



Social Sustainability
222 Laporte Ave.
PO Box 580
Fort Collins, CO 80522
970.221.6758

MEMORANDUM

DATE: December 11, 2020
TO: Mayor Wade Troxell & City Councilmembers
THRU: Darin Atteberry, City Manager ^{DA}
Jacqueline Kozak-Thiel, Chief Sustainability Officer ^{JKT}
Beth Sowder, Social Sustainability Department Director ^{BS}
FROM: Janet Freeman, Equity and Inclusion Coordinator ^{JF}
RE: December 8, 2020 Work Session Summary: Equity and Inclusion

At the December 8, 2020 Council Work Session, staff provided an update on the City's Equity Indicator project. All Councilmembers were present virtually.

Highlights include:

- Council supported the project and expressed a desire to uncover the root causes of existing disparities and solve underlying barriers to equity
- Council recommended analyzing near-term versus longer-term transformation opportunities, and prioritizing where we can have the most immediate impact
- Council suggested adding indicators on:
 - Health outcomes related to COVID
 - Utilities
 - Food security (access to healthy foods)
 - Infrastructure (e.g. sidewalks)
 - Distance to parks
 - Preschool attendance
 - Vulnerable CSU students
- Council wanted to make sure the final report shares full numbers and other contextualizing information (e.g. disaggregating college population as able) to deepen understanding, and to ensure the dashboard visualizations support clear interpretation
- Council supported a regional approach and ensuring residents and community partners are able to utilize the data
- Council suggested integrating a longitudinal approach that helps uncover reasons behind drop in racial diversity over time
- Council discussed approaches that include focusing solely on what is under the City purview versus systemic outcomes, and recommended including both by categorizing the indicators into three distinct areas:
 - Broader community landscape
 - City purview and impact
 - Future topic areas (e.g. Connexion, community interests, changes over time)

Follow-up:



- Staff will continue to work with the CUNY Institute for State and Local Governance to see if data are available on recommended indicators, and to finalize the disparity landscape analysis
- A final report will be available mid-January and a subsequent presentation to the Ad-Hoc Committee is scheduled for January 25th, 2021
- Staff will begin working on the dashboard Q1 of 2021