

# LARIMER COUNTY | EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD

P. O. Box 1190, Fort Collins, Colorado 80522-1190, 970.498.7010 [www.larimer.gov/bocc](http://www.larimer.gov/bocc)

**Date:** Wednesday, August 28, 2024

**Time:** 6:00 PM

**Location:** Hybrid | In-Person: Carter Lake Room (150), 200 W. Oak, Fort Collins, CO, 80521; Online: Please register in advance for this webinar: [https://larimer-org.zoom.us/webinar/register/WN\\_LYrbVpTyTouj2dOtUrG8Cw](https://larimer-org.zoom.us/webinar/register/WN_LYrbVpTyTouj2dOtUrG8Cw)

## EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD AGENDA

**Board members:** Vishvesh Singh, Laura MacWaters, Hillel Katzir, Fred Garcia, Luis Montalvo (virtual)

**Staff:** Jordan Dunn, Heidi Pruess, Daylan Figgs, Nicole Berg, Commissioner John Kefalas (virtual), Laurie Kadrach, Meegan Flenniken, Commissioner Jody Shadduck-McNally (virtual)

**Guests:** David Rojas, Emily Morales (Emoza Community Planning)

**Call To Order - 6:02**

### Discussion Items

#### 1. Introductions and icebreaker

- a. Board members, staff, and guests shared the silliest job they've ever had.

#### 2. **Climate Smart Future Ready: Environmental Justice Communication Plan** - Heidi Pruess, Climate Smart and Sustainability Program Manager and David Rojas-Rueda, PhD, Assistant Professor at CSU's Department of Environmental and Occupational Health

Rojas presented about the community engagement strategies for the climate action plan. The presentation included the Colorado Enviroscreen map and Board Members discussed the significance of the map.

Rojas conducted a mentimeter activity to brainstorm around community engagement strategies. The questions in the activity were:

- What are the best ways to inform communities about this process?
- How can we reduce barriers to participation in this process?
- How can the advisory board help us in increasing participation?

Rojas shared examples of social posts, digital postcards, and media kits promoting community engagement efforts. Board members asked questions about the community engagement sessions. Rojas explained that the sessions will be interactive, allowing participants to prioritize actions, rank the actions they think are the most beneficial, etc. Rojas reiterated opportunities for participation and offered to share links and digital information with Board Members so they can share engagement opportunities with the community.

### 3. Inclusion Advisory Council introduction - Nicole Berg, Inclusion Administrator, Larimer County Human Resources

- a. Summary of Inclusion Advisory Council history and work
  - i. Berg shared the Inclusion Plan goals and IAC website.
  - ii. Board Members asked questions about the IAC, including about how membership is determined and how success of the Inclusion Plan Goals and other initiatives are measured.
  - iii. Board Members also asked more general questions about equity topics, including how Larimer County keeps up with DEI trends and requirements of federal law. Board members also asked about equity in government contracting.
- b. How to create an opportunity for Board Members to meet others from the IAC
  - i. Staff and Board Members discussed how to bring the EDI Advisory Board and IAC together.
    1. Board Members and staff expressed support for a social opportunity before, during, or after a regular EDI Advisory Board meeting.
    2. Some Board Members also expressed support for a social gathering apart from a meeting, such as a holiday gathering.
    3. Board members and staff discussed using icebreakers to connect over interest in EDI issues, such as sharing what's important to them and why they do this work.
  - ii. Karich and Berg will discuss timing options after the new EDI Board members are onboarded.

### 4. Work Plan update

- a. Periodic review of Mission, Vision, Goals and progress
- This topic was deferred for next month when new members will attend.

### Old Business

1. Board Members - application and membership update
  - a. 4 new members including 1 youth member were appointed yesterday
2. Update from Department of Natural Resources: *The Natural Resources Department reviewed several projects with the EDI Board in 2024 with the following input from the Board that helped inform these projects:*
  - a. *Chimney Hollow OS management plan: DNR shared an overview of the open space and sideboard to future public access and long-term management and asked the board if there were any groups we hadn't engaged or suggestions for management. The EDI board offered the following suggestions and thoughts that DNR is considering in the development of the management plan including equitable access facilities, considerations for group picnicking/use, and ensuring adequate signage noting the property is county-owned (vs. federally owned).*
  - b. *Naming of the Blue Mountain Property: DNR shared an overview of this newly acquired open space and the naming process which includes reaching out to indigenous groups of the area and noted which groups those would be as well as the CSU Native American Cultural Center. DNR asked the EDI board if there were any groups we had missed reaching out to and the board affirmed we had not missed any key groups and noted the importance of including diverse perspectives and opportunities to have the right people at the table when it comes to naming.*

### New Business

1. "Blue Mountain" open space - Meegan Flenniken and Daylan Figgs, Department of Natural Resources
  - a. Update on naming
    - i. DNR shared photos of the space.
    - ii. DNR reached out to groups, particularly indigenous groups
      1. The groups appreciated being included but none provided suggestions. DNR noted the lack of an iconic physical marker.
    - iii. DNR reached out to their staff who know the location for name suggestions.
      1. Staff provided 60 unique suggestions.

2. Some historic names were no longer relevant or too similar to other names, staff voted to narrow down the list of names to three.
- iv. DNR took the top three names to the Open Lands Board.
  1. The Open Lands Board ranked the three names in the same way as the DNR staff.
- v. The three finalists names are: Canyon Ridge Open Space, Cascade Ranch Open Space, Canyon's Edge Open Space
  1. Board members who expressed an opinion preferred "Canyon's Edge Open Space"
- vi. DNR stated the final step in the naming process will be sharing the process with the Commissioners and their decision.
- b. Board Members asked about the use for this new space and DNR explained that they will go through that process in the future, as is taking place now with Chimney Hollow Open Space.
- c. DNR said tours of this new open space will be offered on a first come, first served basis for anyone interested.

## 2. Colorado Constitutional Amendment: Protecting the Freedom to Marry (SCR24-003)

MacWaters shared that this amendment is approved by both houses; symbolically signed by governor, and will be on the ballot in November. MacWaters would be interested in a resolution of support from the Commissioners. Kadrich offered to share the idea. Commissioner Shadduck-McNally has signed on to the letter individually.

## Approval of Minutes

1. Updated draft minutes from June 26, 2024.
2. Draft minutes from July 24, 2024.

Montalvo left the meeting before the minutes were approved. Due to the lack of quorum, the Board was unable to approve the minutes and set the matter aside for the next meeting.

## Board Member Updates

Katzir provided an update on the event at Old Town Library. The event was a success and included Israeli and Palestinian speakers joining virtually from their homes. Virtually and in person there were about 80 attendees and there was interest in future events like this.

Katzir reminded Board Members about the DEIJ networking event in collaboration with Fort Collins Human Relations Commission. It will be Sunday Sept. 22. The last event was very successful with a lot of good energy, over 100 attendees. It will be at the Northside Aztlan Center again. The coalition hosting the event is also creating a directory of DEIJ professionals.

Singh discussed meeting with County staff about the AI work plan and Strategic plan and expressed interest in participating further.

Garcia mentioned that there are three Hispanic/Latino groups in Larimer County (LatinX in Fort Collins, Latine in Loveland and, Larimer Latino Coalition) focusing on EDI issues and there is effort toward bringing the groups together to collaborate or merge.

## Adjourn 7:57

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 [dunnjw@co.larimer.co.us](mailto:dunnjw@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.