

09:06:04 From Tina Dill : Tina Dill, Park Lafayette Condominiums  
09:07:19 From D- Adam Meltzer - WPENA : Ballot forum measures to discuss:  
Legalizing psychedelic mushrooms is on the Colorado ballot this fall.  
<https://www.cpr.org/2022/08/31/colorado-psychedelic-mushrooms-legalization-ballot-measure/>  
09:11:08 From D - Keith Meyer - Sloan's Lake Citizen Group : Thanks Joanna!  
09:18:06 From D - Pete Winterscheidt - HUNI : Sharrows being share the road  
arrows - the bike with arrows painted on the street. A frequent term among bike  
advocates.  
09:19:14 From D - Greg Sorensen (Neighbors for Greater Capitol Hill) : If  
you have questions for ballot measures, send to me (gr\_soren@q.com).  
09:21:18 From D-Joel Noble (Curtis Park Neighbors) : Better designs for  
neighborhood bikeways sign-on letter, for those interested:  
09:21:28 From D-Joel Noble (Curtis Park Neighbors) :  
[bit.ly/DenverBetterBikeways](http://bit.ly/DenverBetterBikeways)  
09:21:48 From D-Joel Noble (Curtis Park Neighbors) :  
<https://bit.ly/DenverBetterBikeways>  
09:22:04 From D- Adam Meltzer - WPENA : Thanks Joel!  
09:25:02 From Carol Hunter - D Central Park : Thank you for the  
clarification, Loretta. I do acknowledge your concerns and support them.  
09:27:48 From D- Adam Meltzer - WPENA : For the record. I was at the last  
delegate meeting and we did not vote to "not continue DEI work." That is not  
accurate and it is in the INC meeting minutes.  
09:29:35 From D- Adam Meltzer - WPENA : Sorry, I meant the last executive  
committee meeting.  
09:30:47 From Joanna Rosa-Saenz : I agree Keith  
09:35:42 From D - Keith Meyer - Sloan's Lake Citizen Group : Thanks  
everyone!  
09:36:42 From Loretta Koehler : adam - sorry the meeting minutes were not  
complete and here I will say that I asked the board about moving forward. the  
consensus was to just take it back to the delegates to create their own committee -  
I specifically asked for a BIPOC to facilitate the meeting and all present voiced  
their concerns and disagreed with this  
09:37:18 From D-Drew Dutcher-ESNA : Emmett: You can speak after we take  
vote for Secretary.  
09:38:51 From Emmett Hobley : honoring marginalized communities is having  
truth and reconciliation.  
09:41:21 From D- Adam Meltzer - WPENA : I can't understand Emmett  
09:42:03 From D - Keith Meyer - Sloan's Lake Citizen Group : Yes - hard to  
hear  
09:42:18 From D Loretta We koehler : he is talking about a Board member  
posting something from Proud Boys - a hate group under the Southern Poverty  
guidelines  
09:44:43 From Emmett Hobley : There are people on this call, that are  
listening t what is being said  
09:47:47 From D - Greg Sorensen (Neighbors for Greater Capitol Hill) :  
Everyone on this board is committed to DEI.  
09:48:36 From D- Adam Meltzer - WPENA : This is very frustrating. We know  
we need more diversity on the board, but if the white board members all resign there  
will be almost no board left. That doesn't help solve any issues.

09:51:31 From D Loretta We koehler : having DEI in by-laws is not doing the work.

09:51:33 From D - Ellen Roth, South City Park : In light of this discussion, I'd love to hear from the board their ideas to put action around the DEI commitment in the bylaws.

09:56:54 From Emmett Hobley : There are some community members that would like to speak

09:59:18 From Carol Hunter - D Central Park : What specific actions will be taken monthly at INC meetings AND suggestions for specific actions that each RNO can adopt at their monthly meetings? Does every RNO have a DEI committee?

10:00:13 From Tina Dill : In my experience, it's difficult for white people to work through equity issues because many of us feel awkward about it or don't know where to start. Acknowledging these critical issues by hosting workshops on institutional racism and inclusivity can help us gain a deeper understanding and energize the group to move forward. This would be beneficial for the immediate group and others in the community. Consider asking Eleni to help us.

10:00:22 From Carol Hunter - D Central Park : Each candidate for mayor and city council needs this recording once it's available.

10:03:54 From Joanna Rosa-Saenz : I will step up and nominate myself to be President for INC.

10:06:16 From D - Ellen Roth, South City Park : If you're looking for ideas...This was a fantastic monthly series put on by Arts & Venues and led by Dr Mosby Tyler and Tariana Navas-Nieves. I wonder if a series like this could be tailored for community building as a resource for the RNOs?  
<https://www.artsandvenuesdenver.com/events/detail/how-to-be-an-anti-racist-organization-monthly-series-with-nita-tariana>

10:06:33 From D - Keith Meyer - Sloan's Lake Citizen Group : Agree with LaMone that putting things down on paper is so important with moving things forward.

10:07:31 From D-Lou Raders CCNNA : The Bylaws REQUIRE a DEI policy which has not yet been done. The first step is a committee for focusing on the policy and then bring that proposal back to the Delegates for a vote. Here is what is required in the new Bylaws, which INC now has a mandate to implement:

10:07:39 From D-Lou Raders CCNNA : NON-DISCRIMINATION POLICY; DIVERSITY, EQUITY AND INCLUSION  
INC shall execute its purpose without regard to race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, familial status, or political party affiliation, except to serve a historically or other disadvantaged group. INC is committed to incorporating the values of diversity, equity and inclusion ("DEI") in its governance and operations. These values shall be codified in a DEI policy adopted by the Membership.

10:09:08 From D- Adam Meltzer : <https://www.denverinc.org/about-us/mission/>  
Current from the website: Inter-Neighborhood Cooperation's mission is to advocate for Denver citizens by bringing together, informing and empowering Denver neighborhood organizations to actively engage in addressing City issues.

## Goals

I. To strengthen INC's voice and influence in City government decisions by ensuring INC members have meaningful opportunities to actively participate in the

- decision-making processes of the City at all levels
- II. To broaden the leadership skills of INC Members
- III. To proactively identify and address Citywide issues
- IV. To conduct relevant, useful and efficient INC meetings
- V. To ensure ongoing fiscal sustainability of INC

10:09:08 From Tina Dill : If you do have in-person meetings consider including a neighborhood tour or lunch after the meetings, which hopefully will be held in neighborhoods of color.

10:10:13 From Joanna Rosa-Saenz : it's all about community!!

10:12:02 From D-Drew Dutcher-ESNA : Can everyone but the speaker please mute? Thank you.

10:12:24 From D - Keith Meyer - Sloan's Lake Citizen Group : Drew, how can people that are interested in helping with DEI let you know? If they're interested in helping with DEI work put their contact information in the chat?

10:12:29 From D Loretta We koehler : phone

10:16:19 From D - Ellen Roth, South City Park : I am also interested in in person meetings, but it's not feasible for me to bring my baby to such a long meeting once a month. If there is an option for social meetings once a quarter or something that have an emphasis on getting to know each other, that are more drop in and discuss issues together, but presentations happen with at least a zoom option, a hybrid model is something I would be interested in.

10:16:52 From D - Keith Meyer - Sloan's Lake Citizen Group : Yes, Ellen - definitely think a hybrid option would be best

10:17:10 From D-Eleni Sarris SCPNA : Good point, Ellen. At a minimum, meetings need to be hybrid.

10:20:12 From D - Keith Meyer - Sloan's Lake Citizen Group : INC does have the equipment to hold hybrid meetings

10:21:13 From Emmett Hobley : I THINK A BIPOC ORGANIZATION NEEDS TO BE ESTABLISHED

10:21:49 From D-Eleni Sarris SCPNA : Denver has become increasingly white due to displacement of People of Color over the last decade.

10:22:21 From D- Adam Meltzer : We definitely need to go back to in person meetings. Especially because there are so many important voices that need to be heard that clearly have technically access issues!

10:24:48 From Tina Dill : I hope we're going to address Joanna's offer to nominate herself as president.

10:25:45 From D-Lou Raders CCNNA : Thanks Ellen - your suggestion about training RNOs is exactly within the mission and purpose of INC.

10:29:51 From D - Keith Meyer - Sloan's Lake Citizen Group : +1 for LaMone's suggestion of a monthly DEI action plan

10:30:03 From Carol Hunter - D Central Park : Each RNO must assess their individual needs regarding DEI and then create a plan that is a major focus of the organization. That will probably involve hiring an individual facilitator for the work.

10:30:07 From Joanna Rosa-Saenz : Thank you Tina 😊

10:30:11 From D-Eleni Sarris SCPNA : We need a DEIA plan and then implementation, which requires resources, including time, people, and funding.

10:31:43 From Emmett Hobley : THE COMMUNITY WILL BE WATCHING!

10:31:51 From D - Ellen Roth, South City Park : And to the point of funding, I would suggest that these people that do the training and offer their

professional skills are compensated.

10:32:33 From D-Lou Raders CCNNA : Joanna - can you serve as the chair of the DEI committee? You can be nominated in March for President

10:32:41 From Tina Dill : 👍

10:33:00 From Emmett Hobley : THE OPRESSOR CAN'T BE THE SAVOIR!

10:33:01 From D -- Christine O'Connor (Lowry United Neighborhoods) : We need two more delgates-at-large right now!

10:35:02 From D-Eleni Sarris SCPNA : I will volunteer for focus group on DEIA.

10:35:03 From D-myles tangalin Congress Park Neighbors : I would be interested in working with LaMone.

10:35:21 From Jenipher Jones-Capitol Hill : I also volunteer for the focus group

10:35:56 From D- Adam Meltzer : We should consider getting rid of the requirement of being on an RNO as a delegate to be part of INC

10:37:58 From D-Judy Baxter Historic Montclair : I think that we have to have a multi-prong approach. We need policy and ACTION. These can go together--1) policy dictates how the organization implements and takes action on the DEI values express in the by-laws into the community. I agree it needs to be a Standing committee and be represents .

10:40:10 From D-Eleni Sarris SCPNA : DEIA should be part of every meeting.

10:40:17 From Joanna Rosa-Saenz : there are sooo many "none" RNO groups doing more work in the community

10:40:26 From D Maggie Price Congress Park Neighbors : Would we need to change bylaws to make the committee standing

10:41:03 From D-Judy Baxter Historic Montclair : I would also like to work on this committee with LaMone and others. Do you have to be a delegate to work on a committee?

10:41:07 From Tina Dill : Please research the options to purchase the equipment or subscriptions needed to host in person meetings with a zoom call option. Not everyone can come in person all the time and it may help recruit new members.

10:41:53 From D-Eleni Sarris SCPNA : Yes, and the platform should have closed captioning and interpretation built in. It isn't perfect but is a start to increasing engagement and participation.

10:42:03 From D Maggie Price Congress Park Neighbors : I am not sure that we have a projector in our inventory. We may need to purchase one and probably a new laptop

10:42:43 From Emmett Hobley : I think a BIPOC ORGANIZATION SHOULD BE STARTED

10:42:59 From D-LaMone Noles, EDRC : I'm in favor of community members participating on committees, it is a good recruiting tool.

10:44:03 From D- Adam Meltzer : @Emmett, you are the perfect person to start the BIPOC committee

10:46:55 From D-Judy Baxter Historic Montclair : So we need to encourage those who have expressed their desire to help on this meeting.

10:47:21 From D- Adam Meltzer : Hardware Solutions For Your Hybrid Meetings DescriptionBeing ready for remote and hybrid working arrangements means having tools that support your teams, making collaboration seamless across home offices and shared conference rooms.

Join us as Zoom Solutions Architect, JayJay Kim, takes a deep dive into hardware recommendations for hybrid meetings and see how these solutions can be put to use across work environments.  
[https://success.zoom.us/webinar/register/6616611986163/WN\\_VLGy-9wKQSCX917p34f89w?zcid=7710#/registration](https://success.zoom.us/webinar/register/6616611986163/WN_VLGy-9wKQSCX917p34f89w?zcid=7710#/registration)

10:47:52 From D-Eleni Sarris SCPNA : Thanks Adam! Great information.  
10:48:50 From D-Eleni Sarris SCPNA : Joanna - thank you for stepping up!  
10:50:05 From Emmett Hobley : I am contacting people right now to start a new organization. I don't believe we are in the same place  
10:50:59 From D- Adam Meltzer : Good point Lamone. So if the RNO is an independent organization and not funded by the City, why are we beholden to the City's rules?  
10:52:42 From Joanna Rosa-Saenz : Your welcome Eleni... my philosophy is STEP UP or STEP DOWN  
10:53:17 From D-Drew Dutcher-ESNA : Maggie Price is next. We can have discussion, and then take a vote on Joanna Rosa-Saenz.  
10:53:27 From Carol Hunter - D Central Park : LaMone brings up questions we ALL need clarified. A separate meeting is fine, but many of us need this information as well.  
10:54:37 From Joanna Rosa-Saenz : we have to work In collaboration with the city.  
10:55:05 From D-Eleni Sarris SCPNA : great point, LaMone.  
10:59:23 From D- Adam Meltzer : Congrats Joanna. Looking forward to meeting you.  
10:59:44 From D-Eleni Sarris SCPNA : CW Cdebaca is always in community.  
11:00:18 From Joanna Rosa-Saenz : thank you everyone 🙌🙌  
11:00:49 From D- Adam Meltzer : Great job Drew. Thank you!  
11:00:52 From D - Keith Meyer - Sloan's Lake Citizen Group : Thanks Drew for running a great and thoughtful meeting  
11:01:09 From D-Eleni Sarris SCPNA : Thanks Drew!  
11:01:32 From D-LaMone Noles, EDRC : Appreciate the robust meeting - we need to harness that energy into action!  
11:01:45 From D-Eleni Sarris SCPNA : Agreed, LaMone.  
11:02:25 From D-Eleni Sarris SCPNA : Permanent Committee of INC in my opinion.  
11:02:32 From D-Eleni Sarris SCPNA : \*opinion\*  
11:05:26 From D-Eleni Sarris SCPNA : Thank you!