

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, February 26, 2025

Time: 6:00 PM

Location: Hybrid | In-Person: Carter Lake Room, 1st floor, 200 W. Oak, Fort Collins, 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

Board members present: Lynn Adame, Laura MacWaters, Dakota Montez, Fred Garcia, Vishvesh Singh, Fatima Prieto, Margarita Holland

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

Call To Order: 6:00 p.m.

Discussion Items

1. Icebreaker

- a. Board members and guests shared: "What is the last thing that made you laugh or cry?"

2. Community Safety - Sheriff John Feyen

- a. Board Members participated in a question and answer session with Sheriff John Feyen.
 - i. Sheriff Feyen explained the relationship between the Larimer County Sheriff's Office and Federal Immigration and Customs Enforcement (ICE). Board members asked how this information is being shared in the community and whether the Sheriff's Office is engaging in multi-lingual outreach.
 - ii. Several Board Members asked questions related to racial and gender profiling, including how the Sheriff's Office prevents and monitors for bias in enforcement. Sheriff Feyen stated that the Sheriff's Department conducts diversity training and will continue to do so. They are also required by the State to collect data based on perceived demographics during every community interaction, but that data is not used. They also collect footage from mandatory body cameras, but that footage is not reviewed unless there are two complaints made against a deputy within a year. Board members suggested additional cultural awareness education and proactive monitoring for bias in interactions with community members. Board members also inquired about how complaints can be made and highlighted some barriers that might prevent community members from making complaints.
 - iii. Board Members asked questions about how the demographics of the Sheriff's Department, and the demographics of incarcerated individuals within the county, compare to the demographics of the community at large. Sheriff Feyen indicated that he could investigate these questions.

Old Business

1. Draft Work Plan Update
 - a. The draft work plan was shared with the Board of Larimer County Commissioners. Board Members were encouraged to review the draft and suggest corrections and changes. The work plan will be discussed at the March meeting.
2. Request for meeting with Board of Larimer County Commissioners - March meeting
 - a. The Board of Larimer County Commissioners will attend the March meeting
3. Liaison to Fort Collins Human Relations Commission
 - a. Fatima Prieto has taken on the role of liaison between the Larimer County EDI Advisory Board and the Fort Collins Human Relations Commission. Fatima has been attending the HRC meetings.

New Business

1. Board website information
 - a. Board members will reach out to staff if they would like to change the way their information is displayed on the website.

Approval of Minutes

1. Draft minutes from January 22, 2025.
 - a. Commissioner Shadduck-McNally was omitted from attendance at the January meeting. Dunn will correct this error.
 - b. MacWaters made a motion to approve the minutes with this correction. Montez seconded the motion. All voted in favor of approving the minutes with the correction.

Board Member Updates

1. Montez will provide an icebreaker for the next meeting.
2. Singh provided an update of work on the Larimer County AI strategic plan.
3. Prieto suggested a future social outing for Board Members.
4. MacWaters noted that March 31 is Transgender Day of Visibility.
5. Adame shared that Heart and Sol is having an event for International Women's Day on March 8 from 2p-4p at The Beat Education Center. Heart and Sol is also doing a social media campaign for International Women's Day.

Adjourn: 7:48 p.m.

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.