

January 13, 2021 Community Conversation Chat Transcript

January 13, 2021 5:56 PM from Morgan Richards to host (privately): Hello, This is Morgan Richards, will a recording be available? If so, I would like to share it with staff at the City of Wheat Ridge. Thank you!

January 13, 2021 5:57 PM from Brian CONROY to host (privately): Hello Mayor and City Council. Glad to be here.

January 13, 2021 5:57 PM from Danielle Sarli to all panelists: Thank you!

January 13, 2021 6:02 PM from Joyce Jennings to host (privately): I can't hear Mayor Weinberg. Joyce

January 13, 2021 6:04 PM from Carol Cameron to host (privately): I can still not see who is on the call besides hosts. And chat is not open.

January 13, 2021 6:05 PM from Karlyn Tilley to everyone: Hello, please make sure you send your chats to "Everybody" so that our staff can be sure to see them.

January 13, 2021 6:05 PM from Halley Hadfield to all panelists: Can we see everyone's chats? Or only Panelists can see participant chats?

January 13, 2021 6:06 PM from Karlyn Tilley to everyone: The chat is open and as long as all participants use the "Everyone" in to "to" line, we will all be able to see the comments.

January 13, 2021 6:06 PM from Danielle Sarli (privately): My options does not say "everyone". it says "All Panelists"

January 13, 2021 6:07 PM from Carol Cameron to host (privately): Everybody is not an option. Only Host, Presenter, or combination of both. We have no "Everyone". There is also "All Presenters". So, what is "Everyone"

January 13, 2021 6:07 PM from Hillary Fulton to host (privately): I don't see "everyone" as an option. Only host and panelists

January 13, 2021 6:07 PM from Mandi Leigh to host (privately): I'm sorry, I only see Host & Presenter in the chat box.

January 13, 2021 6:07 PM from Marlena Polkow to host (privately): I don't have the option to chat everybody. The only options are the panelists , host, and/or presenter.

January 13, 2021 6:07 PM from Linda Reyes-Quinonez to all panelists: is all panelists the same as everyone?

January 13, 2021 6:07 PM from Halley Hadfield to all panelists: I don't see any other chats. And I only have the option to "all panelists" or specific panelists. not "everyone"

January 13, 2021 6:07 PM from Linda Reyes-Quinonez to all panelists: I cant locate everyone

January 13, 2021 6:08 PM from Annie Albrecht to all panelists: Can the chat please be enabled so the community can participate and interact with eachother?

January 13, 2021 6:08 PM from Joyce Jennings to all panelists: I cannot hear anyone

January 13, 2021 6:08 PM from Michele Minihane to all panelists: Non-panelists can't select "Everyone" and can only send to Panelists, Hosts, et al.

January 13, 2021 6:09 PM from Jeannie Cimino to all panelists: FYI - there is no "everyone" in my chat option.

January 13, 2021 6:09 PM from Jason Spaniol to host (privately): It appears the chat function is not working the way you are intending it. We still do not have an everyone option.

January 13, 2021 6:10 PM from Mandy Bakulski to host (privately): The options in chat are: "Host", "Presenter", "Host & Presenter" and "All Panelists" - but there is no option to select "Everyone" or "Everybody". Assuming you mean "All Panelists"? I'm sending this one just to "Host".

January 13, 2021 6:11 PM from Karlyn Tilley to everyone: Hello everyone, since the chat function is not working as we hoped, we will bring you all in to the meeting as panelists. Please keep your mics on mute and your video off until it's your time to speak.

January 13, 2021 6:11 PM from Christina Bryan to host & presenter: cost of living

January 13, 2021 6:12 PM from Casey Brown to host & presenter: Housing prices

January 13, 2021 6:12 PM from Deputy City Manager Carly Lorentz to everyone: Please use this chat feature to indicate that you are interested in speaking.

Please turn on your camera and unmute to share. After you share please turn off your camera and mute yourself.

January 13, 2021 6:12 PM from Andrew Giacomini to everyone: I would like to speak

January 13, 2021 6:12 PM from Karen Smith to everyone: Can Dr Tyler repeat the question, please?

January 13, 2021 6:14 PM from Jason Spaniol to everyone: It would be really lovely to see/interact with everyone on video.

January 13, 2021 6:14 PM from Julie Morales to host (privately): I'd like to speak please.

January 13, 2021 6:14 PM from Allison White to all panelists: Barriers I see are: housing costs, access to public transportation, access to mental health care

January 13, 2021 6:14 PM from Marlena Polkow to all panelists: I would like to speak

January 13, 2021 6:14 PM from Jennifer Woodard to everyone: I think that housing costs and costs of living are a barrier for all people.

January 13, 2021 6:15 PM from Bill Fisher to all panelists: I do believe there are barriers in Golden, both historic and present.

January 13, 2021 6:15 PM from Aleya Littleton to all panelists: I agree with housing cost. I am a local business owner (therapist) and can't afford to live here any more.

January 13, 2021 6:15 PM from Aleya Littleton to all panelists: I also agree with mental health care access

January 13, 2021 6:15 PM from Jennifer Woodard to everyone: I am not sure our very white community feels welcoming to People of Color. I am curious how that feels for those who might want to live here.

January 13, 2021 6:16 PM from Allyson Goto to everyone: Access to healthy, affordable, and culturally appropriate food

January 13, 2021 6:16 PM from Michele Minihane to everyone: History such as past KKK activities

January 13, 2021 6:16 PM from Halley Hadfield to everyone: The denial of barriers

January 13, 2021 6:16 PM from Linda Reyes-Quinonez to all panelists: As defined by McKinney/Vento Law, we know there are homeless students and families living in Golden

January 13, 2021 6:17 PM from Meridee Cecil to host (privately): more recent history (late 1990's) of police discrimination

January 13, 2021 6:17 PM from Eric Vera to host (privately): a racial barrier that is more invisible is the lack of diversity which may create a sense of harmony but those in the minority can feel or see the fence at times

January 13, 2021 6:17 PM from Julie Morales to host & presenter: This is Julie Morales, I'd like to speak.

January 13, 2021 6:17 PM from Katherine Davis to all panelists: Previously I lived in Brooklyn. I moved to Golden in June. I have not seen a single Black person since moving here. That is a barrier.

January 13, 2021 6:17 PM from Julie "Jay" Shaw to host (privately): Such a great point Paul! Agree

January 13, 2021 6:18 PM from Shannon Kishel to host (privately): Early education/childcare costs

January 13, 2021 6:18 PM from Begona Ruiz to all panelists: There is racism and a lack of cultural competency that affects people in Golden.

January 13, 2021 6:19 PM from Ronnie Rosenbaum to all panelists: I've observed visitors to Golden who are People of Color, being looked at with hostility by people who I assume are residents.

January 13, 2021 6:19 PM from Jim Halderman to host (privately): Can you share some thoughts on implicit or unconscious bias?

January 13, 2021 6:19 PM from Theresa Smith to host (privately): It is difficult for the majority community to know what those barriers are because they do not confront them

January 13, 2021 6:19 PM from Peni Aronson to host (privately): I want to speak

January 13, 2021 6:20 PM from Jennifer Woodard to everyone: Thank god for the Sherpa House that gives up a bit of diverse culture.

January 13, 2021 6:20 PM from Allyson Goto (privately): Hi - thank you for putting this on! Its a bit hard to hear when folks are speaking. Not sure if others are having this issue.

January 13, 2021 6:20 PM from Kyle Heppenstall to everyone: and delicious curry!

January 13, 2021 6:20 PM from Paul and Marilyn Phillips to host (privately): there is nearly no racial diversity

January 13, 2021 6:21 PM from Begona Ruiz to all panelists: I would like to speak

January 13, 2021 6:21 PM from Jill B Peirick to all panelists: Education. Our teachers are all white and that's what our kids assume is normal.

January 13, 2021 6:21 PM from Paul and Marilyn Phillips to host (privately):
affordable housing

January 13, 2021 6:22 PM from Paul and Marilyn Phillips to host (privately):
affordable housing

January 13, 2021 6:22 PM from Marlena Polkow to all panelists: Thank you Begona! Yes! Also Is there a strategic plan in the works to address some of these issues?

January 13, 2021 6:22 PM from Marlena Polkow to all panelists: Hopefully leading to an action plan....

January 13, 2021 6:23 PM from Paul and Marilyn Phillips to host (privately):
economic inequality separates races artificially

January 13, 2021 6:23 PM from Michele Miniham to everyone: People who work in Golden often can't afford to live here

January 13, 2021 6:25 PM from Allison White to all panelists: I am not a city representative, but I believe Golden is roughly 95% white (last I checked).

January 13, 2021 6:25 PM from Kia Ruiz to everyone: Not a city rep but Census quick facts are available for every city <https://www.census.gov/quickfacts/goldencitycolorado>

January 13, 2021 6:25 PM from Michele Miniham to everyone: Do we have data on evidence of discriminatory incidents (hiring, police getting calls for someone "being black in Golden")? How often, what is the response?

January 13, 2021 6:25 PM from Kia Ruiz to all panelists:
<https://www.census.gov/quickfacts/goldencitycolorado>

January 13, 2021 6:26 PM from Scott Sportsman to host (privately): 85.2% white, 2.94% asian, 7.4% hispanic, 1.39% african american

January 13, 2021 6:26 PM from Jason Spaniol to everyone: White 92.4%
Black 1.8%
Hispanic 7.7%

January 13, 2021 6:26 PM from Jason Spaniol to everyone: From linked census site

January 13, 2021 6:26 PM from Kia Ruiz to all panelists: White nit including Latino is 85.5% based on 2019 estimate

January 13, 2021 6:27 PM from Jason Spaniol to everyone: Thank you Kia, great point.

January 13, 2021 6:27 PM from Kia Ruiz to everyone: White not Latino is 85.5% based on 2019 estimate, see link above

January 13, 2021 6:28 PM from Kim Mangle to host (privately): Shelton Elementary's 2020-2021 enrollment is 29% non-White per CDE.

January 13, 2021 6:28 PM from Peter Bernstein to host & presenter: I would like to speak

January 13, 2021 6:29 PM from Julie "Jay" Shaw (privately): Hi Karen, I am trying to chat but don't see my name, can you please help? thank you

January 13, 2021 6:31 PM from Karen Smith to everyone: A potentially important comparison: in Golden White/not Latino is 85.5% but statewide in Colorado it is 67.7%.

January 13, 2021 6:31 PM from Michele Miniham to host (privately): Heads up that >25 new attendees have joined but may not be able to chat to all or unmute

January 13, 2021 6:32 PM from Michele Miniham to everyone: Barrier = fear of change

January 13, 2021 6:32 PM from Monica Buhlig to everyone: Our community has been designed, based upon history, with white culture. It can be, therefore, intimidating for people of color. A few examples: 1) our education system includes predominantly white teachers, 2) housing is inaccessible of diverse incomes and, therefore, more diverse communities, 3) a predominantly white community is one that treats people of color differently because of being "unique" (at a minimum). This creates an environment that may be less likely for people of color to want to join the Golden community, which is such a special place and could only be stronger and more beautiful with diversity. A question I have, understandably, heard from many is "Why is Golden doing this as it is not that diverse". Maybe we consider how we design for our current world and our future world.

January 13, 2021 6:33 PM from Andrew Giacomini to everyone: Important not to make broad generalizations that only people of color experience prejudice...and, therefore, cannot understand it...which isn't true...many people experience religious, ethnic and other prejudices...perhaps it is better to ask the question about what prejudices each of us has experienced...

January 13, 2021 6:33 PM from Michele Miniham to everyone: Monica B - Great point. Another example is the financial system

January 13, 2021 6:34 PM from Karlyn Tilley to everyone: To Julie "Jay" Shaw, I can mute you on my end if you would like to speak.

January 13, 2021 6:35 PM from Julie "Jay" Shaw (privately): I didn't want to speak at this time, just wanted able to put my thoughts in the chat, thank you

January 13, 2021 6:35 PM from Eric Vera to host (privately): there are always many ways to experience prejudice. the unfortunate situation is people of color and women can experience it before an introduction, upon first glance

January 13, 2021 6:35 PM from Karlyn Tilley to everyone: Julie "Jay" Shaw, please send me your thoughts and I will put them in the group chat.

January 13, 2021 6:36 PM from Karlyn Tilley to everyone: Anyone having problems commenting or chatting, feel free to send your thoughts directly to me and I will share them.

January 13, 2021 6:37 PM from Jennifer Woodard to everyone: We have made progress on some of the systems built to keep women out but the institutional racism built into our system is so visible right now.

January 13, 2021 6:37 PM from Karen Brown to host (privately): Can you describe a systemic change that would help move the needle?

January 13, 2021 6:38 PM from Michele Miniham to everyone: Blacks were historically blocked from building family (intergenerational) wealth because of discrimination in national housing lending practices

January 13, 2021 6:38 PM from JJ Trout to everyone: In case it helps for chat - I realized I was sending to "All Attendees" vs "Everyone". "Everyone" towards the bottom of the list works better.

January 13, 2021 6:38 PM from Monica Buhlig (privately): I hope that this is available following the discussion as Nita is sharing so much that I would share with others unable to attend! THANK YOU!

January 13, 2021 6:39 PM from Judith Stroman to host (privately): Thank you for magnificianlty explaining prejudice vs. racism.

January 13, 2021 6:39 PM from Annie Albrecht to everyone: thanks jj

January 13, 2021 6:40 PM from Karen Brown to everyone: Can you describe a systemic change that would help move the needle?

January 13, 2021 6:40 PM from Erik Vik to everyone: To me, the affordable housing problem that Golden (and much of Colorado) has, is not strictly a racial issue. To assume that white people can afford such housing, and people of color cannot, is very presumptive. I feel that affordable housing is a very real problem that we need to solve, but to speak to it in a racial sense, seems to then make pretty broad assumptions about each racial category.

January 13, 2021 6:42 PM from Jeannie Cimino to everyone: Erik, I don't think it's being presumed that the housing problem in Golden is strictly a racial issue. however, the housing system in general has not been equitable for people of color.

January 13, 2021 6:42 PM from Michele Miniham to everyone: Wow, that is an impressive move by Kaiser. Thanks for sharing

January 13, 2021 6:42 PM from Sandra Knecht to everyone: It's not an assumption if there many many documented research materials that link ongoing systemic racism that has prevented people of color from accumulating wealth while white people were afforded the possibility with the same system. It's definitely not a strictly racial issue, but is a pretty significant component.

January 13, 2021 6:45 PM from Allyson Goto to everyone: When we decenter race from conversations around equity we acutally continue re-enforcing systems of oppression. Because of the way our systems have been built historically its important that we think about anti-racist policies to change these systems for a more equitable future.

January 13, 2021 6:46 PM from Julie Morales to host & presenter: Williams point is a good one. This type of history is not taught in regular curriculum; I work with Native American individuals and there is a sad history of gross discrimination and prejudice.

January 13, 2021 6:46 PM from emma garrison to everyone: Agree Allyson. Well-said.

January 13, 2021 6:46 PM from Jeannie Cimino to everyone: Yes, Allyson.

January 13, 2021 6:47 PM from Theresa Smith to host (privately): I'm someone whi had a cross burned on her lawn in the 60's in Jefferson County,

January 13, 2021 6:47 PM from Peter Bernstein to host & presenter: Affordable housing

January 13, 2021 6:47 PM from Justine Reed to host (privately): For those of us that can't stay until the end, will you email out the link or instructions where to find watch/listen to the rest of the conversation?

January 13, 2021 6:47 PM from Diane Tiberi to everyone: A recording of this meeting will be available on the City of Golden website using this link:
<https://www.cityofgolden.net/government/city-council/agenda-minutes-web-casts-meeting-schedule/>

January 13, 2021 6:47 PM from Jennifer Woodard to everyone: Hiring practices in schools and government

January 13, 2021 6:47 PM from Jason Spaniol to host (privately): Thank you so so much for the response! Point well taken. much appreciated.

January 13, 2021 6:47 PM from Meridee Cecil to host (privately): affordable housing

January 13, 2021	6:47 PM	from Michele Minihane to everyone:	Community education/discussion/awareness
January 13, 2021	6:47 PM	from Tamara Orndoff to host (privately):	Education/schools
January 13, 2021	6:47 PM	from Justine Reed to host (privately):	Just saw it thanks!
January 13, 2021	6:47 PM	from Begona Ruiz to everyone:	community education
January 13, 2021	6:47 PM	from Michele Minihane to everyone:	Affordable housing initiatives
January 13, 2021	6:47 PM	from Jill B Peirick to everyone:	Unfortunately we still don't have accurate history texts. 'Lies My Teacher Told Me' by James Loewe is an excellent book.
January 13, 2021	6:47 PM	from Karyn Bocko to everyone:	Affordable housing.
January 13, 2021	6:47 PM	from Julie Morales to host & presenter:	Hiring practices in City of Golden.
January 13, 2021	6:47 PM	from Christina Bryan to everyone:	scholarships for entrepreneurs of color
January 13, 2021	6:47 PM	from Karen Brown to everyone:	how do we improve access to education and access to a job that pays to sustain life and secure financial retirement and access to social determinents of health
January 13, 2021	6:47 PM	from Begona Ruiz to everyone:	hiring practices
January 13, 2021	6:47 PM	from Diane Tiberi to everyone:	also, on GCO.TV, our community streaming website.

January 13, 2021	6:48 PM	from Megan Francisco to everyone:	policing, housing
January 13, 2021 housing.	6:48 PM	from Ronnie Rosenbaum to everyone:	Affordable
January 13, 2021	6:48 PM	from Mandi Leigh to everyone:	Education system.
January 13, 2021 - initiatives to diversify staff and explore policies to be inclusive.	6:48 PM	from Hillary Fulton to host & presenter:	At the city level
January 13, 2021 owners of color to be in Golden	6:48 PM	from Jeannie Cimino to everyone:	incentives for business
January 13, 2021	6:48 PM	from Jill B Peirick to everyone:	*Loewen
January 13, 2021	6:48 PM	from Kia Ruiz to everyone:	Humanize each other
January 13, 2021 education, and responsibility for Golden's racist history	6:48 PM	from Ron Benioff to everyone:	History Full accounting,
January 13, 2021 affordable housing initiatives	6:48 PM	from Nancy von Burske to host (privately):	increase
January 13, 2021 working space for companies with culturally diverse leadership	6:48 PM	from Christina Bryan to everyone:	offering a shared
January 13, 2021 community engagement	6:48 PM	from Michele Minihane to everyone:	Policing policies &
January 13, 2021 place for diverse individuals	6:48 PM	from Michele Minihane to everyone:	Making it a welcome

January 13, 2021 6:48 PM from Kia Ruiz to everyone: Examine redlining including loans and housing appraisals

January 13, 2021 6:48 PM from Hillary Fulton to host & presenter: with any community engagement process driven by the city - make sure that people of color are represented at least at the same level that they are represented in the community

January 13, 2021 6:49 PM from Julie Morales to host & presenter: Definitely historical racism appropriate for different age groups. This should start with young children.

January 13, 2021 6:49 PM from Michele Minihane to everyone: Recognizing native american history and contributions

January 13, 2021 6:49 PM from Hanna Nichols to everyone: I would love to see some conversations across some of the "pillars" in our community--School of Mines, Coors Brewery, others that play a role in these systems and also where there can be some huge opportunities for each to take steps.

January 13, 2021 6:49 PM from Tamara Orndoff to host (privately): We need to encourage conversations to address issues of retention and recruitment of black teachers, leaders, etc.

January 13, 2021 6:49 PM from Begona Ruiz to everyone: use current available opportunities to create community education

January 13, 2021 6:49 PM from Jennifer Woodard to everyone: RMPBS has a great film on Lincoln Hills in Gilpin County one of very few destinations welcoming of African Americans in the County. Great historic piece.

January 13, 2021 6:49 PM from Ronnie Rosenbaum to everyone: Honest conversations between people who disagree about racial equity.

January 13, 2021 6:49 PM from Megan Francisco to everyone: a new superintendent of schools that has equity as a priority

January 13, 2021 6:49 PM from Carol Cameron to everyone: Sentencing and plea bargaining in ways that are unfair to people who sometimes just don't have money.

January 13, 2021 6:49 PM from Diane Tiberi to everyone: you can also watch here: <https://gco.tv/CablecastPublicSite/?channel=1>

January 13, 2021 6:49 PM from Meridee Cecil to host (privately): prison system

January 13, 2021 6:49 PM from Michele Miniham to everyone: Nita - you're brave!

January 13, 2021 6:50 PM from Shontel Lewis to host (privately): So brave! I agree we must Dr. Nita!

January 13, 2021 6:50 PM from Hillary Fulton to host & presenter: talk about the "curb cut effect" - when things are better for people of color or those facing other forms of oppression, things will be better for all of us. start there

January 13, 2021 6:50 PM from Karlyn Tilley to everyone: From Tamara Orndoff: We need to encourage conversations to address issues of retention and recruitment of black teachers, leaders, etc.

January 13, 2021 6:50 PM from Mandi Leigh to everyone: Yes!

January 13, 2021 6:51 PM from Joyce Jennings to host (privately): Separatingg from racism from socialism rhetoric

January 13, 2021 6:51 PM from Paul and Marilyn Phillips to host (privately): find ways for people of one race to engage persons of another race to meet face-to-face for racial discussions. How do you make such engagements?

January 13, 2021 6:51 PM from Bill Fisher to all panelists: Engaging those who have not been negatively impacted to become advocates... to become anti-racist and pro-equity.

January 13, 2021 6:51 PM from Julie Morales to host & presenter: Agree, we need to teach folks how to be allies.

January 13, 2021 6:51 PM from Joyce Jennings to everyone: Separating from racism from socialism rhetoric

January 13, 2021 6:51 PM from Michele Miniham to everyone: Encouraging people who identify as antiracist to engage in antiracism

January 13, 2021 6:52 PM from Danielle Sarli (privately):Hi Karlyn. Is there any way I can have Nita's email address? I am on my Diversity Task force at the Montessori Academy of Colorado. We are looking for a trainer to speak to our teaching staff about having a diverse lense for staff and teacher

January 13, 2021 6:52 PM from Andrew Giacomini to everyone: what makes us different from the other? that's the basis of prejudice...of all kinds...race, economic, education, career, etc

January 13, 2021 6:53 PM from Karlyn Tilley to everyone: To Danielle Sarli, please send me your email privately and I will pass it along.

January 13, 2021 6:53 PM from Halley Hadfield to everyone: We do have an active, allyship group here, the Golden Anti-Racism Collective :)

January 13, 2021 6:53 PM from Danielle Sarli (privately):Thank you.

January 13, 2021 6:53 PM from Jeannie Cimino to everyone: Hailey, I never heard of that group. Who is it sponsored by?

January 13, 2021 6:53 PM from Sandra Knecht to everyone:
<https://www.goldenantiracismcollective.org>

January 13, 2021	6:54 PM	from Jason Spaniol to everyone:	
goldenantiracismcollective.org			
January 13, 2021	6:54 PM	from Jeannie Cimino to everyone:	Thanks1
January 13, 2021	6:54 PM	from Jeannie Cimino to everyone:	!
January 13, 2021	6:54 PM	from Halley Hadfield to everyone:	Jeannie- We are community members, not (yet!) sponsored :)
January 13, 2021	6:54 PM	from Judith Stroman to everyone:	Anderson Cooper also did a similare test.
January 13, 2021	6:54 PM	from Annie Albrecht to everyone:	please join us, Jeannie!
January 13, 2021	6:55 PM	from Jeannie Cimino to everyone:	I will look into it!
January 13, 2021	6:55 PM	from Karlyn Tilley to everyone:	From Paul and Marilyn: find ways for people of one race to engage persons of another race to meet face-to-face for racial discussions. How do you make such engagements?
January 13, 2021	6:55 PM	from Mandy Bakulski to everyone:	I learned from you in another forum that being an accomplice is also being able to use your power & privilege to speak out, at times risking physical & social well-being. I have been reflecting on that a lot as a white person with privilege... what am I doing with that privilege? Am I using it to improve my own position or to improve the lives of those will never have received such a gift?
January 13, 2021	6:56 PM	from Meridee Cecil to host (privately):	Include people of color in advertisement for Golden businesses, entertainment, recreational opportunities.
January 13, 2021	6:56 PM	from Karlyn Tilley to everyone:	From Meridee Cecil: Include people of color in advertisement for Golden businesses, entertainment, recreational opportunities.

January 13, 2021 6:57 PM from Mandy Bakulski to everyone: Supporting all of our schools to be able to have these conversations in inclusive ways

January 13, 2021 6:58 PM from Jill B Peirick to everyone: Self reflection: I highly recommend reading "Waking Up White" by Debby Irving

January 13, 2021 6:59 PM from Danielle Sarli to all panelists: "This Book is Anti-Racist" has questions for us to reflect after each chapter like a workbook.

January 13, 2021 6:59 PM from Tamara Orndoff to host (privately): Tell us what steps is the city taking to support people of color during this difficult time?

January 13, 2021 6:59 PM from Christina Bryan to everyone: Excellent book for self-reflection: Waking Up White. Thank you to Susan Otey (UMC of Golden) for holding a book discussion on this last year.

January 13, 2021 6:59 PM from Karen Brown to everyone: We just did some work on life time income for African Americans vs the overall population in Colorado. The income disparity over a lifetime and at every age is shocking. Incomes of African Americans can be 1/2 of the overall population. If African Americans had opportunity to have higher income - they have access to more affordable housing - transportation - health care- retirement security.

January 13, 2021 6:59 PM from Deb Hall to everyone: One priority for me: I would love it if my kids, who are both biracial, would somehow be able to have more mirrors in their educational experiences, whether it's fellow African Americans or more African American teachers, coaches, etc.

January 13, 2021 6:59 PM from Jason Spaniol to everyone: If you prefer movies, I recommend The 13th

January 13, 2021 6:59 PM from Megan Francisco to everyone: Foundations in Golden could provide copies of This book is Anti-Racist for schools / libraries

January 13, 2021 6:59 PM from Begona Ruiz to everyone: another great book : So you want to talk about race

January 13, 2021 7:00 PM from Karlyn Tilley to everyone: From Tamara Orndoff: Tell us what steps is the city taking to support people of color during this difficult time?

January 13, 2021 7:00 PM from Hanna Nichols to everyone: Waking Up White is also on the Hoopla App through Jeffco Library as an audiobook! Excellent listening to the author's voice.

January 13, 2021 7:00 PM from Meridee Cecil to host (privately): How to be an Antiracist is a great book, too.

January 13, 2021 7:01 PM from Karlyn Tilley to everyone: From Meridee Cecil: How to be an Antiracist is a great book, too.

January 13, 2021 7:02 PM from Jason Spaniol to everyone: www.goldenantiracismcollective.org

January 13, 2021 7:02 PM from JJ Trout to everyone: Great place to check on progress and keep providing feedback - <https://www.guidinggolden.com/striving-for-racial-equity>.

January 13, 2021 7:02 PM from Christina Bryan to everyone: What were the 4 areas to focus on, again?

January 13, 2021 7:02 PM from Bill Fisher to all panelists: Wonderful discussion and Audience. I hope we continue to expand the people interested in racial equity - educating ourselves and reaching out to those who are not in this conversation.

January 13, 2021 7:02 PM from Julie Morales to host & presenter: White Fragility is also a great book.

January 13, 2021 7:03 PM from Julie Morales to host & presenter: Thank you for facilitating this excellent discussion.

January 13, 2021 7:04 PM from Casey Dallavalle to everyone: It's pretty easy to see that America's systems were built to oppress people of color. The ongoing impacts of the inequities built into America's system are pretty apparent. Here are a few statistics:

- The average net worth across racial lines are thus: \$110,637 for white households, \$8,985 for Latino households and \$7,113 for black households. This means the average white household has 12 times the net worth of the average Latino household and nearly 16 times the net worth of the average black household.

- Black men are about 2.5 times more likely to be killed by police over their life course than are white men.

- Black, American Indian, and Alaska Native women are two to three time more likely to die from pregnancy-related causes than white woman.

These stats are nation wide, but they exist in Colorado as well. In order to combat this vast inequity we need to start making an effort to hire people of color in leadership and white-dominated industries (like tech) and we need to start

January 13, 2021 7:04 PM from Casey Dallavalle to everyone: making an effort to hire people of color in leadership and white-dominated industries (like tech) and we need to start providing economic opportunities for non-white families and start/continue conversations around racial inequity/taking anti-racist action.

January 13, 2021 7:05 PM from Meridee Cecil to host (privately): I have heard that Applewood was redlined.

January 13, 2021 7:05 PM from Kathy Smith to everyone: Caste by Isabel Wilkerson is a great book too.

January 13, 2021 7:05 PM from Scott Sportsman to everyone: thank you Casey

January 13, 2021 7:05 PM from Jill B Peirick to everyone: Donate to not for profits that provide micro loans to POC

January 13, 2021 7:06 PM from Karlyn Tilley to everyone: From Meridee Cecil: I have heard that Applewood was redlined.

January 13, 2021 7:06 PM from Kia Ruiz to everyone: If you will not read The Color of Law this is a 16 minute video Rothstein narrates <https://vimeo.com/328684375>

January 13, 2021 7:06 PM from Aleya Littleton to all panelists: Someone else has their mic on

January 13, 2021 7:06 PM from Aleya Littleton to all panelists: that's the issue. Everyone has to be muted

January 13, 2021 7:07 PM from Mandy Bakulski to everyone: Supporting increased awareness and support of economic supports like Earned Income Tax Credits that help lift families out of poverty

January 13, 2021 7:08 PM from Allyson Goto to everyone: More generally about reparations I think its also important for Black Indigineous and People of Color to define what reparations would look like for them.

January 13, 2021 7:09 PM from Christina Bryan to everyone: Does property valuation still include race as a metric?

January 13, 2021 7:10 PM from Michele Minihane to everyone: Buying a home is one of the number one ways to build intergenerational wealth

January 13, 2021 7:10 PM from Monica Buhlig to everyone: It has to start with housing. Some Golden residents were upset about zoning and we seem to be addressing that, but the city needs affordable housing. Who can afford to move here anymore if you don't have any wealth.

January 13, 2021 7:10 PM from Michele Minihane to everyone: Improving opportunities for buying houses is critical!

January 13, 2021 7:10 PM from Scott Sportsman to everyone: there was also a recent study where photos of white families were placed in a house, and the appraisal was significantly increased over the same house with POC pictures.

January 13, 2021 7:11 PM from Jill B Peirick to everyone: Diversify the city council!

January 13, 2021 7:11 PM from Sandra Knecht to everyone: Prioritize funding for equity efforts like we do other necessary community services.

January 13, 2021 7:12 PM from Monica Buhlig to everyone: Include equity in the discussion about every policy being considered and determine how equity is being promoted or hindered through each and every policy.

January 13, 2021 7:12 PM from Danielle Sarli to all panelists: It would be nice to see a family with more diversity on the cover of the Golden Magazine instead of always featuring a white family

January 13, 2021 7:12 PM from Megan Francisco to everyone: make the city budget reflect the priorities of racial equity, like changes in training, policing, affordable housing

January 13, 2021 7:12 PM from Begona Ruiz to everyone: equity audits for their processes and policies

January 13, 2021 7:12 PM from Jeannie Cimino to everyone: Yes! Representation matters.

January 13, 2021 7:12 PM from Allison White to everyone: Invest in funding to address some of these barriers, for example funding affordable housing and policies to support affordable housing.

January 13, 2021 7:12 PM from Scott Sportsman to everyone: Make an effort to include diverse opinions and voices, particularly in a city like Golden with such a small population of POCs

January 13, 2021 7:12 PM from Annie Albrecht to everyone: i would also like to hear FROM city leaders as well. What are YOUR innovative ideas, Council?

January 13, 2021 7:12 PM from Michele Minihane to everyone: For housing - they could (purchase and) donate land for affordable housing initiatives

January 13, 2021 7:12 PM from Ron Benioff to everyone: Allocate budget to support racial equity programs across sectors and advance policies across housing, education, transportation, policing

January 13, 2021 7:13 PM from Michele Minihane to everyone: City HR practices

January 13, 2021 7:13 PM from Michele Minihane to everyone: Police practices and community relations

January 13, 2021 7:13 PM from Monica Buhlig to everyone: Diversify the staff and leadership when opportunity arises.

January 13, 2021 7:13 PM from Michele Minihane to everyone: Invest in alternatives to conventional policing

January 13, 2021 7:13 PM from Ronnie Rosenbaum to everyone: Explore zoning changes that would increase affordable housing.

January 13, 2021 7:14 PM from Christina Bryan to everyone: Create opportunities for POC to open businesses here - grants, tax benefits

January 13, 2021 7:14 PM from Jeannie Cimino to everyone: On the note of representation: My husband and I attended a fundraiser for the Golden Civic Foundation (I think?) a couple years ago at the School of Mines. It was a huge event and there was one Black couple there. That was stark for me.

January 13, 2021 7:14 PM from Tamara Orndoff to everyone: International Week, celebrating and honoring all cultures through music, education, art, food, etc

January 13, 2021 7:14 PM from Begona Ruiz to everyone: yes!

January 13, 2021 7:14 PM from Jill B Peirick to everyone: Any efforts to affordable housing need to be affordable to PURCHASE, not just rent

January 13, 2021 7:14 PM from Allison White to everyone: Christina- good idea!

January 13, 2021 7:15 PM from Casey Dallavalle to everyone: Partner with Colorado School of Mines to provide scholarships and job opportunities to students and teachers of color. Additionally, more empahsis on racial inequity training for leadership, instructors and the student body

January 13, 2021 7:15 PM from Carol Cameron to everyone: Yes Jill B Peirick, to Purchase, to help gain family wealth.

January 13, 2021 7:15 PM from Scott Sportsman to everyone: CSM has an excellent International Week, that can easily be expaned to a City of Golden backed event

January 13, 2021 7:15 PM from Paul and Marilyn Phillips to host (privately): encourage forums to discuss racial issues in neighborhoods attended by different ethnicities.

January 13, 2021 7:15 PM from Jeannie Cimino to everyone: Yes, Scott. Our family has been. It's fabulous

January 13, 2021 7:15 PM from Michele Minihane to everyone: Stronger connections to public transit. We are at the end of the train line but not tied well to downtown golden from there or other connections.

January 13, 2021 7:15 PM from emma garrison to everyone: Also, funding, support, etc. to help BIPOC. run for office (in order to help diversify city council, etc.)

January 13, 2021 7:15 PM from Joyce Jennings to everyone: What did we learn from school integration to help with racial equity efforts?

January 13, 2021 7:16 PM from Jill B Peirick to everyone: I like Christina's idea to provide incentives for Black businesses to come to Golden

January 13, 2021 7:16 PM from Jeannie Cimino to everyone: Emma, agree 100%.

January 13, 2021 7:16 PM from Tamara Orndoff to everyone: We also need better education in understanding politics, voting, etc

January 13, 2021 7:16 PM from Michele Miniham to everyone: Give priority to affordable housing when allocating annual development projects

January 13, 2021 7:16 PM from Joyce Jennings to everyone: My mic does not work

January 13, 2021 7:16 PM from Aleya Littleton to all panelists: Home ownership efforts need to also target millennials, and POC millennials - crippled with debt and trapped in low paying jobs without benefits.

January 13, 2021 7:16 PM from Kathy Smith to everyone: Community Land Trusts can help make homeownership more affordable and build family wealth

January 13, 2021 7:16 PM from Scott Sportsman to everyone: My daughter (at age 8) was disappointed in the lack of diversity in her local school, after moving here from Oakland.

January 13, 2021 7:17 PM from Carol Cameron to everyone: Speaking of barriers, if we want affordability and it may involve greater density. Do you have a barrier on that at a personal level? Is it a barrier you can let go?

January 13, 2021 7:17 PM from Kristen Payne to host (privately): DEI and Anti-bias education/conversations in all of our school...

January 13, 2021	7:17 PM	from Allison White to everyone:	Good point, Carol!
January 13, 2021	7:17 PM	from Allison White to everyone:	(or Don?)
January 13, 2021	7:17 PM	from Michele Miniham to everyone:	Thanks, Ed & Meridee
January 13, 2021	7:17 PM	from Kathy Smith to everyone:	Golden could adopt an inclusionary housing ordinance
January 13, 2021	7:17 PM	from Karlyn Tilley to everyone:	From Kristen Payne: DEI and Anti-bias education/conversations in all of our school...
January 13, 2021	7:18 PM	from Michele Miniham to everyone:	Increase transparency in the approval process for new developments
January 13, 2021	7:18 PM	from Kristen Payne to host (privately):	thanks, didn't realize i was only talking to you!
January 13, 2021	7:18 PM	from Aleya Littleton to all panelists:	As far as I know, "low income housing" or "low price housing" has to do with the median income for the area. The median income is high because housing costs are high. What about the servers and retail workers who work here but live elsewhere? Low Cost should reference state or county average, not just city average
January 13, 2021	7:18 PM	from Mandy Bakulski to everyone:	Think about the environments we create around places where affordable housing exists - do families living there have safe access to parks for recreation too? If affordable housing is only built in parts of the community that are underresourced we will continue to perpetuate inequities.
January 13, 2021	7:18 PM	from Christina Bryan to everyone:	yes michele!!
January 13, 2021	7:18 PM	from Jill B Peirick to everyone:	Get Golden businesses to commit to hiring POC

January 13, 2021 7:18 PM from Michele Minihaane to everyone: Get GOLDEN to commit to hiring POC

January 13, 2021 7:19 PM from Jeannie Cimino to everyone: Yes, Michele

January 13, 2021 7:19 PM from Karlyn Tilley to everyone: Joyce Jennings, I can unmute your mic if you would like for me to.

January 13, 2021 7:19 PM from Julie Lohre to all panelists: Yes, CSM has a hugely diverse student body and their international week has great participation and probably could be expanded. Great idea!

January 13, 2021 7:20 PM from Christina Bryan to everyone: Opportunities to speak with POC

January 13, 2021 7:20 PM from Megan Francisco to everyone: concrete action steps- knowing from the city what we could vote for, support, help co-create in specific meetings or actions

January 13, 2021 7:20 PM from Jeannie Cimino to everyone: While conversations are important, I want to see movement toward ACTION.

January 13, 2021 7:21 PM from Nancy von Burske to host (privately): to continue with conversations just like this one.

January 13, 2021 7:21 PM from Mandy Bakulski to everyone: My school has a DEI committee that I have been able to engage in and inform the school environment where my kids go to school

January 13, 2021 7:21 PM from Michele Minihaane to everyone: In addition to CSM, NREL--though just outside of city limits--also has a diverse workforce and could possibly complement efforts

January 13, 2021 7:21 PM from Aleya Littleton to all panelists: More advertisement of events like this, intentionally noting which events might have an impact on local equity (named in description of the event/meeting/survey)

January 13, 2021 7:21 PM from Kathy Smith to everyone: Incorporate equity policies throughout the city's strategic plan

January 13, 2021 7:21 PM from Michele Minihaue to everyone: Join us at the Golden Antiracism Collective

January 13, 2021 7:22 PM from Michele Minihaue to everyone: Or join the Golden United Affordable Housing Task Force

January 13, 2021 7:22 PM from Aleya Littleton to all panelists: Yay Golden Antiracism Collective!

January 13, 2021 7:22 PM from Jen FLORES to everyone: The Golden Anti-Racist Collective has subgroups on policy/policing, education and outreach and we are building those roadmaps! Join us!

January 13, 2021 7:22 PM from Jason Spaniol to everyone:
www.goldenantiracismcollective.org

January 13, 2021 7:22 PM from Annie Albrecht to everyone:
goldenantiracismcollective.org

January 13, 2021 7:22 PM from Tamara Orndoff to everyone: INCREASE YOUR EMPATHY ;-)

January 13, 2021 7:22 PM from Christina Bryan to everyone: Yay Golden Antiracism Collective!

January 13, 2021 7:22 PM from Begona Ruiz to everyone: Educating ourselves is important, so we don't tokenize and task BIPOC individuals with being representatives for all BIPOC individuals

January 13, 2021 7:22 PM from Scott Sportsman to everyone: Unfortunately, what my family has decided is that we have to be involved in activities in Denver instead of Golden. We attended a few marches/protests in Golden last year and they were not diverse or representative.

January 13, 2021 7:22 PM from Allison White to everyone: I love the suggestion to address your work to what you know and care about!

January 13, 2021 7:22 PM from Kathy Smith to everyone: Golden United has a Housing Task Force that meets on the First Thursdays at 6 pm. goldenunited.org

January 13, 2021 7:23 PM from Michele Minihane to everyone: I have been hosting small group conversations about race with people in the community - I'd be happy to include anyone else who is interested

January 13, 2021 7:23 PM from Megan Francisco to everyone: Within the jeffco schools - check on their website- there is a group for community input on diversity "CDAC"

January 13, 2021 7:23 PM from Jason Spaniol to everyone: Golden Anti-Racism Collective hosts small group conversations around these subjects. Please join us! www.goldenantiracismcollective.org

January 13, 2021 7:24 PM from Aleya Littleton to all panelists: Join our Antiracist book club, with monthly discussion and lots of supportive members. <https://www.facebook.com/groups/805937203146759>

January 13, 2021 7:24 PM from Mandy Bakulski to everyone: Subscribe to the Anti-Racism Daily to challenge my understanding and biases: https://www.antiracismdaily.com/?utm_source=newsletter&utm_medium=email&utm_campaign=share

January 13, 2021 7:24 PM from Dave Kibler to everyone: Some of these problems-like housing- are more economic than racial. I know a white man in his 40s, masters degree in electrical engineering, can't afford a house in Golden or anywhere near

January 13, 2021 7:25 PM from Sandra Llanes to host (privately): Nita that sounds like an amazing program!

January 13, 2021 7:25 PM from Aleya Littleton to all panelists: How do we find Race Talk University?

January 13, 2021 7:25 PM from Begona Ruiz to everyone: Dave, but that person will not be discriminated based on race when applying for a loan

January 13, 2021 7:25 PM from Michele Miniham to everyone: Living Room Conversations is a website with conversation outlines that helps those conversatioins

January 13, 2021 7:25 PM from Ashley Close to host (privately): If wanting to hire more POC but Golden has such a small percentage, how can someone go about doing that?

January 13, 2021 7:25 PM from Halley Hadfield to everyone: <https://www.shortercommunityame.org/racetalkuniversity>

January 13, 2021 7:25 PM from Aleya Littleton to all panelists: <https://www.shortercommunityame.org/racetalkuniversity>

January 13, 2021 7:26 PM from Annie Albrecht to everyone: @aleya would love to chat with you and your book club!

January 13, 2021 7:26 PM from Michele Miniham to everyone: Examples of successs from other cities

January 13, 2021 7:28 PM from Karlyn Tilley to everyone: From Ashley Close: If wanting to hire more POC but Golden has such a small percentage, how can someone go about doing that?

January 13, 2021 7:28 PM from Michele Minihaue to everyone: I'm trying to build a contact list of people interested in affordable housing and equity in Golden so when there's a relevant city council meeting or other action/activity, I can share that

January 13, 2021 7:28 PM from Dave Kibler to everyone: in the year 2020 or 2021, does anyone know of someone denied a loan because they are black?

January 13, 2021 7:28 PM from Joyce Jennings to everyone: Sorry I couldn't talk but mic on my computer doesn't work. I just learned through some antiracism reading that there was a lot of controversy from blacks and whites about school integration. Joyce

January 13, 2021 7:28 PM from Janet Green to host (privately): Maybe the city could add a page to their website with a list of many of the resources mentioned here (books, groups, history, etc) so people can find their roadmap.

January 13, 2021 7:29 PM from Michele Minihaue to everyone: @Ashley - Broader community around Golden has more diversity

January 13, 2021 7:29 PM from Allison White to everyone: Dave, that also goes back to the intergenerational wealth piece.

January 13, 2021 7:29 PM from Annie Albrecht to everyone: Seconding everything Ty has to say. Would love to have a more open line of communication with City. You can always contact the Golden Anti-Racism Collective at goldenantiracismcollective@gmail.com

January 13, 2021 7:29 PM from Carol Cameron to everyone: If you want to get some of these links later, you can go to File --> Print, and it will make a pdf of the chat.

January 13, 2021 7:29 PM from emma garrison to everyone: @Dave - and potential for implicit bias

January 13, 2021 7:29 PM from Michele Minihane to everyone: What did we learn from the integration of Pleasantview Elementary students into Shelton?

January 13, 2021 7:30 PM from Megan Francisco to everyone: perhaps some work in the "branding" of the city that encourages new learning about the importance of welcoming new/different people

January 13, 2021 7:30 PM from emma garrison to everyone: (Like the house appraisal issue discussed earlier.)

January 13, 2021 7:30 PM from Ron Benioff to everyone: It would be helpful to have more business leaders join with community efforts as partners to address racism and to have a coordinated effort to support business and organization leadership in this area

January 13, 2021 7:30 PM from Joyce Jennings to everyone: Yes, so as much as we want more diversity in our community, do POC want to live here and deal with the issues that come with being a POC in this community.

January 13, 2021 7:30 PM from Begona Ruiz to everyone: I have lived in Golden for 20 years and the city, policy, fire dept, etc. have always been outstanding, but I also have had neighbors stick "secure our borders, stop the invasion" signs on my yard

January 13, 2021 7:31 PM from Kathy Smith to everyone: For anyone interested in housing, please sign up for our newsletter at goldenunited.org

January 13, 2021 7:31 PM from Karlyn Tilley to everyone: From Janet Green: Maybe the city could add a page to their website with a list of many of the resources mentioned here (books, groups, history, etc) so people can find their roadmap.

January 13, 2021 7:31 PM from Monica Buhlig to everyone: I think that, given Golden is predominantly white, there may be a need for whites to feel comfortable talking about this without having personal experience. I wonder if one of the barriers for Golden residents may comfort with the VERB of being an ally? I frequently feel pause among people who I know are supportive when things get uncomfortable when this is discussed....

January 13, 2021 7:31 PM from Megan Francisco to everyone: how do you not just replicate "white flight" reactions with diversity efforts?

January 13, 2021 7:31 PM from Kristen Payne to all panelists: @Dave Kibler: <https://revealnews.org/article/for-people-of-color-banks-are-shutting-the-door-to-homeownership/>

January 13, 2021 7:31 PM from Halley Hadfield to everyone: Begona- I'm so sorry to read your experience.

January 13, 2021 7:31 PM from Michele Minihane to everyone: Anyone is welcome to contact me about housing or community conversations at minihane@gmail.com

January 13, 2021 7:32 PM from Begona Ruiz to everyone: Thank you Halley

January 13, 2021 7:32 PM from Jason Spaniol to everyone: Action Groups to get involved with through The Golden Anti-Racism Collective:

Education

Outreach

Policing and Policy

Our next meeting will be focused on welcoming new members and sharing our 2021 goals. Sign up for our Email list for a link to our next meeting, and feel free to get involved in one of these groups!

www.goldenanti-racismcollective.org

January 13, 2021 7:33 PM from Michele Minihane to everyone: Meeting rooms once COVID ends

January 13, 2021 7:33 PM from Begona Ruiz to everyone: i would like to speak

January 13, 2021 7:34 PM from Michele Minihane to everyone: Having a section on these areas within our city website can help let all know that these considerations are a community interest/priority rather than being ignored.

January 13, 2021 7:34 PM from Jason Spaniol to everyone: Thank you for your vulnerability, Begona.

January 13, 2021 7:35 PM from Allison White to everyone: "A rising tide lifts all ships." Focusing on addressing the needs of marginalized communities helps ALL of us.

January 13, 2021 7:35 PM from DawnMarie Anderson to everyone: I think having programs like this and posting the "Black Lives Matter" in downtown is so encouraging. I appreciate these constant efforts.

January 13, 2021 7:35 PM from Michele Minihane to everyone: Thank you, Begonia

January 13, 2021 7:35 PM from Kathy Smith to everyone: Need free meeting locations once the pandemic is over.

January 13, 2021 7:35 PM from Begona Ruiz to everyone: Thank you Jason and Michele, and thank you to the city for providing this opportunity

January 13, 2021 7:36 PM from Michele Minihane to everyone: City of Golden - Consider Native American recognition, including at History Museum

January 13, 2021 7:36 PM from Jan Burke to host (privately): As part of orientation for those who volunteer on community projects include information on the history of bias. Have preliminary conversations. Encourage and support one or two community members in each volunteer group to get more training. The training should include interactive conversations about systemic bias. Support these individuals to bring this experience back to the volunteer group. After this is going encourage and structure peer support to help volunteers to have discussions with this with friends, neighbors and family.

January 13, 2021 7:36 PM from Allison White to everyone: Thank you for sharing your experiences, Begona.

January 13, 2021 7:36 PM from Joyce Jennings to everyone: Agreed Michele on Native American history.

January 13, 2021 7:36 PM from Kathy Smith to everyone: Thank you Begonia!

January 13, 2021 7:36 PM from Annie Albrecht to everyone: thanks for sharing begona, your experiences are powerful

January 13, 2021 7:36 PM from Allison White to everyone: great idea @Michele

January 13, 2021 7:36 PM from Mandy Bakulski to everyone: I am grateful that we live in a community where our mayor is willing to be in this conversation, recent news in other CO communities has highlighted that not every community has this sort of approach to equity and supporting all our citizens.

January 13, 2021 7:36 PM from Jeannie Cimino to everyone: Michele, totally agree. I'd like to see Golden celebrate our native american history as well.

January 13, 2021 7:37 PM from Michele Minihane to everyone: Golden can include equity considerations in our wonderfully active community engagement efforts and roadmaps such as Guiding Golden efforts.

January 13, 2021 7:37 PM from Michele Minihane to everyone: Include equity or inclusion and REAL history in Buffaalo Bills Days

January 13, 2021 7:37 PM from Jennifer Woodard to everyone: Let's be sure and thank those systems that are doing the work and doing well, Happy to hear about the Police progress on Race.

January 13, 2021 7:38 PM from Michele Minihane to everyone: Thanks, Brian! Also, we all have permission to make mistakes!

January 13, 2021 7:39 PM from Jeannie Cimino to everyone: I am THRILLED that Golden hosted this event. It's so important to give space for this issue. Thank you, thank you

January 13, 2021 7:39 PM from Deb Shekiro to host (privately): I do think conversations such as these are important. As covid permits, the city could continue to host such sessions to promote education and understanding.

January 13, 2021 7:39 PM from Joyce Jennings to everyone: Great speaker, great event!

January 13, 2021 7:39 PM from Marika Sitz to everyone: Thank you everyone for your voice, your time, and your vulnerability

January 13, 2021 7:39 PM from Michele Minihane to everyone: Can City of Golden initiate a community member-based equity group (similar to Sustainability or GURA groups)

January 13, 2021 7:40 PM from JJ Trout to everyone: For those asking what city council is going to do- always feel free to email me at jtrout@cityofgolden.net or text/call me at 720.880.5084. HUGE THANKS to everyone here tonight.

January 13, 2021 7:40 PM from Jeannie Cimino to everyone: Michele, fabulous and I would also advocate that this issue be intentionally present in every Golden-sponsored group/committee.

January 13, 2021 7:40 PM from Tamara Orndoff to everyone: All Is One! Love unconditionally. Thank you for this wonderful event. Nita, you are a beautiful spirit! Thankyou

January 13, 2021 7:40 PM from Karlyn Tilley to everyone: A recording of this video, the transcript of the chat, and continued conversation opportunities can be found at www.GuidingGolden.com. Give us a day or two to get tonight's conversation on the website.

January 13, 2021 7:40 PM from Jeannie Cimino to everyone: Thank you, Dr. Tyler!!

January 13, 2021 7:41 PM from Allison White to everyone: Thank you so much for guiding this conversation, Dr. Mosby Tyler!

January 13, 2021 7:41 PM from Mandi Leigh to everyone: Yes! Thank you all for being here!

January 13, 2021 7:41 PM from Jess Soulis to everyone: Thank you so much for these beautiful words, Nita!

January 13, 2021 7:41 PM from Kathy Smith to everyone: Thank you Golden and Dr. Mosby Tyler!

January 13, 2021 7:41 PM from DawnMarie Anderson to everyone: Thanks City of Golden!

January 13, 2021 7:41 PM from Jason Spaniol to everyone: Thank you Dr. Tyler!

January 13, 2021 7:41 PM from Dave Kibler to everyone: This has been a great event. Nita is very informed about the problem and has given us all important things to think about. Thank you Nita and thanks to Golden fo bringing it.

January 13, 2021 7:41 PM from Danielle Sarli to all panelists: Thank you Dr. Tyler!!

January 13, 2021 7:41 PM from Mandy Bakulski to everyone: I always learn so much from your conversations Dr. Mosby Tyler! Thank you!

January 13, 2021 7:41 PM from Judith Stroman to host & presenter: I am an African American, I was invited by a college at work, who works in Denver. I just want to thank you Nita. It is so insightful watching you navagate this challenging topic, encouraging individuals to challenge themselves, naming diversion,, and soliciting input and conversation. You are very skilled and it was a pleasure to be a guest to share in this experience.

January 13, 2021 7:41 PM from Annie Albrecht to everyone: Thank you Dr Tyler!

January 13, 2021 Tyler!	7:41 PM	from Allyson Goto to everyone:	Thank you Dr. Mosby
January 13, 2021 thank you!	7:41 PM	from emma garrison to everyone:	Great conversation,
January 13, 2021	7:41 PM	from Jane Good to everyone:	Thank you Dr. Tyler!
January 13, 2021	7:41 PM	from Karyn Bocko to everyone:	Thank you, Nita!!
January 13, 2021	7:41 PM	from Laura Weinberg to everyone:	Thank you everyone for your active participation and ideas, and thank you Dr. Tyler.
January 13, 2021	7:41 PM	from Jennifer Woodard to everyone:	Thanks Nita!
January 13, 2021 Golden for this opportunity.	7:41 PM	from Pamela Thompson to everyone:	Thank you Dr. Tyler and