



## HUMAN RELATIONS COMMISSION

### REGULAR MEETING: 2/14/19

- Clint Andrews, IT Dept., City of Fort Collins Equity LGBTQ+ Team (Former Co-Chair)  
Human Rights Campaign, Former co-chairperson  
Tess Schmitz, City Attorney's Office, Co-Chair Equity LGBTQ+ Team

Clint shared a power point that explained the process for and results of Fort Collins' Municipal Equity Index Survey. This survey was conducted by the Human Rights Campaign.

Fort Collins was one of 506 cities selected for the survey. It was designed to measure fairness and equity in the city. The 5 areas measured are: Non-Discrimination Laws, Municipality as Employer, Municipal Services, Law Enforcement and Leadership on LGBTQ Equality. Fort Collins scored 78/100 in 2017 and 85/100 in 2018. Complete results are available at:

Full Report: [https://assets2.hrc.org/files/assets/resources/MEI-2018-FullReport.pdf?\\_ga=2.125963279.322543723.1542229057-547561200.1542229057](https://assets2.hrc.org/files/assets/resources/MEI-2018-FullReport.pdf?_ga=2.125963279.322543723.1542229057-547561200.1542229057)  
City LGBTQ+ Equity Team: <https://www.fcgov.com/socialsustainability/lgbtq.php>

City Strategies for the future:

- Gender Neutral Bathrooms
- Non-discriminatory purchasing policy
- Educational/training opportunities for staff
- Inclusive language guide for the City
- Safe spaces/All-business/partner with Downtown businesses

Questions and comments:

- Should there be a protected class in city code?
- Would LGBTQ+ Equity Team be interested in helping to develop our Principles of Community?

### • BUDGET REVIEW

- Cindy Davis reported out on the budget
  1. Handout on details of spending for 2018
  2. Handout of suggested allocation of funds for 2019
  3. Current remaining funds for 2019 are \$5498.86

### • UNFINISHED BUSINESS

- None reported

### • NEW BUSINESS

- Elections of Committee Chairs
  - Government Committee: **Jean Runyon** nominated  
Vote to approve 9-0
  - Educational Outreach Committee: **Phil Walker** nominated  
Vote to approve 9-0
  - Media/Community Recognition Committee: **Sean Dellenbach** nominated  
Vote to approve 9-0
  - Executive Committee: Vice-Chair: **Colleen Conway** nominated  
Vote to approve 9-0  
Chair: **Julia Mackewich** nominated  
Vote to approve 9-0

## HUMAN RELATIONS COMMISSION

### REGULAR MEETING: 2/14/19

---

- Food Not Bombs Initiative

J Mackewich contacted Food Not Bombs; City of Fort Collins Police Chief Jeff Swaboda and Deputy Chief Greg Yeager; and City of Fort Collins City Manager Darin Atteberry to gather further information regarding Food Not Bombs distribution of food on Sundays in Library Park.

Greg Yeager, Deputy Chief of Police referred the request to Heather Moore, Internal Affairs. No response has been received as of 2/14/19.

Jeff Mihelich, Deputy City Manager responded to J. Mackewich and C. Conway and has requested to meet with them to explain the City's stance on the issue

As of 2/14/19, no response has been received from Food Not Bombs

J Mackewich and C. Conway will follow up with Food Not Bombs, Ft Collins Police and J Mihelich, Deputy City Manager and will update HRC members as further information is received.

- Citizen Liaison Program Status

Carol Thomas researched the Citizen Liaison Program. The purpose is to provide a vehicle for any Fort Collins' community member who has been discriminated against to come to the HRC and receive assistance in navigating options for recourse.

This is different than the Citizen Review Board which deals with excessive force or use of a weapon by the City of Fort Collins' Police Department

Questions were raised by HRC members:

- Is there a process in place?
- Should this program remain?
- Are there other City Departments better equipped to provide guidance?
- Is there a description anywhere in City Code, etc.?
- Are there legal implications for providing guidance?

Course of action: C Thomas and C Conway will further research the intent of this program

- Student Liaisons to HRC

C. Thomas researched the viability of adding one or more student liaisons to the HRC Section I; C1 of the Fort Collins Human Relations Commission Bylaws states:

"Supplement the forgoing purposes by the following means – Formation of special Subcommittees, including non HRC member specialists:

C. Thomas states that this gives the HRC latitude to add student liaisons

Discussion will continue at the next HRC meeting on 3/14/19

## HUMAN RELATIONS COMMISSION

### REGULAR MEETING: 2/14/19

---

- **BOARD MEMBER REPORTS**

- Jean Runyon, Government Committee Chairperson  
Reported that City Council approved the Respectful Workplace Policy at their 2/12/19 meeting. HRC will look into when our training will take place and if we also want to invite a member of City Council to come to an HRC meeting to explain the policy.

- **OTHER BUSINESS**

- Wendy True
  - ◆ Made a request that we change the name of Citizen Participation to Community Participation.
  - ◆ Sent all HRC members a link to CSU's Principles of Community
- Cindy Davis  
Colorado Sunshine Laws defines a 'meeting' as "any kind of gathering of 3 or more members, convened to discuss public business, whether in person, by telephone, electronically, or by other means of communication." If a meeting takes place, it must be posted 24 hours prior to the meeting and minutes must be taken. If the HRC needs to respond quickly and officially at any time other than a regularly scheduled meeting, we must follow these rules.
- A work session will be held on 2/28/19 at 5:30 pm. At this time the Educational Outreach and the Media/Community Recognition Committees will convene to discuss plans for Cracking the Codes and communication efforts.

- **ADJOURNMENT**

- J Runyon motioned to adjourn the meeting. P Walker seconded. Vote to approve 9-0  
The meeting was adjourned at 7:20 pm.

This information is available in Spanish or other language at no cost to a person who would like this information translated to or communicated in Spanish or other language. Please call 416-4254 or [titlesix@fcgov.com](mailto:titlesix@fcgov.com) to make a request for information in other languages.

*Esta información está disponible en español u otro idioma, sin costo para la persona que le gustaría esta información traducida o comunicada en español u otro idioma. Favor llame al 416-4254 o a [titlesix@fcgov.com](mailto:titlesix@fcgov.com) para solicitar información en otros idiomas.*

Auxiliary aids and services are available for persons with disabilities. TTY: please use 711 to call 970.416.4254.