



LGBTQIA+ TASKFORCE

JULY 26, 2021

ATTENDEES

Cami Richardson, Co-Chair

Fr. Bob Bussen

Jacob Dunford

Mateó Ochoa

Virginia Solomon

Mitchell Walski

Diego Zegarra

Leah Langan, Co-Chair

Kris Campbell

Tim Henney

Allison Phillips Belnap

Joseph Urankar

Lynn Ware Peek

I. **Welcome – Leah Langan**

Leah Langan welcomed everyone and reviewed the agenda order.

II. **PC Pride Picnic & July 4th Parade Recap – Cami Richardson | Mitchell Walski**

Cami Richardson kicked off the meeting by reporting that the July 4th parade was a great success. The community was very supportive and Cami hopes it will become an annual tradition. She would like to explore other opportunities for the group to participate in future public events and asked the group for ideas in the fall.

Mitchell Walski added that the picnic was also successful and the community was overwhelmingly supportive. He looks forward to building on that support for future events.

In an effort to engage the Wasatch Back, Richardson suggested hosting an event at the Heber Encircle house in the fall. Jacob Dunford responded that construction at the Heber house is minimal so there would absolutely be space. Lynn Ware Peek shared that she noticed folks of an older demographic were cheering during the parade and perhaps the group should engage them for a future event. Richardson suggested hosting an event at the Senior Center.

III. Human Rights Campaign MEI Score Update – Lynn Ware Peek

Ware Peek provided an update on Park City's preliminary 2022 MEI score. The Human Rights Campaign's Municipal Equality Index scores cities across the country based on internal and external factors that affect people who live and work within city limits. Park City's initial score was 37 out of 100 for 2021. This low score prompted the city to assign Ware Peek and Jolene Weston of the Human Resources department to investigate ways to increase the rating. Over the last year, several meetings were conducted with the HRC and Equality Utah.

The new preliminary score for 2022 is 64. While the increase is encouraging, Ware Peek voiced frustration in the scoring structure as Park City is not eligible for certain points based on criteria. There is also a disparity between items included on the scorecard and how the points are issued. She used Park City Municipal's (PCMC) transgender health care benefits as an example. PCMC offers transgender health benefits to all city employees but will not receive points because the HRC looks at if insurance is self-funded or funded by a larger conglomerate. Representatives from PCMC's insurance provider, Regence Blue Cross Blue Shield contacted the HRC to confirm that transgender health benefits were offered but points still were not allocated.

Ware Peek spoke with Troy Williams of Equality Utah who shared that they have an independent scoring program that rates Utah cities which may be more applicable. She asked for feedback from the group regarding two questions: 1. Is the MEI a measurement that truly influences the public to move to or visit Park City or should we focus on Equality Utah's local program? 2. Would the members of the taskforce be willing to write a letter to the HRC urging them to allocate the points?

Richardson suggested Ware Peek draft the letter and send to her and other members of the group for additions. She also applauded Ware Peek's efforts to improve the score and commented on the significance of the increase.

Joseph Urankar asked for specifics regarding the reason behind the HRC not accepting Regence's information. Ware Peek responded they have an issue with the policy wording and would like all municipalities to come together to ask Regence to change. Urankar responded that he would like to see the specific wording but would like to help in the effort.

Langan asked if there are other items on the scorecard that were not accurately reflected. Ware Peek answered that another item is related to hate crimes. Park City Police did not conduct any cases related to hate crimes so the HRC will not distribute points even though those crimes would be reported to the FBI upon occurrence.

Walski commented that he is interested in looking at the Equality Utah's scorecard and suggested including the 3rd party facilitator as conversations continue. He also mentioned that he did not look at the MEI score before moving to Park City and relied on word of mouth instead. Richardson suggested the taskforce lead public messaging when the official

score is released in November. Ware Peek agreed. Kris Campbell suggested taking action to ensure transgender benefit policy are clearly indicated on hiring materials and outreach. Dunford thanked Ware Peek for her efforts.

IV. 3rd Party Facilitator Update – Joseph Urankar

Urankar provided an update on behalf of the facilitator subcommittee and gave a brief history of the process. When the taskforce was formed, PCMC did not have a set mandate to determine deliverables or priorities. During the first few meetings, actionable items were highlighted such as Pride planning and parade participation. There is an opportunity to now focus on broader, strategic goals and create a larger vision that can be communicated to the community.

A 3rd party facilitator will be instrumental in organizing conversations around the needs of the community, identifying allies, defining the relationship with PCMC, etc. The subcommittee created a brief to distribute to applicants that includes a selection timeline. The top three proposals will be shared with the group during the August meeting for feedback, and the selected facilitator will be introduced during the September meeting so that work can begin before the holiday season.

Mateó Ochoa inquired about who is on the subcommittee. Urankar replied the committee consists of himself, Kris Campbell, Nicole Robinson, Virginia Solomon, Leah Langan, and Lynn Ware Peek but invited anyone interested to join.

Urankar asked the group if there are outside folks who should be at future facilitator meetings such as regional stakeholders or nonprofits. Walski feels that most of the work should be involve members of the community, but logistical assistance may be required from allied groups. Richardson agreed. Langan suggested implementing Virginia Solomon's idea of providing stipends so that socio-economic diversity is represented. Diego Zegarra commented that the Park City Community Foundation piloted a similar program and it has been very successful.

Langan provided a funding update and Council Member Tim Henney gave feedback regarding the PCMC's budget process and opportunities.

Campbell asked if age diversity should be included including the high school's GSA and older population. The group concurred.

V. Open Floor – All attendees

Richardson suggested inviting Troy Williams of Equality Utah to the August meeting.

Campbell asked if the group would be interested in scheduling another Community Conversation with Mountain Mediation in the fall. The group concurred.

PCMC is organizing a subcommittee around diversity in affordable housing. Dunford and Allison Phillips Belnap voiced interest in participating.

Ware Peek shared that PCMC is also forming a social equity subcommittee focusing on seniors and would like to include a member of the taskforce. Richardson and Fr. Bob Bussen voiced interest in participating.

VI. Adjourn

The next meeting will take place Monday, August 30 at 3pm.

