

**HUMAN RESOURCES MEMORANDUM**  
**#9-2022**

**DATE:** Nov. 14, 2022

**TO:** Honorable Mayor Meredith Leighty and City Council Members

**THROUGH:** Heather Geyer, City Manager *hmg*

**FROM:** Tamara Dixon, Human Resources Director and Chief Diversity Officer *TD*

**SUBJECT:** Diversity, Inclusivity, and Social Equity Board Update

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**PURPOSE**

To provide Council with an update from the Diversity, Inclusivity, and Social Equity (DISE) Board.

**BACKGROUND**

Council created the DISE Board via Ordinance No. 1796 on Aug. 24, 2020. The board held its first meeting on Oct. 22, 2020, and has had 24 meetings to date.

During the Nov. 14 Council meeting, DISE Board Secretary Tina Fischel and board members Autumn Romero and Chase Janis will present an update to Council.

Topics to be covered include:

- Informational topics covered in 2022
- Results of a community Diversity, Equity and Inclusion (DEI) survey
- 2022 Accomplishments
- Plans for 2023

**BUDGET/TIME IMPLICATIONS**

There are no time or financial impacts to the City.

**STAFF RECOMMENDATION**

This is for informational purposes only.

**STAFF REFERENCE**

If Council members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at [tdixon@northglenn.org](mailto:tdixon@northglenn.org) or 303.450.8877.

**ATTACHMENT**

1. Presentation

# *DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY BOARD*

- Everett Renberg, Chair
- Cheryl Henry, Vice Chair
- Tina Fischel, Secretary

**Council Meeting**

*Nov. 14, 2022*



CITY OF  
**Northglenn**

# ***PURPOSE***

**To provide Council with an update from the Diversity, Inclusivity, and Social Equity (DISE) Board.**



# ***AGENDA***

- **Background and purpose of DISE**
- **Learning**
- **Accomplishments**
- **Recommendations to City Council**
- **Plans for 2023**



# ***PURPOSE OF BOARD***

**Supports Council's strategic focus of diversity and use of community feedback to influence future decision-making to promote diversity, inclusivity and social equity in City, including:**

- Reviewing current and proposed policy
- Providing recommendations to Council
- Working with other boards



# LEARNING

## Topics Covered in 2022

1. City events calendar, arts & culture:  
*Michael Stricker and Steven Stokes (March)*
2. Healing Hoop Pow Wow history and planning:  
*Felicia Alvarez, member of Eastern Shoshone Nation (April)*
3. First Amendment, hate speech/acts, allowable actions in response: *Hilary Graham, City Attorney's Office (August)*

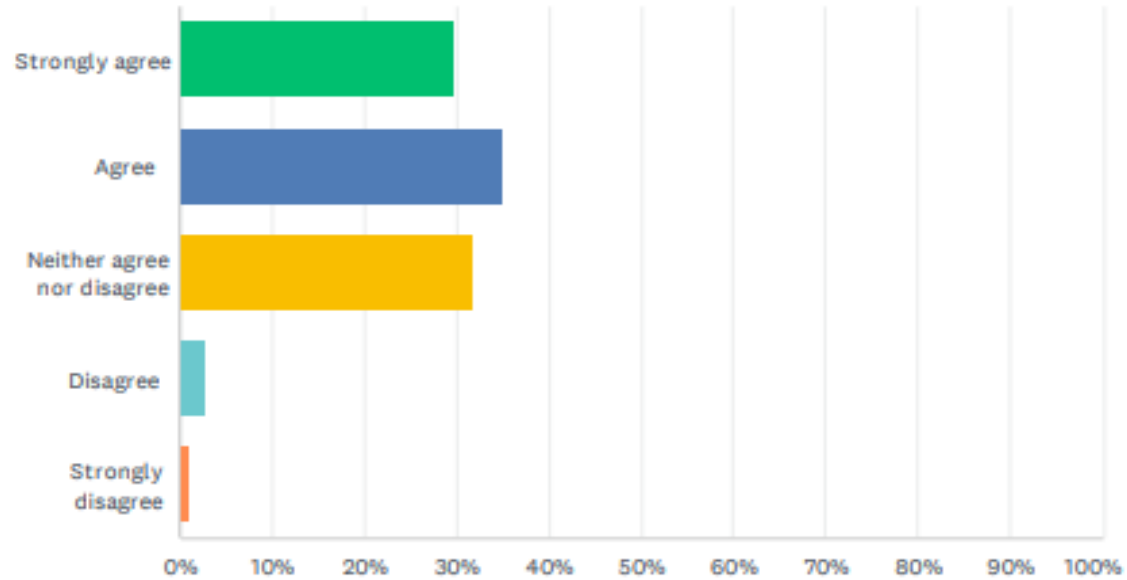


# SURVEY

DEI priorities survey given to 187 community members; 106 were City residents.

Q3 I feel as though my unique identity and background are valued in Northglenn.

Answered: 186 Skipped: 1

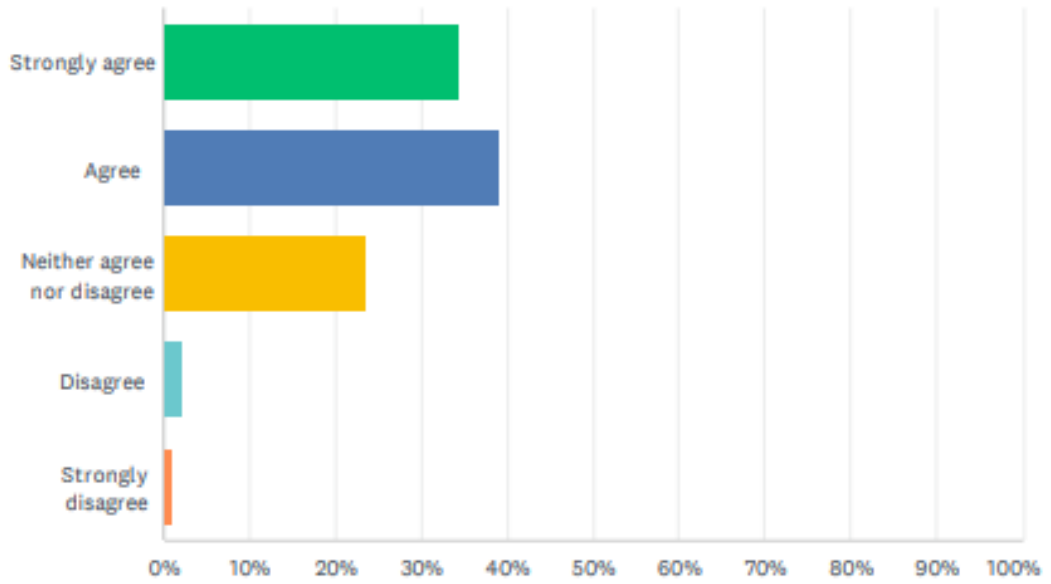


ANSWER CHOICES	RESPONSES	
Strongly agree	29.57%	55
Agree	34.95%	65
Neither agree nor disagree	31.72%	59
Disagree	2.69%	5
Strongly disagree	1.08%	2
TOTAL		186



Q4 I feel people from all identities and backgrounds have equitable opportunity to advance and improve their lives in Northglenn.

Answered: 187 Skipped: 0



# SURVEY

ANSWER CHOICES	RESPONSES	
Strongly agree	34.22%	64
Agree	39.04%	73
Neither agree nor disagree	23.53%	44
Disagree	2.14%	4
Strongly disagree	1.07%	2
<b>TOTAL</b>		<b>187</b>

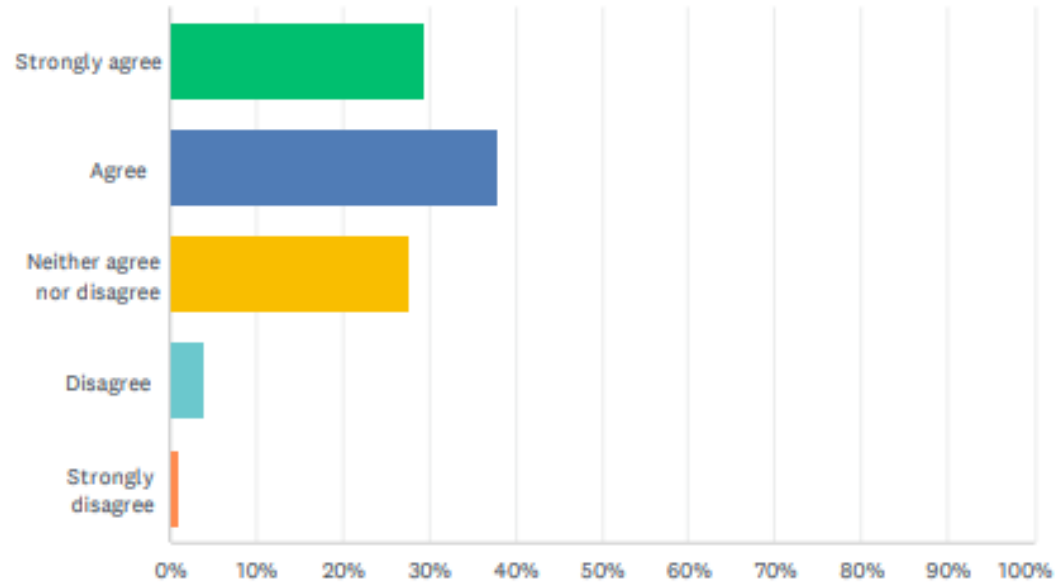
CONT'D





# Q5 I can comfortably talk about racism, xenophobia, homophobia, and other issues involving social identity in my local community.

Answered: 187 Skipped: 0



# SURVEY

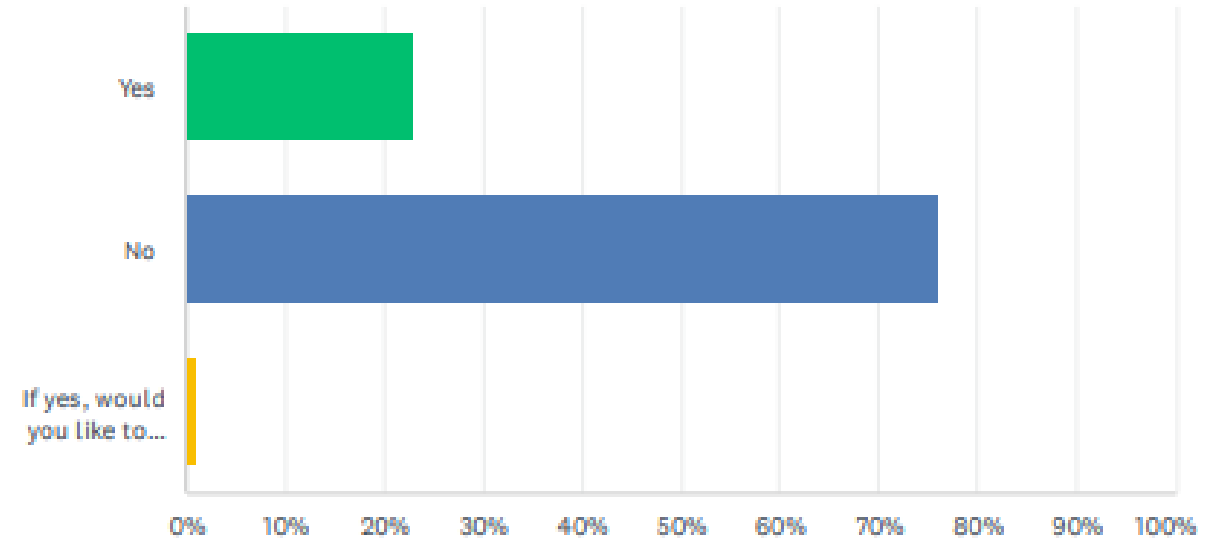
ANSWER CHOICES	RESPONSES
Strongly agree	29.41% 55
Agree	37.97% 71
Neither agree nor disagree	27.81% 52
Disagree	3.74% 7
Strongly disagree	1.07% 2
<b>TOTAL</b>	<b>187</b>

CONT'D



# Q6 Have you experienced any discrimination (negative, unfair, or adverse treatment) in Northglenn, based upon any aspect of your identity or background?

Answered: 187 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	22.99%	43
No	75.94%	142
If yes, would you like to explain what happened?	1.07%	2
<b>TOTAL</b>		<b>187</b>

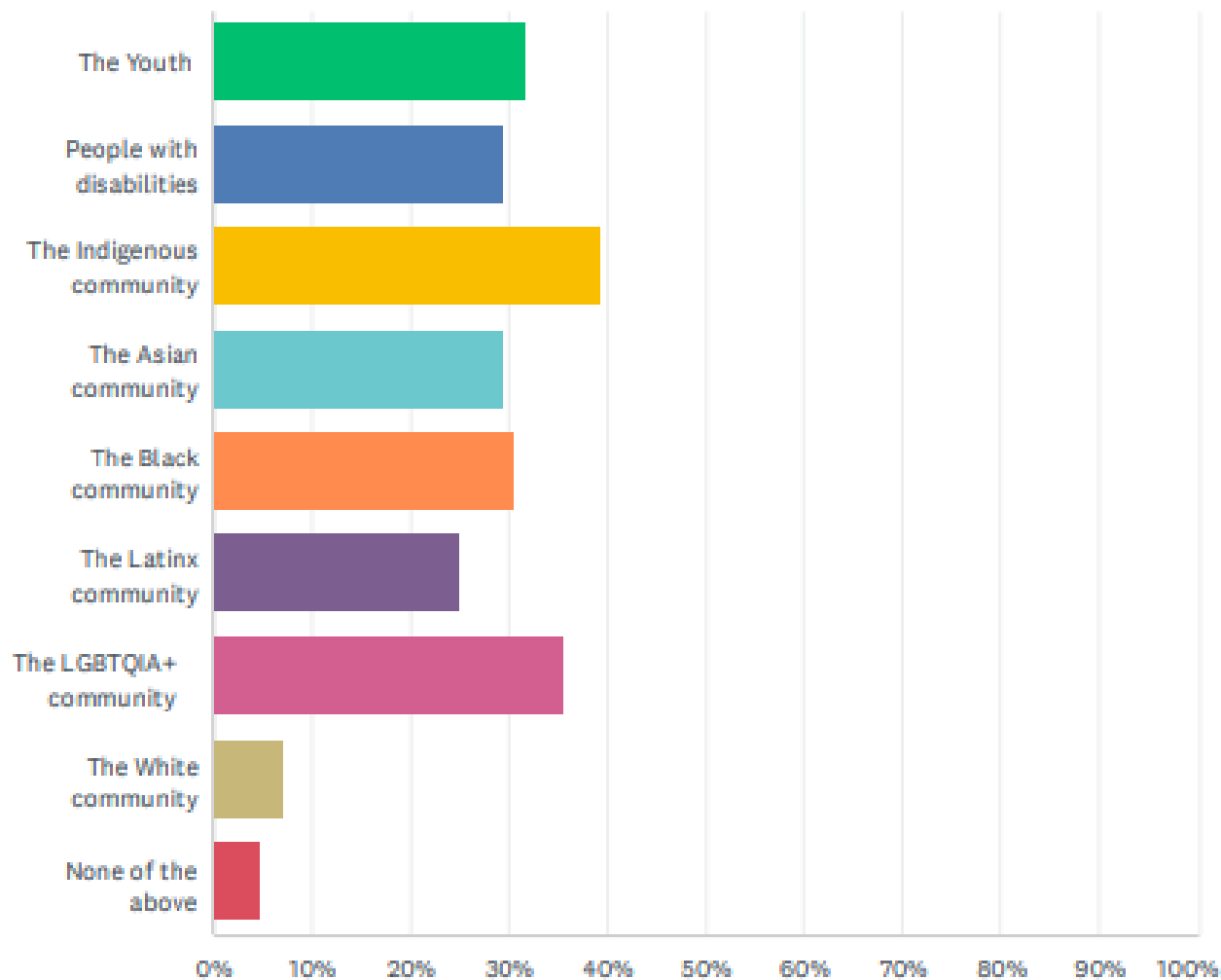
# SURVEY

# CONT'D



# Q8 Which of the following groups do you feel lack representation in Northglenn?

Answered: 180 Skipped: 7



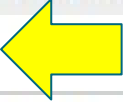
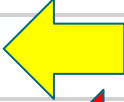
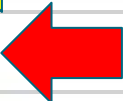

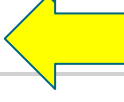
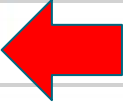
# SURVEY

## CONT'D



# SURVEY

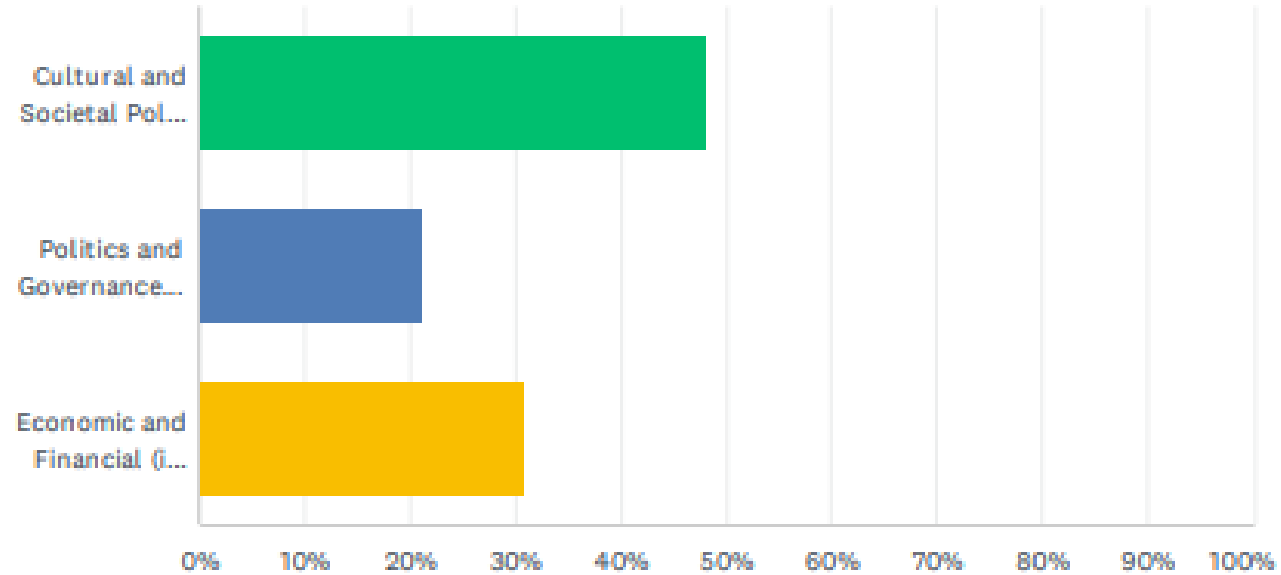
## CONT

ANSWER CHOICES	RESPONSES	
The Youth 	31.67%	57
People with disabilities 	29.44%	53
The Indigenous community 	39.44%	71
The Asian community 	29.44%	53
The Black community 	30.56%	55
The Latinx community	25.00%	45
The LGBTQIA+ community 	35.56%	64
The White community	7.22%	13
None of the above	5.00%	9
Total Respondents: 180		



# Q9 What areas of policy would you like to see improved, with respect to diversity, inclusion and social equity in Northglenn?

Answered: 185 Skipped: 2



## SURVEY

ANSWER CHOICES	RESPONSES	
Cultural and Societal Policy (i.e. community events, arts, etc.)	48.11%	89
Politics and Governance (i.e. locally elected officials, laws, local organizations, etc.)	21.08%	39
Economic and Financial (i.e. jobs, economic opportunities/advancement, etc.)	30.81%	57
<b>TOTAL</b>		<b>185</b>

## CONT'D



# ***SURVEY RESPONSES***

**Q11 Are there any recommendations or ideas that you would like to submit to the board with respect to making Northglenn more diverse, inclusive, and equitable?**

*“Talk more about what you’re currently doing to change things.”*

*“More resources for low income families in Northglenn.”*

*“Gender neutral bathroom.”*



# SURVEY RESPONSES

## Q11 Responses

CONT'D

*“More social events that celebrate different cultures and promote positive cross cultural interactions.”*

*“More heritage events!”*

*“Land acknowledgement.”*

*“Increase of minority festivals or inclusivity events.”*

*“Having a larger variety of activities that offer a deeper nature or garden influence. To promote food equity especially during winter time.”*



# SURVEY RESPONSES

## Q11 Responses

CONT'D

*“Continue to include diverse groups when considering economic and social developments in the city.”*

*“Seeing more minority-owned businesses in town.”*

*“The Adams County diversity [pride?] fair was too remote. Bring it back home.”*

*“Building relationships with community leaders and organizations in and around Northglenn that are already doing DEI work and identity-based community work.”*





# SURVEY RESPONSES

CONT'D

## Q11 Responses

*“More representation of those with disabilities.”*

*“Where to find info?”*

*“Reach out to schools.”*

*“More mental health work and options.”*

*“Maybe provide funding for activities and extracurriculars in schools that promote cultural diversity and educate about the traditions of minority ethnicities.”*



# ***SURVEY RESPONSES***

## **Q11 Responses**

*“Involve minorities in civic government, including rec center.”*

*“Listen to minorities and POC.”*

*“Ways to get involved.”*



# ***ACCOMPLISHMENTS***

- **Recognized, included by City departments seeking DISE suggestions, recommendations**
- **Featured in Northglenn Connection**
- **Incorporated Council communications into meetings**
- **Odell Barry park naming approved**
- **Member participation in youth-led LGBTQIA+ event at Parsons Theatre**
- **Presence at Adams County Pride event (inspired by 2021 Northglenn event)**
- **Pride yard sign pick-up**



# ACCOMPLISHMENTS

CONT'D

- Presence at Groove Grub & Local Gov events, including food truck vouchers
- DISE-branded swag: tablecloth, pins, water bottles, jar openers, tote bags, printed materials
- Anti-hate resolution
- Accepted proclamations: Asian American Pacific Islander Month, Pride Month, Juneteenth, Hispanic Heritage Month, Transgender Awareness Month, Native American Heritage Month
- 1 of 3 open positions filled



# ACCOMPLISHMENTS

CONT'D

Hosted Black History Month movie event at Parsons Theatre

Provided monetary support for Cleo Parker Robinson Dance

Presence at and \$2,000 donation to Healing Hoop Pow Wow 2-day event



HEALING HOOP POW WOV

AUGUST 27 & 28, 2022  
10AM - 6PM BOTH DAYS  
E.B. RAINES MEMORIAL PARK,  
NORTHGLENN, CO.

HONORING OUR VETERANS

POW-WOW PRINCESS CONTEST

CELEBRATE NATIVE AMERICAN CULTURE

MASTER OF CEREMONY: Steve LaPointe  
ARENA DIRECTOR: Doug Good Feather  
Host North Drum: White River Crossing, Pine Ridge, S.D.  
Host Southern Drum: Cozad Jr's  
Head Man Dancer: Gerald Montour  
Head Woman Dancer: Melanie Phillips  
Head Teen Boy: Dewayne Standing Bear Light In The Lodge  
Head Teen Girl: Elizabeth Standing Bear Light In The Lodge

FOR MORE INFO CALL 720-276-7558  
BOOTH SPACE CONTACT FELICIA ALVAREZ: 720-288-8452  
E-MAIL: FALVAREZ@DENVERARTMUSEUM.ORG

LakotaWay.org

NOT RESPONSIBLE FOR INJURIES, LOST, STOLEN ITEMS, PROPERTY OR DIVORCES



# ACCOMPLISHMENTS

CONT'D



**Sponsored and recruited talent for entertainment stage featuring Asian American Pacific Islander acts at the Food Truck Carnival**



# ***RECOMMENDATIONS***

- **Continue to include DISE in local government and celebratory events**
- **Directory of minority-owned businesses (or link to existing site)**
- **Re-evaluate “Hispanic” Heritage Month → more inclusive language**
- **Include Anti-Hate Resolution forwarded by DISE in upcoming Connection or read at Night of Lights**
- **Mayors’ Compact with Anti-Defamation League**
- **Current state signatories: Aaron Brockett (Boulder), Michael Hancock (Denver), Adam A. Paul (Lakewood), Kyle Schlachter (Littleton)**



# ***PLANS FOR 2023***

- **Revisit work plan and make adjustments based on survey results**
- **Keep partnering with City to incorporate DEI in existing/planned events**
- **Create contact directory, including former DISE members**
- **Distribute biz cards to those interested after interacting with DISE member**
- **Partner with Northglenn Youth Commission (schools) and other local organizations**





# ***PLANS FOR 2023***

**CONT'D**

- **Host an annual education series**
- **Update on Crisis Response Unit**
- **Guest speaker Kelly Sherman-Conroy and/or Tink Tinker (Native Theologians)**
- **Finalize standard land acknowledgement to be employed at City events**
- **Training/brainstorming with guest speaker from the Mountain States Anti-Defamation League**



# QUESTIONS?

- Everett Renberg, Chair
- Cheryl Henry, Vice Chair
- Tina Fischel, Secretary

**Council Meeting**  
*Nov. 14, 2022*



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