

# Community Equity & Inclusion Survey

Report & Analysis, February 2023

## Executive Summary

The Town of Jackson's population is diversifying in terms of the backgrounds and lived experiences of our residents and neighbors. Technological advances leading to an increase in people working from home and an growth in the need for various services have augmented changing demographic trends that were already underway. Alongside growth in the variety of people living in this valley comes increasing inequities in terms of income and wealth generation. The Town of Jackson's Community Equity and Inclusion Survey, administered in the summer of 2022, demonstrates that members of our community want our local government and community overall to continue to focus on and work to address issues related to inclusion and equity. Seventy-one percent (71%) of respondents think it is either "very important" or "important" for our community and government to prioritize action on equity and inclusion. The most highly rated reason (over 50%) respondents identify as the "why" for this work is to, "Prepare people in local leadership to manage a diverse workforce." Our community is experiencing demographic changes, and survey respondents identify that people in leadership can gain more tools and perspective to support the variety of people joining our local businesses, organizations, and community overall.

Importantly, this survey provides the first baseline picture of what it feels like to live in our community with one or more marginalized identities. The term marginalized is used to denote people who hold identities that have historically been pushed to the margins of society versus being centered or setting the standard or "norm." Results show that the majority of people holding one or more marginalized identities have a 70% chance of not feeling "very welcome" in our community, and that people do experience discrimination here. People are discriminated against in our community based upon various different identities they hold. Specifically, one in every three respondents who speak English as a second language, have a disability, or who identify as transgender report being discriminated against here. Short-answer narratives, a representative list of which are shared below, can help us understand and begin to reckon with this reality to continue to consider policies and structures that can remove barriers and help our community become a place that more people feel they belong.

This survey provides a glimpse of what it is like to exist in our community with one or more marginalized identities, which have historically been underrepresented in positions of power and are thus less visible in our community overall. This report is a way to broaden perspective and see things from different points of view, even things we think we know quite well. The survey was not done and the report should not be read as a way to cast blame or judgement. Instead, it seeks to gather input from different vantage points to tell us what is happening and how people experience life in our community. It is a first attempt to hear the voices of community members who have been underrepresented and not typically heard in mainstream narratives. Ideally, these results help us understand, sit with, and keep in mind the varied realities that people in our community experience.

When considering the detailed results below, please keep in mind that asking people how "welcoming" our community is inevitably includes varied interpretations of what the term "welcoming" means. Inclusion and equity are hard-to-quantify and both subjectivity and relativity are at play in trying to apply metrics to these topics. Respondents answered from and within the contexts they know and live within; there are considerable differences between the realities community members inhabit, which inevitably influence the way they interpret various terms. Overall, people with marginalized identities feel the Town and community are doing



better on issues of equity and inclusion than people who do not hold these identities guess life is for people with these identities as seen from the outside. The amount of relativity at play cannot be overstated and must be kept in mind when considering the data. Interpretation of the term “welcoming” for different community members falls along a varied spectrum. As an example, to one person the term “welcoming” could equate to how possible it is for them to keep themselves physically safe. If that has not always been a given in a person’s life, then the level of safety in our community might make it “very welcoming.” A different community member might relate how “welcoming” our community is to how easy or hard it is for a person with certain identities to buy homes. The challenges in the housing market might lead that community member to rate our community as “not very welcoming.” Varied interpretations of the term “welcoming” must be kept in mind as the results of this survey are considered.

Significantly, people with marginalized identities that feel our community is relatively welcoming also support our community and Town continuing to work on bolstering equity and inclusion. So, the work is not done, and these respondents support continuing the efforts the Town has begun. This work is not nearly now and is a long way from ever being “done.” Community members that see the Town as doing a decent job on equity and inclusion still support further, continued work in these areas. Though strides have been made, respondents share that the Town still needs to work on gathering and utilizing opinions and perspective from people with different backgrounds and providing opportunities to share perspective in languages other than English.

The first of its kind for our community, the original draft of this survey came from the National Research Center. Using this tool for the first time, we learned many things about what we would keep and what we can refine and improve upon. There are a number of opportunities to tweak and amend various questions and wording to create more consistency so data can be more easily cross-referenced. Related ideas are outlined at the end of this report to build upon this effort and continue to gather perspective from across our community in broader and strategic ways.

## Background

From July 15, 2022, to August 19, 2022, the Town of Jackson administered a Community Equity and Inclusion Survey exploring community members’ perceptions of inclusion and equity in the Town of Jackson and our community overall. The survey asked the following five questions with sub-questions for each related to equity topics and various identities.

- Please rate our community on each of the following [equity topics]:
- How welcoming, if at all, do you think the Town is for [various identities]?
- Have you personally experienced discrimination based on [various identities] in our local community?
- Please rate our local Town of Jackson government on each of the following [equity topics]:
- How important should it be for our local government to prioritize the following [equity topics]?

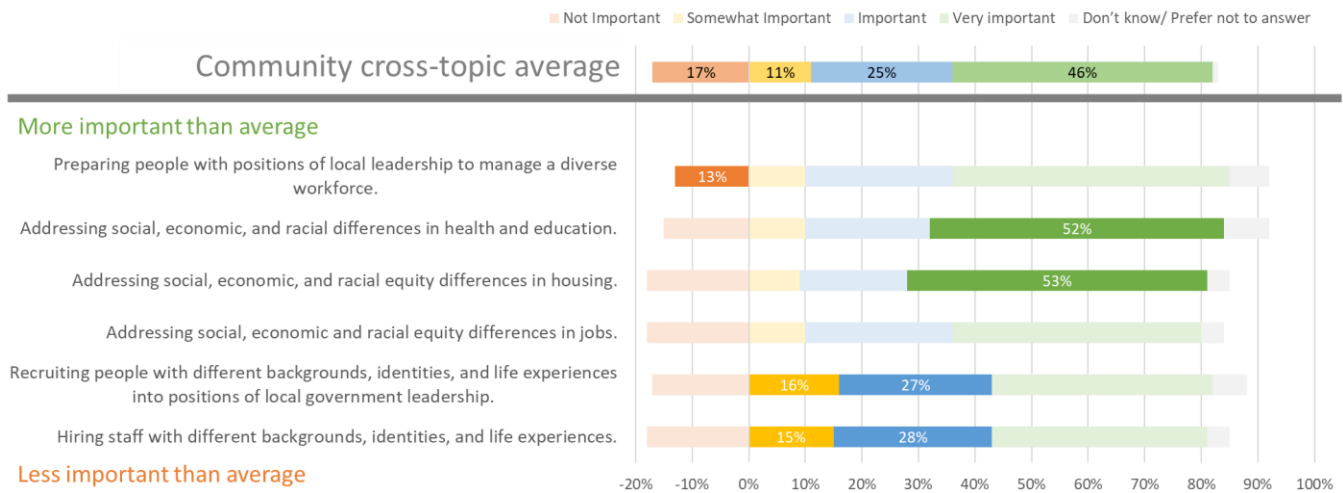
Each question included multiple identities or topics for respondents to evaluate. Respondents were also asked to provide demographic information in order to understand the context of the results. Regrettably, racial and



ethnic identity were accidentally omitted from the demographic questions, so data cannot be interpreted based on those identities. Future surveys would include that in the demographic information collected. The survey was promoted via the Town’s website and newsletter, Facebook, other listservs, and newsletters, and administered directly to the immigrant segment of our community by Voices JH. There were 674 responses to the survey.

The equity survey data was analyzed to look at the overall community sentiment on a question and the deviation from that overall sentiment for a specific sub-topic or identity. The charts in the report present the overall community sentiment as the "cross-topic community average" above the line. The rows below the line compare sub-topics or individual identities to the overall community sentiment. The responses with significant deviation from the overall sentiment (positive or negative) are highlighted with bold colors.

## How important is it for local government to prioritize the following?



This question had the most definitive response of any in the survey. Across all topics, 71% of the community thinks it is “important” or “very important” for local government to prioritize action on equity and inclusion. The reasoning to, “Prepare community leaders for a diversifying workforce,” received the broadest support for why this work is necessary. The community feels it is also “very important” to address social, economic, and racial differences in health, education, and housing. Recruiting and hiring people with different backgrounds, identities, and life experiences each still had broad support, but not quite as much as other topics.

Younger, female, less educated, and lower-income community members who are newer to the valley find issues of equity and inclusion to be more important than the average, and older community members who have lived in the valley longer and are more highly educated tend to find equity issues less important than the average. Young people working low-income service jobs have historically been the engine of the local economy; they are also the identities who find action on equity and inclusion to be most important.

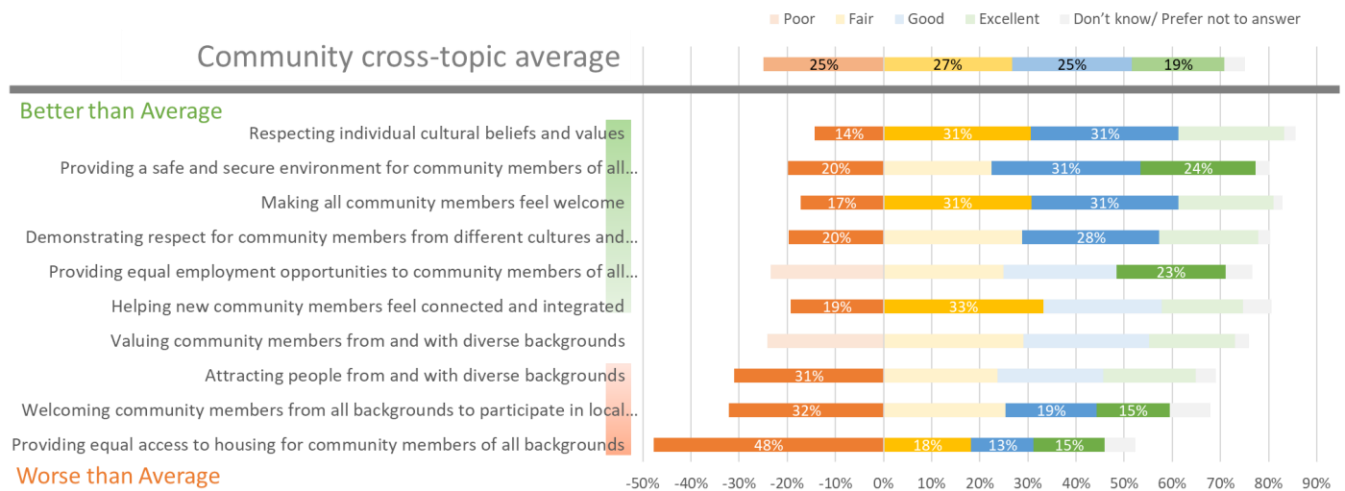
This clear mandate for local government to continue taking action on issues related to equity and inclusion is essential to keep in mind through analysis of the rest of the survey. Rating the community, sharing of experiences of discrimination, and evaluation of how welcoming the community is all depend on the context and relative experience of respondents. The questions openness of the questions and terms within them allow respondents to convey their own lived experiences. As a result, it is not always easy to draw hard and fast conclusions about responses, so the unequivocal perspective on prioritizing action is quite important. Nearly



half of the community thinks it is “very important” for local government to prioritize action on equity and inclusion, over two-thirds think find it “important,” and fewer than 1 in 5 respondents think it is “not important.” We are a diversifying community with growing inequity, and the community sees addressing equity and inclusion as a local government priority.

## Rate the Community

Overall, 44% of people rate the community as “good” or “excellent” on topics of equity, while 25% rate it as “poor.” The community rates best at respecting different beliefs, values, and cultures, making people feel welcome, providing a safe environment, and helping new community members feel connected and integrated.



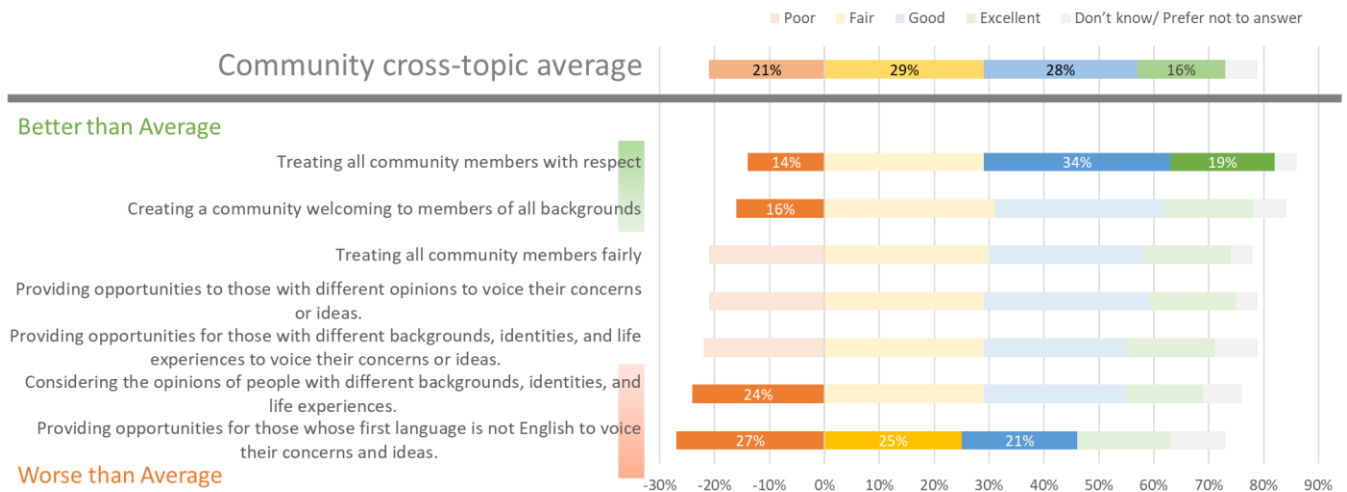
Source: 2022 Town of Jackson Equity Survey

On the other end of the spectrum, there were three topics on which the community rated especially “poor”: attracting people with diverse backgrounds, welcoming members from diverse backgrounds to local government and decision-making, and providing equal access to housing for all backgrounds. Equity in housing is the topic about which our community rated worst, with almost half (48%) of respondents assessing it as something we are “poor” at providing. Addressing inequities in housing opportunities is also one of the topics deemed important for local government to prioritize.

## Rate the Town of Jackson Government

The Town of Jackson government rates about the same as the community as a whole, with 44% of people rating it “good” or “excellent” on inclusion and equity, and 21% rating it “poor.” The Town government ranking was less varied by topic, but the survey also listed fewer topics under this category. The topical variation mirrors that of the community as a whole. In future surveys we recommend that the topics listed and rating scale be more consistent to allow for more cross referencing and comparisons.





Source: 2022 Town of Jackson Equity Survey

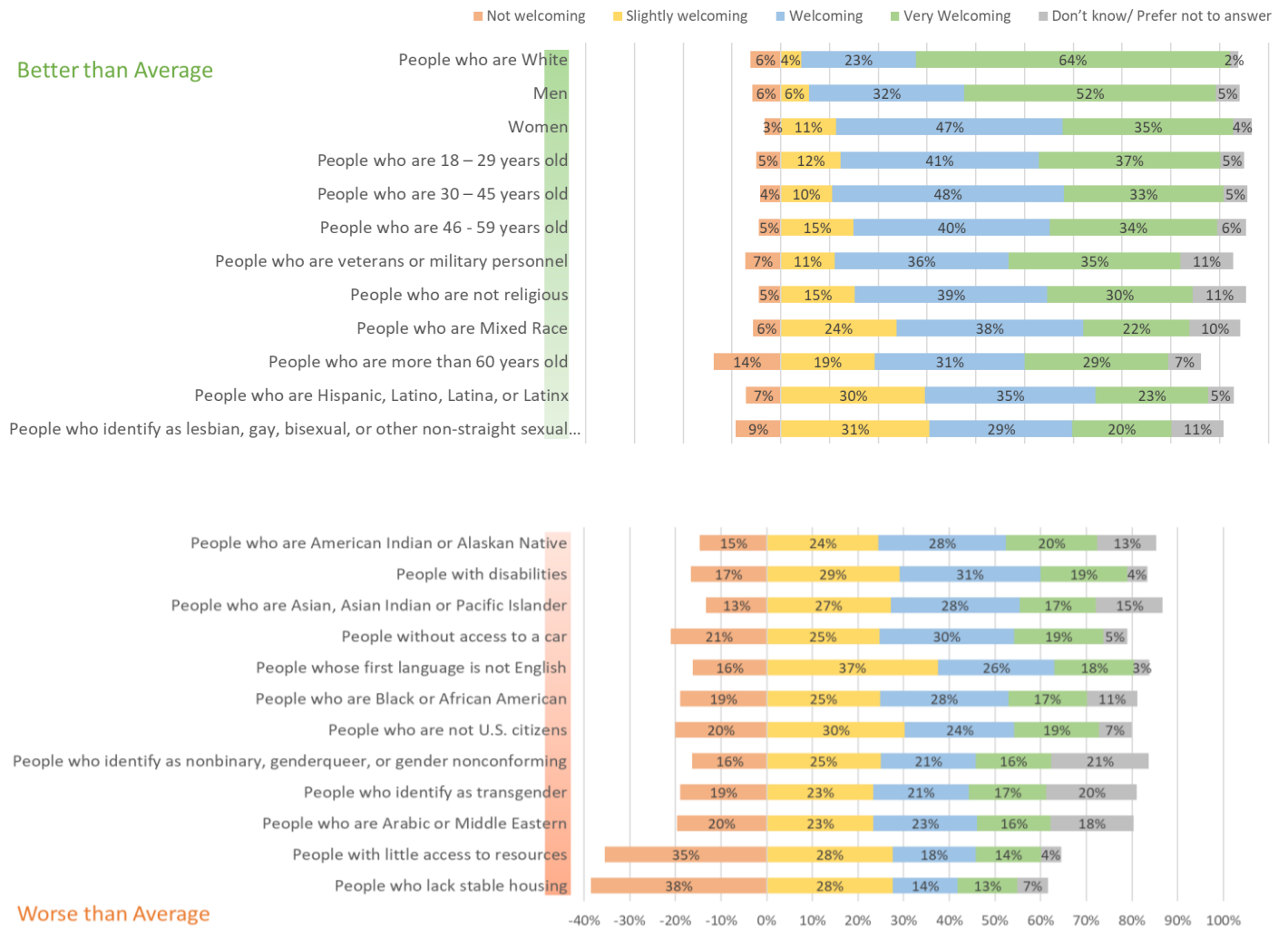
Jackson’s Town government rates well in treating community members with respect and welcoming all backgrounds. It rates above “fair” at treating community members fairly and providing opportunities for English-speaking community members to voice their opinions. The Town needs the most work on considering the opinions of people with different backgrounds and providing opportunities to share perspective in languages other than English. The community largely acknowledges the positive intent of the Town’s outreach, but still feels there is work to be done on outreach to non-native English speakers and about how opinions that are shared affect decision-making.

## How Welcoming is the Town?

In terms of race and ethnicity, there is a lot of variation in the perception of how welcoming the Town is. We are “very welcoming” to white people; “welcoming” to mixed race and Hispanic or Latino/a people; and “slightly welcoming” for American Indians, Alaskan Natives, Asian, Asian Indian, and Pacific Islanders. While respondents think our community is welcoming to Hispanic or Latinos, that is limited to English-speaking US citizens. Our community is “not welcoming” to people whose first language is not English or people who are not citizens. Similarly, about 20% of people think our community is “not welcoming” to Black and Arab people and another 25% think it is only “slightly welcoming” for people with these racial identities.

In terms of other non-race-related identities, the community and Town of Jackson are both rated highly in welcoming people of all backgrounds. However, when asked how welcoming the community is to various identities, there were a wide range of responses falling along a spectrum rather than any “typical responses” with notable outliers.





The Town is perceived as the least welcoming for people with little access to resources and for people who lack stable housing. Thirty-eight percent (38%) of respondents think the Town is not welcoming for people who lack stable housing. Thirty-five percent (35%) think it is not welcoming for people lacking resources. This perception mirrors the poor community rating on housing equity. The Town is also perceived to be less welcoming for people without cars. Our community being less welcoming to people with fewer resources highlights inequities in terms of income and wealth.

Respondents felt that men are more welcome than women in our Town, and that overall lesbian, gay, bisexual, and other queer sexualities are perceived as being more welcome than not. However, our community is perceived to be less welcoming for nonbinary, genderqueer, gender nonconforming, and transgender people.

On the issue of age, the respondents mostly perceived the community to be equally welcoming to all ages. However, people over 60 years old are perceived as not welcome by 14% of the community. People who are veterans or military personnel and people who are not religious are generally perceived as welcome.



## Experience of Discrimination

About one third of historically marginalized populations have experienced discrimination in our community based on their identities. Fifty percent of genderqueer, nonbinary, or gender nonconforming people have experienced discrimination based on their sexual orientation or gender identity. Thirty-three percent of people who have a physical, mental, or emotional condition that limits and/or shapes participation in work or society have experienced discrimination based on disability. One respondent shared the following, “Regarding disabilities, the Town overall is not accessible to people with mobility challenges. More sidewalk cuts, wider crosswalks, better snow removal around Town Square, and better maintenance of the wood sidewalk would go a long way.”

The same percentage of respondents (33%) whose first language is not English have experienced discrimination based on their national origin or country of birth country. Various respondents shared related stories including being discriminated against “Por no hablar inglés y ser Mexicano/For not speaking English and for being Mexican, and the following.

“I have faced many circumstances of racism for the language I speak (not English), for being from where I am from, and a complete ignorance towards other places in this world that are not the USA or Wyoming.”

In terms of gender, thirty-three percent of trans men and twenty-nine percent of trans women have experienced discrimination based on their sexual orientation or gender identity and thirty-one percent of female respondents reported experiencing discrimination based on their gender including this firsthand account.

“I have experienced gender discrimination or biases in every job I have held in Teton County over the past 12 years.”

Thirty percent of respondents who are 65 years or older have experienced discrimination based on their age, including this account,

“In many businesses it is difficult to get meaningful employment when a person is older, even when there is a strong skill match.”

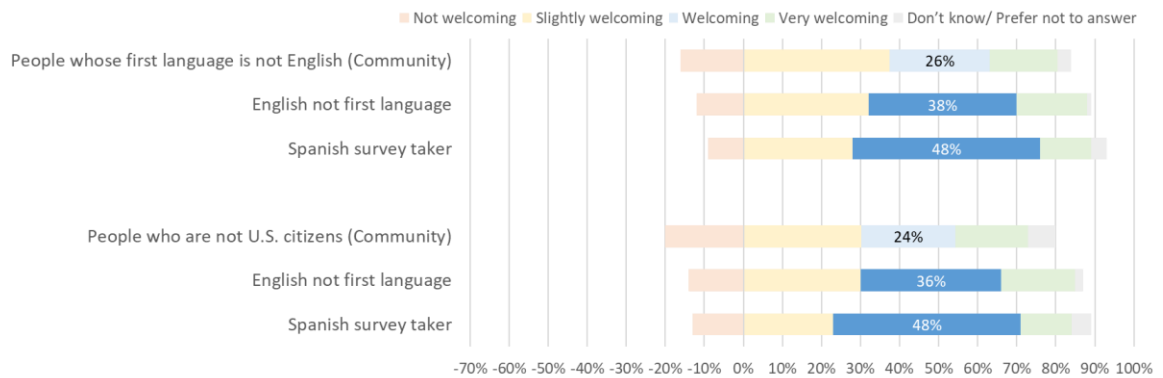
For most of the types of discrimination asked about, the experience of discrimination echoes the community’s perception of how welcoming our community is for people who hold those identities. For older community members and women, the experience of discrimination is masked in the earlier data points that perceive the community to be as welcoming to them as others. The Town is seen as slightly less welcoming to women than men and slightly less welcoming to older people, but people with these identities experience significantly more discrimination.

Finally, it is important to remember and keep in mind that each response is an individual’s story. Respondents whose first language is not English or who took the survey in Spanish find the community more welcoming of their identity than the majority of native English speaking respondents. However, one in three respondents who





has limited English proficiency has experienced discrimination based on their national origin, but still find the community more welcoming than the rest of the community would guess. As mentioned above, we must consider relativity and context here as we interpret these responses.



Source: 2022 Town of Jackson Equity Survey

A similar juxtaposition exists regarding those with fewer resources and less stable housing. Those with the lowest income find Town relatively more welcoming for people with fewer resources. These answers demonstrate particular perspectives, and one of the key takeaways is the importance of continuing to learn about and try to understand the varied lived experiences. Appendix A provides short answer responses from respondents who have experienced discrimination and chose to share details about those experiences.

## Next Steps

The largest takeaway and mandate from this Community Equity & Inclusion Survey is for local government to continue to take action on equity and inclusion. The survey calls for local government to prepare for a diversifying community and to work to address equity in housing, education and health care. It also suggests areas for improvement in gathering input through outreach and making additional efforts to engage community members whose first language is not English.

The survey highlights how differently various people experience our community. One way to continue to understand how our community is doing on equity and inclusion and how people experience this community is for the Town to refine this survey and continue to administer it every other year, and to scale the survey to be utilized by the broader community. If more organizations, businesses, and sector groups have their constituents answer these questions, each can understand their own areas for improvement, and we can compile broader community-wide trends. Ideally this would help to shed light on our community’s efforts on inclusion and equity overall to report them over time and identify improvements and/or regressions. If this project is scaled, some suggested improvements include the following.

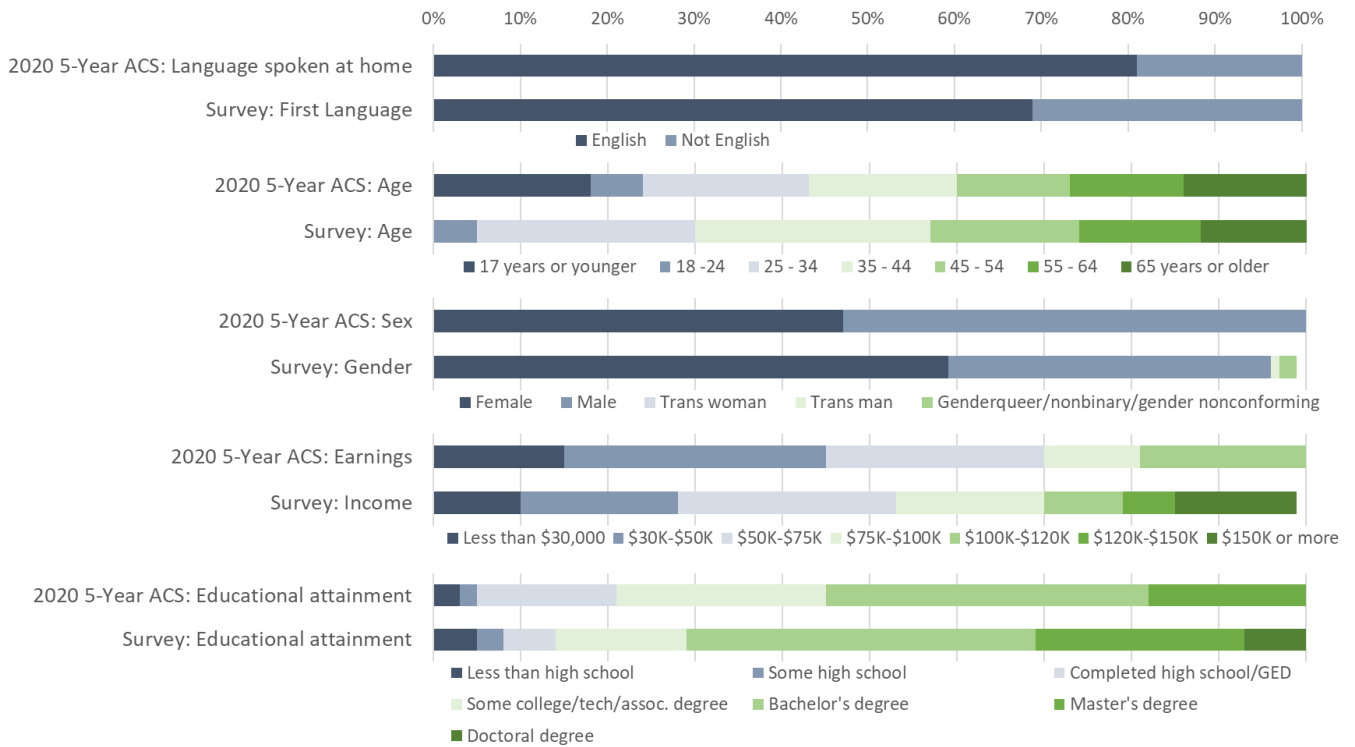
- A full suite of identity questions to include the accidentally omitted race/ethnicity question as well as questions about place of residence and whether the person rents or owns their home.
- Specificity on income if it is the individual or household income being requested.
- Matching wording of questions and topics/identities so they can be directly compared.
- Separate “do not know” and “prefer not to answer” as separate responses.
- A publicly accessible dashboard to collect data and report trends.





## Survey Response

The survey received 674 responses. On the whole, the sample obtained was representative of our community based on Census data.



Source: 2022 Town of Jackson Equity Survey, US Census 2020 5-Year ACS

### Of the submitted surveys:

- 26% were clicked to from Facebook
- 26% were clicked to from the Town newsletter/website
- 23% were clicked to by Voices JH’s Community Organizers
- 13% were clicked to via organizational outreach
- 7% were clicked to via the business listserv
- 2% were clicked to via Equity Task Force member outreach
- 1% was clicked to via a physical flyer
- 1% was taken by Town staff



## Appendix A: Firsthand Accounts of Discrimination in Our Community

*Note: Perspectives shared here were submitted anonymously and are solely the opinion of the respondents.*

-“My family is multi-ethnic (white and Latino) so I'm able to see the different ways that people in my immediate and extended family are treated by our community. One institution that needs improvement is the JH Middle School that is doing a very poor job helping kids from different backgrounds to integrate and understand one another -- to a toxic degree. In general, the Latino community is welcome as a workforce, and often treated with respect by employers, but in the community as a whole they are perceived almost exclusively as "workforce" and as workforce there is very little support for health care access, for affordable housing. Lots for the new task force to do!”

-“I once got asked: aren't you worried they will ship you back? Often, I get asked: when are you going back to your country?”

-“I experienced discrimination at work based on my sexual orientation and gender identity in a variety of ways. I have had multiple instances of microaggressions against my religion, disability, and gender identity. These all happened at work and once when looking for housing. There wasn't anywhere to go for support.”

-“I have experienced discrimination here based on my perceived income level and socioeconomic class.”

-“I wasn't aware of how discriminated I was all throughout high school until I started learning about micro-aggressions and other forms of discrimination while I was in college. At speech and debate meets, people would assume that I wasn't their competition because I was Mexican, when working as a server, people would try to speak to me in Spanish, assuming that it was going to be useful. Last week someone at my job assumed that I wasn't American. Although these seem like isolated instances, they add up and are harmful to people of color.”

-“Put a bus line into GTNP, increase public transportation, increase ability to camp in town, make in town ADA sidewalks, actually accessible, rather than putting them in for show, ban confederate flags and swastikas.”

-“Our LGBTQIA+ pride flag was taken down by our neighbors because they thought it was 'bad for business'.”

-“I notice the hospitality & retail sectors offer no discounting for military veterans with disabilities. The Town of Jackson SHOULD offer property tax discounts for disabled veterans.”

-“Esta muy buena , pero está mejor que hablan de los precios de la rentas están muy altas y no alcanza uno pagar tienes que tener dos trabajos y por ese motivo dejamos de compartir momentos muy hermosos con nuestros hijos y familia porque ahí que trabajar mucho para poder tener un techo que ofrecer, es un punto muy importante y que nos valen un poquito más por qué gracias a todos este hermoso pueblo está en donde está, porque cada uno de nosotros a pues un granito de arena, para que el pueblo está más desarrollado, muchas gracias por su tiempo y esperemos que seamos mucho mejor para que la comunidad sea mucho mejor de lo que es gracias 🙏.”

**Translation:** "It's very good, but it's better that they talk about the rent prices are very high and one can't pay you have to have two jobs and that means we don't have the time to share special moments with our children and family because we work so much. Having a roof over our heads is very important and that is worth a little more to us because thanks to everyone this beautiful town is where it is, because each one of us does a bit, so

that the town is more developed, thank you very much for your time and hopefully the community can continue to be better than it is thank you 🙏.”

-“In many businesses it is difficult to get meaningful employment when a person is older, even when there is a strong skill match.”

-“Anti Semitism is accepted by many community members.”

-“Age has been a discriminatory factor in getting jobs. Comp plan does not even mention seniors. Everything is focused on the “workforce”. No other place to add these points on Inclusion: 2nd home owners looked upon with disdain except their property taxes. People make jokes about stupid tourists. Exclusionary comments (including this survey)...How long have you lived here? Infers someone’s ideas are not valid if they are new residents. Oh, they’re from California. My voice counts more because I’m a 4th (5th, 6th) generation resident.”

-“Some based on physical abilities to keep up with others in outdoor activities.”

-“Stereotyped for being a grocery store worker because I am Latino, when I was just shopping. To be clear, it is not shameful to be a worker of any background, but the fact that they confidently assumed because I was Latino I probably worked there, was discrimination. I am also constantly asked, what my ethnicity/race is, as someone who is racially ambiguous. The conversation is almost always awkward, I don't understand how people continue to ask that to strangers.”

-“Yes, as a white male living in this town I am discriminated against almost daily. People make assumptions about me all the time based on my appearance. Most of the discrimination comes from white, toxic females who feel that white men are the source of all the world's problems. This survey is a joke. We live in Jackson, WY. The most privileged, out of touch community in this country. We should be spending less time on stuff like this and more time fixing problems that actually effect this town. What a joke.”

-“I am often discriminated against because of my outward appearance of not being wealthy and not part of a certain 'in' crowd...and for my political views.”

-“Misogyny is alive and well in ski culture.”

-“Middle Aged White Male so I get the easy end of things and the benefit of the doubt for the most part.”

-“Being a single person in this community, I feel there is discrimination in housing. I have been discriminated against and kicked out of housing for being single, and also feel that the affordable housing application process discriminates against single applicants.”

-“Por no hablar inglés y ser mexicano.”

**Translation:** “For not speaking English and being Mexican.”

-“In this community dominated by the economic drive to serve the ultra-wealthy demographic, anyone not in that demographic is discounted, less served, unregarded, unembraced, unseen. The younger adults, outdoor-

active demographic, is second most catered to, with laser focus on their activities. The older people, the non-wealthy older people that is, 50 years and older, become less and less important to the dollar-chasing businesses. The unwealthy older people make up a large portion of the population but are invisible.”

-“Es muy difícil acceder a una vivienda o por lo menos a una habitación para las personas que somos latinos y no hablamos él idioma.”

**Translation:** “It is very difficult to access housing or at least a room for people who are Latinos and do not speak the language.”

-“I was not considered for a well-paid position despite being the most clearly qualified and experienced of the candidates. I believe my race and sex played into the decision. My child has had a difficult reentry into the school district. I believe it's because of her perceived race, her sex (having experienced sexual harassment) and disability (inadequate response to accommodations and communication with her teachers). My husband left employment with an organization in town due to a lack of cultural competence and the organization's unwillingness and inability to address issues he raised.”

-“Minimal ADA access in town to stores, restaurants, restrooms, etc. Minimal ADA access with bus service. No ADA access to/from airport. Minimal ADA apartment options.”

-“It feels that as an old middle eastern woman, I am treated as an outsider. The government does not have any plans or programs for the elderly who are left increasingly with higher costs of living (property tax, cost of goods and services) on fixed budget. One way we wanted to help ourselves was by renting out our house to tourists but the town counsel seems bent on closing that option as well. At the same time, our taxes are raised to build more and more housing for young able workers who find it beneath them to do a 30 minute commute in this most beautiful of landscapes. It's all about affordable housing and young people having high pay, low expectations of delivering proper service, free everything for them. The town counsel thinks exclusively about the young and their issues such as affordable housing. How about making sure that our housing remains affordable to us, the old locals????!”

-“Elderly people are rude to younger people of a different race or color. The younger people are polite and respectful of the elderly. It's a puzzle to me why this is so.”

-“Our town is ripe with entitlement. While we like to think that we are welcoming to all people, the truth is that the very nature of tourist communities is that the people who live there are self-centered & want to be there for the same reasons that tourists do. This is NOT a place to come if you don't have resources - there are no housing options & the cost of living is through the roof. The wealthy have nearly ruined it for the rest of us & without somehow finding a way for second homeowners & the super-rich to subsidize the rest of us, it's just going to get worse (& rich people paying the way for everyone else isn't exactly a super solution either). It sure is a pickle, & one that's driving the real people who fell in love with this place when it was something other than it is now away because we can't afford to live here anymore.”

-“Oddly, being white is a minority where I live. Most are Latino, whom I love having as neighbors. However, if anything occurs where I live, my household is typically the first to be looked at. We are the only white family in our complex. I hope TRUE affordable housing is built so the tension of losing where we live and all fighting for

the same availability will wane.”

-“I have had people in various positions overlook my experience and knowledge based on the areas I checked above. Making me feel like I have to push and work 10x harder in this community.”

-“When answering the phone the customer had said: is there anyone who speaks English? At school/writing center: I cannot help you because I do not understand you. Coffee and pastry shop here in town: the lady laughed at me saying here we don’t have “plumpking” while I kept myself pointing the pumpkin spice flavor until she understood. Co-worker pushed me and I cut my nail with a knife, I was bleeding. This issue was big, and he just said he did it because I was drinking water all the time and keeping the bottle next to me instead of in the back. For me nonsense. I can continue and at the same time there’s no way to stop malicious intentions from others.”

-“Assumptions that I am inexperienced or under qualified based on my age, or that my older coworker is my supervisor. Superiors contacting my coworker instead of me about projects that I am in charge of, leaving me out of important conversations, etc.”

-“I have experienced gender discrimination or biases in every job I have held in Teton County over the past 12 years.”

-“Regarding disabilities, the town overall is not accessible to people with mobility challenges. More sidewalk cuts, wider crosswalks, better snow removal around town square, and better maintenance of the wood sidewalks would go a long way.”

-“There is a lot of selling of ‘Native American goods and representation of Native Americans around town that feels appropriative and disrespectful. Also there is no affordable housing for people trying to raise a family.”

-“Discriminated against for being straight white Christian conservative.”

-“My Child was let go from their job due to being Transgender with a manager who did not "approve" of their "choice" to be trans.”

-“Hay veces que como nos ven que no solo de este país hay personas que no aceptan que estemos aquí y nos discriminan.”

**Translation:** “There are times when they see us as only not from this country, there are people who do not accept that we are here and discriminate against us.”

-“I have also experienced discrimination based on class.”

-“I have been with a Black gay friend who was openly harassed for his race and sexuality by other community members at a local bar. However, it was hill climb weekend, so I'm not sure that the people were from "our community." It did take place here in town. I do not see any other place for comments on this survey, so I will add here that it is unclear how you are defining "community." As in any location, there are some people and groups who are extremely welcoming and others who are not. The question about Town government is clearer.”

-“... Other than to say that I experienced discrimination from certain specific entities. I also want to say that being “welcoming” (which I believe is true of this community) is definitely not the same as providing accessibility.”

-“I’m white, athletic, educated, hetero, attractive = no discrimination.”

-“This survey is a perfect example of unfortunate assumptions...that everyone has access to electronic communication (computers of some kind) along with the experience and training to use it. In particular, the QR coding.”

-“I identify as a woman... I was paid less than my male coworkers (with less experience and lesser qualifications).”

-“Pregnancy discrimination.”

-“He sido discriminada muchas veces en mi trabajo, en la calle.”

**Translation:** “I have been discriminated against many times at work, on the street.”

-“I will say that this town is not wheelchair friendly, and it is impossible to navigate downtown with a wheelchair or leg scooter. I thought it was bad with a stroller but when I had to use a leg scooter, it was impossible.”

-“Have faced many circumstances of racism for the language I speak (not English), for being from where I am from, and a complete ignorance towards other places in this world that are not the USA or Wyoming.”

-“Employer keeps asking me how long I am going to work, when will I retire, are you still okay with your job?”

-“We prioritize the business community over everything else. It all comes down to who is making money, especially when we put those people into public office.”

-“While this community is probably more inclusive than other parts of the state, it largely serves white men and white women, and it definitely serves people with a lot of money. There is a lot of room for improvement, and I wonder if the community is ready to do the actual work necessary to make things better.”

-“Many places in town are inaccessible for those using mobility devices and many sidewalks/paths that are accessible do not connect. Jackson is a very ableist society where if you're not the fastest/best, you are left out, not to mention if you have a disability and/or can't ski or snowboard.”

-“I have witnessed discrimination based on all the criteria, particularly in the non-profit community.”

-“Newcomers are not welcome. Young adults who want to put down roots are not welcome. Unless you are from here or own a home here, you are not welcome.”