

From: [Dawn Kennedy](#)
To: [City Council](#); [Darin Atteberry](#)
Cc: [Sarah Kane](#)
Subject: FW: Letter regarding inclusion on the Energy Board
Date: Friday, December 6, 2019 9:34:21 AM
Attachments: [12_5_19_LetterCityCouncil_Shores.pdf](#)

Please see email below and attached letter per Councilmember Cunniff's request.

Thank you,

.....
Dawn Kennedy
Executive Administrative Assistant
[City of Fort Collins](#)
300 LaPorte Ave.
PO Box 580
970-221-6509 office
dkennedy@fcgov.com



From: Ross Cunniff <rcunniff@fcgov.com>
Sent: Friday, December 06, 2019 6:53 AM
To: Darin Atteberry <DATTEBERRY@fcgov.com>
Subject: Fw: Letter regarding inclusion on the Energy Board

Darin,

Can you please forward this to Council before Tuesday's work session?

Thanks,
Ross

With limited exceptions, emails and any files transmitted with them are subject to public disclosure under the Colorado Open Records Act (CORA). To promote transparency, emails will be visible in an online archive, unless the sender puts #PRIVATE in the subject line of the email. However, the City of Fort Collins can't guarantee that any email to or from Council will remain private under CORA.

From: Amanda Shores <arshores.csu@gmail.com>
Sent: Thursday, December 5, 2019 10:10 PM
To: Ross Cunniff <rcunniff@fcgov.com>; Tim McCollough <tmccollough@fcgov.com>; John Phelan <JPHELAN@fcgov.com>
Subject: Letter regarding inclusion on the Energy Board

Hi Ross,

Please find the attached letter outlining issues that we are currently experiencing on the Energy Board. I would appreciate if you can share this letter with the other City Council Members and determine how to take swift action on this matter.

Kind Regards,

Amanda R. Shores, PhD
Project Manager and Post Doctoral Scholar
Secondary Cities
Colorado State University

Light the fire of imagination and seek the realization of a better tomorrow for all.



December 5, 2019

Natural Resource Ecology Laboratory
Fort Collins, CO 80523-1499
Phone: (970) 491-5571

Fort Collins City Council

Dear Council Members,

I am the Vice Chair of the Fort Collins Energy Board. I am writing this letter to bring attention to a matter vital to increasing Board inclusion and to creating a safe working environment for volunteers. As you may be aware, I am the only female on the Energy Board. While many Board Members and City Staff have been most welcoming and supportive of my more than 2 years of service on the Board, I have recently been on the receiving end of some alarmingly inappropriate behavior. This type of behavior has been recently discussed in the Respectful Workplace Policy, for which I am thankful. Appropriate action has been taking by the Energy Board Liaison and Staff in regards to this incident in a manner that I find reassuring. However, the problem goes deeper.

Why are there no other women on the Energy Board? When will action be taken to reduce the gender gap so experiences such as mine do not happen in the first place?

I understand that Boards are being reenvisioned and I hope that the gender gap is at the heart of this discussion. The Energy Board has requested that more females be considered for Board appointments many times to City Council to no avail. Please tell me this is not falling on deaf ears. In the meantime, the Energy Board has only six members. If two people are unable to attend then we no longer have a quorum to meet. I respectfully ask for at least a short-term appointment of a *female* Board Member to be made and for there to be the implementation of minimum female representation statute for Boards in the future. I will no longer feel safe serving on the Energy Board unless at least one female is appointed to the Board immediately. This is an excellent Board to be a part of in almost all respects and the work we do is vital to the clean energy future that our community envisions; Continuing this work is of the upmost importance to me. As a short-term replacement, I suggest that Marge Moore be considered as she has served on the Board in the past and will be an excellent addition. Please help to find an accelerated solution to this systemic gender issue that has long marred Fort Collins Boards and Commissions so that people like me can feel assured in our safety volunteering for the City.

Sincerely,

Dr. Amanda Shores