

LARIMER COUNTY | EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD

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Date: Wednesday, March 26, 2025

Time: 6:00 PM

Location: Hybrid | In-Person: Poudre River Room Room, 1st floor, 200 Peridot Ave., Loveland; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_LYrbVpTyTouj2dOtUrG8Cw

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Board Members present: Fred Garcia, Lynn Adama, Margarita Holland, Tabitha Cruz, Fatima Prieto, Dakota Montez, Marissa Emerson (virtual)

Larimer County representatives present: Commissioner Jody Shadduck-McNally, Commissioner John Kefalas, Laurie Kadrich, Sarah Martin, Jordan Dunn

Call To Order: The meeting was called to order by Chair Adame at 6:10 p.m.

Discussion Items

1. Icebreaker

- a. Board members and guests answered the question: What is one cultural experience that you have participated in that is different than your own culture and how did it shape/change/broaden your perspective and knowledge of that culture?

2. Board of Larimer County Commissioners

- a. The Board of Larimer County Commissioner engaged in dialogue with the EDI Advisory Board members about their respective expectations for the role of the EDI Advisory Board and how the two boards can support each other.
 - i. The Commissioners shared information about the creation of the EDI Advisory Board and some of the goals for the board and expectations for the members. Some of the sentiments shared included that the Commissioners hoped the EDI Advisory Board would share their personal perspective and insights, evaluate county processes, inform collected decision-making, and root out systemic issues in Larimer County. These goals allow the EDI Advisory Board to have more direct contact with county departments and programs so the board members can have a clearer understanding of county operations.
 - ii. The EDI Advisory Board members asked a few questions:
 1. They asked what the Commissioners do with the feedback that the EDI Advisory Board provides. The Commissioners shared that it is discussed at a weekly meeting where the commissioners provide staff direction and is considered as part of the totality of the information during decisions-making processes.
 2. They asked how the EDI Advisory Board can provide support to the Board of Larimer County Commissioners. The Commissioners responded that they value when board members communicate with them. They also appreciate when board members recognize that issues of governance are complex and that not all advice provided by the board can be implemented or may take time to implement.
 3. They asked for more information on their role in the community. The Commissioners said that while EDI Advisory Board members cannot speak on any official position of Larimer

County, they are encouraged to share the equity, diversity, and inclusion are important Larimer County values.

4. They also asked for some additional direction on community talking points, reviewing county policies and procedures, and meeting with county departments.
- b. Board name
 - i. The EDI Advisory Board and Board of County Commissioners discussed pros and cons of considering a change to the name of the Advisory Board. The conversation will be continued at next month's meeting.
- c. Work Plan
 - i. Kadrich will bring the draft workplan back to the Board of Larimer County Commissioners based on the discussion at the meeting.

3. Q2 Proclamations

- a. Due to time constraints, board members agreed to submit feedback by email by April 2.

New Business (10 minutes)

1. Prieto provided the Human Relations Commission Liaison report. The Board and HRC plan to collaborate on a networking event in 2025. Prieto will be on the planning subcommittee and said other board members interested in planning the event should contact her. She also confirmed that the HRC will attend the June EDI Advisory Board meeting.

Approval of Minutes

1. Garcia moved to approve the draft minutes from February 26, 2025. Prieto seconded the motion. All present voted to approve the minutes.

Board Member Updates (10 minutes)

1. Garcia requested permission to share board members information with a new community member.
2. Prieto renewed the suggestion for a social outing and proposed discussing a summer event at an upcoming meeting.

Adjourn: Chair Adame adjourned the meeting at 8:06 p.m.

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