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The following are summary minutes for the meeting of the **Las Cruces Economic Recovery Ad Hoc Board** on August 13, 2020. The meeting was held via Zoom.

Members Present:

- Chris Schaljo, Chairman
- Debbi Moore, Vice Chair
- Michael Harris, Member
- Doug Cowan, Member
- Veronica Archuleta, Member
- George Miller, Member (departed approximately 11:13 a.m.)
- Brooke Montgomery, Member
- Ron Fitzherbert, Member
- Darleen Lopez, Member (arrived approximately 10:20 a.m.)
- Jolene Martinez, Member (arrived approximately 10:12 a.m.)
- Sharon Thomas, Member
- Susan Greenwald, Member

Members Absent:

Staff Present:

- Francisco Pallares, Economic Development Deputy Director
- David Maestas, Interim City Manager
- Cynthia Villanueva, Administrative Assistant
- Adrian Guzman, Interim Communications Director

Others Present:

- Mayor Pro-Tem Kasandra Gandara

- I. Call to Order:** Chair Schaljo called the meeting to order at 10:00 am.
- II. Conflict of Interest:** There was none.
- III. Acceptance of the Agenda:** Motion to accept the agenda by Board Member Harris, seconded by Board Member Montgomery. Motion passes.
- IV. Minutes for Approval:**
 - 1. Minutes for Meeting on August 6, 2020:** Motion to accept the minutes from August 6, 2020 by Board Member Moore, seconded by Board Member Harris. Motion passes.
- V. Discussion:**

1 **1. Resilience Leaders During COVID-19:** Mayor Pro-Tem Gandara
2 discussed childhood trauma vs. job readiness. *Anna, Age Eight* is a book
3 written by former colleagues of hers, Dominic Cappello and Dr. Katherine
4 Courtney. They all worked in Child Protective Services for many years. The
5 book is about a child that dies due to abuse. The book expounds on how
6 Anna and her mother had been through several systems in the community
7 trying to seek help, address any issues. Mayor Pro-Tem Gandara stated
8 there are many "Anna's" in Doña Ana County. The book is a blueprint for
9 communities in reducing adverse childhood experiences. There are 75
10 agencies, 100+ participants, train and continuous quality improvement.
11 They ask agencies to do job readiness and higher education and use
12 continuous quality improvement, meaning assessing, planning, evaluating
13 the programming to ensure using evidence based practices, and those
14 evidence based practices are working specifically for the community. There
15 are 10 task forces for 10 sectors. They have identified and addressed
16 service gaps in our community by disseminating a survey in 2019 that was
17 seen and done by over 1,000 people countywide and are quite excited
18 about the data that has been received thus far about the services and gaps
19 and barriers to those services. This is a City/Countywide partnership and
20 supported by Anna, Age Eight Institute at NMSU. This has started
21 legislation to get a little over \$1 million to start the Anna, Age Eight Institute.
22 Mayor Pro-Tem Gandara continued with Adverse Childhood Experiences
23 (ACEs). In 1990s Kaiser-Permanente did a study with numerous people
24 assessing 10 forms of abuse and neglect. Physical and emotional
25 consequences impact learning and job readiness. High ACEs scores may
26 lead to substance misuse and mental health challenges. A SHORT VIDEO
27 WAS SHOWN.

28
29 Mayor Pro-Tem Gandara stated if you had six or more Adverse Childhood
30 Experiences how that can shorten life expectancy by 20 years. She
31 suggested the Board Members look up the survey, take the survey. County
32 survey of over 1,100 people were assessed: Medical/dental care,
33 behavioral health care, food security programs, housing security programs,
34 transportation, and job training. She continued with why job training is
35 difficult: Difficult to find, no childcare during training, didn't know where to
36 find the service if seeking it, cost too much, too far to travel, don't have
37 reliable transportation, training times don't work, I don't qualify for the job
38 training, waiting list is too long. How to ensure trauma-free childhood? How
39 to ensure job-ready students? How to create a countywide job training
40 system? These are the questions the Doña Ana resilience leaders group
41 are vetting and posing. They have developed 10 sectors that look at the
42 survival and thriving services. The group meets once a month on the last
43 Friday. They are currently in the process of moving into strategic planning,
44 logic bottling, developing strategies for each of the sectors to then move
45 into their action steps in terms of creating a better system of care. This
46 group of resilience leaders has been meeting for two years and has a lot of
47 success. They deem it a collective impact model. There are at least four
48 very strong collective impact models in our community. Job training with

1 the BRIDGE with the work of Tracey Bryan and Debbie Moore and others,
2 working with Workforce Development, and Economic Development
3 Department. Lots of work ensuring that if someone wanted or needed to
4 up-skill or reskill that there are ways that that is happening. Mayor Pro-Tem
5 Gandara states that when we want a job ready workforce and give an
6 employer 30-40+ hours a work, it is difficult to do when you are near
7 homeless or homeless, suffering from food insecurity, don't have proper
8 healthcare and behavioral health.
9

10 The City of Las Cruces and their COVID response has included over \$1.8
11 million to many nonprofits. Many of the sectors mentioned has received
12 funding to be able to continue their services or breakdown any barriers that
13 they are currently seeing related to COVID. She has seen that COVID has
14 exposed the gaps and barriers we do have in our community.
15

16 Chairman Schaljo stated with the presentation and knowing what the
17 Board's goal and mission is here, the biggest part he has heard during this
18 presentation is that there are a lot of things that hinder the workforce due to
19 this, childcare, trauma. He asked what Mayor Pro-Tem Gandara sees or
20 envision this Board doing to help or implement, whether it is safe practice
21 or any thing like that to recommend that would coincide with what the
22 Resilience Leaders are doing. Mayor Pro-Tem Gandara stated something
23 basic is familiarize yourself with Adverse Childhood Experiences, take the
24 survey yourself. Senator Soules gave this particular survey to youth at
25 Oñate, and it has also been given to adults, and every time we are double
26 the national average in terms of people testing for huge rates of Adverse
27 Childhood Experiences. The book on digital is annaageeight.org. Mayor
28 Pro-Tem Gandara likes the idea of a promise around seeing something,
29 saying something, educating ourselves on the various sources that out
30 there, getting involved in the sector work that is happening. She suggested
31 when informing Council of the gaps and barriers are. Right now she is
32 hearing the issue of childcare, not having the childcare available, especially
33 for working people that are now educating their children at home and still
34 have to make a living. On the City website under COVID there is a mental
35 health screening tool to educate people. There is still a huge stigma on
36 discussing mental health, and when it is discussed it is already at crisis
37 stage. Mayor Pro-Tem Gandara and Dominic Cappello did a talk on
38 business and the bottom line and mental health, and what was amazing
39 was they got the most people participating in that luncheon, but also people
40 speaking to understanding what Adverse Childhood Experiences and
41 asking about people's ACEs score which then opened to have these
42 conversations and what are the next steps. Some of the money from the
43 City are for hot spots, for families that do not have access to technology.
44 Bringing awareness is the most important, taking the survey, and take the
45 mental health screening tool, and talk to family/friends about this is and what
46 it continues to do.
47

1 Board Member Lopez commended Mayor Pro-Tem Gandara about youth
2 and the conversation around wholistic approaches to making sure that we
3 are taking care of our community members. She believes there is a way
4 that we can collaborate with Workforce. Maybe first see if someone from
5 the Resilience Leaders would like to join us for the monthly Workforce
6 Partner meeting, discussed workforce development, what our roles are.
7 Leveraging resources really helps. With the Workforce Innovation
8 Opportunity Act we can support an individual who is enrolled in a program
9 that is not Title 1 with supportive services, like childcare, transportation,
10 medical, glasses, hearing aids, car repairs. Someone participating in TANF
11 (Temporary Assistance for Needy Families) we can support them. What it
12 takes to make them successful is ultimately the goal of that supportive
13 service is a piece of the act. She believes the system needs to reconnect.
14 Mayor Pro-Tem Gandara stated the idea that people don't know where to
15 go and what is needed. The LC3, Behavioral Health Collaborative is
16 working specifically on behavioral health issues and doing a great job, lead
17 by Jolene Martinez and Rosanne Vasquez. In the next few months, the
18 Resilience Leaders will be doing some strategic planning, logic modeling
19 for each sectors, so they are assessing, planning, and moving into their
20 action phases to really move forward. And then hopefully to reapply the
21 survey to see the progress in percentages. Mayor Pro-Tem Gandara
22 reemphasized that ACEs affects everyone, not just low income.

23
24 Board Member Montgomery she would like to see the logic models and the
25 next steps for strategic planning and how that overlaps with different
26 sectors. She stated there has been this restorative justice initiative at
27 schools and heard that teachers are supposed to be checking in on the
28 students and possibly doing some interventions. She believes they should
29 have this mindset of being aware of the traumas that kids go through. She
30 does not know if they are trained. Teachers were overwhelmed by the
31 restorative justice and initially the teachers felt that they were not trained,
32 they were not social workers and they did not have the background. They
33 wanted to save money in the schools by eliminating one administrator and
34 having more of the --- not just discipline like suspension but more of the
35 intervention happening in the classroom with the teachers. Some can do
36 that but a lot of others were afraid to say that and say this is a lot. She has
37 given restorative circles. Teachers need to be trauma informed to know the
38 next step. Teachers are overwhelmed right now, working from home
39 themselves and going onto another platform; technical issues, their own
40 children to be taken care of. Be sure not to increase the trauma in the
41 teacher's home because they are teaching, taking care of their own
42 children, and needing to tend to their needs and yet reaching out to 30 or
43 165 or however they decide to do this, children in their homes and how
44 effective is it for them to go and check in and are we really knowing what's
45 happening when they do not have the training. Mayor Pro-Tem Gandara
46 agrees that all schools should be trauma informed. The school district is
47 trying to move into training for teachers, staff, and administration to be
48 trauma informed. She stated they showed the Paper Tigers documentary,

1 which is an alternative school in Washington, the number of traumatic
2 incidences that the kids and the schools were experiencing because of the
3 children or the youth's trauma and what to do about it and understanding
4 ACEs. She stated to not overload the teachers is making sure that our
5 schools have the ancillary staff, the social workers, counselors, nurses and
6 the collaborative efforts with other agencies. Hopefully, there will be a
7 seamless process to link the kids to the resources and their parents, in a
8 very trauma informed way, not in an accusatory way. Mayor Pro-Tem
9 Gandara also mentioned parental support including home visiting, parenting
10 classes, mentoring parents with each other. There are not enough
11 resources for parents as it relates to parenting classes. They believe there
12 is a huge stigma when stating "You need parenting classes." So as a parent
13 what do we think? She believes we need to move into the idea of being a
14 good enough parent for your child. Mayor Pro-Tem Gandara mentioned the
15 Community Schools within the Las Cruces Public Schools. They are
16 working on putting together a one-stop-shop for parents and children can
17 come and get everything they need, which is being worked on. Many
18 teachers have traumas, are near homeless, have two jobs to make ends
19 meet.
20

21 Board Member Martinez asked how the Board might support an initiative or
22 proposal to the Council that would help fund or support permanent
23 strategies for Resilience Leaders, because of the 10 sectors only two, two
24 and a half, have any kind of funding to really have a key person or key
25 strategy, the rest of the initiatives are really out of the kindness of people's
26 hearts or their passion or investments. She stated at this time with COVID
27 we are all experiencing trauma, being sick, dying, isolated. What kind of
28 formal supports and informal supports that this Board could encourage to
29 sustaining the efforts of the Resiliency Leaders project? Mayor Pro-Tem
30 Gandara stated she some of the impact models have received funding.
31 There are six others that do not really have funding. There is a bit of a
32 "slush fund" from the sponsorships that were given for the summit that was
33 put together in December 2019. Formalizing a funding stream for
34 Resilience Leaders especially because we continue to do the work in the
35 10 sectors ensuring that they have what they need to move forward.
36 Albuquerque is looking at funding childcare from the CARES Act. How to
37 move from virtual learning to a hybrid, which puts a lot of responsibility on
38 parents and single parents who do not have the funding to be able to care
39 for their children that is appropriate. Mayor Pro-Tem Gandara suggested
40 pushing the City to ensure that mental health and what is happening during
41 COVID, to take the screening, reach out and partnership with other local
42 agencies. In the paper today the idea of reimagining the police and
43 developing a behavioral health arm to the police. Hoping that police is not
44 the first encounter that people have as they relate to mental health, suicide,
45 any crisis, and that it is being done by a multidisciplinary team.
46

47 Board Member Miller stated they have found a group of people that have
48 fallen through the cracks, whether mixed status or families or could be

1 students, DACA, immigrant families, some have been here 30-40 years,
2 and are the front line workers and were the first one's laid off and they are
3 not getting any stimulus support. He asked if the initiatives that are being
4 made are leaving no one behind or inclusive in nature that all the services
5 are provided for everybody in the community. Mayor Pro-Tem Gandara
6 stated in the first round of funding gave funding with that idea in mind,
7 ensuring that mixed status and immigrant families were getting the possible
8 funding that they needed and that was given to Catholic Charities to include
9 Community Action Agency. Also looking at doing a second round of funding
10 and those are things that she wants to see happen again. She is wondering
11 how that works in reskilling/upskilling individuals and how Board Member
12 Lopez and Workforce Solutions can help. In this City we feel very strongly
13 that our mixed status and immigrant families receive the care that they
14 deserve.

15
16 Board Member Thomas stated she is part of the Resilience Leaders and
17 sits on the local Workforce board. She believes it would be wonderful if
18 Mayor Pro-Tem Gandara could come and do something along the lines of
19 what she discussed, mental health and the bottom line. They are currently
20 working on their next five-year plan. Board Member Thomas would
21 appreciate some help on how to put some information in that plan that refers
22 to what Mayor Pro-Tem Gandara is trying to do, and especially childcare.
23 The El Paso Workforce Solutions childcare is their biggest budget item as
24 they see that as the highest need. Have Mayor Pro-Tem Gandara come to
25 the board and talk about ACEs and these issues and try to push for more
26 money for childcare, and maybe even the whole mental health issue. Mayor
27 Pro-Tem Gandara mentioned the RoadRUNNER Transit is running free to
28 anybody. She mentioned they have "ah-ha" moments when people go to
29 psychologists who are stating you have to eat well, you have to sleep well,
30 and the problem is that people don't have access to food, nutritional food,
31 and/or near homeless, sleeping in their car. Mayor Pro-Tem Gandara
32 states that all of us are struggling with people who are abusing alcohol or
33 substances and not having a 28-day treatment program that is available
34 and/or mental health hospital, triage center, crisis center where people can
35 get immediate help. She believes this board could be instrumental in
36 ensuring that the City is prioritizing what is important in terms of our values
37 set; everybody should have a home; everybody should have access to basic
38 needs.

39
40 Board Member Montgomery she highlighted some key points to address
41 further as the Board. Childcare, we have that need and always have. What
42 happens when you are in the middle class and you need childcare and it is
43 more impactful with COVID. People may not be able to work because they
44 make slightly too much money and it is going to hurt them more than not
45 working, don't have childcare and they can't get assistance. She believes
46 we will lose some of our economy due to that. It also overlaps with the social
47 work and the need for social work because social worker is more in that
48 income bracket. She does not want the people specializing in social health

1 and well being to not be able to work anymore because they can't get
2 childcare. She would prefer the mentors for parents be parents and the
3 social workers that the parents have that experience, and they overcome it
4 themselves and show that they are aware of it. She stated some of the
5 younger people in the social worker field of study may not grasp what the
6 needs are of the families. She would prefer the money go to more social
7 workers and for the resilience group and go out into reaching the students
8 than the teachers. Mayor Pro-Tem Gandara has heard from folks that
9 provide congregate care that childcare is an issue, getting food into the
10 establishments, handheld thermometers. Thinking outside the box
11 creatively about how we provide these services or tools to help so people
12 feel safe is really important. She stated that workforce for social workers
13 has been an issue for them. The faith based community has been essential
14 in these emergency situations with immigration, with migrant, asylum
15 seekers and during COVID. Seniors were brought to her attention that are
16 just above the income guideline to being low income, so low middle class
17 and cannot afford transportation, need to go shop, running errands, but
18 most importantly there are disabled and shut-ins that cannot prepare food
19 for themselves. She also mentioned her accelerator program using a time
20 banking model for single mothers and working on building their skills. She
21 envisions developing a group of women that can enter into building up their
22 skillset, understanding business, and then moving into an on-line or e-
23 commerce to try to reduce the poverty rate which at present is 24.5% here
24 in Doña Ana which has escalated because of COVID.

25
26 Board Member Cowan stated the discussion has been on childcare and how
27 is that different from children attending school ... what is the difference
28 between a population of children in a childcare facility versus a classroom.
29 The public schools are already receiving over \$350 million. Why would we
30 want to create another infrastructure to house children when we already
31 have one in place that is going to have essentially the same precautionary
32 measures that would be necessary? It seems to him this Board is for
33 recovery not for revamping or redesign and so if we are going to recover it
34 seems like one of the biggest steps must include getting the children back
35 into school because as Board Member Montgomery pointed out, without the
36 children to be able to attend school now we are dealing with parents who
37 are making a decision as to whether or not they should go back to work,
38 even if they have the option to work from home, if they are having to educate
39 their children, which even with the present model still requires supervisory
40 attention which will limit a parent's ability to work, cause employers to
41 hesitate to want to employ someone like that if they are distracted having to
42 educate their children. How do we overcome that? How to utilize the
43 system we already have to help recovery the economy in this fashion?
44 Mayor Pro-Tem Gandara stated she is not suggesting changing and
45 infrastructure, merely saying that she understands the point of getting kids
46 to school, but we want them back to school in a safe way and right now it is
47 not safe. Hopefully as people take the promise and continue to use masks
48 and wash their hands and social distancing, that we will be able to get the

1 kids sooner rather than later back to school. How we do that is up for
2 debate. She is not asking to restructure the system but look at that as it is
3 an issue right now and has been an issue for decades in terms of the
4 number of childcare institutions that we have currently in Doña Ana County,
5 specifically Las Cruces is limited. Now if people are trying to get back to
6 work, people that usually do not use childcare services, are now going to
7 move through that system in trying to get your child to a childcare setting is
8 now putting a strain on an already strained system. She states they are
9 asking the Board to revamp/reexamine/reimagine what the system is going
10 to look like during COVID, after COVID, when we get a better handle on it.
11 It may mean restructuring and what does that look like.

12
13 Board Member Harris echoes Mayor Pro-Tem Gandara's statement that we
14 are here to redesign and revamp a lot of things. Our mission is to help
15 recover the economy and not to reset it back to where it was December 31,
16 2019. This is a fundamental shift in our society and we should not close
17 ourselves off to that by saying we are not hear to redesign, because we
18 probably are.

19
20 Chairman Schaljo stated we will put this on as a future discussion topic to
21 find out what we want to propose to the City Council on this and seems
22 there are two to three options. Save this for next week.

23
24 **2. LC Safe Promise Additional Resources:** Chairman Schaljo stated there
25 was lots of discussion last week and we can add to the website
26 informational things as far it goes with access to masks, where to go,
27 bulletin board. One suggestion is where to acquire masks. Another one
28 would be links to sites, such as on the Chamber site. We need more health
29 links for all the resources that are available in this community for mental
30 health, physical health. Board Member Montgomery asked to put this on
31 the agenda next week to give it fair time. Board Member Moore
32 recommended to continue putting it forward on the agenda, but also if there
33 is a way where people could actually leave their needs, businesses,
34 business or masks, maybe a dropdown menu where we could separate
35 business from individuals so then the City staff could shuffle them out to
36 whoever could meet that. Daycare, child supervision care, whether in
37 school or out. She would also like an update on the marketing that staff has
38 for next week. Board Member Harris suggested on the website make a link
39 from the COVID-19 alert center to the Safe Promise site in the toolbar or
40 something.

41
42 **VI. Future Discussion:**

43
44 **1. Workforce Connections Scholarship:** Board Member Lopez stated they
45 should put this off another week. One reason is information is still being
46 collected and trying to supplement the proposal. And second because she
47 feels like this is such a critical conversation and it deserves as much of our
48 time as possible.

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2. Mental Health Resources for Workers During COVID-19: Chairman Schaljo stated it sounds like we are doing the Resilience Leaders with the mental health side of things, maybe combine those into one and talk about the mental health aspects with childcare and all those things or keep it separate. Board Member Harris agrees that they sound like they are pretty intermingled. Chairman Schaljo stated we will include mental health with the Resilience Leaders, title under mental health aspect of this and tackle that with childcare resources, action items with the Resilience Leaders and everything like that. Board Member Moore disagrees with that only because regarding the childcare there are so many tentacles of the childcare as it impacts the workforce with regards to the school, whether it is hybrid or red, many childcare centers are not open right now. Let's leave it together, but be open to separating as different issues come up. One of the issues is how to get some of these daycares back open again and have that funding. Chairman Schaljo stated a header of mental health and underneath put two subheadings and that is dealing with the Resilience Leaders presentation and then also look at childcare as that seems to be a huge talking point today.

Mr. Pallares stated he has the Las Cruces Safe Promise and then subtitle put the update on the marketing strategy. And then the mental health care with two subtitles, the childcare as well as the actionable possible items for the Resiliency Leaders.

VII. General Announcements: None.

VIII. Adjournment: The meeting adjourned at approximately 11:40 p.m. Board Member Harris motioned; Board Member Montgomery seconded.

Christopher Schaljo _____
Chairperson

Approved: Christopher Schaljo