

FORT COLLINS COMMISSION ON THE STATUS OF WOMEN

1999 WORK PLAN

November 30, 1998

INTRODUCTION:

The Fort Collins Commission on the Status of Women is in the final phases of completing a research study project on the economic condition of women in Fort Collins. The Commission started discussing this project in 1995, developed the statistical method and collected the data in 1996, and has been finishing the analysis of the data and writing the reports in 1998. As a result of this project, the Commission has started forming alliances with Colorado State University's Institute for Women and Leadership, The Women's Economic Development Council and Crossroads Safehouse. The Commission anticipates using 1999 to promote our report and work with these organizations to develop action plans and outcomes for the City of Fort Collins and the greater northern Colorado region. Through this collaborative work, the Commission will need to devote time and energy in 1999 to develop and promote an agenda which will help us proceed over the next several years with the recommendations identified in the report. In addition, the Commission will continue to sponsor two historical activities which will include spotlighting Women's History Month and Women's Equality Day.

COMMISSION ACTIVITIES:

The Commission on the Status of Women's 10 Year Anniversary Study: A Report to City Council
- The purpose of the follow-up research study is to:

- ✦ Gather and document current information regarding critical issues to the economic status and opportunities for women in our community.
- ✦ Compile the data into a technical report that will contain specific recommendations to the City of Fort Collins.
- ✦ Create an opportunity for the community to become involved in the critical issues by providing private industry, non-profit agencies, businesses, and citizens with a copy of the technical report, thus providing opportunities to work collectively and collaboratively to make Fort Collins a better place to work and live.
- ✦ Use the data and recommendations as mechanisms to shape the Commission's agenda for the next several years.

The Commission's time line for the completion of this project has been revised due to the complexity of the data and the desire to create a technical report that will be best utilized by the community. Given our goal to reach a broad audience, many hours have been spent in planning the format and layout of the report to ensure it is readable, credible, and understandable. The Commission's proposed time line is as follows, although minor adjustment may be needed.

- December: Review of report by selected experts.
Individually proof-read report.
- January: Report to printer
Organize presentation format.
Finalize printing format and print report
- February: Implement media campaign.
Continue to coordinate presentations with selected organizations to present report.
Begin to organize presentation feedback (Q&A).
- March Presentation of report to City Council
- April & May: Continue with presentations to targeted organizations.
Maintain alliances with organizations to which we have presented the report and continue action strategies utilizing their feedback.
- June: Compile feedback and evaluate progress of disseminating information and recommendations of report.
Working with various groups (e.g. Women's Council of Realtors), prioritize recommendations and determine how they may be implemented.
Determine to what extent we are implementing our recommendations.

Women's History Month Essay Contest - The Commission will again sponsor an essay contest for middle school students. A sub-committee will continue to work with Poudre School District with the coordination of the contest packets in early January. Student entries will be reviewed in February and selected in March. The contest winners will be honored at a City Council meeting and presented with certificates and monetary awards. The *Fort Collins Coloradoan* will be notified of the winning essays and encouraged to publish the students' essays in recognition and support of Women's History Month.

In accordance with Women's History Month, a sub-committee will collaborate with Colorado State University's Institute of Women and Leadership and the Women's Economic Development Council to coordinate with the local newspapers (primarily with Kathleen Duff) to determine the feasibility of creating a series of articles pertaining to the economic status of women in our community, based on the research collected by the above organizations.

Marcile N. Wood Award - The Commission will again sponsor the Marcile N. Wood award for an outstanding woman in the community who has demonstrated innovation and made considerable contributions to the community. A sub-committee will send out, and review, applications and select the award winner by July. In accordance with Women's Equality Day (in August), the award winner, along with friends and family, will be honored with a small and informal reception at City Hall. When City Council convenes for their regularly scheduled meeting, the winner will be recognized and presented with a certificate and plaque.

Community Liaisons - The Commission has determined 1999 as a critical time to collaborate with other women's organizations in the community. Three organizations, previously mentioned, have been identified and representatives from the Commission will be asked to continue to serve in the capacity of community liaisons. The purpose of this activity is as follows:

- ✦ Coordinate with organizations to eliminate duplication of efforts in the community.
- ✦ Negotiate with organizations regarding the priorities of the community.
- ✦ Increase people's ability to communicate and provide feedback in a more timely fashion.
- ✦ Develop action plans that are supported by other organizations.
- ✦ Build relationships so alliances can be formed.

Human Relations Commission Liaison - The Commission will continue to have a representative attend the HRC's monthly meetings for the purpose of updating the Commission on their activities and to be able to support the HRC in an appropriate manner.

Relation with Human Rights Office - The Commission will continue to work with the Human Rights Officer regarding the Commission's mission, history, and activities. The Commission looks forward to continuing the partnership with the City's Human Rights Office and interfacing on projects and issues concerning the City and community.

Relationship with City Council - The Commission will continue to work with the City Council Liaison to track the Council's policy agenda and, in the Commission's advisory role, provide information and appropriate comment to the Council on issues of concern to women in Fort Collins.

GENERAL TIME LINE

December:

Form committee for Women's History Month.

Rewrite instructions to teachers concerning the Women's History Month Essay Contest.

January:

Send report to printers.

Form committees for (1) Marcile N. Wood Award and (2) Women's Equality Day.

Distribute packets to schools for Women's History Month (early January).

February:

Collect, review and vote on essays for Women's History Month.

March:

Present report to City Council.

Presentation of awards for Women's History Month to City Council.

Presentations of report to targeted organizations.

April:

Mailing list for Marcile N. Wood Award (must go out at end of April at the latest).
Continue to market report.

May:

Continue to market report.

June:

Deadline for Marcile N. Wood Award.

July:

Select recipient of Marcile N. Wood Award.

Plan for Women's Equality Day.

Send out invitations for Marcile N. Wood Award presentation and reception.

August:

Present Marcile N. Wood Award at City Council.

Proclamation of Women's Equality Day.

Women's Equality Day Celebration.

Approve slate of officers.

September:

Election of new officers.

October:

Commission retreat.