



Equity Indicators Update

City Council Work Session

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October 22, 2024



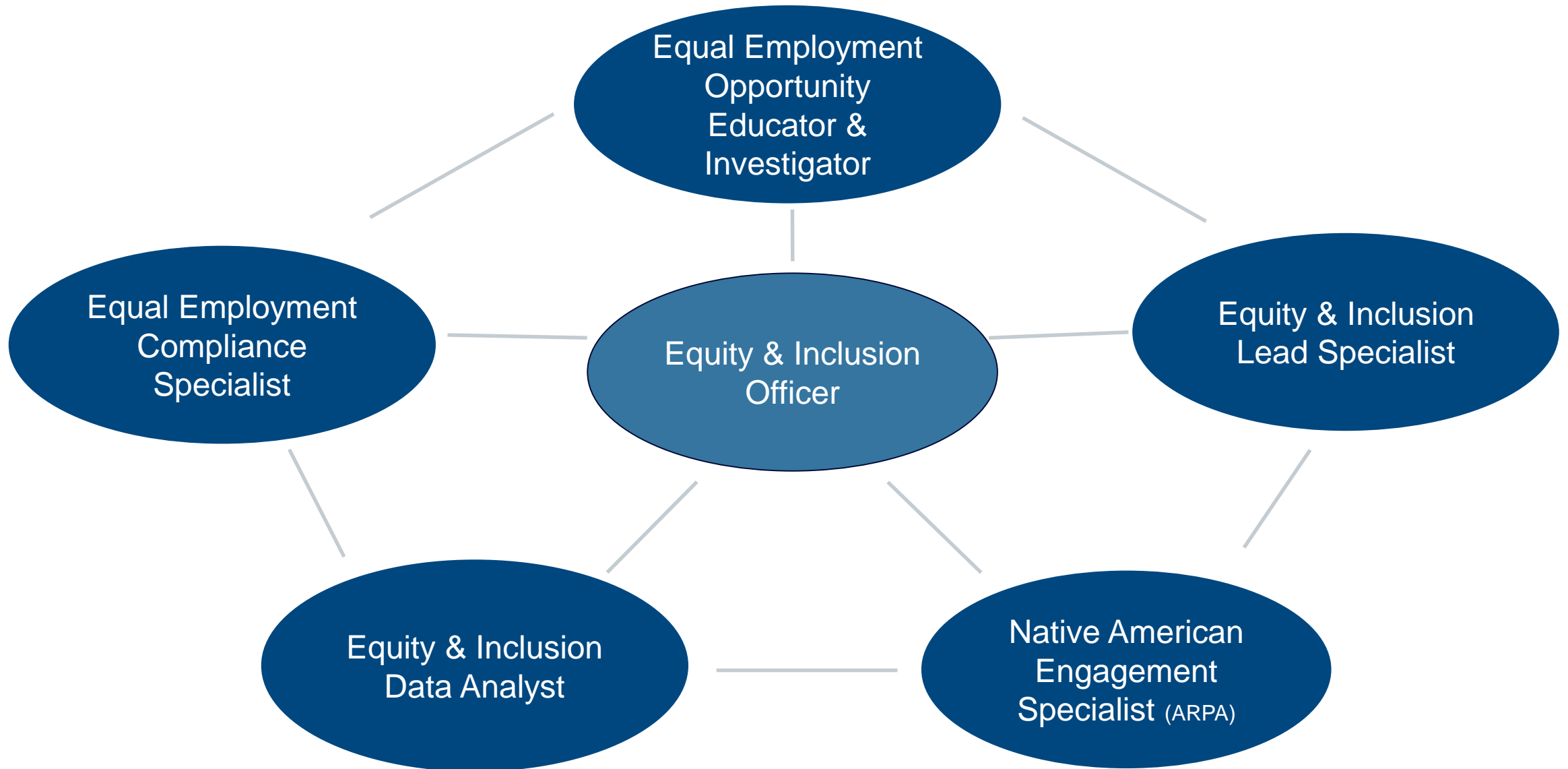
Purpose of Work Session

1. How do we know that the programs, services, and activities that the City offers is advancing equity in our community?
2. Summary of the work underway since the Equity Indicators Report (2021)

Question for Council

What follow-up does Council have related to equity indicators or metrics?







Fort Collins Equity Indicators

Final Report - March 2021



- CUNY published in March 2021 with 2019 data.
- Elevated awareness of issues and the urgent need to address disparities requires substantial changes to policy and practice.
- The report does not provide an analysis of what causes the reported disparities or prescribe a formula for resolving them.
- Changing this data requires research and dialogue beyond the scope of this report.



Fort Collins Equity Indicators

Final Report - March 2021



CUNY ASKED:

1. How will an Equity Indicators tool be used in your city?
2. And more specifically, how will your city government use the tool?
3. How will it be integrated into other City initiatives?
4. Who will be responsible for maintaining the Equity Indicators tool in your city?
5. When will data be updated, and how will it be made available to the public?



Fort Collins Equity Indicators

Final Report - March 2021



CUNY Identified Themes

1. Social Exclusion
2. Intersecting Areas
3. Policies as Drivers of Disparities
4. Budgeting and Representation within the City of Fort Collins

Evolution of Equity Guidance in Strategic Planning

2020 NLSH

Advance equity for all, leading with **race**, so that a person's identity or identities is not a predictor of outcomes.

2022 NLSH

Advance equity for all with an emphasis on social justice to remove systemic barriers so that persons of all identities, including race, ethnicity, religion, gender, gender identity, gender expression, sexual orientation, age, class, and physical and mental abilities can fully participate in City services and experience equitable community outcomes.

2024 NCV 3



Identify and remove systemic barriers and advance equity so that persons of all identities, including race, ethnicity, religion, sexual orientation, gender identity, gender expression, age, mental and physical abilities, and socioeconomic levels can access programs and services with ease and experience equitable outcomes.

Embedding Equity - Timeline

2022

- Learn City systems: Values Refresh Project
- Community connections with opportunity groups
- Staff Education & Training
- Equity Indicators Dashboard published; hosted community conversations
- Land Acknowledgement developed by Native American community (ARPA)

2023

- Write Equity Plan 2023-2026
- Equity Grant Funds (ARPA)
- Launch Community Connectors focus group
- Support and sponsor annual cultural events: Native American Powwow, Juneteenth, Latine/Hispanic Heritage Month
- Data Analyst FTE Approved
- Staff Education / HRC & DAB

2024

- Equity Readiness Assessments Launched
- Equity Grant Fund (ARPA)
- Data updates, setting specific goals to measure impact
- Continue Community Connectors focus group
- Staff Education/ HRC & DAB

Goal 1:

Commitment and Common Language in the Workplace

- Equity Readiness Assessments (ERA)
- Equity Collaborative
- Employee Relations Education & Training
- Native American Program-Engagement & Education
- Employee Resource Group Policy
- Inclusive Language Guide

Staff Education

- Creating Inclusive Excellence Program (CSU partnership)
- Disability L&Ls (ARC partnership)

Goal 2:

Inclusive and Equitable Engagement

Community

- Spanish Language Community Connectors Group (vulnerable population + staff/council conversations)
- CSU/City/ Non-Profit Collab
- Cultural event planning and sponsorship
- Support community-led initiatives with City facilities space

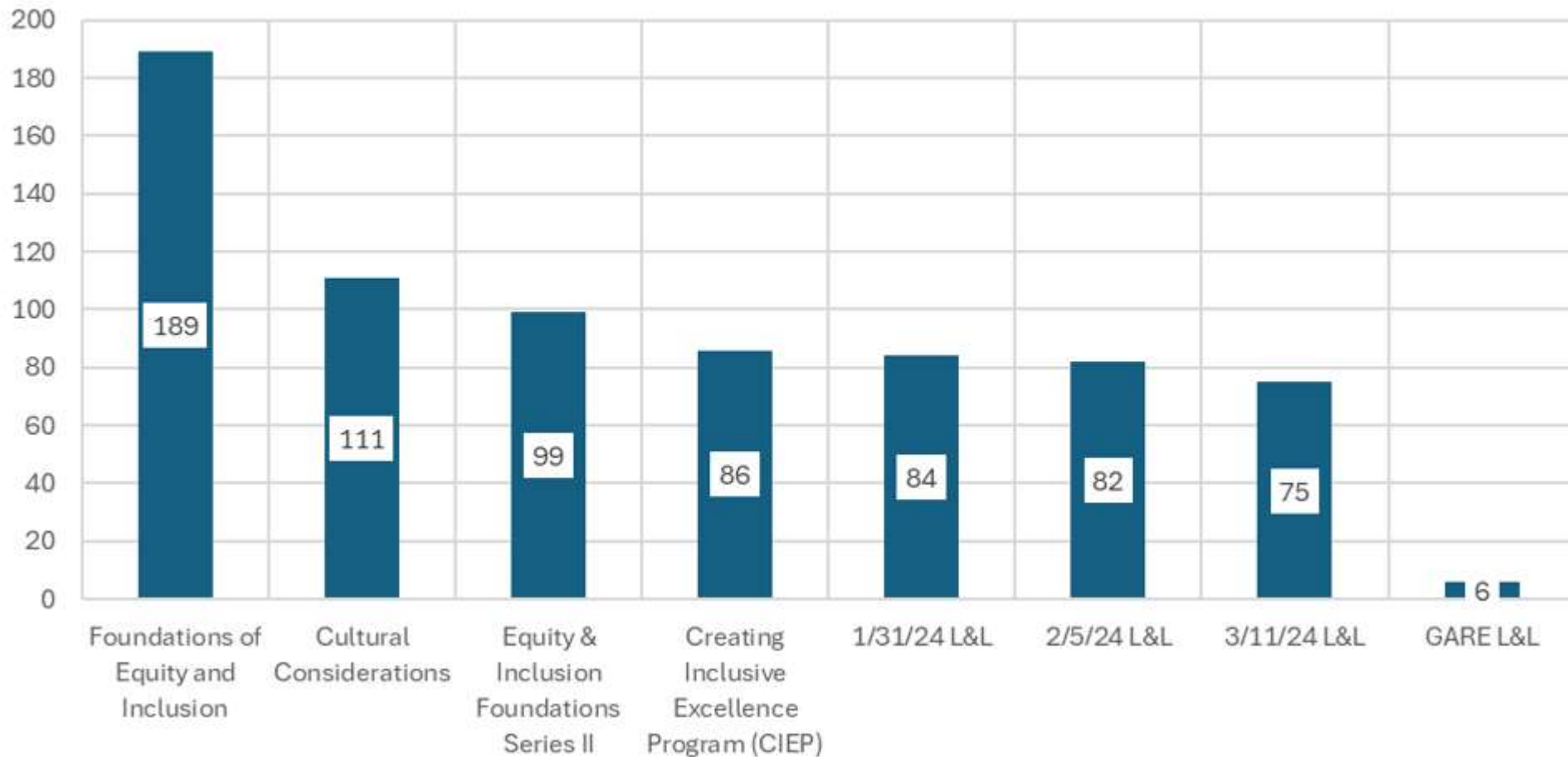
Goal 3:

Data Accountability

- **Equity Readiness Assessments**
- **Demographic data** - Who do we serve? How do we know we're serving them well? How would we know if they're positively impacted by our services?
- **Access and Communication**- language services needed; communication type and distribution;
- **Shared Data & Routines**
- Equity Opportunity Assessment Map
- Data Library Project
- How do we change the data overtime? What is working – and how can we keep doing it?

Equity Training Registration

Total Registration = 732 employees, Average Registration = 92 employees.



2022-2023

- ELT Sessions
- Foundations Series I & II

2024

- Equity Plan L&L (3)
- Cultural Communication
- CIEP Series (6)
- Disability Employment Acceptance Series (4)
- Equity Readiness Assessments (8)

Silos and Integration Challenges

Note

Limited data sharing or integrated analysis across different departments or initiatives.

Opportunity

- Standardize demographic data collection methods across all city departments
- Use current metrics to research additional impact potential

Evolving Performance Metrics

Note

City has new 2024 Strategic Plan with fewer objectives.

Opportunity

- Establish specific goals that describe how metrics will change overtime to show impact and effectiveness
(how do we know what were doing is working?)

Adapting to Changing Community Needs (CX)

Note

City evolving to respond to community needs. Different type of data needed to guide these efforts.

Opportunity

- Data Library Project- internal tool and data repository
- Implement a centralized data platform accessible across departments
- Include data visualization/maps tools to support equitable decision-making

How do we know that the programs, services, and activities the City offers is advancing equity and working for all community members?

1. What are the specific project goals?

- Deliver X by Y for Z result

2. Who do we serve?

- Internal Data Library City Profile
- Staff will access to the same data and maps

3. How do we know we're serving them well?

- Explore data we already collect to understand fuller story
- Outputs: Measures the “amount” of service delivered, usage or the programmatic workload.
- Efficiency: Measures the quality or cost of the service delivered, often per occurrence.

4. How would we know if they're positively impacted by our services?

- Effectiveness: Measures whether we achieved our stated goal for the individuals we targeted.
- Program outcomes: Measures whether our program is making a tangible difference over time

Example of Data Expansion Questions

Purpose: The resources offered create more resilient neighborhoods/ communities and reduce vulnerability.

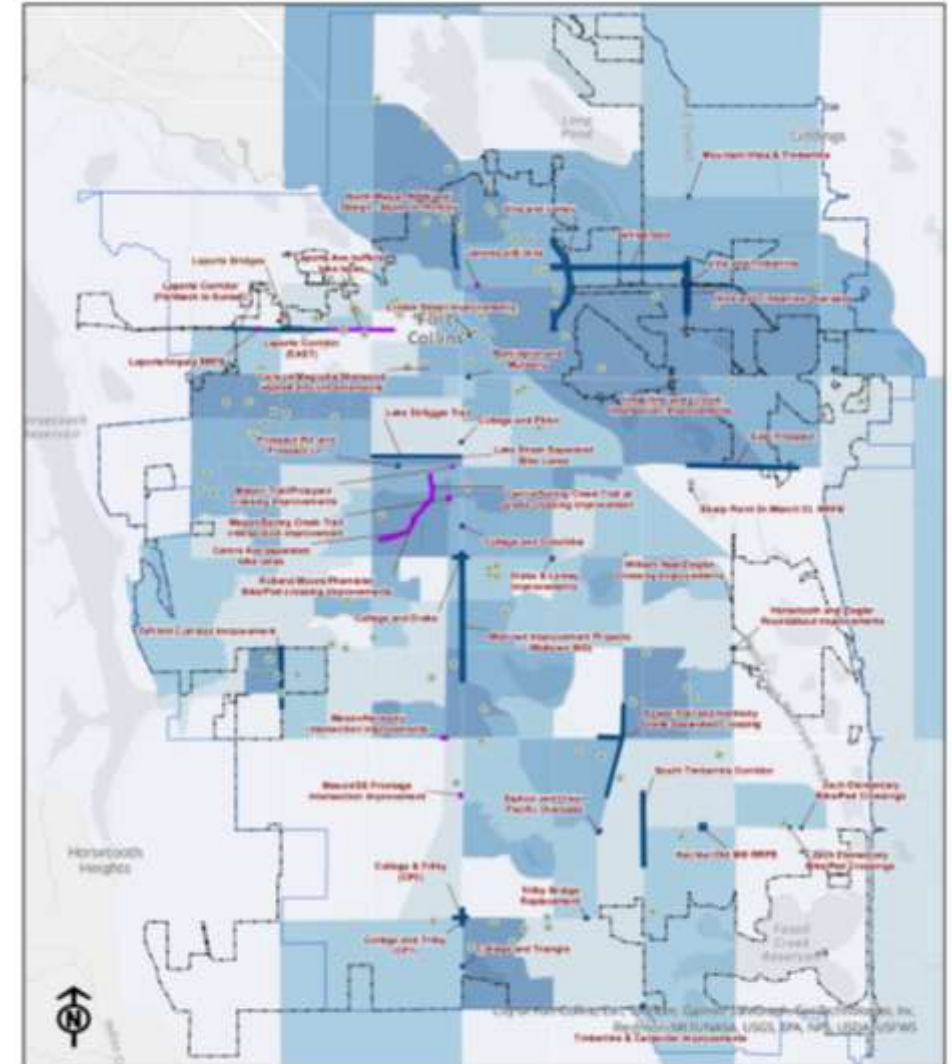
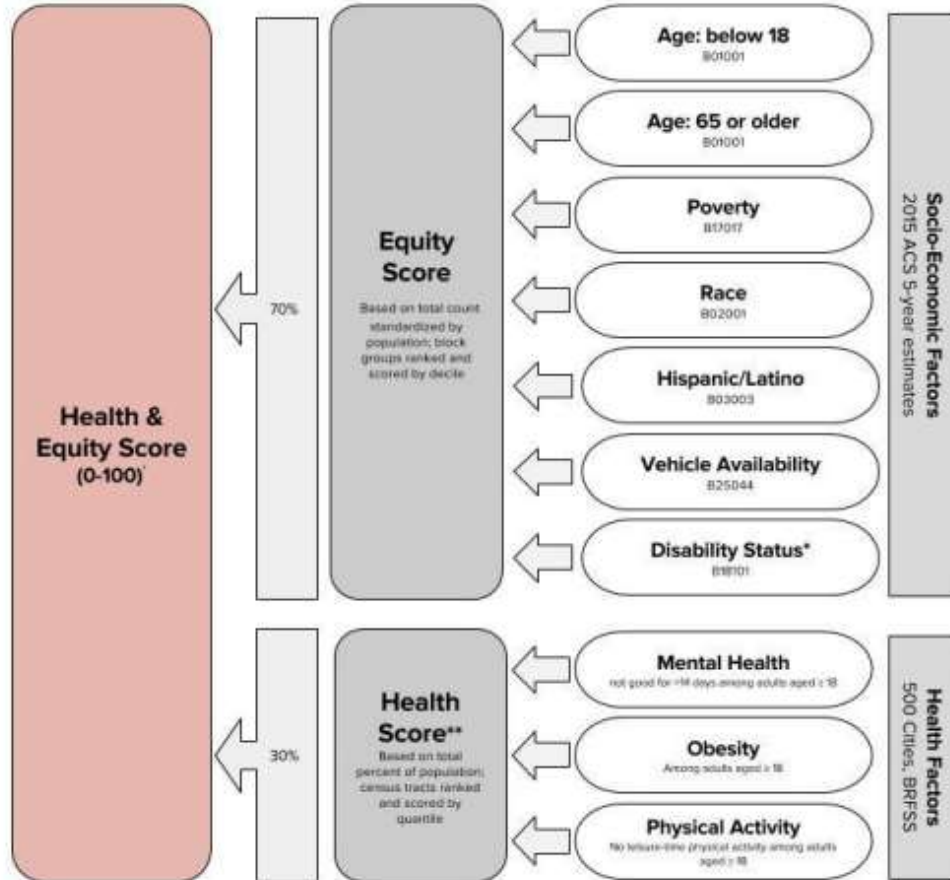
Metric: Number of Total Resources Distributed

Potential Further Data Analysis Questions:

1. What baseline data do you have to show the need for XX project?
2. Based on the demographic data, how has your project used this data to inform the program design, implementation and service delivery?
3. How were resources distributed across different neighborhoods? Could you map or present a visual by Council District?
4. What is the correlation between resource/service distribution and areas of opportunity/vulnerability ? GIS maps
5. What language services are needed to increase access to these resources/services?
6. If there is an application or sign-up process, is it accessible to all community members?
7. How will you know if the program has had the intended impact?

Equity in Action: Transportation Capital Projects

Figure 3: Health Equity Index Graphic



A Case Study On Incorporating Health And Equity Into Urban Plans, Transportation, And Land Use Policies
The Built Environment Program at the Larimer County Department of Health and Environment (2017)

Operationalize City Resources to Build and Preserve Affordable Housing

- Housing inventory
- Landbank Program
- Land Use Code & Incentives

Improve Human and Social Health for Vulnerable Populations

- Financial assistance to third parties serving older adults, people with disabilities, immigrant community, childcare programs, food systems programs, diverse health needs

15-minute City Concept

- Housing inventory
- Business ownership- MBEC and NoCo Biz Connect
- Childcare programs
- Recreation and Adaptive Recreation Programs
- Transfort routes and frequency of service/ ridership
- Dial-a-ride service
- ADA bus stop improvements
- Active Modes

Integrated Approach to Economic Health

- Employment Rates and demographics, recruitment efforts
- Multicultural Business Entrepreneur Center- Business creation, ownership by gender, race, ethnicity
- Business licensed in Fort Collins

Make Government more accessible, approachable and fun

- Community focus groups- Climate Equity Committee, CDNS Community Consultants, Equity & Inclusion Community Connectors
- Investment in language services across the departments
- Cultural events sponsored by the City



Thank you!

¡Muchas Gracias!

Metrics with ties to Strategic Plan and Council Priorities and strong equity focus (back up slide)

Utility Cost Burden

- Digital Equity Programming / Low Cost Internet
 - # of individuals served
- IQAP
 - add GIS Maps
- Payment Assistance Fund
 - # of requests
 - Map addresses

Essential Services

- ADA improvements to sidewalks and bus stops
- Accessible programming

Economic Opportunity

- MBEC and NoCo Biz Connect
- Types of businesses, start dates, types of assistance requested points to possible improvement areas
- Childcare

Public Transportation

- Ease of traveling
- Transit Connectivity
- Bus Frequency

Public Health

- Asthma
- Cardiovascular

Environmental Justice

- Problems with indoor air
- Problems with unclean drinking water

Currently on the dashboard (2019)

- Criminal Justice
- Economic Opportunity
- Housing

Culture & Recreation

- Community Cultural Program
<https://coftc.sharepoint.com/sites/DataLibrary/SitePages/Reports.aspx>

Equity Readiness Assessments (ERA- back up slide)

Light & Power Budget and Operations
Equity Readiness Report

Equity Readiness Assessment (ERA)

The ERA is a facilitated discussion guided by a list of demographic and communication considerations that take a people and community-centered approach when evaluating for equity in a project phase or life cycle. After utilizing the assessment tool, teams identify areas of focus as well as curiosities and new avenues to explore. Refocusing for equity is a path to identifying and removing barriers to achieve meaningful outcomes and addressing diverse community interests, concerns, and needs as they relate to City services. Employees are encouraged to dream big, be thoughtful, and visualize a future where equity, inclusion and belonging abound, and projects are successful.

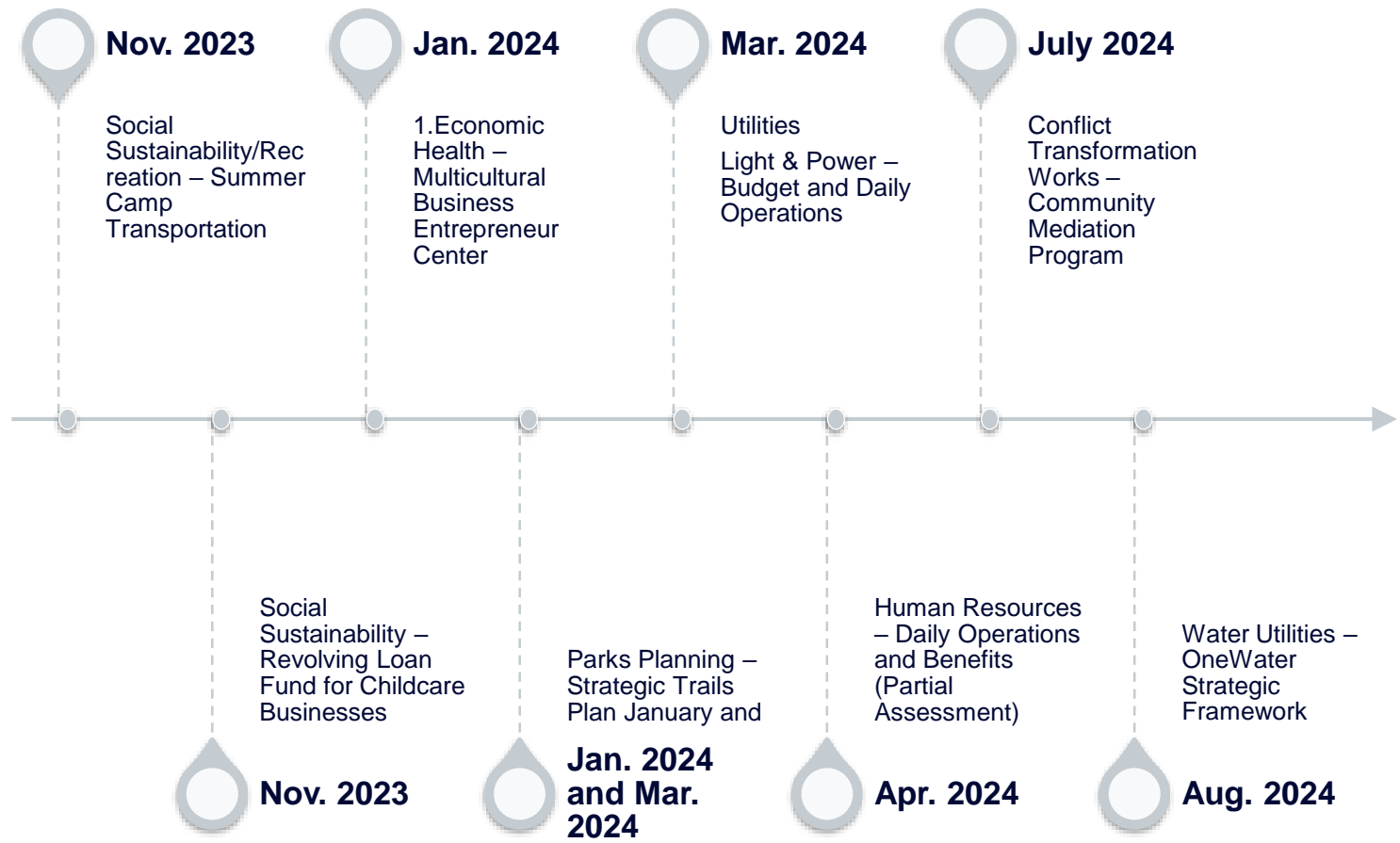
Date:	March 22 nd , 2024
Project Name:	Light & Power Budget and Operations
Project Team:	Large group discussion led by Travis Walker and supported by many
Discussion Facilitator:	Li Messinger
Initial Request: How do you know this is working?	Would like to have an ERA/budget related conversation with our L&P Budget Team (aka leadership). Any insight or guidance from the Equity Office would be beneficial for this team.
Follow-up Discussion:	TBD

Summary: Discovery and Outcomes Identified

In summary, ensuring equitable utility services across neighborhoods is a concern, with barriers like lack of streetlights in mobile home parks, curb/culter requirements, and limited city influence on private properties, including apartment complexes. There is an emphasis on proactive, transparent community engagement using diverse outreach methods beyond door hangers, especially tapping into existing meetings with underrepresented groups.

While infrastructure priorities are currently set based on data like age and condition, there is a desire to factor in potential disproportionate impacts on certain demographic groups. Using clear, jargon-free language, avoiding insensitive terms, leveraging visual/multimedia, and rephrasing complex topics in understandable ways are identified as important communication strategies.

Additionally, there is recognition of systemic barriers making service delivery difficult, like jurisdictional constraints in mobile home parks and apartment complexes. Inherited infrastructure issues exist, and the team is seeking ways to overcome these obstacles.



Box 1: Four types of data sources

Existing reports (e.g., 2020 Sustainability Gaps Analysis, Larimer County Community Corrections Annual Report)

Publicly available data or dashboards from local/state sources (e.g., Fort Collins Police Services Transparency data, Poudre School District data from the Colorado Department of Education)

Publicly available local data from national sources (e.g., Fort Collins data from the American Community Survey, Home Mortgage Disclosure Act data)

Data provided directly by City or County departments and agencies (e.g., Community Health Survey, utilities burden data).