

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, July 27, 2022
Time: 6:00 PM
Hybrid: In-Person: Lake Loveland Meeting Room, 2nd Floor, 200 West Oak Street, Fort Collins
Online: Please click the link below to join the webinar: <https://larimer-org.zoom.us/j/98444535295?pwd=T1dnSTNzMj9ld3hLWlNVQ2E4Qy9TZz09>

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD AGENDA

Call To Order by Chair at 6:02pm

Minutes were approved

Members Attending in Person: Lynn Adame, Karissa Cook, Fred Garcia, Habib Anwar, and Hillel Katzir

Members Attending Virtually: Araceli Santistevan, Laura MacWaters, Karina Ledezma

Members Absent:

Others in Attendance: Commissioner John Kefalas, Commissioner Jody Shadduck-McNally, County Manager Lorenda Volker, Climate Smart Program Manager Heidi Pruess and Outreach Coordinator Jelitza G. Martinez

Old Business -

None was discussed

Discussion Items

Climate and Suitability Plan Review and Feedback

- Heidi Pruess, Climate Smart Sustainability Program Manager

hpruess@larimer.org

Are there Cultural Brokers apart of this initiative, do they represent the various communities, could they help facilitate some of these conversations. Cultural brokers already have their communities trust and leveraging that connection could help bring the information. This could also continue to build trust with the organization utilizing the cultural brokers.

Larimer County does know of people that can help with building these relationships and represent these communities. But it is important for Larimer County to also value their time whenever they could provide services like this. Seeing the value of individuals like this Larimer County could start looking at ways to compensate. Part time employment could be a consideration or an RFP for consulting services,

No the county does not have a list of cultural brokers in different parts of the county population, but departments in the county do have people to reach out to. Could there be a list of communities that the

department/county shares to reflect the people they were able to connect with and get feedback on communities that may have been missed.

Belinda is open to sharing policy and information that Boulder County has developed for engaging with cultural brokers and how they have compensation built into their budget.

Does Larimer County need a DEI Officer, who gets into touch with different departments or divisions, to ask the DEI questions, who can keep track of contacts in the community.

- This is being considered at the moment

Yes there is more than one community, there are different based on geographical location, age, and within different pockets of Larimer County.

We must depend on each other and rely on partnership with the different municipalities to push the initiative forward.

Heidi walked the board through the Climate and Sustainability website

Suggestion for improvement: **Translation Button**

There is a way for web editors to edit phrases or sentences on the website that Google does not translate properly.

How would the EDI Board like to be included in this Climate and Sustainability plan?

- There will be a google document that can be shared with the board to make facilitate collaboration

Where the questions in the beginning the right questions to ask to make sure that there is an EDI lens on the climate and sustainability plan?

- There should be someone at the top of the table that is thinking EDI all the time and whoever that is can bring things back to discuss with the EDI Board

Suggestion for improvement: **Evening meetings**

Human Resources will come and present in September, they will present on the inclusion committee and other internal efforts for supporting department in their EDI journey.

The work group is set to start functioning in the end of October, but it will depend on the consultant.

Making sure that the project is intentional on its impact, and county is not just checking a box.

Continued discussion on how the program is engaging community with, translation, webinars, social media posts, attending events.

The consulting group should have understandings of Northern Colorado, so they can understand where communities are.

Next Steps:

- Questions will be shared with the board
- Are these questions the right questions, is the framework being set correctly?

- Suggestion that this topic is brought back in next months agenda, so the board can think about who the best representative from the group would be.
- Detailed description of the Liaison Role; work groups and executive team still needs to form.

Suggestion for improvement: **Evening meetings**

The Sustainability initiative should check back in with the board and have a liaison.

Hillel would like to be the FC Human Relations Commission Liaison

Board Member Update / Sharing of Information with Each Other

Next Meeting: August 24th, 2022

Location: Poudre River Meeting Room, 200 Peridot Avenue, Loveland

Topic: Inclusive Emergency Management with Lori Hodges, Director of Office of Emergency Management, and Ricardo Perez, Office of Emergency Management Community Engagement & Communications Coordinator

Adjourn

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 garciaje@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.