

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, January 25th, 2023
Time: 6:00 PM
Hybrid: In-Person: Big Thompson River Meeting Room, 1st Floor, 200 Peridot Ave, Loveland
Online: Please click the link below to join the webinar:
<https://larimer-org.zoom.us/j/95891478763?pwd=UFRXQ1ZvTjM5Y2I3NXJEM0hwc1pLdz09>
Passcode: 398830

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD AGENDA

Dinner will be provided at 5:30 pm

Approval of Minutes

Members Attending in Person: Lynn Adame, Laura MacWaters, Hillel Katzir

Members Attending Virtually: Karina Ledezma,

Members Absent: Habib Anwar and Daysi Sweaney, Fred Garcia

Others in Attendance: Commissioner Jody Shadduck-McNally, Laurie Kadrich Assistant County Manager, Community Justice Alternatives Director Emily Humphrey, Economic Workforce Development Director Jacob Castillo, Climate Smart and Sustainability Program Manager Heidi Pruess and Matt Reed , Laura Walker Human and Economic Health Director and Outreach Coordinator Jelitza G. Martinez

Old Business

Any follow-up questions from the Human and Economic Health presentation?

Discussion Items

Community Justice Alternatives Intro

- Emily Humphrey, Community Justice Alternatives Director, humphreh@co.larimer.co.us

General excitement to continue to learn more about the CJA department. Employees need an EDI perspective to have a more inclusive work environment and for clients. Board members are encouraged to give guidance for employees so CJA facilitates can be more supportive.

Two months of time can be devoted to this topic, to learn more about anything the board wishes. ex. gender policies, specialty courts, tours, etc.

Economic Workforce Development

- Jacob Castillo, Economic Workforce Development Director, walkerla@co.larimer.co.us

How might we better integrate DEI into our existing scope of work.

Are there any new opportunities to advance DEI in our scope of work through new programs/services or the design thereof? If so, what could that look like?

Are there some DEI related measures that you think could help tell our story?

Where else do we have room for improvement?

Follow-ups with people that use the Workforce center and have work placements to make sure that the companies the county partners with have healthy work environments.

How do members of the public know of the available services through the Workforce center

In the past, human services or layoffs. Now there is a reputation in the employer community at any time to help explore career options. The office has been showing up in the community and changed their position in the community. So, people interact with the office in many different ways.

Can you follow-up with people, ex cold call to check in with those that have been employed?

There are retention rates for some programs and can be verified every quarter. So, the workforce center can see if folks retained employment but the data lags about 18 months. The office can also see that people that use these services are more likely to be employed, stay employed and have upward mobility than the general public.

EDI Social Equity Definition and Measurement Development

- Heidi Pruess, Climate Smart and Sustainability Program Manager, pruesshb@co.larimer.co.us

Request - Could departments provide specific questions and specific programs to the board. This will be very helpful so the Board can give better guidance on issues and the programs being presented.

Advisory Board Open Seats (continued)

Proclamation Discussion – Black History Month

The proclamations need to be edited, seems to be older and clearer. “WHEREAS” is the format of the document. Please include local history.

Is African American the best term, can we be mindful of the terminology used in the Proclamation

Board Member Update / Sharing of Information with Each Other

Next Meeting: February 22, 2023

Location: Lake Loveland Meeting Room, 2nd Floor, 200 West Oak St, Fort Collins

Topic: Community Justice Alternatives with CJA Director Emily Humphrey

Videos to watch for Community Justice Alternatives:

[Jobs and Programs](#)

[Treatment](#)

[Security and Transportation](#)

[CJA 101 Video 2022](#)

Adjourn

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 garciaje@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.