



Equity & Inclusion Office  
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**MEMORANDUM**

Date: August 15, 2024  
To: Mayor and City Council  
Through: Kelly DiMartino, City Manager <sup>DS</sup>  
Rupa Venkatesh, Assistant City Manager <sup>Initial</sup>  
From: Claudia Menendez, Equity & Inclusion Officer <sup>DS</sup>  
Subject: Equity Indicators Update

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**BOTTOM LINE**

During the May 14, 2024 Council Work Session, an update on the Equity Indicators Report was requested. It has shown that the City is still maturing in its understanding of how to best measure the impact of projects and activities, specifically related to vulnerable populations and underserved neighborhoods.

Equity indicators are viable metrics and the city is well positioned through the learnings from the report to guide and prioritize this work, especially related to Council priorities.

**BACKGROUND**

In 2019, the City selected the CUNY Institute for State and Local Governance (ISLG) to lead its Equity Indicators project and establish a framework for measuring and understanding the inequities that exist in Fort Collins and how they change over time. In this project, ISLG collected and analyzed data disaggregated by race, ethnicity, and other demographic factors to examine the broad landscape of disparities in outcomes and perceptions in Fort Collins and worked closely with the City and community to identify a pool of Equity Indicators. The final report was published in March of 2021.

The indicators can be used to track progress in reducing key disparities moving forward and provide a springboard for deeper exploration of root causes and potential solutions.

While Equity Indicators themselves cannot directly address inequities, they inform the City's equity work, providing critical information to guide decisions about the allocation of resources and policy development.

Equity Indicators Report Data Sources:

1. Publicly available data or dashboards from local/state sources to include County departments and agencies:
  - Poudre School District data
  - Community Health Survey
  - Larimer County Community Corrections Annual report
  - Colorado Department of Education
2. Publicly available local data from national sources:
  - Fort Collins data from the American Community Survey
  - Home Mortgage Disclosure Act data
3. Data provided directly by City or departments:
  - Fort Collins Police Services Transparency data
  - Utilities burden data
  - 2020 Sustainability Gaps Analysis

CUNY Recommended List of Indicators City of Fort Collins Equity Dashboard:

In 2019, CUNY Institute for State and Local Governance (ISLG) conducted community focus groups to compile the following list of recommended main topic areas and indicators for the City to track. The highlighted metrics are the ones the city currently tracks, are the data owners, and will continue to track as we transition into the new dashboard.

Domain or Topic Areas & Indicators:

**Economic Opportunity**

- Difficulty Finding Childcare
- Representation Among Business Owners
- Unemployment
- Low-income status
- Ability to Afford Nutritious Meals

**Housing**

- Sheltered homelessness
- Unsheltered homelessness
- Home ownership

**Services**

- Internet Access
- Utility Cost Burden
- Sidewalk Accessibility
- Sidewalk condition
- Park quality
- Street maintenance
- Disaster response

**Civic Engagement**

- Voter turnout
- Opportunity to volunteer
- Boards & Commission representation

**Social Inclusion**

- City fosters belonging
- Community openness and acceptance

**Education**

- Third grade reading proficiency (PSD Data)
- High school completion (PSD, Census Data)

**Environmental Justice**

- Unsafe water
- Pollution from industry

**Public Health**

- Uninsured rates
- High stress
- Current mental health concern

**Transportation**

- Commute Time
- Ease of biking
- Ease of traveling by public transit
- Public transit connectivity

**Criminal Justice**

- Criminal arrest/citation rates
- Traffic citations
- Use of force in general population
- Use of force with arrests
- Jail incarceration (Larimer County Data)
- Neighborhood safety

The March 2021 Equity Indicators report provided a baseline of findings for the City of Fort Collins to understand equity indicators and start to address inequities using a data-informed process. The City has used the findings from the Equity Indicators to inform decision-making about policy and practice and guide the allocation of resources by identifying areas where there are greater opportunities for investment and growth. Some of this work is found in offers submitted through the BFO process and in ongoing work described in the addendum.

It is important to note that not all of the measures included within these areas are directly under the purview of the City. Some fall to the County, or other institutions, and many are complex issues that have multiple root causes and multiple factors that play a role in maintaining disparities. We require a cross-departmental, cross-institutional, multidisciplinary strategic and financial approach and partnership to address identified inequities in a way that will show progress over the next 5-10 years.

## **TIMELINE & PROGRESS**

### **2021**

- March: Equity Indicators Report published
  - Baseline report of inequities by racial group
- August: Equity Officer hired

### **2022**

- Dashboard launched in Q1 with 3 out 10 domains with 12 indicators total published: Housing, Criminal Justice, and Economic Opportunities  
Indicators metrics created in Clearpoint to start tracking internally
- City hosted Community Conversations in Q3 on each of the three domains with staff presentations to engage community in dialogue and Q&A

### **2023**

- The 2023-2026 Equity & Inclusion Plan published
  - Equity Office planned next phase for embedding equity within projects and teams
- Equity Indicators Team established but lacked specific skill set to advance the technical aspect of progress monitoring; challenge of how to direct teams to track and develop metrics that measure impact and equitable outcomes

- As a result of this learning, in Q2-Q3, the Equity Office designed the Equity Readiness Assessment to facilitate conversations with project teams and departments
- Triple Bottom Line Scan reviewed for potential refresh; however, there is still work underway to determine how to best apply this tool

## **2024**

- Also as a result of learning the lack of citywide data maturity, a Data Analyst was hired. This is an FTE shared between Social Sustainability and the Equity & Inclusion Office
- The Equity Office is continuing to facilitate Equity Readiness Assessment conversations with project teams and departments. Conversations are primers for using data to inform equity-focused decision making.
- Equity Dashboard is in the process of being redesigned for a better user experience and use of the data. Will be available publicly in Q4 2024
- Council request for Equity Indicators update (this memo)
- October 22<sup>nd</sup> Council Work Session on Equity Indicators

### **City Department Updates:**

City staff provided narrative on the types of metrics currently in use with explanations on how programs are advancing equitable outcomes for vulnerable populations. The following summary captures a multifaceted approach of how the City is tracking inequities across various sectors and several strategic outcome areas.

Some describe or define the metrics used and type of data collected and some describe quantitative impact. However, most are not yet describing the impact on community and how the City knows if its programs, services, and activities have accomplished or advanced improvements for community members. This is where the opportunity exists.

The full staff update is attached as an addendum.

## **RECOMMENDATIONS AND NEXT STEPS**

1. Select a set of data to track progress across major projects committing to a 5-10 year look to track progress, impact, and change.
2. Establish clear, measurable goals for each initiative or council priorities.
3. Gather and consider qualitative data from community members to inform quantitative data.
4. Conduct regular, independent or in-house evaluations of major programs to measure equitable community outcomes.

Should Council have specific questions or topics to cover during the October 22<sup>nd</sup> work session, please advise staff.

## **ATTACHMENT**

1. Equity Indicators Progress Report Addendum



STRATEGIC OUTCOME AREAS	DOMAIN / INDICATORS & REPORT PAGE NUMBER	<u>Narrative from City Departments</u>
<b>Neighborhood &amp; Community Vitality</b>	Housing Affordability <ul style="list-style-type: none"> <li>Homelessness Neighborhood Pg. 80-90</li> </ul>	<ul style="list-style-type: none"> <li>Housing data in report uses same sources <b>SSD</b> uses</li> <li>The <b>Community Dashboard</b> has two metrics that are not used in this report – Increase in Affordable Inventory and Housing Opportunity Index <a href="https://fortcollins.clearpointstrategy.com">https://fortcollins.clearpointstrategy.com</a></li> <li><b>Housing Opportunity Index</b> shows increasing unaffordability but is based on things we don't control (this Index has been discontinued)</li> <li>The Housing Dashboard (<a href="https://www.fcgov.com/housing/dashboard">https://www.fcgov.com/housing/dashboard</a>) has metrics on each part of the Housing Strategic Plan vision – everyone, healthy, stable, affordable – plus regular updates on inventory of affordable houses produced annually. The dashboard is currently being updated. In particular, metrics for the “everyone” part of the vision address inequity and track trends in BIPOC homeownership rate, poverty rate and seek to integrate with the Equity and Opportunity Assessment.</li> <li>Sheltered and unsheltered homelessness data in the equity indicators report is pulled from the <b>annual Point in Time Count</b>, conducted regionally on a chosen night in January. This data helps analyze trends in homelessness and build comparisons to other municipalities and continuums of care over time. Beyond trends, this data is not considered to be especially accurate or useful for building solutions (generally understood as an undercount).</li> <li>Data utilized internally and/or on the community dashboard is pulled from the <b>Homeless Management Information System (HMIS)</b>. HMIS data is more robust and accurate as direct service</li> </ul>



<p>Social Inclusion</p> <ul style="list-style-type: none"> <li>Community City Inclusiveness</li> </ul> <p>Pg. 133-138</p>	<p>agencies update this system daily with detailed data on clients, including demographic data to better understand equity gaps. This data does lead to greater understanding of disparities within the response system, but the direct service work is done by outside agencies, so the City’s level of control is limited to how and where our funds are granted to these agencies.</p>
<p>Public Health</p> <ul style="list-style-type: none"> <li>Access to Care</li> <li>Physical Health</li> <li>Mental Health</li> </ul> <p>Pg. 92-116</p>	<p>Public Health data and analysis will need to come from the Larimer County Health Dept. and/or the Health District of Northern Larimer County. *Not an indicator directly influenced by City services.</p>
<p>Services</p> <p>Essential Services</p> <ul style="list-style-type: none"> <li>Utility Cost Burden</li> <li>Internet Services</li> <li>ADA Access</li> </ul> <p>Pg. 118-125</p>	<p><b>Utility Cost Burden</b></p> <p>To help address the utility cost burden that some community members may experience, programs are available to save money on utility bills, provide financial assistance for past due bills, and increase awareness around water conservation and energy efficiency.</p> <p>The Income-Qualified Assistance Program (IQAP) provides a 25% rate reduction on electric, water, and wastewater utilities. Customers apply for the Low-income Energy Assistance Program (LEAP) between November 1 and April 30, and once approved, they are automatically enrolled in IQAP. Customers who are not eligible to apply for LEAP may be able to access IQAP through an alternate entry program via The Family Center/La Familia or Housing Catalyst, if they meet the requirements established for either organization. Households must be at 60% or below of the state median income to participate in LEAP and IQAP. Racial demographics are not collected for IQAP. <b>Current number of IQAP participants - 1829</b></p> <p>Residential customers whose electric or water accounts are past-due may request assistance from the Payment Assistance Fund (PAF) once per 12-month period. There are five community partners that administer PAF. Customers meet with an intake worker from one of the organizations to discuss</p>





		<p>information about the past due account. Applicants must make 80% or less of the area median income. Racial demographics are not collected for PAF.</p> <p>Free home efficiency assessments and product installations are available through Larimer County Conservation Corps (LCCC). Equipment installed includes LED light bulbs, water conserving shower-heads and aerators, smoke/carbon monoxide detectors, clotheslines and high-efficiency toilets. Assessments are offered January through May and are open to any Fort Collins Utilities customer. <b>In 2023, there were 196 assessments completed in the City of Fort Collins. Of those assessments, 22% were participants in IQAP.</b> (2024 data is not yet finalized).</p> <p><b>Digital Equity Programming</b>                  The digital divide reaches beyond access to internet connectivity; it encompasses gaps in access, skills, hardware, and utilization. Digital Inclusion programming works to create a robust community digital equity ecosystem in partnership with trusted local organizations—libraries, school districts, community-based organizations, affordable housing properties, and Connexion—all dedicated to equitable access to and use of technology.</p> <p>Current community awards include funding for: a computer lab within The Family Center; PSD Digital Liaison serving Title 1 schools; support of Tech Buddies (a peer volunteer and digital training program), Partnership for an Age Friendly Community; and, Poudre Library District for the funding of laptops made available for free and public access.</p> <p><b>Reduced Cost Internet</b>                  Currently, 800 Fort Collins households received Connexion discounted internet at \$20 per month with the difference between the reduced rate and the retail pricing—\$50 per month per customer—paid to Connexion from the City’s Digital Inclusion fund.</p>
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<p><b>Culture &amp; Recreation</b></p>	<p>Services</p> <ul style="list-style-type: none"> <li>• Parks &amp; Recreation Pg. 127-132</li> </ul>	<p><b>Natural Areas and Parks</b></p> <p>The Natural Areas and Parks Depts current metrics include several from the annual citywide Community Survey such as quality of open space, feelings of safety in natural areas and Parks, and quality of ranger services. These help staff understand if they are addressing inequities by using the demographic information collected. Natural Areas offers specific equity and inclusion-oriented programming and tracks attendance and satisfaction responses for these events. The Natural Areas Department also utilizes equity information and mapping when prioritizing new land acquisitions, so that we have that information available when willing landowners are available to sell land. Acquisition records can be used to show that we are acquiring properties in underserved parts of the community.</p> <ul style="list-style-type: none"> <li>• The 2021 Equity Report indicates a fairly consistent rating between ethnic groups concerning the quality of parks.</li> <li>• Trail and Park access have lower ratings in the Southwest and Northeast portions of town.</li> <li>• ReCreate Plan identifies gaps in the distribution of parks.</li> <li>• Strategic Trail Plan update will identify opportunities to grow the system in the Southwest and Northeast portions of town.</li> <li>• Recent community park mobility reports show that the majority of visitors come from predominantly white households and about 20% of households represent Hispanic origin.</li> </ul> <p><b>Cultural Services:</b> As a response to this report, and the findings from the FoCo Creates Plan, the following programs have been enacted:</p> <ul style="list-style-type: none"> <li>• Community Cultural Program, created in 2022, was designed specifically to address the equity, access and inclusion goals in the FoCo Creates Plan. Programs work with marginalized, and often excluded, communities.</li> <li>• Currently over 100 programs per year reach approximately 5,000 community members and employ over 220 local artists.</li> <li>• Over 90% of the artists hired represent various marginalized social, economic, and racially ethnic identities.</li> </ul>
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		<p><b>FCMoD:</b></p> <ul style="list-style-type: none"> <li>• Creating the <i>Mind Matters</i> exhibit, uses hands-on experiences and multimedia activities to raise awareness about mental health and create a safe space for important conversations about mental illness.</li> <li>• They also continue their work with inclusion via various exhibits, i.e. the interactive Mexican <i>Alebrijes</i> exhibition currently on view, and their upcoming “Bias Inside Us” and “Skin: Living Armor, Evolving Identity” exhibitions debuting in Fall 2024. These exhibitions will include numerous partnerships with local organizations focusing on the inclusion and support of marginalized communities and will include community engagement programming centered around implicit bias and our role as a community in that discussion.</li> </ul> <p><b>Gardens on Spring Creek and the Lincoln Center</b></p> <ul style="list-style-type: none"> <li>• Both the Gardens on Spring Creek and the Lincoln Center continue their efforts in accessibility as well as inclusion. The musical line up for the 2024-25 season demonstrate diversity of the arts including racial diversity and performing types.</li> <li>• Fort Fund saw an increase in their grant applications from artists and organizations of color. The regulations for the granting program were reimaged in the Fall of 2023 to create more opportunities for accessible and inclusionary submissions.</li> </ul> <p><b>The Recreation Department</b> has a strong <b>Adaptive and Inclusive Recreation program (ARO)</b> that includes dedicated programs for those with disabilities and inclusion support across all programs.</p> <ul style="list-style-type: none"> <li>• In 2023, over 2,000 community members enrolled in the 224 specialized programs offered by ARO and 2,600 hours of inclusion services were provided across the Recreation department for individual's needing more support in general recreation programming.</li> <li>• The ARO team also partners with multiple departments in the City like FCMoves and Natural Areas and regional partners like Wellington and Poudre School District on inclusion and transition services, so all people have access to opportunities.</li> <li>• Recreation has a dedicated behavioral health specialist funded by ARPA that focuses on expanding access to childcare and programs for people with disabilities paying particular attention to neurodiversity. In addition, ARO utilizes a team of Certified Therapeutic Recreation Specialists to</li> </ul>
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		<p>assess needs of community members and create goals for inclusion services that foster independence in programming.</p> <ul style="list-style-type: none"><li>• The Department also has a robust income qualified reduced fee program. It has increased year over year with 2023 being \$700,000 in benefits given. 1,524 households were approved for benefits resulting in 9,469 enrollments and 3,896 reduced fee passes were issue resulting in 43,539 visits to Recreation facilities. Recreation tracks reduced fee visits by facility and reduced fee benefits issued by zip code.</li></ul>
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<p><b>Economic Health</b></p>	<p>Economic Opportunity</p> <ul style="list-style-type: none"> <li>- Poverty and food security</li> <li>- Income</li> <li>- Employment</li> <li>- Business ownership</li> <li>- Childcare</li> </ul> <p>Pg. 36-54</p>	<p><b><u>Employment</u></b></p> <p>Unemployment rate:                  The unemployment rate is defined by the Bureau of Labor Statistics (BLS) as the percentage of adults who do not have a job, have actively sought work in the last four weeks, and are currently able to work. The unemployment rate is a percentage of the labor force, the sum of the unemployed plus the employed.</p> <p>-Fort Collins Q4 2023 – 3.55% (The target is 5%)</p> <p>Labor force participation:                  The labor force participation rate is the percentage of the civilian noninstitutional population 16 years and older either working or actively looking for work.</p> <p>-Fort Collins Labor Force Participation – 215,498, higher than the state</p> <p><b><u>Business Ownership</u></b></p> <p>Business establishments per capita (Larimer County)</p> <ul style="list-style-type: none"> <li>• Q3 2023 – 42.49, above the target of 41.01</li> </ul> <p>***Business representation – the source for this data point is being reevaluated and will report when the EHO team has a better option.</p> <p>The <b>Multicultural Business and Entrepreneur Center (MBEC)</b> provides 1x1 support, connection to resources, and compliance navigation for local businesses and entrepreneurs of all sizes, with a specific focus on providing support for historically underserved community members. The MBEC is staffed by three Business Connectors, two of which are Spanish bilingual.</p> <p>Since its launch in 2022:</p>
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		<ul style="list-style-type: none"> <li>• Cumulative # of MBEC appointments – 516 (aggregate of all appointments)</li> <li>• Cumulative # of unique MBEC appointments – 281 (aggregate of a client’s first appointment)</li> <li>• Cumulative # of new businesses – 90</li> </ul> <p>Highlights of 2023</p> <ul style="list-style-type: none"> <li>• At least 40% of customers are known Spanish monolingual</li> <li>• Appointments increased by 40% from 2022 to 2023</li> <li>• 60% of customers surveyed identify as women</li> <li>• 58% of customers surveyed identify as Latinx/Hispanic</li> </ul> <p><b><u>Childcare</u></b></p> <p>Rates at which people of different groups in Fort Collins experience difficulty in finding affordable childcare.</p> <ul style="list-style-type: none"> <li>• Percent Reporting Difficulty Finding Childcare in Fort Collins, 2022             <ul style="list-style-type: none"> <li>○ White, Non-Hispanic %%%</li> <li>○ Hispanic/Latinx %%%</li> <li>○ Non-White, Non-Hispanic %%%</li> <li>○ Overall %%%</li> </ul> </li> <li>• Percent Reporting Difficulty Finding Childcare in Fort Collins, 2022             <ul style="list-style-type: none"> <li>○ LGBTQ+ %%%</li> <li>○ Straight %%%</li> <li>○ Overall %%%</li> </ul> </li> </ul> <p>Source: Health District of Northern Larimer County Community Health Survey</p>
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		<p>The Social Sustainability Department (SSD) awards funds annually towards early childhood education and childcare services for low-income households in the community.</p> <ul style="list-style-type: none"> <li>• In 2024, SSD has awarded \$423,955 in ARPA funds and \$176,777 of Human Services Program (general) funds to organizations providing childcare services.</li> <li>• An estimated 1,155 children from low-income households are anticipated to be served by these programs.</li> </ul> <p><b>The City of Fort Collins Recreation Department</b> provides licensed childcare for ages 3 – 11 through both the Funtime Preschool Program (which includes Funtime Adventures- summer preschool camp) and Camp FunQuest (year -round on school out days/breaks and all summer).</p> <ul style="list-style-type: none"> <li>• The licensed childcare programs serve over 500 participants during the summer months alone at both the NACC and Foothills Activity Center.</li> <li>• For Summer 2024, both Funtime Adventures and Camp FunQuest have 255 individual participants on the waitlist for summer camp weeks at both NACC and Foothills Activity Center. With the demand and need in this area, Recreation plans to expand both its Funtime Preschool Program and Camp FunQuest with the construction of the Southeast Community Center.</li> <li>• The Department will be offering Colorado Universal Preschool (UPK) starting with the 2024-2025 school year at the Northside Aztlan Community Center in the renovated childcare/early learning wing.</li> <li>• There is a 40% participation of reduced fee households in Recreation childcare programs.</li> <li>• The Recreation Department has a Behavioral Specialist dedicated to supporting families, participants and staff. Funtime Programs and Camp FunQuest participants receive 58% of all inclusion supports offered by the Adaptive Recreation Opportunity team. Participants receiving inclusion support have diagnoses of autism spectrum disorder, ADHD, Down syndrome, or other non-specified diagnoses that require more intensive support. The Behavior Specialist provided 153.5 hours of behavior support for licensed childcare programs in 2023 and 27 hours of staff training. 2024 totals for behavioral support and staff training completed will be available in August 2024.</li> </ul>
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		<p><b>Get FoCo</b>                  Get FoCo is a single point of entry for the City’s income qualified programs. Available in English, Spanish, and over 130 languages via Google Translate. Get FoCo improves historic access and adoption barriers to the City’s income-eligible programs by addressing fragmented programming, varying eligibility and renewal timelines, duplicative and paper-only applications, high departmental expense to staff, and more.</p> <ul style="list-style-type: none"> <li>- As of June 2024, there are 3,139 households receiving benefits or 7,728 individuals</li> </ul> <p><b>Sales Tax and Business Licensing</b>                  The sales tax team has been partnering with the MBEC team for over year and our teams have set up a Teams chat. The sales tax team is available with a direct line of communication to MBEC team when questions arise and is available to schedule appointments with the customers they are working with. The chat has been successful in helping business owners with limited English proficiency obtain sales tax licenses. The number of business owners with limited English proficiency received licenses has not been tracked, but the Teams chat is used about once per week for questions in general. While we haven’t yet scheduled appointments together with businesses, we do see opportunities in these appointments as there can be confusion on who the business should be contacting for sales tax questions.</p> <p><b>Budget Office</b>                  Per your activities question, for BFO and Strat Plan, this is the type of data CPIO collects; none of it is broken down demographically:                  Methods:</p> <ul style="list-style-type: none"> <li>• Animated Budget 101 videos in English/Spanish</li> <li>• Recommended and Adopted Budgets in Brief published in both Spanish and English</li> <li>• Budget Workshop in partnership with the Center for Public Deliberation</li> <li>• OurCity project page with online engagement activities in both English/Spanish</li> <li>• Website and social media promotion</li> <li>• Public Hearings</li> </ul>
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		<ul style="list-style-type: none"><li>• Community Survey</li><li>• Participation:</li></ul> <p>OurCity:</p> <ul style="list-style-type: none"><li>o 1,600 total page visits</li><li>o 1,100 aware visitors, 599 informed visitors, 151 engaged</li><li>o 128 survey responses</li><li>o 118 ideas submitted</li></ul>
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	<p>Education</p> <ul style="list-style-type: none"> <li>- Academic Achievement</li> <li>- Staff Representation</li> <li>- Barriers to Academic Success</li> <li>- Educational attainment</li> </ul> <p>Pg. 58-72</p>	<p>Reference PSD Data</p>										
<p><b>Environmental Health</b></p>	<p>Environmental Justice</p> <ul style="list-style-type: none"> <li>- Pollutants</li> <li>- Climate Vulnerability Factors</li> </ul> <p>Pg. 75-78</p> <ul style="list-style-type: none"> <li>- Recycling pg. 121</li> </ul>	<p>The Healthy Homes program focuses specifically on improving indoor air quality through reducing pollutants including those that can trigger asthma (dust, mold, etc.) and other environmental health hazards such as radon (the leading cause of lung cancer among non-smokers). The program has served 70 homes since advancing the program through the Environmental Justice pilot (2/2023-5/2024) and has distributed the following resources. The resources offered were chosen to create more resilient home environments that are less vulnerable to and prepared for climate change impacts.</p> <table border="1" data-bbox="648 1040 1434 1247"> <thead> <tr> <th>Resource</th> <th>Total Distributed</th> </tr> </thead> <tbody> <tr> <td>Radon test kits</td> <td>70</td> </tr> <tr> <td>Portable Air Cleaner + extra filters</td> <td>66</td> </tr> <tr> <td>Furnace servicing/inspections</td> <td>51</td> </tr> <tr> <td>Low-level Weatherization</td> <td>42</td> </tr> </tbody> </table>	Resource	Total Distributed	Radon test kits	70	Portable Air Cleaner + extra filters	66	Furnace servicing/inspections	51	Low-level Weatherization	42
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	<p><b>Radon test kits</b> identify high levels of radon in homes to identify mitigation need and help prevent radon induced lung cancer.</p> <p><b>Portable air cleaners</b> can be used to create a clean air space in the home during wildfire smoke events and/or bad outdoor air quality days. These are especially important for homes with someone who has a respiratory ailment (i.e. asthma, COPD, etc.) and/or young children and adults over 65.</p> <p><b>Low-level weatherization</b> can help maintain comfortable temperatures in the home and keep pollutants out. Additionally, reduces the use of natural gas, reducing GHG emissions from homes.</p> <p><b>Furnace servicing/inspections</b> ensures the unit is working/filtering properly and efficiently which keeps the home safe from Carbon Monoxide leaks etc.</p> <p><b><u>Demographics</u></b></p> <p>Of the 70 homes that have participated in the HH program 58 (83%) completed the demographics survey.</p> <ul style="list-style-type: none"> <li>• Income level: 67% of homes made less than \$35,000 annually and 81% made less than \$50,000 annually</li> <li>• Gender identity: 67% of participants identified as women</li> <li>• Age: 55% were between the ages of 40-50 years old</li> <li>• Race:             <ul style="list-style-type: none"> <li>○ 59% identified as white</li> <li>○ 34% identified as Hispanic/Latinx/Spanish Origin</li> </ul> </li> <li>• Education level: 58% had a high school diploma or lower</li> <li>• Disability: 11% indicated having a disability</li> </ul> <p>Video link: <a href="https://www.fcgov.com/airquality/healthyhomes">https://www.fcgov.com/airquality/healthyhomes</a></p> <p>The 2023 Innovate Fort Collins Challenge Grant program provided funding to projects in parts of the community, with a focus on vulnerable housing, that is most impacted by climate change and weather-</p>
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		<p>related impacts such as hotter summer temperatures and extreme cold. Projects were funded in 2023 provided funding to 4 individual households and 3 non-profits with projects that included roof replacements, window, screen and door replacements, and sewer line replacement and repair. Project participants are residents of 5 mobile home communities and the Samaritan House, which provides sheltering and community services. These projects improved the safety, comfort and livability of the participants, enabling household to avoid or reduce electric and natural gas use, have improved indoor air quality and protection from storms.</p>
<p><b>Safe Community</b></p>	<p>Criminal Justice &amp; Public Safety</p> <ul style="list-style-type: none"> <li>- Law Enforcement</li> <li>- Incarceration and Community Supervision</li> <li>- Perceptions of Safety</li> </ul> <p>Pg. 28-35</p>	<ul style="list-style-type: none"> <li>• Arrests, charges, and use of force (response to resistance) are good metrics to monitor.</li> <li>• As verified by CUNY, the sample size for some of our data is so small it misrepresents the impacts. We'd like to see a researcher re-evaluate current data with a weighting that demonstrates actionable information.</li> <li>• Population data must include demographic data from the influx of students and workers. Using a rate per 1,000 is skewed otherwise.</li> <li>• Incarceration &amp; Community Supervision are managed by the county and court system. <u>We have no impact on them, so this is not helpful.</u></li> <li>• Perception of safety questions in the city survey must be specific to police to be valuable here. General safety questions draw on the participants' perceptions of: disorder, fire hazards, street conditions, public nuisances, and more.</li> <li>• We report the last five years of our data here: <a href="https://www.fcgov.com/police/transparency">https://www.fcgov.com/police/transparency</a></li> </ul>
<p><b>Transportation &amp; Mobility</b></p>	<p>Transportation</p> <ul style="list-style-type: none"> <li>- Commuting</li> <li>- Personal Transportation</li> <li>- Public Transportation</li> </ul> <p>Pg. 140-150</p>	<ul style="list-style-type: none"> <li>• Transfort's fixed route gathers data consistent with the report via an annual on board survey since 2021 and via public transit specific questions contained in the CPIO Community Survey (Clearpoint TRAN45).</li> <li>• Accessible infrastructure such as ADA compliant bus stops, stop condition ratings and amenities are documented throughout the year and published to Clearpoint (TRAN67, TRAN 78).</li> <li>• The Dial A Ride paratransit program provides on-demand door-to-door trips to qualified individuals with disabilities. Customer experience and vendor accountability are quantified through On Time Performance (TRAN 75) and qualitatively through on board survey.</li> </ul>



		<ul style="list-style-type: none"> <li>• Transfort is currently researching and developing a qualitative measure for equity impact that will consider guidance from the DEI data working group, the North Front Range NPO and industry standard items available within our service planning software with the goal of reaching production in 2025.</li> </ul>
<p><b>High Performing Government</b></p>	<ul style="list-style-type: none"> <li>- Trust in Government</li> <li>- Engagement with Community</li> <li>- Volunteering</li> </ul> <p>Pg. 22-25</p>	<ul style="list-style-type: none"> <li>• The City has engaged consultant Kearnes &amp; West (K&amp;W) to facilitate the delivery of updated Public Engagement Guidelines to guide community engagement strategy and delivery across the organization. The guidelines will include enhanced tools and specific details for staff regarding community-focused criteria to ensure communications and engagement practices are inclusive and accessible to all. K&amp;W is completing interviews with internal and external stakeholder teams at this time, with a draft of the plan expected in late June. The plan will be hosted on the City’s SharePoint pages as a living document/resource hub.</li> <li>• In conjunction with the updated Public Engagement Guidelines, and in partnership with the Office of Equity &amp; Inclusion, CPIO is working on developing a Language Access Guidelines SOP to provide guidance regarding language interpretation/translation requirements and methods across the organization. The SOP will strive to balance community needs while also considering existing organizational resources. The process of developing this SOP is expected to identify shortfalls/needs in resourcing and capacity in this area, and the work of addressing those gaps will</li> </ul>



		<p>continue. A draft of this SOP is expected to be presented to staff for review and feedback mid-summer, 2024.</p> <ul style="list-style-type: none"> <li>In Q4 2023, upgraded interpretation equipment was purchased and delivered. This equipment is now being used at events that require simultaneous interpretation. Staff has continued to refine updated engagement and outreach guidelines, along with language access guidelines. An engagement firm has been hired to help finalize the guidelines, including reviewing them with local community partners to ensure they align with the needs of community.</li> </ul>
<p><b>High Performing Government</b></p>	<p>- Volunteering Pg. 22-25</p>	<p><b>Volunteering</b></p> <ul style="list-style-type: none"> <li>VSP currently tracks metrics on the total number of volunteers and the total number of volunteer hours each year. As of June 1<sup>st</sup>, the City has</li> <li>Demographic information is provided voluntarily and is not required by volunteers participating in our programs. Currently, 13.59% of volunteers have provided racial/ethnic information.</li> <li>Of these, 11.82% have identified as white, and 1.45% have identified as Hispanic and/or from other racial groups.</li> </ul>



		<ul style="list-style-type: none"><li>• The Volunteer Services Program Manager will engage with the equity office to discuss what other metrics might be gathered to support these indicators.</li></ul>
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