definition. One of the things he wanted to be sensitive to is not influencing the Commission with his definition of equity. It was the job of the facilitator to help the Commission establish their own. He further stated that City Manager Breland may want to weigh in on it. He stated it would be an engaging and

uncomfortable conversation because of the biases they may bring to the table.

Mr. Scott stated that he thought there may have been some work around creating a definition of equity when the Commission was being developed in collaboration with the Mayor, pre-Covid.

Mr. Dunlap asked if it could be accessed.

Chair Matlock stated that he did not have access but thought that it was a good conversation to have. He also stated that he wanted to make sure everyone had a chance to be heard, but also wanted to make certain he was adhering to the time frame.

Mr. Dunlap stated that Ms. Benson Owens was keeping time to make sure they did not run over.

Vice-Chair Douglas asked if equity had been defined in the initial ordinances. Mr. Dunlap stated that as one of the individuals that worked on it, as Mr. Scott had said, there was a working definition, and that he had assumed it was presented to the Commission. He apologized if it was not and that they could table that discussion. He further stated that he thought some of the individuals in the Commission had been involved in that definition and that Ms. Styles had turned over a lot of information. He said he was willing to search for it now but there was a time constraint. If they don't have a definition, then that could be homework.

Chair Matlock stated that when they were voting on the roles of the individuals, he gave an analogy that defined equity which was similar to the analogy that Mr. Dunlap had given earlier. He further stated that his definition of equity is that everyone is on equal footing.

Ms. Hart stated that she thought part of the homework was that they had to bring up a core value, as it pertains to equity and the Commission, and some of the wording from that homework could be something they could add to that definition of equity because that is what the core values are about. Mr. Dunlap agreed and said the homework was to find out if there was a definition at the founding of the Commission and also the definition of equity to the individual and then they start to draft a definition for the Commission.

Chair Matlock stated that Vice-Chair Douglas had put the definition from the ordinance in the chat.

Mr. Dunlap asked Vice-Chair Douglas to read the definition. Vice-Chair Douglas responded as follows:

The ordinance defines equity as the economic, political, or social assets granted to all residence regardless of race, ethnicity, religion, gender, sexual orientation/gender identification, veteran status, disability, or other forms of identity.

Mr. Dunlap moved on to bullet point number three on the slide:

- **What is the bureaucracy and citizenry prepared to resource and action concerning Equity.**

He reiterated that the reason they talked about the definition of equity first is because it is going to require a commitment at multiple levels and that it may get intense and uncomfortable but that is what equity is, when it is trying to be established. He stated that he wanted to lay some ground rules. Do not attack or defend against a viewpoint, but respectfully state your position and keep moving and not talk over each other.

Mr. Dunlap asked, How do you resource equity? He stated it will require money and budget. He stated he wanted it to be understood that you cannot establish equity as a change value proposition, without putting the necessary resources, accountability, and authority behind it.

Mr. Dunlap stated that it did not necessarily mean raising taxes and that if you think strategically, budgets can align for equitable purposes.

Chair Matlock stated that they were on the path now but they needed to define what their universe is by identifying mission, vision and stakeholders. Once they have done that, they can work on pillars like economics, social justice, etc. and then based on data from those areas to identify shortcomings and then brainstorm and benchmark to identify a path forward.

Mr. Dunlap wanted the Commission to understand it would require considerable resources and they need to go deeper and that they may have to realign some budgets which is an uncomfortable conversation, but they need to think outside the box. He stated they should think of in-kind resources and resources to be raised. He further stated that if they think in those two categories, how do we resources equity? He said he would compare it to infrastructure and city services. How do we resource equity as a core principle when we think about those things we want to bring to the city. That equity is at the core of our recruitment of new corporations and entities that we want to come to Pflugerville. How do we resource it so that equity is present, prevalent and intentional?

Chair Matlock stated that you have to look at what your current universe is to identify where there are gaps and based on that do an assessment of what needs to be done to bring it on par. He used the recent blackouts as an example. Some areas were not affected and some were.

Mr. Dunlap asked for input from other Commission members. Mr. Scott asked: What is the concept of the community missing out on funding equity? If the Commission is talking about resourcing it in, what is the funding that's happening that the Commission does not believe is equitable? What are the distribution patterns, what are we talking about that we want to change financially? Are they talking about access to influence? He stated he had not heard that and was uncertain if the Commission was empowered to do that.

Mr. Dunlap asked him to clarify if the question was to him or the Commission.

Vice-Chair Douglas stated that they can't really answer those questions because as the Chair has pointed out they don't have the Commission or actions fully defined and they don't know what they have the power to do. He stated that they can answer both when they get to what they are asking for, but they don't know what they are asking for yet. He stated that City has shown a

willingness to divert some budget for necessary things including the current session. Ideally, the Commission would have a budget for an associate but they need to ask first.

Dr. Medina stated she has been typing in the chat but was not sure if anyone saw it. She put in an equity definition which is as follows:

The centering of efforts to remove any and all barriers that limit access and advancement, provide the resources and support that individuals need to be successful, eliminate existing disparities so that every person can contribute fully, and ensure that people from diverse backgrounds, experiences, and perspectives are engaged in decision-making processes.

She also stated that she responded to the resourcing equity question. Her response was that it has to be time, talent and treasure and it has to be focused as a priority towards equity the same way the city focuses every other city priority, and even redirecting resources so there is equity in how equity as a priority is resourced. She stated they needed to say, just like they are funding people, to make these priorities for this city, they needed to do the same for equity. She went on to state that these intentions should be set early.

Vice-Chair Douglas asked what was the plan in regard to the budget when the Commission was originally started. He also asked what the life cycle for a Commission was and how are they funded.

Deputy City Manager Fletcher stated that for the moment, the ordinances are a guiding document, but there may be a case to be made for the equitability of resources for the Commission to effectuate its Mission that could be drawn from, in addition to the funding that was used to get the facilitation underway. He stated he thought that everyone was interested in fulfilling this Mission and we are trying to find out the ways to go forward.

Vice-Chair Douglas asked for clarification on how the Commission was functionally laid out, whether it was the intention to never fund the Commission or whether it was the intention for the Commission to get started and then ask for funding in the next budget.

Deputy City Manager Fletcher stated that even the Council doesn't have direct ability to spend money, they have some but not much relative to the resources of the City. It depends on what you are wanting to achieve and what resources are necessary to support that.

He further stated that the Mission and Vision work would need to come first and presented to Council in order to fulfill the preliminary objectives, and that the Council was working on strategic planning that could dovetail with the Commission. He further said starting off a Commission with very little guidance was difficult.

Chair Matlock said that he thought it was vital that they have a budget and equity was needed and that it was clear and apparent. But that they also needed to clearly define their needs and goals. It was important not to have someone simply set a dollar amount but to let their needs be known to make sure it is enough to fulfill their goals.

Vice-Chair Douglas stated that for that reason they needed to move the conversation forward and there were steps they could take that day and every other time they meet toward doing that.

Mr. Dunlap moved on to the next item, Food for Thought, and stated they cannot get a holistic equity conversation in until they can do it in a space that is not constrained by time or bureaucracy. He also stated they would need to be OK with becoming uncomfortable with the elimination of inequity. He stated it should happen, and talking about resources and the distribution of resources was uncomfortable. He asked if they were comfortable with the inequity in Pflugerville. He asked if they were willing to commit more time than one hour each meeting. He stated it was important to meet outside of the virtual space. Ms. Benson Owens stated that she thought Mr. Dunlap covered everything perfectly.

Mr. Dunlap thanked the Chair and the Commission for allowing them to participate.

Chair Matlock asked about the assignment of going through the Mission Statement and stakeholders and core values. He stated he thought it was still out there and needed to address that and they needed to meet the mark on what was on their agenda.

Ms. Benson Owens said that they were at a critical impasse and Mr. Dunlap and Ms. Benson Owens did not advise moving forward without all voices being heard and a more constructive way to get there. She stated she and Mr. Dunlap could write a strategic plan but it would not be as representative of the Commission as it would be if they did the work to move forward together. She clarified that what they are saying was that there is a different kind of approach for the Commissioners want to commit to, in order to get them where they need to go.

Chair Matlock stated that the agreement was to have a Mission Statement at the end of four sessions.

Ms. Benson Owens stopped the discussion to clarify the objective of the facilitators. She stated there are three Mission Statements there and that most people aligned with number three. The facilitators are waiting on the Commission to choose one and vote on it so they can move forward. She stated it would be inappropriate for the facilitators to choose one for them. She expressed a concern that she was misunderstood.

Mr. Dunlap stated that you cannot rush the process. Chair Matlock asked what the next steps were that they needed to accomplish to get there.

Ms. Benson Owens stated that if everyone decides on a Mission Statement they are ready to move forward. She stated the goals were well defined, that there was connectivity on some of them and there were other were ideas differed so they needed to do a “drill down” on year one, two and three goals. She stated the last part about core values requires a deeper discussion which needs to happen in a different type of forum.

Chair Matlock stated that the Commission has created a platform where everyone has an opportunity to contribute and the reasoning for a quorum is to

have the ability to move forward as a majority. That they could not hold decisions until everyone was present.

Vice-Chair Douglas agreed.
Ms. Benson Owens asked if everyone was good with number two.

Vice-Chair Douglas asked if they were moving on to item 4B. Chair Matlock said yes.

4B. 2021-0359 Mission Statement Vote (approx. 10 min.)

James Matlock, Chair

Chair Matlock moved the meeting forward to the Mission Statement Vote. He asked for the three statements to be brought up on the screen. He read the statements and noticed an error. The revised statement that the Commission had worked on previously was not showing. Chair Matlock asked if the revised statements were on the screen. Ms. Griswold stated it was not and put the revised statements on the screen. They are as follows:

#1- The mission of the Equity Commission of Pflugerville is to support diversity, achieve equity, and foster inclusion for every member of the community. The Commission will work to critically and mindfully consider intersections among all citizen groups, facilitate learning, understanding, and equity while leveraging data to identify and address ongoing barriers within local processes and systems.

#2-The mission of the Equity Commission of Pflugerville is to leverage data to make ongoing recommendations and monitor city leadership on policies, systems, programs and initiatives that identify and eliminate racism, bias, and discrimination and to measure, promote, and increase diversity, equity, and inclusion, for the removal of barriers to foster an inclusive environment for everyone in Pflugerville (economic empowerment).

#3-The mission of the Equity Commission of Pflugerville is to facilitate discussion and analysis of issues of diversity, equity, and inclusion for the city of Pflugerville. The Equity Commission is committed to curating, developing and implementing educational and social initiatives that reflect the city's commitment to all stakeholders and its pledge to create, monitor and maintain a community for all regardless of race, color, religion, sex, sexual orientation, age, national or ethnic origin, physical or mental disability, marital or veteran status, etc.

Chair Matlock asked for a vote on the statements.

Daisy Castillo voted for #2 revised, now number known as #4
Amy Hart voted for #2 revised, now number known as #4
Donald Scott, II voted for #2 revised, now number known as #4
Dr. Elizabeth Guillory Media voted for #2 revised, now number known as #4

Chair Matlock voted for #2 revised, now number known as #4

Mr. Dunlap stated that they should be clear on the numbering of the Mission Statement chosen so it is not challenged and chose to refer to it as #2A rather than #4.

Number 2, now known as #2A, was the statement that was unanimously approved, and reads:

The mission of the Equity Commission of Pflugerville is to leverage data to make ongoing recommendations and monitor city leadership on policies, systems, programs and initiatives that identify and eliminate racism, bias, and discrimination and to measure, promote, and increase diversity, equity, and inclusion.

Chair Matlock asked about core value discussion. Ms. Benson Owens stated that her advice would be to have that discussion outside of the regular meeting without the time constraints, to build trust. Mr. Dunlap added in a safe environment.

Chair Matlock said in addition he thought they needed a team building activity. He suggested that they get together in a safe environment to get to know each other. He stated that City Manager Breland had offered space and food to facilitate that. He said they could discuss that at the next meeting.

Chair Matlock asked when the next meeting was, Ms. Griswold stated it was on the 26th. Chair Matlock asked to discuss core values, the retreat and additional items. Chair Matlock wanted to make sure that they go over the Mission Statement again as a discuss only item.

Chair Matlock thanked Mr. Dunlap and Ms. Benson Owens. He asked to hear from other Committee members if they had anything to add. Ms. Hart wanted to add that they should vote at the next meeting on when they can get together.

Chair Matlock asked Daisy Castillo, she asked for clarification about the retreat, if it was social or an offline discussion encompassing what they had been going over at the meeting.

Chair Matlock stated it would be two things, 1) a team building activity, and 2) an opportunity to know each other, then continue with a discussion of core values.

Ms. Benson Owens stated that part of the core value building work is that you have to know individual values in order to build an authentic list of rules of engagement. She advised they not have the core values meeting in the same construct as regular meetings. She said it requires outside meetings, that are not agenda based or public.

Deputy City Manager Fletcher explained that as a public commission they did not have the luxury of a private meeting. All meetings must have a posted agenda and be open to the public.

Ms. Castillo said her question was addressed.

Deputy City Manager Fletcher went on to explain that it was not inappropriate to have an in person meeting in another venue, but that it did have to be public.

Chair Matlock went on to ask Mr. Scott, Dr. Medina, Mr. Dunlap, Ms. Benson

Owens, Deputy City Manager Fletcher, Trista Evans, Amy Hart, If they had anything else to add. They all answered in the negative.

Chair Matlock asked Vice-Chair Douglas if he had anything to add. Vice-Chair Douglas explained he had concerns that they were not making progress quickly enough, but if this is the best way to do that he was on board.

Chair Matlock asked Ms. Griswold to put out a survey asking who would be willing to meet twice per month.

Chair Matlock stated he appreciated the discussion and thanked everyone for participating.

5. Adjourn

8:03 p.m.

Respectfully submitted,

Jennifer Griswold
Library Director

Approved as submitted on April 26, 2021.