



Office of Equity & Inclusion

2024 Impact Report



Land Acknowledgement

We acknowledge and honor the lands situated within the City of Fort Collins as the original homelands of the Hinono'eiteen (Arapaho), Tsétséhéstáhese (Cheyenne), Nʉmɪnɪɪ (Comanche), Caiugu (Kiowa), Čariks i Čariks (Pawnee), Sosonih (Shoshone), Oc'eti S'akowin (Lakota) and Núuchiu (Ute) Peoples. This area is an important site of trade, gathering, and healing for these Native Nations. These lands are home to a diverse urban Native community representing multiple Native Nations and Indigenous Peoples. Despite forced removal and land dispossession, they continue to thrive as resilient members of our community. We are grateful for Native community members and honor the rich cultural heritage they bring to our collective community. We further recognize and value their social, intellectual, economic, and cultural contributions. The City of Fort Collins is committed to supporting, partnering, and working with the Native and Indigenous community.





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Letter from the Team

Greetings Colleagues and Community,

The City of Fort Collins Office of Equity & Inclusion is invested in relational work that fosters trust and creates an inclusive workplace and community. Through shared commitment and understanding, data accountability and inclusive engagement we are embedding equity into all practices and processes. Working in collaboration with City staff and community to cultivate inclusion, diversity, equity and accessible environments for the workplace and community is our highest priority.

We firmly understand that municipal governance is the level of government closest to its people. The decisions the City makes on engagement design, policy, process, and service delivery have profound impacts on daily community life and the workplace. We have the responsibility to provide programs that exemplify inclusion, diversity, equity and accessibility (IDEA) so community members and staff of all backgrounds have opportunities for civic engagement, cultural enrichment, and participation in decision-making processes.

The Office of Equity & Inclusion dedicates time and resources on internal staff development and community relationships efforts that focus on building skills and competencies that contribute toward increasing access by identifying and removing barriers to City programs and services. We work is intrinsically connected to Council Priorities, the City Strategic Plan, and Equity Plan to develop work streams that align to big picture, systemic work that advance the City mission, vision and values. To reach desired outcomes we work alongside teams to help design and embed equity focused solutions and processes into projects and everyday activities. We aim to develop programs, services and activities that grow a sense of belonging, safety and accessibility and our efforts are inclusive of all identities across the organization and the Fort Collins community.

We do this work wholeheartedly and with great joy and we look forward to ongoing work and focusing on building even stronger relationships with staff and the Fort Collins community members in 2025.

Sincerely,

The Equity & Inclusion Team

Claudia Menéndez, Equity & Inclusion Officer
Liz Messenger, Lead Equity & Inclusion Specialist
Brigid Hinterberger, Lead Equal Employment Opportunity Investigator
Jan Reece, Lead Equal Employment Opportunity & Compliance Specialist
Tyler Wenande, Data Analyst
África Garcia, Digital Inclusion Specialist
Melanie Clark, Executive Admin Assistant

Inclusion, Diversity, Equity and Accessibility (IDEA)

One big move the Equity & Inclusion Office took this year is to start socializing the addition of Accessibility to the acronym DEI. Commonly, we see this as DEIA. However, the State of Colorado Department of Local Affairs (DOLA) uses a different arrangement of the acronym using IDEA instead. Following DOLA’s lead, we are leaning in and adopting the IDEA acronym as a framework to help structure and talk about how inclusion, diversity, equity and accessibility are integral to all aspects of our work. We are focused on embedding IDEA into our systems, processes, practices, and organizational culture.

The IDEA framework creates the pathway for how we develop collaborative workstreams to accomplish what we set out in the [Equity Plan](#) and address Strategic Objective Neighborhood and Community Vitality 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.

IDEA Framework	
Inclusion	The active, intentional, and ongoing commitment to ensure all people feel authentically welcomed, respected, and able to fully participate in shared spaces and experiences. This involves creating environments where every person feels valued for their unique contributions and has meaningful opportunities to shape their communities. Inclusion goes beyond mere representation to ensure genuine full participation and active belonging.
Diversity	The rich variety of human experiences, perspectives, and identities that make our communities and workplaces vibrant and strong. This includes but goes far beyond visible differences, encompassing the full range of human characteristics: ways of thinking, cultural richness and backgrounds, life experiences, family structures, and the many other aspects that make each person unique while connecting us in our shared humanity.
Equity	Equity recognizes that different people have different starting points This involves identifying and removing barriers, providing resources based on needs to ensure ease of access to City programs services and activities Equity means local government engages with and responds to what the community says they need.
Accessibility	The intentional design and creation of environments, programs, services, and experiences that welcome and enable full participation by all community members and staff. This includes physical, digital, social, and cultural aspects of programs and services that ensure everyone can meaningfully engage, regardless of their physical or mental abilities or circumstances. True accessibility considers the full spectrum of human needs and experiences and incorporates universal design that benefits all abilities.

Equity Plan Goals Update

The Office of Equity & Inclusion shares responsibility with all departments to embed equity considerations to all aspects of our work, from data-informed analysis to using shared language and definitions. It is vital that we have a shared understanding of what equity is, why it is important and how everyday decision-making can work toward providing supportive experiences for all community members.

The 2023-2026 Equity & Inclusion Plan is guiding how we develop work to implement the shared vision toward building a more inclusive and equitable Fort Collins. Listed below are the three prioritized goals identified to embed equity in all stages of project planning and all relevant activities implemented to advance IDEA for the City of Fort Collins community and staff.

Goal 1: Commitment & Common Language in the Workplace

As defined in the Equity Plan: We will normalize and operationalize a Citywide understanding of equity and inclusion principles and provide development opportunities for staff across all levels. We aim to share examples from across the City to demonstrate how departments are embedding equity. Educational opportunities for staff provide shared understanding and common language across service areas on embedding inclusion, diversity, equity and accessibility into all aspects of a project life cycle.

Employee Education and Training

Equity Plan Goals Lunch & Learn Series

In Q1 we hosted a monthly Lunch & Learn to provide an opportunity to connect with staff and discuss each of the Equity Plan goals. We invited staff from various departments to present on how they are embedding equity into their projects and planning processes.

- **January-** Data Accountability
 - Focus in EOA Map
 - Data Library Project
 - Health Equity Index Use

- **February-** Shared Language
 - Discussion for a language guide
 - Present ideas for a new inclusive workplace module

- **March-** Inclusive Engagement
 - Communications and Public Information Office (CPIO) collaboration
 - Inclusive Language Guide and Language Access Guidelines



Work started in 2024 and in progress:

- Inclusive Language Guide Draft- Roll out Q2 of 2025
- Inclusive Workplace Module- Launch end of Q1 2025
- Equity Collaborative Learning Community (six 2-hour meetings total in 2024)
- Creating Inclusive Excellence Program (CIEP) Training: Colorado State University (CSU)- City Partnership (82 staff registered).

In collaboration with CSU's Office of Inclusive Excellence, the Office of Equity & Inclusion and HR launched the Creating Inclusive Excellence Program (CIEP). The 2024 cohort engaged 82 employees across all city departments, with 36 employees completing the full 6-session professional development certificate program, demonstrating a strong organizational commitment to diversity, equity, and inclusion.

CIEP is a comprehensive, well-established certificate program that has been a cornerstone of talent development at CSU for many years. For this reason, we considered this training as a good program for City staff as we move towards building shared knowledge across institutions and strong partnership with CSU.

The comprehensive program covered critical topics including diversity foundations, unconscious bias, social identity, oppression, inclusive language, and bystander intervention, equipping city employees with essential skills to create more inclusive workplace environments.

Plans for continuing to offer CIEP sessions are on hold due to unforeseen changes occurring in the Office of Inclusive Excellence due to executive orders. We hope to find a way to continue working with our colleagues at Colorado State University and offer opportunities for employee development in creating inclusive and respectful workplace environments.

Employee Resource Groups (ERG)

Time and effort has been dedicated to creating an ERG policy to help shape the future work. A new policy was written to structure ERG work and partnerships to assure ERG feel supported.

This foundational work will continue in 2025 so the City organization has a shared understanding and commitment to the work ERGs are leading.

Read the policy here: [ERG Policy Document Final.docx](#)

Accessibility & Compliance Work

ADA compliance work for facilities is led by Operation Services. The Equity & Inclusion Office has built trusting relationship with this department, so their communication is fluid, and the teams are responsive to needs that are identified as we work more closely with community members with diverse abilities and learn from their lived and living experiences. Operations Services as a secure budget of \$500,000 annually dedicated to facilities ADA compliance work.

- Facilities Work Completed:
 - Northside Atzlan 2nd floor workout room entrance
 - Downtown Transit Center exterior concrete work
 - ADA lift for Green Ice Rink spectator area at EPIC
 - EPIC dispersed seating at spectator areas
 - Lee Martinez Farm ADA entrance gate improvements
 - Police Services registration and release door slope correction and ADA parking improvements
 - City Park Nine Clubhouse path of travel and restroom remodel
 - Gardens on Spring Creek single user restroom ADA operator installation.
 - Collingdale Golf ADA outdoor patio and path from parking lot

- Early stages/design:
 - Parks Shop (City Park) entrance vestibule

Gender Inclusive Restrooms

PRIDE Employee Resource Group and Office of Equity & Inclusion continue to partner with Operation Services to identify where gender inclusive, single occupancy restrooms will be located. Signage for those bathrooms will be specific to show that all gender identities may use them and maps to show the locations so individuals can easily find an inclusive restroom. This project has provided an opportunity for staff from across departments to talk openly and increase understanding around sexual orientation, gender roles, gender identity, gender expression, and caretaking responsibilities and how the City can be supportive of all identities to meet their basic needs in a safe environment. [00]

Facilities with Gender Neutral Restrooms

- Single user restrooms with signs:
 - City Hall
 - Museum of Discovery
 - Gardens on Spring Creek
 - 281 N. College (City building)
 - Northside Atzlan Community Center
 - EPIC

- City Park Nine clubhouse
- East Side Parks Shop
- Center for Creativity at the Historic Carnegie Library

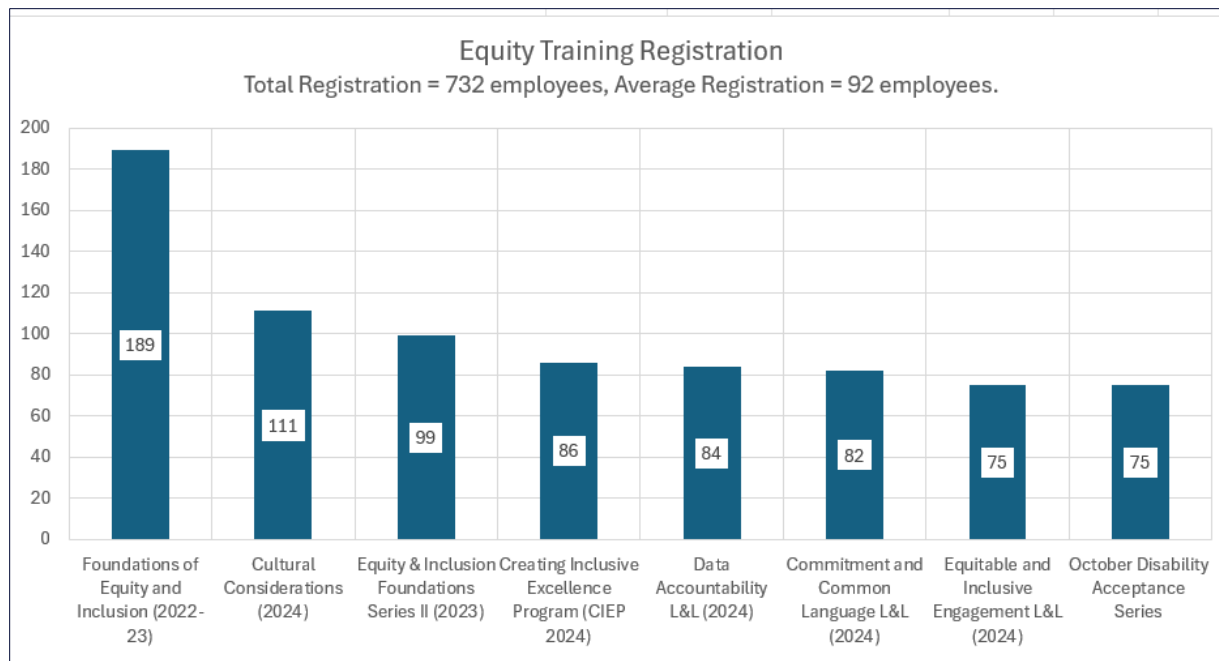
- Early stages/design:
 - Utilities Services Building single user included as part of lobby restroom upgrades.
 - EPIC Ice Rink gender neutral locker room (part of ADA upgrades to one locker room).
 - 215 N. Mason St – City building and municipal court - 5-year renovation planned to have one new single user on first/ground floor and one on second floor.
 - New Southeast Community Center (Library and recreation facility).
 - Lincoln Center- Reviewing motorized Evacuation Chairs for installation at the lower emergency exit paths. This would allow us to circumvent the current shelter-in-place option in the alternate emergency egress pathways should the main exits be blocked for some reason.
 - Lincoln Center- At the suggestion of the Disability Advisory Board we are currently reviewing plans for a redesign of the access ramp connecting the southeast parking lot (at the corner of Mulberry and Meldrum) to the building.

- Consideration for 2025:
 - Create new single restroom at Foothills Activity Center.
 - Create new single restroom at 222.
 - Upgrades and/or new restroom at Senior Center.
 - Continued work on various existing restrooms to ensure they meet ADA and House bill HB 2-1110 (ex. adding baby changing station).

Goal 2: Inclusive & Equitable Engagement

As defined in the Equity Plan: We will build organizational capacity to engage and partner with community groups to co-create how we advance equity for all, emphasizing participation of demographic and geographic groups where opportunity to improvement is greatest and identified disparities and inequities can be reduced or removed all together.

Since starting to offer education for employee development in 2022, the Office of Equity & Inclusion has engaged with hundreds of employees in a formal training. 732 employees registered for offerings. We have offered 8 different types of opportunities that are open to all employees of all levels.



Recreation & Parks Staff

The Office of Equity and Inclusion made significant strides in cultivating organizational belonging through its innovative seasonal staff learning opportunity launched in Summer 2024. The Office developed and delivered comprehensive presentations that wove together fundamental EO (Equal Opportunity) and IDEA (Inclusion, Diversity, Equity, and Accessibility) concepts with practical applications focused on fostering belonging within Recreation and Parks departments for new and existing staff members.

Through an engaging gamification approach, participants actively practiced implementing these principles in real-world scenarios, transforming abstract concepts into actionable behaviors.

Participant feedback demonstrated the program's effectiveness in building cultural competency among seasonal staff members who serve as crucial touchpoints with our diverse community.



The development of this standardized, interactive learning module represents a sustainable approach in the department's equity goals, as it can now be readily adapted and deployed across various divisions. The successful implementation of programs like this one, establishes a strong foundation for making belonging-centered learning an integral part of the seasonal staff experience in future years.

Sessions are in planning for 2025.

National Employment Disability & Awareness Month Lunch & Learn Series

The month of October was National Employment Disability Awareness month. The Equity and Inclusion office dedicated October to educating City staff in relation to interviewing, hiring and support of persons living with disabilities and invisible disabilities. Lead Equal Opportunity Compliance Specialist collaborated with the Division of Vocational Rehabilitation and Arc to provide weekly lunch and learns for staff, human resources and hiring managers. These sessions took employees' understanding of equity to a deeper level by providing an even stronger framework for adhering to Americans with Disability (ADA) laws, understanding reasonable accommodations, how to file an ADA concern with the City and most importantly, how to recognize that persons with invisible disabilities having the same rights as those with physical disabilities.

This weekly training allowed for employees to ask questions of the experts, to learn more about ADA rights in the workplace and to foster an inclusive working environment for all. The training concluded with a panel of individuals with disabilities who live and work in the community. Each person provided their perspective on finding employment in Fort Collins and the obstacles they faced in both interviewing and being hired due to their capabilities and qualifications. The trainees were allowed to ask questions of the panel to better understand how to support and advocate for others.

Equity Collaborative

Equity Collaborative (EC) met 8 times during 2024. The EC is composed of dedicated equity champions and its purpose is to build relationships, share information, collaborate and strategize how to embed equity into City processes with a people-first approach. The EC is focused on strategic alignment to improve consistency and effectiveness across efforts, to offer meaningful opportunities for staff to grow as leaders and changemakers while shaping institutional culture, to strengthen cross-department relationship-building and communication, and to intentionally embody an inclusive, accountable, supportive and intersectional culture we want to see. We encourage and value a growth-oriented culture of feedback, honesty, and transparency for all staff. We currently have 30 staff members dedicated to this work.

In 2025, the Equity Collaborative is looking to create a community of practice group where they can discuss, test, explore and modify work practices. We will host three sessions with Dr. Cori

Wong from March-June to guide the group to draw on the expertise, lived experiences, and insights already present in this group, helping us all strengthen our collective impact.

Digital Inclusion

For many Fort Collins residents, gaps in economic and educational opportunity exist between those who have access to digital devices, skills, and the Internet, and those who do not. This is the digital divide. The City of Fort Collins is committed to reducing this digital divide and increasing access to fast and reliable internet and digital literacy of Fort Collins residents through our Digital Inclusion program.



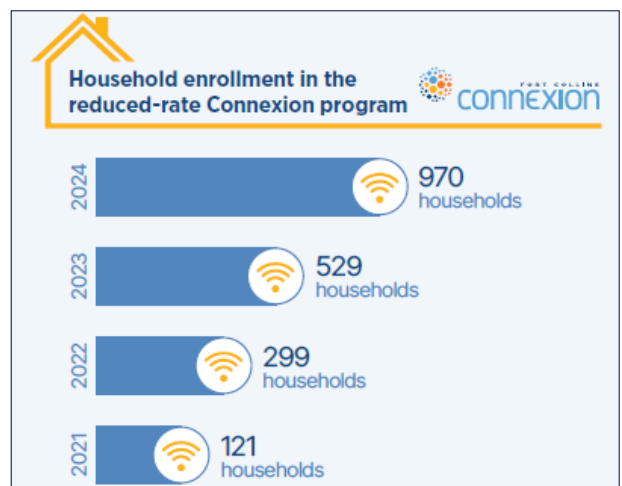
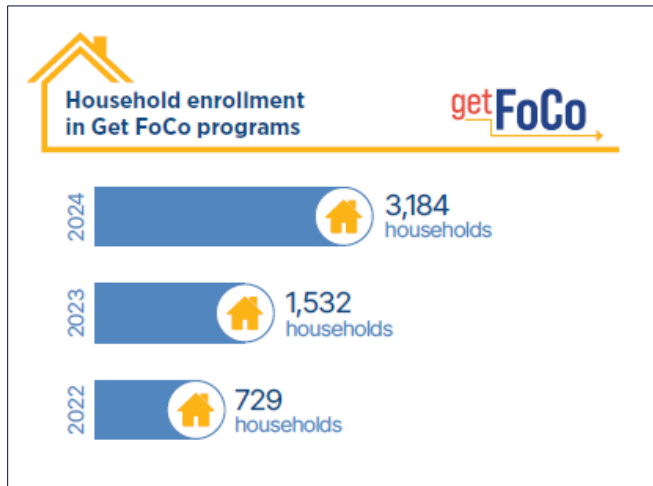
Get FoCo is an all-in-one online platform for accessing the City's income-qualified programs. By collecting City programs under one umbrella, we have simplified the application process and increased access through the standardization of requirements, the cross-promotion of programs otherwise unknown, and increasing the convenience of applying at anytime from anywhere.

However, we also understand that online applications require technology and skills that not everyone possesses. For this reason, and to ensure equitable access to our programs, the City offers in-person and phone appointments in English and Spanish at multiple locations. We also partner with organizations such as the Partnership for Age-Friendly Communities, Poudre School District, and Poudre Libraries, among others, that have trained staff to help residents with their Get FoCo application.

Get FoCo now offers access to 5 different programs for income-qualified residents.

- Grocery Tax Rebate
- Reduced-Rate Recreation
- Reduced-Rate Connexion
- Spin Access
- The Gardens on Spring Creek Access

At the end of 2024 Get FoCo has approved 3,184 households and 970 total are enjoying Connexion broadband services.



Web & Digital Information Standards Compliance

The City of Fort Collins is committed to making content and information provided on digital platforms accessible to all users. These guidelines not only help make technology accessible to users with sensory, cognitive and mobility disabilities, but ultimately to all users, regardless of ability.

The City of Fort Collins has created a plan to prioritize, evaluate, remediate, and continuously improve every digital touchpoint within our services, programs, and activities in accordance with Colorado House Bill 21-1110 which requires state and local government entities to ensure their digital content is accessible to individuals with disabilities. Below, you will find just some of the measures that the City of Fort Collins is undertaking. Visit this link for more information and reports on our progress- <https://www.fcgov.com/legal/digital-access-progress>

Title VI

Title VI of the Civil Rights Act of 1964 (“Title VI”), Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (“ADA”) mandate that state and local governments provide meaningful and effective communication for the programs, services and activities that they provide. The Equity & Inclusion Office’s Lead Equal Opportunity Compliance Specialist, who also acts as Title VI Coordinator. Listed below are some main program developments:

- Developed Title VI training for Specialized Coordinators
- Created a list of Title VI Specialized Coordinator contacts for City reference
- Invited Specialized Coordinators to quarterly trainings
- Educated Specialized Coordinators on City policy [11.03 Title VI Plan](#)
- Collected statistics for the End of The Year Report



- Collaborated with departments for compliance upon receiving a concern
- Created a Language Access Survey to be completed each April
- <https://survey.alchemer.com/s3/7570148/Title-VI-Limited-English-Proficiency-LEP-Annual-Survey-2023-Transfort-copy>
- CPIO educated Specialize Coordinators on survey in April 2025
- Completed quarterly trainings on:
 - Introduction to Title VI
 - Title VI Law and Requirements
 - Language Access
 - Title VI End of the Year Report

City of Fort Collins Title VI Specialized Coordinators

<u>Service Area</u>	<u>Name</u>	<u>Department</u>	<u>Phone</u>	<u>Location</u>
Neighborhood Services	<i>Leo Escalante</i>	Social Sustainability	221-6264	<i>215 N Mason</i>
Planning	<i>Shar Manno</i>	CDNS	221-6767	<i>281 N College</i>
Transfort	<i>Eric Patton</i>	Transfort	416-2239	<i>250 N Mason</i>
FCPS	<i>J Gilmore</i>	Police Services	567-8825	
Utilities	<i>Nick Combs</i>	Connections	221-6214	<i>222 Laporte</i>
Community Services	<i>Valerie Van Ryn</i>	Recreation	221-6875	<i>215 N Mason</i>
Sustainability	<i>Emily Wenger</i>	Sustainability	221-6265	<i>222 Laporte</i>
Municipal Court	<i>Jack Bryant</i>	Municipal Court	221-6801	<i>215 N Mason</i>
OPS Services	<i>Brian Hergott</i>	Operation Services	221-6804	<i>City Hall-East</i>
City Clerk's Office	<i>Cecilia Good</i>	City Clerk's Office	416-4206	<i>City Hall-West</i>
City Manager Office	<i>Jan Reece</i>	Equity & Inclusion	416-4254	<i>CMO</i>
IES	<i>Margaret Moxley</i>	Finance	221-6246	<i>215 N Mason</i>
Human Resources	<i>Brigid Hinterberger</i>	Equity & Inclusion		
CPIO	<i>William Bevil</i>	CPIO	416-2056	<i>215 N. Mason</i>

Cultural Events & Engagement

The events highlighted in this section demonstrate the care taken to build highly collaborative community projects. These events all required months of preparation and many planning meetings and conversations to come to fruition. Collaboration to create inclusive events is paramount for building community trust and a strong sense of belonging in Fort Collins. It is through these connections that community diversity is celebrated in programming and services and the marginalized voices are elevated, heard, and valued and become a prominent part of the social fabric in the community.

Native American Community Engagement- ARPA funded project

Work with the Native American community has focused wholeheartedly on bringing community together, creating spaces of belonging, rebuilding trust in government, and resourcing events and activities that are meaningful to the community. The collaboration between staff and the community has been encouraging and reciprocal, leading to many successful and well-attended events. Here is a shortlist of the areas of focus and Native-led initiatives in 2024:

- Community meetings
 - February – Community Meeting
 - May - Bison Blessing at Soapstone Prairie Natural Area
 - September- Back to School Blessing
- Gardens on Spring Creek Community Native Plants Plot- Staff and community-led project
 - In 2024 harvested 800 lbs of squash, corn, beans, potatoes
 - Planning for 2025 season underway
- Collaboration with Lincoln Center and Natie Community for the performance of Robert Mirabal at the Lincoln Center
- April 12-14 Northern Colorado Indigenous Powwow Assoc. (NCIPA) Powwow
 - Covered facilities rental and helped coordinate volunteers
- November- Supported and provided facilities space for the annual Harvest Dinner
- December- Supported and provided space for Christmas Banquet

In April 2024, the City of Fort Collins hosted Tribal Consultation for specific Natural Areas and Utilities projects and established Government-to-Government relations to help guide decisions around the management and protection of cultural material resources. The three current projects are:

- Fossil/Stanton Creek Restoration Project
- Arapaho Bend Natural Areas Project

- Soapstone Prairie Leopard Frog Restoration Project & Willow Planting

Latiné/Hispanic Heritage Month

On October 5th the Office of Equity & Inclusion with City partners at the Gardens on Spring Creek and Cultural Services hosted the annual Latiné/Hispanic Heritage Month Community Celebration. This is a community-wide collaboration engaging non-profits, agencies, small businesses, several City departments, and over 800 community members. Cultural Services took the lead in creating a vibrant list of performers to showcase the rich diversity of Latin America. The Gardens on Spring Creek was a beautiful setting for all to enjoy and brought many first-time visitors to the Gardens.



PRIDE LGBTQIA+ Customer Service Training



The PRIDE ERG was granted Municipal Innovation Fund grant in 2023 for a LGBTQ+ Inclusive Customer Service Training. The PRIDE ERG identified a need for expanded LGBTQ+ inclusive training and this award provided funding for an external facilitator to work with ERG staff and the Office of Equity & Inclusion to facilitate this citywide training. Between March and May 2024, 20 teams

including 474 colleagues engaged and participated in this training focused on creating trust, inclusive customer service and a safer work environment for LGBTQ+ staff.

PRIDE Community Celebration

On July 15, the Equity Office was a sponsor of the PRIDE Community Celebration at The Ranch organized by NoCo Equality. We tabled along with Human Resource Talent Acquisition staff, City Council, and many community organizations. Over 4,000 attendees participated.

Rainbow Crosswalk

As a testament to seeding ideas and waiting for them to grow, the City created and inaugurated their first rainbow crosswalk. This was made possible through great collaboration between the Planning, Development and Transportation Service Area, PRIDE Employee Resource Group and Equity & Inclusion Office. We had a group of over 100 people come celebrate the ribbon cutting with us!



2024 Proclamations & Community Receptions

Proclamations are one way to bring people together and encourage community members to be involved and participate in all aspects of City government. Proclamations elevate the diversity of cultures, traditions, achievements, celebrations and special days, months and annual recognitions. For many of the proclamations listed below community members were involved in writing and shaping the meaning of proclamations. In some cases, the proclamations are coupled with a reception to give staff and community members the opportunity to connect and learn about each other.

The following proclamation readings and receptions were organized by the Office of Equity & Inclusion and Cultural Services:

- February 20 – Black History Month with reception featuring projects Cultural Enrichment Center. Video by Herb Saperstone:
<https://www.youtube.com/watch?v=VJjwj5FxMvk>
- April 4 – Southwest Asian North African Heritage Month
- April 16 – Asian American Pacific Islander (AAPI) Heritage Month with community reception and Tai Chi demonstration
- April 2- Autism Awareness & Acceptance Month with community reception
- June 4 – PRIDE Month with community reception and drag performances
- June 19 – Juneteenth – proclamation read at the Juneteenth event
- October 1 – National Disability Employment Awareness Month
- October 5 – Latino Hispanic Heritage Month
- November 19 – Transgender Remembrance and Acceptance Month with community reception and DJ, mocktails, and featured artists
- December 3 – National Human Rights Day (paired w Human Relations Awards)

Event Partnerships

The Office of Equity & Inclusion partnered with many community-led initiatives and partnered by providing sponsorships and space for the events. This is an area where community groups are requesting increased support and for the City to show their commitment to recognizing cultural diversity and investing in meaningful events and celebrations prioritized by community groups.

- January 1 – December 26: Culture Classes led by Northern CO Intertribal Powwow Association (NICPA) (200 attendees)
- January 20: Dr. Martin Luther King Community Celebration (2,000 attendees)

- January 25: Native American Community Meeting (30 attendees)
- February 10: Asian Lunar New Year Celebration (100 attendees)
- March 25: Native American Community Meeting (20 attendees)
- April 13-14: Northern CO Intertribal Powwow Association (NCIPA) Powwow (3,000 attendees)
- April 27: Día del Niño (400 attendees)
- May 4: Bison Blessing at Soapstone Natural Area (100 attendees)
- June 4: PRIDE & Juneteenth Proclamation and Reception (100 attendees)
- June 14-16: Juneteenth Community Event (2,500 attendees)
- June 29: NoCo Equality PRIDE Celebration (3,000 attendees)
- October 5: Latiné/Hispanic Heritage Month Community Celebration (1,000 attendees)
- November 21: Indigenous Harvest Dinner (130 attendees)
- December 17: Native American Christmas Celebration (250 families)
- Quarterly Multicultural Community Resource Fair (500 at each event)

Embedding Equity in Cultural Event Support

The Equity & Inclusion Office created a strategic partnership with Cultural Services to embed equity to support cultural events financially. Cultural Services will include Juneteenth, Latino/Hispanic Heritage Month and the Native American Powwow financial support and participating in planning committees into their programming. This will ensure that these relationships with community groups leading this work continue and are supported beyond the Office of Equity & Inclusion.

Community Connectors

The Community Connectors is a group of Latina community leaders committed to creating a more just and inclusive society. Through their voices, perspectives, and experiences, we work together to promote inclusion, diversity, equity, and access for all members of our community, especially Latino and minority populations. Our goal is to build bridges between the community and local government, advocate for the rights of our neighbors, share key information, improve social and economic conditions, and make sure our resources are used fairly and equitably. Through collaboration with government agencies, local organizations, and other stakeholders, we seek to empower our community and encourage their active participation in the social, economic, and political process.



This group made up of 12 community members meets monthly to learn about City services, programs and activities and engages in dialogue with staff and councilmembers.

Department Discussions:

- Safe Community: Discussion on Fort Collins Police Services and Sheriff’s Office
- Transportation and Mobility – Discussion on route frequency and limitations on service industry workers who live in mobile home parks and depend on public transit to get to and from work; discussed bus driver needs and hiring process
- High Performing Government: City Clerk’s Office - Public Comment Practice and overview of elections

Council Priorities Conversations:

- Aug 9th – Economic Health and Making government more accessible, approachable and fun
- October 11th – Affordable Housing and Improving Human and Social Health For Vulnerable Populations

ARPA Equity Grant Fund

The Equity & Inclusion Officer visited with the following grant recipients to hear their COVID recovery stories and see projects firsthand. Small organizations like these are having to reinvent themselves and find new ways to fundraise now that ARPA funds are dwindling from the City, the County and other sources. These small organizations provide important community services and fill in the service gap. They know the community well and often serve some of the most marginalized groups. They are doing remarkable work and providing much needed services to older adults, at-risk youth, newcomers, income constrained families and individuals, biracial and ethnically diverse youth and families.

- | | |
|--|--|
| 1. A Little Help - \$8,000 | 10. Lydia Lerma Foundation - \$8,000 |
| 2. Alianza Norco - \$15,000 | 11. Museo de las Tres Colonias - \$3,000 |
| 3. Catholic Charities - \$8,000 | 12. Neighbor to Neighbor - \$15,000 |
| 4. Christ Clinic, Inc - \$5,000 | 13. NoCoCamara - \$12,000 |
| 5. CSU - For the True Color Effect - \$8,000 | 14. Queen's Legacy Foundation - \$10,000 |
| 6. Feeding Our Community Ourselves - \$15,000 | 15. Sound Affects Music - \$8,000 |
| 7. Fuerza Latina - \$15,000 | 16. SPLASH Youth of Northern Colorado - \$15,000 |
| 8. ISAAC - \$15,000 | 17. The BIPOC Alliance - \$17,000 |
| 9. Launch: Community Through Skateboarding - \$6,000 | 18. United Way of Larimer County - \$14,000 |
| | 19. Vindeket - \$5,000 |
| | 20. Youth Celebrate Diversity - \$5,000 |

Boards & Commissions

The Office of Equity & Inclusion coordinates in partnership and provides staff support for the Human Relations Commission (HRC) and Disability Advisory Board (DAB). All projects are initiated by the HRC and DAB.

Human Relations Commission

The Human Relations Commission (HRC) was established by City Council to enhance the acceptance and respect for diversity through educational programs and activities, and to embrace inclusion of individuals reflective of characteristics such as race, ethnicity, gender identity and expression, physical abilities/qualities, sex, sexual/affectional orientation, age, culture, different ideas and perspectives, familial status, immigration status, geographic background, marital status, national origin, religious and spiritual beliefs, socioeconomic status, and veteran status.

Education and Outreach Committee

- Organized and delivered “The Human Library” program held on August 4th at the Museum of Discovery in collaboration with Museum of Discovery, and the Poudre River Public Library District. The program was designed to promote understanding of individual differences – to unjudge a human “book” by its cover. Approximately 130 “readers” attended the program, and 25 human “books” shared their stories of intolerance and bias. Due to the success of the program, the HRC will support a 2025 Human Library program.
- Sponsored the “Cross Cultural Communication” educational program at the Senior Center on Oct 9th. This session was facilitated by Alma Vigo Morales and Barb Kistler, HRC member, and approximately 100 community members attended. Dinner was provided.

Human Relations Awards

The annual Human Relations Awards ceremony recognizes individuals and organizations in our community that promote equity, inclusion and respect for diversity. Sixty-three nominations were received, and one individual, group, and youth are selected by commission member votes.

The 2024 Awards Ceremony was held on Dec. 12 at City Hall and celebrated the following recipients:



- Individual Award: Arpi Misha Miller
- Individual Award: Nina Rubin
- Organization/Team Award: Fort Collins Museum of Discovery
- Organization/Team Award: Project Self Sufficiency

Read the full 2024 HRC Annual Report at www.fcgov.com/humanrelations.

Disability Advisory Board

The Disability Advisory Board (DAB) advocates for overall inclusivity through the improvement, exposure, education and participation of the community while increasing the level of awareness with the needs, hopes and desires of those with disabilities in the community.

- Improved conversations and cultivate a relationship with Transfort through quarterly reviews of transportation issues and ongoing progress toward service capabilities.
- Transfort agreed to continue to provide quarterly updates of key initiatives and ongoing projects to the Disability Advisory Board beginning in 2025.
- Advocated for the expansion of Dial-a-Ride services for all qualified individuals within City limits. This depends on federal regulations and may not occur as DAB suggests.
- Actively provided input on the Dial-a-Ride Eligibility Application and recommended removal of barriers and streamlining the application process. Application was shorten from 12 pages to 9 pages and questions rewritten w clear and kind language.
- Advocated for updated bus stops and overall usability and accessibility
- DAB chair and community member visit the Lincoln Center to provide first-hand experience and recommendations to increase accessibility. New ramp will be installed to improve ease of access to the building from the parking lot. New chair lift for emergency exit is being installed in early 2025.

Read the DAB full 2024 annual report at www.fcgov.com/dab.

Goal 3: Data Accountability

As defined in the Equity Plan: We are developing processes to systematically collect, analyze, and interpret qualitative and quantitative data, disaggregated by race data, to remain accountable and transparent to the City organization and community. Data will inform updates to policies, programs, and services to increase access for those most impacted by social, economic, environmental inequities.

Work started in 2024 and in progress:

- Update to Equity Indicators Dashboard underway and expected to be published in Q2 2025
- October- Presentation to City Council on Equity Indicators and IDEA work
- Collaboration on Equity Opportunity Assessment Map next steps
- Collaboration on Data Library Project
- Collaboration on Customer Experience Project

Equity Readiness Assessments

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 refocus 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.

- 9 Equity Readiness Assessments conducted in 2024:
 1. Parks Strategic Trails plan
 2. Economic Health MBEC
 3. Light & Power
 4. Social Sustainability Revolving Childcare Loan Project
 5. Recreation Bus Project
 6. Human Resources Internal Projects
 7. Conflict Transformation Works
 8. Utilities One Water Strategic Plan
 9. Arapahoe Bend Natural Area Visitor Use Plan

Equity Indicators

- Presentation to Council on October 11, 2024
- Create new dashboard visual with current indicators (model after current Housing Dashboard)
 - Share new dashboard on website
 - Analyze and update current indicators in current domains
 - Expand domains on dashboard to cover full Equity Indicators report domains
- Equity & Opportunity Assessment (EOA) Map
 - Update current map with recent data
 - Transition to public access
 - Preserve original map with original data
- Regular Data Collection
 - Gauge baseline equity "skills", attitudes towards equity office, effectiveness of trainings

Equity Office Intake Form-Data Collection

To help track staff requests of the Equity Office we have implemented using an intake form. Staff is asked to fill out the form to give us an idea of what topics are top of mind for staff and the data collected show us the trends and help us quantify our interactions and consultations with staff. Below is a graph displaying the key services along with number of requests per type of service. The Equity Office responded to 41 requests from across all Service Areas. Not all requests were captured via this form, but in 2025 we are improving how we capture data. Check out the form here: [Equity and Inclusion Intake Form](#)

- Equity Readiness Assessments (ERAs)
- Equity scans for specific projects and locations
- Presentations and training on equity topics
- Consultation on equity action plans
- Support for inclusive community outreach
- Guidance on accessibility and language access

