

Date: Wednesday, May 22, 2024

Time: 5:30 PM

Location: Hybrid | In-Person: Carter Lake Conference Room, Larimer County Administrative Building, 200 W. Oak, Fort Collins, CO 80521; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_LYrbVpTyTouj2dOtUrG8Cw

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Call To Order

Chair Adame called the meeting to order at 5:42pm.

Members present: Vishvesh Singh (virtual); Laura MacWaters; Fred Garcia; Lynn Adame; Daysi Sweaney; Luis Montalvo

Staff present: Commissioner John Kefalas (virtual), Laurie Kadrach, Daylan Figgs (DNR), Meegan Flenniken (DNR), Zac Wiebe (DNR), Jordan Dunn

Discussion Items

1. **Icebreaker:** Attendees shared their favorite pizza toppings
2. **Work Plan update**
 - a. The Board discussed Initiative #2: *Establish external interaction with Larimer County Community members to communicate the County's EDI values and learn from the community.* Kadrach proposed clarifying what Board members can do when connecting with community partners and mentioned creating talking points. Discussion also included following up with Fort Collins Human Relations Commission for a second networking event
 - b. The Board discussed Initiative #1, Activity #1: *Work with Staff to update Larimer County's website to reflect County's EDI statement and include information about the EDI Advisory Board.* The Board discussed what should be added to the website and agreed to come up with ideas for an EDI Statement that could be derived from the EDI Board Mission and Vision in the Work Plan. The Board discussed a short statement that could incorporate the concept of belonging. Board members agreed to send ideas for a short statement to Dunn for compilation and discussion at the next meeting.
3. **Board and Commission Policy, Code of Conduct, and Bylaws**

- a. Adame confirmed Board members have seen, reviewed, and understand the Board and Commission Policy, Code of Conduct, and Bylaws. The Board discussed amending the bylaws to match the County Board and Commission Policy, discussed how to report planned absences, and discussed the best channels of communication.
- b. Kadrich noted that 2 Board member appointments were rescinded on May 21. The EDI Board currently has 7 members plus 1 youth member and the application period for new members is open.

4. Presentation from Department of Natural Resources staff

- a. Our Lands Our Future Survey results
 - i. Staff reported that the survey was sent to random households in the County and the Department received over 1,000 responses (13% response rate). The Board asked about the demographics of the respondents. DNR reported that the demographics largely reflected the demographics of the community, with slight disparities in gender and age. DNR reported that the survey was available in Spanish in print and online but the response rate for Spanish-speaking respondents was “low.”
- b. Chimney Hollow Open Space Management Plan
 - i. DNR staff shared that the feedback website for Chimney Hollow Open Space was opened on Monday (5/20) and requested the help of the Board to share the feedback website.
 - ii. The Board asked questions about:
 - 1. Outreach. The Board advocated communicating with Spanish-speaking recreators, particularly those who already use Carter Lake. DNR shared outreach plans for Carter Lake this summer and shared information about improvements to Carter Lake. A Board member suggested a video about the space for Spanish-speaking youth. Board members asked about outreach to and “social license” from indigenous communities. DNR said they hope to partner with Indigenous Science, Arts, Technology, and Resilience (ISTAR) Camp this summer and welcomed others to tour the property or observe construction.
 - 2. Recreation. DNR shared that recreation on the water will be covered by an agreement with Northern Water and boating will be restricted to under 5mph and 15hp. DNR noted that the more consistent level of the reservoir may allow for increased ADA accessibility, such as docks. There will not be overnight camping. Board members noted the need for camping areas and DNR recognized that need and said that research is ongoing with partners about additional camping. There will be

“amenities” at the north side (such as “wild playground” or pavilions). Only the “developed zone” on the north side will be accessible by car.

3. Signage. Board members noted that federal land, or land that abuts federal property, may be unwelcoming for undocumented people or people who may be perceived as undocumented. DNR noted that this property does not touch federal land but expressed intention to evaluate signage to denote when federal land abuts an open space. Board members asked about sign accessibility for people who do not speak English or Spanish. DNR staff mentioned evaluating QR codes for additional language access as kiosks are updated. Board members asked about cell service with higher use and DNR said current construction has already improved cell service in the area, which will continue after construction is complete. Board members asked about risk of suicide at the dam and requested signs with positive messaging. DNR said the dam design discourages suicide, but expressed willingness to post positive messaging.

c. Naming process discussion around the Blue Mountain Property

- i. DNR explained the naming process and restrictions. The Open Land Advisory Board advises and the Board of County Commissioners select the final name. Open spaces cannot be named after a person or group of people and should connect to the place, land, or features. For this property, DNR is consulting with indigenous community partners including: Tribes with whom DNR has worked previously, CSU Native American Cultural Group, ISTAR. DNR asked if the Board knows of anyone else with whom DNR should consult or if there are other ideas or recommendations the Board has with regard to naming.
- ii. The Board discussed evaluating history, consulting historians, and considering the community who may have been overlooked previously. A Board member also advised against names that evoke species, features, or qualities that have been undermined by development. Kadrach offered that the Board could review name ideas and provide feedback.

d. Other conversation

- i. A Board member asked if DNR has a staff member dedicated to EDI matters. DNR identified the Education and Volunteer Supervisor, who has coordinated with other departments on EDI matters and who has facilitated discussion and training within DNR on EDI topics. DNR invited the EDI Board to watch the fall staff training, which will include a presentation on unconscious bias in outdoor spaces.

5. Planning for joint meeting with Larimer County Employee Inclusion Advisory Council (IAC)

- a. Kadrach provided a brief explanation of the IAC and proposed that some EDI Board members could attend an IAC meeting, some IAC members could attend an EDI Board meeting, or there could be a separate meeting where both attend. The Board members agreed that they would like IAC members to be invited to an EDI Board meeting and would like to be invited to attend an IAC meeting as well. Kadrach agreed to move forward with that idea and report back to the Board.

Approval of Minutes

1. Draft minutes from March 27, 2024
MacWaters moved to approve March minutes; Garcia seconded; unanimously approved.
2. Draft minutes from April 24, 2024.
Montalvo moved to approve April minutes; Sweaney seconded; unanimously approved.

Miscellaneous Discussion

- Kadrach reported that Human Services would like to hold a “focus group” with the Board to help with creation of their strategic plan. The focus group would take place most likely at the July meeting. The Board agreed to participate in a focus group.
- November and December meeting dates have been adjust to accommodate holidays

Adjourn

Chair Adame adjourned the meeting at 7:33.

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, 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.