

MINUTES

CITY OF FORT COLLINS • BOARDS AND COMMISSIONS



HUMAN RELATIONS COMMISSION

Regular Meeting

October 10, 2019 5:30 – 7:30 pm

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

o CALL TO ORDER

- o Meeting was called to order by Chairperson Julia Mackewich at 5:30 pm

o ROLL CALL

- o Present: Eva Amason Julia Mackewich
 Colleen Conway Jean Runyon
 Cindy Davis Wendy True
 Sean Dellenbach Phil Walker
- o Absent: Vic Smith
- o Staff Present: Carol Thomas, Equal Opportunity & Compliance Manager, HRC Liaison
- o Observers: None

o AGENDA REVIEW

- o Wendy True requested clarification regarding the Troxell, Stephens and Atteberry presentation. Sustainability Department is overseeing the creation of principles of community. Jean Runyon asked to be included in the process as HRC has this issue on their work plan.

o APPROVAL OF MINUTES.

- o Jean Runyon moved that the 9/12/19 minutes be approved as is. Second by Colleen Conway. Vote to approve: 7-0

o PUBLIC PARTICIPATION

- o None

o PRESENTATIONS

- o Mayor Wade Troxell, Mayor Pro-Tem Kristin Stephens, City Manager Darin Atteberry, responding to Biased-Motivated or Hate-Based Events (Critical Response Team)
 - ✓ Mayor Troxell asked why they were here? To have an open discussion regarding the need for and formation of a critical response team. When acts of bias, hate occur a team from the City would convene and issue a statement and a plan. Ideally within 24 hours. HRC feels the City needs to give respond swiftly and we don't see that happening. We sent a memo to City Council in May 2019 stating this but we did not offer a plan to address said issue

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- ✓ If something happens (bias, hate, racial, etc.) What would the City do? Who does it go to? Kristin Stephens said that after the incident at the Islamic Center, City Council went to the Center. Mayor Troxell asked “what does it mean to have an administrative procedure? He states that when CC established the Community Trust Ordinance, they addressed issues as it outlines City values. Stephens says she addresses issues on her own social media site. City issues resolutions. City Manager Atteberry says if it comes via the Police Department he hears it before Council. Atteberry then informs City Council. Chief of Police informs him directly and keeps him informed as he learns more.
- ✓ Troxell, Stephens, Atteberry state that we support your ultimate agenda. Sharing context – not making judgement or excuses for how we now operate. Perhaps it is easier for City Manager to make the statement. Council then speaks at earliest convenience. CSU (model HRC suggested following) has a different structure. Chief of Police is already making statements to oppose bias, racism, etc.
- ✓ Mayor Troxell asks if something happens at CSU does the City need to speak out? Mayor Troxell believes we should respond with love. Prior to a known event, speaker do we just ignore them – that is one tactic, Not give them free publicity.
- ✓ By the City of Fort Collins creating their own Principles of Community, this will drive the statements that need to be made. Mayor Troxell states we are a community for all. Stated that is important to gather all the facts before responding. Wendy True asks the CC to “be brave.”
- ✓ CC is curious. They state they want to learn more about the CSU process. Ask if CC is part of CSU’s response team? They do not think so. Darin will set up a meeting with Mary Ontiveros, CSU VP for Diversity.
- ✓ The City could include members on the response team from outside City Government – Unite people working/living in the City who have similar goals for improvement. Including an HRC member is recommended
- ✓ City Manager spoke about the CC conversation at their 10/8/19 work session. Inclusion, equity, etc. was discussed at length
- ✓ CC is looking at systemic issues within the City through an equity lens. What are we doing that isn’t making it better for all in the community? National League of Cities has provided training for providing good service, equal opportunity. Where we are good and where are we not? We know there are both community and employer issues. CC states is truly believes in equity and inclusion. Colleen Conway spoke to the City losing employees of color.
- ✓ HRC’s role is to advise CC. How do we become a resource for the upcoming dialogues, particularly principles of community? What is the timeline?
- ✓ City Manager Atteberry states that he believes in this City. We also still have much to learn

o BUDGET REVIEW

- o Current funds available: \$3665.65
- o Approximately \$850 in outstanding bills
- o Remaining funds would then be approximately \$2815

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o NEW BUSINESS

- o The Longest Table Neighborhood Dinner
 - ✓ Item tabled. Discussion requested had been for principles of community

o OLD BUSINESS

- o United Way of Larimer County
 - ✓ Colleen and Julia met with them
 - ✓ They are interested in partnering with the HRC, particularly in the areas of youth and education
 - ✓ United Way will purchase their own copy of Cracking the Code to use in training within their own organization.
- o City of Fort Collins – Principles of Community
 - ✓ Question of Carol Thomas regarding the process for development. She knows it is housed within the Sustainability Department. Process unknown at this time
- o HRC Awards
 - ✓ December 3, 2019 4:00 Reception **4:30 pm** Start Location - City Hall
 - ✓ Liza from the Women's Commission is reformatting the programs
 - ✓ Nominations are due Oct 31. 1 nomination received as of tonight Ask your contacts to consider nominating someone
 - ✓ At the November 14 meeting we will meet early (5:15 pm) to vote on nominations
 - ✓ Awards need to be ordered.
 - ✓ Sub-committee meeting on 9/26 assigned tasks. Sean feels we are in good shape
- o HRC's Periodic Review: 11/14/19
 - ✓ CC Emily Gorgel will come to the 11/14 meeting to discuss our review questionnaire
 - ✓ This is a different procedure that in past years
 - ✓ Questionnaire is due to Carol Thomas on 10/18. HRC requested more time to complete the paperwork
 - ✓ City Council 9/24 work session will discuss changes to Boards and Commissions

o BOARD MEMBER REPORTS

- o None

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○ **OTHER BUSINESS**

- None

○ **ADJOURNMENT**

- Motion to adjourn was made by Wendy True. Second by Phil Walker. Vote to approve: 7-0. Meeting was adjourned at 6:59 pm

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