

**HUMAN RESOURCES MEMORANDUM  
#8-2024**

**DATE:** Nov. 25, 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*

**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 44 meetings to date.

During the Nov. 25 Council meeting, DISE Board Chair Chris Cimino and Secretary Vanessa Alarcón will present information to Council on what the board has learned and accomplished, recommendations, and what the board hopes to accomplish in 2025.

**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 2025, 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](mailto:tdixon@northglenn.org) or 303.450.8877.

**ATTACHMENT**

1. Presentation

# ***DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY (DISE) BOARD UPDATE***

**Chris Cimino** (he/him)  
*Chair, Ward 2 Member*

**Vanessa Alarcón** (she/her)  
*Secretary, Ward 2 Member*

**Council Meeting**  
*November 25, 2024*



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# AGENDA

- Background & Purpose of the DISE Board
- 2024 Year in Review
- Accomplishments
- Recommendations to City Council
- Plans for 2025

# BACKGROUND AND PURPOSE

- **Background:** Board was created by Ordinance No. 1796 on August 24, 2020.
- **Purpose:** DISE supports City Council's strategic focus on diversity and being a welcoming inclusive City (Strategic Priority #6).
- **Board activities include** (*Municipal Code 2-13-6*):
  - Developing an annual work plan to include priorities and goals that advance racial equity in the City.
  - Celebrating and encouraging an understanding of the diversity of the City's population.
  - Helping create robust opportunities for community input and collaboration and use community feedback to inform future decision-making.

# ***2024 DISE WORK PLAN: Advancing Awareness, Equity, and Community Connection***



**DISE sought to target the following objectives for 2024:**

1. Education and Community Awareness
2. Policy Review and Recommendations
3. Community Feedback and Needs Assessment
4. Collaboration and Community Recognition

# 2024 YEAR IN REVIEW: GUEST SPEAKERS

- Sara Dusenberry, Co-Chair of Northglenn Next
- Heather Geyer, City Manager
- Rachael Henney, Special Events Specialist
- Corey Hoffmann, City Attorney
- Meredith Leighty, Mayor
- Mandy Medrano, Latino Cultural Arts Center
- Amanda Peterson, Director of Parks, Recreation and Culture
- Michael Stricker, Director of Northglenn Arts & Humanities Foundation
- Jim May, Northglenn Police Chief
- Jody Roper, City Council Member, Ward 4
- Jayme Schledewitz, Crisis Response Unit (CRU)

**Note:** Members from the Metropolitan Denver North Islamic Center were invited.

# 2024 YEAR IN REVIEW: CITY EVENTS



1. Noel Northglenn (Dec. '23)- ***Sponsored sensory room and sensory backpacks***
2. Farmers Highline Canal Cleanup
3. Food Truck Carnival
4. Northglenn Pride - ***Sponsored sensory bus***



# 2024 YEAR IN REVIEW: CITY EVENTS

1. Juneteenth Concert- ***Sponsored Juneteenth bookmarks***
2. Dancing Through the Decades- ***Sponsored Sensory Bus***
3. National Night Out
4. Lucille Rivera Gallery Opening





# ***2024 YEAR IN REVIEW: ADDITIONAL EVENTS***

1. Sponsored Nex Benedict's memorial service.
2. Presented at the Peoples Powwow.
3. Sponsored two cultural workshops in collaboration with the Latino Cultural Arts Center (LCAC).
4. Food/hygiene/clothing drive with the Imperial Court of the Rocky Mountain Empire for Stukey Elementary resource closet

# ACCOMPLISHMENTS

- Recruited five new DISE board members were successfully recruited.
- Sponsored sensory spaces for City events.
- Finalized Land Acknowledgement statement.
- Issued board statements in opposition to political violence and hate speech.
- Approved a letter of support for Odell Barry Park.
- Furthered our connections with the Imperial Court of the Rocky Mountain Empire and presented them with a copy of the City of Northglenn Pride Proclamation.
- Furthered our connections with the Autism Community Store and presented them with a copy of the Autism Awareness Month Proclamation.

# ACCOMPLISHMENTS

- Received 7 City proclamations
  - Autism Awareness Month
  - Mental Health Awareness Month
  - Hispanic Heritage Month
  - Pride Month
  - Juneteenth
  - Transgender Awareness Month
  - Native American Heritage Month



# ACCOMPLISHMENTS

- Participated in community board interview process for Northglenn Police Department roles.
- Created Board member name tags with pronouns to align with City brand recognition.
- Used funds to purchase meaningful giveaways for the community, including branded “Diversity is Beautiful” children’s coloring books.





Mandy Medrano, Community Arts Coordinator with LCAC

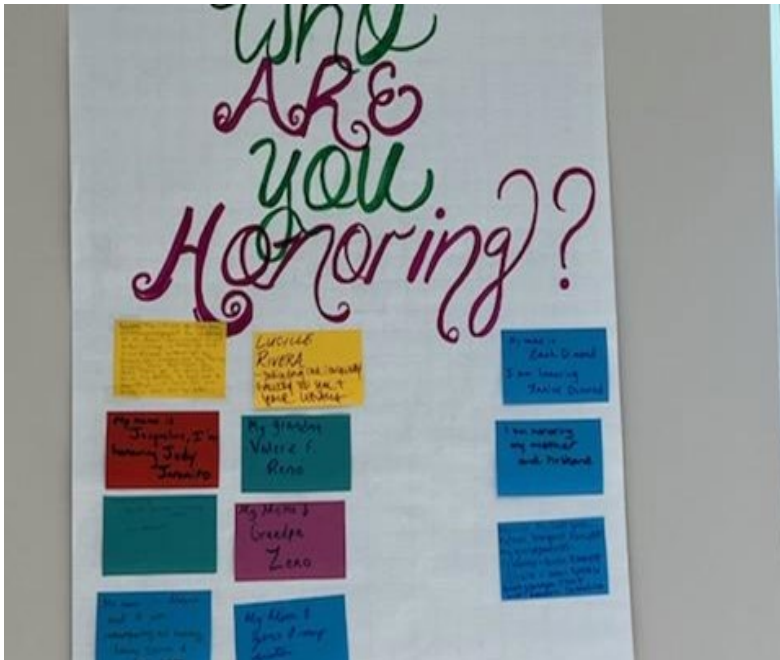


## LA LUZ MUERTOS WORKSHOP October 5, 2024

Free community workshop sponsored by the City's Diversity, Inclusivity, and Social Equity Board on Saturday, October 5th, 2024.

Participants explored the rich tradition of Dia de los Muertos. They learned about the symbolism of ofrendas (altars) and the importance of offerings, while gaining insight into coping with grief through personal and cultural practices.

Participants painted their own glass candles to use in remembrance of a loved one.





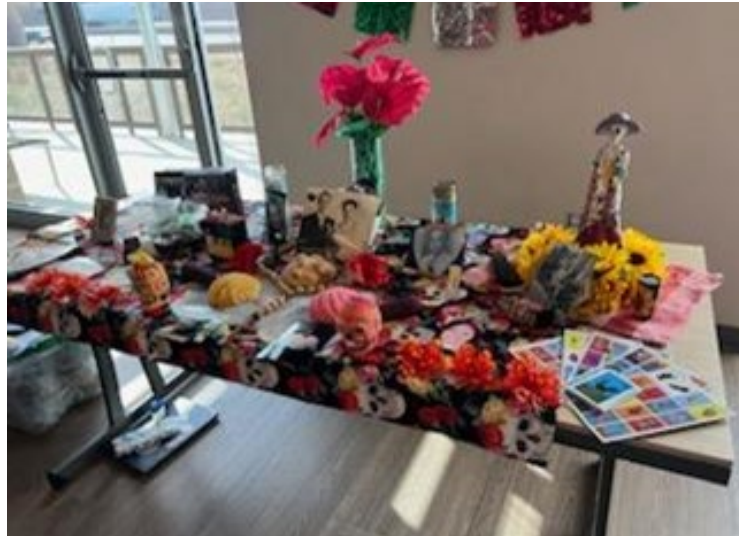


## **RECUERDAME MUERTOS** **WORKSHOP** **November 3, 2024**

Free community workshop sponsored by the City's Diversity, Inclusivity, and Social Equity Board on Sunday, November 3, 2024.

Participants discovered the vibrant tradition of hojalata (tin art) and learned the historical and cultural significance of milagros and hojalata in Latino heritage.

Participants made their own faux tin art frame by cutting, embossing, and painting tin to design a unique piece perfect for displaying cherished photos.



# PLANS FOR 2025

- **Collaboration:** Continue participation in City projects and events.
- **Juneteenth:** Develop a strategy to implement a Juneteenth celebration and/or educational event.
- **Odell Barry Park:** Continue to provide the City support with funding efforts for the Odell Barry Park.
- **Onboarding:** The City should provide appropriate board orientation for all boards and commissions regarding rules, regulations and Municipal Code.
- **Pride:** Combat hate towards LGBTQIA+ community by partnering with the City to present an even bigger and better Pride celebration, and an educational series leading up to it.
- **Diverse Businesses:** Work with the Northglenn Economic Development team to create a directory of minority owned businesses.

# *PLANS FOR 2025 CONT'D*

- Revisit work plan and make adjustments.
- Continue to partner with the City to incorporate DEI into events.
- Explore library options for the City of Northglenn. (Vending machine library)
- Increase community awareness, advocacy, and participation through educational workshops.
- Expand collaboration with Northglenn Arts.
- Reschedule speaker from Metropolitan Denver North Islamic Center.
- Feature banned books to unmute diverse voices.
- Connect with the Jewish, Christian, Catholic, and senior communities.
- Volunteer to help out in our Northglenn Community.



# PLANS FOR 2025 CONT'D

- **Safe Places Program:** Explore a partnership with the Northglenn Economic Development team and the Northglenn Police Department to promote, identify, and implement a safe business program to help make our community safer. These are businesses and other public locations designated by the City to be a “safe place” for youth, minorities, migrants, LGBTQIA+ to go to when in a crisis situation.



# Photos





# Photos





# Thank You For Your Support!



# *QUESTIONS?*



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