

**COMMUNITY HEALTH, ENVIRONMENT, AND CULTURE  
COUNCIL COMMITTEE  
OCTOBER 28, 2021 2:00 PM  
CITY COUNCIL BRIEFING ROOM – CITY HALL**

<b>Members Present:</b>	Councilmember Ana Sandoval, <i>Chair, District 7</i> Councilmember Mario Bravo, <i>District 1</i> Councilmember Jalen McKee-Rodriguez, <i>District 2</i> Councilmember Phyllis Viagran, <i>District 3</i> Councilmember Teri Castillo, <i>District 5</i>
<b>Members Absent:</b>	None

**Call to order**

Chair Sandoval called the meeting to order at 2:04 PM.

Chair Sandoval announced that the Government and Public Affairs Department had convened the ad-hoc committee on the SA SpeakUp portal and users tested the portal which will be launched on October 30, 2021 with a briefing to the Committee planned for November 9, 2021 on the new portal.

Chair Sandoval congratulated Councilmember McKee-Rodriguez for this morning’s press conferment regarding the expansion of protections in the Nondiscrimination Ordinance.

**Approval of the Minutes:**

- 1. Approval of minutes from the October 12, 2021, Community Health, Environment and Culture Committee.**

Councilmember McKee-Rodriguez moved to approve the minutes of the October 12, 2021 Community Health, Environment, and Culture Committee Meeting. Councilmember Castillo seconded the motion. The motion passed with four affirmative votes. Councilmember Bravo abstained.

**Briefings and Possible Action Items**

- 2. The City’s COVID19 and Flu Response and Preparedness by Metro Health Staff [Erik Walsh, City Manager, Claude Jacob, Director, Metro Health]**

Claude Jacob, Metro Health Director reported that COVID numbers were moving in the right direction and that the positivity rate was lower than the national average. Jacob reported that the City was at the “mild” risk level. A map of vaccination sites overlaid upon the Equity Index was provided and Jacob noted that the COVID presentation dovetailed with the next item on the declaration of racism as a public health crisis. Jacob stated that the vaccination rate of 76% surpassed the State and national average and noted the disparities in vaccination among areas of the City. Jacob presented a graph showing the total Bexar County population by vaccination status

and age group. He outlined strategies to encourage COVID-19 Vaccination at events throughout the City as well as with social media, broadcast media, etc. He reported that over 111,709 booster shots were administered to Bexar County residents and provided an update on the pediatric vaccination. Jacob added that flu vaccines were being offered for free.

#### Discussion:

Councilmember Viagran commended the work of the Metro Health Team on getting residents vaccinated, especially at the Mission Marquee Plaza in Council District 3 and mentioned she was looking forward to the roll out of vaccines for children aged 5-11 years. Jacob credited Dr. Anita Kurian for this work.

Councilmember Castillo was pleased that the 78207 zip code had been targeted for vaccinations and stated that it was important to have the conversation with the community about their fears to better inform them.

Councilmember Bravo asked when the risk level might go to “low” noting that it was still at “mild.” Jacob was hopeful that the community was trending in the right direction but felt that continued targeting of the unvaccinated was key and warned against holiday gatherings. Councilmember Bravo asked about the distribution strategy for the incentive gift cards and what role City Council might play. Jacob indicated that Metro Health purchased 10,000 gift cards for \$100 each and reported that 1,700 had been distributed, noting that younger population seemed to be more enticed by the gift cards.

### **3. The City’s Resolution on Racism as a Public Health Crisis.** [David W. McCary, Assistant City Manager; Jonathan Malagon, Interim Chief Equity Officer]

Chair Sandoval provided historical context and an introduction of the item. Jonathan Malagon, Interim Chief Equity Officer, presented an overview of the health impacts of racism as well as background on the Resolution and an overview of the Office of Equity and its change strategies. Malagon described capacity building efforts such as the Equity Trainer Program and Citywide Equity Lunch and Learn opportunities including partner organizations and numbers of staff trained to date. Malagon outlined the Equity Office’s work with City Departments to impact policy changes using the equity lens.

Metro Health Director, Claude Jacob acknowledged Jennifer Herriot, Kathy Shields and Carlos Rodriguez from the Metro Health Department, who had been working on health equity since 2017 as well as a six-month plan for future activities. Jacob highlighted progress made and the six-month plan for enhancement of data systems, engagement and empowerment of historically marginalized communities.

#### Discussion:

Chair Sandoval asked for more information on the data tools that would be employed, which Malagon explained were expected to be updated this year with 2020 census data. Chair Sandoval noted that a disparity study was performed regularly for the Small Business Economic

Development Advocacy (SBEDA) Program. Malagon explained that the Office of Equity has helped with this study and introduced Jonathan Butler from the Office of Equity who explained that they wanted to ensure that the vendor selected to perform the disparity study would take equity information into consideration and to assure that their office would play an integral role. Noting that maps were broken up by precincts, Chair Sandoval suggested that Bexar County should support the resolution. Jacob committed to making sure that there was good coordination throughout Bexar County adding that there were different strategies needed for outreach in the unincorporated areas of Bexar County.

Chair Sandoval explained that the Resolution included economic opportunities and inquired about coordination with Ready to Work. Malagon reported that this year, the Workforce Development Department would create an equity action plan. Assistant City Manager McCary stated that the Neighborhood and Housing Services and Workforce Development Departments were scheduled to provide an update at a later Committee meeting.

Councilmember Viagran felt that the Resolution would be an opportunity for the City to lead on this issue and wondered if persons living with disabilities or mental health issues could be included. Malagon spoke about the new department of Diversity, Equity and Inclusion which will include the Disability Access Office.

Councilmember Castillo highlighted the importance of direct outreach by Community Health Workers suggesting this would be a great model and that the Neighborhood and Housing Services Department (NHSD) and the Department of Human Services (DHS) should be brought into the conversation as well.

Councilmember Bravo commended Metro Health for establishing an Office of Policy and Civic Engagement (PaCE).

#### **4. Appointment Recommendations to the Municipal Golf Association (MGA) – San Antonio Board of Directors.** [Debbie Racca-Sittre, Interim City Clerk]

Debbie Racca-Sittre, Interim City Clerk provided an overview of the MGA Board of Directors composition and terms. She noted that the current term for City appointees expired in May 2021. Homer Garcia, III Director of the Department of Parks and Recreation, introduced Andrew Peterson, CEO of Alamo City Golf Trail. Garcia outlined the Board application timeline and process which included establishment of an ad-hoc committee that convened and shortlisted 11 candidates.

Discussion:

Councilmember Viagran commented on the work of the ad-hoc committee and their intent to represent all council districts as well as trying to reach out to new audiences and users of the golf course.

The following listed candidates were in attendance and provided two minutes to give an opening statement and the committee asked follow-up questions.

1. Gretchen Garceau-Kragh
2. Samuel Luna, Jr.
3. Javier Paredes
4. Jenny Carnes
5. Geronimo Guerra
6. Chris Morales
7. Errol Sykes
8. Heather Wedige

The following candidates provided a written statement that was read into the record by the Interim City Clerk.

9. Demonte Alexander
10. Mary Carriker
11. Gregg Hopkins

#### **EXECUTIVE SESSION:**

Chair Sandoval recessed the Community Health, Environment and Culture Council Committee Meeting into Executive Session at 4:06 PM to discuss the following:

- A. Consultation with the City Attorney's Office concerning attorney client matters under Chapter 551 of the Texas Government Code.

Chair Sandoval reconvened the meeting at 4:52 PM and announced that no action was taken during Executive Session.

Councilmember McKee-Rodriguez moved to recommend and forward recommendation of the following applicants for the six vacant seats on the Municipal Golf Association San Antonio Board of Directors:

- Gretchen Garceau-Kragh
- Javier Paredes
- Demonte Alexander
- Jenny Carnes
- Geronimo Guerra
- Heather Wedige

Councilmember Bravo seconded the motion. The motion carried unanimously.

The appointments were to be scheduled for full City Council consideration on November 18, 2021.

**ADJOURNMENT:**

There being no further discussion, the meeting was adjourned at 4:53 PM.

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*Ana Sandoval, Chair*

*Respectfully Submitted,*

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*Debbie Racca-Sittre,  
Interim City Clerk*

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October 28, 2021

Sandoval: AND COUNTDOWN, PLEASE. JUST KIDDING. ALL RIGHT, GOOD AFTERNOON, EVERYBODY. MS. MADAM CLERK, COULD WE HAVE A ROLL CALL, PLEASE. [ROLL CALL] CHAIR WE HAVE A QUORUM.

Sandoval: THANK YOU. WE HAVE A LONG AGENDA TODAY, GIVEN THAT WE HAVE INTERVIEWS FOR ONE OF OUR ADVISORY -- WELL, NOT ADVISORY, IT'S REAL COMMITTEE -- THEY HAVE POWER. I'M PUTTING MY FOOT IN MY MOUTH, THE MORE AND MORE THAT I TALK ABOUT IT. SOME QUICK UPDATES ON COMMITTEE BUSINESS. GOVERNMENT AND PUBLIC AFFAIRS OFFICE CONVENED THE AD-HOC COMMITTEE ON THE SA SPEAK UP PORTAL FOR A SECOND MEETING THIS PAST MONDAY. IF YOU RECALL THAT WE HAD A PRESENTATION ON THAT A COUPLE OF MONTHS AGO. THE MEMBERS TESTED THE NEW PORTAL, GAVE SOME FEEDBACK, SO WE HAD REAL USERS TESTING THE PORTAL, AND GPA WILL INTEGRATE SOME OF THOSE SUGGESTIONS AND LAUNCH THE PORTAL OCTOBER 31. THEY WILL BE HERE ON HALLOWEEN IN COSTUME TO LAUNCH THE PORTAL. ACCORDING TO MY SPEAKING POINTS. AND THEN WE'LL GET A BRIEFING ON THAT PORTAL AT OUR NEXT MEETING, NOVEMBER 9TH. SECONDLY, I WANT TO EXTEND CONGRATULATIONS TO OUR COMMITTEE MEMBER COUNCIL MEMBER MCKEE-RODRIGUEZ ON A WELL EXECUTED PRESS CONFERENCE THIS AFTERNOON TO EXPAND THE PROTECTIONS IN THE NON-DISCRIMINATION ORDINANCE. WE'RE ALL THRILLED ABOUT THAT AND I LOOK FORWARD TO BRINGING THAT ITEM TO FULL COUNCIL SOON FOR A VOTE. THANK YOU. QUICK REMINDER -- PLEASE SPEAK INTO THE MICROPHONE SO THAT

OUR VAST AUDIENCE WILL BE ABLE TO FOLLOW ALONG. AND IN ADDITION, THE COUNCIL MEMBERS WILL HAVE FIVE MINUTES FOR QUESTIONS ON EACH OF OUR ITEMS AND PRESENTERS, IF WE COULD KINDLY ASK YOU TO KEEP YOUR PRESENTATIONS TO MORE OR LESS 10 MINUTES. AND, CLERK, IF YOU WOULD BE KIND ENOUGH TO PROVIDE A TWO-MINUTE WARNING, IS THAT OKAY? THANK YOU. AS I SAID TO YOU, DR. CLAUDE JACOB, I'D LIKE TO HAVE AN HOUR TO TALK ABOUT ALL OF THESE TOPICS BUT WE HAVE INTERVIEWS TO DO. AND SO, THANK YOU. WITH THAT I'LL MOVE TO ITEM 1, APPROVAL OF MINUTES FROM THE OCTOBER 12, 2021 MEETING. DO WE HAVE A MOTION? IS THERE A MOTION TO TABLE THE ITEM?

I MOVE TO APPROVED MINUTES.

SECOND.

Sandoval: THANK YOU. ALL IN FAVOR, PLEASE SAY AYE.

AYE.

Sandoval: ANY OPPOSED? ANY ABSTENTIONS? OKAY, THE MOTION CARRIES. THANK YOU. ALL RIGHT, WE'LL MOVE ON TO ITEM NUMBER 2, THE CITY'S COVID-19 AND FLU RESPONSE AND PREPAREDNESS BY METRO HEALTH STAFF. THANK YOU VERY MUCH.

THANK YOU. GOOD AFTERNOON. THANK YOU, COUNCILWOMAN SANDOVAL FOR THIS OPPORTUNITY TO PROVIDE THIS MONTH'S COVID-19 UPDATE. I DO BELIEVE THAT YOU HAVE RECEIVED A COPY OF THE SLIDES. I'M GOING TO STICK TO THE 10-MINUTE RULE AND QUICKLY BLAZE THROUGH THIS. BACK BY POPULAR DEMAND, MY THIRD VISIT BACK WITH THE CHECK. SO THIS FIRST SLIDE, SO THAT YOU KNOW ON THE COVER SLIDE, THAT THIS IS A MURAL, ONE OF THE SERIES OF MURALS THAT WE HAVE CITY-WIDE. THIS ONE IS FOUND IN DISTRICT 7 AT THE JEFFERSON BODEGA AND PAINTED BY ARTIST KIM BISHOP. SHE PAINTED A PORTRAIT OF HER MOTHER, AGED 81, WEARING A MASK SURROUNDED BY A FRAME OF ROSES. THE MURAL IS A REPRESENTATION OF EVERYONE'S MOM. SHE SAID THAT HER MASK IS A MESSAGE TO EVERYONE TO PLEASE BE CAREFUL AND GET VACCINATED SO THAT YOU DON'T SPREAD THE COVID-19 TO YOUR MOTHER OR GRANDMOTHER. AGAIN, A REMINDER TO PROTECT YOURSELF AND YOUR LOVED ONES, DO IT FOR YOURSELF, DO IT FOR

SA. SO QUICK SNAPSHOT, AGAIN, WHAT WE'VE BEEN SEEING OVER THE COURSE OF THE LAST FEW WEEKS, WE HAVE SEEN CLEARLY IMPROVEMENT AND ALLEVIATION WITH THE COVID STORM. SO OUR CASE COUNT IS 327,338 TO OUR DEPARTMENT AND SADLY WE HAVE LOST OVER 4,800 RESIDENTS HERE TO THIS VIRUS. AND OUR SEVEN-DAY MOVING AVERAGE IS NOW AT 205 NEW CASES PER DAY. OUR POSITIVITY RATE HAS STEADILY BEEN DECLINING OVER THE COURSE OF TIME. COMPARED TO WHAT I SHARED LAST MONTH OUR POSITIVITY RATE HAS IMPROVED DRAMATICALLY. WE WERE CLOSE TO 14% TWO MONTHS AGO, AND RIGHT AROUND 5% LAST MONTH, AND AS YOU SEE AS OF THIS WEEK WE'RE BELOW 2%. SO WE CONTINUE TO HEAD IN THE RIGHT DIRECTION, FORTUNATELY, AND OUR POSITIVITY RATE IS CURRENTLY BETTER THAN THE STATE RATE AND THE U.S. RATE OVERALL WHICH IS HOVERING AT 5% OR 5.5%. WITH REGARD TO TREND DATA AND I KNOW THAT THIS SLIDE MAY BE A LITTLE DIFFICULT TO READ BUT KNOW WHEN WE HAD THE WINTER SURGE, BELIEVE IT OR NOT, WINTER WAS JUST A FEW MONTHS AGO BUT IT FEELS LIKE COVID YEARS, MANY MOONS AGO. WE WERE OVER 1,400 IN THE HOSPITAL AND WE CAME CLOSE TO THAT IN THE SUMMER SURGE BUT DID NOT SURPASS THAT LEVEL AND WE'RE IN A DOWNTURN FROM THAT NUMBER. SO WHAT YOU ARE SEEING BY CONTRAST, WE'RE NOW SHOWING 263 CASES RELATED TO COVID, TIED TO HOSPITALIZATIONS IN OUR INTENSIVE CARE UNITS. AND WE'RE SHOWING OVER 100 TO 103 AND ON VENTILATORS WE'RE SHOWING 49. SO BY FOLLOWING THE GRAPHS, THE DARK BLUE LINES REPRESENT THE HOSPITALIZATIONS AND THE YELLOW LINE, THE INTENSIVE CARE UNITS AND THOSE ADMISSIONS. AND THE LIGHT BLUE, THE BOTTOM LINE, SHOW THOSE ON VENTILATORS. THE MAIN TAKEAWAY OF THIS SLIDE, STILL EIGHT OVER 10 ADMISSIONS RELATED TO COVID HAS BEEN AMONGST THOSE UNVACCINATED. OVERALL THE RISK LEVEL -- SO JUST I'M HAPPY TO REPORT THAT WE ARE NOW AT A MILD RISK LEVEL AND WE HAVE BEEN AT THIS LEVEL FOR THE LAST FOUR WEEKS AND WE STILL SHOW A STEADY DECLINE. LAST MONTH WE WERE AT A MODERATE LEVEL AND KNOW THAT A COUPLE MONTHS WE WENT FROM SEVERE TO MODERATE, SO, AGAIN, THINGS HAVE BEEN IMPROVING STEADILY OVER THE COURSE OF TIME. THIS SLIDE MAY BE A LITTLE DIFFICULT TO READ BUT JUST KNOW THAT IT'S A SNAPSHOT OF ACTIVITIES AND IT DOES NOT REPRESENT AN EXHAUSTIVE LIST, BUT REALLY THE WHOLE POINT IS THAT WE PUBLICIZE OUR CLINIC SITES EACH WEEK TO ADJUST TO COMMUNITY REQUESTS. OUR AREAS OF HIGHEST NEED, AS WELL AS STAFFING CAPACITY AS SUPPORTED BY AREA PARTNERS. THIS SHOWS OUR MASS VACCINATION SITE AND THE ALAMO DOME HOURS AND WE ADJUSTED THOSE A FEW WEEKS AGO AND SO



IT'S STILL WEDNESDAY-FRIDAY, 12:00 p.m. AND TO 8:00 p.m. AND WITH AREA HEALTH CARE PROVIDERS AND HEALTH CARE WORKERS AND PHARMACIES TO HAVE OUTREACH AT METRO HEALTH. THIS SNAPSHOT IS -- IF YOU TAKE THE MAP FROM THE PREVIOUS SLIDE AND PUT IT SIDE-BY-SIDE WITH OUR EQUITY INDEX MAP, YOU CAN SEE THAT WE'RE CONTINUING TO TARGET THE VACCINATION SITES SUCH AS OUR POP-UP VACCINATION CLINICS IN THE CENTRAL AND SOUTHERN AREAS OF THE CITY, WHERE THE EQUITY SCORE IS HIGHEST. THIS IS REALLY A GOOD EXAMPLE OF HOW WE APPLY THE SCIENCE OF OUR WORK AND TECHNOLOGY TO EXAMINE THE PATTERNS OF DISEASE, AND THE NEED WHILE WE DEPLOY THE RESOURCES OR STAFF TO ADDRESS THOSE NEEDS. AND IN ADDITION WE ARE BECOMING MORE COGNIZANT OF THE LONG LEGACY OF POLICIES AND PRACTICES THAT HAVE IMPACTED OUR COMMUNITIES OVER MANY GENERATIONS, AND, AGAIN, THIS PRESENTATION DOVETAILS WITH WHAT WE'LL BE TALKING ABOUT IN TERMS OF THE DECLARATION OF RACISM AS A PUBLIC HEALTH ISSUE. AND WE KNOW THAT ZIP CODE MATTERS, PLACE MATTERS AND WE SEE PATTERNS OF DIFFERENTIATION BY LIFE EXPECTANCY, BY THE DIFFERENT CONDITIONS THAT IMPACT THE QUALITY OF LIFE OF RESIDENTS ON THE GROUND AND SO ON AND SO FORTH. THIS SIDE-BY-SIDE, AGAIN, EACH MONTH I TRY TO SHARE WHAT WE SHOW BY WAY OF THOSE ELIGIBLE TO BE VACCINATED. SO THIS IS THE PERCENT OF FOLKS WHO ARE FULLY VACCINATED AND THOSE WHO HAVE AT LEAST RECEIVED ONE DOSE. AGAIN, OF THE POPULATION, THAT IS ELIGIBLE TO BE VACCINATED. SO THE HEAT MAP SPEAKS FOR ITSELF AND WE SHOW STRONG COVERAGE. WE HAVE TRIED TO DO A BETTER JOB TO AT LEAST GET TO PARTS OF THE COUNTY THAT HAVE BEEN UNDERSERVED BUT THE TAKE-HOME MESSAGE IS THAT AS A RESULT OF OUR STRONG WORK BY THE TEAM AND BY OUR PARTNERS, LAST MONTH, FOR EXAMPLE, WE HAD 71% OF OUR ELIGIBLE POPULATION FULLY VACCINATED AND NOW OVER 76%. JUST KNOW THAT AT THIS POINT OUR VACCINATION RATES OVERALL WELL SURPASSES THAT OF THE U.S. AVERAGE, STATE-WIDE AVERAGE HERE IN TEXAS, AS WELL AS OUR LARGE CITIES LIKE AUSTIN, DALLAS, AND HOUSTON. AND WE HAVE THAT DATA AVAILABLE TO SHARE WITH FOLKS. CONTINUING ON THAT NOTE OF SUCCESS, IF WE LOOK AT THE GEOGRAPHIC REPRESENTATION OF VACCINATION DISPARITIES OVER TIME WE ALSO SEE MAJOR IMPROVEMENTS. STARTING IN APRIL AND WELL INTO AUGUST, OUR ZIP CODE MAPS OF THE PERCENT VACCINATED SHOWED A DISPARITY GRADIENT GOING FROM THE NORTHWEST REGION OF BEXAR COUNTY AND TO THE CENTRAL AND SOUTHERN REGION WHICH IS THE MAP ON THE LEFT. THIS IS WHAT I WANT TO SHOW. SO JUMPING SIX MONTHS FORWARD TO TODAY, WE SEE THE MAP ON THE

RIGHT. THIS VACCINATION DISPARITY GRADIENT HAS NOTABLY LESSENERED. HOPEFULLY WHAT WE CAN CONFER IS THAT THE SUCCESS COMES AT LEAST PARTLY FROM OUR CONSISTENT AND STRATEGIC APPROACH AND TARGETING AND ENHANCING OUR COVID-19 OUTREACH, EDUCATION, TESTING SITES AND VACCINATION CLINIC IN REGIONS WITH A HIGHER EQUITY SCORE. AGAIN, FOR US WE REMAIN HUMBLE BY WHAT WE DON'T KNOW BUT KNOW THAT WHILE IT MIGHT BE DIFFICULT TO SHOW CASUALTY, WE CAN SHOW WITH CONFIDENCE THE CORRELATION OF THE IMPROVEMENTS BASED ON APPLYING THE BEST SCIENTIFIC EVIDENCE AND BEST PRACTICES. THIS BAR GRAPH, AGAIN, YOU HAVE ASKED TO AT LEAST SEE A SNAPSHOT. AND THE ATTENTION HAS BEEN ON THE SECOND TO THE LAST -- OH, I DON'T HAVE A WAY TO SHOW -- I WANTED TO USE A POINTER -- BUT TOTAL POPULATION. I KNOW THAT HAS BEEN THE INTEREST HERE. WHILE WE TELL EACH WEEK THE PERCENTAGE OF THE POPULATION THAT IS ELIGIBLE THAT HAS BEEN VACCINATED, I KNOW THAT YOU'VE ASKED IN TERMS OF TOTAL POPULATION SO WE SHOW OVER 63% OF THE TOTAL POPULATION AS BEING FULLY VACCINATED AND ABOUT 74%, 75% OF THE POPULATION THAT AT LEAST RECEIVING ONE DOSE. SO JUST KEEP THAT IN MIND. THE ONE CAVEAT TO THIS SLIDE IS THAT WHILE WE ARE EXCITED AND WE ARE PLEASED BY THE SUCCESS MADE, JUST SO FAR OVER THE COURSE OF THE LAST FEW WEEKS AND MONTHS, COVID IS AN ONGOING BRUSH FIRE AND THERE'S PLENTY OF DRY WOOD OUT THERE AS EXPERIENCED BY HOSPITALS AND SO WE MUST INCREASE THE PERCENTAGE OF THE POPULATION THAT IS UNVACCINATED. AS I WIND DOWN, I JUST WANTED TO REMIND US ALL IN TERMS OF HOW WE HAVE TRIED TO AMPLIFY OUR REACHES AND SO STRATEGIES TO ENCOURAGE VACCINATION AT EACH METRO HEALTH SITE, AND WE DISTRIBUTE FLYER INFORMATION ABOUT COVID-19 VACCINE AS WELL AS VACCINE CARD HOLDERS AND HAND SANITIZERS AND OTHER PUBLIC INFORMATION. IF POSSIBLE, WE OFFER THE COVID-19 VACCINE LIKE WE DID AT THE MISSION MARQUEE EVENT. AND IT INCLUDED THE NATIONAL AIDS AWARENESS AND LATINX TESTING EVENT AND HEALTHY START PROGRAMS AND A FALL FESTIVAL AT THE MISSION MARQUEE AND THE DIA de los MUERTOS EVENT AND ON OCTOBER 23RD AND 24TH AT THE HARK AND AN UPCOMING HALLOWEEN EVENT THIS COMING FRIDAY SPONSORED BY UNIVISION TELEVISION. WE HAVE FLYERS NEAR POP-UP CLINICS AND NEAR AT LEAST SEVERAL DAYS PRIOR TO PROMOTE THESE ACTIVITIES AND LAST WEEK WE -- THROUGH THIS WEEK, WE CONDUCTED A HALLOWEEN SAFETY PRESS CONFERENCE WHERE THE SLOGAN THIS YEAR IS "DON'T BE SCARED, BE PREPARED," WHILE WE ARE TRYING TO AT LEAST REMIND FOLKS AND FAMILIES ABOUT TRICK-OR-TREATING

SAFELY THIS COMING HALLOWEEN WEEKEND. FOR THOSE OF YOU THAT HAVE ASKED AND USING OUTREACH USING ELECTRONIC PLATFORMS SO OUR VACCINATION LOCATIONS ARE POSTED EVERY FRIDAY ON OUR SOCIAL MEDIA PAGES. OUR COVERAGE EXTENDS ACROSS THE ENTIRE BEXAR COUNTY AND POSTS ARE MADE WEEKLY -- WEEKLY REMINDERS IN ORDER TO -- ONE MINUTE? GOT IT. ALL RIGHT. SO LET ME JUST SAY THAT WE'RE GETTING THE WORD OUT. SO JUST SEE THOSE THREE BARS IN TERMS OF SOCIAL MEDIA AND BROADCAST MEDIA AND PRINT MEDIA. AND IF YOU HAVE QUESTIONS SEE ME AFTER THIS. H-E-B GIFT CARDS, WE HAVE ROLLED THIS OUT OVER MANY WEEKS AND HAVE ISSUED TO DATE OVER 1,600 CARDS AND WE KNOW THAT THE TOP THREE ZIP CODES WITH UPTAKE HAVE BEEN 78207, 78210, AND 78245. WE HAVE SEEN PRETTY EVEN SPREAD ACROSS THE DIFFERENT AGE GROUPS EXCEPT FOR THOSE 65 AND OLDER WHERE WE DON'T SEE AS MUCH OF AN INTEREST, BUT WE JUST KNOW THAT WE'VE HAD THOSE GIFT CARDS DISTRIBUTED. I HAVE ONE OTHER UPDATE -- IT LOOKS AS OF YESTERDAY NOW -- OVER 1,700 GIFT CARDS HAVE BEEN GIVEN OUT AT 18 POP-UP EVENTS SO I STAND CORRECTED. BOOSTERS, BOOSTERS, BOOSTERS. JUST REALLY KNOW THAT WE ARE WORKING HAND-IN-HAND ALIGNING OUR EFFORTS WITH THE TEAM ON THE GROUND AND MINDING THE GUIDANCE BY THE FEDS AND I COULD ANSWER QUESTIONS -- KEEP GOING? GOT IT. ALL RIGHT. ROCK, PAPER, SCISSORS WITH THE TIMEKEEPER. SO IN TERMS OF BOOSTERS -- WE'VE GIVEN OUT OVER 100,000 ADDITIONAL DOSES, BOOSTERS AND THIRD DOSES HAVE BEEN ADMINISTERED TO BEXAR COUNTY RESIDENTS. THERE'S A LOT OF TALK IN TERMS OF WHAT IS HAPPENING WITH THE FOOD AND DRUG ADMINISTRATION AND THE CENTERS FOR DISEASE CONTROL AND PREVENTION AND THOSE DIFFERENT COMMITTEES AND WE BEGAN ADMINISTERING MODERNA AND THE J&J BOOSTERS ON OCTOBER 27TH, YESTERDAY, AT OUR METRO HEALTH POP-UP CLINIC. AND RIGHT NOW THE TALK AROUND WHAT IS HAPPENING WITH THE PEDIATRIC VACCINATIONS FOR THOSE 5-11, AS OF THIS WEEK THE F.D.A. PROCESS HAS BEEN COMPLETED AND THE NEXT STEP INVOLVES THE ADVISORY COMMITTEE ON IMMUNIZATION PRACTICES AND THEY ARE SET TO MEET ON NOVEMBER 2ND AND 3RD. ONCE RECOMMENDED AND APPROVED THE CDC, THE CENTERS FOR DISEASE CONTROL AND PREVENTION, RECOMMENDS WITHIN ABOUT 24 HOURS TO MOVE FORWARD SO THAT WE TENTATIVELY ARE LOOKING AT A WINDOW BETWEEN NOVEMBER 4TH AND 5th FOR THE COVID-19 PEDIATRIC VACCINATIONS TO BE ROLLED OUT. WE DID HOLD A TOWN HALL MEETING YESTERDAY WITH AREA PROVIDERS, JUST TO BRING THEM UP TO SPEED, SO JUST KNOW THAT WE ARE QUEUING UP FOR WHAT WILL HAPPEN OVER

THE COURSE OF THE NEXT WEEK. LASTLY, WE'RE AT THE EVE OF FLU SEASON, SO JUST KNOW THAT THE FLU VACCINES ARE OFFERED FREE OF CHARGE. AND WE DO PROVIDE THE SERVICE HERE WITH AREA PARTNERS AND JUST KNOW THAT THIS YEAR WHILE INFLUENZA IS UNPREDICTABLE EACH YEAR, REDUCED POPULATION IMMUNITY IS DUE TO THE LACK OF INFLUENZA VIRUS ACTIVITY SINCE MARCH OF LAST YEAR BUT IT COULD RESULT IN AN EARLY AND POSSIBLY SEVERE FLU SEASON THIS YEAR. SO WE'RE SAYING LAST YEAR WAS VERY, VERY UNUSUALLY QUIET AND MILD. SO ANYTHING DIFFERENT FROM THAT IS GOING TO FEEL LIKE QUITE A STORM OUT THERE IN TERMS OF FLU ACTIVITY. WHAT WE KNOW NOW IS THAT IN BEXAR COUNTY, OUR SURVEILLANCE BEGAN AS OF OCTOBER 1. THE CURRENT ACTIVITY SEEMS TO BE SPORADIC AND VERY LOW, AND NATIONALLY THE SEASONAL INFLUENZA ACTIVITY CURRENTLY STILL REMAINS LOW. SO WE'LL REPORT BACK EACH MONTH AND KEEP FOLKS POSTED. THE TAKE-HOME MESSAGE, JUST LIKE COVID-19, OUR MESSAGING OUT THERE IS FOR FOLKS TO GET THEIR FLU SHOT THIS IS YEAR. ALL RIGHT, THERE WE GO. THANK YOU. SO NOW I CAN PAUSE AND OPEN IT UP FOR QUESTIONS.

Sandoval: THANK YOU FOR RUSHING THROUGH THAT VERY THOROUGH PRESENTATION. ARE THERE ANY QUESTIONS? COUNCILWOMAN?

SORRY. SLIDE 8, CAN WE PUT UP SLIDE 8 AGAIN? I THINK THAT IT IS 8. WITH THE MAPS FROM -- THAT ONE. I'M TRYING NOT TO GET EMOTIONAL. EXCELLENT JOB. YOUR TEAM HAS DONE AN AMAZING JOB. YES, PLEASE GIVE HIM A ROUND OF APPLAUSE. [Applause] YOU HEARD WHAT WE HAD TO SAY. YOUR TEAM WENT OUT. AND THEY WERE AT MISSION, A COUPLE OF TIMES AND WE HAD OTHER EVENTS, SO THANK YOU SO MUCH FOR YOUR EFFORTS, YOUR TEAM'S EFFORTS, TO MEET THE COMMUNITY WHERE THEY'RE AT AND TO GET THEM VACCINATED. I KNOW THAT WE'RE SAVING LIVES. AND I KNOW THAT WE CAN INCREASE THIS NUMBER. SO WHEN YOU COME BACK AND PRESENT TO ME YOU JUST NEED TO BRING THIS SLIDE. THAT'S ALL I NEED TO SEE. BUT I DO LOOK FORWARD TO WORKING WITH YOU ON THE ROLLOUT FOR THE CHILDREN 5 TO 11. I KNOW THAT MY OFFICE WAS CALLING YOU YESTERDAY TO SEE IF WE COULD GET IT DONE FOR OUR NEXT EVENT, BUT WE LAWYER PATIENT AND, OF COURSE -- WILL BE PATIENT, AND OF COURSE LOOK FOR YOU TO GET THIS DONE. THANK YOU VERY MUCH AND THANK YOU FOR THE UPDATE.

THANK YOU. JUST AGAIN TO ACKNOWLEDGE AND APPLAUD OUR FANTASTIC TEAM, LED BY DR. CURE AN. YOU KNOW HERE AND SHE'S A ROCK STAR AND WEARS A CAPE AT NIGHT. BUT KNOW THAT WE APPRECIATE AND WE DO USE THE SCIENCE TO FIGURE OUT WHERE TO DEPLOY OUR ASSETS AND WE KEEP OUR EAR TO THE GROUND AND TALK TO PARTNERS. AND YOU ARE VOCAL IN MAKING SURE THAT WE SERVE THE UNDERSERVED PARTS OF THE COUNTY AND THE CITY. SO THIS SPEAKS FOR ITSELF, BUT THANK YOU FOR THAT COMPLIMENT.

Sandoval: THANK YOU, COUNCILWOMAN.

THANK YOU, CHAIR, AND THANK YOU -- YOU AND YOUR TEAM FOR THE WORK THAT YOU HAVE PUT IN. I'M PLEASED TO SEE THAT WE'RE SEEING AN INCREASE WITH VACCINATIONS AND I THANK MARROW BRAVO FOR STARTING THAT CONVERSATION ABOUT INCENTIVIZING THE VACCINATION, TALKING TO MANY COMMUNITY MEMBERS IN THE 78207. AND THEY ARE CONCERNED ABOUT THE HEALTH IMPACTS AND, YOU KNOW, I HAVE HEARD THAT THE SECOND SHOT WILL GET YOU REALLY SICK. YOU KNOW, I CAN'T AFFORD TO BE WITHOUT WORK. SO, YOU KNOW, THAT CONVERSATION IS SEEING THE IMPLEMENTATION AND INCREASING THAT NUMBER IS VERY IMPORTANT SO THANK YOU FOR YOUR WORK.

THANK YOU. LAST NIGHT I WAS WITH THE AFRICAN-AMERICAN HEALTH DISPARITIES COUNCIL AND WE WERE JUST TALKING ABOUT THAT AND HAVING REAL TALK WITH REAL PROVIDERS JUST TO SHARE AND TO ADDRESS THOSE MISNOMERS. SO WE'RE TRYING TO CONTINUE TO PUSH THE MESSAGE OUT THERE, WHERE APPROPRIATE, WHERE AVAILABLE. WE TRY TO CUSTOMIZE OUR MESSAGES AND KEEP IT COMING AND WE'LL RESPOND TO THE BEST OF OUR ABILITY.

Sandoval: GREAT, COUNCILMAN.

THANK YOU. CLYDE, CAN YOU TELL US ON -- I DON'T KNOW WHAT SLIDE IT IS -- BUT WE'RE AT LOW RISK LEVEL RIGHT NOW. WE'RE AT MILD RISK LEVEL. CAN YOU TELL US IF WE'RE TRACKING TOWARDS LOW, AND IF YOU THINK THAT WE'LL BE THERE ANYTIME SOON?

THANK YOU FOR THE QUESTION. I DON'T HAVE A CRYSTAL BALL HERE. BUT WE IN HOUSE HAVE BEEN SAYING THAT THE CRYSTAL BALL HAS BEEN CLOUDY THESE DAYS.

AND SO WE WOULD JUST SAY THAT WE'RE TRENDING IN THE RIGHT DIRECTION. WE DON'T HAVE A DATE AND TIME CERTAIN AS TO WHEN WE WOULD TRIP THAT WIRE TO GO BACK TO LOW. THE ALGORITHM DOES INCLUDE AT LEAST WHAT IS HAPPENING WITH THE AREA HOSPITALS. SO JUST KNOW THAT THEY CONTINUE TO FEEL THE PINCH SIMPLY BECAUSE OF THE UNVACCINATED PROPORTION OF OUR POPULATION. 84% OF ADMISSIONS WITH COVID ARE AMONGST THOSE UNVACCINATED. THE GOOD NEWS FOUR WEEKS RUNNING WE'VE BEEN AT MILD AND WE'LL SEE WHERE WE ARE IN THE NEXT WEEK OR TWO. BUT KEEP IN MIND THAT WE'RE ENTERING INTO THE HOLIDAY VORTEX, RIGHT, THIS VIRUS LOVES COMPANY, AND BECAUSE OF THAT WE HAVE TO JUST BE MINDFUL OF WHAT THAT COULD PLAY OUT TO BE OVER THE COURSE OF THE COMING WEEKS. SO VAX IN HAND AND MASK IN HAND AND WE CONTINUE AND WE SOLDIER ON. SO WE'LL SEE WHERE WE ARE IN THE NEXT FEW WEEKS.

THANK YOU. SO -- SO I BELIEVE THAT IT WAS ONE MONTH AGO THAT YOU WERE HERE TODAY AND WE WERE ASKING YOU ABOUT THE GIFT CARDS AND YOU MADE THAT ANNOUNCEMENT LATER THAT EVENING. SO IT'S BEEN ABOUT A MONTH NOW. ARE YOU AT ABOUT HOW MANY YOU WOULD HAVE LIKED TO HAVE DISTRIBUTED SINCE THEN? OR IS IT RAMPING UP? DID YOU, LIKE, DISTRIBUTE A LOT MORE IN THE LAST WEEK THAN MAYBE IN THE FIRST COUPLE WEEKS? AND WHAT IS YOUR STRATEGY, AND HOW CAN WE BE HELPING? I MEAN, WHAT -- HOW CAN YOU USE THAT MOST EFFECTIVELY TO GET MORE PEOPLE VACCINATED? AND CAN WE PLAY A ROLE THERE?

AGAIN, SO THANK YOU FOR THAT QUESTION. SO JUST A REMINDER THAT WE DID RECEIVE APPROVAL FROM THE CENTERS FOR DISEASE CONTROL AND PREVENTION. THIS IS -- WE BOUGHT 10,000 OF THESE \$100 GIFT CARDS, H-E-B GIFT CARDS AND OVER 1,755 WE HAVE ADMINISTERED. AND THAT DEMOGRAPHIC WE HAVE SEEN EARLY UPTAKE. I SAY SPREADING THE WORD AND DIFFERENT FOLKS SIGN UP FOR DIFFERENT REASONS. SO I'M PLEASED AT LEAST BY GETTING THE WORD OUT, BUT WHO KNOWS HOW THIS IS GOING TO PLAY OUT OVER THE NEXT FEW WEEKS. SO WE HAVE THE INFORMATION AVAILABLE AND HOWEVER IT IS THAT YOU CAN HELP TO SPREAD THE WORD WE ASK YOU SUPPORT US IN THAT ENDEAVOR.

Bravo: GREAT, THOSE ARE ALL OF MY QUESTIONS, CHAIR.

Sandoval: ALL RIGHT. ARE THERE ANY OTHER THINGS THAT YOU WANT TO SHARE WITH US, CLAUDE? I KNOW THAT WE MADE YOU RACE THROUGH THAT.

NO WORRIES. I HAVE MY RUNNING SHOES ON AND I'LL BE BACK NEXT MONTH. NO WORRIES.

Sandoval: ALL RIGHT, WELL, GREAT WORK. THANK YOU VERY MUCH. SO WE'LL MOVE ON TO OUR NEXT ITEM WHICH IS AN UPDATE ON THE RESOLUTION THAT COUNCIL ADOPTED, RACISM AS A PUBLIC HEALTH CRISIS. AND BEFORE TAKING THE ITEM, I JUST WANT TO PROVIDE A LITTLE CONTEXT FOR WHAT WAS HAPPENING WHEN WE -- WHEN WE ADOPTED THIS AS A COUNCIL. AND I'M ALSO -- I'VE BEEN TOLD THAT THERE'S NO WAY THAT THIS PRESENTATION IS GETTING DONE IN 10 MINUTES. IT'S GOING TO BE 12 TO 14. YEAH, THAT'S FINE. THANK YOU, DEBBIE. THANK YOU FOR BEING READY TO DO THAT. AND SO THE MURDER OF GEORGE FLOYD OCCURRED IN MAY OF 2020, AND ACROSS THE COUNTRY AS WELL AS HERE IN SAN ANTONIO, WE SAW A RISING UP OF PEOPLE DEMANDING JUSTICE FOR -- RACIAL JUSTICE. COUNCILWOMAN JADA ANDREW SULLIVAN WHO WAS HERE AT THE TIME INTRODUCED THIS PROPOSAL AND MITCHELL SHEPHERDED THAT THROUGH. AND IT IMPROVES RACIAL EQUITY AND TODAY WE'LL GET AN UPDATE ON THAT PROCESS. WELCOME, JONATHAN, AND CONGRATULATIONS ON YOUR INTERIM APPOINTMENT.

THANK YOU VERY MUCH. GOOD AFTERNOON, CHAIR, AND COUNCIL MEMBERS. I'M NOT QUITE SURE HOW YOU ADVANCE SLIDES. THE PRESENTATION IS NOT SHOWING. AND THANK YOU FOR YOUR LEADERSHIP IN HELPING TO GET THE RESOLUTION PASSED. SO TODAY IS A FIRST IN A SERIES OF BRIEFINGS THAT THE OFFICE OF EQUITY WILL PROVIDE ON THE RACISM AS A PUBLIC HEALTH CRISIS RESOLUTION AND I'LL TRY TO BE FAST SO I'LL TAKE ABOUT SIX MINUTES. THE AMERICAN PUBLIC HEALTH ASSOCIATION HAS DESCRIBED RACISM AS THE ULTIMATE UNDERLYING CONDITION THAT CONTRIBUTES TO INEQUITIES. AND IT SUPPORTS HEALTH AND WELL-BEING AND UNIVERSITY OF MICHIGAN PROFESSOR ARLINE GERONIMUS HAS A HYPOTHESIS CALLED WEATHERING THAT COMMUNITY EXPOSURES TO RACISM CAUSE EARLY HEALTH DETERIORATION AND PREMATURE AGING. FURTHERMORE, PUBLIC HEALTH EVIDENCE SUGGESTS THAT CHRONIC STRESSORS THROUGHOUT THE LIFE COURSE ARE EMBEDDED AND DAMAGE THE IMMUNE SYSTEM IN MULTIPLE WAYS. THIS IS A CONCEPT THAT EPIDEMIOLOGISTS CALL EMBODIMENT, WHERE A BODY IS IN A BODY OR TELL THE STORY OF RACISM AND INEQUITIES. WE SEE THIS REFLECTED IN THE

DISPARITIES AND THE LIFE EXPECTANCY, INFANT MORTALITY AND IN THE COVID-19 DEATH RATE. AND AS CHAIR SANDOVAL MENTIONED, FIRST DRAFTS OF THE RESOLUTION WERE COMPLETED BY DISTRICT 2 AND THE HEALTH ADVISORY COMMITTEE, SUPPORTED BY DISTRICT 7 COUNCIL MEMBER SANDOVAL. A MONTH LATER, THE MEMBERS PROVIDED ADDITIONAL INPUT ON THE DRAFT AND IN THE RESOLUTION WAS PASSED BY CITY COUNCIL ON AUGUST 20TH, 2020. TO DATE, SAN ANTONIO IS ONE OF 217 JURISDICTIONS ACROSS THE COUNTRY THAT HAVE ADOPTED A RESOLUTION OF RACISM AS A PUBLIC HEALTH CRISIS. IN TEXAS, AUSTIN, DALLAS AND HARRIS COUNTY HAVE ADOPTED SIMILAR DECLARATIONS. THE RESOLUTION IDENTIFIES ACTIONABLE STEPS TO ADDRESS INSTITUTIONAL AND SYSTEMIC RACISM. TODAY WE'LL BE DISCUSSING SOME OF THE ACTION ITEMS THAT OUR STAFF LED. ONE IS PROVIDING A BIENNIAL PRESENTATION ON STEPS TAKEN BY THE CITY TO IMPROVE RACIAL EQUITY, WHICH IS WHAT WE'RE DOING HERE TODAY. AND SPECIFICALLY ADVANCING RACIAL EQUITY BY REVIEWING POLICIES AND PROCEDURES AND ENGAGING MARGINALIZED COMMUNITIES, IMPROVING EQUITY DATA SYSTEMS, ADVANCING HEALTH EQUITY, MITIGATING HOUSING AND JOB DISPLACEMENT, AND PROVIDING EQUITABLE SERVICES PROGRAMS AND PLANS. SO THE OFFICE OF EQUITY FOCUSED ON ADVANCING SOCIAL JUSTICE AND EQUITY WITHIN THE CITY OF SAN ANTONIO. I WANT TO ACKNOWLEDGE THE SMALL TEAM THAT WE HAVE, AMY CSO AND AMANDA RESTER WHO ARE IN THE ROOM. IT FOLLOWS BEST PRACTICE ON ADVANCING EQUITY IN LOCAL GOVERNMENT THAT INCLUDES A THREE-PRONGED APPROACH OF RAISING AWARENESS OF FRAMEWORKS, INCLUDING INSTITUTIONAL AND STRUCTURAL RACISM. ORGANIZING THE STAFF TO LEAD EQUITY EFFORTS IN THEIR DEPARTMENTS. RESULTING IN INDIVIDUAL AS WELL AS BEHAVIORAL CHANGES THAT CONTRIBUTE -- THE DEPARTMENTAL BEHAVIOR CHANGES THAT CONTRIBUTE TO MORE INCLUSIVE AND EQUITABLE POLICIES AND PROCEDURES. AND CREATING POLICY CHANGE THROUGH THE USE OF EQUITY DATA AND ANALYTICAL TOOLS. I'M GOING TO SKIP THIS SLIDE FOR THE SAKE OF TIME. OUR EQUITY CAPACITY, BUILDING WORK OR OUR AWARENESS PIECE OF THE STRATEGY IS A CRITICAL COMPONENT OF THIS WORK. WE NEED TO BUILD A CRITICAL LENS, WITH SHARED DEFINITIONS AND FRAMEWORKS TO ENSURE THAT OUR POLICY MAKING AND OUR SERVICE DELIVERY IS EQUITABLE. SO WE UTILIZE A TRAIN THE TRAINER MODEL TO BUILD STAFF CAPACITY, TO FACILITATE RACIAL EQUITY TRAININGS. TODAY WE TRAIN UP TO 100 CITY STAFF TO BE EQUITY TRAINERS. 61 OF WHOM ARE STILL ACTIVE AND WORK WITH OUR OFFICE TO DELIVER A THREE-PART FOUNDATIONAL RACIAL EQUITY TRAINING CURRICULUM.



WE ALSO OFFER SEVERAL CITY-WIDE EQUITY LUNCH-AND-LEARN OPPORTUNITIES THROUGHOUT THE YEAR AND WE PARTNER WITH NATIONAL ORGANIZATIONS SUCH AS THE RACIAL EQUITY INSTITUTE AND POLICY LINK FOR MORE FOCUSED RACIAL EQUITY TRAINING. IN TOTAL, OVER A THOUSAND STAFF PARTICIPATED IN EQUITY TRAININGS IN THE FISCAL YEAR 2021, AND OUR OFFICE HOSTS A 77 EVENTS THROUGHOUT THE YEAR. AND WE ALSO ORGANIZED STAFF WITHIN AND AS WELL AS ACROSS THE CITY DEPARTMENTS TO SERVE AS EQUITY RESOURCES. OVER THE PAST COUPLE OF YEARS WE CONVENED A CITY-WIDE EQUITY COMMITTEE OR CC, AS AN EQUITY THINK TANK, IF YOU WILL, TO SHARE BEST PRACTICES, DISCUSS CHALLENGES, TO LEARN ABOUT VARIOUS EQUITY TOPICS, AND REALLY TO REFLECT ON HOW THOSE DIFFERENT TOPICS INTERSECT WITH THEIR WORK. WE CURRENTLY HAVE A TOTAL OF 52 REPRESENTATIVES ON THE COMMITTEE, COMPRISED OF ONE TO TWO STAFF IN EACH DEPARTMENT. SOME OF THE THEMES THAT WE'VE COVERED THIS YEAR INCLUDE CONFRONTING ANTI-BLACK RACISM, LATINX RACIAL IDENTITY, AND IMMIGRANT AND DISABILITY JUSTICE, JUST TO NAME A FEW. SO WE ALSO SUPPORT DEPARTMENTS IN BUILDING RACIAL EQUITY COMMITTEES AND ACTION TEAMS AND WE WORK WITH THESE TEAMS TO APPLY AN EQUITY LENS TO THEIR POLICIES, PLANS AND PROCEDURES. LASTLY, WE SUPPORT POLICY CHANGE THROUGH THE DEVELOPMENT AND APPLICATION OF ANALYTICAL AND DATA TOOLS. FOR INSTANCE, EVERY DEPARTMENT COMPLETES A BUDGET EQUITY TOOL AS PART OF THE BUDGET DEVELOPMENT PROCESS. ASSESSING HOW THE BUDGETS BENEFIT AND/OR BURDEN COMMUNITIES, SPECIFICALLY COMMUNITIES OF COLOR AND LOW-INCOME COMMUNITIES. WE ALSO HAVE A FIVE-YEAR PLAN TO DEVELOP EQUITY ACTION PLANS IN EVERY DEPARTMENT. THIS YEAR WE'LL BE WORKING WITH PARKS, LIBRARIES, GPA, TRANSPORTATION AND WORKFORCE DEVELOPMENT. AND WE ALSO DEVELOP TOOLS SUCH AS THE COVID-19 EQUITABLE RECOVERY TOOL TO SUPPORT THE DEPARTMENTS IN EMBEDDING EQUITY APPROACHES THAT ADDRESS THE ECONOMIC AND PUBLIC HEALTH IMPACTS OF COVID-19. AND, FINALLY, WE DEVELOP EQUITY'S DATA TOOLS SUCH AS THE EQUITY ATLAS THAT YOU SAW IN THE PREVIOUS PRESENTATION AND THE EQUITY REPORT. AND IT'S A RANKING INDEX THAT HAS BEEN UTILIZED IN DIFFERENT DEPARTMENTS TO DETERMINE PROGRAM ELIGIBILITY AND PRIORITIZE SERVICES AND OUTREACH EFFORTS. SO I'LL NOW HAND THIS PRESENT OVER TO METRO HEALTH DIRECTOR CLAUDE JACOB TO SHARE HOW METRO HEALTH IS ADVANCING RACIAL EQUITY.

THANK YOU, JONATHAN, AND, AGAIN, THANK YOU FOR THE OPPORTUNITY TO AT

LEAST PROVIDE THIS QUICK UPDATE. I WANT TO ACKNOWLEDGE THE SENIOR MEMBERS OF MY STAFF WHO HAVE HELPED TO PULL THIS TOGETHER. IN PARTICULAR, JENNIFER HERRIOT WHO IS THE ASSISTANT DIRECTOR, AND KATHY SHIELDS, WHO OVERSEES A NUMBER OF INITIATIVES AS WELL AS CARLOS RODRIGUEZ WHO OVERSEES THE OFFICE OF HEALTH EQUITY. TO PICK UP FROM THE FIRST PART OF THE PRESENTATION, THIS IS REALLY TO AT LEAST BRING UP TO SPEED ON ADDITIONAL EXAMPLES SO THE THEMES OF MY SEGMENT OF THE PRESENTATION ARE TO ENGAGE, ENHANCE AND EMPOWER AS WE ASSESS THE IMPACT OF THE COVID STORM THIS PAST YEAR AND PLAN TO PIVOT WITH THE WORK OF ONGOING ACTIVITIES AT METRO HEALTH. SO HIGHLIGHTS -- AGAIN, WE HAVE BEEN AT THIS FOR THE LAST FEW YEARS AND METRO HEALTH WE STARTED WITH EQUITY INITIATIVES BY CREATING THE OFFICE OF EQUITY, HEALTH EQUITY IN 2017. IN 2018, WE ADOPTED A FORMAL HEALTH EQUITY POLICY AT OUR AGENCY AND IN 2019, WE CONDUCTED A DEPARTMENT-WIDE EQUITY ASSESSMENT. AND IN 2021, AGAIN, YOU JUST HEARD ABOUT THE EQUITY ACTION PLAN SO WE'RE ONE OF MANY MOVING IN THIS DIRECTION. JUST KNOW THAT IN THIS SLIDE IT MIGHT BE A LITTLE BIT DIFFICULT TO READ BUT KNOW FOR TODAY THAT I WANTED TO AT LEAST ACKNOWLEDGE AT LEAST THREE EXAMPLES OF THE ACTIONS THAT WE ARE TAKING AS AN AGENCY. SO JUST KNOW THAT WE ARE ENGAGING HISTORICALLY, AND WE'RE COMMITTED TO ENGAGE HISTORICALLY MARGINALIZED COMMUNITIES IN THE DEVELOPMENT OF POLICY SOLUTIONS FOR ISSUES RELATED TO HEALTH EQUITY. AND I CO-CHAIR THE STEERING COMMITTEE FOR THE COVID-19 COMMUNITY RESPONSE AND EQUITY COALITION. WE HAVE WORK THAT HAS BEEN ANCHORED TO OUR POLICY AND ADVOCACY WORK GROUP WHICH INCLUDES DIVERSE STAKEHOLDERS, SOME OF WHOM ARE MEMBERS FROM MARGINALIZED COMMUNITIES HERE IN THE SAN ANTONIO COMMUNITY. AND I CO-CHAIR THAT ENTITY, ALONG WITH DR. BARBARA TAYLOR FROM THE U.T. HEALTH SYSTEM. OVER THE COURSE OF THE NEXT SIX MONTHS WE HAVE NOW ANCHORED NEWLY ESTABLISHED OFFICE OF POLICY AND CIVIC ENGAGEMENT AT OUR AGENCY IN ORDER TO FACILITATE THE DEVELOPMENT OF A HEALTH AND ALL POLICIES, SORT OF ADVISORY OR COUNCIL. THIS IS NOT A LEGISLATIVE BODY BUT IT ALLOWS US TO AT LEAST NAVIGATE AS WE AT LEAST CUSTOMIZE A STRUCTURE OF OUR AGENCY. IN ADDITION TO THE NEWLY ESTABLISHED OFFICE, WE'LL IDENTIFY MODEL POLICIES, PRACTICES, AND INVESTMENTS THAT CREATE HEALTHY, RESILIENT COMMUNITIES AND WILL PARTNER WITH THE EXISTING COALITIONS TO ADDRESS OBSTACLES TO SAFETY, FOOD INSECURITY, [BROKEN AUDIO] AND ECONOMIC OPPORTUNITY FOR

THOSE MOST ADVERSELY AFFECTED BY THE PANDEMIC. IN ADDITION, IN TERMS OF ACTIONS -- SO LOOKING AT ENHANCING OUR WORK, ESPECIALLY AROUND MAKING BETTER DATA-DRIVEN DECISIONS. AS YOU SAW IN THE PREVIOUS UPDATE, I PROVIDED AT LEAST A SNAPSHOT OF THE COVID-19 EQUITY INDEX. JUST KNOW THAT EARLY ON IN THE PANDEMIC WE RECOGNIZED THE IMPORTANCE OF MONITORING DATA BY RACE AND ETHNICITY. AND LATER INCORPORATED INCOME AND ZIP CODE DATA. WE USE THE COVID-19 EQUITY INDEX AND MAPPING TO GUIDE THE EQUITABLE DISTRIBUTION OF VACCINE THROUGHOUT OUR POP-UP CLINICS, WHICH, AGAIN, I WILL REMIND YOU OF THAT EXAMPLE IN A MOMENT. WE DID REPORT COVID-19 ZIP CODE LEVEL DATA FOR INFECTION, MORTALITY AND VACCINATION RATES. AND OVER THE NEXT SIX MONTHS WE'LL CONTINUE TO APPLY THE COVID-19 EQUITY INDEX AND COLLECT AND REPORT MAP DATA TO AT LEAST INFORM OUR PROGRAMMATIC DECISIONS ON THE GROUND. SO, AGAIN, I'LL ZIP OVER THIS BECAUSE YOU HAVE SEEN AN EXAMPLE ALREADY. THIS MAY BE A LITTLE DIFFICULT TO READ BUT JUST A REMIND THEY'RE WE DO HAVE BY DESIGN AN EQUITY ACTION PLAN AND WE HAVE A COVID-19 INDEX THAT WAS DEVELOPED AS A TOOL TO GUIDE OUR STRATEGIES AND DECISION-MAKING, TO TARGET MARGINALIZED CITIES IN SAN ANTONIO AND BEXAR COUNTY. IT INCLUDES CENSUS TRACKS WITH HIGHER CONCENTRATIONS OF PEOPLE OF COLOR, LOWER INCOME AND HIGHER RATES OF COVID-19 INFECTION AND MORTALITY AND LOWER LEVELS OF VACCINATION AND THE OVERLAY WITH OUR TESTING SITES AND OUR MOBILE CLINICS WERE IMPLEMENTED IN ORDER TO ADDRESS THESE GAPS IN ACCESS AND HEALTH. SO OUR REGIONAL LENS, AGAIN, WE TALK ABOUT THIS A LOT, BUT JUST KNOW THAT THIS SNAPSHOT IS A WAY FOR -- TO SEE THE DIFFERENT PATTERNS ACROSS THE CITY OF SAN ANTONIO AND BEXAR COUNTY. THE LEFT PART OF THE SLIDE, IT SHOWS A DESCRIPTION OF THE EQUITY SCORE. THE HIGHER THE NUMBER, IT SHOWS THE HIGHER THE CONCENTRATION OF BOTH PEOPLE OF COLOR AND LOW-INCOME HOUSEHOLDS AND THAT ZIP CODE AS SHOWN BY THE HEAT MAP. AND THE HIGHER THE SCORE, THE DARKER THE SHADING. ON THE RIGHT SIDE WE ARE SHOWING THE PERCENTAGE OF THE BEXAR COUNTY COVID-19 HOSPITALIZATIONS. IN THIS INSTANCE THE HIGHER THE PERCENTAGE, THE HIGHER THE CONCENTRATION OF BOTH PEOPLE OF COLOR AND LOW-INCOME HOUSEHOLDS IN THAT ZIP CODE. AGAIN, THE DARKER THE SHADING, THE HIGHER THE PERCENTAGE. AND ALSO SHOULD POINT OUT THAT THE ZIP CODES WITH THE HIGHEST PERCENTAGES HAVE BEEN OUTLINED IN YELLOW. LAST EXAMPLE, AGAIN, IN TERMS OF OUR ENGAGEMENT ACTIVITIES AND OUR EMPOWERMENT ACTIVITIES, JUST KNOW THAT

WE ARE COMMITTED TO ADVANCING HEALTH EQUITY IN ADDRESSING HISTORICALLY MARGINALIZED COMMUNITIES HERE IN THE CITY. SO WE HAVE TALKED ABOUT OUR POP-UP CLINICS. WE HAVE TALKED ABOUT HOW WE HAVE DEPLOYED OUR STAFF. WE HAVE PROVIDED GRASSROOTS ORGANIZATIONS WITH SOME MINI-GRANTS, ESPECIALLY THROUGH OUR CONTRACT WITH THE SAN ANTONIO-AREA FOUNDATION. WE HAVE DESIGNED A COMMUNITY HEALTH WORKER HUB TO SERVE AS A RESOURCE CENTER AS PART OF OUR IMPROVING OUR ACCESS TO CARE INITIATIVE. AND OVER THE NEXT SIX MONTHS, AGAIN, WE'LL CONTINUE TO MOBILIZE CLINICS FOR COVID TESTING AND FLU SHOTS. AND WE'LL CONTINUE TO SUPPORT THROUGH PARTNERSHIPS ON THE GROUND AND WE'LL CONTINUE TO TARGET THE EAST, SOUTH AND WEST SIDES OF SAN ANTONIO, ESPECIALLY AS SUPPORTED BY OUR RESOURCE HUB. THESE PICTURES JUST SHOW US, THE TEAM IN ACTION. AGAIN, THANK YOU COUNCILWOMAN CASTILLO, YOU HAD SUGGESTED LAST TIME THAT WE TRY TO GET TO AREA FLEA MARKETS SO THIS IS JUST THE TEAM IN ACTION PROMOTING COVID-19 VACCINE. TRYING TO FACILITATE APPOINTMENTS AND TRYING TO EDUCATE AND ADDRESS VACCINE HESITANCY OUT IN COMMUNITY. WE ALSO CONTINUE TO ANCHOR THIS WORK TO OUR COMMUNITY HEALTH WORKERS AND WE CONTINUE TO APPLY LESSONS LEARNED, SO THAT WE CAN BECOME BETTER AT CONDUCTING OUR OUTREACH ACTIVITIES. AND, LASTLY, OUR COVID-19 MOBILE COMMUNITY CLINIC PROJECT WHICH WAS INITIATED BY METRO HEALTH, THE WHOLE POINT THROUGH THIS COVID STORM IS TO AT LEAST APPLY LESSONS LEARNED AND WE ARE TRYING TO ADDRESS INDIVIDUALS WITHOUT TRANSPORTATION, AND THOSE WITH DISABILITIES. WE HAVE DEPENDED ON GREATER COLLABORATION WITH AREA CHURCHES AND COMMUNITY-BASED ORGANIZATIONS TO BE MOST EFFECTIVE. SO IN CLOSING, JUST KNOW THAT OUR AGENCY, WE CONTINUE TO BE COMMITTED TO IMPROVING HOW WE COLLECT DATA, ANALYZE DATA. WE HAVE SHARED EXAMPLES HOW WE USED DEMOGRAPHIC DATA BY RACE, ETHNICITY AND ZIP CODE TO REDUCE THE MARGINALIZED DATA. AND THIS PROVIDES US TO ENGAGE STAKEHOLDERS ON THE GROUND AND WE'LL ANCHOR OUR WORK TO THE SCIENCE AND THE BEST AVAILABLE EVIDENCE AS WE ADDRESS THE CONDITIONS THAT IMPACT DISPROPORTIONATELY THE QUALITY OF LIFE OF RESIDENTS HERE IN THE CITY OF SAN ANTONIO AND ACROSS BEXAR COUNTY. THAT CONCLUDES MY REPORT. JONATHAN AND I ARE AVAILABLE TO FIELD ANY QUESTIONS THAT YOU MAY HAVE.

Sandoval: THANK YOU FOR YOUR PRESENTATION AND ALL OF YOUR WORK ON THIS,

JONATHAN AND TEAM AT METRO HEALTH. REGARDING -- JUST QUICKLY -- REGARDING YOUR DATA TOOLS, CAN YOU -- WALK US THROUGH WHAT WILL HAPPEN WHEN THE CENSUS UPDATES AND HOW THOSE TOOLS MIGHT CHANGE.

WE -- THE OFFICE OF EQUITY, COLLABORATING WITH TISD HAVE BEEN IN CONVERSATIONS TO UPDATE THE EQUITY ATLAS WITH THE CENSUS -- THE 2020 CENSUS DATA. AND WE'RE ALSO LOOKING FORWARD TO UPDATING OUR RACIAL INDICATOR REPORT. A LOT OF THAT DATA IS BASED ON 2018 CENSUS DATA, SO WE'RE HOPING TO UPDATE THAT THIS YEAR. YOU KNOW, IT IS IMPORTANT FOR US TO HAVE THE MOST CURRENT DISPARITY DATA, SO WE HAVE SOME GUIDEPOSTS FOR DEPARTMENTS IN TERMS OF LOOKING AT HOW THEY CAN ELIMINATE DISPARITIES THROUGH THEIR WORK.

Sandoval: THANK YOU. I HAVE SHARED WITH CLAUDE SOME OF THE ANALYSIS THAT I'D LOVE TO SEE BEFORE WE SETTLE ON IT. AND ALSO, I MEAN, I READ THAT THERE WERE CONCERNS ABOUT THE NUMBERS NOT BE CORRECT. SO ARE THE NUMBERS BEING CONTESTED? SO I GUESS THAT WE MIGHT JUST HAVE TO COME BACK AND DO IT AGAIN IF THAT CHANGES. ALL RIGHT. YOU MENTIONED SOMETHING -- YOU USED THE WORD DISPARITIES AND IT REMINDED ME THAT WE REGULARLY HAVE A DISPARITY STUDY FOR OUR SMALL BUSINESS PROGRAM. I JUST WONDERED IF YOU GUYS PLAY ANY ROLE IN THAT?

YES, WE -- WE SUPPORTED -- WE SUPPORTED ECONOMIC DEVELOPMENT IN THINKING ABOUT DIFFERENT CATEGORIES AND WAYS TO THINK ABOUT DISPARITIES. SO THERE WERE SOME CATEGORIES THAT THEY WERE NOT CAPTURING. AND SO, YOU KNOW, WE SUPPORTED THEM IN THINKING THROUGH HOW THEY COULD BE MORE COMPREHENSIVE IN LOOKING AT DISPARITIES, INCLUDING LOOKING AT BUSINESSES THAT ARE, YOU KNOW, LOOKING AT SEXUAL ORIENTATION AND LOOKING AT GENDER IDENTITY IN SOME OF THE -- YOU KNOW, IN SOME OF THE -- YOU KNOW, THE NUMBERS AROUND BUSINESS OWNERSHIP. AND I HAVE MY COLLEAGUE JONATHAN BUTLER WHO MIGHT BE ABLE TO ADD A COUPLE ADDITIONAL COMMENTS TO THAT. HE WAS INVOLVED IN SOME OF THOSE STUDIES.

SURE. EXCUSE ME. THANK YOU ALL. ONE OF THE THINGS THAT WE PLAYED AN INSTRUMENTAL ROLE IN IS TRYING TO ENSURE THAT WHOMEVER THE VENDOR THAT WAS SELECTED TO DO THE STUDY, IS GOING TO TAKE INTO ACCOUNT ALL OF

THESE DIFFERENT CATEGORIES THAT WE'VE POINTED OUT. SOME OF THOSE THINGS THAT ARE NOT EASY TO TRACK VIA DATA -- CENSUS DATA. SO SOME OF IT WE HAVE TO GO AND START BUILDING THE INFRASTRUCTURE TO COLLECT THAT DATA. AND SO THAT WAS EMPHASIZED IN THE RFP THAT WENT OUT TO ENSURE THAT WE GET THE RIGHT VENDOR TO DO THE DISPARITY STUDY. AND SO WE'LL HAVE TO TAKE A LOOK AGAIN AT SOME OF THE IMPACT OF THE RESULTS ONCE IT COMES THROUGH. I KNOW THAT IT IS A TENUOUS PROCESS FROM ECONOMIC DEVELOPMENT AND WE'RE GOING TO BE INTEGRAL IN MAKING SURE THAT WE VET THOSE THINGS AS THEY COME THROUGH.

Sandoval: GREAT. THANK YOU. AND THEN, LASTLY, I NOTICED ONE OF YOUR MAPS OF THE COVID-19 INDEX SCORE IS BROKEN UP BY PRECINCTS. SO I'M JUST WONDERING, IS THERE AN OPPORTUNITY TO WORK WITH THE COUNTY WHEN YOU DO THIS? HAVE THEY WELCOMED OR HAS THERE BEEN ANY CONVERSATIONS AT ALL WITH THEM REGARDING THE -- THE RESOLUTION THAT WE PASSED? BECAUSE I KNOW, CLAUDE, YOU SERVE BOTH BODIES, SO MAYBE YOU CAN TALK TO US ABOUT THAT. THANK YOU.

IT SOUNDS LIKE A GENTLE REMINDER THAT WE ARE DISTRICT-WIDE HEALTH AGENCY. SO -- SO I CAN'T SAY HOW WE'RE COORDINATED, BUT I CAN COMMIT TO MAKING SURE THAT WE CONTINUE TO WORK WITH OUR COUNTY LEVEL PARTNERS. JUST KNOW THAT THE DATA SETS ARE MADE AVAILABLE. CLEARLY, ARE ANCHORS HERE WITHIN THE CITY OF SAN ANTONIO. BUT WE DO HAVE THE LARGER COUNTY WRIT LARGE SO WE'RE LEARNING AND APPLYING THE INDEX. IT'S BEEN A VERY USEFUL TOOL FOR US TO HAVE THE EQUITY ATLAS. WHAT YOU'RE SEEING IS AT LEAST IN REAL-TIME, HOW WE HAVE BEEN ABLE TO DEPLOY OUR RESOURCES TO MAKE SURE THAT WE'RE FOCUSING OUR ENERGIES IN THE APPROPRIATE PLACES. THE ART OF THIS, I WOULD JUST ADD, IN CHATTING WITH OUR COUNTY-LEVEL PARTNERS WE REALIZE, FOR EXAMPLE, WHEN WE TALK ABOUT SOCIAL MEDIA AND USING THOSE PLATFORMS THAT WE'VE HAD TO APPLY DIFFERENT STRATEGIES TO GET TO THE UNINCORPORATED AND RURAL PARTS OF THE COUNTY. SO IT'S OLD-SCHOOL, SORT OF DOOR-TO-DOOR, AND IT'S BILLBOARDS AND A DIFFERENT MODALITY THAN WHAT WE WOULD USE HERE IN THE MORE DENSELY POPULATED PARTS OF THE COUNTY. SO MORE TO COME AND WE ARE WORKING WITH OUR PARTNERS AT THE COUNTY. LONG ANSWER TO YOUR QUESTION.

Sandoval: AND THEN I KNOW THAT I SAID LAST QUESTION, BUT WHEN WE WERE DEVELOPING THE TOOL -- SORRY, THE RESOLUTION -- THERE WAS SOMETHING IN THERE NEAR THE END ABOUT ECONOMIC -- THERE WERE CERTAINLY HOUSING OPPORTUNITIES, BUT I BELIEVE THAT THERE'S A LINE ABOUT ECONOMIC OPPORTUNITIES. AND NOW THAT WE HAVE THIS WHOLE NEW PROGRAM APPROVED BY THE TAXPAYERS FOR READY TO WORK, IF YOU COULD JUST PROVIDE US A COUPLE OF SENTENCES OF HOW YOU HAVE INTEGRATED YOUR WORK INTO THAT PROGRAM.

SURE, AND JUST NOTE THAT THIS IS THE FIRST IN A SERIES OF PRESENTATIONS. OUR PLAN WAS TO GET -- TO ASK THE NEIGHBORHOOD AND HOUSING TO TALK ABOUT HOUSING DISPLACEMENT MITIGATION EFFORTS AS WELL AS MIKE RAMSEY FROM WORKFORCE DEVELOPMENT TO TALK ABOUT THEIR WORK. ONE OF THE THINGS THAT WE'RE GOING TO DO THIS YEAR IS TO DO A DEPARTMENT EQUITY ASSESSMENT AND ACTION PLAN WITH WORKFORCE DEVELOPMENT. SO WE HOPE TO, THROUGH THAT PROCESS, TO SURFACE SOME EQUITY STRATEGIES THAT WILL SUPPORT THE DEPARTMENT IN REALLY TALKING ABOUT HOW THEY'RE MITIGATING, YOU KNOW, SOME OF THE -- HOW THEY'RE ADDRESSING SOME OF THE OTHER ACTION ITEMS IN THE PLAN THAT WE DIDN'T TALK ABOUT TODAY.

Sandoval: OKAY.

MADAM CHAIR, CAN I ADD TO THAT? SO THAT THE COMMITTEE WILL KNOW, WE WILL BE INVITING NOT ONLY THE WORKFORCE DEVELOPMENT TO COME BACK THE NEXT UPDATE THAT YOU GET, BUT ALSO YOU'LL HAVE THE HOUSING DEPARTMENT THAT WILL ALSO COME BACK AS WELL. BECAUSE ALL OF THAT WAS IN THE RESOLUTION, SO WE DIDN'T WANT TO LEAVE ANYTHING OUT. SO IT'S COMING. THANK YOU.

Sandoval: THANK YOU. WE'LL OPEN IT UP FOR COUNCIL MEMBER COMMENTS. BUT I HAVEN'T SEEN ANY HANDS YET. SO, OKAY. NO? OKAY.

THANK YOU. WHEN THIS RESOLUTION -- OH -- THANK YOU, AND WHEN THIS RESOLUTION WAS PASSED, I THOUGHT THAT THIS WOULD BE ANOTHER OPPORTUNITY FOR THE CITY OF SAN ANTONIO TO LEAD IN HOW WE ADDRESS THESE ISSUES AND I THINK THAT TODAY'S ANNOUNCEMENT FROM THE STEPS OF CITY HALL

IS A GOOD START. SO THE ONE THING THAT I DO -- I AGREE WITH COUNCILWOMAN SANDOVAL, WHEN WE COLLECT THE DATA -- IS ANY DATA VOLUNTEERED BY THOSE - - WHICH IS -- ARE THEY LIVING WITH DISABILITIES? ARE THEY LIVING WITH MENTAL HEALTH ISSUES? I THINK THAT WE SHOULD TRY AND MAKE SURE THAT METRO HEALTH GETS THAT INFORMATION TO KIND OF MAKE SURE THAT THEY'RE GIVEN SERVICES AND THINGS LIKE THAT. SO I THANK YOU FOR THE UPDATE AND I'M LOOKING FORWARD TO SEEING THIS MOVE FORWARD AND AS I MENTIONED FOR THE CITY TO LEAD. AND TO WIN LOTS OF AWARDS ON THIS ISSUE TOO. THANK YOU VERY MUCH.

ONE -- JUST -- TO RESPOND TO THAT COMMENT. ONE THING THAT WE'RE REALLY EXCITED ABOUT IS THE OFFICE OF EQUITY WILL NOW BE HOUSED UNDER OUR LARGER DEPARTMENT OF DIVERSITY, EQUITY AND INCLUSION. AND THE DISABILITY ACT OFFICE WILL JOIN US UNDER THIS ROOF. SO WE'RE EXCITED TO WORK MORE -- I MEAN, WE'VE WORKED VERY COLLABORATIVELY WITH THE DISABILITY ACCESS OFFICE, BUT WE'RE EXCITED ABOUT THE EXPANSION OF THIS WORK AS WELL AS THE ANNOUNCEMENT TODAY.

Sandoval: WELL, THANK YOU VERY MUCH, IF THERE'S NO OTHER COMMENTS WE'LL GO AHEAD AND -- OH, SORRY. COUNCILWOMAN.

THANK YOU, CHAIR. I WANTED TO HIGHLIGHT HOW IMPORTANT AND HOW GREAT IT IS THAT YOU HAVE COMMUNITY HEALTH WORKERS AND Y'ALL HAVE NON-PROFIT ORGANIZATIONS THAT HAVE BEEN DOING THE WORK TO GO OUT INTO THE COMMUNITY TO SHARE RESOURCES. WE HAD TOMMY DROP BY OUR FIELD OFFICE AND INTRODUCED HIMSELF. BUT I HAD ALREADY KNOWN WHO HE WAS BASED ON THE COMMUNITY WORK THAT HE HAD ALREADY DONE IN THE COMMUNITY. BUT HE WAS THERE TO GET COMMUNITY RESOURCES TO TAKE BACK INTO THE COMMUNITY. WHILE HE'S DOING THIS WORK HE KNOWS THAT THERE'S OTHER RESOURCES AVAILABLE AND I THINK THAT IT'S A GREAT MODEL THAT WE'RE USING. I THINK THAT WITH THE CONVERSATION OF LOOPING IN THE NEIGHBORHOOD AND HOUSING SERVICES DEPARTMENT, I THINK THE DEPARTMENT OF HUMAN SERVICES AS WELL, TODAY WE HAD A CONVERSATION ABOUT THE -- THE UNHOUSED POPULATION AND THE DATA THAT WAS IN THAT STUDY IS VERY STARK AND I THINK THAT IT APPLIES TO THIS CONVERSATION AND POTENTIAL POLICY RECOMMENDATIONS. BUT THOSE ARE ALL OF MY COMMENTS. THANK YOU.



THANK YOU COUNCILWOMAN CASTILLO. SO ACKNOWLEDGING THAT THIS IS BY DESIGN AND RECOGNIZING THE TALENT IN THE AREA NEIGHBORHOODS, ANCHORING TO LINGUISTIC AND THE CULTURAL DIVERSITY AND FLUIDITY OF VOLUNTEERS AND STAFF WHO HAVE SIGNED UP TO DO THIS. I'M FAMILIAR WITH THIS MODEL AND WHAT I DID BACK IN CAMBRIDGE AND THE NEIGHBORHOOD AMBASSADOR PROGRAMS, YOU HAVE SEEN THAT REPLICATED IN THE PAST YEAR AND A HALF IN PARTICULAR. SO WE'RE STILL APPLYING LESSONS IN LEARN AND IT'S BY DESIGN AND WE APPRECIATE YOUR SUPPORT FOR OUR COMMUNITY HEALTH WORKERS.

Sandoval: THANK YOU. COUNCILMAN BRAVO.

Bravo: I WANTED TO STATE THAT I'M EXCITED THAT YOU HAVE AN OFFICE OF POLICY AND CIVIC ENGAGEMENT AND I LOOK FORWARD TO SUPPORTING THOSE EFFORTS.

THANK YOU, AGAIN. IT'S A PUBLIC HEALTH LENS SO IT'S IT DOVETAILS WITH OUR OFFICE OF EQUITY THAT HAS BEEN HERE FOR THE LAST FEW YEARS. JUST KNOW THAT IS AN OFFICE COMING TO A THEATER NEAR YOU.

Sandoval: ALL RIGHT. WONDERFUL. THANK YOU VERY MUCH. GO AHEAD, PLEASE, CLAUDE, IF THERE'S ANYTHING.

JUST THANKING DAVID MCCARY WHO IS SERVING AS OUR PERENNIAL COACH AND PUTTING US NICELY TOGETHER IN THE SANDBOX AND I APPRECIATE HIS SUPPORT AS IT'S BEEN A LONG YEAR AND A HALF FOR OUR AGENCY BUT WE SUPPORT THIS PATH AS WE'RE POSITIONING FOR THE NEXT ERA OF WORK WITH THE OFFICE OF EQUITY. SO THANK YOU, AND ENJOY YOUR AFTERNOON.

Sandoval: THANK YOU. ALL RIGHT. WELL, THANK YOU VERY MUCH FOR THOSE PRESENTATIONS. GREAT WORK. WE LOOK FORWARD TO THE FURTHER UPDATES. AT THIS POINT WE ARE MOVING ON TO ITEM NUMBER 4. WHICH IS -- EXCUSE ME -- THE APPOINTMENT RECOMMENDATIONS TO THE MUNICIPAL GOLF ASSOCIATION AND I GIVE A BIG THANK YOU TO THE MEMBERS OF THE SUBCOMMITTEE WHO WORKED ON THIS AND INCLUDING OUR OWN COUNCILMAN McKEE-RODRIGUEZ AND COUNCIL MEMBER PHYLLIS VIAGRAN AND WE ALSO HAD MEMBERSHIP FROM

HOMER GARCIA, AND MELANIE KEETON, AND ANDREW PETERSON. SO I'LL TURN IT OVER TO THE CLERK. THANK YOU.

THANK YOU, CHAIR. JUST GOING TO GIVE IT A QUICK OVERVIEW AND I'M TIMING MYSELF OVER THERE -- WELL, THEY ARE TIMING ME OVER THERE. THE OVERVIEW OF THE MUNICIPAL GOLF ASSOCIATION, SAN ANTONIO BOARD OF DIRECTORS. THERE'S 15 MEMBERS. SEVEN ARE AT-LARGE MEMBERS THAT ARE SELECTED BY THE BOARD. AND SIX ARE AT-LARGE MEMBERS APPOINTED BY CITY COUNCIL FOR TWO-YEAR TERMS. AND THERE ARE TWO EX-OFFICIO MEMBERS APPOINTED BY THE CITY MANAGER AND THEY'RE THE PARK MANAGER AND THE FINANCE ASSISTANT MANAGER. AND THE TERM FOR CITY APPOINTEES EXPIRED IN MAY 2021. AND THOSE APPOINTEES THAT ARE CURRENTLY THERE ARE REMAINING IN HOLDOVER STATUS UNTIL A DECISION IS MADE ABOUT THE SIX REPLACEMENTS. I'M GOING TO TURN IT OVER TO HOMER TO GO INTO A LITTLE BIT MORE ABOUT THE TIMELINE AND THE PROCESS AND I JUST WANT TO MENTION THOUGH THAT I THINK THIS IS A REALLY GOOD PROCESS AND I THINK WE SHOULD CONSIDER REPLICATING IT FOR ALL OF OUR AT-LARGE. HOMER?

THANK YOU, DEBBIE. GOOD AFTERNOON, MADAM CLERK -- MADAM CHAIR AND COMMITTEE MEMBERS. HOMER GARCIA, PARKS AND RECREATION DIRECTOR. THIS SLIDE JUST REALLY HIGHLIGHTS THE TIMELINE OF THE PROCESS AND HOW WE GOT TO WHERE WE ARE TODAY. SO ON APRIL 8TH, THERE WAS A CALL FOR APPLICATIONS AND 27 APPLICATIONS WERE RECEIVED. NOTICE WAS IN CONJUNCTION WITH THE CITY CLERK'S OFFICE AND WE DID WORK WITH ANDREW PEARSON WHO IS WITH US TODAY, THE C.E.O. OF THE CITY GOLF TRAIL, AND SO I WANTED TO MAKE SURE THAT WE HAD TARGETED OUTREACH AS WELL SO HE ASSISTED IN THAT MANNER. AND THEN SO ON MAY 2ND IS ACTUALLY WHEN THE BOARD TERMS EXPIRED, BUT AS DEBBIE POINTED OUT THEY REMAINED IN HOLDOVER STATUS UNTIL SUCH TIME THAT REPLACEMENTS ACTUALLY OCCUR. SO THEN ON AUGUST 6TH, WE MET WITH COMMITTEE AND AT THAT TIME WE DETERMINED THAT DEBBIE ALLUDED TO THE PROCESS FORWARD. I THINK THAT IT'S SOMETHING THAT HAS WORKED REALLY WELL IN COLLABORATION, GETTING DIRECTION FROM THIS BODY. WE FORMED AN AD-HOC COMMITTEE AND THAT DECISION WAS MADE AND IT CONSISTED OF, OF COURSE, THE CITY STAFF AS WELL AS MEMBERS OF THE CHECC COMMITTEE WHICH THEN ON OCTOBER 5th, WE DID CONVENE. AND THE SOLE PURPOSE OF THAT WAS JUST TO SHORTLIST CANDIDATES.

THE RECOMMENDATIONS THAT WOULD MOVE FORWARD ULTIMATELY FOR COUNCIL RECOMMENDATION COME FROM THE CHECC COMMITTEE. SO WE DID GO THROUGH THAT DELIBERATIVE PROCESS AND LOOKED AT ALL OF THE APPLICATIONS AND CANDIDATES AND THROUGH DISCUSSION ARRIVED AT 11 THAT WERE SHORTLISTED. AND SO THAT BRINGS US TO TODAY. AND TODAY THESE 11 SHORTLISTED CANDIDATES WILL BE CONSIDERED FOR MOVING FORWARD IN THE PROCESS, AND BE INTERVIEWED. AND OUR GOAL AND ASK IS THAT SIX INDIVIDUALS TO BE IDENTIFIED AND THEN MOVING FORWARD THAT WOULD BRING US TO PROPOSED DATE OF NOVEMBER 18TH FOR COUNCIL CONSIDERATION AND APPROVAL OF THE RECOMMENDED SIX CANDIDATES. SO THAT DOES CONCLUDE THIS VERY BRIEF PRESENTATION, BECAUSE WE DO NEED TO GET INTO THE NEXT PART OF IT WHICH WOULD INCLUDE THE CANDIDATES THEMSELVES. SO UNLESS THERE'S ANY QUESTIONS I WILL LEAVE IT THERE. YES, MESSAGE?

I JUST WANT TO MAKE A COMMENT ON THE -- THE WORK OF THE SUBCOMMITTEE. WE DID TRY AND TAKE A LOOK AT WHAT -- THE DIFFERENT DISTRICTS AND MAKE SURE THAT WE SAW THE DIFFERENT DISTRICTS REPRESENTED IN IT AND THAT'S WHY THIS IS THE SHORTLIST THAT YOU SEE. WE ALSO TRIED TO MAKE SURE -- WE LOOKED AT BRINGING DIFFERENT PERSPECTIVES THAT WEREN'T -- THAT WERE TO GET A YOUNGER -- I DON'T KNOW IF THAT'S THE RIGHT WORD -- GROUP TO KIND OF COME OUT AND TO PLAY GOLF ALSO. SO I JUST WANTED TO LET YOU KNOW WHAT OUR MOTIVATION WAS WHEN WE MADE THOSE DECISIONS. THANK YOU.

Sandoval: THANK YOU VERY MUCH. SO, HOMER, HOW WILL WE CONDUCT THE NEXT PART OR, HOMER, CAN YOU WALK ME THROUGH THAT?

YES, I WILL YIELD IT BACK TO THE CLERK.

SO, MADAM CHAIR, WHAT WE PLAN TO DO IS TO HAVE THE APPLICANTS COME AND TO INTERVIEW. THEY WOULD DO A 2-MINUTE STATEMENT AND THEN THEY WOULD -- YOU COULD ASK THEM QUESTIONS AND THAT WOULD BE A PUBLIC INTERVIEW. WE DO HAVE THREE CANDIDATES WHO COULDN'T MAKE IT AND THEY ISSUED A STATEMENT THAT I WILL READ THOSE INTO THE RECORD AFTER THE PEOPLE THAT ARE HERE GET A CHANCE TO SPEAK. OBVIOUSLY, YOU WON'T GET A CHANCE TO ASK QUESTIONS OF THEM. AND THEN AFTER THAT WE WOULD BREAK INTO EXECUTIVE SESSION FOR DELIBERATIONS.

Sandoval: OKAY, EXCELLENT. SO GO AHEAD, PLEASE, AND GET STARTED. WHO IS OUR FIRST CANDIDATE? WILL WE BE GOING IN THIS ORDER FROM -- RIGHT HERE. OKAY, I'LL READ OUT THE ORDER, WE'RE STARTING WITH MISS GRETCHEN GARCEAU-KRAGH.

WE GENERALLY GIVE THEM TWO MINUTES FOR THEIR STATEMENT.

DEBBIE, FOR CLARITY, WILL THE COUNCIL BE ABLE TO ASK SOME QUESTIONS AFTER EACH PRESENTATION, IS THAT THE THOUGHT?

YES.

OKAY, THANKS.

Sandoval: HI, WELCOME, GRETCHEN.

HI.

Sandoval: SO OUR INTERVIEW IS YOU INTRODUCING YOURSELF AND YOU'LL HAVE A COUPLE OF MINUTES TO DO THAT AND THEN WE'LL GO AROUND THE TABLE AND SEE IF ANY OF OUR COUNCIL MEMBERS HAVE QUESTIONS FOR YOU. SO THE CLERK WILL TIME YOU. BUT THANK YOU VERY MUCH IF YOUR APPLICATION.

THANK YOU. I WOULD LIKE TO THANK CITY COUNCIL FOR THE FAITH THAT IT'S INSTILLED IN ME OVER THE PAST TWO YEARS WHEN I WAS SELECTED TO THE GOLF ASSOCIATION BOARD OF DIRECTORS. IT'S BEEN AN HONOR TO SERVE MY ADOPTED CITY THROUGH THIS BOARD SERVICE AND I HOPE TO BE ABLE TO CONTINUE IN THE SAME ROLE FOR ANOTHER TWO-YEAR TERM. DURING MY TENURE ON THE BOARD OF DIRECTORS, I HAVE SERVED AS A COMMITTEE CHAIR THREE TIMES. AS THE CHAIR OF THE 2022 BOND COMMITTEE, INVESTIGATING OPPORTUNITIES FOR THE ALAMO CITY GOLF TRAIL TO IMPROVE ITS INFRASTRUCTURE THROUGH BOND SUPPORT, AND AS THE CHAIR OF THE AD-HOC BY-LAWS COMMITTEE, CREATED TO UPDATE THE ORGANIZATION'S GOVERNING DOCUMENTS, SOMETHING THAT HASN'T BEEN DONE FOR SEVERAL YEARS, AND LASTLY, AS THE CHAIR OF THE EQUITY AND INCLUSION COMMITTEE. A COMMITTEE THAT I INITIATED TO ENSURE THAT ALL DECISIONS

MADE BY THE ORGANIZATION ARE DONE USING A DNI LENS. THE DNI COMMITTEE WORK IS MOST MEANINGFUL TO ME AS IT HAS THE MOST POTENTIAL FOR IMPACTFUL CHANGE ACROSS ALL ASPECTS OF THE ORGANIZATION. IF ELECTED FOR A SECOND TERM, I LOOK FORWARD TO CONTINUING MY WORK WITH THESE COMMITTEES TO CONTINUE MOVING THE ORGANIZATION FORWARD. MY WORK TO DATE AS A BOARD MEMBER, ALONG WITH MY WORK ETHIC AND SKILL SET, MAKES ME QUALIFIED FOR CONTINUED BOARD SERVICE. THESE QUALIFICATIONS INCLUDE AN MBA IN SPORTS MANAGEMENT FROM THE UNIVERSITY OF THE INCARNATE WORD, SERVICE ON SEVERAL NON-PROFIT BOARD OF DIRECTORS, BOTH LOCALLY AND NATIONALLY, AND MEMBERSHIP AND BOARD SERVICE WITH TWO GOLF ASSOCIATIONS IN SAN ANTONIO. THE LBGA ASSOCIATION AND THE SAN ANTONIO WOMEN'S GOLF ASSOCIATION. AS A PROFESSIONAL GRANT WRITER I HELPED SAN ANTONIO NON-PROFITS TO RAISE MILLIONS OF DOLLARS EACH YEAR IN SUPPORT OF THEIR MISSIONS AND IN MAY I BECAME A REGISTERED PARLIAMENTARIAN. IF REAPPOINTED I WILL CONTINUE TO BRING THESE SKILLS TO THE MUNICIPAL GOLF ASSOCIATION BOARD AS WE CONTINUE TO MAKE THE FACILITIES OF THE ALAMO CITY GOLF TRAIL AFFORDABLE AND ACCESSIBLE TO EVERYONE. THANK YOU FOR YOUR TIME TODAY AND FOR CONSIDERING MY REAPPOINTMENT. BOOM.

Sandoval: MY GOD, YOU PRACTICED THAT SO WELL. OKAY. THANK YOU, GRETCHEN. THIS COMMITTEE OVERSEES ISSUES THAT HAVE TO DO WITH HEALTH, THE ENVIRONMENT AS WELL AS CULTURE AND QUALITY OF LIFE SUCH AS OUR PARKS. ONE ISSUE THAT IS PARTICULARLY IMPORTANT TO ME THAT I HAVE SPENT SOME TIME TALKING TO THE C.E.O. ABOUT IS THE SUSTAINABILITY AND ENVIRONMENTAL ISSUES. AT THE GOLF COURSES, IF REAPPOINTED, WOULD YOU CONSIDER LOOKING INTO HOW WE CAN IMPROVE THE SUSTAINABILITY OF OUR GOLF SYSTEM?

YES --

ENVIRONMENTAL SUSTAINABILITY.

YEAH, THAT IS SOMETHING THAT I THINK THAT IS IMPORTANT ACROSS ALL GOLF COURSES AND SOMETHING THAT IF REAPPOINTED I WANT TO LOOK INTO MORE, MAKING SURE THAT WE'RE USING, YOU KNOW, SAFE AND ENVIRONMENTALLY SAFE CHEMICALS ON THE COURSES THAT WE'RE USING REUSABLE WATER. AND THE CLUBHOUSES THAT WE'RE TRYING TO RECYCLE AND REDUCE OUR FOOTPRINT THAT

WAY. SO THAT'S DEFINITELY SOMETHING TO LOOK INTO.

Sandoval: THANK YOU, AND THANK YOU VERY MUCH FOR YOUR WORK AND CREATING THE DIVERSITY, EQUITY AND INCLUSION COUNCIL. AND TO COUNCILWOMAN VIAGRAN.

Viagran: THANK YOU, THANK YOU, GRETCHEN. YOU HAVE BEEN ON FOR TWO YEARS.

YES.

Viagran: GIVE ME YOUR IDEAS ON MISSION DELL LAGO GOLF COURSE.

IT'S PROGRESSED OVER THE PAST TWO YEARS AND I THINK THAT PUTTING MORE MONEY INTO IT AND ALSO WORKING WITH THE CLUBHOUSE AND MAKING IT MORE OF A NEIGHBORHOOD FACILITY WITH ALL OF THE GROWTH DOWN THERE, REALLY REACHING OUT TO THE COMMUNITY. AND FOR THE AFFORDABLE GOLF, PROVIDING GOLF LESSONS AND JUST TRYING TO GET THE COMMUNITY OUT AND LEARNING MORE ABOUT GOLF AND I THINK THAT WILL HELP TO DRIVE ATTENDANCE. AND THROUGH OUR MARKETING EFFORTS OF CONTINUING TO ATTRACT TOURNAMENTS AND DIFFERENT GOLF GROUPS DOWN THERE. IT'S REALLY, LIKE, FROM MY HOUSE JUST SOUTH OF DOWNTOWN, IT'S THE SAME DISTANCE TO MISSION DEL LAGO AS TO BASIN BUT A LOT OF PEOPLE DON'T THINK OF GOING DOWN TO MISSION DEL LAGO, KIND OF OUT OF SIGHT, OUT OF MIND. SO JUST REALLY MARKETING AND CONTINUING TO PUSH PLAY DOWN IN THAT AREA.

Viagran: THANK YOU.

Sandoval: THANK YOU. DO ANY OTHER MEMBERS HAVE QUESTIONS? THANK YOU.

Bravo: THANK YOU SO MUCH FOR YOUR APPLICATION AND BEING HERE TODAY. I AM GRATEFUL THAT YOU HAVE NEVER MISSED A MEETING. I KNOW YOU MENTIONED THAT IN YOUR APPLICATION. AND ALSO THAT YOU DID INITIATE THE DIVERSITY AND INCLUSION COMMITTEE. MY QUESTION FOR YOU, WHAT IS THE MOST IMPORTANT FACTOR THAT WE SHOULD CONSIDER IN MAKING THIS APPOINTMENT?

LIKE YOU SAID, I'VE NEVER MISSED A MEETING AND I HAVE MADE THIS A KEY PRIORITY OF MY CIVIC INVOLVEMENT, MY VOLUNTEER WORK. I THINK THAT I BRING A LOT OF DIFFERENT SKILLS TO THE TABLE. I WORK, YOU KNOW, WITH ALL OF MY BOARD MEMBERS TO MAKE SURE THAT WE COME TO A CONSENSUS ON ITEMS AND I THINK THAT JUST MY SKILL SET IN DIFFERENT AREAS MAKE ME A WELL-ROUNDED CANDIDATE.

AND IF YOU'RE REAPPOINTED WHAT SHOULD WE LOOK FOR IN YOUR COLLEAGUES,  
[BROKEN AUDIO]

I THINK THAT, AGAIN, JUST WELL-ROUNDED AND, YOU KNOW, PUTTING THE ORGANIZATION FIRST AS ONE OF THE TOP PRIORITIES. AND ALSO REACHING OUT TO DIFFERENT GROUPS AND TRYING TO BRING IN AND BEING A KIND OF A COLLECTIVE VOICE FOR THE ASSOCIATION.

THANK YOU.

UM-HMM.

Sandoval: THANK YOU. COUNCIL MEMBER.

HI, GRETCHEN.

HI.

SO MY QUESTION IS AROUND THE DIVERSITY, EQUITY AND INCLUSION, GLAD TO SEE THAT YOU INITIATED THAT. CAN YOU TELL US HOW IT WAS RECEIVED, LIKE, HOW LONG AGO YOU INITIATED IT AND HOW IT WAS RECEIVED BY YOUR PEERS ON THE BOARD AND, YOU KNOW, DO YOU STILL HAVE WORK TO GO TO CONTINUE THAT?

YEAH, PROBABLY SIX TO NINE MONTHS AGO. AND IT WAS REALLY WELL RECEIVED BY CHAIRMAN HARVEY AND ALSO ANDREW PEARSON, OUR C.E.O. AND THEY WERE REALLY ENCOURAGING ABOUT GETTING IT FORMED. AND I BROUGHT IT FORTH TO THE REST OF THE BOARD MEMBERS. RIGHT NOW IT'S MYSELF AND ONE OTHER MEMBER SO I WOULD LIKE SOME MORE REPRESENTATION ON THE COMMITTEE. BUT WHAT WE BASICALLY LOOKED AT IS WHAT ARE WE ALREADY DOING FROM A DE

AND I LENS. WE HAVE A RELAXED DRESS CODE, AND WE DON'T REQUIRE PEOPLE WHO COME OUT TO PLAY TO WEAR A COLLARED SHIRT BECAUSE IT'S PRECLUDED SOME PEOPLE FROM BEING ABLE TO AFFORD OUR COURSES. AND LOOKING AT MAKING SMALL CHANGES AND MAKING SURE THAT OUR PICTURES ON OUR WEBSITE REPRESENT PEOPLE FROM ACROSS ALL ASPECTS OF LIFE. SOME OF THE HARDER FIXES WOULD BE MAKING SURE THAT WE HAVE, YOU KNOW, ACCESSIBLE FACILITIES AND RIGHT NOW A LOT OF OUR FACILITIES ARE NOT ADA COMPLIANT OR WE DON'T HAVE ACCESSIBLE GOLF CARTS FOR PEOPLE WHO HAVE MOBILITY ISSUES AND SO THOSE ARE A LITTLE BIT LONGER AND HARDER FIXES. BUT WE HAVE JUST KIND OF STARTED OUR WORK AND HAVE MADE A LIST OF THINGS THAT WE'RE ALREADY DOING AND SOME OF THE EASY FIXES AND SOME OF THE LONG TERM ISSUES.

THANK YOU.

Sandoval: ALL RIGHT, THANK YOU, AND WE HAVE ALL CALLED YOU GRETCHEN, BECAUSE WE DON'T KNOW HOW TO SAY YOUR LAST NAME, COULD YOU INSTRUCT US, PLEASE.

IT'S GARCEAU-KRAGH.

Sandoval: THANK YOU FOR BEING HERE.

THANK YOU.

Sandoval: UM-HMM.

WE'LL DO BETTER AND KEEP THEM IN THE QUEUE.

Sandoval: DOES ANYONE HAVE ANY QUESTIONS ABOUT THE DOCUMENTS THAT YOU HAVE AVAILABLE FOR TODAY'S DISCUSSION? NO? OKAY, GREAT. BECAUSE THERE'S A LOT OF THEM. WELCOME, MR. LUNA. I'M ANA SANDOVAL. SO THANK YOU FOR YOUR APPLICATION. WE'D LOVE TO HEAR A TWO-MINUTE INTRODUCTION ABOUT YOURSELF AND YOUR INTEREST IN THIS POSITION AND THEN WE'LL GO AROUND THE TABLE AND THE COUNCIL MEMBERS MAY ASK YOU SOME QUESTIONS. THANK YOU. PLEASE, THANK YOU.



MY NAME IS SAM LUNA. I'M A RESIDENT OF SAN ANTONIO, I HAVE BEEN HERE ALL MY LIFE. WHEN I WAS IN THE SERVICE, WHICH I TRAVELED ALL OVER THE WORLD. I'M A CURRENT MEMBER OF MGA-SA. I THINK THAT IT'S A WONDERFUL ORGANIZATION, BUT BEFORE I GET TO THAT, I ALSO -- I AM AN ARCHITECTURE IN SAN ANTONIO AND I RETIRED. I WAS WITH THE SOUTHWEST RESEARCH INSTITUTE FOR ABOUT 15 YEARS. AND THEN FROM THERE I WENT TO SAN ANTONIO COLLEGE AT NORTH TEXAS THERE FOR 15 YEARS. OTHERWISE, ALL OF MY OTHER ARCHITECTURAL SERVICES HAVE BEEN IN THE WASHINGTON, D.C., AREA. WHERE I LIVED FOR 12 YEARS. I HAVE BEEN SERVING THE SAN ANTONIO COMMUNITY FOR ABOUT 35 YEARS. I HAVE BEEN -- I SERVED IN THE SARS BOARD AND ON THE PLANNING COMMISSION, AND THE HDRC. OTHER COMMUNITY BOARDS AND COMMISSIONS. I JUST BELIEVE IN DOING THINGS FOR THE CITY. I RAN FOR CITY COUNCIL, DIDN'T MAKE IT. Y'ALL DID. BUT AS A MEMBER OF THE MGA-SA, IT'S A WONDERFUL ORGANIZATION. MR. PETERSON, OUR C.E.O., IS DOING A TREMENDOUS JOB. AND OUR MAIN FOCUS IS TO PROVIDE GOOD QUALITY MUNICIPAL GOLF COURSES FOR THE CITY. AT AFFORDABLE PRICES THAT OUR CITIZENS CAN AFFORD. AND WE'RE CONCENTRATING -- THAT INCLUDES OUR MILITARY, OUR SENIOR CITIZENS, AND OUR COLLEGE STUDENTS, AND OUR HIGH SCHOOL STUDENTS, WHICH THERE ARE --

Sandoval: THANK YOU VERY MUCH, MR. LUNA. WE'RE GOING TO STEP INTO QUESTIONS NOW FROM THE COUNCIL. SO WE'LL START WITH COUNCILWOMAN CASTILLO.

Castillo: THANK YOU, CHAIR. THANK YOU, MR. LUNA. IF REAPPOINTED, WHAT ARE SOME OF THE INITIATIVES THAT YOU WOULD LIKE TO SEE CONTINUE?

WELL, CURRENTLY, WE HAVE SEVERAL PROJECTS. WE HAVE A MASTER PLAN THAT WE'VE BEEN FOLLOWING AND THAT'S IMPROVING THE -- ALL OF THE GOLF COURSES, PROVIDING BETTER GOLF CART PASS FROM ASPHALT TO CONCRETE. AND WE HAVE BEEN PLANTING TREES ALL OVER THE GOLF COURSES. CURRENTLY WE'RE TRYING TO FINISH UP THE GOLF COURSE THAT WILL HAVE A GRAND OPENING NEXT MONTH. WHICH INCLUDED RENOVATION TO THE GOLF COURSE ITSELF AND THE FACILITIES. AND I WOULD LIKE TO SEE THAT COME TO A COMPLETION. AND LIKE I SAID BEFORE, MR. PETERSON AND HIS STAFF ARE DOING A TREMENDOUS JOB. AND I

WOULD LIKE TO CONTINUE WORKING WITH OUR BOARD MEMBERS AND WITH THE C.E.O.

Castillo: THANK YOU.

Sandoval: THANK YOU. ONE QUESTION -- YOU HAVE A QUESTION? GO AHEAD.

THANK YOU, MR. LUNA. CAN YOU SHARE YOUR THOUGHTS ON MISSION DEL LAGO GOLF COURSE?

MISSION DEL LAGO -- TO ME, IT IS A GOLF COURSE THAT WE CANNOT GET RID OF. IT'S BEEN THOUGHT THAT MAYBE WE DON'T NEED MISSION DEL LAGO. WELL, I DON'T -- AS I STATED AT OUR BOARD MEETING -- IT'S A GOLF COURSE AND WE NEED IT IN THE SOUTHSIDE OF SAN ANTONIO. NOW THAT THE OTHER GOLF COURSE HAS CLOSED AND IT'S MORE IMPORTANT TO HAVE A GOLF COURSE OF THE CALIBRE OF MISSION DEL LAGO. AND TO ME IT'S A WONDERFUL GOLF COURSE, AND I HAVE PLAYED IT MANY, MANY, MANY TIMES AS I HAVE PLAYED ALL CITY COURSES AND, LIKE I SAID, I ALSO BELONG TO THE GOLF COURSES ASSOCIATION AND WE PLAY ALL OVER. AND MISSION DEL LAGO THAT I URGE CITY COUNCIL TO NOT GET RID OF BECAUSE WE NEED THAT GOLF COURSE.

THANK YOU. MR. LUNA, THIS COMMITTEE DEALS WITH ISSUES OF HEALTH AND ENVIRONMENT AND QUALITY OF LIFE. SO I'M PARTICULARLY INTERESTED IN KNOWING YOUR THOUGHTS ON HOW WE CAN ENSURE THAT THE GOLF COURSES ARE ENVIRONMENTALLY SUSTAINABLE AND NOT DAMAGING TO THE ENVIRONMENT.

WELL, THE GOLF COURSES ITSELF -- WE HAVE PLENTY OF TREES, BUT WE HAVE THE FACILITIES ARE IN MOST CASES THEY ARE ADEQUATE, OKAY. THE FACILITIES STILL NEED A LOT -- A LOT OF WORK. AND IT'S A WORK IN PROGRESS. THE PEOPLE THAT COME OVER AND -- I PLAY GOLF AND I MINGLE WITH SOME OF THE PEOPLE THAT PLAY GOLF AND GET THEIR INPUT AS TO WHAT'S NEEDED AND WHAT IMPROVEMENTS ARE -- THAT THEY NEED. AND MOST OF THEM ARE SATISFIED WITH WHAT THE QUALITY OF THE GOLF COURSES.

Sandoval: THANK YOU VERY MUCH, ANY OTHER QUESTIONS, COUNCILMAN?

YES, THANK YOU. I WOULD ASK -- OR I WANT TO KNOW, WHAT IS THE GREATEST LESSON THAT YOU HAVE LEARNED SINCE BEING APPOINTED WITHIN THE BOARD?

THE GREATEST LESSON IS, FIRST OF ALL, YOU GOT TO GET ALONG WITH YOUR BOARD MEMBERS. OUR MAIN FOCUS IS THE GOLF COURSES THEMSELVES. THAT'S MY PRIMARY GOAL TO SEE THAT THEY'RE ALL MAINTAINED IN GOOD CONDITION. SO MAKE THE CONDITIONS FOR THE PEOPLE ENJOYABLE. OTHER THAN THAT, THE MAIN PATH TO MAINTAINING THE GOLF COURSES AND PROVIDING GOOD QUALITY GOLF FOR THE CITIZENS.

I WANT YOU TO ANSWER THIS ONE IN A DIFFERENT WAY, BUT THERE WILL BE AT LEAST THREE NEW APPOINTEES BASED OFF OF THIS SHORTLIST. WHAT DO YOU THINK THAT THEY NEED TO KNOW TO BE SUCCESSFUL?

THEY NEED TO, FIRST OF ALL, THEY NEED TO KNOW THE BY-LAWS. I HAVE BEEN FINDING OUT THAT A LOT OF OUR BOARD MEMBERS, IT'S VERY IMPORTANT, BECAUSE THAT'S WHAT GOVERNS WHAT WE DO AND HOW WE GET ALONG WITH OUR C.E.O. AND FITS THE GUIDELINES. SO MY ADVICE IS KNOW THE BY-LAWS, GET ALONG WITH YOUR BOARD MEMBERS, AND, OF COURSE, THE C.E.O.

THANK YOU.

Sandoval: ALL RIGHT. THANK YOU VERY MUCH, MR. LUNA. AND WE'LL MOVE ON TO THE NEXT CANDIDATE. THANK YOU.

OKAY.

Sandoval: WOMAN, JAVIER, THANK YOU VERY MUCH FOR REAPPLYING AND SUBMITTING YOUR APPLICATION. TODAY WE'D LIKE TO HEAR A COUPLE OF MINUTES ABOUT YOU AND AN INTRODUCTION AND WHY YOU'RE INTERESTED IN CONTINUING. AND THEN WE'LL GO AROUND THE ROOM AND THE COUNCIL MEMBERS WILL ASK YOU SOME QUESTIONS. SO, PLEASE, GO AHEAD.

ABSOLUTELY. CAN YOU HEAR ME? WELL, GOOD. THANK YOU SO MUCH FOR HAVING ME. THANK YOU TO THE COUNCIL AND THE COMMITTEE TO ALLOW ME A CHANCE

TO COME AND TO APPLY AGAIN. I THINK THAT MY BIO IS PRETTY SIMPLE. I'M ORIGIN FROM MEXICO, I'M AN IMMIGRANT. AND I GREW UP AND I MIGRATED TO SAN ANTONIO, TEXAS, ABOUT 15 YEARS AGO AND HAVE BEEN HERE EVER SINCE. SO THAT SAID, I WENT TO UTSA AND I DID MY UNDERGRAD AND MASTERS AND EVENTUALLY STARTED WORKING FOR A LOCAL ARCHITECTURAL FIRM HERE IN SAN ANTONIO. I BECAME A LOCAL ARCHITECT WORKING ON MAJOR CAPITAL IMPROVEMENTS AND INFRASTRUCTURE FOR THE CITY AND COUNTY AND LARGE PROJECTS. SO REALLY MY WORK, MY EXISTING WORK AT THE BOARD, HAS REALLY FOCUSED ON DIVERSITY, EQUITY AND INCLUSION. WE BEGAN, ME AND MY COLLEAGUE GRETCHEN, STARTED AT THE INCLUSION COMMITTEE TO BE ABLE TO INSTITUTE SOME OF THESE IDEAS INTO THE GOLF COURSES, THE MUNICIPAL GOLF COURSES THAT WE NOT HAD SEEN BEFORE. AND MY SECOND FOCUS WAS REALLY BRINGING IN MY EXPERIENCE AS AN ARCHITECT AND AS A PUBLIC SPACE DESIGNER TO BE ABLE TO ALLOW THE GOLF COURSE SORT OF, WITH THE LONG-RANGE PLAN ON HOW TO ADAPT THE FACILITIES AND HOW TO BE ABLE TO OFFER MORE COMMUNITY SERVICES AND TO BECOME MORE ACCESSIBLE TO THE COMMUNITIES, INSTEAD OF JUST BEING A FOCUS ON GOLF, AND HOW TO INVITE THOSE COMMUNITIES BACK IN. SO THAT IS BASICALLY MY WORK FOR THE PAST COUPLE YEARS HAS BEEN REALLY SALVAGING AND HELPING THAT COMMITTEE, AND ALSO HELPING THE GOLF COURSES TO PLAN A LONG-RANGE PLAN FOR CAPITAL IMPROVEMENTS.

Sandoval: THANK YOU VERY MUCH, JAVIER. WE'RE IMPRESSED WITH THE WORK THAT THE DIVERSITY -- OR I AM -- THE COMMITTEE HAS DONE SO FAR FROM WHAT WE HAVE HEARD. SO THANK YOU FOR YOUR WORK ON THAT. YOU MIGHT KNOW THAT THIS COMMITTEE CENTERS ON ISSUES OF HEALTH, THE ENVIRONMENT AS WELL AS QUALITY OF LIFE. WHAT ARE YOUR THOUGHTS ON HOW WE CAN ENSURE THAT THE GOLF COURSES ARE AS ENVIRONMENTALLY SUSTAINABLE AS POSSIBLE?

I THINK THAT THERE'S -- THERE'S BEST PRACTICES. I HAVE FULL TRUST IN ANDREW PETERSON, OUR C.E.O. HE'S REALLY -- HE'S REALLY BEEN A CHAMPION FOR SUSTAINABILITY. HE'S BEEN DEVELOPING HIS STAFF TO BE TOP TIER, HE'S ALWAYS PGA PRO, AND HE'S ALSO BROUGHT IN THE EXPERTS AND HE LISTENS. HE UNDERSTANDS HIS STAFF. HE TRUSTS HIS STAFF. AND WE HAVE BOARD MEMBERS THAT ALSO HAVE THAT BACKGROUND, INCLUDING MYSELF, WHICH IS SUSTAINABLE ISSUES ON WATER QUALITY, AIR QUALITY, AND ALSO I THINK THAT THE MOST

IMPORTANT PART IN SORT OF LIKE THE ENVIRONMENT IS REALLY ALLOWING THE -- THE PUBLIC TO ALLOW THESE GOLF COURSES AS A PUBLIC AMENITY, NOT JUST A GOLF COURSE. SO WATER MANAGEMENT, HELPING AIR QUALITY AND MAINTAINING THOSE PARKLANDS OPEN, THE TREES AND NATURE, I THINK ARE A BIG PART OF THAT. SO IT'S CRITICAL FOR US TO KEEP THOSE PARKLANDS NATURAL.

Sandoval: THANK YOU VERY MUCH. ARE THERE QUESTIONS FROM THE COMMITTEE MEMBERS? OKAY, WE'LL START AT THAT END AND GO AROUND. THANK YOU.

THANK YOU, CHAIR. IF REAPPOINTED WHAT ARE SOME OF THE INITIATIVES THAT YOU WOULD LIKE TO SEE CONTINUED AND/OR REPEATED?

SO, I THINK THAT ONE OF THE MAIN -- THE MAIN MISSIONS THAT I WOULD WANT TO SEE IS, ONE, IS I WOULD WANT TO SEE THAT EVERY GOLF COURSE HAS ACCESS TO PUBLIC TRANSIT. I ALSO SIT ON THE BOARD AND I EVERY TIME I GO TO A GOLF COURSE AND I DON'T SEE PUBLIC TRANSIT, I SEE IT AS A HUGE GAP IN EQUITY, BECAUSE THERE'S KIDS LIKE MYSELF THAT GREW UP WITH ONLY PUBLIC TRANSIT AND WITHOUT A CAR THAT IF THEY WANTED TO PLAY GOLF THEY WOULD BE INTIMIDATED OR WOULD BE COMPLETELY INACCESSIBLE. SO ONE OF THE MAIN THINGS IN TERMS OF EQUITY AND ACCESS IS PUBLIC TRANSIT IS VERY IMPORTANT TO ME. AND THE OTHER ONE I THINK IS THAT WE NEED TO DO -- WE HAVE IMPROVED AND BEEN DOING A GOOD JOB AT INTERFACING WITH OUR COMMUNITIES BUT I THINK WE CAN DO BETTER AND ESTABLISH MORE PROGRAMS AND PARTNERSHIPS WITH OUR COMMUNITIES AND NEIGHBORHOODS TO BE ALLOW THE PUBLIC LANDS AND THE PUBLIC FACILITIES FOR PEOPLE TO COME IN AND TO NOT JUST ENGAGE IN GOLF, BUT ALSO IN FAMILY ACTIVITIES AND NEIGHBORHOOD ASSOCIATION MEETINGS OR COMMUNITY EVENTS. AND I THINK THAT THOSE ARE KIND OF THE COUPLE MAIN ONES. THE OTHER ONE IS, AGAIN, YOU KNOW, OUR C.E.O., ANDREW, HAS REALLY DONE A REALLY GOOD JOB AT SORT OF ESTABLISHING AND DECIDING THIS LONG-RANGE PLAN FOR OUR FACILITIES. AND I THINK THAT A LOT OF TIMES IT REALLY IS MONEY, AND WE SEE IT AS A COST AND INVESTMENT, BUT FOR ME IT'S REALLY THE ABILITY FOR OUR KIDS, OUR KIDS IN THE WESTSIDE, EASTSIDE, THE SOUTHSIDE, CAN GO TO OAK HILL SO CAN GO AND PLAY THAT ACTUALLY HAVE A PLACE TO GO PLAY THE SAME LEVEL OF QUALITY OF GOLF COURSES THAT WE HAVE AT THE MUNICIPAL LEVEL AND THE MUNICIPAL PRICES. SO I THINK THAT INVESTING IN THESE GOLF COURSES, THAT'S WHY IT IS SO IMPORTANT

BECAUSE IT BRINGS EQUITY TO THE KIDS THAT DON'T HAVE THOSE GOLF COURSES TO PLAY IN TO BEGIN WITH.

Castillo: THANK YOU.

YEP.

THANK YOU, HALF YOUR. CAN YOU SHARE YOUR THOUGHTS ABOUT MISSION DEL LAGO?

YES. OBVIOUSLY, MISSION DEL LAGO HAS BEEN A GOLF COURSE THAT HAS A LOT OF TIMES BEEN -- BEEN HAVING SOME ISSUES WITH ATTENDANCE. WE HAVE BEEN HAVING ISSUES WITH ACTUALLY -- WITH GETTING GOLFERS OUT THERE. BUT I THINK THAT RECENTLY IN THE PAST COUPLE YEARS IT'S HAD SOME MAJOR IMPROVEMENTS TO THE GOLF COURSE AND IT'S ACTUALLY RAISED THE LEVEL OF ATTENDANCE AND THE LEVEL OF PLAY DOWN THERE. I THINK THAT IT'S CONSIDERED ONE OF THE BEST COURSES IN TOWN. I THINK THAT THE PARTNERSHIPS WITH PEOPLE LIKE ENPAR ARE HELPING TO LEVERAGE THE COMMUNITY AND ALSO INVITE THOSE SORT OF FAMILY ORIENTED ACTIVITIES THAT INVOLVE REALLY -- REALLY IT'S THE COMMUNITY, THE SOUTHSIDE INTO THE GOLF COURSE AND NOT BEING EXCLUSIVE OR BEING ELITIST. SO I CONSIDER THAT HAS BEEN A PLATFORM FOR THE COMMUNITY AND I REALLY CHAMPION WHAT THEY'RE DOING AND IN SUPPORTING MISSION DEL LAGO IN THE FUTURE, I THINK THAT BUILDING FURTHER PARTNERSHIPS AND ALLOWING THOSE COMMUNITY MEMBERS AND THE COMMUNITY TO COME IN AND TO INTERACT WITH THE GOLF COURSES IS ACTUALLY A GOOD IDEA. ESPECIALLY WHEN IT INVOLVES KIDS AND JUNIOR PLAY.

Sandoval: THANK YOU. COUNCIL MEMBER McKEE-RODRIGUEZ.

McKee-Rodriguez: YES, THANK YOU. I WANTED TO ASK WHAT HAS BEEN YOUR GREATEST CHALLENGE SINCE BEING APPOINTED TO THE BOARD AND HOW HAVE YOU OVERCOME IT, IF YOU HAVE?

I THINK THAT OUR BIGGEST CHALLENGE IS MONEY. YOU KNOW, I THINK THAT -- AT THE MUNICIPAL GOLF COURSE, A LOT OF TIMES WHEN I CAME IN, I CAME IN AND I AM VERY AMBITIOUS AND IDEALIST AND I HAVE REALLY HIGH HOPES ON CHANGING

AND REFORMING MANY THINGS. ONCE YOU GET INTO THE BOARD AND YOU LOOK AT THE FUNDING THAT WE HAVE AS A MUNICIPAL AGENCY AND MANAGING A MUNICIPAL PARKLAND, WE -- THEN YOU START TO SEE AND THINK HOW THE BUDGET BECOMES VERY CONCERNING IN THE WAY THAT YOU DEVELOP YOUR STAFF AND THE WAY THAT YOU DEVELOP YOUR COURSES AND HOW YOU HAVE TO CHOOSE TO BALANCE YOUR BUDGETS TO BE ABLE TO PUT THAT MONEY WHERE IT COUNTS. SO THE MOST CHALLENGING PART FOR ME IN THOSE FIRST TWO YEARS HAS BEEN LEARNING THE MECHANISM AND WHAT LEVERAGE AND WHAT BUTTONS TO PUSH. I THINK THAT RIGHT NOW I HAVE A BETTER UNDERSTANDING ON WHERE THAT MONEY [BROKEN AUDIO] OR TO PUT OUR FUNDING WHICH IS REALLY DEVELOPING OUR STAFF AND DEVELOPING OUR GOLF COURSES TO BE ABLE TO OFFER BETTER SERVICES. BUT IT'S REALLY -- IT'S REALLY BEEN -- THAT LEARNING CURVE. I DID NOT HAVE A LOT OF EXPERIENCE MANAGING AN ACTUAL GOLF COURSE. I HAD A LOT OF EXPERIENCE MANAGING LARGE PUBLIC PROJECTS, BUT NOT THAT SPECIFIC PROJECT. WITH HELP WITH MY BOARD AND OUR STAFF AND OUR LEADERSHIP, I THINK THAT I LEARNED PRETTY QUICK.

McKee-Rodriguez: THANK YOU. AND THERE'S GOING TO BE AT LEAST THREE NEW APPOINTEES. WHAT ADVICE WOULD YOU GIVE TO THEM?

MY ADVICE IS TO NOT BE AFRAID OF DREAMING TOO HIGH WITH THE BOARD. I THINK THAT A LOT OF TIMES WHEN WE COME INTO A BOARD THAT THERE IS -- THERE IS THIS IDEA OF THINGS ARE KIND OF SET AND FIXED. FOR ANY NEW MEMBER THAT COMES IN, I WOULD TRY TO INVITE THEM TO BE AS OPEN AND AS IMAGINATIVE AND AS AMBITIOUS AS POSSIBLE BECAUSE SOMEWHERE BETWEEN THAT SORT OF DREAM AND WHERE WE'RE AT RIGHT NOW -- SOMEWHERE IN THE MIDDLE IS WHERE THE SOLUTION LIES. SO I JUST INVITE THEM TO NOT BE INTIMIDATED OR SCARED BY THE BOARD, BECAUSE I WAS IN THE BEGINNING. I CAME IN AND I WAS THE YOUNGEST ON THE BOARD AND I WAS PROBABLY THE MOST INEXPERIENCED BECAUSE I DIDN'T GROW UP WITH GOLF, I'M NOT A GOOD GOLF PLAYER. SO MY WHOLE IDEA WAS COMING IN AND DISRUPTING WITH THE IDEAS ABOUT EQUITY AND INCLUSION, SO I WAS DEFINITELY THE OUTSIDER, I FEEL. AND AT THE BEGINNING I FELT A LITTLE BIT INTIMIDATED, A LITTLE BIT OUT OF PLACE. AND IT TOOK ME A LITTLE BIT TO SEE THAT MY COLLEAGUES AND MY BOARD MEMBERS WERE NOT -- WERE NOT DEFENSIVE OR CLOSE TO MY IDEAS, THAT ACTUALLY WERE SEEKING MY EXPERIENCE AND MY POINT OF VIEW. SO THAT

WOULD BE MY INVITATION IS NOT TO BE SCARED AND START OFF AND, UNJUST START DISRUPTING.

McKee-Rodriguez: THANK YOU.

Sandoval: THANK YOU VERY MUCH, JAVIER.

YEAH.

Sandoval: ALL RIGHT, OUR NEXT CANDIDATE IS MR. DEMONTE ALEXANDER.

[INDISCERNIBLE].

Sandoval: GREAT. MISS JENNY CARNES. HI, JENNY. WELCOME, JENNY. AND THANK YOU VERY MUCH FOR YOUR APPLICATION AND CONGRATULATIONS ON BEING SHORTLISTED FOR TODAY'S INTERVIEW. WE'D LIKE YOU TO SPEND A COUPLE OF MINUTES WITH A SPEECH ABOUT YOURSELF AND WHY YOU ARE PURSUING THIS POSITION AND THEN WE'LL GO INTO QUESTIONS. THANK YOU.

WELL, GOOD AFTERNOON, EVERYONE. IT'S GOOD TO SEE SOME FAMILIAR FRIENDS IN THE AUDIENCE AND COUNCILMAN SANDOVAL, GREAT TO SEE YOU AND TO OUR NEW CITY LEADERSHIP, THANK YOU FOR THE OPPORTUNITY TO BE HERE TODAY AND FOR ME TO BE HERE TODAY. MY NAME IS JENNY CARNES AND I AM THE SENIOR VICE PRESIDENT AND CHIEF OPERATING OFFICER AT SAN ANTONIO SPORTS. AND I AM NOT FROM SAN ANTONIO, BUT I CLAIM NATIVE. AND I MOVED HERE IN 1995 TO ATTEND THE UNIVERSITY OF THE INCARNATE WORD AND I'M AN AVID GOLF FAN AND I LOVE THE SPORT AND I LOVE THE GAME AND I LOVE WHAT IT CAN DO FOR AN INDIVIDUAL, NOT ONLY FROM THE PHYSICAL ASPECT, BUT ALSO FROM THE MENTAL PERSPECTIVE AND THE SOCIAL PERSPECTIVE. I LOVE THAT I CAN GO OUT AND TO PLAY A ROUND OF 18 AND RIDE IN A CART BUT STILL GET IN MY 10,000 STEPS. I'M NOT SURE WHAT THAT SAYS ABOUT MY GAME BUT WE WON'T GO INTO THAT. MY ROLE AT SAN ANTONIO SPORTS IS TO BRING MAJOR EVENTS TO OUR COMMUNITY TO DRIVE SPORTS TOURISM. I HAVE BEEN THERE 22 YEARS. I HAVE BEEN THE LEAD PERSON ON ALL OF THE NCA FINAL FOURS THAT WE HAVE HOSTED THE PAST 20 YEARS. I'M VERY FAMILIAR WITH WHAT SPORTS CAN DO FOR A CITY, FOR THE COMMUNITY, FOR WHAT SPORTS CAN DO FOR KIDS. AND I TRULY BELIEVE THAT THE



POWER OF SPORT AND THE POWER OF GOLF CAN BE TRANSFORMATIVE, AND THAT'S REALLY WHY I'M HERE TODAY. I'M WELL VERSED IN WHAT IT TAKES TO PUT ON AN EVENT, WHAT IT TAKES TO PUT ON YOUTH CLASSES. WHAT IT TAKES TO KEEP FACILITIES MOVING, RUNNING SMOOTHLY AND MAINTAINED. I THINK THAT IS WHY I WAS ASKED TO APPLY. MY WIFE AND I HAVE TWO YOUNG GIRLS, I'M TRYING TO GET THEM INVOLVED IN THIS SPORT. THEY'VE STARTED AT THE FIRST TEE OVER THE LAST YEAR AND A HALF. AND I THINK ESPECIALLY WHEN IT COMES TO GOLF MY TIME'S UP? COVID. GOLF WAS THE ONE OF THE FEW THINGS WE COULD DO. IT WAS SO IMPORTANT. WE WOULD TAKE OUR GIRLS OUT NOT WITH A CART, WE COULDN'T RENT ONE BUT WITH OUR JOGGING STROLLER. SO THANK YOU FOR HAVING ME TODAY.

SANDOVAL: THANK YOU VERY MUCH. WE'LL GO AROUND TO QUESTIONS.  
COUNCILMEMBER VIAGRAN.

CAN YOU SHARE YOUR THOUGHTS ABOUT MISSION DE LAGO.

I HAVE NOT PLAYED THERE IN A COUPLE OF YEARS. I HAVE PLAYED EVERY COURSE, ESPECIALLY THE MUNICIPAL COURSES. I AM A GREAT FAN. I HAVEN'T BEEN RECENTLY. IT IS CLOSE TO THE MISSION TRAILS AND MISSIONS. IT IS PROBABLY A COURSE TO HIGHLIGHT AND BRING MORE PEOPLE TO ON THE SOUTH SIDE OF SAN ANTONIO.

Sandoval: COUNCILMEMBER MCKEE RODRIGUEZ.

IN REAL LIFE, MONEY IS AN OBJECT, SAY MONEY IS NO OBJECT. WHAT IS THE BIGGEST IDEA, THE MOST CREATIVE IDEA YOU WOULD HAVE AS A BOARD MEMBER OR AS AN APPLICANT?

I THINK FROM MY PERSONAL EXPERIENCE AT SAN ANTONIO SPORTS, I WOULD LIKE TO BRING MORE NATIONAL GOLF EVENTS TO SAN ANTONIO NOT JUST TPC WITH THE VALERO OPEN. THE CITY HAS A GREAT HISTORY OF HOSTING MAJOR GOLF EVENTS. THERE IS NO REASON THAT OUR CITY OWNED FACILITIES CAN'T GO BACK TO DOING THAT AND BRINGING THOSE HERE TO HIGHLIGHT BEAUTIFUL COURSES SUCH AS BRACKENRIDGE.

I WAS HOPING SOMETHING FOR FIREWORKS.

FIREWORKS WITH THE TOURNAMENT AND TROPHY WITH THE TOURNAMENTS.

HAVE YOU WATCHED ANY OF THE BOARD MEETINGS.

SANDOVAL: THEY'RE NOT STREAMED BUT I'M SURE THEY ARE OPEN TO THE PUBLIC.

HAVE YOU BEEN TO ANY OF THE MEETINGS?

I HAVE NOT.

SO, THERE WILL BE AT LEAST THREE NEW APPOINTEES. THERE COULD POTENTIALLY BE UP TO THREE RETURNING FACES. WHAT ADVICE WOULD YOU GIVE TO THOSE WHO ARE ALL RIGHT APPOINTED OR WOULD BE REAPPOINTED.

I KNOW TWO OUT OF THE THREE. WHAT I WOULD TELL THEM IF I WAS A NEWLY APPOINTEE IS HELP US LEARN WHAT IS NEEDED AS A PART OF THIS GROUP. USE US, YOU KNOW, HELP US BRING OUT THE VALUE THAT WE CAN BRING TO THE GROUP. THAT'S WHAT I WOULD ASK OF THEM AS EXPERIENCED COMMITTEE MEMBERS.

THANK YOU.

SANDOVAL: ALL RIGHT. ARE THERE ANY MORE QUESTIONS? THANK YOU VERY MUCH.

THANK YOU. Y'ALL HAVE A GOOD AFTERNOON.

SANDOVAL: YOU, TOO. OK. GERONIMO GUERRA.

GERONIMO GUERRA, YES. WHAT I WOULD LIKE TO DO IS HEAR FROM YOU, YOU HAVE TWO MINUTES TO SHARE WITH US WHY YOU WOULD LIKE TO SERVE ON THIS COMMITTEE.

OK. IN MY STATEMENT, I WILL GIVE YOU A BRIEF STATEMENT ABOUT MYSELF AS WELL. MY NAME IS GERONIMO GUERRA. I WAS BORN AND RAISED ON THE SOUTH

SIDE OF OUR CITY. 44 YEARS OLD, TWO BEAUTIFUL DAUGHTERS. I USED TO RESIDE, BORN AND RAISED ON THE SOUTH SIDE OF SAN ANTONIO. I HAVE SEEN THE MUNICIPAL GOLF COURSES AND FACILITIES AND RENOVATIONS AND HOW THEY IMPROVED OUR CITIES AS WELL. I WANT TO BE INVOLVED IN THAT. CURRENTLY I'VE BEEN EMPLOYED AT AT&T THE WORLD'S LEADING TELECOMMUNICATION COMPANY FOR 21 YEARS. OUT OF THE 21 YEARS OF SERVICE I HAVE BEEN GIVEN THE OPPORTUNITY TO SERVE AS A VICE PRESIDENT FOR THE COMMUNICATION WORKERS OF AMERICA AND ALSO NOW CURRENTLY SERVING AS PRESIDENT, ELECTED BY OUR MEMBERSHIP AS WELL. I DO CURRENTLY SIT ON THE FLCIO EXECUTIVE BOARD AND I HAVE PREVIOUSLY HAD EXPERIENCE WITH THE TEXAS WORKFORCE COMMISSION WITH THE CITY OF SAN ANTONIO AS WELL. I APPLIED BECAUSE I WANT TO SERVE THE COMMUNITY AT ANOTHER LEVEL. AND MY LOVE AND PASSION OF THE GAME OF GOLF IS ONE OF THE ASPECTS I WOULD LIKE TO SHARE WITH MY COMMUNITY AND THE UNDERSERVED COMMUNITY AS WELL. I WAS INTRODUCED TO THE GAME IN HIGH SCHOOL. I PLAYED FOR THE LUTHER BURBANK BULLDOGS GOLF TEAM. IT WAS ON THIS TEAM WHERE I WAS EXPOSED TO OUR CITY MUNICIPAL GOLF COURSES. SINCE THEN I HAVE NEVER LEFT THE MUNICIPAL GOLF COURSES AT ALL. I TAKE PRIDE IN OUR CITY. I HAVE SEEN THE CHANGES IN THE SYSTEM AND THE RENOVATION OF THE COURSES. I BELIEVE THEY PLAY A KEY ROLE TO THE COMMUNITY AND VISITORS OF THE HOMETOWN. I'M HONORED TO BE A FINAL CANDIDATE OF THE BOARD. IF ELECTED I WILL SERVE WITH THE HIGHEST CAPACITY AND GREAT DISCIPLINE. I WANT TO THANK EVERYONE FOR CONSIDERING MY ACTUAL APPLICATION. I WOULD BE GLAD TO ANSWER ANY QUESTIONS IF YOU HAVE THEM AS WELL.

THANK YOU FOR THAT. [OFF MIC]

THANK YOU, CHAIR. I WAS GOING TO SAY "GO BULLDOGS."

IT IS A STRONG ALUMNI THERE.

COUNCILMAN MCKEE RODRIGUEZ.

MY QUESTION IS WHAT IS THE MOST IMPORTANT FACTOR IN MAKING THIS APPOINTMENT.

I THINK THE DEDICATION OF GIVING BACK TO THE COMMUNITY. AND ALSO UNDERSTANDING WHAT ROLE GOLF CAN PLAY IN UNDERPRIVILEGED KIDS', YOU KNOW, LIFE. MYSELF, I WASN'T REALLY I WAS BORN AND RAISED SOUTH SIDE, DIDN'T HAVE THAT MUCH MONEY AND ONE THING TO KEPT ME OUT OF TROUBLE WAS GOLF AND WORKING TO THE GOLF COURSE. BY THERE I LEARNED DISCIPLINE AND THE GAME BRINGS DISCIPLINE. THAT IS SOMETHING I WOULD LIKE TO SHARE WITH EVERYBODY ELSE AS WELL.

THANK YOU. I WILL BE HONEST WITH YOU. MY DECISION MAKING IS THAT I WOULD STRUGGLE TO HAVE BOTH THE PRESIDENT AND THE VICE PRESIDENT OF AN ORGANIZATION. WHAT WOULD YOUR RESPONSE BE TO THAT.

I WOULD THINK THAT BOTH OF US HAVE A PASSION. WE HAVE BOTH BEEN WE ARE RAISED IN THE SAME AREA AND UNDERSTAND WHAT IT IS TO SHOW DEDICATION AND GIVE BACK TO THE COMMUNITY. I THINK I SEE THE LEADERSHIP SKILLS IN HIM. I TOLD HIM HE SHOULD BE A CANDIDATE FOR THE SITUATION AS WELL. YOU KNOW, BUILD UP HIS PROFESSIONALISM AND GIVING BACK TO THE COMMUNITY AS WELL. THAT IS WHY HE'S A VERY DEDICATED PERSON, HE'S MY EXECUTIVE VICE PRESIDENT, I CAN'T SAY ANYTHING BAD ABOUT THE GUY.

MY LAST QUESTION WOULD BE, UM ... WHAT WOULD BE SO THERE IS GOING TO BE AT LEAST THREE NEW APPOINTEES, COULD BE UP TO THREE RETURNING APPOINTMENTS, WHAT WOULD BE YOUR ADVICE TO THE RETURNING APPOINTMENTS?

TO BE ABLE TO UNDERSTAND THAT, YOU KNOW, WITH NEW PEOPLE YOU HAVE TO BE ABLE TO WORK TOGETHER AND MAYBE GIVE THEM GUIDANCE. I WOULD LOOK TO THEM FOR THAT PASSION TO BE ABLE TO UNDERSTAND AND BRING THE UNDERSTANDING TO ME WHERE WE'RE AT ON PROJECTS, WHAT IT WOULD BE TO COMPLETE THE PROJECT. I THINK THE COMMUNICATION SKILLS WITH THE VETERANS OF THE BOARD TO BE ABLE TO COMMUNICATE REALLY WELL WITH US.

THANK YOU.

UH HUH.

SANDOVAL: THANK YOU COUNCILMAN, COUNCIL WOMAN VIAGRAN.

CAN YOU SHARE YOUR THOUGHTS ABOUT MISSION DE LAGO.

IT WAS IT IS A NICE COURSE. I THINK THAT RIGHT NOW, THE ACTUAL [AUDIO SKIPPING] HOUSES THAT ARE BUILT AROUND THE COURSE ARE TOO CLOSE TO THE COURSE. BUT IT'S ONE OF THE BEST COURSES IN THE CITY. I THINK THAT IF YOU ARE LOOKING AT THE DISTANCE FOR THE HOLES, I WOULD LIKE TO SEE RENOVATIONS TO THEIR ACTUAL THEIR WHATCHAMACALLIT. THE GOLF RANGE. I THINK THE STAFF NEEDS TO DO BETTER WITH THE COMMUNITY AS WELL. THERE IS NOBODY MAINTAINING FACILITIES WHEN YOU PLAY. THAT IS WHAT I LOOK AT. I DO PLAY THE COURSES REGULARLY. I LOOK AT HOW TO IMPROVE. THAT IS ONE OF THE IMPROVEMENTS I LOOKED AT IN MISSION DE LAGO. IT IS A BEAUTIFUL COURSE. I THINK IT NEEDS TO BE TAKEN CARE OF MORE, LITTLE BETTER, I GUESS YOU COULD SAY.

ALL RIGHT. THANK YOU.

SANDOVAL: ANY OTHER MEMBERS HAVE QUESTIONS? THANK YOU, VERY MUCH MR. GUERRA.

UH HUH.

SANDOVAL: CHRIS MORALES. WELCOME MR. MORALES, THANK YOU FOR YOUR APPLICATION AND BEING WITH US TODAY. YOU'LL HAVE TWO MINUTES TO OPEN, AND THEN WE'LL GO AROUND THE ROOM AND ASK SOME QUESTIONS. THANK YOU.

AWESOME, THANK YOU VERY MUCH. [AUDIO SKIPPING] EVERYONE, THANK YOU FOR ALLOWING ME A FEW MINUTES OF YOUR TIME. MY NAME IS CHRIS MORALES, I'M 44 YEARS OLD. I'VE BEEN MARRIED FOR 16 YEARS. I'M A PROUD FATHER OF FOUR BOYS. I'VE LIVED IN SAN ANTONIO MY ENTIRE LIFE. I GREW UP ON THE SOUTH SIDE. RAISED BY A SINGLE MOTHER ALONG WITH MY TWO SISTERS. MY MOTHER BEING A FULL TIME EMPLOYEE WITH AT&T WAS STILL VERY INVOLVED AND ACTIVE WITH US. SHE HAD ME IN SPORTS MY ENTIRE CHILDHOOD. POP WARNER FOOTBALL, TEE BALL, BASKETBALL, ET CETERA. GOLF IS MY FAVORITE. [AUDIO SKIPPING] KEPT ME OFF THE STREET FOR SURE, KEPT ME OUT OF GANGS. I DEFINITELY HAD SOME GOOD ROLE

MODELS. THIS WAS A BLESSING FOR ME TO HAVE AN OUTLET AND TO LEARN DISCIPLINE, HONESTY, INTEGRITY, DEFINITELY PATIENCE. I HAD SOME OF THE BEST MENTORS AND COACHES GROWING UP. IF SELECTED I HOPE TO WORK CLOSELY WITH OUR YOUTH AND HOPEFULLY BE A MENTOR FOR SOME OF THE UNDERPRIVILEGED KIDS. FAST FORWARD TO 2021, I'M CURRENTLY THE EXECUTIVE VICE PRESIDENT OF CWA COMMUNICATION WORKERS OF AMERICA. I REPRESENT OVER 1500 EMPLOYEES HERE IN SAN ANTONIO AND THE SURROUNDING AREAS. THIS PLATFORM HAS GIVEN ME THE OPPORTUNITY TO DO WHAT I LOVE, HELPING OTHERS. THIS IS MY PASSION. BY UTILIZING THESE VALUES I WAS TAUGHT AT A YOUNG AGE IN INCORPORATING THEM INTO MY DAILY WORK FUNCTIONS, I LEARNED THROUGH IMPORTANT THINGS WHILE WORKING AS AN AT&T REPAIRMAN OVER THE LAST 20 YEARS, LISTENING, ATTENTION TO DETAIL AND PROBLEM SOLVING. I WILL ALWAYS, ALWAYS FINISH WHAT I START, AND [AUDIO SKIPPING] THESE QUALITIES IF SELECTED. THANK YOU FOR YOUR TIME.

SANDOVAL: THANK YOU VERY MUCH, MR. MORALES. I WAS JUST LOOKING OVER YOUR RESUME, CAN YOU TELL ME ABOUT WHAT SPECIFIC SKILLS YOU THINK WILL BE REALLY APPLICABLE TO THIS POSITION?

ONE IS LEADERSHIP. UM ... I'M A HANDS ON TYPE OF PERSON. THAT'S THE WAY I WAS TAUGHT BY MY MOTHER. I GET OUT THERE, DO IT YOURSELF. SO THAT'S WHAT I'M ABOUT.

I WAS IMPRESSED BY THE CUSTOMER SERVICE ASPECT YOU HAVE HERE, TOO.

THANK YOU.

SANDOVAL: WE'LL GO AROUND THE ROOM. CASTILLO DO YOU HAVE QUESTIONS?  
VIAGRAN.

HI. CAN YOU SHARE YOUR THOUGHTS ABOUT MISSION DE LAGO?

ABSOLUTELY. MISSION DE LAGO I PLAYED MANY TIMES. CHANGING DEFINITELY WITH THE HOUSING BEING PUT UP. SO THE COURSE LOOKS NOT THE SAME. LOVE MISSION DE LAGO AND THE AREA AND THE LOCATION. I DON'T REALLY HAVE ANYTHING BAD TO SAY ABOUT IT. AGAIN, I HAVE PLAYED IT MANY TIMES. AND I

LOVE MISSION DEL LAGO. IT IS A HOME, PART OF THE SOUTH SIDE AND DEFINITELY A COURSE THAT I WILL BE GOING BACK TO.

SANDOVAL: ANY OTHER COUNCILMEMBER COMMENTS?

I WAS GOING TO ASK YOU, WHAT IS THE MOST IMPORTANT FACTOR THAT WE SHOULD CONSIDER IN MAKING THIS APPOINTMENT?

UM ... I'M AN HONEST PERSON. I'M BEING A REPAIRMAN OVER 20 YEARS TAUGHT ME A LOT ABOUT CUSTOMER INTERACTION. SO TO ME, I THINK DEALING WITH CUSTOMERS, TALKING WITH CUSTOMERS. I THINK THAT IS AN ADVANTAGE FOR ME. BUT HELPING. HELPING IS THE BOTTOM LINE. BEING THE FACT THAT I CAN HELP AND ASSIST, WHICH IS FOR ME, GRATIFYING. SO I SLEEP A LOT BETTER KNOWING I HELPED SOMEBODY OUT.

THANK YOU. MY NEXT QUESTION WILL BE, IF MONEY IS NO OBJECT, WHICH WE KNOW IT IS IN REAL LIFE, WHAT IS THE BIGGEST, CRAZIEST IDEA YOU WOULD HAVE AS A BOARD MEMBER?

HAPPINESS. I MEAN JUST BEING HAPPY, FAMILY, FAMILY IS FIRST. I ALWAYS TOLD MY FAMILY AS LONG AS WE'RE TOGETHER, THAT IS THE MOST IMPORTANT THING. SO THAT'S WHAT I LEAN MY HAT ON.

THANK YOU.

SANDOVAL: VERY MUCH, MR. MORALES.

THANK YOU.

SANDOVAL: NEXT CANDIDATE, MR. ERROL SYKES. OK. THANK YOU. WELCOME, MR. SYKES. YOU HAVE TWO MINUTES TO TELL US ABOUT YOURSELF.

I'M THE EXECUTIVE OFFICER OF PROJECT TIES LLC. AN I.T. CONTRACTING FIRM HERE IN SAN ANTONIO. IF ELECTED TO THIS BOARD, WHAT I CAN BRING TO THIS BOARD IS SERVANT LEADERSHIP, COMMITMENT, AND DEFINITELY PASSION. PASSION BEING GOLF IS SOMETHING THAT I HAVE BEEN PASSIONATE ABOUT FOR OVER 25 YEARS. I

HAVE SEEN THE IMPACT IT HAS ON THE LIVES OF THOSE THAT ARE FORTUNATE ENOUGH TO PLAY THE SPORT. MY 11 YEAR OLD AND 6 YEAR OLD ARE TAKING LESSONS OVER AT SAN PEDRO. I CAN'T EVEN IT IS ONE OF THOSE PRICELESS MOMENTS TO SEE THESE GUYS, ONCE THEY CONNECT WITH A BALL AND HIT IT THE WAY THEY TRIED TO HIT IT, WHICH IS SOMETHING THAT MOST GOLFERS RELISH AND WOULD LOVE TO BE ABLE TO DO IT ALL OF THE TIME. IT IS ONE OF THOSE THINGS THAT IS FAR AND IN BETWEEN. BUT AGAIN, I HAVE SEEN THE IMPACT THAT IT HAS ON THE LIVES OF THOSE THAT ARE FORTUNATE TO PLAY. AND I WOULD RELISH AN OPPORTUNITY TO BE PART OF A TEAM THAT IMPACTS THE COMMUNITY IN THAT WAY. CURRENTLY, I SERVE AS THE CO CHAIR OF THE ROTARY MEANS BUSINESS COMMITTEE FOR ROTARY INTERNATIONAL. AND SERVE AS THE VICE PRESIDENT OF BLACK CONTRACTORS OF SAN ANTONIO ASSOCIATION OF SAN ANTONIO. AND AS A MEMBER OF OMEGA PSI PHI COMMUNITY, COMMUNITY SERVICE IS AT THE CORE OF MY EXISTENCE. SO SERVING IS SOMETHING THAT COMES NATURALLY TO ME. I WELCOME THE OPPORTUNITY TO BRING IT TO THIS BOARD AS WELL.

SANDOVAL: THANK YOU VERY MUCH, MR. SYKES. WE'LL START WITH COUNCIL WOMAN VIAGRAN.

THANK YOU. CAN YOU SHARE YOUR THOUGHTS ON MISSION DEL LAGO GOLF COURSE?

SURE. MISSION DEL LAGO IS PRETTY FAR OUT. [CHUCKLING]. IT IS A NICE TRAVEL. I THINK THAT THERE WAS A COURSE NEAR THERE THAT RECENTLY CLOSED, SO THAT SHOULD PROBABLY PUSH MORE PEOPLE TO, IT I WOULD IMAGINE. BUT I MEAN, I THINK IT IS A FINE COURSE. IT IS JUST THE TRAVEL. YOU KNOW, IT IS A MATTER OF WHERE LOGISTICALLY IS IT AVAILABLE TO INDIVIDUALS.

SANDOVAL: COUNCILMAN MCKEE RODRIGUEZ.

YOU ARE A DISTRICT 2 RESIDENT. IS MY UNDERSTANDING. WHAT IS YOUR FAVORITE GOLF COURSE?

BETWEEN BRACKENRIDGE AND QUARRY.

WHAT IS THE MOST IMPORTANT FACTOR WE SHOULD CONSIDER WHEN MAKING



THIS DECISION TO APPOINT SIX PEOPLE?

I THINK THE MOST IMPORTANT FACTOR SHOULD BE ONE'S COMMITMENT, AND OR PASSION. I MEAN, THIS ISN'T SOMETHING YOU TAKE LIGHTEARTEDLY OR SOMETHING YOU FALL INTO. IT YOU DON'T HAVE A PASSION FOR DOING SOMETHING, I RECOMMEND SOMEONE NOT PARTICIPATE. I THINK PASSION IS HUGE.

THANK YOU. THE LAST QUESTION WILL BE, WHAT IS THE BIGGEST, CRAZIEST IDEA YOU HAVE IF MONEY WAS NO FACTOR, WHAT IS THE BIGGEST IDEA YOU HAVE FOR THE BOARD?

I WOULD LOVE TO SEE AN SAISD YOUTH VERSION OF THE MASTERS TOURNAMENT TO GET KIDS INVOLVED EARLY. THIS IS ALSO A WAY TO GET INTO COLLEGE AS WELL, OFFSET THE COST OF COLLEGE. [AUDIO SKIPPING] IN FACT, AT MY UNIVERSITY, MY ALMA MATER, IF I THEY WERE BASICALLY GIVEN OUT SCHOLARSHIPS IF YOU COULD HOLD A CLUB AND PRONOUNCE THE WORD WELL. IT IS ONE OF THOSE THINGS THAT IS UNTESTED. I WOULD LOVE TO SEE A YOUTH TOURNAMENT. SAISD HAS A TOURNAMENT, THAT IS MORE FUND RAISING. IT IS FOR GROWN UPS, NOT THE KIDS. I WOULD LOVE TO SEE IT AT THE CHILDREN'S LEVEL.

THANK YOU.

SANDOVAL: THANK YOU. ERROL. MY QUESTION HAS TO DO WITH THE ENVIRONMENT. THERE IS THE OVERSEAS, DISCUSSIONS ON THE QUALITY OF LIFE. I WOULD LIKE YOUR THOUGHTS ABOUT HOW WE CAN MAKE SURE OUR GOLF COURSES ARE AS ENVIRONMENTALLY SUSTAINABLE AS POSSIBLE.

TREES. LET'S NOT CUT DOWN THE TREES, RIGHT? THEY GET IN THE WAY OF THE GOLF SHOT FROM TIME TO TIME, I THINK YEAH, TREES ARE, IT IS AN EXCELLENT PLACE TO PUT TREES AND KEEP THE ENVIRONMENT GREEN.

SANDOVAL: GREAT. THANK YOU.

ALL RIGHT.

SANDOVAL: THANK YOU VERY MUCH.

IS THAT IT? ALL RIGHT. THANK YOU. GOOD AFTERNOON, HEATHER. THANK YOU FOR YOUR APPLICATION. CONGRATULATIONS ON BEING SHORT LISTED FOR TODAY'S INTERVIEW. YOU WILL HAVE TWO MINUTES TO EXPLAIN TO US ABOUT YOURSELF. AND THEN WE'LL GO INTO QUESTIONS. THANK YOU.

OK. GOOD AFTERNOON. MY NAME IS HEATHER WEDIGE. THANK YOU FOR THE OPPORTUNITY TO INTERVIEW FOR THE MUNICIPAL GOLF ASSOCIATION. LITTLE ABOUT MYSELF. I'M BORN AND RAISED IN SAN ANTONIO. I STARTED PLAYING GOLF WHEN I WAS JUST A KID. I PLAYED IN MIDDLE SCHOOL WITH NORTHEAST I.S.D. AND THEN I ALSO CONTINUED AND I PLAYED IN HIGH SCHOOL AT CHURCHILL. AND THEN CONTINUED TO STAY IN SAN ANTONIO. HAD THE OPPORTUNITY TO PLAY ON SCHOLARSHIP AT SAINT MARY'S UNIVERSITY. A LOT OF COMMUNITY WORK WITH THEM AS WELL. THEN I WASN'T DONE LEARNING ABOUT THE GOLF WORLD AND SPORTS. SO I GOT MY MASTERS AT UTSA AS WELL. I HAVE BEEN IN SAN ANTONIO FOR A LONG TIME. I WOULD LIKE THE OPPORTUNITY TO WORK WITH THE CITY MORE WITH THE GOLF WORLD AND BUILDING PROGRAMS. SO THE CAREER THAT I'M IN NOW, I'M IN THE PGA PROGRAM, I HAVE MY ASSOCIATES WITH THEM, I'M WORKING TO GET MY PGA CARD. I HAVE I TEACH GOLF INSTRUCTION OVER AT R2M GOLF ACADEMY AND WORK A LOT WITH JUNIORS AND BEGINNER ADULT CLASSES AND WOMEN'S GROUPS. I THINK THAT IS IMPORTANT TO BRING THEM MORE INTO THE GOLF WORLD. ALSO MAKE IT AFFORDABLE. AND WORKING WITH THE CITY, I THINK THAT MY EXPERIENCE CAN HELP BUILD PROGRAMS. I THINK IT IS REALLY IMPORTANT TO HAVE A FOUNDATION AND UNDERSTANDING OF THE GOLF WORLD BEFORE BRINGING THEM OUT TO THE COURSE. AND ALSO ADDING FAMILY FRIENDLY EVENTS, DIFFERENT TEE BOXES AND STUFF FOR GOLFERS TO BE ABLE TO REACH AND BE SUCCESSFUL, DEPENDING ON WHAT AGE OR STRENGTH THEY'RE AT. SO WORKING WITH THE CITY, I THINK MY EXPERIENCE COULD HELP THEM AND THEN ALSO LEARN FROM THE ALAMO GOLF TRAILS WHAT THEY'RE DOING AND CONTINUE TO BUILD OFF THAT AS WELL.

SANDOVAL: THANK YOU. TERRIFIC. THANK YOU, HEATHER.

OOH, OOH.

SANDOVAL: WE'LL START WITH COUNCIL WOMAN VIAGRAN.

THANK YOU. HEATHER, CAN YOU SHARE YOUR THOUGHTS ON MISSION DEL LAGO, THE GOLF COURSE THERE?

I HAVEN'T BEEN OUT THERE IN QUITE SOME TIME. THE REASON FOR THAT, I KNOW THAT PEOPLE STRUGGLE WITH IS THE DISTANCE AWAY THAT IT IS FROM THE CITY. I KNOW THAT IT IS GROWING AND THEY PROBABLY WILL HAVE A POSITIVE YEAR THIS YEAR, ONE WITH THE PANDEMIC THAT IS GOING ON. ALSO WITH THE REPUBLIC CLOSING DOWN. SO I KNOW THEY'RE GETTING A LITTLE MORE INTEREST. I DO KNOW THAT I HAVE HEARD A LOT ABOUT THE CONDITIONS OF IT. THAT IT IS VERY UP AND DOWN. TO WHERE SOMETIMES THE GREENS AND THE FAIRWAYS AND THE KIND OF MAINTENANCE HAS STRUGGLED A LITTLE BIT. ALL GOLF COURSES DO, ESPECIALLY IN SAN ANTONIO, WITH THE WEATHER AND EVERYTHING. BUT A LITTLE BIT MORE ATTENTION THERE. ESPECIALLY WITH OLMOS OPENING UP AND GOING TO BE ON A DIFFERENT TIER. I THINK WE SHOULD BE ABLE TO WORK WITH THEM MORE TO CONTINUE WITH THE WATERING, CHECKING THE SPRINKLER SYSTEMS, EVERYTHING, MAKING SURE EVERYTHING IS GROWING PROPERLY. AND THEN ALSO THE COMMUNITY OUTREACH, MAYBE MORE PROGRAMS THAT ARE AT THAT FACILITY TO HELP [AUDIO SKIPPING]. LOOKING AT THE WEBSITE AND EVERYTHING, IT LOOKS REALLY ATTRACTIVE. I KNOW THE BUILDINGS OUT THERE ARE RELATIVELY NEW. SO I THINK THERE IS A LOT OF POTENTIAL THERE. YOU'RE WELCOME.

SANDOVAL: ALL RIGHT, GREAT, COUNCILMAN MCKEE RODRIGUEZ.

THANK YOU. WHAT IS THE MOST IMPORTANT FACTOR THAT WE AS A COUNCIL SHOULD CONSIDER WHEN WE'RE MAKING THESE SIX APPOINTMENTS?

I THINK THE GROWTH OF THE GOLF WORLD IS VERY IMPORTANT. SO TRYING TO INCLUDE EVERYONE OF ALL FINANCIAL LEVELS. ALL AGE LEVELS. I THINK IT IS IMPORTANT TO TRY TO BRING ATTENTION TO THE GOLF WORLD AND HOW EVERYONE CAN BE INCLUDED. THAT WILL HELP BUILD UP RAPPORT ON ALL OF THE GOLF COURSES. IT WILL BRING ATTENTION TO IT. IT WILL GET PEOPLE OUTSIDE. I THINK IF WE CAN BRING PEOPLE TO THE LOCATIONS, THAT WILL BUILD AND ALLOW MORE OPPORTUNITY TO ADD ON TO THE CITY COURSES. AND ALL THE MUNICIPAL COURSES AS WELL. SO I THINK THAT REALLY IT IS FINDING THE PEOPLE, BRINGING

THEM IN, HAVING THEM SEE WHAT HAS ALREADY BEEN DONE, WHAT THE GOALS ARE, AND THEN THAT KIND OF THAT KIND OF HELPS SPRUCE EVERYTHING UP.

THANK YOU. WE KNOW IN THE REAL WORLD MONEY IS AN OBJECT. IF MONEY WASN'T AN OBJECT, WHAT IS THE BIGGEST PROPOSAL TO BRING FORWARD TO THE BOARD.

CAN YOU REPEAT THE LAST PART. MONEY IS NOT AN OBJECT.

THE BIGGEST IDEA TO BRING IF MONEY IS NO OBJECT.

TOURNAMENTS. ADDING MORE JUNIOR TOURNAMENTS, BEGINNER, ADULT TOURNAMENTS, MODIFIED TOURNAMENTS. THEY'RE A LOT OF FUN. PEOPLE HAVE FUN ON THE GOLF COURSE, IT BRINGS THEM BACK OVER AND OVER. THEY DON'T HAVE TO PLAY WELL. A LOT OF SCRAMBLE TOURNAMENTS. I'M NOT SURE IF YOU KNOW WHAT THOSE ARE. MULTIPLE PEOPLE WORK TOGETHER AS A TEAM. IT BRINGS COMMUNITY TOGETHER. YOU MEET PEOPLE, WHEN YOU ENJOY SOMETHING THAT YOU ARE NEW AT TOGETHER, I SEE GROUPS OF PEOPLE BECOME LIFELONG FRIENDS AND THEY CONTINUE TO COME OUT TO DIFFERENT COURSES OR EVEN NOT DO GOLF AND DO SOMETHING ELSE TOGETHER. THAT IS REALLY COOL TO SEE. I THINK PEOPLE NEED TO ENJOY A LITTLE BIT MORE BECAUSE EVERYTHING IS A LOT REALLY STRESSFUL GOING ON, ESPECIALLY WITH THE PANDEMIC, IT IS NICE TO GET PEOPLE TOGETHER. I THINK COMMUNITY IS HUGE. AND HOPEFULLY AFFORDABLE. I MEAN, I KNOW THAT IS ONE THING WE QUESTION. IF WE CAN JUST GET OPPORTUNITIES TO GET OUT ON THE COURSE, THAT IS SOMETHING I REALLY WANT TO PUSH.

THANK YOU.

SANDOVAL: THANK YOU VERY MUCH, HEATHER, FOR YOUR APPLICATION. IF THERE IS NO OTHER QUESTIONS? NO. THANK YOU.

THANK YOU VERY MUCH.

DEBBIE, DO YOU WANT TO READ THE SUBMISSIONS FROM THE THREE OTHER CANDIDATES AT THIS TIME? THANK YOU.

OK. I WILL BEGIN WITH THE STATEMENT FROM DEMONTE ALEXANDER.

I WOULD LIKE TO THANK THE COMMITTEE FOR CONSIDERING ME FOR ONE OF THE BOARD OF DIRECTORS. EVERYONE HERE HAS IMPACTED IN DIFFERENT WAYS FROM RUNNING BUSINESSES AND OFFICES AND IMPROVING THE LIFE OF MEMBERS. I WISH I COULD BE THERE IN PERSON TODAY. I KNOW SEVERAL OF YOU PERSONALLY, IT WOULD BE GREAT TO SEE MANY OF YOU AGAIN. MANY OF YOU KNOW ME AS AN AVID GOLFER, VERY FEW UNDERSTAND THE REASON WHY. RETURNING FROM IRAQ, I HAD A DIFFICULT TIME GETTING REACCLIMATED BACK INTO SOCIETY. IT WAS UNCOMFORTABLE TO BE IN LARGE CROWDS OR HAVE CASUAL CONVERSATIONS WITH PEOPLE. GOLF WAS A SPORT WHERE I COULD BE ALONE AND NOT INTERACT WITH LARGE GROUPS. AFTER ABOUT SIX MONTHS I BEGAN TO MEET PEOPLE ON THE RANGE AND SLOWLY BECAME MORE COMFORTABLE INTERACTING WITH PEOPLE AND BY ACCIDENT MY GOLF GAME EXPONENTIALLY IMPROVED. I SHARE THIS STORY BECAUSE THAT IS HOW POWERFUL AND LIFE CHANGING GOLF CAN BE IN SOMEONE'S LIFE. OVER THE PAST FEW YEARS I MADE AN INTENTION EFFORT TO IMPACT THE COMMUNITY POSITIVELY, FROM SERVING ON BOARDS TO PROGRAMS AND SPEARHEADING TRANSFORMATIVE COMMUNITY PROJECTS I HAVE BEEN HEAVILY INVOLVED WITH THE COMMUNITY, AND BRING AN ARRAY OF UNIQUE EXPERIENCES AND INDUSTRY KNOWLEDGE TO THE TEAM. MY WORK IN THE GOLF INDUSTRY HAS ALWAYS BEEN FOCUSED ON EXPOSING BLACK AND BROWN COMMUNITIES TO GOLF THROUGH CULTURE, SPORT AND EDUCATION COMBINED WITH THE UNAPOLOGETIC PURSUIT TO MAKE THE GAME MORE ACCESSIBLE AND AFFORDABLE FOR AT RISK YOUTH. ADDITIONALLY THE GAME OF GOLF HAS NOT ALWAYS BEEN AFFORDABLE OR ACCESSIBLE FOR PEOPLE THAT LOOK LIKE ME. TODAY'S OPPORTUNITY TO SPEAK REPRESENTS HOW FAR THE GAME PROGRESSED INTO A MORE DIVERSE AND INCLUSIVE SPORT. THANKFULLY, ALL OF YOU TODAY UNDERSTAND THE IMPORTANCE OF HAVING A DIVERSE AND PRAGMATIC LEADERSHIP AT DECISION MAKING TABLES. THE WORK WE PRODUCE, QUALITY OF LIFE AND OUR COMMUNITY ARE BETTER BECAUSE OF IT. SINCE ANDREW PETERSON'S ARRIVAL, THERE IS CONSIDERABLE STRIVES IN BALANCING GOLF WHILE SIMULTANEOUSLY ENSURING EVERY MEMBER OF THE COMMUNITY HAS ACCESS TO THE GAME AND GETS TO ENJOY OUR BEAUTIFUL COURSES. IF SELECTED I ALONG WITH COLLEAGUES WILL CONTINUE BUILDING ON THE GREAT WORK MGSA HAS DONE IN MANAGING OUR COLLECTION OF MUNICIPAL GOLF COURSES. SAN

ANTONIO IS REGARDED AS ONE OF THE BEST PLACES IN THE STATE TO EXPERIENCE THE GAME OF GOLF. IF SELECTED I AM COMMITTED TO WORKING WITH MY BOARD COLLEAGUES AND PARTNERS LIKE THE CITY OF SAN ANTONIO IN ENSURING THAT WE CONTINUE MAKING SIGNIFICANT INVESTMENTS IN OUR PARK SYSTEMS, FACILITIES, YOUTH PROGRAMS AND GAME OF GOLF AS A WHOLE. LASTLY MY SERVICE WILL GIVE ME AN INCREDIBLE OPPORTUNITY AND RESPONSIBILITY TO CONTINUE MAKING A SIGNIFICANT IMPACT IN THE GREAT CITY. THEY SAY A GIFT ISN'T A GIFT UNTIL YOU GIVE IT AWAY. THE GAME OF GOLF HAS OPENED SO MANY DOORS FOR ME, I WOULD LIKE TO USE THE GAME TO HELP OTHERS ACHIEVE THE SAME SUCCESSES I HAVE EXPERIENCED. SINCERELY DEMONTE ALEXANDER. THE NEXT STATEMENT IS FROM MARY CARRIKER. THE REASONS I'M A GOOD CANDIDATE TO SERVE ON THIS BOARD. I ENJOY A 31 YEAR CAREER IN THE GOLF INDUSTRY THAT COVERED ALL ASPECTS OF THE BUSINESS. MY LAST JOB BEFORE RETIREMENT WAS THE EXECUTIVE DIRECTOR OF GOLF SAN ANTONIO. MY EXPERIENCE INCLUDES GOLF SHOP OPERATIONS, CONSTRUCTION OVERSIGHT OF A PRACTICE FACILITY, POLO FIELD GOLF CENTER CONSTRUCTION OVERSIGHT OF THE \$2.2 MILLION THE FIRST TEE LEARNING CENTER, GOLF TOURNAMENT ADMINISTRATION, CITY CHAMPIONSHIPS, AND AMERICAN JUNIOR GOLF EVENTS. MANAGEMENT OF A TEACHING FACILITY FOR THREE YEARS, LA CANTERA GOLF ACADEMY. CREATED AND MANAGED NUMEROUS CHARITY GOLF TOURNAMENTS, PRO AM MANAGEMENT FOR THE VALERO TEXAS OPEN FOR 17 YEARS. MANAGEMENT OF A NATIONAL JUNIOR GOLF DEVELOPMENT PROGRAM, THE FIRST TEE. MANAGEMENT OF THE POLO FIELD GOLF CENTER FOR 17 YEARS AND HAVE A KEEN UNDERSTANDING OF THE CITY GOLF COURSE LICENSE AGREEMENTS, ESPECIALLY IN BRACKENRIDGE PARK. MANAGEMENT OF TEXAS HALF OF FAME GOLF FOR TWO YEARS. I HAVE PLAYED COURSES TWO TO THREE TIMES A WEEK AND HAVE THE PULSE OF THE GAME. I LIVE ON NUMBER 12 AT NORTHERN HILLS AND SEE WHAT HAPPENS ON A DAILY BASIS. I HAVE BEEN RETIRED ALMOST FOUR YEARS AND NOW HAVE THE TIME, PASSION, ENERGY, AND PROFESSIONAL QUALIFICATIONS TO SERVE ON THIS BOARD. I AM SO IMPRESSED WITH THE ALAMO SEA GOLF TRAIL AND WHAT ALL THEY HAVE DONE TO ENHANCE THE GOLF EXPERIENCE FOR SO MANY SAN ANTONIO GOLFERS, I HOPE TO SERVE AND SUPPORT THIS GREAT ORGANIZATION IN THIS CAPACITY. THANK YOU, MARY CARRIKER. ONE MORE. THE LAST ONE. THE LAST ONE IS MR. GREGG HOPKINS. GOOD AFTERNOON COMMITTEE MEMBERS, THANK YOU FOR THE OPPORTUNITY TO ADDRESS THE COMMITTEE IN THIS FORMAT. I MUST APOLOGIZE FOR NOT ATTENDING IN PERSON. I TAKE THIS SERIOUSLY AND WILL BE ABLE TO ALIGN MY SCHEDULE TO ATTEND

FUTURE MEETINGS. I STARTED IN 1973, I PLAYED THE FIRST ROUND OF GOLF AT WILLOW SPRINGS. I PLAYED FOUR YEARS ON THE SAM HOUSTON HIGH SCHOOL TEAM UNTIL GRADUATION. I AM CURRENTLY AN ACTIVE MEMBER OF SEVERAL GOLFING ORGANIZATIONS. WHEN MY SCHEDULE ALLOWS I PLAY ON MONDAY WITH THE RIVER CITY GOLF ASSOCIATION, AND HAVE SERVED AS PRESIDENT FOR THE PAST SEVEN YEARS. TUESDAY THROUGH FRIDAY, WITH THE BOB SNOW GROUPS, AND ON SATURDAY WITH THE SAN ANTONIO MINORITY GOLF ASSOCIATION. OVER THE LAST 48 YEARS I HAVE GAINED A LOVE, RESPECT AND APPRECIATION FOR THE GAME OF GOLF WHICH HAS BROUGHT SO MUCH SATISFACTION AND SELF AWARENESS THAT COMES WITH PLAYING THIS BEAUTIFUL GAME. I HAVE MET AND PLAYED WITH MEN AND WOMEN FROM ALL BACKGROUNDS, PROFESSIONS, ABILITIES AND GOLF IS THE COMMON THREAD. I NOW WISH TO GIVE BACK TO SAN ANTONIO AND TO GOLF AND BECOME A PART OF THE PLANNING OF THE GROWTH, DEVELOPMENT, AND FUTURE OF GOLF IN SAN ANTONIO. I THANK YOU FOR YOUR CONSIDERATION. RESPECTFULLY GREGG HOPKINS. THAT CONCLUDES ALL OF THE APPLICANTS.

SANDOVAL: ALL RIGHT. I WANT TO THANK THE MEMBERS OF THE SUBCOMMITTEE FOR DOING AN EXCELLENT JOB IN BRINGING US TREMENDOUS CANDIDATES FOR TODAY. SO AT THIS POINT WE'LL GO AHEAD AND BREAK INTO EXECUTIVE SESSION. AT THIS TIME, WE'LL CONVENE IN EXECUTIVE SESSION FOR FURTHER REVIEW OF APPLICANTS. AFTER OUR REVIEW WE WILL RECONVENE IN OPEN SESSION TO DELIBERATE AND MOVE AND MOTIONS MAY BE MADE ON RECOMMENDATIONS FOR APPOINTMENT TO THE MUNICIPAL GOLF ASSOCIATION SAN ANTONIO BOARD OF DIRECTORS. THE TIME IS NOW 4:06 P.M. ON OCTOBER 28, 2021. THE COMMUNITY HEALTH ENVIRONMENT CULTURE COMMITTEE IS RECESSING INTO EXECUTIVE SESSION TO DELIBERATE ON THE APPOINTMENTS TO THE MUNICIPAL GOLF ASSOCIATION SAN ANTONIO BOARD OF DIRECTORS PURSUANT TO TEXAS GOVERNMENT CODE SECTION 551074 AND PERSONNEL MATTERS AND SECTION 551071, CONSULTATION WITH ATTORNEY. [EXECUTIVE SESSION] [CAPTIONING ENDED]

# Community Health, Environment, and Culture Committee

Thu, Oct 28 2:00 PM

Community Health, Environment, and Culture Committee - Agenda Comments

3. The City's Resolution on Racism as a Public Health Crisis. [David McCary, Assistant City Manager; Jonathan Malagon, Interim Chief Equity Officer]

**Kevin Goodwin**

October 28th 2021, 2:00 pm

Social determinants of public health are real

No agenda item selected

**Amber Janzen**

October 28th 2021, 3:47 pm

Testing comment