

| Municipality | Work being done in organization   | Work being done in community   |
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| Arvada       | <ul style="list-style-type: none"> <li>• DEI Committee representatives are meeting with our procurement team in September to learn more about our vendor opportunities related to supplier diversity</li> <li>• Requesting organizational assessment through GARE membership</li> <li>• Diversity, Equity, and Inclusion Learning Center: weekly shared self-paced learning materials to our internal city team to educate on DEI topics</li> <li>• Casual Conversations about Social Justice series: members of our City team have joined a cohort to learn about and discuss different DEI topics via Zoom.</li> <li>• GARE to develop Colorado cohort to do full train-the-trainer program (several City team members to participate)</li> <li>• Developing DEI-related interview questions and training materials for the interview panel.</li> </ul> | <ul style="list-style-type: none"> <li>• Scheduled community listening sessions with our GARE representative centered around DEI</li> <li>• Parks Department investigating adoption of an Inclusion Policy through NRPA</li> <li>• Parks Department to use DEI lens through history master planning process. In June, we removed a historical marker that outlined the history of KKK activities in Arvada, in response to community concerns.</li> </ul>  |
| Aspen        | <ul style="list-style-type: none"> <li>• In June 2020, a Racial Equity Peer Learning Group was formed with a cross-functional group of City of Aspen employees. The desired outcomes of the group are: 1. Build a team of staff to work together on equity and inclusive process. 2. Develop shared language and understanding of equity and justice work in local government. 3. Understand how equity is related to pandemic response efforts. 4. Create a plan, or recommended approach to begin integrating equity into City programs, processes and policies.</li> </ul>   | <ul style="list-style-type: none"> <li>• The City of Aspen Climate Action Plan will be updated in 2021. The City plans to include a racial equity lens to this plan to ensure that racial equity is considered in future programs.</li> </ul>  |
| Aurora       | <p>The city manager early this year created an Office of Diversity, Equity and Inclusion that not only will be looking at the diversity of our city workforce, but also recommending training for employees in areas like implicit bias. The office also is home to our Community Relations Division, which facilitates several community groups like the Aurora Community of Faith and the Aurora Key Community Response Team, which has since 1991 brought together community leaders and activists to regularly meet with public safety officials to build trust and communication between the city and various communities. <b>Provided document of initiatives (attached)</b></p>  |  |
| Basalt       | <p>Incentive pay for bilingual employees</p>  | <p>We include community items in both Spanish and English. We support community events that are meant to bring all members of our community together. Our PD runs a community police academy which is largely attended by members of our Latinx community. We provide financial support to non-profits that also support this same community.</p> <p>Our schools in Basalt are somewhere in the neighborhood of 50 – 60% Hispanic. We have worked hard to build trust within this community, especially for undocumented folks that are scared to report crimes, seek medical attention, take advantage of social programs.</p> <p>There is another program that is aimed at mentoring first generation college-bound students. This is largely attended by our Hispanic community as well. This year there is a proposed program to walk the kids through a new project whereby they would aim to take a project from beginning to end. This would be an outdoor oriented project (trail building) and they would have to walk through the design, bidding and construction elements of the project. The group sponsoring the program is asking for the Town's participation (both financial and administrative), but no final decision will be made prior to the completion of our budget process.</p> |
| Boulder      | <p>The City of Boulder is committed to advancing racial equity by ensuring that its policies, programs and practices are free from institutional and systemic racism. The DRAFT Racial Equity Plan Outline stems from the city's recent work with the Government Alliance on Race and Equity (GARE) and serves as a living road map that will guide the City of Boulder government through the process of prioritizing goals, specifying details, and assigning resources to achieve meaningful change. The plan commits to leading with our values to address changing employee perceptions and behaviors first, and then rippling outward, extending the impact into the community. <b>Provided document of initiatives (attached)</b></p>  |  |

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| <p><b>Colorado Springs</b></p> | <p>a. We've added an internal EDI position to allow us to expand our efforts in these areas – Equity, Diversity, Inclusion Specialist II (Myself)</p> <p>b. EDI Performance Management Competency – All employees are now rated during their annual performance evaluation on their cultural competency within the field of Equity, Diversity and Inclusion.</p> <p>c. EDI Mandatory Training – Every employee must continue to complete a mandatory training each year, guiding employees through the benefits and growth opportunities in a diverse workplace.</p> <p>d. Additional EDI Trainings will be rolled out for staff to participate in and build competency and confidence in EDI behaviors and practices. Custom trainings may also be created, based on division and department needs.</p> <p>e. The city's mission, vision, and core value states are being reviewed to embrace EDI.</p> <p>f. The hiring and selection process for new hires, transfers, and promotions is under review to remove barriers for under-represented groups via recruitment efforts and selection panels.</p> <p>g. The city is continuing to monitor and report on demographics of the City's workforce to inform how well the workforce reflects the diversity of the Colorado Springs community.</p> | <p>a. We've added an additional external facing EDI position to focus on external EDI efforts for the community – Diversity and Community Outreach Programs Manager (TBD)</p> <p>b. A new Community Advisory group has been created to advise the city on EDI efforts going forward.</p>   |
| <p><b>Crestone</b></p>         |   | <p>The town board conducts their business with attention to inclusion and diversity whether in support of businesses, residents or visitors.</p> <p>The board made and adopted a Proclamation for the Day of the Teyuna, a couple years ago in support of indigenous peoples and environmental stewardship.</p> <p>Elders of the Teyuna Tribe from South America came to the United States for the first time in their history and held a meditation event in the town park.</p> <p>The board has also given informal support over the years to multiple international spiritual centers within a five mile radius of the town that have drawn thousands of Asian and Native American travelers, among others, to Crestone and the surrounding area.</p> |
| <p><b>Denver</b></p>           |   | <p>Created the Mayor's Office of Social Equity and Innovation to work with City agencies and departments to increase systems, policies, and practices that sustain Social Equity, Race, and Social Justice. The office oversees the citywide effort to eliminate social inequity and race and social injustices by evaluating institutional and structural government systems, policies, and practices to dismantle racism. One recent initiative is I Am Denver, a first of its kind communitywide storytelling project that seeks to recognize the individuals who have made this city.</p>  |
| <p><b>Durango</b></p>          | <p>We also have an internal cross departmental team called the Core Team that has been working on Diversity, Equity, and Inclusion along with Human Resources and two Executive Team liaisons. This team is currently in an information gathering phase to determine what new policies are needed or what changes may be needed, but the team has created a Sharepoint page that provides resources for employees that are specific to Diversity, Equity, and Inclusion. The City of Durango's first big accomplishment is becoming a member of GARE. We are the first mountain/ski community and the first community from the western slope to join. This membership information was sent out with a message to all of staff letting them know that all employees are able to become a member under the City of Durango membership. GARE has a variety of resources available that we are hoping will help us create a more diverse, equitable, and inclusive workplace and community. There will be more to come as we continue working through this process.</p>   | <p>The City of Durango has a Community Relations Commission that has held several listening sessions to hear about the experiences people were/are having in our community which resulted in a recommendation to Council for a Council goal specific to Diversity, Equity, and Inclusion. The Community Relations Commission is also working with our Chief of Police to work on changes for the Police Department. In addition, the Police Department has put together a working group to review the recruitment process for officers.</p>  |

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| <b>Estes Park</b>     | We have engaged a facilitator to conduct a series of equity, diversity, and inclusion trainings for our Executive Leadership Team. The goal is to help team members better understand and recognize unconscious bias, white privilege, and how pervasive institutionalized and systemic racism has led to great disparities in opportunities and outcomes for people of different races.  | We are also going to be conducting a community survey to learn more about the perspectives of our residents regarding equity, diversity, and inclusion. We hope the feedback gathered through the survey will help inform decision making and inspire elected officials and staff to apply a racial equity lens when formulating and carrying out policies and operational procedures.   |
| <b>Fort Collins</b>   | As outlined in the City's Social Sustainability strategic plan, equity and inclusion are frameworks to accomplish the City's goals of sustaining an environment where residents and visitors feel welcomed, safe and valued in the community. We consider an equitable community to be one where a person's identity or identities--or what zip code they live in--does not negatively impact their ability to thrive. Because local government is uniquely poised to help dismantle the institutional and systemic impacts of racism and oppression, the City of Fort Collins seeks to proactively address barriers that perpetuate inequity. <b>Provided document of initiatives (attached)</b>   |  |
| <b>Fountain</b>       | <ol style="list-style-type: none"> <li>1. We created a Diversity &amp; Inclusion team several years ago, which has been tasked with providing ongoing trainings for staff as well as reviewing our policies &amp; procedures to help ensure that we are addressing these issues.</li> <li>2. One of the programs that the D &amp; I team came up with is a "Shop Talk" event to randomly bring employees from around the organization into a moderated workshop where they discuss issues of diversity, equity, and inclusion and do a speed-dating type of activity where they rotate amongst themselves and spend 4 minutes in a quick conversation to learn more about their co-workers. This was based on some of the concepts in Vernā Meyers' book "Moving Diversity Forward," part of which focuses in increasing conversations amongst individuals to help break down barriers.</li> <li>3. We are working now with the Colorado Springs NAACP to help us identify a consultant to take a deep dive into our HR polices and hiring practices to help us weed out any unintentionally biased practices.</li> </ol> | Our PD has periodic conversations with black leaders in our community to ensure that we have built relationships of trust long before anything negative happens. This also started years ago and continues.  |
| <b>Fruita</b>         | <ul style="list-style-type: none"> <li>• As a leadership team we are reading or listening to literature or podcasts that we take turns leading a 15-20 minute discussion each week. We began with reading MLK Jr.'s letter from Birmingham prison and recently going through the podcast Finding Fred. We have found this productive to open up, discuss difficult topics, broaden our perspectives and help us then evaluate internal policies and practices to avoid any inadvertent results of excluding any person.</li> </ul>  | <ul style="list-style-type: none"> <li>• We reached out to groups such as Right and Wrong, Black Lives Matter and Black Citizens and Friends of Mesa County to have an open dialogue with City Council, myself and our Police Chief. This will lead to similar follow-up discussions with Council but also with our Boards and Commissions.</li> <li>• City Council adopted a Proclamation of Solidarity and a Commitment to Addressing Racism in Our Community (attached) on June 16, 2020. This built upon a previous Inclusivity Proclamation adopted November 20, 2018 (pasted below).</li> <li>• With the lead of two of our City Council members working with our Library Branch located oat our Community Center, a community dialogue/book club is to be started that will focus on this topic. The kick-off event is later this month (flier is attached). We will likely become a sponsor of the ongoing discussions.</li> <li>• We have a representative from City Council on the Grand Valley Task Force focused on this topic, which is in the stages of identifying their vision and goals and assigning 7-8 committees for long-term work.</li> </ul> |
| <b>Grand Junction</b> | The City has offered employees trainings on biases and a group of managers and supervisors are taking a deeper dive into topic with a multi-week training program. We are also continuing messaging to employees about biases and inequalities through newsletters and in staff meetings.   | The City of Grand Junction issued a proclamation on inclusivity in the city in January. Council has also acknowledged that there are systemic problems in the community that must be addressed and have voiced their commitment to ending racism and advancing equality and social justice. Council has also heard from many citizens who voiced their experience and complaints about racism existing in the city, and at a meeting in early June, the Council appointed a committee of three council members to engage with community members to form a task force, with broad representation of governments, nonprofits and citizens, to discuss and offer concrete solutions that will address those problems.   |

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| <p><b>Ignacio</b></p>  |  | <p>We have been associated with a regional resiliency project led by the CRO and we have identified and prioritized racial equity and diversity as critical to our region. From that, I have been working with our police department and encouraging a regional approach to this issue which is escalating daily unfortunately. I envision the regions law enforcement agencies working together to draft their message and commence on a detailed education and outreach plan to communicate with the community regarding these issues.</p>  |
| <p><b>Lakewood</b></p> | <p>The City of Lakewood has established a racial equity and inclusion committee that includes members from both internal and external facing department to better understand the challenges associated with this topic as it relates to municipal government. The group is currently participating in the USDN Equity Foundations Training to better develop ideas to incorporate best practices into our organization and throughout the community. In order to promote a diverse workforce, representative of the community which we help govern the City's HR department, as a rule, promotes job openings on the following list of websites including during our Police Department recruiting process.</p> <ul style="list-style-type: none"> <li>· HireVeterans.com</li> <li>· Hispanic-jobs.com</li> <li>· Latcareers.com</li> <li>· Latpro.com</li> <li>· Minorityjobs.net</li> <li>· NativeAmericanJobs.com</li> <li>· DiversityEmployers.com</li> <li>· EmployDiversity.com</li> <li>· Asian Avenue Magazine (Print)</li> <li>· Colorado Chinese News (Print)</li> <li>· Black Chamber of Commerce</li> <li>· National Minority Update</li> <li>· La Voz Hispanic Newspaper (Print)</li> </ul> <p>Additionally, the City has adopted a set of core characteristics for our employees which include Respect and Collaboration with all members of the workforce and Community as a top pillar. This permeates both our organization and community.</p> | <p>In addition to those mentioned above, which also span into the realm of community engagement, the Lakewood Police Department, over the past three years has become very innovative in our policing strategy. In 2017 we developed the Community Action Team (CAT) which focuses heavily on mediation and resolving disputes as well as providing our homeless population with resources. In 2020 we on-boarded two Homeless Navigators whose roles are to proactively engage the community and provide resources to the transient population. We have also begun the selection process for two LEAD (Law Enforcement Assisted Diversion) Case managers to lead a community-based diversion approach that is designed to better meet the needs of individuals with a history of substance abuse and low-level drug trafficking offenses, improve the health and housing status of participants, reduce the recidivism rate for low-level drug and alcohol offenders, and strengthen collaboration with city and community based partners. We, additionally have proactively partnered with two Jefferson County Mental Health Case Managers who, while working for JCMH sit in the public safety center alongside our CAT team. This partnership allows Lakewood Police Officers to connect residents who struggle with mental health concerns to the case managers in an effort to keep them from becoming offenders. All of these programs are designed to better connect the Lakewood Police Department with the community they serve.</p> |

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| <p><b>Longmont</b></p>   | <p>The City of Longmont has been working on equity issues and goals for decades, and the sustainability plan (which calls for the creation of an equity strategy), the collaboration between Community &amp; Neighborhood Resources (CN&amp;R) and Sustainability, and commitment from the City Manager's office to make equity a City value provided the opportunity to take the next step of creating a formal process and group to further equity.</p> <p>The creation of the internal equity team first began in the summer of 2019, CN&amp;R and Sustainability proposed the Urban Sustainability Director's Network (USDN) equity foundations training to the leadership team as a first step in developing a Citywide Equity Strategy, as identified in the City's Sustainability Plan. The goal was to take both leadership and staff through the training to develop a foundational understanding of equity and the role, specifically, of municipal government leaders and staff in addressing equity at a local level. Leadership and staff at all levels, identified by leadership, from each department participated in this training. Once the training was complete, the members decided the next best step was to create an internal equity team to identify how to increase understanding and practice of equity across the organization. Members from the original group that went through the equity training volunteered to participate on the equity team which had its first meeting at the end of 2019.</p> <p>The equity team is still very new and we hope to be able to grow the group, increase representation from all City departments and engage more members of City staff over time.</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• City had an internal training team and diversity team up until the 2007/08. The diversity team broke up into 3 taskforces: education, safety &amp; recruitment/retention.</li> <li>• Cultural Attributes team work 2013 and 2014.</li> <li>• Employee Advisory Group has been working on employee communications and employees issues that are tied to equity.</li> <li>• Bilingual pay since 2003- was a starting point to address language access issue for community and equity issues internally recognizing the skill by implementing bilingual pay.</li> <li>• City of Longmont and surrounding communities are focused on building equity into the way they do business.</li> <li>• City of Longmont is a member of Government Alliance on Race &amp; Equity</li> </ul> |   |
| <p><b>Louisville</b></p> | <p>Embedded DEI into our leadership competency model</p> <ul style="list-style-type: none"> <li>· Ongoing Franklin Covey Unconscious Bias Training. Currently, voluntary but potentially a mandatory course in the future</li> <li>· Required on-demand anti-harassment training through Traliant</li> <li>· Small leadership committee meets weekly to work on DEI strategy. It includes: The Director of Library and Museum Services, The Chief of Police, The City Manager, The Deputy City Manager, The HR Director and myself</li> <li>· Working towards including DEI in our strategic plan for 2021-2022</li> <li>· We have a DEI Learning Corner in our Employee Newsletter</li> <li>· The Library is forming an employee resource library of DEI focused books</li> <li>· We are evaluating potential training partners to provide additional training targeted at different levels of leadership and frontline employees</li> <li>· All Directors have taken the Introduction to Courageous Conversations about Race through PEG.</li> <li>· Provided directors and supervisors key message talking points to begin developing a greater understanding of where we are at throughout the organization in regards to DEI</li> <li>· Planning on joining GARE</li> <li>· Considering partnering with a consultant to help with strategy and training</li> <li>· Considering an equity audit</li> <li>· Some next steps include: engaging focus groups to help inform strategy, form a committee of diverse employees to champion the DEI efforts</li> </ul>  | <ul style="list-style-type: none"> <li>· The Police Chief has invited community members to meet with him to discuss the policing in the community</li> <li>· Police Policies are presented in this City Council Meeting</li> <li>· City Council is holding Community Conversations on Racial Equity led by Dr. Nita Mosby Tyler</li> <li>· The Library is growing their diverse collection with a rotary grant</li> </ul> |

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| <p><b>Northglenn</b></p>  | <p>We are currently in the process of drafting an RFP for an all-employees training on DEI topics.</p> <ul style="list-style-type: none"> <li>- There is a small group of employees that went through the USDN Equity workshops through the Government Alliance on Racial Equity (GARE)</li> <li>- We are also drafting a framework for an internal employees Racial diversity book club.</li> <li>- Will work with GARE on cohort and training opportunities. in particular, We would like to have a specific Racial Equity Toolkit for Northglenn.</li> </ul> | <p>In October 2019, Council approved the 2019-2023 Strategic Plan which includes the following vision statement: Northglenn is a diverse and welcoming community that celebrates its small-town character, urban energy and thriving businesses. Inclusivity is one of the four community values and Diverse Community is identified as one of the eight strategic goals.</p> <p>In Fall 2019, we also joined GARE</p> <p>On July 13, Council passed a resolution committing the city to the advancement of racial equity</p> <p>On Aug 8, Council participated in a anti-racism and anti-oppression training.</p> <p>On August 24, Council formally created the Diversity, Inclusivity, and Social Equity Board. This Board is comprised of 11 members (2 residents from each of the 4 Wards, 1 Youth member at large, and 2 At-Large members that do not have to be residents but have to have strong community ties). Applications have been open since August 11 and will close this Fri, Sept 4. To date, we have received 32 applications. Council will interview selected applicants the week of Sept 14th and appoint 11 members to the Board via resolution on Sept 28th.</p> <p>The Board will start its work in October 2020 with the help of a DEI consultant. They will be trained in DEI topics and will host a series of community listening tours facilitated by the DEI consultant. From these community listening tours, the Board will create a work plan and ultimately make recommendations to Council.</p> <p>In conjunction with the Board, an internal group of dedicated staff will work with the Board to provide policy and logistical information and assistance as the Board is working on providing recommendations. The internal group will be selected ideally through participation in a GARE cohort.</p> |
| <p><b>Thornton</b></p>    | <p>The City of Thornton has developed a three-phased approach to equity, diversity, and inclusion: 1) Internal workforce training, 2) data collection, and 3) reviewing procedures and processes both internally and community-facing. Currently, we have started on phase 1 by forming an internal taskforce of frontline employees to recommend training, including an employee survey, researching approaches, and interviewing trainers.</p>  |  |
| <p><b>Wheat Ridge</b></p> | <p>The City of Wheat Ridge is taking this topic to City Council on September 21. We're discussing equity and bias training for City Council in addition to an Equity Task Force that looks at racial bias both internally (Charter, codes, hiring practices, operational policies, etc.) and externally (from the community perspective). Additionally, all departments are already reviewing policies and practices to check for bias. <b>(Additional document attached.)</b></p>  |  |