



City of Pflugerville

Minutes - Final

Equity Commission

Monday, December 12, 2022

6:30 PM

1008 W. Pfluger Street, Pflugerville, TX

Regular Meeting

Equity Commission Members:

Pat Epstein-Chair

James Matlock -Vice-Chair

Victor To- Secretary

Daisy Delgado Castillo

Virginia Rogers

Ana Pomar

Claudia Yanez

1. Call to Order

Chair Epstein called the meeting to order at 6:36 pm

Present: James Matlock, Pat Epstein, Victor To, Ana Pomar, Claudia Yanez

Staff: Emily Barron, Assistant City Manager, Breanna Higgins, Assistant to the City Manager 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. Each person providing public comment will be limited to 3 minutes

None

3. Regular Agenda

- 3A. [2022-1176](#) Approval of the October 10, 2022 Meeting Minutes.
Pat Epstein, Chair

Approved as written

- 3B. [2022-1187](#) Discuss and consider action to recommend City Council denounce anti-Semitism.
Pat Epstein, Chair

Pillar: Social Justice

Chair Epstein introduced a recommendation to council to denounce anti-Semitism and struck two items that were not relevant, then read the recommendation into the record.

Chair Epstein opened the item for discussion.

Ana Pomar suggested recommending the collection of data from schools and police.

Secretary To said one of the functions of commission is to make recommendations to the council and that this could serve as a framework for future recommendations.

Vice Chair Matlock agreed.

Ana Pomar suggested the consideration of the Commission that the collection of local data to include but not be limited to police reports, school incident reports, and those related to ethnic violence.

Daisy Delgado Castillo asked about next steps.

Vice-Chair Matlock said it is a great tool to set up a structure.

Ana Pomar suggested adding a blank for signing by secretary.

Claudia Yanez asked if they be making actionable recommendations.

Assistant City Manager Barron explained how recommendations forward.

Secretary To motioned to approve.

Chair Epstein motioned to approved as amended.

Claudia Yanez seconded.

Approved as amended.

3C. [2022-1189](#)

Discussion and consider action on an outline for Community Conversations.

Breanna Higgins, Assistant to the City Manager

Pillar: Social Justice, Education, Health and Wellness, Economic Equity, Governmental Oversight

Breanna Higgins Assistant to the City Manager, explained how they came up with the outline and structure, and the goals in the community. Breanna Higgins explained the timeline and how to pick times/days/dates and emphasized the importance of focusing in various areas of the city and explained how they could take findings and see how they fall within a pillar. Then summarize feedback to grant action steps, and then explained facilitator guide.

Discussion followed on the types of questions to ask.

Vice-Chair Matlock voiced concern over participation and suggested planning it around a specific gathering.

Breanna Higgins discussed methods used by Plano to generate participation.

Vice-Chair Matlock suggested incentives for participation.

Ana Pomar explained that Plano said it was important to get them face to face.

Breanna Higgins explained how doing it a group could offer deeper conversations

Assistant City Manager Barron explained if you ask the same questions all over you get a better idea of equity.

Breanna Higgins explained the timeline again and reasoning why the planning takes so long.

Daisy Delgado Castillo asked if events were recorded

Breanna Higgins said no for comfort of participants

Discussion of the planning process ensued.

Breanna Higgins offered to come back in January.

Vice-Chair Matlock said they have identified partners and could start with them.

3D. [2022-1191](#)

Discuss and consider action to recommend City Council oppose book banning.

Victor To, Secretary

Pillar: Social Justice, Education

Secretary To explained that the reason he chose this subject is that there have been leaders, officials, members of the community pushing book banning while championing free speech and that democracy is dependent on a free exchange of ideas. It's important the committee and city reiterate and support the work at the library.

Secretary To read the recommendation into the record.

Vice-Chair Matlock asked for clarity. He said he knows there is a movement to ban books. There are other reading materials that are not appropriate for people.

Ana Pomar asked about American Library Association Policies.

Jennifer Griswold, Library Director, explained the process for selection of library materials.

Claudia Yanez moved to approve the recommendation.

Vice-Chair Matlock seconded; recommendation approved.

3E. [2022-1192](#)

Discuss and consider action on upcoming report to Council.

Pat Epstein, Chair

**Pillar: Social Justice, Education, Health and Wellness, Economic Equity,
Governmental Oversight**

The Commission read the draft of the report to the City Council for FY 2022.

The Commission approved the draft with the addition of the two
recommendations from the December meeting.

4. Adjourn

7:57 p.m.

Respectfully submitted,

Jennifer Coffey Griswold
Library Director

Approved as submitted on February 13, 2023.