

**HUMAN RESOURCES MEMORANDUM
#4-2024**

DATE: June 10, 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*
Justin Perdue, Recreation Manager

SUBJECT: Hidden Disabilities Sunflower Program

PURPOSE

To provide Council with an overview of the Hidden Disabilities Sunflower program.

BACKGROUND

The Northglenn Next Committee, a staff committee focused on developing and fostering a sense of inclusion and belonging across the organization, was reintroduced in 2023. The committee meets monthly and regularly engages in discussions centered around making positive impacts within the organization. It has started moving forward with a variety of initiatives after working through a vetting and planning process.

One recent initiative includes becoming a member of the Hidden Disabilities Sunflower. This worldwide organization provides tools and resources to help educate staff about non-visible disabilities and conditions, encouraging inclusivity, acceptance and understanding, and increasing overall awareness. Staff is moving forward with a rollout of the program in June.

BUDGET/TIME IMPLICATIONS

The Northglenn Next Committee has \$12,500 allocated annually from the General Fund. The annual corporate membership to Hidden Disabilities Sunflower totals \$2,000. Additional wearable items such as lanyards and pins have been purchased for \$274.56. There are no additional time implications.

STAFF RECOMMENDATION

This is for information 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

HIDDEN DISABILITIES SUNFLOWER

Justin Perdue

Recreation Manager

303.450.8936

jperdue@northglenn.org

Council Meeting

June 10, 2024



**CITY OF
Northglenn**

PURPOSE

To provide Council with information specific to the Hidden Disabilities Sunflower program, which has been initiated for staff by the internal Northglenn Next committee.



BACKGROUND

Northglenn Next Committee

- Committee Purpose
- Committee Initiatives



HIDDEN DISABILITIES SUNFLOWER

- Hidden Disabilities Sunflower: [Purpose and Overview](#)
- Corporate Membership
- Rollout and Launch



MEMBERSHIP RESOURCES

- Training and Education
- Media and Logos
- Posters and Displays
- Wearables – Lanyards and Pins



ORGANIZATIONAL BENEFIT

- Employee Belonging
- Employee Engagement
- Employee Productivity
- Destination Employer



Northglenn Next

ngnext@northglenn.org

11701 Community Center Drive
Northglenn, CO 80233

www.northglenn.org



QUESTIONS?



CITY OF
Northglenn