



***JOINT INCLUSION COMMITTEE (JIC)
REGULAR MEETING
MINUTES***

The JOINT INCLUSION COMMITTEE convened a REGULAR meeting on WEDNESDAY, DECEMBER 6th, 2023 at 3:00 P.M. CST in the CITY OF AUSTIN PERMITTING AND DEVELOPMENT CENTER (PDC) ROOMS 1401 & 1402 (6310 WILHEMINA DRIVE; AUSTIN, TEXAS 78752)

Co-Chair RICHARD BONDI called the JOINT INCLUSION COMMITTEE meeting to order at 3:09 p.m.

Board Members/Commissioners in Attendance:

*Commission on Aging: Richard Bondi (Co-Chair)
LGBTQ Quality of Life Commission: Charles Curry*

Board Members/Commissioners in Attendance Remotely:

*Asian American Quality of Life Advisory Commission: Nayer Sikder
Commission for Women: Rebecca Austen
Commission on Immigrant Affairs: Melissa Ortega
Human Rights Commission: Morgan Davis
Mayor's Committee for People with Disabilities: Lira Ramirez*

Commissioners Absent:

*African American Resource Advisory Commission: Serita Fontanesi & Antonio Ross
Early Childhood Council: Leonor Vargas & Eliza Gordon
Hispanic Latino Quality of Life Resource Advisory Commission: Amanda Afifi & Ivanna Neri*

Staff in Attendance:

*Equity Office, Community Services Program Coordinator – Alejandra Mireles
Equity Office, Communications, Public Information Specialist Senior – Natalie Hulsey
Communications and Public Information Office, Direct or Chief Communications – Jessica King
Communications and Public Information Office, Strategic Communications Consultant – Alicia Dean*

PUBLIC COMMUNICATION: GENERAL

The first ten speakers signed up prior to the meeting being called to order will each be allowed a three-minute allotment to address their concerns regarding items not posted on the agenda.

None.

APPROVAL OF MINUTES

1. Approve the minutes of the COMMITTEE's REGULAR MEETING on OCTOBER 25th, 2023. Commissioner curry moves, Commissioner Sikder 2nd ; unanimous approval
The minutes from the regular meeting on 10/25/2023 were approved on COMMISSIONER CHARLES CURRY'S motion, COMMISSIONER NAYER SIKDER's second on a 7-0 vote (Absent: Serita Fontanesi, Antonio Ros, Leonor Vargas, Eliza Gordon, Ivanna Neri, and Amanda Affif (Chair)).

STAFF BRIEFINGS

2. Jessica King, Director of Chief Communications, Communication and Public Information Office (CPIO).
JESSICA KING began the presentation asking JIC for your help in sharing information with stakeholders; specifically, a call to action. JESSICA KING shares with the JIC that if people experience an act of hate; a hate incident; a hate crime; people need to report it. JESSICA KING introduces ALICIA DEAN, and that ALICIA DEAN will provide background to the "We all belong" campaign; the campaign's deliverables; the campaign's progress; and the goals for 2024. JESSICA KING asks the JIC to amplify the campaign and why your support is so greatly needed.
ALICIA DEAN begins with slide 3, that Austin made national headlines because of acts of hates; slide 3; so, following those acts council adopted a resolution asking city staff to research/recommend solutions which moved to fund those recommendation in 2022 (slide 4). There is a slight difference between the resolutions to address hate crimes. ALICIA DEAN shared in slide 5 that in 2017, there were 17 hate crimes reported in Austin (6 out of 10 districts) and by 2022, the number reported to 43 with at least one hate crime in each of the 10 districts. ALICIA DEAN clarified that hate crime in these cases means that an act was done with bias. In slide 6, ALICIA DEAN shares that the purpose of the mission and purpose of the campaign was to tap into the collective sense of community pride in protecting all Austinites by avoiding the possibility of triggering someone's trauma by reshoving crimes; CPIO wants to increase awareness of incidences/tools/resources to report and inspire all austinites to empower change/build community. ALICIA DEAN shares that there is a call-to-action video that is available in 9 languages (slide 7) and that CPIO wanted to move from anecdotal stories to action (slide 8).
ALICIA DEAN shares in Slide 9 and 10 that there is a centralized location on the internet for members of the community to find information and connect with community – austintexas.gov/againststake: people can learn about hate crimes/incidences. ALICIA DEAN shares that part of goal is for people who may have not thought about getting together, to come together; to take action to make

Austin inclusive. Therefore, there are opportunities to host an event, with a limited amount of funding. CPIO's target is to have an event in each council district and although not every application will be approved, we want to see creative ideas on how to get people together.

ALICIA DEAN shares that the website also has data. If we are going to be having a conversation with the community about the importance of reporting incidents in a way that is united as a community against hate; you can access this from the website as well. This tool lets us understand hate crimes within community context, using a survey (slide 11). Slides 12, 13, and 14 show percentages of some responses from the survey: looking quickly at some topline results; where are our gaps in what the community sentiments lie. 80% say they feel safe; 47% think city should be doing more to reduce [48 more info; 46 works with community leaders; 46 make process easier]; 38% think that the city is taking seriously; positives = 88% would report. 44% reported experienced; 67% did not report; 67% of those experienced; didn't report it; members of the community who live in District 3 are more likely to have experienced an incident.

COMMISSIONERS CHARLES CURRY AND REBECCA AUSTEN share that the column on the right seems concerning and ALICIA DEAN, responds that part of CPIO's analysis was to have a better idea as to where the opportunities are for outreach. CPIO understands that in general people in Austin feel safe; but some members of the community do not feel safe. Questions ALICIA DEAN shares are how do we ensure that they have the resources/programming in those council districts; how do we work with other partners to make sure that we are meeting the needs of those who do not feel safe? ALICIA DEAN shares that the whole point of the survey was to help CPIO know where the city is in general and that CPIO knows that one size does not fit all.

ALICIA DEAN shares in slides 16 and 17 some of the activities and outcomes from the campaign and in slide 19, what is next. The website has had over 50 thousand visitors; CPIO will continue to partner with organizations; had information ambassadors; will host a party at the "People's House" in 2024. In slide 20, ALICIA DEAN shares how the JIC can support the message by sharing the content from the presentation, including the limited funding opportunity; the JIC's network of organizations and partnerships could apply to host an event, attend a community pop up and attend the party at the people's house in 2024.

COMMISSIONER CHARLES CURRY asks if the city still annual survey and JESSIC KING says yes and COMMISSIONER CHARLES CURRY shares it would be interesting to look at the information because the survey has been done for decades.

DISCUSSION ITEM

3. Discussion on the last JIC Budget Town Halls and next steps.
COMMISSIONER RICHARD BONDI shares that universally, the JIC feels that the word budget should be removed from the title and focus on community feedback town hall. COMMISSIONER CHARLES CURRY shares that he understands the issue and that there are also the conversations that there may be a general lack of understanding how the city functions. COMMISSIONER RICHARD BONDI agrees

and wonders if the city could make a presentation about the budget and post online. is not their responsibility to educate on the city.

4. Discussion on a social media campaign for promoting ten quality-of-life commissions and the bond oversight commission vacancies.
COMMISSIONER RICHARD BONDI begins discussion on the number of vacancies on all boards and commissions and COMMISSIONER CHARLES CURRY shares that perhaps begin by focusing on the quality-of-life commissions. COMMISSIONER RICHARD BONDI suggests that there be a social media post about the vacancies, a graphic or video on how to apply. COMMISSIONER REBECCA AUSTEN suggests that the information should include information about qualifications. The EQUITY OFFICE will collaborate with other staff liaisons and will follow up by February 2024 with a plan.
5. Discussion on upcoming APH's LGBTQI+'s health resource fair on December 9th, 2023. Noon- 5 pm at the PDC; STAFF LIAISON ALEJANDRA MIRELES to email commissioners flyer.

DISCUSSION AND ACTION ITEMS

6. Discussion and possible action item on writing a similar JIC Recommendation as the Human Rights Commission's Recommendation for a City of Austin Resolution on Combating Antisemitism, Islamophobia, and Anti-Arab Sentiments in the City of Austin to Promote Peace for All.
COMMISSIONER RICHARD BONDI introduces discussion item and shares that city council agreed to not involve themselves in international issues last week. COMMISSIONER MORGAN DAVIS shares the history of the recommendation from the Human Rights Commission; including that the commission had incredible feedback from the community participating in the conversation; and looking at the language – specifically. COMMISSIONER RICHARD BONDI shares that this recommendation is out of scope of the JIC because the events are not happening in Austin; what we can do to promote peace for all is to support “we all belong” campaign. COMMISSIONER MELISSA ORTEGA shares that it is not okay it is not okay for city hall to have decided to not get involved because what is happening is against international law; not sure why city council is stepping aside and knows that other cities have acted. COMMISSIONER MORGAN DAVIS asks STAFF LIAISON ALEJANDRA MIRELES to see if the City of Austin sends any type of funds internationally.
The motion to postpone action DOES NOT PASS on COMMISSIONER RICHARD BONDI'S motion, COMMISSIONER REBECCA AUSTEN's second on a 4-2 vote, with those members vote aye were Commissioners Richard Bondi, Charles Curry, Rebecca Austen, and Nayer Sikder; nay were Commissioners Morgan Davis and Melissa Ortega; with Commissioner Lira Ramirez off the dais.
7. Discussion about the Commission on Aging Recommendation's regarding past budget recommendations (which recommendations are completed, how much money is allocated

for the recommendations, and which department or staff are tasked with carrying out the recommendation) and possible action to write a similar JIC Recommendation.

COMMISSIONER RICHARD BONDI shares background information that the Recommendation had originally included information from COMMISSIONER SERITA FONTANESI's proposed draft recommendation (Agenda Item #8) with the goal to request additional reporting and start building a historic database with the Budget Office's help. COMMISSIONER REBECCA AUSTEN asks if this has been done for and STAFF LIAISON ALEJANDRA MIRELES confirms the Commission's description of the two different recommendations. The motion to write a similar JIC Recommendation DOES NOT PASS on COMMISSIONER RICHARD BONDI'S motion, COMMISSIONER MORGAN DAVIS'S second on a 4-2 vote with those members vote aye were Commissioners Richard Bondi, Morgan Davis, Melissa Ortega, and Nayer Sikder; nay were Commissioners Rebecca Austen and Charles Curry; with Commissioner Lira Ramirez abstaining.

8. Discussion and possible action item on a JIC Recommendation for an Austin Board and Commission Budget Tracker of Recommendations.
The motion to approve the JIC Recommendation for an Austin Board and Commission Budget Tracker with edits to include amount of money provided and department responsible, DOES PASS on COMMISSIONER RICHARD BONDI'S motion, COMMISSIONER REBECCA AUSTEN'S second on a 6-0 vote with Commissioner Charles Curry abstaining.
9. Discussion on list of City of Austin executive/director vacancies and possible action to pass a JIC Recommendation to City Council on appointments and hiring (city executives and directors).
The motion to postpone action on a possible JIC Recommendation to City Council on appointments and hiring DOES PASS on COMMISSIONER CHARLES CURRY'S motion, COMMISSIONER RICHARD BONDI'S second on a 7-0 unanimous vote.
10. Discussion and possible action item on JIC Recommendation on additional reporting from the city of Austin on demographic data that the JIC would like to see from city of Austin departments.
COMMISSIONER RICHARD BONDI shares background information on a purpose for possibly requesting the City to collect specific demographic data and COMMISSIONER CHARLES CURRY shares consideration of dissuading people from sharing information if the City were to ask for too much information. The motion to share this item with the ten quality of life commissions that are a part of the JIC for further consideration DOES PASS on COMMISSIONER RICHARD BONDI's motion, COMMISSIONER CHARLES CURRY'S second, on a 6-0 vote with Commissioner Morgan Davis abstaining.
11. Discussion and possible action for writing a recommendation that the city make all COA meetings hybrid, unless indicated otherwise by law, because the city is working towards sustainability.

The motion to postpone action on a possible JIC Recommendation that the city make all COA meetings hybrid DOES PASS on COMMISSIONER CHARLES CURRY'S motion, COMMISSIONER RICHARD BONDI'S second on a 7-0 unanimous vote.

12. Discussion and possible action for putting together emergency essential kits for distribution to different communities with promotional materials and resources.
The motion to postpone action for putting together emergency essential kits for distribution to different communities DOES PASS on COMMISSIONER CHARLES CURRY'S motion, COMMISSIONER RICHARD BONDI'S second on a 7-0 unanimous vote.
13. Discussion and possible action on writing a Recommendation for the creation of a Commission for Indigenous Persons.
The motion to postpone action for writing a Recommendation for the creation of a Commission for Indigenous Persons DOES PASS on COMMISSIONER CHARLES CURRY'S motion, COMMISSIONER RICHARD BONDI'S second on a 6-0 vote, with Commissioner Nayer Sikder off the dais.

WORKING GROUP/COMMITTEE UPDATES

14. Action/updates on the current workgroups and membership of the workgroups. (*Housing, Quality-of-Life, Guiding Document, & Budget*)
Discussion, no updates. COMMISSIONER RICHARD BONDI requested an update on membership for workgroups from STAFF LIAISON ALEJANDRA MIRELES.

WORKING GROUP RECOMMENDATIONS

FUTURE AGENDA ITEMS:

Demographic data recommendation

City of Austin's Housing Department staff briefing on collaboration for FY 24-29 Consolidated Plan Community Needs Assessment period that will occur from Monday 02/05/2024 – Friday 03/15/2024.

ADJOURNMENT: 5:22 p.m.

The minutes were approved at the JANUARY 24th, 2024 meeting on COMMISSIONER CHARLES CURRY's motion, COMMISSIONER MORGAN DAVIS' second on a 8-0 vote. (Absent: Commissioners Serita Fontanesi and Antonio Ross; Off the dais: Commissioner Leonor Vargas)