

HUMAN RESOURCES MEMORANDUM
#6-2023

DATE: Nov. 13, 2023

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

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 34 meetings to date.

During the Nov. 13 Council meeting, DISE Board Vice-Chair Autumn Romero and Ward 2 member Christina Cimino will present information to Council on what the board has learned and accomplished, recommendations, and what the board hopes to accomplish in 2024.

BUDGET/TIME IMPLICATIONS

There are no financial impacts to the City. DISE Board members plan on working with City staff in a number of areas in 2024, which are mentioned in the presentation.

STAFF RECOMMENDATION

This item 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 or 303.450.8877.

ATTACHMENT

1. Presentation

DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY BOARD UPDATE

Autumn Romero, Vice-Chair
Christina Cimino, Ward 2 Member

Council Meeting
Nov. 13, 2023



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Northglenn

PURPOSE

- Background and purpose
- Learning
- Accomplishments
- Recommendations to Council
- Plans for 2024

NOV. 14: REGULAR MEETING

- **PROCLAMATIONS:** Small Business Saturday - November 26, 2022; Native American Heritage Month - November 2022; Transgender Awareness Month - November 2022



On Nov. 14, the Diversity, Inclusivity and Social Equity Board accepted proclamations for Transgender Awareness Month and Native American Heritage Month and also gave a board update.



BACKGROUND

- **City Council created DISE Board via Ordinance No.1796 on Aug. 24, 2020**
- **Began operation in the midst of the COVID-19 pandemic on a virtual meeting model; shifted to a hybrid virtual and in-person meeting model in 2021**



MISSION

DISE supports City Council's strategic priority #6 (Diverse Community - maintain and celebrate our diverse community) and Council's use of community feedback to influence future decision-making that promotes diversity, inclusivity and social equity in Northglenn.



BOARD'S PURPOSE

DISE activities include but are not limited to:

- **Collect and analyze community feedback** to identify and understand the needs and priorities of Northglenn's diverse residents.
- **Develop and recommend policies and initiatives** that promote diversity, inclusivity, and social equity in all areas of City government.
- **Educate and raise awareness** about diversity, inclusivity, and social equity issues in the community.
- **Collaborate with community organizations** and other stakeholders to advance DE&I in Northglenn.



LEARNING

DISE hosted guest speakers on the following topics during regular meetings or special public events:

- 1.** Healthy drinks for kids: Dana Sobel, Prevention & Policy Specialist, Adams County Health Department
- 2.** Calendar of citywide events, DISE involvement: Diana Wilson, Communications Director
- 3.** Crisis Response Unit (CRU) update: Jessica Hulse, CRU Program Manager



LEARNING

CONT'D

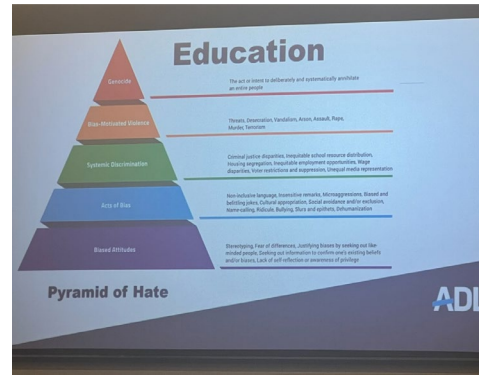
DISE Guest Speakers

4. Addressing antisemitism (audience ~25): Sue Parker-Gerson, Associate Regional Director, Anti-Defamation League
5. Land acknowledgement: Tink Tinker, from the Osage Nation, Four Winds American Indian Council
6. Disability Resource Fair: Joshua Wann, Adams County ARC
7. Sustainability Committee: Becky Smith & Renata Trisilawati, Chair



ANTI-DEFAMATION LEAGUE PRESENTATION

FEB. 21, 2023



LEARNING

CONT'D

DISE Guest Speakers

8. City economy current state/updates: Allison Moeding,
Economic Development Director
9. Feasibility of a library in Northglenn: Heather Geyer,
City Manager



ACCOMPLISHMENTS

- **Recognized and included by City departments and other boards seeking DISE recommendations and suggestions**
- **Featured in Northglenn Connection on multiple occasions**
- **Increased internal DISE awareness of Council activities**
 - Council communications by Ex-Officio member incorporated into meetings
 - More consistent DISE presence at Council meetings
 - Public participation: Chase Janis, Christina Cimino, Celeste Jackson, Rayana Blackmon, Wes Dunbar, Autumn Romero, Catherine Schyling
- **Mayor Leighty signed Mayors' Compact following ADL event.**



ACCOMPLISHMENTS

CONT'D

- **Posted to City of Northglenn social media recognizing Missing and Murdered Indigenous Women**
- **Accepted proclamations: Transgender Awareness Week, Native American Heritage Month, Black History Month, Asian American Pacific Islander Month, Pride Month, Juneteenth**
- **Continued planning and budgeting by City for Odell Barry Park (early DISE initiative)**
- **DISE representation at outside events including Imperial Court of the Rocky Mountain Empire Coronation**



ACCOMPLISHMENTS

CONT'D

- **Event planning input and/or presence: Food Truck Carnival, State of the City, Pride (including financial contribution), National Night Out, Noel Northglenn**
- **Participation in community board interview process for Northglenn Police Department Commander, Lieutenant, and Sergeant**
- **Created directory of community contacts, including general and DE&I**
- **DISE-branded swag and other giveaways: pins, jar openers, tote bags, business cards, printed materials, seeds, sensory kits**
 - **Future purchases: Name tags with pronouns, shirts, stickers**



STATE OF THE CITY



Everett Renberg, DISE



Chase Janis, DISE



RECOMMENDATIONS

- **Continue to include DISE in local government and celebratory events**
- **Designation of minority-owned businesses on Shop Northglenn directory**
- **Anti-hate signage for businesses to display**
- **Finalize official City land acknowledgment process**
- **Continue to raise funds for Odell Barry Park (\$2M of \$5M in hand)**
 - Grants, create strategic partnerships with community organizations



PLANS FOR 2024

- **Revisit work plan and make adjustments**
- **Continue to partner with the City to incorporate DEI into existing/planned events**
 - Shift to fiscal year calendar for more efficient planning
- **Distribute business cards to those interested after interacting with DISE board member**
- **Maintain directory of community contacts for reference even as members of DISE complete their terms (inaugural board term complete at time of this presentation)**



PLANS FOR 2024

CONT'D

- **Finalize standard land acknowledgment to be employed at City events**
- **Additional education in advance of events (double as promotion)**
- **Increase community awareness, advocacy, participation**
- **Partner with Northglenn Youth Commission, schools, and other local organizations**
- **Recruit members, add positions, and stagger terms**



PRIDE FLAG RETIREMENT



Pictured: Chief May, Everett Renberg, Autumn Romero, Tina Fischel, Wesley Dunbar, Dr. Katherine Goff, Wendy De La Cruz, and Deputy Chief Darlin



QUESTIONS?



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