

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, September 28th, 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=T1dnSTNzMi9ld3hLWlNVQ2E4Qy9TZz09>

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD AGENDA

Call To Order

Approval of Minutes

Members Attending in Person: Lynn Adame, Fred Garcia Araceli Santistevan and Laura MacWaters

Members Attending Virtually: Karina Ledezma, Hillel Katzir, Daysi Sweaney, Habib Anwar

Members Absent: Karissa Cook

Others in Attendance: County Manager Lorenda Volker, Laurie Kadrich Assistant County Manager, Bridget Paris Human Resources Director, Nicole Berg Inclusion Administrator and Outreach Coordinator Jelitza G. Martinez

Old Business -

Any follow-up questions from the previous Office of Emergency Management presentation?

Discussion Items

Human Resources Overview – Presentation

- Bridget Paris, Human Resources Director, bparis@larimer.org
- Nicole Berg, Inclusion Administrator, nberg@larimer.org

Are you able to determine, if employees feel that even though they are older they have an equal shot for a promotion?

- The hope is that the older workforce does feel they have an equal shot for a promotion
- Tuition reimbursement program

All Larimer County hiring managers do not know the age, race/ethnicity. There is one department in Larimer County that also does not include names to prevent bias.

It would be appreciated that on graphs and other printed materials, the word *Minority(ies)* should be replaced using- *Underrepresented* or *People of Color*

Resources application or page to help employees connect with each other to find cultural resources that can make working in Larimer County more pleasurable and attract diverse talent.

- Reaching out to CSU and collaborating more with them to build off their cultural centers and population

Board Member Update / Sharing of Information with Each Other

Next Meeting:

POSTPONED / CANCELED – Board members are encouraged to attend a Larimer County Air Quality Conversation on October 26, 2022

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.