

# MINUTES

CITY OF FORT COLLINS • BOARDS AND COMMISSIONS



## HUMAN RELATIONS COMMISSION

### Regular Meeting

July 11, 2019 5:30 – 7:30 pm

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

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#### ○ CALL TO ORDER

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

#### ○ ROLL CALL

- Present:           Eva Amason                   Julia Mackewich  
                          Colleen Conway           Jean Runyon  
                          Cindy Davis                Wendy True  
                          Sean Dellenbach         Phil Walker
- Absent:            Vic Smith
- Staff Present:    Carol Thomas, HRC Liaison, Equal Opportunity & Compliance Manager

#### ○ AGENDA REVIEW

- Jean Runyon motioned to accept the agenda as is. Second – Phil Walker. Vote to approve – 7-0

#### ○ APPROVAL OF MINUTES.

- Jean Runyon moved that the June 11, 2019 minutes be approved as is. Second by Wendy True. Vote to approve 7-0

#### ○ PUBLIC PARTICIPATION

- None

#### ○ PRESENTATIONS

- ✓ Janet Freeman, Equity and Inclusion Coordinator, Department of Social Sustainability, City of Fort Collins
  - ✓ The Department of Sustainability was created in 2012. In 2015 their strategic plan was written and identified equity and inclusion in Ft Collins as their mission
  - ✓ The triple bottom line of the Social Sustainability initiative is Economic, Environmental services and Equity
  - ✓ Definitions of diversity & inclusion were shared
  - ✓ Equity must be both process and outcome
  - ✓ Ft Collins is the first CO jurisdiction to join the Government Alliance on Race & Equity (GARE). Joined in 2017. GARE is a national network of governments working to achieve racial equity and advance opportunities for all. Racial inequities that are in government. As a member of the

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regional cohort Ft Collins has access to training opportunities, share resources and explore equity metrics

- ✓ HRC has an opportunity to access GARE information
- ✓ Race is a social construct. Ft Collins must address barriers to equity – personal, institutional and structural
- ✓ The workplace must become more equitable and inclusive. Consistent inclusive messaging must occur. A need to diversity voices that inform policy. Promote events that foster meaningful engagement and help leverage diversity
- ✓ Multicultural Retreat had its budget cut in half. Diversity Solutions is charging less and presenting 3 sessions on White Fragility. The next session is Oct 14-15 but is full.
- ✓ Social Sustainability has requested additional funds to conduct equity metrics
- ✓ Social Sustainability is planning to create their own Principles of Community. It was suggested that perhaps the City, SS and the HRC work jointly on that project
- ✓ An organization must look at itself so as not to perpetuate institutional racism
- Betty Aragon-Mitotes
  - ✓ Follow-up on Dr. Hurd’s study of Ft Collins. His email address was given to C Conway. Betty Aragon prefers he shares it personally with the HRC,
  - ✓ The question was asked of B. Aragon – what should we be doing?
    - Gentrification of neighborhoods must be addressed
    - She is making another movie to show that it still is an issue
    - We’re still talking and nothing changes. Change will come but when?
    - Changes must occur in the areas of business, values
    - We must bring people to the table
    - We must be accessible to the community. When people come to the table we must listen but we also need to get feedback from the community – not just the people who come to the table
    - Funding must be provided to bring about change
    - We must be honest about the history of Ft Collins
    - Look to neighboring communities (i.e. Longmont) for ideas on how to bring people together, cultivate cultural events, be good neighbors,

#### ○ BUDGET REVIEW

- Current funds available:           Actual: \$4407.52  
  BTA:    \$5217.52
- C. Conway has receipts to turn in for reimbursement from Cracking the Codes  
Tony Goggans invoice is still being processed  
Office Depot invoice is still being processed

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#### o UNFINISHED BUSINESS

- o HRC Awards Nomination Form
  - ✓ Cindy will email each member the revised nomination form. P Walker moves that we approve the new form with the stipulation that additional edits can be made until the end of the day Tuesday, July 16. C Conway seconds. Approved 7-0
  - ✓ The final form will be sent to Carol Thomas for posting
  
- o Follow-up on proposed Student Liaison, City Code and HRC By-Laws
  - ✓ J. Mackewich, C. Conway and C. Thomas met with Jenny Lopez-Filkins.
  - ✓ The issue is that City Code does not allow for someone to consult or liaison
  - ✓ Options: Invite students to come to meetings and speak during public input  
Partner with the Youth Board  
Invite Youth Board members to have dialogues outside of regular meetings  
Speak with Emily Gorgol about the possibility of amending/changing City Code
  - ✓ City Code doesn't tell us we can't, but it doesn't tell us we can
  - ✓ J Mackewich suggests that for the long term we explore the steps for changing City Code. Could be valuable for the future. Are there other Boards and Commissions who would want to join us? For the short term we consult with youth outside of regular meetings
  
- o Invitation to Emily Gorgol to come to an HRC Meeting
  - ✓ J Mackewich will send an invitation for Emily Gorgol to attend the August 8 meeting. If she accepts we will meet on July 25 to formulate topics of discussion and specific questions
  - ✓ If she can't attend August 8, we will move the invitation to the September meeting and will hold a planning meeting on August 22

#### o NEW BUSINESS

- ✓ The Educational & Community Outreach Committee will meet on July 25 at 5:30 in the CIC Room to plan for the Fall Cracking the Codes and for the utilization of remaining educational funds for further outreach and education. If any HRC members cannot attend, they can send their ideas to J. Mackewich.

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#### o BOARD MEMBER REPORTS

- ✓ None

#### o OTHER BUSINESS

- ✓ None

#### o ADJOURNMENT

- o Motion to adjourn was made by Ava Amason. Second by Wendy True. Vote to approve: 6-0. Meeting was adjourned at 7:40 pm

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City Contact Person: Carol Thomas, Equal Opportunity & Compliance Manager  
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