

Date: Wednesday, February 28, 2024

Time: 5:30 PM

Location: Hybrid | In-Person: Poudre River Room, Larimer County Loveland Campus, 200 Peridot Ave., Loveland, CO 80537; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_JmTXrU6VQlaADVI1QE5hzQ

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MINUTES

Call To Order

Chair Adame called the meeting to order at 5:37pm.

Members present: Lynn Adame, Laura MacWaters, Hillel Katzir (virtual), Jaxen Maynor (virtual), Karina Ledezma (virtual), Vishvesh Singh, Daysi Sweaney, Luis Montalvo (virtual)

Staff present: Larimer County Commissioner Jody Shadduck-McNally, Emily Humphrey, Director, Community Justice Alternatives, Heather O'Hayre, Director, Human Services, Jaela Poythress, Administrative Specialist, Human Services, Ricardo Perez, Emergency Management Coordinator, Office of Emergency Management, Jordan Dunn, Engagement Coordinator, Public Affairs, Melissa Farr, Senior Administrative Specialist (virtual)

Community members present: Barbara Menendez, Joe Glomboski

Discussion Items

1. Icebreaker

Board members and County staff answered the question: What superpower would you choose?

2. Office of Emergency Management Survey – Ricardo Perez, Inclusion & Engagement Emergency Management Coordinator

Updating the Larimer County Office of Emergency Management Inclusion, Diversity, Equity, & Accessibility (IDEA) Plan for 2024-2026

- Discussion of the previous 2018-2023 Equity & Inclusion Plan
- Considerations in updating the IDEA plan:
 - Integrating Diversity and Accessibility in the plan
 - Plan WITH not FOR community members
 - Make it easy for the community to access emergency-related resources and information
 - Simultaneous work of identifying and removing barriers to resources and information and incorporating feedback throughout the process
 - Humility and intentionality when working with community members. Receptive to constructive feedback on how to improve programs.
- Draft Initiatives of the 2024-2026 IDEA Plan:
 - i. Revise the larimer.gov/emergency website to meet the accessibility standards by 2024.
 - ii. Create an Access & Functional Needs support team to support emergency management needs in Larimer County by 2025.
 - iii. Continue to incorporate people with access and functional needs in Larimer County Office of Emergency Management exercises by 2025.

- iv. By 2026, increase accessibility and utilization of emergency preparedness resources and social connections for targeted underserved groups
- v. Participate and collaborate with groups already focusing on Inclusion, Diversity, Equity, and Accessibility work happening in Larimer County
- ED&I Board Feedback/Questions:
 - Montalvo asked whether the County uses a plain language policy. The Board requested examples of emergency management exercises and how the IDEA Plan would be incorporated into the exercises. Katzir asked about special dietary needs during emergencies.

3. Health and Human Services: Equity Approach – Heather O’Hayre, Human Services Director and Jaela Poythress, Administrative Specialist

Increasing Equity, Diversity Inclusion, and Belonging (EDIB) in Human Services

- Completed initiatives to increase EDIB, including:
 - Trained all staff and 300+ community partners in Bridges Out of Poverty
 - Compensating bilingual staff; fluent in Spanish and Arabic
 - Reviewed job descriptions with Textio tool and made key revisions to remove barriers and increase diversity
 - Contracts with 3 vendors to increase language access
- Current EDIB work, including:
 - Improving organizational culture by setting clear vision, defining goals and shared language
 - EDIB Vision Statement
 - Communication plan to all staff and identifying opportunities for engagement
 - Improve employee policies to reflect EDIB Vision
 - Increase diversity of HS staff
 - Increase awareness of diverse populations
 - Pronoun training
 - Expand Disparities Action Committee
- Future EDIB strategies, including:
 - 2024 Bridges Out of Poverty - Poverty simulation event
 - Utilizing Human Resources data to define and measure workforce goals to increase diversity among staff
 - Increase access to services across the County
 - Disparities in Child Welfare legislative proposal

4. Work Plan Assignments

Board members read the Work Plan and determined to review the work plan individually and Board members will sign up for smaller subgroups.

5. Commissioner Policy Review:

- a. Inclusion at Larimer County 331.1
- b. Computer and Internet Acceptable Use – Newly drafted

Board members will review the draft policies individually and provide input at a future meeting.

6. Debrief DEI Networking Event

Several Board members attended a DEI Networking Event hosted in partnership with the City of Fort Collins Human Relations Commission on February 4, 2024. Board members reported that the event was successful and discussed ideas to expand or replicate the event in other communities across the County.

7. Questions for March Joint Meeting with Fort Collins Human Rights Commission

Board members discussed the joint meeting with the Fort Collins Human Relations Commission on March 27, 2024. Board members proposed asking how the Board and the County can build on the momentum of the February 4 networking event.

8. Desi American Heritage Month Proclamation

Katzir proposed removing the reference to the shooting at a Sikh Temple in 2012. Other Board members agreed. Adame pointed out that the date for the celebration in Loveland is incorrect and should be changed to May 18.

Approval of Minutes

1. Draft minutes from January 24, 2024

MacWaters moved to approve the minutes, Sweaney seconded and all approved.

Adjourn

Chair Adame adjourned the meeting at 7:30pm.

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.