

**HUMAN RESOURCES MEMORANDUM
#3-2024**

DATE: May 13, 2024

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*
Alexis Perry-Scott, Senior Diversity, Equity, & Inclusion Human Resources
Business Partner

SUBJECT: Land Acknowledgment Statement

PURPOSE

To provide Council with an overview of the Land Acknowledgment Statement to be used internally and externally by the City of Northglenn, Northglenn NEXT Committee, Diversity, Inclusivity, and Social Equity (DISE) Board, and the Northglenn Arts & Humanities Foundation (NAHF).

BACKGROUND

The Land Acknowledgment Statement was developed in collaboration with the DISE Board, the NAHF, and the Northglenn NEXT Committee. This statement aligns with Council's 2024 strategic area of Diverse Community, further emphasizes the City's commitment to inclusivity, and acknowledges everyone's shared history. With Council's approval, an engraved plaque with the statement would live in the new City Hall and the use of the statement would be encouraged for both internal and external stakeholders. It would also be formally used in City communications, events and official documentation.

Proposed Statement

The City of Northglenn respectfully acknowledges the land on which we stand is the traditional territory of the Apache, Arapaho, Cheyenne, Comanche, Kiowa, Lakota, Navajo, Pueblo, Shoshone, and Southern Ute tribes and nations, who were the original stewards of this land. We honor the history, culture, and contributions both past and present of these Indigenous nations and tribes.

We pay respect to their ancestors, elders, and present-day community members, and extend our gratitude to the Indigenous peoples for their ongoing care and stewardship of the land, water, and resources. We also recognize the lasting impact of colonialism, forced removals, and continued injustices that have affected Indigenous communities throughout history and into the present.

May this acknowledgment serve as a reminder of our responsibility to be mindful and respectful of the land, its history, and the Indigenous communities who call Colorado home.

BUDGET/TIME IMPLICATIONS

The cost for a sign can be absorbed in the Human Resources Department's budget. If supported by Council, a resolution to officially approve the statement would come back for approval, tentatively on June 10.

STAFF RECOMMENDATION

Staff recommends Council support to bring forward a resolution at a future Council meeting for approval.

Land Acknowledgment Statement

May 13, 2024

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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.

ATTACHMENTS

1. Land Acknowledgment Statement
2. Presentation



Land Acknowledgment Statement

LAUNCHED: TBD
REVISED: 8.2.2023

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CITY OF NORTHGLENN ***LAND ACKNOWLEDGMENT*** ***STATEMENT***

ATTACHMENT 2

Alexis Perry-Scott

*Senior Diversity, Equity, & Inclusion
Human Resources Business Partner
303.450.8732
aperryscott@northglenn.org*

Council Meeting
May 13, 2024



CITY OF
Northglenn

PURPOSE

To provide Council with an overview of the Land Acknowledgment Statement to be used by internal staff, Northglenn NEXT Committee, Diversity, Inclusivity, & Social Equity Board, and the Northglenn Arts & Humanities Foundation.



INTRODUCTION: UNDERSTANDING THE IMPORTANCE OF A LAND ACKNOWLEDGMENT STATEMENT



- **Definition:** A land acknowledgment statement is a formal recognition of the Indigenous peoples who historically inhabited the land on which an organization or community now resides.
- **Purpose:** To honor Indigenous peoples, acknowledge their enduring connection to the land, and foster awareness of shared history and responsibilities overall creating a safe space of belonging for the workforce and community.



IMPACT ON INTERNAL STAKEHOLDERS

- **Foster Inclusivity:** By acknowledging Indigenous peoples and the land in which the community works, plays, builds, and lives on, the statement reinforces the City's commitment to diversity, inclusivity, and social equity within the workforce.
- **Cultural Awareness:** Promotes cultural sensitivity and understanding among stakeholders, fostering a more inclusive community and environment.
- **Alignment with Values:** Demonstrates Council's strategic area of Diverse Community and the internal commitments to equity, enhancing employee engagement and morale.



IMPACT ON EXTERNAL STAKEHOLDERS

- **Strengthen Community Relations:** Demonstrates respect for Indigenous communities and fosters positive relationships with external stakeholders.
- **Public Perception:** Enhances the City's reputation as an inclusive and culturally respectful entity, attracting support and collaboration from diverse community groups.
- **Building Trust:** Establishes trust and credibility with external partners, contributing to effective community engagement and collaboration on future initiatives.



PERMANENCE OF THE STATEMENT

- **Incorporating the Statement:** Proposal to install a plaque with the Land Acknowledgment Statement prominently displayed in the new City Hall building and encourage universal use of the statement for all stakeholders internally and externally.
- **Symbol of Commitment:** Symbolizes the City's enduring commitment to maintaining and celebrating diverse community honoring Indigenous peoples and promoting inclusivity.
- **Budget Allocation:** The only cost is for the sign, which would be absorbed within the Human Resources budget.



FORMAL APPROVAL REQUEST

- **Formal Adoption:** Requesting Council approval for the formal use of the land acknowledgment statement in City communications, events, and official documentation.
- **Alignment with Strategic Initiatives:** Emphasize how the statement aligns with Council's 2024 strategic area of Diverse Community and values of inclusivity and social equity.
- **Call to Action:** Encourage Council Members to support the adoption of the statement as part of the City's ongoing commitment to diversity and inclusivity.
- **Sign:** Placement of the statement on a sign at the new City Hall



QUESTIONS?



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