



Dear DEI Advisory Board Founding Members:

Welcome to the Erie Diversity, Equity, and Inclusion Advisory Board!

We have all experienced moments in our lives that changed us fundamentally. Recent events have done that, especially the deaths of so many Black Americans at the hands of those who are sworn to serve and protect. The harrowing results of hundreds of years of systemic racism in this country are now also highlighted by the disproportionate impact of the pandemic on Black, Indigenous and People of Color.

These events are so disturbing and intolerable they call on each of us to reach deep down and ask, what more can I do? It is clear we are in a defining moment. Not only for our country and Town, but also for each of us individually. Now we have a choice to make: to join together as a diverse community in solidarity and take action to end the continued violence and injustice perpetrated against Black, Indigenous and People of Color, or to step aside and watch, expecting others to address these atrocities. Thank you for making that choice and joining us to help the Town take informed actions.

As you know, Erie is not immune to racist actions and expressions. The community conversations on June 13th and since then have made us aware of deeply offensive incidents that have occurred in our neighborhoods and on local social media. Whether micro-aggressions or full-throated assaults, no instance of racism or prejudice has any place here.

There may also be less visible policies, procedures and practices that, unintentionally or not, nevertheless have the racist effect of further marginalizing certain people and maintaining the privilege of others. We need to closely examine how the Town operates, determine if that is the case in any area, and make whatever changes are needed to eliminate any vestiges of such discriminatory systems.

We thank you for serving as Founding Members of the DEI Advisory Board, and helping identify—and ensure we take—the tangible, ongoing actions needed to make the Town of Erie a municipality and a community that is truly diverse, equitable and inclusive.

In Gratitude,

DocuSigned by:

D438F2CE748D445
Mayor Jennifer Carroll

DocuSigned by:

1D70FDA2A714496...
Mayor Pro Tem Adam Haid

DocuSigned by:

9A7D3CABAAD8461...
Trustee Sara Loflin

DocuSigned by:

1116160C92654C7...
Trustee Brandon Bell

DocuSigned by:

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Town Administrator Malcolm Fleming

DocuSigned by:

58ED535C2DF64E8...
Trustee Ari Harrison

DocuSigned by:

313C8B2DBC0E4E6...
Trustee Bill Gippe

DocuSigned by:

CE9BFF2C7B3B4B6...
Trustee Christiaan van Woudenberg

DocuSigned by:

5DF5F8209850456...
Deputy TA Farrell Buller

Certificate Of Completion

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| Subject: Please DocuSign: Welcome to the DEI Advisory Board.pdf | |
| Source Envelope: | |
| Document Pages: 1 | Signatures: 9 |
| Certificate Pages: 6 | Initials: 0 |
| AutoNav: Enabled | Envelope Originator: |
| Envelopeld Stamping: Enabled | Amy Teetzel |
| Time Zone: (UTC-07:00) Mountain Time (US & Canada) | 645 Holbrook Street |
| | P.O. Box 750 |
| | Erie, CO 80516 |
| | ateetzel@erieco.gov |
| | IP Address: 166.167.197.244 |

Record Tracking

| | | |
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| Status: Original | Holder: Amy Teetzel | Location: DocuSign |
| 9/28/2020 9:33:21 AM | ateetzel@erieco.gov | |

Signer Events

Christiaan van Woudenberg
christiaan@erieco.gov
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

CE9BFF2C7B3B4B6...

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Using IP Address: 24.128.111.170

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Signed: 9/30/2020 2:43:36 PM

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Farrell Buller
fbuller@erieco.gov
Security Level: Email, Account Authentication (None)

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Malcolm Fleming
mfleming@erieco.gov
Town Administrator
Security Level: Email, Account Authentication (None)

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Mayor Carroll
jcarroll@erieco.gov
Security Level: Email, Account Authentication (None)

DocuSigned by:

D438F2CE748D445...

Signature Adoption: Drawn on Device
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Signed using mobile

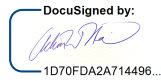
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Mayor Pro Tem Haid
ahaid@erieco.gov
Security Level: Email, Account Authentication
(None)



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Trustee Ari David Greene Harrison
aharrison@erieco.gov
Security Level: Email, Account Authentication
(None)



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Trustee Bell
bbell@erieco.gov
Security Level: Email, Account Authentication
(None)

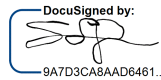


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Trustee Sara Loflin
Sloflin@erieco.gov
Security Level: Email, Account Authentication
(None)

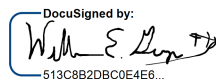


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Electronic Record and Signature Disclosure:
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William E Gippe III
bgippe@erieco.gov
Security Level: Email, Account Authentication
(None)



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Electronic Record and Signature Disclosure:
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| Agent Delivery Events | Status | Timestamp |
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| Intermediary Delivery Events | Status | Timestamp |
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| Carbon Copy Events | Status | Timestamp |
| Trustee Loflin sloflin@erieco.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 9/30/2020 12:57:30 PM ID: 3abbb9b7-75c9-4dee-9442-b2a5a74ebf9b | COPIED | Sent: 9/30/2020 1:04:31 PM |
| Malcolm Fleming mfleming@erieco.gov Town Administrator Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 12/13/2019 8:05:14 AM ID: 450d207f-e867-4a61-9530-af10a11009f0 | COPIED | Sent: 10/1/2020 8:36:53 AM |
| Witness Events | Signature | Timestamp |
| Notary Events | Signature | Timestamp |
| Envelope Summary Events | Status | Timestamps |
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| Certified Delivered | Security Checked | 10/1/2020 8:36:53 AM |
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| Payment Events | Status | Timestamps |
| Electronic Record and Signature Disclosure | | |

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

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To advise Town of Erie of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at docusign@erieco.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

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- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Town of Erie as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Town of Erie during the course of your relationship with Town of Erie.