

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, November 20, 2024

Time: 6:00 PM

Location: Hybrid | In-Person: Poudre River Room (108), 200 Peridot Ave., Loveland, CO 80537; Online: Please register in advance for this webinar: https://larimer-org.zoom.us/webinar/register/WN_LYrbVpTyTouj2dOtUrG8Cw

EQUITY, DIVERSITY AND INCLUSION ADVISORY BOARD MEETING MINUTES

Call To Order: 6:00

Board members: Margarita Holland, Dakota Montez, Fred Garcia, Fatima Prieto, Hillel Katzir (virtual), Lynn Adame, Marissa Emerson (virtual), Tabitha Cruz

Staff: Jordan Dunn, Heidi Pruess, Commissioner Jody Shadduck-McNally, Laurie Kadrich

Guests: David Rojas, CSU; Emily Morales Zamora, Emoza Community Planning (virtual)

Discussion Items

1. Introduction, icebreaker, and welcome new member

- a. The Board welcomed new member Margarita Holland
- b. Board Members, staff and guests answered the icebreaker question: What is a book, movie, etc. about equity, diversity, and/or inclusion that has resonated with you?

2. Climate Smart Future Ready: Environmental Justice and Climate Action in Our County - Heidi Pruess, Climate Smart and Sustainability Program Manager, David Rojas, PhD, Assistant Professor at CSU's Department of Environmental and Occupational Health, and Emily Morales, Emoza Community Planning

- a. Rojas presented on the recommendation phase of the environmental justice and climate action plan, including results of community engagement and impact assessment. Rojas ended by asking the Board which opportunities or risks from the presentation are the most important for the program to prioritize.
- b. During and following the presentation, Board members asked questions and provided feedback. Some of the discussion themes included:
 - i. Logistics:
 1. The timeline for implementation of the various climate mitigation strategies
 2. How the County is working with municipalities
 3. Transit routes and walkability
 4. Electric Vehicle (EV) charging accessibility
 - ii. Engagement strategies:
 1. The Board asked how participants were identified and targeted. Rojas noted that the participants were sought not because they provided a representative sample of the community at large, but because they targeted "those voices that we don't usually hear from." Engagement locations included a taqueria in Fort Collins, a laser tag center in Loveland, and a bowling alley in Estes Park, specifically chosen because they were near transit stops. Other efforts to ensure equitable engagement included providing child care, offering Spanish interpretation, offering engagement opportunities at a variety of times, and working with networks of residents. Several board members expressed appreciation that the program made an effort to include community members who are often excluded.

2. How engagement opportunities were advertised. Benefits and drawbacks to social media advertising were discussed. Rojas and Morales Zamora identified other strategies that were used, including posters, flyers, and partnership with schools, libraries, and community centers.
3. Challenges in engaging historically marginalized communities and how to build trust. Board members noted that some communities perceive that government surveys or engagement are “not for them.” Morales Zamora noted that this is a strength of word-of-mouth connection. Board members suggested other communities to engage. Individuals noted that members of our communities speak many languages beyond English and Spanish. Board members encouraged using welcoming communication and efforts at demonstrating how the strategies are relevant.
4. Next steps: Pruess explained that the report will be finalized and an update can be provided when the strategies are put into action.

3. Work Plan update

- a. Discussion with new members
 - i. Due to limited time, Kadrich provided some basic background about the current work plan and in-depth discussion was deferred to the December meeting.

Old Business

1. Debrief Jedi Coalition Community Session (Oct. 23).
 - a. The board members who attended the event expressed that it was valuable and inspiring to be in community with other engaged people. The board was represented in many of the breakout groups and participants discussed their different topics and some of the unifying themes. Housing and affordable living were recurring themes. Several board members appreciated the language justice model that was used by the planners. The presentation of demographic data was also a highlight for some.

New Business

1. Katzir has been representing this board with the Fort Collins Human Relations Commission and has helped coordinate some very successful joint networking events. He would like to step back and would like to connect a different board member for this liaison role. Prieto expressed interest in knowing more.

Approval of Minutes

1. Draft minutes from September 25, 2024.
 - a. Garcia moved to approve, Prieto seconded. Minutes were approved unanimously.

Board Member Updates

1. No additional updates were provided.

Adjourn at 8:02

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.