

LARIMER COUNTY | EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD

P. O. Box 1190, Fort Collins, Colorado 80522-1190, 970.498.7010 www.larimer.gov/bocc

Date: Wednesday, June 25, 2025

Time: 6:00 PM

Location: Hybrid | In-Person: Boyd Lake and Carter Lake Rooms, 1st floor, 200 W. Oak, Fort Collins; Online:

Please register in advance for this webinar: <https://larimer-org.zoom.us/j/92085733649?pwd=bbtFMv8GKjJSy3qOWeATqmw6OwzStF.1>

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Board Members present: Laura MacWaters, Margarita Holland, Fred Garcia, Lynn Adame, Fatima Prieto, Tabitha Cruz, Marissa Emerson, Dakota Montez

Larimer County representatives present: Commissioner Shadduck-McNally, Laurie Kadrich, Sarah Martin

Call To Order: 6:02pm

Discussion Items

1. Introductions and Icebreaker (15 minutes)

- a. What is your Spirit Animal or Talisman or Totem or Charm?

2. Human Rights Commission/Fort Collins Equity Indicators with Claudia Menendez (1 hour)

- a. Claudia Mendendez and Liz Messenger presented a slideshow to the EDI Advisory Board members about the City of Fort Collins Office of Equity & Inclusion and Equity Indicators.

3. 2025 Work Plan (30 minutes)

- a. Staff reminds the group to provide direction to staff for who they would like to come to meetings especially for 2026 agendas.
- b. Staff was asked to see if Josh Fudge can come back in November with an update on the strategic plan.
- c. Board members review which departments will be coming to the meetings for the rest of the year.
- d. Board members discuss joining the HRC summer event that was mentioned at the last meeting. It is decided that a vote is needed to change the language of the event that the County is a cohost rather than a sponsor of the event. Montez moves to propose a language change from sponsor to cohost for the event. Emerson seconds the vote. All present vote in favor of changing the language to cohost.
- e. The group discusses the possibility of a December meeting. Staff states that December meetings are optional. If there is a meeting it is a more informal meeting. It is decided that the December meeting will be an informal team-focused meeting. Staff will double check the meetings for the last couple weeks do not fall on county vacation days.
- f. Conversation returns to Initiative #2 of the Work Plan. Adame confirms Alternative Sentencing and Behavioral Health are scheduled along with the Coroner. Board members request that staff look into scheduling a school district representative for early 2026
- g. It is proposed that one person from the group goes to two meetings in a row to support Prieto with planning committee meetings. A sign up sheet is suggested. Montez says he can create a sign-up sheet to have ready for the next meeting and send it out by email and a calendar from August to the end of the year.

4. Quarterly Proclamation Review (5 minutes)

- a. Staff recommends moving away from Indigenous Peoples Day in October and moving towards one proclamation in November for the Native Heritage Month. Feedback from board members is to have both proclamations. Kadrich will let the Board of County Commissioners know that it is the desire of the EDI Board to have both proclamations.

5. Icebreaker for July Meeting (5 minutes)

- a. Adame will come up with the icebreaker.

Old Business

New Business

- 1. Update on Chimney Hollow Project
 - a. Staff states that there are no public health impacts to the park and the County is working closely with Northern Water to monitor.

Approval of Minutes (5 minutes)

- 1. Draft minutes from May 28, 2025.
 - a. MacWaters moves to approve, Garcia seconded. All present approved.

Board Member Updates

Adjourn 8:10pm

Per the Americans with Disabilities Act (ADA), Larimer County will provide a reasonable accommodation to qualified individuals with a disability who need assistance. Services can be arranged with at least seven (7) business days' notice. Please email us at martinse@co.larimer.co.us, or call (970) 498-7007 or Relay Colorado 711. "Walk-in" requests for auxiliary aids and services will be honored to the extent possible but may be unavailable if advance notice is not provided.