



Julia Maccini, *Chair*  
Roberto Roibal, *Vice-Chair*  
Camilla Feibelman  
Steve Glass  
Darrell Kundargi

Alejandría Lyons  
John Pietz  
Caroline Scruggs  
Joel Wooldridge

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**August 14, 2020**

Location: Video conference<sup>1</sup>

Time: 8:30 a.m. to 10:30 a.m.

<sup>1</sup> Meeting was held via video conference in response to Governor Michelle Lujan Grisham's declaration of a public health emergency and ban on gatherings of more than five people.

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**Board Members Present:** Chair Julia Maccini, Vice-Chair Roberto Roibal, Camilla Feibelman, Steve Glass, Darrell Kundargi, Alejandría Lyons, John Pietz, Caroline Scruggs, and Joel Wooldridge

**Board Members Absent (excused):** None

**PIC Members Present:** Diane Agnew, Kali Bronson, Patrick Chavez, Shellie Eaton, Mo Hobbs, Mark Kelly, Dan McGregor, Kate Mendoza, Danielle Shurn, Kathleen Verhage, and Ken Ziegler

**Guests:** Elizabeth Anderson (Water Authority), Virginia Necochea (New Mexico Environmental Law Center), Juan Reynosa (SouthWest Organizing Project)

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## **I. Call to Order**

Chair Julia Maccini called the meeting to order at 9:06 a.m. Water Protection Advisory Board support staff Ms. Kate Mendoza informed board members that this virtual board meeting was going to be recorded per board member request and the recording will be posted on the information portal for WPAB.

## **II. Approval of Agenda (9:00 – 9:05)**

Chair Maccini requested a motion to approve the agenda. Mr. Steve Glass motioned to approve the agenda. Mr. John Pietz asked if a letter forwarded to board members about the Mixed Waste Landfill was being added to the agenda. Chair Maccini said the letter was not intended to be an agenda item, but was forwarded to board members at the request of a concerned member of the public. Mr. Pietz seconded the agenda with the clarification. Motion to approve the agenda carried unanimously.

### **III. Review and Approval of June 21, 2020 Meeting Minutes (9:05 – 9:15)**

Chair Maccini asked if there were any edits to the June meeting minutes. With no edits, Chair Maccini requested a motion to approve the June meeting minutes. Mr. Glass motioned to approve the meeting minutes and Vice-Chair Roberto Roibal seconded the motion. Motion to approve meeting minutes carried unanimously.

### **IV. Board Business (9:15 – 9:45)**

#### **a. PIC Agency Updates**

Policy Implementation Committee (PIC) member Mr. Ken Ziegler, with the City of Albuquerque (City) informed board members that the City has received approval from the New Mexico Environment Department (NMED) for the City's Voluntary Remediation Program Final Work Plan, to address the north portion of the Rail Yards contamination site in downtown Albuquerque. Mr. Ziegler said the City submitted a Soil Management Plan and a Voluntary Remediation Program Preliminary Work Plan to NMED to address the south portion of the Rail Yards contamination site. Mr. Ziegler said the City is planning to install two groundwater monitoring wells in the northern portion of the Rail Yards contamination site and up to five monitoring wells in the southern portion. Mr. Ziegler also informed board members that routine groundwater sampling at the Los Angeles Landfill contamination site will begin soon.

Mr. Ziegler informed board members that City is in the process of updating the Albuquerque Climate Action Plan. Mr. Ziegler said the City is seeking input from the community through a survey and encouraging the community to learn about climate action process. Additionally, Mr. Ziegler told board members that the City recognizes that the effects of climate change compound existing inequities within communities. Mr. Ziegler said the City is seeking climate task force applicants, and especially those who represent communities of color, indigenous communities, and historically underserved communities impacted by climate change, to help write the next climate action plan.

Mr. Ziegler told board members that the City, Bernalillo County (County), and Water Authority requested a Technical Work Group meeting with the NMED and Air Force to discuss outstanding issues at the Kirtland Air Force Base (KAFB) Bulk Fuels Facility (BFF) jet fuel leak project. Mr. Ziegler said the City, County, and Water Authority met with NMED Hazardous Waste Bureau staff on August 10, 2020 and learned that a Memorandum of Agreement (MOA) between NMED and the Air Force to support regulatory oversight of the KAFB BFF project had not been renewed. Mr. Ziegler reminded board members that WPAB wrote a letter of support for the MOA in December 2019. He said the letter expressed concerns about a delay in finalization of the agreement that had been brought to the board's attention by Stephanie Stringer, NMED's Director of Resource Protection.

PIC member and County employee Ms. Kali Bronson informed board members that the Ciudad Soil and Water Conservation District (Ciudad), in partnership with the County

and some others, received two grants for residential green stormwater infrastructure training. Ms. Bronson told board members the Land and Water Summit conference theme for 2021 will be climate change and adaptations with a focus on environmental justice. Ms. Bronson said conference organizers are still looking for speakers and are planning to hold a virtual conference in late February. Ms. Bronson told board members the County is finalizing a study to improve stormwater quality at the Alameda stormwater outfall. Ms. Bronson said the County is investigating three alternatives: 1) upgrade the existing concrete facility; 2) upgrade the existing facility and install improvements including swales, soils, and native vegetation; or 3) utilize the Bachechi Open Space to pre-treat stormwater before it is discharged to the Rio Grande.

Ms. Bronson informed board members that NMED released a draft 2020-2022 State of New Mexico Clean Water Act (CWA) §303(d)/305(b) Integrated Report (IR) for review. Ms. Bronson said the report lists an *Escherichia coli* (*E. coli*) impairment for all segments of the Rio Grande within the Albuquerque metro area. Ms. Bronson said the impairment listing was solely based on a study by University of New Mexico (UNM) master's student James Fluke that investigated sediment as being a source of regrowth for *E. coli*. Ms. Bronson said permittees of the Middle Rio Grande Watershed Municipal Separate Storm Sewer System (MS4) permit are drafting a letter about the insufficient amount of data used to determine the *E. coli* impairment in the Albuquerque reach of the Rio Grande. Ms. Bronson said there is a large amount of water quality data collected by the County, City, and the U.S. Geological Survey that MS4 permittees would like to have included in the impairment assessment. Additionally, Ms. Bronson said there was a new impairment for mercury for fish consumption, but it is unclear from the report how that determination was made.

PIC member Mr. Dan McGregor with the County informed board members that the County is in the process of revising its wastewater ordinance, including updates to holding tank permit policies, fee increases for various permits, as well as other minor policy changes.

Ms. Mendoza informed board members that the Water Authority submitted the renewal application for discharge permit (DP) 1206 for the North I-25 Reclamation and Reuse System and Bear Canyon Recharge Project to the NMED.

Water Authority Chief Planning Officer Ms. Elizabeth Anderson updated board members on the water crisis in To'hajiilee. Ms. Anderson said the To'hajiilee community, located on the Navajo Nation west of Albuquerque, has six drinking water wells but are down to one operable well. Ms. Anderson said the remaining operable drinking water well is notoriously unreliable and has gone out of service three times in the last five years. Ms. Anderson said when the well is functioning, it does not provide enough water to meet community needs. Meanwhile, water from the well has caused pipe erosion, stained clothing, and has a foul odor. Ms. Anderson said agencies including the New Mexico Department of Homeland Security and Emergency Management, the Navajo Tribal Unity Authority, and the Water Authority have worked together to deliver water to the community, especially during the COVID-19 pandemic. Ms. Anderson said To'hajiilee and the Navajo Nation are working with an engineer in hopes of constructing a 7-mile pipeline from their community to the Water Authority's water system. Ms. Anderson said the Navajo Nation has San Juan-Chama water rights but have no way to obtain that

water at this time. Ms. Anderson mentioned that there was an interview recently with County Commissioner Debbie O'Malley and the members of the Navajo Nation on National Public Radio. In the interview, the Navajo Nation said there are three different land owners that need to provide an easement before construction of the pipeline moves forward. Two of three land owners have already agreed to provide the easement, but Western Albuquerque Land Holdings (WALH), a subsidiary of Barclays Capital Real Estate, which proposed the Santolina development, has yet to give its approval. Ms. Anderson said discussions between the County, Navajo Nation, and WALH are continuing.

Board member Ms. Camilla Feibelman asked what alternatives are available if Santolina does not agree to the easement. Mr. McGregor clarified that WALH is the developer behind Santolina but added that the required easement does not go through the Santolina masterplan area. Ms. Anderson said the County may start condemnation proceedings if the easement cannot be otherwise acquired. Ms. Feibelman asked if condemnation must be authorized by the Bernalillo County Commission itself or if it is merely a legal and administrative process. Mr. McGregor said condemnation would require action from the County Commission, but he said he was not privy to the status of condemnation proceedings.

Board member Mr. Darrell Kundargi asked if there is any action the board could undertake, such as a letter, to help To'Hajiilee. Vice-Chair Roibal said that this board is an advisory board and that he would like to advise the City, County, and Water Authority to support the condemnation and to move as quickly as possible. Chair Maccini said that it is her understanding that To'Hajiilee is outside the Water Authority service area, which is the area this board is tasked with overseeing. Chair Maccini said she is not sure if it is within the board's purview to publicly comment but that she would check, and added that she is open to other considerations. Mr. McGregor added that this board also represents City and County interests and it may be within the bounds of the board to comment. Mr. McGregor suggested board members look at the founding ordinances to see if it is in the board's purview.

Board member Ms. Alejandría Lyons asked if it is possible for County Commissioner O'Malley or someone else to provide an update to the board on the To'Hajiilee situation. Board member Dr. Caroline Scruggs seconded that idea. Mr. McGregor said he thinks it's appropriate for Chair Maccini to reach out to Commissioner O'Malley to let her office know about the board's interest and to see how the Commissioner would like to handle an update. Chair Maccini said she would ask Commissioner O'Malley about an update and asked that the PIC also provide updates to keep the board informed on the issue.

Vice Chair Roibal asked if they needed motion to support the pipeline to To'Hajiilee. Chair Maccini reminded board members that anything the board takes action on has to be on the agenda ahead of time to provide proper notice. Chair Maccini asked for board support of the To'Hajiilee water pipeline to be added to the next meeting's agenda. Ms. Mendoza said she would add it to the next meeting agenda.

**V. Presentation: Environmental Justice and Racism in New Mexico (9:45 – 10:15)**  
**Dr. Virginia Necochea, New Mexico Environmental Law Center, Executive Director**

Environmental Law Center Executive Director Dr. Virginia Necochea introduced herself and said that before she begins her presentation, that she would like to recognize that this is Tanoan land and to honor native peoples across the state, nation, and globe. Dr. Necochea said it is always an honor to share her work with groups that are representing the community and asked board members if they were comfortable in engaging in a discussion about race and inequity. After board members agreed that she should continue her presentation, Dr. Necochea showed board members graphs of incarceration, college graduates, and wealth in the nation for each race and asked board members to reflect on the disparities. Dr. Necochea next presented a slide on Native Americans impacted by COVID-19 and African American victims of police brutality. She said that racism continues to plague our society and post-racial ideology has been completely disrupted by recent events. Dr. Necochea said that people of color experience worse outcomes and more barriers to success than their white counterparts because racism is alive and well across our society.

Dr. Necochea introduced four levels of racism that exist within our society: systemic, institutional, interpersonal, and internalized. Dr. Necochea said systemic racism involves larger systems that govern society where policies, institutional practices, cultural representations, and other social norms reinforce and perpetuate racial inequalities. She said that institutional racism occurs when organizations and institutions have discriminatory policies further propagating inequality and racism. She said systemic and institutional racism have major consequences for everyone in the U.S., but especially for underrepresented and oppressed groups. Dr. Necochea explained that interpersonal racism is where bigotry and biases are shown between individuals through word and action. She said interpersonal racism occurs when individuals are interacting and their ideologies and world views affect their interactions and decision-making processes. Dr. Necochea said that internalized racism refers to an individual's private beliefs or prejudices, such as white superiority or internalized oppression for people of color. Dr. Necochea said that we see cumulative and compounding effects of societal factors including history, culture, ideology, and interactions of institutions and policies that systemically disadvantage people of color.

Dr. Necochea asked board members to think about the definition of environmental racism and encouraged the board to develop a definition for environmental racism and consider how it impacts the work of the board. Dr. Necochea defined environmental racism as the disproportionate impact of environmental hazards (e.g. toxic waste facilities, garbage dumps, environmental pollutions, foul odors etc.) on BIPOC (black, indigenous, or people of color) that lower the quality of life for individuals and communities. Dr. Necochea said environmental racism includes regulations, policies, government, and corporate decisions that target specific communities or undesirable land uses resulting in lax enforcement of zoning and environmental laws. Dr. Necochea said because of this, BIPOC communities are disproportionately exposed to toxic and hazardous waste.

Dr. Necochea said it is estimated that about 70 percent of contaminated waste sites are in low-income neighborhoods and Albuquerque is no exception. Dr. Necochea said that upwards of 2 million Americans live within a mile of sites that are vulnerable to flooding and the potential for toxic waste spill over into the floodwaters, the majority of which are BIPOC communities. Dr. Necochea referenced a 2018 EPA study that demonstrated BIPOC

communities are disproportionately burdened by particulate matter from higher rates of air pollution consisting of automobile fumes, smog, soot, oil smoke, ash, and construction dust as compared with white communities.

Dr. Necochea told board members about “Cancer Alley,” an 85-mile stretch of land along the Mississippi River between New Orleans and Baton Rouge that is lined with oil refineries and petrochemical plants. Cancer Alley is named because residents of the area are 50 times more likely to develop cancer than the average American. Dr. Necochea noted that residents of Cancer Alley are predominantly black. Dr. Necochea provided an example from New Mexico where a 1979 mine spill caused approximately 94 million gallons of radioactive solution to flow into the Rio Puerco and seep into the surrounding soil. Dr. Necochea said the spill was never cleaned up by the responsible party because the mine was closed shortly after and the surrounding community still feels the negative effects of the spill.

Dr. Necochea showed board members a graph of COVID-19 death rates that highlighted the disparity in death rates among white, black, and Hispanic/Latinos and asked board members to reflect on what they see. Dr. Necochea said it is common to hear that COVID-19 does not discriminate, but in fact the impacts from the virus are not equitable across communities. Dr. Necochea said data demonstrates that black and Hispanic/Latinx communities are seeing higher rates of COVID-19 infections and deaths. Dr. Necochea cited a state-by-state analysis showing Black Americans are dying at a disproportionate rate from COVID-19 in 32 states, and Hispanic/Latinx COVID-19 cases make up a larger share of the cases than their share of the population. Dr. Necochea said that according to the New York Times, the number one city hardest hit by COVID-19 was Gallup, New Mexico. She added that Native American communities in New Mexico are disproportionately affected by COVID-19.

Dr. Necochea asked board members why they think communities of color are being disproportionately impacted by COVID-19 and board members discussed potential causes including wealth disparity, work-from-home opportunities, ability to leave a hard-hit community, unequitable access to health care and healthy foods, and a higher existence of pre-existing conditions. Dr. Necochea encouraged board members to consider the potential causes through a lens of environmental racism, explaining how BIPOC communities are exposed to increased air pollution, smog, toxic waste, contamination of land and water. Dr. Necochea asked board members to think how standing environmental injustices across the U.S. have created disproportionate impacts of COVID-19.

Dr. Necochea challenged the board to engage in practices to facilitate important conversations about race and inequality, and encouraged the board to be advocates for frontline communities. Dr. Necochea said frontline communities depend on elected officials and advocacy groups to ethically and conscientiously represent their community. She also encouraged members to examine their own individual feelings about race and inequality and to recognize how these can affect conversations about issues facing frontline communities. Dr. Necochea thanked the board for engaging in the conversation, and suggested that discussions about environmental injustice be embedded into every meeting.

**VI. Presentation: Environmental Justice Water Issues in New Mexico (10:15 – 10:45)**  
**Juan Reynosa, SouthWest Organizing Project, Deputy Director**

SouthWest Organizing Project (SWOP) Deputy Director Juan Reynosa, who advised that he has worked across the state on water and air quality issues, told board members that he first became aware of such problems during his childhood in Hobbs, N.M., where pollution from abandoned drilling sites affected nearby residents. He said that many environmental injustice issues are not merely circumstantial but are actually a result of systemic racism. Mr. Reynosa said there is a lot of resilience in oppressed communities and that we as a society need to put communities in a situation where they can stop fighting injustice and start prospering. Mr. Reynosa said that we need to stop developers and polluting industries from taking advantage of communities of color and start distributing industry equitably. Mr. Reynosa said environmental racism follows a historical pattern that was first publicly recognized at Cancer Alley.

Referencing the earlier discussion about the To'Hajiilee water pipeline, Mr. Reynosa questioned the motives of the Santolina developer and suggested the board take action by calling on WAHL to provide the required easement. Mr. Reynosa pointed out that a big issue in New Mexico is the unequitable impacts of resource extraction and that residents of the South Valley have raised concerns with SWOP about water consumption by the proposed Santolina development. He said South Valley residents wish to sustain the cultural, financial, and health benefits of maintaining an adequate water supply for acequias and agriculture. Mr. Reynosa encouraged board members to recognize the need to give disadvantaged communities a voice when businesses and developers have the upper hand.

Mr. Reynosa shared a photo of the South Valley superfund site in the San Jose neighborhood of Albuquerque. Mr. Reynosa said there are many contaminants at the site, which has impacted water quality and public health in the community for many years. He recounted a meeting where federal representatives would not answer questions about the site's health effects. Mr. Reynosa said that SWOP has fought to keep the superfund site open even though the responsible party site continues to request delisting of operable units at the site. Mr. Reynosa said that the community does not feel satisfied with the cleanup progress at the site.

Mr. Reynosa said there are also air pollution issues in the San Jose neighborhood because of its proximity to industrial activity. Mr. Reynosa said that SWOP did a health impact study for this community a few years ago and found that life-expectancy for residents, who are mostly low-income and of Chicano and Mexicano heritage, was about 20 years shorter compared with residents of Albuquerque's Northeast Heights. He pointed out that the San Jose community, which is home to roughly 6 percent of Albuquerque's population, is home to approximately 20 percent of its industrial sector. Mr. Reynosa pointed to this as an example of systemic racism and environmental injustice.

Mr. Reynosa told board members about the KAFB BFF jet fuel leak and said it is his opinion that the Air Force is not doing enough to clean up the affected groundwater. Mr. Reynosa further suggested that fuel spill is an example of how government agencies can work to minimize involvement by concerned citizens, and cited the steep decline in participation at public meetings regarding the spill. Mr. Reynosa said that community members have reached out to SWOP with their concerns because they feel they are not getting adequate responses from the Air Force or NMED. Mr. Reynosa reiterated that is an

example of environmental injustice and that communities need to be heard and be part of the process.

Mr. Reynosa also talked about the problems faced by residents of Pajarito Mesa, a community lacking in basic infrastructure, and praised successful efforts to bring a water station to the area.

Mr. Reynosa asked board members to imagine themselves in the situations he'd discussed and suggested that anyone living in such conditions would want change. He also reiterated his concerns about the water situation in To'Hajiilee, which are exacerbated by the ongoing pandemic

Mr. Reynosa said industry should be more accountable for its environmental impacts. He said it is important to stand with disadvantaged communities when they are asking for solutions, and said that there should be more opportunities for community participation.

## **VII. Other Board Business (10:45 – 10:50)**

Mr. Kundargi noted that there was a lot of really important information and perspective that was shared during the meeting. He added that disenfranchised and marginalized communities in Albuquerque need the board to speak up on their behalf and become allies in uplifting their voices. Mr. Kundargi asked the board to reflect on these perspectives and to consider how can this become a part of regular board processes and discussions.

Ms. Feibelman added that it might be helpful to add board members from impacted communities, and said nominating agencies should ensure people considered for the board are representative of the community.

Dr. Scruggs suggested developing a short set of questions to include that board members ask themselves that include identifying stakeholders, how they are impacted, and what their concerns are. Dr. Scruggs said the questions should become standard for each topic the board discusses so the board can consider underlying environmental justice issues.

Vice-chair Roibal asked how the board could bring these issues to the City Council and the County Commission for consideration. Chair Maccini said the board could have an agenda item at the next meeting to discuss how to draft a document that the City, County, and Water Authority could consider not only for this board, but for all appointed boards that represent the community. Mr. Glass said he also serves on the Ciudad Board of Supervisors and that they are in the process of developing a statement of diversity and inclusion. Mr. Glass said he thinks WPAB could develop a similar statement and offered to share Ciudad's statement with the board. Chair Maccini agreed that creation of such a document would be advisable.

Mr. Kundargi said he agreed with having set questions so the board can better address environmental justice issues, and also raised the issue of proportionate representation of impacted communities on the board. Board member Mr. Joel Wooldridge said he agreed with Mr. Kundargi's position.



Chair Maccini requested an update on the To'Hajiilee water pipeline be added to the next agenda. She also requested that an agenda item to develop a diversity, equity, and inclusion statement be added to the next meeting. Chair Maccini also asked that an agenda item be added to address development of a set of questions that the board considers for each presentation and topic of discussion. Chair Maccini said she would welcome sub-committees to develop a statement of diversity, equity and inclusions, incorporating diversity into board composition, and to develop a set of questions. Chair Maccini added that it would be great to have PIC member support on any sub-committees formed.

**VIII. Public Comment Period (10:50 – 11:00)**

None.

**IX. Adjourn**

Chair Maccini requested a motion to adjourn the meeting. Mr. Wooldridge motioned to adjourn and Vice-Chair Roibal seconded the motion. Motion to adjourn the meeting carried unanimously. Meeting adjourned at 11:05 a.m.

August 14, 2020 from Kathryn Mendoza (privately): 9:01 AM Hey Luz, can you record the meeting? It was requested by a board member to record. So we will record and post the meeting to Legistar later

August 14, 2020 to Kathryn Mendoza (privately): 9:01 AM You got it.

August 14, 2020 from Kathryn Mendoza (privately): 9:01 AM Thank you!

August 14, 2020 to Kathryn Mendoza (privately): 9:02 AM Just started recording

August 14, 2020 from Kathryn Mendoza (privately): 9:02 AM Thanks!

August 14, 2020 from camilla.feibelman@sierraclub.org to everyone: 9:08 AM I'm going of line for 5 minutes.

August 14, 2020 from Kathryn Mendoza to everyone: 9:09 AM Ok thanks, Camilla

August 14, 2020 from camilla.feibelman@sierraclub.org to everyone: 9:15 AM back on

August 14, 2020 from kbronson to everyone: 9:24 AM I haven't. When we talked to NMED, they referred us to NMGF fish consumption advisory. However, when we look a tthe NMGF advisory they only have pCBs, no Hg

August 14, 2020 from Caroline Scruggs to everyone: 9:48 AM yes

August 14, 2020 from camilla.feibelman@sierraclub.org to everyone: 9:48 AM yes

August 14, 2020 from Darrell Kundargi to everyone: 9:48 AM I agree

August 14, 2020 from Steve G to everyone: 9:48 AM Agreed

August 14, 2020 from Juan Reynosa to everyone: 9:48 AM yes

August 14, 2020 from Julia Maccini to everyone: 9:48 AM I agree

August 14, 2020 from Roberto Roibal to everyone: 9:48 AM I agree

August 14, 2020 from Alejandria Lyons to everyone: 9:49 AM I agree

August 14, 2020 from Joel Wooldridge to everyone: 9:53 AM Very good list; yes i agree

August 14, 2020 from camilla.feibelman@sierraclub.org to everyone: 10:05 AM not just covid impacts on health but also economic and educational. so hard for families.

August 14, 2020 from Juan Reynosa to everyone: 10:13 AM Many of the people I have worked with on Navajo Nation deal with emissions from coal fired power plants and coal ash and dust from the coal mines and burning of coal. Yet these entities don't provide Navajo people in the four corners with running water or electricity, despite these coal powered plants using tons of water and providing electricity to major cities like Phoenix and LA. But they do get to deal with all the bad air quality from it

August 14, 2020 from Darrell Kundargi to everyone: 10:13 AM The benefits are exported, the damage stays local

August 14, 2020 from Juan Reynosa to everyone: 10:14 AM These communities are tired of being considered as sacrifice zones in order for more privileged people to live well

August 14, 2020 from Caroline Scruggs to everyone: 10:19 AM Also, the state needs to provide job training so that people in these regions can transition to other options for work.

August 14, 2020 from Virginia Necochea to everyone: 10:24 AM vnecochea@nmelc.org

August 14, 2020 from Caroline Scruggs to everyone: 10:32 AM What is the status on the Santolina development?

August 14, 2020 from Virginia Necochea to everyone: 10:33 AM Santolina is currently in the courts, still looming

August 14, 2020 from Alejandria Lyons to everyone: 10:37 AM many of the community members we work with in San Jose have had to instal home filtration systems, which has cost them thousands individually. This is a small segment but this is another instance of inequity in San Jose and Mountain View.

August 14, 2020 from Darrell Kundargi to everyone: 10:38 AM 20 years less!

August 14, 2020 from Caroline Scruggs to everyone: 10:51 AM Hi Juan, could I please get your email address?

August 14, 2020 from Virginia Necochea to everyone: 10:51 AM I recommend that the board discuss how equity will be part of their work.

August 14, 2020 from Virginia Necochea to everyone: 10:52 AM There are many ways, create an equity committee, invite community members, include in your policies and governing docs, etc.

August 14, 2020 from Juan Reynosa to everyone: 10:52 AM juan@swop.net, also reach out to alejandria@swop.net

August 14, 2020 from Virginia Necochea to everyone: 10:53 AM Usually boards and orgs organize a special meeting to discuss this and embed needed changes

August 14, 2020 from Virginia Necochea to everyone: 10:54 AM At minimum, boards should have at least 50% of members who reflect communities being served

August 14, 2020 from Alejandria Lyons to everyone: 10:54 AM @ Caroline: Yes, I am now the Environmental Justice Organizer. Juan has moving into the position of the Deputy Director but I am sure could both share info.

August 14, 2020 from Caroline Scruggs to everyone: 10:55 AM Great - thanks Alejandria and Juan!

August 14, 2020 from Virginia Necochea to everyone: 11:00 AM This is so great to see your board move into action.

August 14, 2020 from kbronson to everyone: 11:04 AM Can the subcommittee also include PIC members?