

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 22, 2025

Time: 6:00 PM

Location: Hybrid | In-Person: Poudre River Room (108), 200 Peridot Ave., Loveland, CO 80537; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_LYrbVpTyTouj2dOtUrG8Cw

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Chair Adame called the meeting to order at 6:01 p.m.

Board members present: Laura MacWaters, Margarita Holland, Dakota Montez, Fred Garcia, Lynn Adame, Marissa Emerson (virtual), Tabitha Cruz (virtual), Vishvesh Singh

Larimer County representatives present: Jordan Dunn, Laurie Kadrach, Julie Enderby, Korrie Johnston, Commissioner Jody Shadduck-McNally (virtual)

Discussion Items

1. Icebreaker

- a. Board members and Larimer County staff answered the question: Think of a person, past or present, you admire for promoting EDI. Name that person and what qualities you admire most.

2. Work Plan review

- a. Discussion of 2024 accomplishments
 - i. Board members observed that the Board had significant accomplishments in 2024. The Board discussed the many Larimer County departments that shared information and sought feedback and considered what departments or offices might be invited to present again or for the first time in 2025.
 - ii. The Board discussed with Kadrach how this Board has a different scope and undertakes different work than other similar Boards and Commissions, such as the Fort Collins Human Relations Commission, and other Boards and Commissions within Larimer County. While most advisory boards provide feedback only to the Board of Commissioners, this Board has discussed policy directly with staff. Some Board members expressed that they would like to shift some of their focus to engaging with the community or community partners.
 - iii. Johnston, who has met with the Board before, shared that the Department of Natural Resources implemented Board feedback and found it "very helpful." Enderby later added "By engaging with us, you are helping us engage with the community."
- b. Focus for 2025
 - i. The Board discussed continuing some elements from the 2024 work plan:
 1. The Board would like to continue to meet with county departments. Board members expressed interest in having some departments return, such as Community Justice Alternatives and Human Services, and wanted to hear from departments they had not yet met with.
 2. The Board would like to continue to engage with the Larimer County Strategic Plan.
 - ii. The Board also shared a desire to learn more about what is happening in the community by hearing from community partners that are working in the areas of equity, diversity, and inclusion.

One Board member expressed that this increased understanding would inform the feedback that the Board provides to Larimer County staff and the Board of Commissioners.

- iii. Kadrich and Dunn will format the Board's feedback into a draft work plan to be reviewed at the February meeting.

3. Department of Natural Resources 2024 equity year in review - Julie Enderby, Education and Volunteer Supervisor, and Korrie Johnston, Communications Supervisor

- a. Enderby and Johnston presented an update on the Department of Natural Resources engagement and outreach in 2024, with a special focus on equity, diversity, and inclusion.
- b. Board members asked questions about organizational partnerships and volunteer recognition. Board members expressed appreciation for the department's engagement efforts.

Old Business

1. Board members reviewed the final versions of the Q1 proclamations that they provided feedback on in the December meeting.
 - a. Kadrich noted that, rather than add many of the specific details suggested by board members, the Board of Commissioners requested that community members, including members of the EDI Advisory Board, attend the reading of the proclamation to share those details and other thoughts and reflections. The board members requested to be notified when the proclamations would be read and Dunn advised that the dates would be shared.

New Business

1. Chair Adame announced that Hillel Katzir has resigned from the board and shared Katzir's thanks and appreciation with the other board members. Adame stated that the vacant position will be filled during spring open recruitment.
2. Kadrich shared that Sheriff John Feyen will be the guest at the February meeting and said that board members may invite interested community members.

Approval of Minutes

1. Draft minutes from December 18, 2024.
 - a. Holland moved to approve the minutes, Garcia seconded. All voted to approve the minutes.

Icebreaker for Next Meeting

1. Adame invited all board members, particularly the newer board members, to suggest an icebreaker question. Dunn offered to collect ideas through email and compile a list.

Board Member Updates

1. Garcia offered to share a document he wrote called "Seventeen Guidelines for Resistance"
2. MacWaters will be participating in LGBTQ+ lobby day with OneColorado on February 3. She will also speak at Pride in Public Health on February 7.
3. Adame announced that Heart and Sol will host a Lunar New Year celebration at Backyard Tap on February 3. Heart and Sol is also supporting the Lunar New Year celebration hosted by Unified Workforce at the Drake Center on February 8. Heart and Sol will also celebrate International Women's Day on March 8.

Chair Adame adjourned the meeting at 8:08 p.m.

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