

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, December 20, 2023

Time: 6:00 PM

Location: Hybrid | In-Person: Poudre River Conference Room, Larimer County Loveland Campus, 200 Peridot Avenue, Loveland, CO 80537; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_IJJD2XUdSDuxNTV6kP8aJw

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Call To Order

Chair Adame called the meeting to order at 6:05pm.

Board Members Present: Chair Lynn Adame, Laura MacWaters, Luis Montalvo, Daysi Sweaney, Fred Garcia and introduction of Jaxon Maynor, the new Equity, Diversity, and Inclusion Advisory Board youth member.

Staff Present: Assistant County Manager Laurie Kadrich and Senior Administrative Specialist Melissa Farr.

Discussion Items

1. Holiday Social – Dinner & Networking

Board members had the opportunity to get to know each other more in depth by answering the following questions.

- Is there something most people don't know about you?
- What are the most important lessons you've learned in life?
- How has your life been different than you'd imagined?
- How would you like to be remembered?

The Board decided to add ice breaker questions to the agenda on a regular basis.

2. Review Draft County Strategic Plan

The Commissioners would like to hear the board's thoughts on the overall plan and specifically on any actions they may recommend to achieve the objectives.

Strategic Plan - Preliminary Goals: Suggested changes to goal sub-objectives:

1. Resilient, Equitable & Engaged Community

Objective 1 – Communicate with the Public

- (1a) Make "community" plural.
- (1b) Have a time frame to share documents.

Objective 2 - Improve Accessibility to the County

- (2a) Offer multiple methods to access points of contact and suggest having more than one point of contact.

Objective 3 – Maximize Partner Relationships

- (3a) Include working with the Equality, Diversity and Inclusion Advisory Board.
- Create a (3b) objective – Partner relationships with public, private sectors, and non-profit community organizations.

2. Quality of Life

Objective 1 – Promote Health & Wellbeing for our Community

- (1c) Remove substance abuse because behavioral health definition includes substance abuse.
- Create a (1d) objective – Recognize the toxic stressors of people caught up in the cycle of addiction or mental health issues that don't have resources.

Objective 2 - Support an Equitable Economy

- (2a) Use underrepresented lead businesses and workforce rather than employee populations.

Objective 3 – Improve Housing stability

- (3c) Remove affordable before the word housing and replace with attainable.

3. Natural & Built Environment

Objective 1 – Address Current & Future Transportation Needs

Objective 2 – Develop a Sustainable Built Environment

- (2e) Grammar error, remove “to” before the word regard.

Objective 3 – Develop a Sustainable Natural Environment

4. County Operations

Objective 1 – Optimize County Processes & Systems

- (1a) Board members mentioned maybe a policy regarding the use AI so discrimination and replacement of employees doesn't happen.

Objective 2 – Coordinate & Collaborate with Partners & Stakeholders

Objective 3 – Support & Develop Leadership

- (3a) Add people in underrepresented classes & training opportunities for all staff.
- (3b) Use stronger directive language. Use the word “Direct” instead of “Engage” leadership in supporting and encouraging a culture of equity, diversity, inclusion, and belonging.

Approval of Minutes

Minutes will be revised with the edited Vision statement: Everyone who lives, works, or visits Larimer County feels safe, welcomed, valued, and is able to thrive in the community.

Garcia motioned to approve the minutes as amended, MacWaters seconded, all approved.

Motion needed from the December 20, 2023 Meeting

1. Move ED&I meeting time to 5:30pm – 7:30pm on a temporary basis to see how it will work:
Garcia motioned to move the starting time to 5:30pm. Sweaney seconded, all approved.

New Business

1. Review and edit first quarter proclamations
 - a. Martin Luther King, Jr. Day
 - b. Black History Month – 2nd Whereas – add advocate and work
 - c. Women's History Month – add a Now Whereas statement, remove “American” from document, and add “legislative” to the 10th Whereas, 12th Whereas - reword to read “...social and other movements...” 11th Whereas, has the statement reflect women were active participants in wars.

Adjourn

Chair Adame adjourned the meeting at 8:00pm

Next meeting: January 24, 2024, 5:30pm in Carter Lake Conference Room, 200 West Oak Street, Fort Collins

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 mail to: bcc-adim@co.larimer.co.us or call (970) 498-7010 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.