

EQUITY, DIVERSITY & INCLUSION ADVISORY BOARD MINUTES



Activities:

- 1. Work with Staff to update Larimer County's website to reflect County's' EDI statement and include information about the EDI Advisory Board.**
- 2. Work with Staff to review results of equity indicators, including public comments or Feedback received.**
- 3. Work with County Commissioners and staff on their planning process to provide an EDI perspective.**

Discussion regarding initiative #1 revolved around actions that could be taken to work with Larimer County staff to update County's website to reflect the County's ED&I statement. EDI members would review departments' websites and invite staff to EDI meetings to receive feedback. Second, work with staff to review results of equity indicators. Third, invite staff to give presentations regarding their department's work and what they are doing regarding EDI indicators and how the EDI Advisory Board can contribute to their thinking and activities. Chair Adame stated that it is a good reminder that this board is an advisory board to the County Commissioners and likes the idea of reviewing the website as a community member to give feedback. Kadrich stated reviewing the website through an equity lens would help the Board of County Commissioners to achieve their strategic plan.

Initiative #2 Establish external interaction with Larimer County Community members to communicate the County's EDI values and learn from the community

Activates:

- 1. Institute the Larimer County EDI Board as an EDI partner to other EDI related entities in the community. Potential partners are:**
 - a. City of Fort Collins Equity Office**
 - b. FC Human relations Commission**
 - c. Poudre School District**
 - d. Thompson School District**
 - e. CSU**
 - f. Certain private companies, non-profit organizations, etc.**
- 2. Explore an effective mechanism to welcome EDI related comments, ideas and opinions from community members in Larimer County.**
- 3. Determine ways to break down barriers to inclusive interaction with all members of the community, such as:**
 - a. With rural communities in Larimer County**
 - b. With members who speak languages other than English**
 - c. Other underrepresented members of the community**

Initiative #2 discussion included keeping the focus more on Larimer County, but networking with outside EDI entities would be beneficial to board members. Activities 2 and 3 do not work with the EDI Board's mission statement. Regarding reviewing the County's website, since the Web Accessibility law is in effect and the deadline to comply is coming up in 2024, the board would benefit from a list of items to look for and someone to present these items to EDI. Kadrich stated Public Affairs could present the accessibility law to the board. Kadrich also suggested reviewing county policies and the 2024 – 2028 Strategic Plan and the board agreed.

Adame would like to have clear guidelines as to what the board is allowed to do in communicating with other groups in order not to violate open meetings law.

2. December Meeting Time

The December meeting date will be moved from December 27 to December 20, 2023, in Loveland.

3. 2024 Meetings - Dates, Times, and Locations

EDI Board will keep the current hybrid meeting schedule, 4th Wednesday of the month alternating between Fort Collins and Loveland locations. The January meeting time will be moved to 5:30pm to see how it will work for board members.

Approval of Minutes

No October meeting minutes due to lack of quorum.

Adjourn

Chair Adame adjourned the meeting at 7:43pm

Next Meeting: December 20, 2023

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 bcc-admin@larimer.org, 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.