



**City Manager's Office**  
City Hall  
300 LaPorte Ave.  
PO Box 580  
Fort Collins, CO 80522  
**970.221.6505**  
970.224.6107 - fax  
fcgov.com

## **AGENDA**

City Council Ad Hoc Community Impact Committee  
Monday, September 28, 2020, 3:00-5:00 p.m.  
Location: Virtual

***Public is encouraged to listen through Zoom***

<https://zoom.us/j/91335869427>

Webinar ID: 913 3586 9427

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 9128 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656

Or iPhone one-tap :

US: +12532158782,,91335869427# or +13462487799,,91335869427#

International numbers available: <https://zoom.us/j/91335869427>

Committee Members: Susan Gutowsky, District 1  
Julie Pignataro, District 2  
Emily Gorgol, District 6

Committee Contact: Ginny Sawyer, [gsawyer@fcgov.com](mailto:gsawyer@fcgov.com)

Note: Per Ord. No 079, the Committee Chair, may in consultation with the City Manager and City Attorney, determine that meeting in person would not be prudent for some or all persons due to a public health emergency or other unforeseen circumstance affecting the city. As well, an individual Committee member may request to participate remotely even if the rest of the Committee will be there if the member has a concern about their or others' health or safety by notifying the Clerk at least three hours in advance of the meeting.

1. Call meeting to Order
2. Approval of August 24, 2020 minutes
3. Agenda Review
4. Discussion Items
  - a. Equity Indicators Initiative-plan introduction (30 minutes)
  - b. Principles of Community- plan introduction (10 minutes)
  - c. Community Engagement Panel: (45 minutes)



- d. Work Session follow-up
    - i. Funding Requests
    - ii. Resolution
    - iii. Planning calendar
  - e. Other Business
5. Next meetings
- October 26
  - November 23
  - December 21
  - January 25
  - February 22
  - March 22
  - April 26

*There are three or more members of City Council that may attend this meeting. While no formal action will be taken by the Council at this meeting, the discussion of public business will occur, and the meeting is open to the public via Zoom.*

#### **ATTACHMENTS**

1. August 24, 2020 Minutes
2. September 8, 2020 Work Session Summary
3. Councilmember Summer's Proposed Resolution
4. Community Trust Summary



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**DRAFT**

**Ad Hoc Community Impact Committee**

Meeting Minutes

Monday, August 24, 2020, 3:00-5:00pm

Councilmembers present: Susan Gutowsky, Julie Pignataro, Emily Gorgol

Staff: Ginny Sawyer, Darin Atteberry, Kelly DiMartino

1. Meeting called to order and July 29 minutes approved.
2. Discussion Items:
  - a. Better clarify Community Programs and gaps with goal of identifying priority areas for upcoming budget.
    - Brief conversation around existing budget items and what denotes a "community program." Agreement that almost anything could be considered community programing.
    - Councilmember Gorgol shared organization that is evaluating accessibility to public facing services. Supports the desire to have community programs be responsive and accessible to all.
    - Reviewed 2020-Gap Analysis update. General agreement that the identified key themes (Housing, Homelessness, Poverty, Health and Wellness, At Risk Youth, Education, Childcare, Diversity and Equity) could serve as areas for Committee focus, especially by overlaying resident experiences with the themed areas.
    - Would like to work with community partners that are also focused in these areas and get clarity on what is the problem to be solved.
  - b. Other items
    - i. Community stories – reviewed OurCity page.
      - Request to change language from "Identifying Gaps" to something more general idea focused
      - Suggestion to provide information on how to create an email address
    - ii. Resident submitted SRO information. Request to be on a future agenda.
      - Appreciate info. Don't feel that SRO topic should be focus of committee.
    - iii. Review Q & A
      - No questions
    - iv. Other
      - Councilmember Gutowsky asked about original calls to "defund the police" and how to circle back. Discussion included current state being information gathering and problem identification.



Realistically, committee may have more developed budget recommendations in 2021.

3. Follow-up

- a. Council participation in NLC REAL training (Race, Equity, and Leadership). If councilmembers are interested, staff can work on registrations and possible discounts.
  - i. Councilmembers Gorgol and Gutowsky interested. Staff will follow-up with registrations.

4. Next meetings

- o September 28 - Equity Indicators/Principles of Community & Other City initiatives involving story collection
- o October 26 – Possible session with other Community Partners
- o November 23
- o December 21

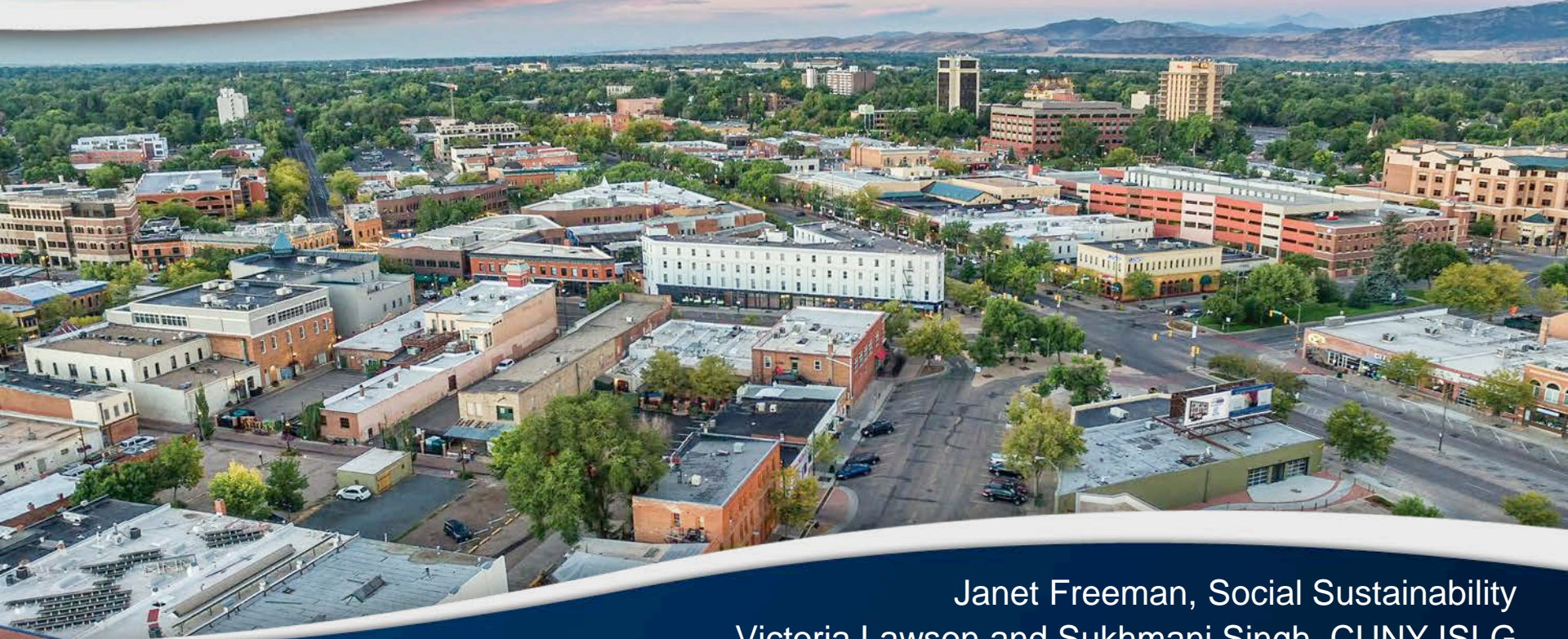
Next meeting:

September 28<sup>h</sup>, 2020, 3-5 PM





# Equity Indicators: Project Update



Janet Freeman, Social Sustainability  
Victoria Lawson and Sukhmani Singh, CUNY ISLG

# Alignment



## Council Priority

### Organizational Priority

Aligns to strategic objective *Neighborhood Livability & Social Health 1.4: Advance equity for all, leading with race, so that a person's identity or identities is not a predictor of outcomes*



## BUDGET

Revision Offer: \$80,000

City funds: \$60,000

Donations: \$20,000/\$10,000  
(Bohemian Foundation & Waterpik)

# Equality Indicators: Objectives

Track

Disparities in outcomes faced by those most likely to experience inequality

Support

Data-informed policy-making

Increase

Transparency and accountability so impacted communities can co-create/lead solutions and equity work can be better prioritized

# City Staff: Tactical Team

Sierra Anderson – City Manager's Office

DeAngelo Bowden – Social Sustainability

Leo Escalante – CPIO

Janet Freeman – Social Sustainability

Nick Heimann – PDT

Angela Peña – Parks

Victoria Shaw – Sustainability Services

Chris Van Hall – City Attorney's Office

Executive Sponsor: Jackie Kozak-Thiel



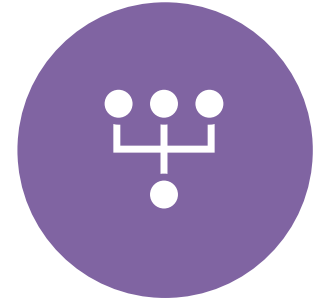
# CUNY Institute for State & Local Governance



NONPARTISAN RESEARCH AND POLICY  
INSTITUTE



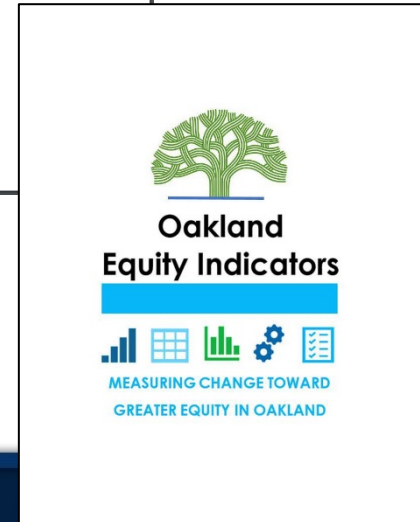
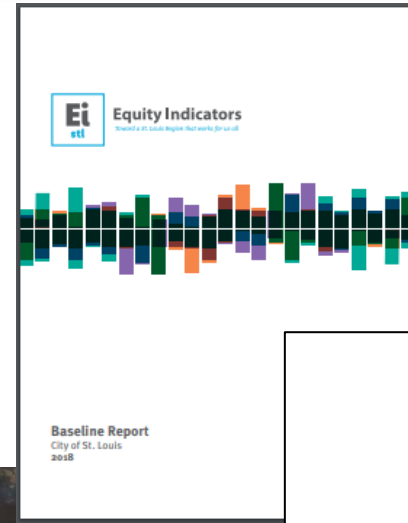
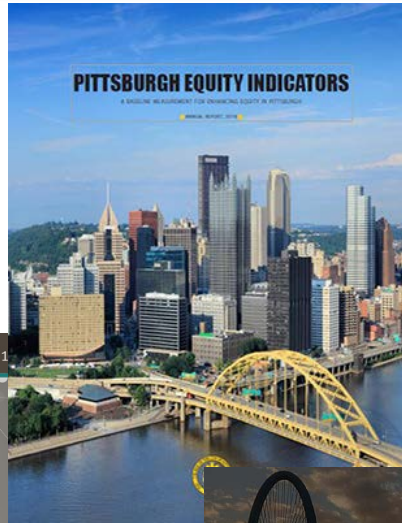
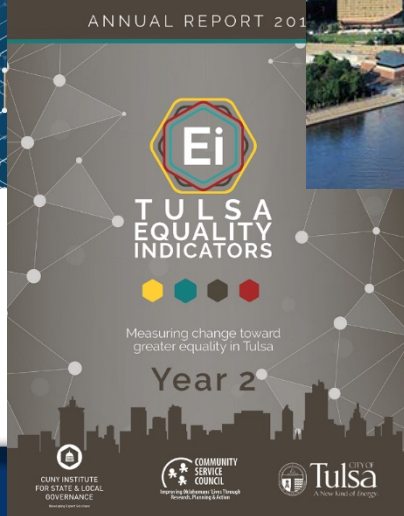
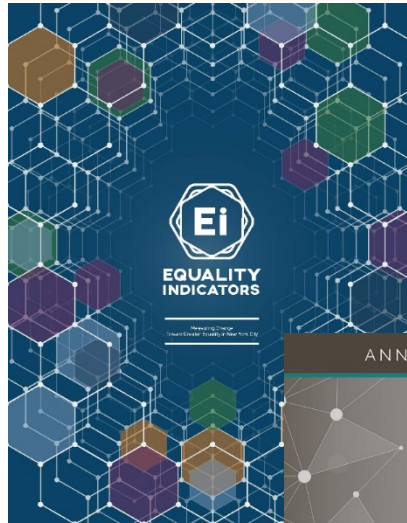
WORK TO IMPROVE GOVERNMENT  
SYSTEMS



DATA-DRIVEN APPROACHES THAT  
INFLUENCE POLICY AND OPERATIONS  
THAT SUPPORT WORK IN DIVERSE  
COMMUNITIES

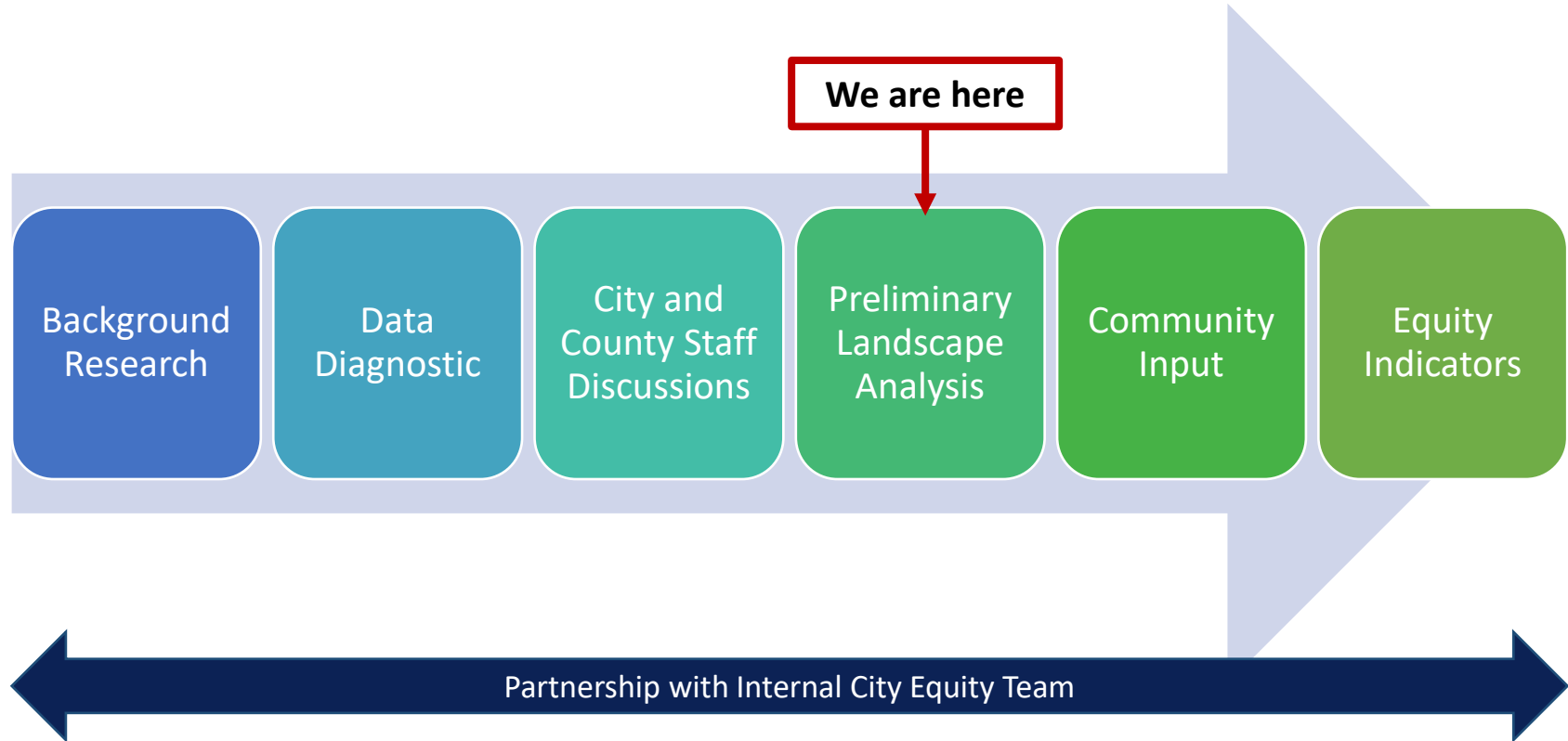


# CUNY ISLG Equality/Equity Indicators





# CUNY ISLG Scope of Work





# Work to Date

## Background Research

- Reviewed publicly available research on disparities and opportunity areas
  - Areas of inequity
  - Groups included
  - Engagement efforts that informed research

## Data Diagnostic

- Examined what data are available, groups included, and quality of the data
  - Existing reports (e.g., 2020 Sustainability Gaps Analysis)
  - Publicly available data/dashboards (e.g., Colorado Department of Education)
  - Local data from national sources (e.g., American Community Survey)

## City & County

- Talked with 42 City and County staff across 25 different departments
  - Initial input on important areas of inequity, what's already being done in these areas, and data that could be used to measure them

## Preliminary Landscape Analysis





# Key Domains Identified to Date

|                                       |  |
|---------------------------------------|--|
| Education                             | Attainment, achievement, representation, connections, barriers to success              |
| Economic opportunity                  | Poverty, income, employment, business ownership, <b>business development</b>           |
| Housing                               | Affordable housing, homelessness, neighborhood characteristics, <b>housing quality</b> |
| Health and environmental justice      | Health care coverage, physical health, mental health, <b>access to care</b>            |
| Criminal justice and public safety    | Law enforcement, incarceration, community supervision, <b>victimization</b>            |
| City services                         | Transportation, parks and recreation, essential services                               |
| Social inclusion and civic engagement | Community, community institutions, <b>participation, political power</b>               |



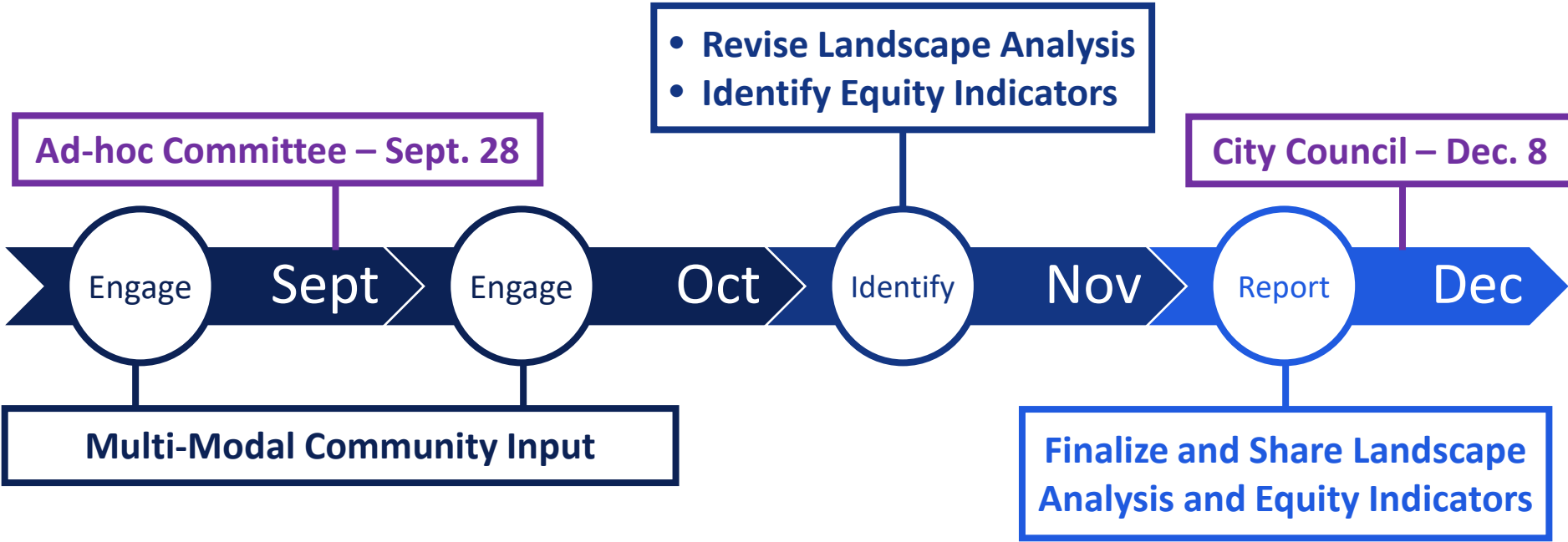
# Next Steps: Community Input

- Flyers (online and hard copy distribution)\*
- Survey (5-minute and 20-minute versions)\*
  - Online and distributed along with flyer
- Online video presentation
  - Linked to survey
- Limited focus groups
  - Option 1: Video via Zoom
  - Option 2: Phone only

\*In English and three other languages



# Timeline



# Initial Feedback



Does the Committee have any feedback on the engagement process or data for indicators?

Want to tell us more? Reach out to:

- Victoria Lawson – [Victoria.Lawson@islg.cuny.edu](mailto:Victoria.Lawson@islg.cuny.edu)
- Sukhmani Singh – [Sukhmani.Singh@islg.cuny.edu](mailto:Sukhmani.Singh@islg.cuny.edu)



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## MEMORANDUM

DATE: September 10, 2020

TO: Mayor and Councilmembers

FM: Ginny Sawyer, Project and Policy Manager

TH: Darin Atteberry, City Manager  
Kelly DiMartino, Deputy City Manager

RE: September 8, 2020 Work Session Summary: Community Impact Ad Hoc Committee

Mayor Troxell, Mayor Pro Tem Stephens and Councilmembers Gutowsky, Pignataro, Summers, Cunniff, and Gorgol attended remotely.

Staff provided a brief overview of the creation of the committee and the general emerging themes, including:

- The Ad Hoc Community Impact Committee was established by Resolution 2020-060 on June 23, 2020 with an overall purpose of ensuring that the City is creating an environment that provides safety and equity for all residents.
- The Committee is made up of Councilmembers Emily Gorgol, Julie Pignataro, and Susan Gutowsky.
- The Committee has met three times to date and will continue to meet monthly throughout the year and until at least April 2021.
- While the Committee will bring perspective to the 2020 budget conversations, there is also a recognition that more community-informed recommendations could occur in 2021.

### General themes:

- Hear and learn from the lived experiences of community members.
- Review Police operations and metrics ensuring safe community for all.
- Better understand community programs and access to programs.
- Utilize the Equity Indicator initiative and existing outreach efforts to inform any action.
- Work with community non-profits and organizations to achieve safety and equity for all residents.

### Council Discussion:

Multiple Councilmembers expressed appreciation for the work of committee and an understanding that new committees can take time to establish clear goals and recommendations. There was recognition that while the Resolution speaks to making budget



recommendations the Committee wants to be intentional in their work and they don't feel they have had time to hear from the community or explore areas of inequity.

Other comments and suggestions:

- Recommendations to reach out to long-term Hispanic families (see video series), Black, Indigenous and People of Color (BIPOC) group, and the Coloradoan.
- Prioritize COVID related impacts in any work.
- Recognition that mid-year appropriation may be needed.
- Committee would like to have a "planning calendar" to help see a roadmap/timeline going forward.
- Review Community Trust work.

RESOLUTION 2020 \_\_\_\_  
OF THE COUNCIL OF THE CITY OF FORT COLLINS EXPRESSING  
SUPPORT FOR LAW ENFORCEMENT  
AND THE RIGHT TO PEACEFULLY ASSEMBLE

**WHEREAS**, Public safety and law enforcement is vital to the well-being of residents of the City of Fort Collins, and

**WHEREAS**, the city of Fort Collins seeks to be one of the safest communities in the United States, and

**WHEREAS**, both current and past City Councils have dedicated significant time and resources to build a professional police service, and

**WHEREAS**, the Fort Collins Police Services has achieved gold standard recognition from the Commission on Accreditation for Law Enforcement Agencies (*CALEA*) and

**WHEREAS**, the City Council Ad Hoc Committee was established to demonstrate a commitment to maintain a professional police service with oversight and accountability; and

**WHEREAS**, the City Council is committed to providing public safety to all people equally and without prejudice; and

**WHEREAS**, the City Council has adopted a Community Trust resolution; and

**WHEREAS**, the role of public safety includes protecting the rights of people to assemble and hold public demonstrations on issues of local and national concern; and

**WHEREAS**, The City of Fort Collins is committed to protecting the rights of people to peacefully assemble and express their views on various issues and causes;

**NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS** as follows:

Section 1. The City Council expresses support of Police Chief Jeff Swoboda and the officers of the Fort Collins Police Services.

Section 2. The City Council expresses its commitment to the residents of Fort Collins in maintaining a safe community where all can thrive.

Section 3. The City Council is dedicated to ongoing training, oversight and accountability to ensure and maintain a professional Police Service.

Section 4. The City Council is resolved to be a leader and an example for the nation to follow by using a thoughtful process and community collaboration and conversation to effect change.

Section 5. The City Council commends people who have peacefully gathered for demonstrations in response to recent national events, following the death of George Floyd and will continue to safeguard those rights.

Section 6. The City Council condemns prejudice, racism and violence against any individual, group, entity or institution and affirms its commitment to work for a community of equality, equity and opportunity for all.

Passed at a regular meeting of the Council of the City of Fort Collis on this \_\_\_\_ day of \_\_\_\_\_, A. D. 2020.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk





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DATE: September 24, 2020

RE: Community Trust Related Updates

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This attachment includes the September 17, 2019 update on the Community Trust initiative work, which was the last major Council update on this work. In anticipation of including this information in the Committee packet a quick update scan was done in the areas of Sustainability Services, Police Service, and Community Engagement.

These updates are below.

Sustainability:

- The City's funded budget offer to develop equity indicators is underway, and part of that work includes targeted outreach to immigrant communities to inform the selection of indicators that the City will track as a result.
- The Racial Equity Rapid Response team and Vulnerable and Susceptible Populations team have met with representatives from immigrant community groups throughout 2020 to identify collaboration opportunities and provide enhanced service, especially during the pandemic.
- Staff continues to build staff capacity for racial and social justice work, including creating an internal racial justice curriculum for staff.

Police Services:

- Police officers are gathering demographic data for state accountability report on all self-initiated contacts.
- Created police transparency page with arrest, citation, and use of force information broken down by race.
- All members of Spanish team have attended the second level of immersion training.
- 16 employees were certified as instructors by *Fair and Impartial Policing* to teach Implicit Bias courses with a goal for all employees to complete by late 2021.
- Relationship building continues between Police staff and community groups.



Community Engagement:

- Continue to be more intentional in including diversity lens across social media and other channels as well as supporting dual language projects on OurCity.
- Increase in translation and interpretation across all communication efforts.
- Expanded partnerships with cultural brokers in the community.



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## MEMORANDUM

Date: September 17, 2019

To: Mayor Troxell and City Councilmembers

From: Jackie Kozak-Thiel, Chief Sustainability Officer  
Tyler Marr, Sr. Project Manager

Through: Darin Atteberry, City Manager *DA*  
Kelly DiMartino, Deputy City Manager *KD*  
Jeff Mihelich, Deputy City Manager *JM*

Re: Update on Immigrant Outreach Recommendation and Community Trust Efforts

### Background:

This memo provides requested information from the September 3<sup>rd</sup> Council Meeting and from Leadership Planning Team on September 16<sup>th</sup> related to Community Trust and Immigration. Included are reasons for the recommendation to not proceed with a renewed engagement effort similar to community trust, a revised resolution for Council consideration that is currently calendared for October 1, and an update of Community Trust Initiative implementation efforts.

### Center for Public Deliberation Proposal and Staff Recommendation for Outreach

After discussions with the Center for Public Deliberation (CPD) and reviewing their proposal for small targeted listening sessions with immigrant communities, staff does not believe a renewed engagement effort related to discussing fears and impacts of federal issues at the local level will enhance the City's relationship with immigrant communities. These efforts would be very similar to the Community Trust outreach where the City asked those in immigrant communities to share their fears, concerns, and recommendations on how the City could better engage with their communities.

There is concern that asking people to share their fears and thoughts again, even in small group settings, will appear as though the City did not listen the first time, which could negatively impact trust and our existing relationships, rather than achieve the goal of building it. Other considerations leading to this recommendation include:

- A large community conversation puts those who are impacted in a vulnerable position about a nationally polarizing issue. This could limit participation.
- CPD also expressed concerns about the polarizing nature of this topic and advised against having federal elected officials in the room, especially if we are intending to engage undocumented community members.
- Council will have face to face opportunities to engage with federal elected officials in October around these issues and share local impacts. Staff has reflected this in the updated resolution.





- As the Community Trust work summarized below shows, much time and resource has gone into engaging impacted communities, creating the Community Trust Resolution, and follow up implementation, all of which has resulted in ongoing relationships with operational departments and community members.

### Updated Resolution

An updated resolution is attached to this memo. Changes from the one sent to Council in the September 5 packet include:

- Amending section two to also include encouragement of crime reporting regardless of race, ethnicity, national origin, or immigration status.
- Adding a new section to address the intent and direction to include legislative policy statements related to this topic in the 2020 Legislative Policy Agenda.
- Adding a new section to note that is the intent of Council that those attending the upcoming trip to Washington, D.C. to discuss the actions described in the resolution with the Congressional delegation.

### Updated Community Trust Implementation Status

Staff has attached the final report and memo sent to City Council in the summer of 2018, detailing all activities, listening, and sentiments that came out of the Community Trust work. Below, staff has updated implementation actions from operational departments that were detailed in the report with the updates indented and in blue text underneath the original wording.

Nearly all efforts detailed in the report have continued or have been completed. Where items have specific information that is readily available to report on, staff has included it below. Other items that were more task oriented or melded into operations do not have specific updates to share.

### *Police Services*

#### Work to Date/Ongoing

- Expanding long-serving Spanish language team including sending personnel to immersion training in Costa Rica.
  - Requiring deliberate participation in Spanish-speaking calls for service and events.
  - Fostering on-going relationships with community members.

A total of six FCPS employees have attended immersion training, which provided a significant increase in language proficiency as measured in pre- and post-immersion tests. This immersion experience also developed a new depth of empathy for non-native residents by exposing staff to the difficult experience of navigating the language, culture, laws, and customs in a foreign country.

Officers developed a system to track their participation in Spanish-speaking calls for service. Spanish Language Team also plans and participates in monthly training meetings to further develop language skills, plan community engagement opportunities, and develop social media videos in Spanish. The Spanish Language Team continues to build a relationship with our partners at La Familia and has started outreach to other possible community partners to reach even more Spanish-speaking residents.



- Translating pertinent police policies into Spanish. Key policies identified for translation are:
  - #338 Bias-Motivated Crimes
  - #340 Expectations of Conduct
  - #352 Mutual Aid and Outside Agency Assistance
  - #368 Limited English Proficiency Services
  - #402 Racial or Bias-Based Profiling
  - #422 Diplomatic and Consular Contacts
  - #428 Immigration Violations
  - #440 Detentions, Contacts, and Photographing Detainees
  - #600 Investigation and Prosecution
  - #1020 Administrative Investigations

Policy translations were completed in 2018 and added to the Police Services fcgov page ([https://www.fcgov.com/police/files/politicas\\_en\\_espanol.pdf?1544563415](https://www.fcgov.com/police/files/politicas_en_espanol.pdf?1544563415)), then advertised to the community via social media and sharing with community partners at La Familia.

- Have hosted one Cafecito and plan to host others  
FCPS hosted 7 events in 2018 specifically geared toward our Spanish-speaking community members. These included 3 cafecito events, 2 community barbecues, and 2 police department tours held in Spanish. FCPS staff also attended and assisted with the School District's end-of-year picnic for ESL (English as a second language) families.

In early 2019, FCPS hosted a community-wide meeting in Spanish to share information about common questions we heard from our CTI Stakeholder group and in cafecitos (traffic laws, what to expect when encountering an officer, immigration-related policies, FCPS outreach efforts/engagement opportunities). Staff also held a cafecito event in Q1, assisted with a women's self-defense event in Q2, and hosted another community barbecue in partnership with La Familia in Q3. Additional events are planned for the remainder of 2019 and early 2020.

#### Future Plans

- Provide training for officers on immigration/naturalization process
- Reach out to ICE regarding willingness to clearly identify themselves as federal agents within next two months.
- Seek input to expand/improve the existing complaint policy/process that is currently in English/Spanish so that immigrant community members understand and are comfortable with utilizing it.
  - Evaluate anonymous complaint tracking/status system

As an alternative to contacting Police Services directly – community members are able to contact the City Manager's Office Equal Opportunity and Compliance Manager who will then route the concern appropriately.
- Have committed to having Chief Swoboda meet with Stakeholder Advisory group before the end of summer.  
Chief Swoboda attended the September 19, 2018 Stakeholder Advisory group meeting.

#### Social Sustainability





- Help normalize conversations on race relations to engender better outcomes in service provision with communities of color and City staff.  
Staff have been hosting internal and some external events to help create mutual understanding that strengthens capacity for mitigating racial bias, communicating across differences, and better understanding the experiences of people of color who live and work in Fort Collins.
- Work with Human Resources (HR) to continue offering staff trainings on unconscious bias, privilege, and being an ally.  
Trainings have been offered at all levels of organization, from frontline staff through executive leadership and council. Topics include:
  - Respectful workplace culture
  - Anti-racism
  - White fragility
  - Race and Equity in Leadership (REAL 101, conducted by National League of Cities)
  - Unconscious bias
- Coordinate annual Multicultural Community Retreat to deepen community capacity for equity and inclusion as well as within City organization.  
Two retreats were held this year, both on the topic of white fragility.
- Work with Government Alliance on Race and Equity (GARE) and Urban Sustainability Directors Network (USDN) to increase staff expertise and utilize technical assistance.  
Seven staff members attended the GARE conference this past April. Staff attended different trainings, such as applying an equity lens; the role of local government in advancing equity; and HR practices.  
In addition, several staff underwent an equity foundations training through the USDN this past year, and the City was able to hire a USDN fellow to help apply a racial equity lens to the planning process for Our Climate Future.
- Serve as ombudsmen between community members and groups and City staff to listen to concerns, develop solutions in collaboration with other departments and partners; and help people navigate City issues.  
Staff continues to listen to the concerns of various community members and groups to both inform City service provision and help people navigate issues.

Staff continues to sit on the Community Equity Consortium (CEC), with fellow equity practitioners representing local institutions such as the county, school district, CSU and others to better understand peoples' experiences in Fort Collins and how the City might address concerns.

#### Future Plans

- Identify opportunities to learn from events in our community as well as broader national events that impact perceptions of trust between immigrant communities and City staff.  
Staff has engaged in some conversation on perceptions of racial profiling and has worked with Police Services to identify appropriate training for that as well as other issues related to equitable policing.
- Partner with Police Services and CPIO to foster ongoing communications and relationship building with marginalized groups.  
Staff has helped connect new civic engagement liaison with community members and agencies who have experienced historical marginalization and will continue to help if needed as communications plans are developed.





- Maintain understanding of inclusion gaps within immigrant communities; convene stakeholders as needed; attend community events and support proclamations.  
*Staff continues to listen to members of our immigrant communities to better understand gaps and have attended some community events.*
- Attend and support ongoing listening sessions.  
*Staff was able to attend and support listening sessions that occurred.*
- Coordinate National League of Cities training for City Leaders on history of structural and institutional racism to broaden/develop leadership capacity and understanding.  
*City leaders underwent this training in fall of 2018.*

### *Communications and Public Involvement Office*

#### **Work to Date/Ongoing**

- Expand language resources within the department and City-wide. Have completed initial trainings around use of our new interpretation and translation provider.  
*Staff has hired a new Sr. Public Engagement Coordinator that is fluent in both Spanish/English and certified as a translator/interpreter for the City.*
- Purchased and continue to make use of simultaneous translation equipment. Have lent and continue to make available equipment for community partners as well.  
*Staff continues to streamline the checkout process for the equipment and have a process in place for external partners to also check them out.*
- Provided public participation report on boards and commissions to City Council.

#### **Future Plans**

- Develop language abilities of staff members by providing consolidated list of employees certified and helping more become certified.  
*There is now a Spanish language learners group of staff across the organization that meet regularly to learn and practice their language abilities.*
- Feature the diversity of the community in our social media communication and other channels.
- Communicate language resources to the community including the option to have items translated for free, interpretation at events, and over 200 languages available through telephonic interpretation.  
*Translation headsets and interpretation have been utilized at multiple Council meetings over the past year and services can now be made available at any Council meeting with short notice.*
- Expand translated communications for events such as posters and social media and streamline the internal process.
- Pursue topics such as inclusivity, diversity, and language resources in City staff columns and other story/statement channels.  
*Equity and Inclusion broadly has been a focus of numerous staff columns over the past year – columns specifically on equity and access, LGBTQ+, police inclusion, and building community have all been featured.*

**FOR DISCUSSION PURPOSES ONLY – FURTHER REVIEW PENDING**

**RESOLUTION 2019-  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
REGARDING THE IMMIGRATION CRISIS AT THE SOUTHERN BORDER OF THE  
UNITED STATES AND ITS IMPACT ON THE FORT COLLINS COMMUNITY**

WHEREAS, Fort Collins welcomes and celebrates immigrants and their role in our City's history and in the greater fabric and history of the United States; and

WHEREAS, in 2018 and the first part of 2019, thousands of people, including families with children, asked for asylum at the United States' border with Mexico; and

WHEREAS, recent events at the border between the United States and Mexico highlight potential humanitarian issues – particularly concerning children being separated from their families and the conditions in which they are being held in separation; and

WHEREAS, the national focus on this topic is not inseparable from Fort Collins immigrant communities, and reports on this situation have caused fear among communities living in Fort Collins; and

WHEREAS, this fear manifests itself in a variety of ways, but of importance to the City is a fear of engaging with government authorities; and

WHEREAS, the City is concerned that this fear of the government could discourage people from engaging with public safety agencies, and could prevent the Decennial Census from obtaining an accurate count of people living in Fort Collins, putting at risk accurate representation in Congress and in the Colorado General Assembly, as well as federal funding; and

WHEREAS, understanding this fear and its impact on the community, the City Council wants to reiterate that this City is committed to building trust among all our residents, particularly our immigrant communities, and that we believe their contributions and presence in this community make for a stronger City and

WHEREAS, the City recognizes that our community alone cannot solve the national issues which are inherently causing many of these challenges at a local level.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council wishes to foster a Fort Collins community that is welcoming to those lawfully seeking asylum in the United States and wants residents to feel secure in their homes.

Section 2. That the City Council encourages all local residents to report crimes and come forward as victims and witnesses of crimes, and to participate in the Decennial Census, regardless of their race, ethnicity, national origin or immigration status.



**FOR DISCUSSION PURPOSES ONLY – FURTHER REVIEW PENDING**

Section 3. That the City Council calls upon President Trump and his administration, as well as the United States Congress, to act immediately to prevent inhumane treatment of persons, especially minors, at the southern border, and implores the administration to quickly reunify immigrant families through whatever means reasonably possible.

Section 4. That the City Council urges the President and Congress, particularly the leadership of the House and Senate, to create a sustainable pathway for immigration into the United States, especially for those who fear for their lives or their safety.

Section 5. That the City Council directs the City Manager to include measures consistent with this Resolution in the City's Legislative Policy Agenda to be presented for Council consideration before the end of 2019.

Section 6. That it is the intent of the City Council that those members of Council participating in upcoming meetings with members of the Colorado Congressional delegation urge those members of Congress to take action as described herein.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this \_\_\_\_\_ day of \_\_\_\_\_, A.D. 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk



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## **Community Trust Initiative – Report Back to Council and City Manager**

### Background

As part of the larger conversation in the community around community trust and immigration, City Council passed resolution 2017-091 in October, 2017. The resolution stated that the Council “wishes to direct the City Manager to create a task force to advise [the City Manager] on ways for the City to effectively explain and inform the public about its policies and practices, and engage immigrant communities through education, outreach, services, programs and partnerships.” This communications plan was sent to Council in December, which detailed plans of hosting listening sessions with community groups, forming a Stakeholder Advisory Group to listen and hear concerns and advice regarding City practices, and expanding other methods of communication and outreach.

### Listening Sessions

Staff hosted two well-attended listening sessions with La Familia at the Family Center. Police Services led these discussions with bilingual officers, and listened to and answered questions and concerns from the community. Major points of curiosity, fears, and discussion were as follows:

- Traffic concerns: driving without a license, traffic stops, traffic norms, and penalties for violations;
- What is required by law to respond to when stopped by a Police Officer (especially regarding how to respond when asked if maintaining legal presence);
  - It was noted in the listening sessions that Police does not ask residency questions as part of routine traffic stops
- How to report harassment from other drivers;
- How to report violence inflicted towards Poudre School District (PSD) students;
- Options for reporting on Police Services behavior to a non-police entity to maintain comfort and assurance;
- If a Fort Collins Police Officer can ask immigration status during routine traffic stops;
- How and when would somebody be deported – clarity of roles between Fort Collins Police Services, Larimer County Sheriff, Colorado State University Police, and Immigrations and Customs Enforcement

As part of the questions asked at the first listening session, staff engaged the Department of Motor Vehicles (DMV), and they presented information about renewing, acquiring, and revoking driver licenses in Colorado, for those that have and do not have legal presence.

Through both conversations at La Familia, the topic of an ordinance, whether that be a sanctuary city or community trust ordinance, was not brought up by any of the participants.

Staff explored the opportunity to host listening sessions with some of our other community partners. While things are in process to host listening sessions with the Islamic Center and Poudre School District, other various organizations either did not respond or did not show interest in hosting such an event.





### Stakeholder Advisory Group

One large component of the communications plan involved convening a stakeholder advisory group of representatives from our immigrant communities and advocacy organizations who support them. Staff from Police Services, Communications and Public Involvement, Social Sustainability, and the City Manager's Office met with this group four times since January to discuss City policy and practices of concern or interest to the group. The group consisted of representatives from the following community groups in addition to some individual community members:

- Alianza Norco
- Fuerza Latina/Fort Collins Community Action Network
- Human Relations Commission
- Islamic Center
- La Familia
- Poudre School District

Other groups, such as Colorado State University, were asked to join discussions but were unable to participate.

Alma Vigo-Morales, with Diversity Solutions, facilitated the group's discussions and topics covered included police policy and practices, communication methods and approach, and the City's approach to national trends, protests, and events more broadly. The national political climate and national and local events that occurred during the first half of 2018 had an influence on the topics and sentiments discussed and shared at these meetings. The Stakeholder Advisory group has recommended the following actions to be taken by the City:

#### *Near-Term and Immediate Actions*

- Have staff present and engaged at various cultural events within the community (e.g., Ramadan dinner, Cinco de Mayo, Día de Los Muertos). Explore and implement various communication avenues to help stay abreast of events
- Explore and suggest alternatives to Police Policy Manual language to clarify language that is ambiguous – particularly as it pertains to contacting Immigrations and Customs Enforcement (ICE)
  - Specific policy areas of concern include 428.1, 428.2, 428.3.1, 428.4, and 338.3d
- Continue departmental dialogue and outreach/listening, which will be critical to maintaining and enhancing relationships with various immigrant communities
  - Additionally, partner with community groups when asked on various events or trainings
    - For example: Cafecitos (coffee with a cop), La Familia subject-specific listening sessions, SAVA sexual assault awareness event in Spanish, Know Your Rights panel at Islamic Center
- Speak with ICE local supervisor about willingness to wear uniforms that clearly identify themselves as federal agents or ICE, rather than "police" solely. This stems from confusion and lack of clarity about the role of various law enforcement agencies
- Provide quality simultaneous interpretation services at relevant and important City events

#### *Medium-term and ongoing actions*



- Provide quality, scheduled cultural competency training and unconscious or implicit bias training for Police specifically, but also among City employees generally. Increase transparency on types of training undertaken
- Work with other community organizations to increase awareness of multicultural holidays – example given was school district so they can expect absences and respect the reasons for them
- Use additional communication avenues (such as Spanish radio, and a Spanish Facebook page) to advertise City events. For the Arabic-speaking population, work with prominent organizations so they can translate and place on their well-connected Facebook pages
- Explore willingness and possibility of larger community event organizers to translate some materials and offer more inclusive programming
  - Examples given: Taste of Fort Collins, Bohemian Nights
- Translate existing and future high-impact documents and programming efforts. This includes further refinement of what constitutes a program being defined as high impact
- Look at, and discuss with communities, improvements to the police complaint process, including exploring idea of alternate reporting system
- Follow up in one quarter, via memo or report with information about where actions on these various recommendations stand
- Host ongoing listening sessions/forums to better understand experiences in community.
  - Example given: Experiences on racial bias

#### *Group sentiments/themes*

- Consistent involvement by the City regarding civic education and engagement efforts is essential to build the relationships needed for immigrants and diverse populations to feel integrated, included, and valued
- Accountability is still a concern and an ordinance would help alleviate that concern
- Leadership at City is not reflective of diversity within the broader community (e.g., community demographics)
- City leadership has been too silent during opportunities to denounce hate groups (Traditional Workers Party, was given as one example). A broad resolution condemning hate and promoting tolerance would be appreciated. The City should also strategically prepare for how they would respond should various events or occurrences that have taken place on campus, nationally, or in Fort Collins occur again and potentially on a different scale
- City staff and leadership need to express more of a willingness to meet immigrant communities where they are at, whether through proactive interpretation, translation, participation or outreach, and continued programming focused towards them
- Some members felt police should not participate in “know your rights” types of trainings as they believe it conflicts with their professional responsibilities to investigate or act on knowledge of criminal activity; rather, they should refer those trainings to other organizations. Others said police presence provides legitimacy
- There are disagreements in how Police intended the Policy Manual and how members of the committee believe it could be interpreted

#### Planned Administrative Actions and Ongoing Dialogue

Staff has planned or taken numerous actions in response to learnings at both the listening sessions and stakeholder advisory group meetings. Separated by department, here are many of those planned actions:





## *Communications and Public Involvement Office (CPIO)*

### **Work to Date/Ongoing**

- Expand language resources within the department and City-wide. Have completed initial trainings around use of our new interpretation and translation provider
- Purchased and continue to make use of simultaneous translation equipment. Have lent and continue to make available equipment for community partners as well.
- Provided public participation report on boards and commissions to City Council.

### **Future Plans**

- Develop language abilities of staff members by providing consolidated list of employees certified and helping more become certified
- Feature the diversity of the community in our social media communication and other channels
- Communicate language resources to the community including the option to have items translated for free, interpretation at events, and over 200 languages available through telephonic interpretation
- Expand translated communications for events such as posters and social media and streamline the internal process
- Pursue topics such as inclusivity, diversity, and language resources in City staff columns and other story/statement channels
- Continued outreach and expansion of diverse community partners and stakeholders

## *Police Services*

### **Work to Date/Ongoing**

- Expanding long-serving Spanish language team including sending personnel to immersion training in Costa Rica
  - Requiring deliberate participation in Spanish-speaking calls for service and events
  - Fostering on-going relationships with community members
- Translating pertinent police policies into Spanish. Key policies identified for translation are:
  - #338 Bias-Motivated Crimes
  - #340 Expectations of Conduct
  - #352 Mutual Aid and Outside Agency Assistance
  - #368 Limited English Proficiency Services
  - #402 Racial or Bias-Based Profiling
  - #422 Diplomatic and Consular Contacts
  - #428 Immigration Violations
  - #440 Detentions, Contacts, and Photographing Detainees
  - #600 Investigation and Prosecution
  - #1020 Administrative Investigations
- Have hosted one Cafecito and plan to host others
- On-going policy reviews to remove ambiguity from related police policies
  - Consider definitive language if it does not compromise law or required practices
  - Some unnecessary and confusing language has been removed already (428.4, included as Attachment A)
  - Provide updated policy training to all officers for familiarity



- Ask City Attorney's Office (CAO) for specific law citations that support current policy requirements
- Jointly hosted a barbeque on June 6<sup>th</sup> at Soft Gold Park with La Familia with over 100 people in attendance

#### Future Plans

- Provide training for officers on immigration/naturalization process
- Reach out to ICE regarding willingness to clearly identify themselves as federal agents within next two months
- Seek input to expand/improve the existing complaint policy/process that is currently in English/Spanish so that immigrant community members understand and are comfortable with utilizing it
  - Evaluate anonymous complaint tracking/status system
- Have committed to having Chief Swoboda meet with Stakeholder Advisory group before the end of summer

#### *Social Sustainability*

##### Work to Date/Ongoing

- Help normalize conversations on race relations to engender better outcomes in service provision with communities of color and City staff
- Work with Human Resources (HR) to continue offering staff trainings on unconscious bias, privilege, and being an ally
- Coordinate annual Multicultural Community Retreat to deepen community capacity for equity and inclusion as well as within City organization
- Work with Government Alliance on Race and Equity (GARE) and Urban Sustainability Directors Network (USDN) to increase staff expertise and utilize technical assistance
- Serve as ombudsmen between community members and groups and City staff to listen to concerns, develop solutions in collaboration with other departments and partners; and help people navigate City issues

#### Future Plans

- Identify opportunities to learn from events in our community as well as broader national events that impact perceptions of trust between immigrant communities and City staff
- Partner with Police Services and CPIO to foster ongoing communications and relationship building with marginalized groups
- Maintain understanding of inclusion gaps within immigrant communities; convene stakeholders as needed; attend community events and support proclamations;
- Attend and support ongoing listening sessions
- Coordinate National League of Cities training for City Leaders on history of structural and institutional racism to broaden/develop leadership capacity and understanding

#### *City Manager's Office*

- Continue to maintain relationships with various community groups and connecting them with relevant staff that match their needs
- Work with staff team to develop an implementation plan for items discussed in this report within one quarter





- Work with Police Services to evaluate possible expansion of police complaint process to utilize ethics hotline/equal opportunity office for those who feel uncomfortable initiating a complaint through Police. Plan to have this exploration and implemented, if possible, by end of Q3
- Provide coordinated, organization-wide quarterly updates within the City Manager's Monthly report on this topic, highlighting outreach, events, and progress on many of the other items noted in this report
- Work with Special Events Coordinator to explore willingness of major event organizers to translate key marketing and information materials and look into multicultural programming

### Actions Taken Previous to Engagement Process

As previously noted in Council materials for the October 3, 2017 Council meeting where the Community Trust Resolution was discussed, many actions were taken administratively by staff in the initial research, exploration of this topic. High level points are included below:

- Changed administrative policies 8.1 and 8.2 to include citizenship status as a protected class and provide clarity on staff responsibility
- Audited all City policies to explore where there was latitude to change existing citizenship requirements
- Identified high priority documents and department resources to translate and have begun process of translation (Tenant Resource Guide, for one example)
- Created the It's Your| My| Our Spanish resource page  
<http://www.fcgov.com/myfoco/spanish>
- Worked to hang and promote multilingual "We Are Fort Collins" banners around the city

### Next Steps and Summary

Throughout this process, staff has heard clearly from our various stakeholders that relationships are the key to building trust. With this in mind, staff from all departments will have the primary focus moving forward working to maintain, nurture, and enhance the relationships that have been cultivated in this initial stage. Some of the key next steps, as highlighted above are noted below.

- Host Cafecitos on a regular basis and attend further listening sessions on specific topics with community organizations
- Complete translation of Police policies and procedures into Spanish
- Work with community partners to explore alternatives to Police complaint process
- Continue and strengthen efforts to train staff in other languages, unconscious bias awareness, cultural competency and other related elements
- Translate relevant social media posts to Spanish and work with Arabic-speaking partners to increase awareness of City news and events
- Provide update on work in approximately one quarter via the City Manager's Monthly Report
- Work to develop implementation plan for all items listed above, including timelines, within one quarter



## Attachment A – Police Policy 428.4 Changes

# Immigration Violations

### 428.4 CONSIDERATIONS PRIOR TO REPORTING TO ICE

Fort Collins Police Services is concerned for the safety of local citizens and thus detection of criminal behavior is of primary interest in dealing with any persons. The decision to arrest shall be based upon those factors which establish probable cause and not on arbitrary aspects. Race, ethnicity, age, gender, sexual orientation, religion and socioeconomic status alone are of no bearing on the decision to arrest.

All individuals, regardless of their immigration status, must feel secure that contacting law enforcement will not make them vulnerable to deportation. Members of this Agency should not attempt to determine the immigration status of crime victims and witnesses or take enforcement action against them absent exigent circumstances or reasonable ~~cause-suspicion~~ to believe that a crime victim or witness is involved in violating criminal laws. ~~Generally, if an officer suspects that a victim or witness is an undocumented immigrant, the officer need not report the person to ICE unless circumstances indicate such reporting is reasonably necessary.~~

Nothing in this policy is intended to restrict officers from exchanging legitimate law enforcement information or otherwise abrogate the duty to cooperate with federal, state or local government entities (8 USC § 1373; 8 USC § 1644).





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Attachment - Memorandum from last year

Date: June 12, 2018

To: Mayor Troxell and City Councilmembers

From: Tyler Marr, Policy and Project Manager  
Kate Kimble, Senior Communications Specialist  
Annie Bierbower, Senior Public Engagement Coordinator  
Janet Freeman, Social Sustainability Specialist

Through: Darin Atteberry, City Manager  
Jeff Mihelich, Deputy City Manager  
Kelly DiMartino, Sr. Assistant City Manager  
Jackie Kozak-Thiel, Chief Sustainability Officer  
Greg Yeager, Deputy Chief of Police

Re: Community Trust Initiative Update and Report Back to Council

Bottom Line

After almost five months of engagement, staff feels that progress has been made in cultivating new relationships with Fort Collins' immigrant communities. Staff has learned a great deal from the community's immigrant residents and, based on these conversations and plans to continue this dialogue, staff believes the City can better serve their needs moving forward. Staff plans to continue to systematically build these relationships through reoccurring departmental check-ins, events, and through the creation and maintenance of communication avenues for both City staff and community leaders to connect with one another.

The attached report focuses on a variety of operational plans, adjustments, and changes that were discussed with the stakeholder group. Many members of that group would still like to have Council adopt a Community Trust Ordinance, citing concerns of accountability. Some expressed sentiments of ongoing distrust of police and skepticism of working to build relationships with the police generally.

Key Next Steps

As detailed in the report, some of the key next steps from staff are as follows:

- Host Cafecitos (coffee with a cop) on a regular basis and attend further listening sessions on specific topics with community organizations
- Complete translation of Police policies and procedures into Spanish
- Work with community partners to explore alternatives to Police complaint process
- Continue and strengthen efforts to train staff in other languages, unconscious bias awareness, and other related elements
- Translate relevant social media posts to Spanish and work with Arabic-speaking partners to increase awareness of City news and events
- Provide update on work in approximately one quarter via the City Manager's Monthly Report



- Work to develop implementation plan for all items listed above, including timelines, within one quarter