

MINUTES

CITY OF FORT COLLINS • BOARDS AND COMMISSIONS



HUMAN RELATIONS COMMISSION

REGULAR MEETING

November 8, 2018 5:30 – 7:30 pm

CIC Room, City Hall, 300 LaPorte Ave., Fort Collins, CO

- **CALL TO ORDER**

- the meeting was called to order at 5:34pm.

- **ROLL CALL**

- a. Commission members present: Jean Runyon, Julia Mackewich, Colleen Conway, Victor Smith, Cynthia Davis

Commission members absent: Susan Mathre, Hillel Katzir

Staff present: Carol Thomas, Equal Opportunity and Compliance Office- staff liaison

- **AGENDA REVIEW**

- **APPROVAL OF MINUTES**

- There was one minor change to the October minutes. Jean moved to approve the minutes. Vic seconded the motion.
- Cindy: Will make corrections then send it out

- **CITIZEN PARTICIPATION**

- **BUDGET REVIEW**

- Cindy noticed that the invoices for express employment are going to social sustainability. According to budget, have \$1,862.47. Still have the unknown expense from September. Will have an ~\$87 bill for September. Will still be under \$1400, so good for the awards and will be under the budget.
 - Should we have other recorders? Budget will be the same as last year. Julia: if we do it voluntarily, could always revisit it later. Cindy has volunteered to do it and Jean will be back-up.
- Jean motioned to take and produce own minutes voluntarily and Colleen seconded.

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- If doing the DVD for February, we should order it now.
- Carol: While it was approved, makes sense for things to shake out from the awards and unknowns and be settled prior to buying the DVD. Recommend: Once invoices come in Dec. 6th, then proceed with order.
 - Cindy: Will have enough money. Need the education committee to review it.
 - Carol: \$60 reimbursement might not happen, so we shouldn't count on it. Comes down to: how soon do we need it? (From Poster-It).
 - Colleen: Can put it on personal credit card and if we have to wait for reimbursement, that's fine. If we had seen the videographer expense come through in time last year, we could have planned accordingly.
 - Carol will order it now.
 - Cindy: After all expenses, will be left with \$1400 for the awards ceremony.

● UNFINISHED BUSINESS

- HRC Awards
- Susan said she will not get as much food as last year so we don't have so much left over.
- \$300 for food
 - Spent \$380 for HRC Reunion
- Timeline:
 - Colleen: Doors will open at 4:00, ceremony will start at 4:30. Julia will do a welcome, introduce the Mayor, Hailey will speak on Women's Commission and welcome Kristin Stevens (with remarks), then Kristin will present the Marilee Wood award. Will be done by 5:30 PM.

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- Has invited all of City Council. Bob has been our liaison, so maybe he should speak after Kristin. (Waiting to hear back from him on his schedule.) Should have a Thank You letter/note for him and include it in the program to thank for his time on the HRC. Then Julia will go up and discuss awards, then presenters will follow.
- Julia will do the 'Welcome' and the closing statement. Ask award winners to come up for photos. Then offer for pictures with family as well as group photo with HRC.
- Jean will accept proclamation on behalf of the Mayor.
- Hailey will include in the program a thank you to the plaque maker. Julia will also mention it after introducing awards.
- Vic will order them. They have to be paid for before we get them, so can put on Carol's city business card.
- Colleen: Women's Commission will come to help set up since they were not able to help otherwise. Will start setting up at 3:00. Susan has a box of things from past HRC events that she will bring. Will send email to Hailey so she can send a program draft off to HRC then Carol will print 80 out. (Vic: There will be some leftovers but with nominators and families coming, will have enough.)
 - Vic will send letters to nominators, people who got the award, those who didn't, etc. Will check with Brittany on the certificates but will have Carol do them. If she has questions, she will call Brittany.

Nominations: Colleen would love to present Greenwood. Vic would like to present to Christian. Susan will present for the church. Jean would like to present Brittany. Cindy will present for the veterinarian.

● NEW BUSINESS

- 2019/2020 Work Plan
- HRC's Community Advisors:
 - Vic: need someone to contact them to see if they have agreed to meet with HRC again.
 - Cindy: Need to open up the line of communication with them since we initiated it.

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- Cindy: Mary Ontiveros wondered if there is a need for a response team for HR crisis that would occur within our boundaries. Should we look into this and see if there is a need or look at it in January?
 - Jean: Is there a need within City Council to have this?
 - Colleen: By reaction time on social media, it is too late. Might recommend putting together some sort of team with an HRC member as part of the team.
 - Cindy: Need to find out what they have in place now, if anything. Somebody has to be the voice of the City and Tyler can't do it all. Needs to be a structure behind the person/group who speaks out and writes out to the public so there's not just the one person's perspective on the issue.
 - Vic: There is a group that has been put together that has been trying to get Darren (City Manager) to respond as soon as something happens.

Tony Frank (CSU) does that immediately. Need the city to recognize the value of speaking up and reiterating the values of the City of Fort Collins. Has spoken to Tyler Mar (?), project manager for the city. It's Darren's perceived idea of what City Council wants.

- Jean: Approach as Vic has been doing to see if Tyler or others are interested. To respond to urgent events, there is a vetting process and tiered ranking on who would speak to the community. Move at the 'Speed of Trust'.
- Cindy: The initial response needs to be assigned to somebody, whether it is Darren or not.
- Community Trust Group (Vic is a member): Put together via the city after Trump was elected. Would be good for some of those members to come visit the HRC.
- Carol: Talked to Kelly DiMartino in July and said to start with the Police Department. Non-criminal CSU matter (would have to have a criminal violation before making it a public announcement). CSU, a closed environment and different governing body, is very different from the city of Fort Collins. There is always a fear of non-support.
 - Cindy: The city needs to do something because of how the way everything is going. We need to be prepared rather than reacting after something has happened.

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- Vic: Sounds like we are asking for leadership. Here's what we stand for... There is fear that if that kind of leadership is demonstrated, Council won't like it. Should talk to them and see if they really would go for it and support that.

- **BOARD MEMBER REPORTS**

- **OTHER BUSINESS**

- Cindy: When we bring in new members in January, do a separate new member orientation. We have made huge progress from the retreat, but now we have to put in the action steps and need the retreat to get that going. Can make it more informal.
- Carol: Second and fourth Thursday meetings scheduled out for all of 2019, as needed.
- Jean: Have everything with orientation in place prior to the February retreat. Should have the set dates sent out to HRC so we know all the meetings for next year. Since we aren't meeting until January, have Julia send out study guide for DVD and streaming.
 - Carol: They are on the website.
- Cindy: Will scan the guide in and send it out. If anyone has questions/comments, can discuss via email.
- Will see each other again on December 4th at 3:00 PM.
- Cindy: Christine has four people interested in joining the HRC.
 - Vic: They are sometimes appointed just before the January meeting. If Bob Overbeck resigns, will have to decide who takes his place.
- Vic: Kristen Stephens (Women's Commission) would be who he would push for to join HRC. Vic will approach her directly
 - Carol will put in the plug....

- **ADJOURNMENT**

- Jean motioned to adjourn, Colleen seconded. The meeting was adjourned at 6:51 PM.