



HUMAN RESOURCES MEMORANDUM
#6-2024

DATE: July 8, 2024

TO: Honorable Mayor Meredith Leighty and City Council Members

THROUGH: Heather Geyer, City Manager 

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

SUBJECT: CR-125 – Land Acknowledgment Statement

PURPOSE

To consider CR-125, a resolution approving the City of Northglenn's Land Acknowledgment Statement.

BACKGROUND

In May of 2024, Sr. HR DEI Business Partner Alexis Perry-Scott presented the City's proposed Land Acknowledgment Statement to City Council. The proposed statement is based on the City's desire 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.

As a result of the presentation, Council asked for guidance on how to use the statement. The City of Northglenn recognizes it must act beyond acknowledgment of words. Staff are committed to using the acknowledgment to inspire education and reflection and to help support Indigenous Nations, communities, and organizations. To that end, the following permanent and high-level guidance on the optional use of the land acknowledgment statement is being provided:

Permanent Usage

1. A plaque with the land acknowledgment statement will be designed and installed in the new city hall.
2. The statement will be printed on weather-resistant material to display at the City booth at events.
3. The statement will be placed on the City's website and a video will be filmed and placed on the City's internal intranet.

High-level Guidance on Optional Use

1. Recognize that acknowledgments are not the end of the journey, but a starting point. They can be used to initiate work plans and projects that seek to support Northglenn's Indigenous communities.
2. Reflect on the significance of land acknowledgment – read and understand Indigenous histories and personally connect with the words you will share.
3. There is no official policy regarding the use of land acknowledgment in Northglenn. It is up to you when and how you want to incorporate it into your engagements and correspondence. There are also various optional uses for this statement. Optional uses include:

- a. Recited at City Council, or Ward/Mayor meetings – the Mayor or Council Members may cite it during meetings as determined by them.
 - b. Recited at large formal or semi-formal external or internal city events.
 - c. Written in issues of regular publications, programs for in-house theatrical performances produced by the City of Northglenn or formal documents published for the public (Annual Reports, Strategic Plan, etc.).
4. Before you use the land acknowledgment, it's important to consider the context of the event and the place where it will be used. In addition to the setting, the audience, and the purpose of the communication should also be considered to determine if it will add value or make the event more meaningful.
 5. Acknowledgements that are repetitive and non-specific should be avoided. They can easily be perceived as token gestures instead of significant actions.
 6. Acknowledgements of the city's land should not be used to exclude or distress those not belonging to Indigenous or Native groups. They should also not misrepresent the perspectives of Indigenous or Native groups.

Using the Land Acknowledgment Statement

1. It's fine to use excerpts from the statement for your own purposes. Adapting it to convey just a few sentences in response to an acknowledgment is fine.
2. Instead of focusing on the statement itself, it's better to share your reflections on the acknowledgement. For instance, can you talk about a particular teaching moment that you can use to inspire curiosity or spread awareness?
3. When you share your reflections, make sure to invite others to join in. For instance, you might say that you will talk about the Indigenous presence in the land that you are currently exploring, as well as your personal connection with it.

After Using the Land Acknowledgment Statement

1. Take a look at city practices and identify the small steps that you can make to improve your daily work.
2. When creating new work plans and projects, make sure that you consider how the city can support local Indigenous groups and communities in Northglenn.
3. Consider supporting local Indigenous organizations by volunteering.
4. Help Northglenn build its Indigenous hiring network – send job notices to Indigenous organizations such as the CU Center for Native American and Indigenous Studies and the American Indian College Fund. Consider structural barriers Indigenous applicants face and consider ways to help them live and thrive in Northglenn.
5. Have ideas or questions about the statement? Contact Alexis Perry-Scott at aperryscott@northglenn.org

BUDGET/TIME IMPLICATIONS

The costs for the plaque and printing the statement can be absorbed in the Human Resources Department's budget.

STAFF RECOMMENDATION

Staff recommends approval of CR-125.

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.

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-125
Series of 2024

Series of 2024

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN LAND ACKNOWLEDGMENT STATEMENT

WHEREAS, the City of Northglenn recognizes that it is located on the traditional lands of the Apache, Arapaho, Cheyenne, Comanche, Kiowa, Lakota, Navajo, Pueblo, Shoshone, and Southern Ute tribes and nations who have lived on and cared for this land for time immemorial;

WHEREAS, the City of Northglenn acknowledges the historical and ongoing injustices that Indigenous Peoples have endured and continue to face as a result of colonization and displacement from their ancestral lands;

WHEREAS, the City of Northglenn understands that offering a land acknowledgment neither absolves settler-colonial privilege nor diminishes colonial structures of violence; and

WHEREAS, the City of Northglenn is committed to fostering a culture of inclusion, respect, and recognition, and believes that adopting a land acknowledgment statement is a meaningful step toward honoring the truth, Indigenous rights, and cultural equity, and achieving healing and reconciliation for Native and Indigenous Peoples.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The following City of Northglenn Land Acknowledgment Statement is hereby adopted by the City Council:

"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."

DATED, at Northglenn, Colorado, this _____ day of _____, 2024.

MEREDITH LEIGHTY
Mayor

ATTEST:

JOHANNA SMALL, MMC
City Clerk

APPROVED AS TO FORM:

COREY Y. HOFFMANN
City Attorney