



EQUITY INDICATORS

DIFFERENT GROUPS EXPERIENCE
OUR COMMUNITY DIFFERENTLY.

The City of Fort Collins supports equity for all, leading with race. As part of its effort to advance equitable outcomes, the City selected the CUNY Institute for State and Local Governance (ISLG) to lead its Equity Indicators project and establish a framework for measuring and understanding the inequities that exist in Fort Collins and how they change over time.

Equity indicators are one tool local governments can use to measure and track the experiences of equality among community members to more proactively address systems that perpetuate racism and/or oppression. Reducing inequities can improve opportunities for everyone.

HOW WERE THE CITY'S EQUITY INDICATORS DEVELOPED?

ISLG developed an analysis of disparities in Fort Collins and a final set of Equity Indicators.

The report contains more detailed information on the steps taken and the findings, including:

- Background research
- Data gathered from partner institutions
- Landscape analysis
- Survey and focus groups
- Community prioritized list of indicators

KEY INFORMATION

In this project, ISLG collected and analyzed data disaggregated by race, ethnicity, and other demographic factors to examine the broad landscape of disparities in outcomes and perspectives in the Fort Collins area. ISLG engaged with community members to identify a set of Equity Indicators that will be used to measure and track disparities going forward.

HOW WILL THE CITY USE THE DATA?

- While the Equity Indicators themselves cannot directly address inequities, they will inform the City's equity work moving forward, providing critical information to guide decisions about investments and policy development.
- The data provide a starting point for the City to pursue partnerships with institutions for systems change and deepen community engagement with communities most impacted.
- The City will share the indicators on a public dashboard to assess progress and prioritize efforts.

WHAT ARE THE EQUITY INDICATORS FOR FORT COLLINS?

ISLG engaged our community to prioritize which indicators the City should track, a subset of which will be included in a public-facing equity dashboard. All fall in the following 10 categories, with indicators for each listed in the report:

1. Housing
2. Economic Opportunity
3. Education
4. Criminal Justice & Public Safety
5. Civic Engagement
6. Environmental Justice
7. Services
8. Public Health
9. Social Inclusion
10. Transportation

This initiative evaluated a wide range of data. While some indicator data represent Fort Collins' population specifically, data were also gathered from partner institutions such as Larimer County, Poudre School District and Health District, and may represent varying geographic areas.

FAQ FREQUENTLY ASKED QUESTIONS

1. IS EQUITY THE SAME AS EQUALITY?

Equity is not the same as equality. Whereas equality as a strategy means giving everyone the same thing, equity's approach addresses disparity gaps based on historical and present-day injustices. Equity focuses on ensuring people's identities are no longer a predictor of life's outcomes.

2. WHY ARE INDICATORS IMPORTANT?

These indicators help us better understand who is faring well in our community, and who isn't, compared to the overall average. And because the community let us know which ones are of the highest priority, the City can better align its equity, diversity and inclusion efforts to create more meaningful and sustainable change.

3. I NOTICED SOME FINDINGS DO NOT TEST FOR STATISTICAL SIGNIFICANCE, WHY?

Throughout this project, the City sought to support inclusion of all people in Fort Collins. As a result, some statistical testing could not be conducted because of smaller population sizes or else the data source itself was pulled from percentages versus raw numbers. This does not discredit what the data is demonstrating in terms of disparity gaps.

4. IS THE CITY RESPONSIBLE FOR ALL THESE INDICATORS?

While the City is able to influence some indicators, others are outside of city control. These data may inform new opportunities or potential partnerships. Both are important to document and track in order to successfully dismantle systems that lead to inequitable outcomes, both locally and from a regional perspective.

