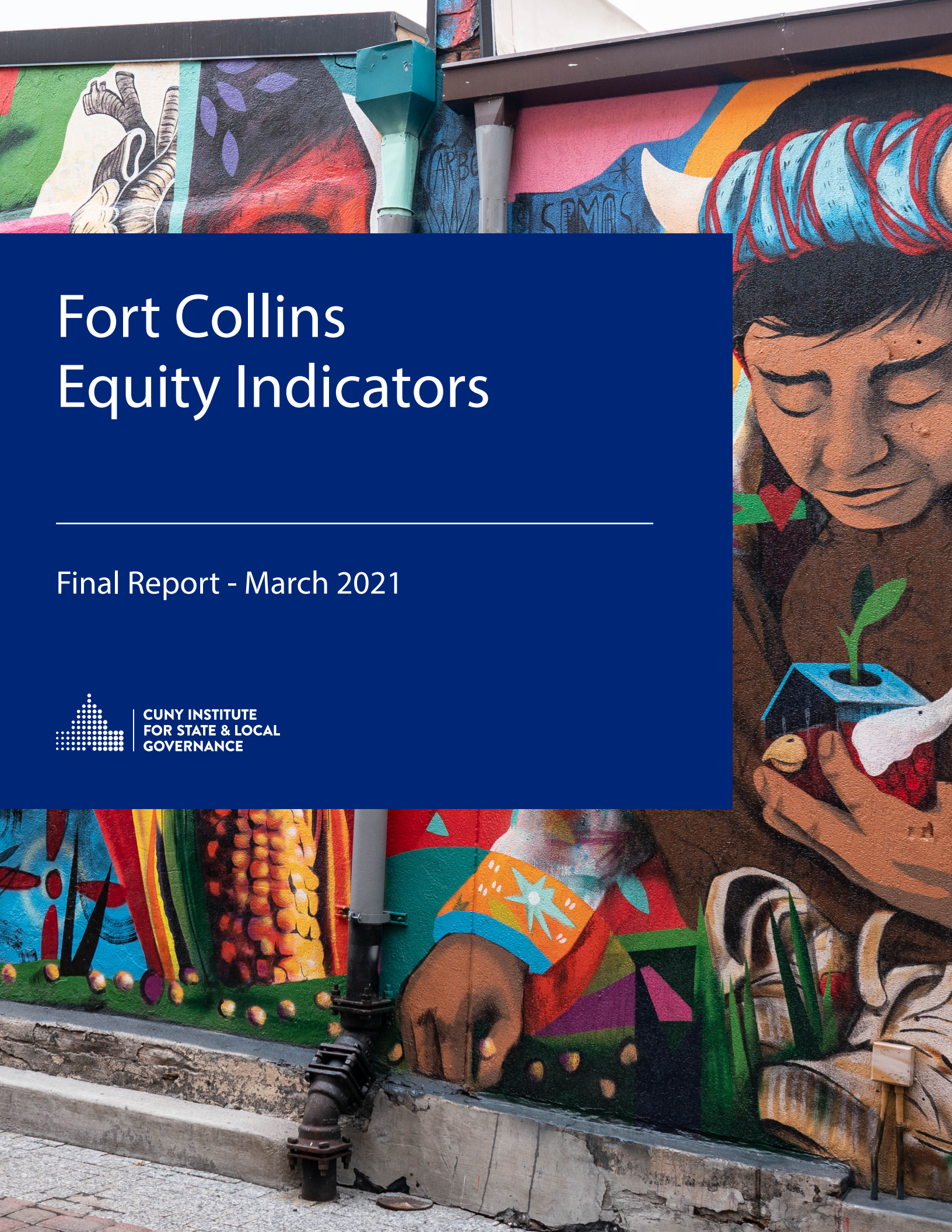


Fort Collins Equity Indicators

Final Report - March 2021

CUNY INSTITUTE
FOR STATE & LOCAL
GOVERNANCE

Letter from Mayor Wade Troxell and City Manager Darin Atteberry

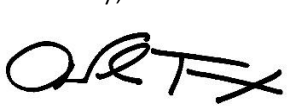
Fort Collins strives to be a diverse, inclusive and equitable community where all people feel a sense of belonging regardless of who they are. We believe an equitable community means everyone who lives here has the same opportunity to experience the joys and delights of an accepting community. We are a community committed to equity for all.

In 2019, City Council adopted Equity and Inclusion as a Council priority and supported the funding of the Equity Indicators Project which is aligned with the Government Alliance on Race and Equity (GARE) roadmap. That same year, Council also adopted an updated Strategic Plan, with an objective to *advance equity for all, leading with race, so that a person's identity or identities is not a predictor of outcome*. In 2020, the City worked to develop the Fort Collins Equity Indicators Project to guide the way forward.

Equity indicators will inform the City's work moving forward, providing critical information to guide decisions about the allocation of resources and policy development. The hope is that our community partners will find both the report and dashboard helpful as we all work toward addressing systemic impacts needed to make Fort Collins an equitable and inclusive community for all.

We invite you to read the report and use it in your own work as we look to strengthen our community's commitment to advancing justice, fairness and equity for all who live here.

Sincerely,



Wade Troxell
Mayor

Darin Atteberry
City Manager

Executive Summary

Overview

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. 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 perceptions in Fort Collins and worked closely with the City and community to identify a pool of Equity Indicators that can be used to track progress in reducing key disparities moving forward and provide a springboard for deeper exploration of root causes and potential solutions.

While Equity Indicators themselves cannot directly address inequities, they will inform the City's equity work moving forward, providing critical information to guide decisions about the allocation of resources and policy development. The City will also share them on a public dashboard and update them on an ongoing basis to enable the public to track changes in outcomes and perceptions, increasing transparency and accountability and giving communities tools to share in successes and identify ways the City can better support and partner with them to create change.

ISLG's work relied on a six-phase process to develop a multi-faceted analysis of the landscape of disparities in Fort Collins and a final pool of Equity Indicators consisting of the following:

- Background research designed to understand current priorities, both in and outside of government and some of the important inequities that have come to light in research to date;
- Data diagnostic to see what local data are available, where, and of what quality;
- City and County staff discussions to further understand different areas and what data might be available to measure disparities;
- Preliminary landscape analysis which used what had been learned to collect and analyze data for a range of measures across the priority areas identified;
- Community input to see whether important areas were missing, solicit suggestions for additional measures and data sources, and obtain feedback on which measures should be selected as Equity Indictors; and
- Final landscape analysis including additional measures and analyses and identifying those selected as potential Equity Indicators based on the feedback and suggestions received through community and other stakeholder input.

The landscape analysis explores the presence or absence of disparities on 114 measures across 10 domains: Civic Engagement, Criminal Justice and Public Safety, Economic Opportunity, Education, Environmental Justice, Housing, Public Health, Services, Social Inclusion, and Transportation. Given the City's focus on leading with race, measures were generally not included if some form of disaggregation by race and/or ethnicity was not possible. For select measures identified as important through stakeholder and/or community input, data were included if they did not allow disaggregation by race/ethnicity if they disaggregated by another important characteristic (e.g., income, neighborhood). For all measures, the presence or absence of disparities was assessed by comparing the outcome or perception for each group to the overall outcome or perception.

It is important to note that not all of the measures included within these areas are directly under the purview of the City. Some fall to the County, or to others, and many are complex issues that have multiple

root causes and multiple factors that play a role in maintaining disparities. These will require multi-faceted efforts to address them, and require partnership and coordination among multiple entities inside and outside of government.

It is also important to note that the data included in this report were collected prior to the COVID-19 pandemic. COVID-19 has had a devastating impact on communities nationwide, particularly on communities of color and other marginalized communities. These impacts will need to be considered in developing solutions to the disparities reported here, as it is very possible that many have worsened, and that new disparities have arisen.

Findings

Racial and ethnic disparities[1] were found in all areas and on just over half (54%) of the measures where racial/ethnic comparisons were possible in total, although the groups were not always consistent. ISLG also found differences by income, gender, sexual orientation, disability status, educational attainment, household composition, and neighborhood.

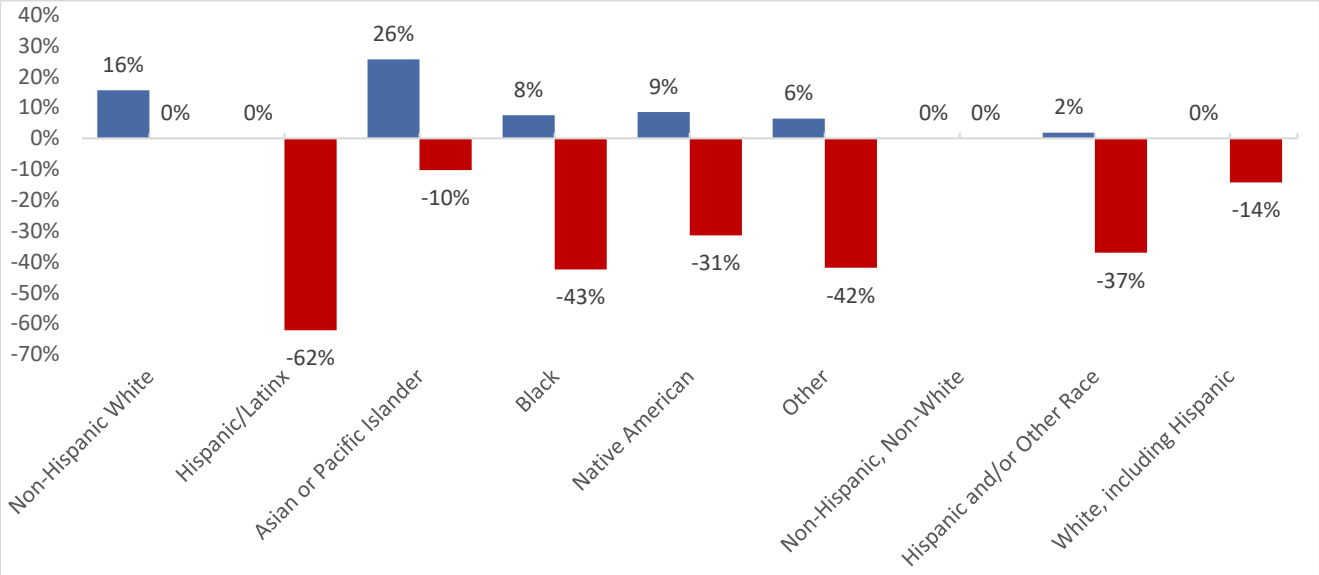
Across areas, Asians or Pacific Islanders had more positive outcomes or perceptions compared to overall on 26% of measures where they were able to be examined, the highest percentage of the groups, although they also had more negative outcomes or perceptions on 10% (see Table i and Figure i). Whites had more positive outcomes or perceptions on 15% of measures, but did not have any measures with more negative outcomes or perceptions. By contrast, Hispanics/Latinx had more negative outcomes or perceptions compared to overall on 62% of measures where they were able to be examined, the highest of the groups, and did not have more positive outcomes or perceptions on any of the measures examined in the landscape analysis.

Table i. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	15 (16%)	81 (84%)	0 (0%)
Hispanic/Latinx	0 (0%)	17 (38%)	28 (62%)
Asian or Pacific Islander	10 (26%)	25 (64%)	4 (10%)
Black	3 (8%)	20 (50%)	17 (43%)
Native American	3 (9%)	21 (60%)	11 (31%)
Other	2 (6%)	16 (52%)	13 (42%)
Non-Hispanic, Non-White	0 (0%)	8 (100%)	0 (0%)
Hispanic and/or Other Race	1 (2%)	33 (61%)	20 (37%)
White, including Hispanic	0 (0%)	6 (86%)	1 (14%)

[1] For the purposes of this report, disparities were defined as differences between the finding for a particular group and the overall finding across groups that were either statistically significant or were larger than our pre-determined thresholds (see *Landscape Analysis Methodology*).

Figure i. Percentage of measures with more positive (positive numbers) or more negative (negative numbers) outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included



The percentage of measures where racial/ethnic differences were found varied considerably by domain from a low of 24% of measures allowing racial/ethnic comparisons for Public Health to 100% of measures allowing racial/ethnic comparisons for Criminal Justice and Public Safety (see Table ii).

Table ii. For each domain examined, the number of measures overall, the number where racial/ethnic comparisons could be made, and, of those, the number and percentage where racial/ethnic differences were found.

Domain	Number of Measures	Number Allowing Race/ Ethnicity Comparisons	Number (%) with Racial/Ethnic Differences
Civic Engagement	7	6	4 (67%)
Criminal Justice and Public Safety	9	9	9 (100%)
Economic Opportunity	17	15	9 (60%)
Education	15	15	11 (73%)
Environmental Justice	5	5	2 (40%)
Housing	9	9	5 (55%)
Public Health	17	17	4 (24%)
Services	18	11	6 (54%)
Social Inclusion	8	7	3 (43%)
Transportation	9	9	3 (33%)
Total	114	103	56 (54%)

When looking at the domains where each racial and ethnic group fared the best, non-Hispanic whites and Asians or Pacific Islanders did particularly well in Education, where they had more positive outcomes or perceptions on nine of 15 and five of 13 measures, respectively (see Table iii). Interestingly, Education was also where Asians or Pacific Islanders had the highest number of negative outcomes or perceptions, but it should be noted that this represented only two measures, and this group had more negative

outcomes or perceptions on only four measures in total across domains. For all other racial and ethnic group groups, there were no domains with more than one measure with a positive outcome or perception.

In terms of where groups fared the worst, Education was a clear area of disparities for Hispanics/Latinx and Native Americans who each had their highest number of negative outcomes or perceptions within this domain. By contrast, Criminal Justice and Public Safety was the source of the greatest number of disparities for Blacks who had more negative outcomes or perceptions on six of seven measures. Hispanic and/or other race individuals (i.e., people of color) fared the worst in Services, where many of the measures able to be included did not allow for further disaggregation by race and ethnicity so it was not possible to obtain a more nuanced view of disparities by group. Lastly, individuals from other racial and ethnic groups fared the worst in Economic Opportunity, where they had more negative outcomes or perceptions on three of seven measures.

Table iii. Domains with the highest number of measures with more positive outcomes or perceptions and more negatives outcomes and perceptions compared to the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Domain with the highest number of more positive measures	Domain with the highest number of more negative measures
Non-Hispanic White	Education (9 of 15)	n/a[†]
Hispanic/Latinx	n/a	Education (10 of 15)
Asian or Pacific Islander	Education (5 of 13)	Education (2 of 13)
Black	Services (1 of 3), Education (1 of 14), Transportation (1 of 2)	Criminal Justice (6 of 7)
Native American	Criminal Justice (1 of 6), Education (1 of 11), Transportation (1 of 2)	Education (6 of 11)
Other	Education (1 of 11), Housing (1 of 5)	Economic Opportunity (3 of 7)
Non-Hispanic, Non-White	n/a	n/a
Hispanic and/or Other Race	Social Inclusion (1 of 6)	Services (5 of 7)
White, including Hispanic	n/a	Criminal Justice (1 of 4)

Equity Indicators

ISLG used community and other stakeholder input to select a pool of 72 potential Equity Indicators from the measures included in the final landscape analysis; the City will identify final Equity Indicators from within the larger pool. The breakdown across domains was as follows:

Civic Engagement (3 indicators)	
Engagement with Government	1 indicator
Engagement with Community	2 indicators
Criminal Justice and Public Safety (8 indicators)	
Law Enforcement	5 indicators
Incarceration and Community Supervision	2 indicators
Perceptions of Safety	1 indicator
Economic Opportunity (8 indicators)	
Poverty and Food Security	3 indicators

Income	2 indicators
Employment	1 indicator
Business Ownership	1 indicator
Childcare	1 indicator
Education (13 indicators)	
Academic Achievement	5 indicators
Staff Representation	2 indicators
School Connections	1 indicator
Barriers to Academic Success	3 indicators
Educational Attainment	2 indicators
Environmental Justice (2 indicators)	
Pollutants	2 indicators
Housing (8 indicators)	
Housing Affordability	5 indicators
Homelessness	2 indicators
Neighborhood	1 indicator
Public Health (10 indicators)	
Access to Care	6 indicators
Physical Health	1 indicator
Mental Health	3 indicators
Services (10 indicators)	
Essential Services	8 indicators
Parks and Recreation	2 indicators
Social Inclusion (5 indicators)	
Community	4 indicators
City Inclusiveness	1 indicator
Transportation (5 indicators)	
Commuting	1 indicator
Personal Transportation	2 indicators
Public Transportation	2 indicators

Next Steps

This report provides baseline findings for the Fort Collins Equity Indicators project as a whole; findings for the final Equity Indicators will also be presented on a public dashboard developed and maintained by the City of Fort Collins. The City will update the findings for these indicators on an ongoing basis moving forward in order to assess progress towards increasing equity within and across the 10 domains. The City will also be using the findings from the Equity Indicators and the Landscape Analysis more broadly to inform decision-making about policy and practice, and guide the allocation of resources by identifying areas where there are greater opportunities for investment and growth. The City will also be beginning the work of conducting root cause analyses to uncover the drivers behind different disparities and work with the community and other stakeholders to develop targeted solutions. ISLG will further support the City in its work by collecting comparison data for other jurisdictions at the local, state, or national level, where possible.

Contents

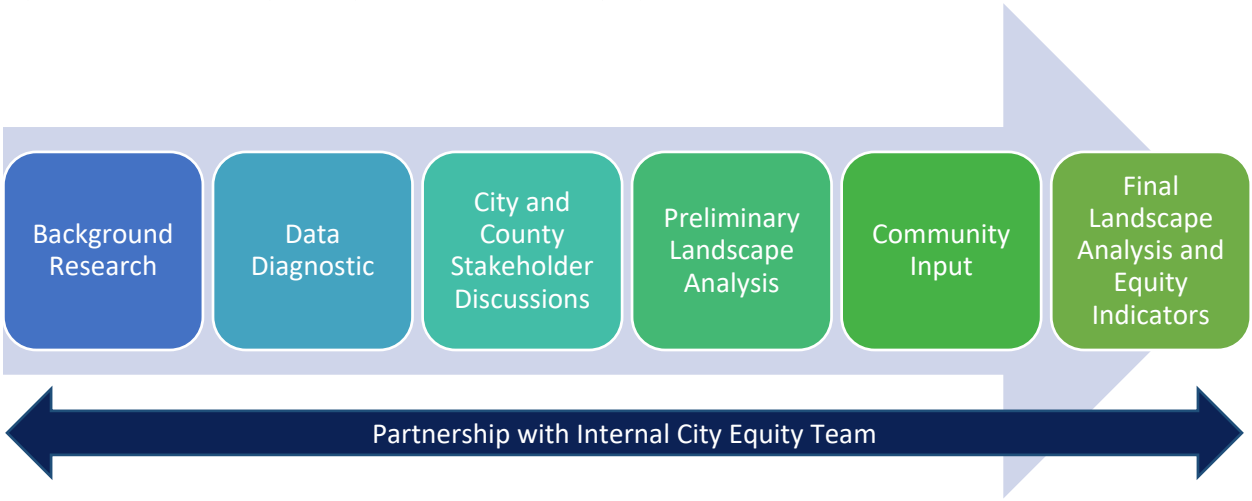
Introduction

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. In this project, ISLG collected and analyzed data disaggregated by race, ethnicity, and other demographic factors to examine the broader landscape of disparities in outcomes and perceptions in Fort Collins and worked closely with the City and community to identify a pool of Equity Indicators that can be used to track progress in reducing key disparities moving forward and provide a springboard for deeper exploration of root causes and potential solutions.

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 the allocation of resources and policy development. The City will also share them on a public dashboard and update them on an ongoing basis to enable the public to track changes in outcomes and perceptions, increasing transparency and accountability and giving communities tools to share in successes and identify ways the City can better support and partner with them to create change.

ISLG's work relied on a six-phase process to develop a multi-faceted analysis of the landscape of disparities in Fort Collins and a final pool of Equity Indicators (see Figure 1). Throughout this process, ISLG worked closely with an internal City equity team comprised of an executive sponsor and eight representatives from different departments. The members of this team served as thought partners on the work, and provided feedback, guidance, and support throughout the process, in addition to connecting the research team to stakeholders from different departments and organizations.

Figure 1. ISLG Phases of Work for the Fort Collins Equity Indicators



In this report, we describe the process and methodology for developing the landscape analysis and selecting Equity Indicators across the six phases as follows:

- Background research designed to understand current priorities, both in and outside of government and some of the important inequities that have come to light in research to date;
- Data diagnostic to see what local data were available, where, and of what quality;

- City and County staff discussions to further understand different areas and what data might be available to measure disparities;
- Preliminary landscape analysis which used what we had learned to collect and analyze data for a range of measures across the priority areas identified;
- Community input to see whether important areas were missing, solicit suggestions for additional measures and data sources, and obtain feedback on which measures should be selected as Equity Indictors; and
- Final landscape analysis including additional measures and analyses and identifying those selected as potential Equity Indicators based on the feedback and suggestions received through community and other stakeholder input.

We then present findings for all measures. For the measures that are ultimately selected as Equity Indicators, these findings can serve as the baseline against which progress will be assessed.

Key Terms and Definitions

What is Equity?

The City of Fort Collins defines equity as when a person's identity or identities, or where they live, does not negatively affect their outcomes in life. Achieving equity means recognizing that not everyone starts from the same place, so leveling the playing field might involve providing different resources to different people or communities.

What are Indicators?

Indicators are ways to assess things. They often serve as proxies for abstract, difficult-to-define concepts that have no single definition or single way to measure them such as Justice or Economic Opportunity. Looking at Justice, or even Criminal Justice, there is no single definition or way to establish when it has been achieved. But some things you might look at to assess how a jurisdiction is doing in terms of Criminal Justice are incarceration rates, arrest rates, or diversion rates. Within Economic Opportunity, you might look at things like poverty rates, household income, or unemployment rates. All of these are social indicators that look at how people overall are doing within each area.

What are Equity Indicators?

While social indictors in themselves are incredibly important measures for assessing overall conditions and outcomes, equity indicators go a step further and compare how different groups are doing. So rather than just looking at incarceration, for example, you could look at how the incarceration rate differs for different groups, like different racial and ethnic groups, or people with and without a mental health condition. Rather than looking just at income, you might look at income for different genders, or people with different levels of educational attainment.

Table 1. Examples of indicators and equity indicators within three domains or concepts

Domain	Sample Indicator	Sample Equity Indicator
Criminal Justice	Incarceration rates	Disparities in incarceration rates for different racial and ethnic groups
Economic Opportunity	Personal income	Disparities in income for men, women, and nonbinary people
Services	Sidewalk accessibility	Disparities in sidewalk accessibility for people with and without physical disabilities

Process of Developing Landscape Analysis and Equity Indicators

Background Research and Data Diagnostic

The purpose of background research was to gain a deeper understanding of the local context, including key inequities, the communities that are most affected by them, and the steps that the City is taking to address them. The data diagnostic, in turn, was designed to explore the data available to measure those key inequities, including what local data exist, where, and of what quality. In order to establish whether potential measures drawing on the different sources identified could be tracked over time, ISLG also examined whether data are collected on an ongoing basis and, if so, how frequently.

Background research began with gathering publicly available reports and other information on equity research and disparity-reduction efforts in Fort Collins. This was supplemented with reports and resources provided by the internal City equity team. Additional reports and resources referenced in these sources were then gathered throughout the review process. Researchers took systematic notes throughout their review of materials, and then analyzed their notes to pull out key themes and domains, in addition to lists of potential measures to include within them. ISLG then reviewed the initial list of domains with the internal City equity team and made revisions based on the feedback from the group. During these conversations, the City team made additional suggestions for specific measures, and for City and County departments, agencies, and individual staff members to reach out to in order to get more information on domains and measures of interest.

Once the domains had been revised, ISLG began the data diagnostic. ISLG first established the types of measures within these domains that could be obtained from annually collected federal sources that provide local data. For example, local Fort Collins data on a range of topics can be obtained from the U.S. Census Bureau's American Community Survey (ACS). Next, the research team began the process of searching for publicly available data from local sources, such as the Poudre School District, that could shed light on the domains identified. This also included noting where data could be pulled directly from existing reports and other materials that had been obtained as part of the background research process. This work laid the initial foundation for the preliminary landscape analysis, which was built upon through conversations with City and County stakeholders.

City and County Stakeholder Discussions

To gain more information about the key domains, ISLG had a series of conversations with City and County stakeholders. To facilitate these conversations, the internal City equity team connected ISLG to individuals within the City and County departments and agencies identified during background research discussions. ISLG research staff then had conversations with those individuals and others within their departments to learn more about the domains, what disparities exist within them, potential metrics to assess, and what data might be available to measure them. In addition to providing critical contextual information about each area and the work they are engaged in, stakeholders shared information on data sources, reports, and resources, and in some cases were able to directly provide aggregate data. They also pointed us to additional efforts being conducted by others working on similar issues to their own. In total, ISLG spoke with 42 individuals across 25 departments, agencies, and institutes, including two non-governmental institutes connected to Colorado State University.

Preliminary Landscape Analysis

ISLG incorporated what was learned during the initial phases of work into a preliminary analysis of the disparity landscape drawing on measures identified during each phase. The preliminary landscape analysis included raw data on the frequencies and rates of different outcomes and perceptions for

different groups, focusing largely on different racial and ethnic groups to align with the designation of race as the priority by the City of Fort Collins. These analyses provided descriptive comparisons of the findings for each group to overall or average outcomes and perceptions, but did not test for statistical significance.

The preliminary landscape analysis included 78 measures across nine domains: City Services, Criminal Justice and Public Safety, Economic Opportunity, Education, Environmental Justice, Housing, Public Health, Social Inclusion and Civic Engagement, and Transportation (see *Landscape Disparity Analysis Methodology*). These domains were retained in later stages of the work, with the exception that Social Inclusion and Civic Engagement were split into their own categories, and City Services was renamed simply Services. ISLG used these domains and measures as the basis for our community engagement, soliciting input on whether the most important areas and issues had been captured and what should be tracked by the City moving forward. Within each of the key domains, additional measures suggested through stakeholder and community input were added as possible based on data availability.

Community Engagement

Overview

The primary purpose of community engagement was to solicit input on big-picture domains and specific measures that should be explored and/or selected as Equity Indicators, as well as information on where we might find additional data. We were also interested in hearing about how disparities impact different communities, especially those that are typically underrepresented. In order to ensure input from as many communities as possible, and particularly to try to ensure representation from underrepresented groups, we used a multi-method engagement strategy that included the following key components:

1. Multi-modal outreach
2. Online and hard copy surveys in multiple languages
3. Focus groups

Outreach was conducted online through email and social media, and in person through hard-copy flyers distributed in select locations or communities where internet access or comfort using the internet was thought to be lowest. Outreach was conducted by City of Fort Collins staff, ISLG staff, and a community outreach specialist with deep roots in the Fort Collins community who had partnered with the City of Fort Collins on previous outreach and engagement efforts.

As in additional mechanism for sharing information about the project to as broad an audience as possible, a City of Fort Collins OurCity page was set up that contained background information in four languages—English, Spanish, Mandarin, and Arabic—an informational video presentation, links to the different versions of the surveys, and information on the focus groups. The page also included contact information for project staff from the City and ISLG, and gave visitors the option of signing up to receive updates on the project in future.

The primary community input methods were the surveys and focus groups, more information on which follows below.

Surveys

Design

In recognition of the fact that time might be limited for some people who would want to provide input, two versions of the survey were created: one approximately 5 minutes long and the other approximately 20 minutes long. Surveys were created in English and then translated into Spanish, Mandarin, and Arabic. The surveys were directly available online in English, Spanish, and Mandarin, from October 8th through November 1st, 2020; those wishing a copy in Arabic were directed to contact ISLG staff, as it could not be accommodated by the survey platform.[2] The 5-minute long survey was also included on the back of all hard-copy flyers with an address to which responses could be sent.[3] All surveys asked respondents to provide demographic information so ISLG would be able to ascertain whether input was provided by a diverse pool that included underrepresented populations.

Five-Minute Version

The shorter version of the survey focused on obtaining feedback on the broad domains included in the preliminary landscape analysis. Respondents were asked to do the following:

1. Rank the domains in terms of their importance to living and working in Fort Collins in general, and then rank them specifically for increasing equity in Fort Collins (i.e., where there are large disparities that should be a focus of the City moving forward);
2. Identify any important areas that were missing, and provide information on how those areas ranked in terms of importance overall and importance to increasing equity; and
3. Share any information on data sources that might shed light on the domains of interest, specific measures, or communities that experience disparities.

Twenty-Minute Version

In addition to the questions from the 5-minute version of the survey, the 20-minute version asked respondents to do the following:

1. Identify the characteristics by which people are most likely to experience inequity within Fort Collins (e.g., age, race, ethnicity, LGBTQIA+ status, religion) and any sources of data that might measure them; and
2. Select the measures within each of the domains identified at that time that they thought should be chosen as Equity Indicators for the City to track moving forward, and identify any important measures that were missing and potential data sources that might measure them.

Participants

A total of 73 community members completed the survey. The bulk of respondents (54) completed the 5-minute version, while 19 completed the 20-minute version. One of the goals of community outreach was to invite participation of typically underrepresented communities, particularly among racial and ethnic groups. The racial and ethnic breakdowns of survey respondents suggests our efforts were successful in reaching a diverse group of Fort Collins residents: roughly two-thirds of the survey respondents identified as non-Hispanic white (67.1%) compared to 80% of the general Fort Collins population, while roughly a third identified as a race/ethnicity other than non-Hispanic white. The sample was diverse in numerous other ways (see Appendix A for full details on the demographic breakdowns of survey respondents). One in ten participants were born in a country other than the United States, and 11% speak a language other than English at home (either alone or in addition to English). Ages ranged from 17 to 64, and roughly two

[2] No requests for the Arabic-language version were received.

[3] No hard copy responses were received.

thirds of respondents identified as women (69.9%). In terms of sexual orientation and gender identity, 16.5% of survey respondents identified LGBQ+, while one respondent identified as transgender. Almost one quarter of respondents (23.3%) identified as having a disability or chronic medical condition, with similar percentages reporting having physical/medical conditions as cognitive/mental health conditions. The sample was highly educated, with almost three quarters of respondents having a bachelor's degree or higher (71.3%) and 16.4% currently attending a college or university in Fort Collins. Average tenure in Fort Collins was 13.5 years.

Domain Rankings

Participants ranked the domains, or broad areas, around (i) their importance to living and working in Fort Collins in general (general importance rank), and (ii) the extent to which there are large disparities that they thought should be a focus of the City's equity work (unequal outcomes rank). To determine the ranks for each area, we calculated the median rank of each broad area separately for the general importance rank and unequal outcomes rank, and used the average rank to break any ties where the median rank was the same. It is important to keep in mind that using forced-rank choices means that responses represent *relative* importance, not necessarily importance in of itself. For example, if forced to choose, a person might rank economic opportunity over education or criminal justice, but find all three to be important areas of life where disparities should be addressed.

The same three broad areas were ranked in the top three for both importance of measuring the broad area and unequal outcomes: housing, economic opportunity, and education. This suggests agreement among respondents that housing, economic opportunity, and education are both primary in their importance to life in Fort Collins and need the most work to be done towards increasing equity.

Public health and public safety were ranked fourth and fifth on general importance; however, in the unequal outcomes ranks, social inclusion and criminal justice were ranked fourth and fifth, suggesting that there is not a one-to-one correspondence in the areas that people perceive as most important and the areas where they think disparities are greatest. Interestingly, though, we found that the general importance ranks for social inclusion and criminal justice were bimodal, meaning that there were large proportions of respondents who felt they were among the most important but also large proportions who felt they were among the least important. For example, more than 50% of respondents ranked criminal justice in the top five for general importance, but a large percentage of survey respondents also ranked it eleventh. Similarly, roughly one in five respondents ranked social inclusion as the most important broad area to be measured, but more than one in six ranked it tenth or lower.

City services was ranked in the middle with respect to general importance, yet eleventh with respect unequal outcomes. On the other hand, environmental justice, transportation, and civic engagement were ranked similarly low for both general importance and unequal outcomes, although perceptions seemed to be split for environmental justice and civic engagement in a similar manner as for social inclusion and criminal justice. For example, the same percentage of respondents ranked environmental justice as the most important broad area as ranked it ninth most important.

General Importance

Domains	Median	Mean	Rank
Housing	2	2.49	1
Economic Opportunity	2	2.61	2
Education	3	3.88	3

Public Health	4	4.09	4
Public Safety	4	4.62	5
City Services	4	4.98	6
Social Inclusion	4	5.04	7
Criminal Justice	5	5.58	8
Environmental Justice	6	5.52	9
Transportation	6	5.64	10
Civic Engagement	7	6.27	11

Equal Outcomes

Domains	Median	Mean	Rank
Economic Opportunity	2	2.39	1
Housing	2	2.48	2
Education	3	3.75	3
Criminal Justice	3	3.78	4
Social Inclusion	3	4.16	5
Public Health	4	4.34	6
Public Safety	5.5	5.52	7
Transportation	6	5.69	8
Environmental Justice	6	6.09	9
Civic Engagement	7	6	10
City Services	7.5	6.2	11

Survey respondents who chose to participate in the 20-minute version of the survey were also asked to indicate on the basis of which characteristics they think people are likely to experience inequities in Fort Collins by providing an answer of yes/no for each characteristic. All of the characteristics listed were rated as a likely source of inequity by the majority of survey respondents. Almost all survey respondents (94.7%) listed living in poverty as a characteristic that is a source of inequity in Fort Collins, followed closely by race or ethnicity, immigrant status, current or former involvement with the criminal justice system, and undocumented status.

Characteristics Associated with Inequity

Characteristic	Frequency	Percent
Living in poverty	18	94.7%
Race or ethnicity	17	89.5%
Immigrant status	16	84.2%
Current or former involvement with the criminal justice system	15	78.9%
Undocumented status	15	78.9%
Low educational attainment	14	73.7%
LGBTQIA+ status	14	73.7%

Living with disabilities or chronic health conditions	14	73.7%
Age	11	57.9%
Single parenthood	11	57.9%
Religion	10	52.6%

Focus Groups

Design

Nine focus groups were conducted, each focusing on disparities impacting one of the following communities (with one being mixed-race/ethnicity):

1. Asian and Pacific Islander
2. Black
3. Hispanic/Latinx
4. LGBTQIA+
5. Native American
6. People living with disabilities
7. People with undocumented status or from mixed-status families
8. Religious minorities

All focus groups were conducted virtually using Zoom and recorded with the express consent of each community member who chose to participate. Two ISLG staff conducted the focus groups with one primarily responsible for facilitating and the other serving in the capacity of note-taker. For two of the focus groups, the community outreach specialist offered interpretation in Spanish for the focus groups with Hispanic/Latinx and undocumented status or mixed-status families groups.

Each focus group followed a structured, but iterative, protocol anchored in two key questions. The first question asked participants to share which of the broad areas identified through the preliminary landscape analysis resonated with them and why, and whether they should all be retained moving forward in the City's work. The facilitator also probed for whether participants thought there were key areas where disparities were experienced by community members that were missing and should be added. The second question focused on going through select areas collectively chosen by participants and seeking their input on which measures they would choose as Equity Indicators to go on the public dashboard and why. The facilitator also probed for whether the measures in each area were appropriate for documenting inequity and what other indicators should be considered for inclusion. For each of the two main questions, the facilitator asked participants whether there were any data sources they would recommend the ISLG research team examine to analyze disparities given the insights offered during the process. Focus groups ranged from 60 to 90 minutes each, with a total listening time of approximately 14.5 hours.

Participants

Participants were identified through a purposive, snowball sampling method. Individuals who were residents of the City of Fort Collins and demonstrated interest in participating in the focus groups focused on the communities described above were included on a first-come, first-served basis with participation capped at eight members per group. Participant outreach was a multi-pronged process. Members of the core project team from the City of Fort Collins engaged in email outreach with key members of the different communities and organizations within Fort Collins and introduced them to the ISLG research

team. The research team then provided additional information about the focus groups and invited them to participate. The research team also asked community members to forward the invitation and information about other ways to provide input to all community residents in their networks. At the same time, the community outreach specialist sent direct invitations to some of the communities typically precluded from these types of conversations with which her ties were the strongest (e.g., mixed status families). Lastly, information about the focus groups was also disseminated via social media and on the project OurCity page. Focus groups were conducted from the 19th through the 29th of October. Between one to eight community members attended each focus group with a total of 35 participants in attendance.

Findings from Community Input

While rankings differed among domains, the responses to the survey suggested that the domains included in the preliminary landscape were important areas and identified measures within each as critical enough to be included as Equity Indicators. Similarly, over the course of the focus groups, all of the domains identified in the landscape analysis were named as important by community members, as well as many specific measures. Notably, areas that were identified by at least five of the focus groups were: City Services, Civic Engagement, Economic Opportunity, Education, Housing, and Social Inclusion.

Survey respondents and focus group participants also named additional areas and measures that they felt should be included in the landscape analysis or selected as Equity Indicators. In some cases, they also provided suggestions for potential data sources for looking at specific measures and/or specific communities. ISLG compiled all of these suggestions and sought to include as many suggestions as possible in the final landscape analysis. Unfortunately, in many cases, measures or areas could not be included because datasets did not exist (e.g., diversity of school syllabi), data were not disaggregated by race/ethnicity or other characteristics (e.g., ambient temperature), data were for a larger geographic area than Fort Collins or Larimer County (e.g., U.S. Transgender Survey), or data could not be used for the purposes of this project (e.g., individual-level data from service providers). That being said, as the result of the input from community engagement and other stakeholders, 35 additional measures were added to the landscape analysis. This input was also used to select the measures to be included as Equity Indicators.

Focus group participants also spoke about how they and others within their community have been impacted by disparities. More information on the key themes emerging from these sessions can be found in Appendix B.

Landscape Analysis Methodology

Structure of Landscape Analysis

The analysis of the broad landscape of disparities looked at specific measures within 10 domains (see Table 2). The number of measures within each domain ranged from five to 18; and there were 114 measures in total (although some measures included multiple individual comparisons, such as separate comparisons for race/ethnicity and disability status). Measures were first identified through background research, and then supplemented with suggestions from City and County stakeholders and community members if data were available to measure their suggestions. Given the City's focus on leading with race, measures were generally not included if some form of disaggregation by race and/or ethnicity was not possible. For select measures identified as important through stakeholder and/or community input, data that did not allow disaggregation by race/ethnicity were included if they disaggregated by another important characteristic (e.g., income, neighborhood). For measures where race and ethnicity were available, disparities based on other characteristics were explored for select measures identified as important in prior phases of the work where possible based on data availability and time constraints. For all measures, the presence or absence of disparities was assessed by comparing the outcome or perception (i.e., the percentage, rate, or rating) for each group to the overall outcome or perception (see *How Information is Reported* below).

It is important to note that not all of the measures included within these areas are directly under the purview of the City. Some fall to the County, or to others, and many are complex issues that have multiple root causes and multiple factors that play a role in maintaining disparities. These will require multi-faceted efforts to address them, and require partnership and coordination among multiple entities inside and outside of government.

Table 2. Key domains included in landscape disparity analysis, more specific areas included within them, the number of measures in each, and the different characteristics explored on one or more measure within each domain

Domain	Areas Included	Number of Measures	Characteristics Explored
Civic Engagement	Engagement with government, engagement with community	7	Race and ethnicity, income
Criminal Justice and Public Safety	Law enforcement, incarceration and community supervision, perceptions of safety	9	Race and ethnicity
Economic Opportunity	Poverty and food security, income, employment, business ownership, childcare	17	Race and ethnicity, gender, disability status, sexual orientation, educational attainment, household composition, neighborhood
Education	Academic achievement, staff representation, school connections, barriers to academic success, educational attainment	15	Race and ethnicity, income (free or reduced lunch status), academic achievement (levels of support)
Environmental Justice	Pollutants, climate vulnerability factors	5	Race and ethnicity
Housing	Housing affordability, homelessness, neighborhood	9	Race and ethnicity, income, neighborhood

Public Health	Access to health care, physical health, mental health	17	Race and ethnicity, income, sexual orientation
Services	Essential services, parks and recreation	18	Race and ethnicity, income, disability status, neighborhood
Social Inclusion	Community, City inclusiveness	8	Race and ethnicity
Transportation	Commuting, personal transportation, public transportation	9	Race and ethnicity, sexual orientation

Data and Sources

Data were collected and compiled from a wide range of sources (see Box 1) and included measures assessing both outcomes and perceptions; however, it is important to keep in mind that data for many important measures, areas, and groups were not available and could not be included in this analysis. For most measures, data were for the City of Fort Collins, but for some, data were only available for Larimer County as a whole. In these cases, the findings for the measure specify that they are for Larimer County. Larimer County was the largest geography included; data sources were not used if they only allowed us to look at the region, state, or country as a whole. In terms of other criteria for inclusion, sources from which data were drawn were included if they were deemed to be reliable and from large enough samples to be reported, if enough information was provided to enable us to understand what was being measured and for whom, and if they allowed for disaggregation by race, ethnicity, or another key characteristic linked to disparities as described above (e.g., income, neighborhood).

To create specific measures from these data sources, ISLG used the most recent timeframe available, with a cutoff point of 2016 as the earliest year that would be considered. Given the variety of data sources employed, the specific reference year varied metric to metric. So while data for some of these measures were collected in 2019 or 2020, in some cases the most recent data available were from 2018 or earlier (e.g., American Community Survey 5-year dataset, Annual Survey of Jails); as noted above, no data from earlier than 2016 were included. The year of data is included in the findings for each measure.

It is also important to note that **the data included in this report were collected prior to the COVID-19 pandemic**. COVID-19 has had a devastating impact on communities nationwide, particularly on communities of color and other marginalized communities. These impacts will need to be considered in developing solutions to the disparities reported here, as it is very possible that many have worsened, and that new disparities have arisen.

Population estimates were taken from the American Community Survey (ACS). In order to enable a large enough sample size to explore breakdowns by individual racial/ethnic groups other than white, ISLG used the 5-year combined sample, for which the most recent year available at the time of data collection was 2018. Where possible, ISLG use standard ACS tables containing margins of error to enable statistical significance testing; however, where tables were not available (e.g., racial/ethnic breakdowns for different age groups), ISLG directly pulled datasets from the U.S. Census Bureau's microdata portal. For this reason, population estimates may vary for different measures. Most estimates of the overall population, including the ACS, include Colorado State University students within the total population, so they are included in most population measures reported here. Table 3 provides an overview of the Fort Collins population by race, ethnicity, and student status in order to further contextualize the findings for each group, while Table 4 provides the same information for Larimer County as a whole.

Box 1: Four types of data sources

Existing reports (e.g., 2020 Sustainability Gaps Analysis, Larimer County Community Corrections Annual Report)

Publicly available data or dashboards from local/state sources (e.g., Fort Collins Police Services Transparency data, Poudre School District data from the Colorado Department of Education)

Publicly available local data from national sources (e.g., Fort Collins data from the American Community Survey, Home Mortgage Disclosure Act data)

Data provided directly by City or County departments and agencies (e.g., Community Health Survey, utilities burden data).

Table 3. Fort Collins demographics by race, ethnicity, and college enrollment

	Population	Percentage of Population
Total Population	162,511	100%
Race/Ethnicity		
Hispanic/Latinx, any race	19,736	12.1%
Not Hispanic/Latinx		
White	129,931	80.0%
Asian	5,445	3.4%
Black	2,343	1.4%
Native American	1,083	0.7%
Native Hawaiian or other Pacific Islander	148	0.1%
Other race	207	0.1%
Two or more races	3,618	2.2%
College and Graduate School Enrollment		
Enrolled in college, undergraduate	27,703	17.1%
Enrolled in graduate or professional school	5,182	3.2%

Table 4. Larimer County demographics by race, ethnicity, and college enrollment

	Population	Percentage of Population
Total Population	338,161	100%
Race/Ethnicity		
Hispanic/Latinx, any race	38,323	11.3%
Not Hispanic/Latinx		
White	280,122	82.8%
Asian	7,357	2.2%
Black	3,035	0.9%
Native American	1,640	0.5%
Native Hawaiian or other Pacific Islander	290	0.1%
Other race	375	0.1%

Two or more races	7,019	2.1%
College and Graduate School Enrollment		
Enrolled in college, undergraduate	34,621	10.2%
Enrolled in graduate or professional school	6,996	2.1%

It is also important to note that information on race and/or ethnicity and other groups differed in different data sources. In general, ISLG aimed to include the racial/ethnic categories of white, Hispanic/Latinx, Asian or Pacific Islander, Black, Native American, and other. Where one of these groups is not included in the findings for a measure, either data were not available for that group or the sample size was too small to be reported. For the Asian or Pacific Islander category, in some data sources they were combined into one category and reported together. In others they were separate, but the Pacific Islander sample was too small to be able to report and is not included in the findings for the tables. Finally, some sources differentiated only between non-Hispanic white and Hispanic/Latinx or other race, or between non-Hispanic white, Hispanic/Latinx, and non-Hispanic, non-white. Table 5 includes the number of measures for which each racial/ethnic category or grouping was examined.

T*able 5. Number of measures examined for racial/ethnic group or category based on data availability*

Racial/ethnic group	Number of measures
Non-Hispanic white	96
Hispanic/ Latinx	45
Asian or Pacific Islander	39
Black	40
Native American	35
Other	31
Non-white, non-Hispanic	8
Hispanic and/or other race	54
White, including Hispanic	7

For most measures, the Hispanic/Latinx designation includes Hispanic/Latinx individuals from all racial groups; individuals within other categories do not include Hispanic/Latinx individuals. For some data sources, however, this categorization was not possible. For example, with the exception of the table reporting race and ethnicity itself, the American Community Survey (ACS) standard data tables only allow non-Hispanic designation for white individuals; for outcomes based on ACS standard tables, then, non-white racial groups might also include Hispanic/Latinx individuals. For these outcomes, non-Hispanic white is specified in the outcomes table since other categories might include Hispanic/Latinx individuals.

How Information is Reported

For each domain, an overall description of findings is provided first, followed by the findings for each specific measure. For specific measures, a brief description of findings across all characteristics or groups examined is provided first, followed by detailed tables and disparity graphs for each group.

It is important to take population size into account in assessing disproportionate impact and disparities. For that reason, with the exception of perception measures based on ratings (e.g., average disaster response rating on a scale from 1 to 100), findings are presented as percentages or rates to account for the size of the population of interest. With that being said, ISLG included raw numbers alongside percentages and rates in the detailed tables wherever possible based on the data available; however,

where the data source provided only percentages, for example, raw numbers could not be included. For two of the surveys, the Fort Collins Community Survey and the Health District of Northern Larimer County Community Health Survey, the numbers of respondents represent the total number of respondent to the survey from each racial and ethnic group; it was not possible to provide disaggregated counts of the respondents for each question.

Disparities were calculated by comparing the finding for each group—meaning the percentage, rate, or rating—to the overall finding for the relevant population (e.g., Fort Collins, Larimer County, Poudre School District). Depending on whether a higher number was more positive or more negative, the disparity was either the group finding subtracted from the overall finding or the overall finding subtracted from the group finding. A positive number means that the group had a more positive outcome or perceived something more positively than the overall/average outcome or perception; a negative number means that the group had a more negative outcome or perceived something more negatively than the overall outcome or perception. For example, 17% of people in Fort Collins overall lived in poverty; however, the percentage living in poverty was 16% for whites, a more positive outcome with a difference of 1. The percentage of Native Americans living in poverty, on the other hand, was 25%, a more negative outcome and a difference of -8.

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

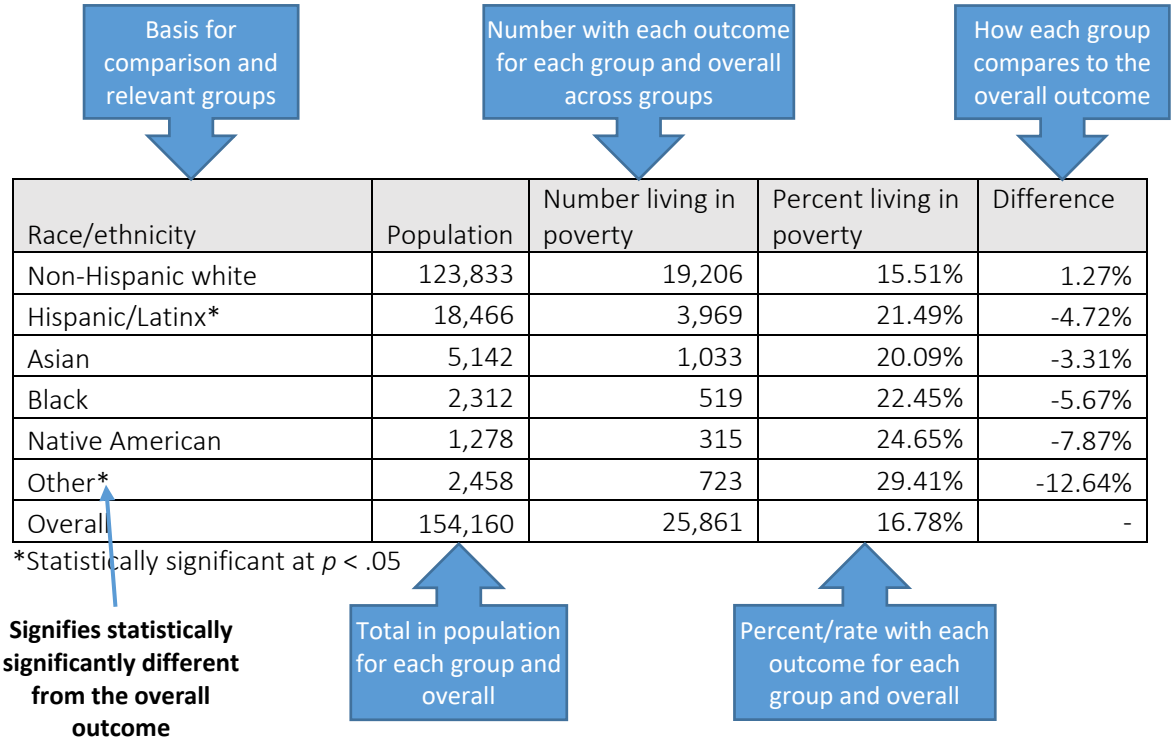
Where significance testing was possible, ISLG performed most tests, while the Larimer County Health District conducted significance testing for measures from the District's Community Health Survey. Statistical testing was possible for 64% of measures that examined differences by race and ethnicity, but was not possible for the remaining 36%. One thing that is important to keep in mind, however, is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used the following criteria to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed:

Type of metric	Numerical criteria
Percentage	Difference of 5% or more
Rating from 1 to 100	Difference of 5 or more
Rate per 100	Difference of 5 or more
Rate per 1,000	Difference of 10 or more
Rate per 10,000	Difference of 100 or more
Amount in $	Difference of $5,000 or more

Despite the use of these criteria, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

The detailed tables include findings for each comparison group and how they compare to the total, overall outcome across all groups as follows:



Race/ethnicity	Population	Number living in poverty	Percent living in poverty	Difference
Non-Hispanic white	123,833	19,206	15.51%	1.27%
Hispanic/Latinx*	18,466	3,969	21.49%	-4.72%
Asian	5,142	1,033	20.09%	-3.31%
Black	2,312	519	22.45%	-5.67%
Native American	1,278	315	24.65%	-7.87%
Other*	2,458	723	29.41%	-12.64%
Overall	154,160	25,861	16.78%	-

*Statistically significant at $p < .05$

Signifies statistically significantly different from the overall outcome

Total in population for each group and overall

Percent/rate with each outcome for each group and overall

Landscape Analysis Findings Overview

As noted above, ISLG explored differences in outcomes and perceptions by race and ethnicity and, in some cases, other characteristics in order to establish where disparities exist and identify areas for deeper exploration and opportunities for growth and investment. A brief overview of findings across areas is included here, followed by more detailed findings for each of the 10 areas explored: Civic Engagement, Criminal Justice and Public Safety, Economic Opportunity, Education, Housing, Public Health, Services, Social Inclusion, and Transportation.

Racial and ethnic disparities[4] were found on just over half (54%) of the measures where racial/ethnic comparisons were possible, although the groups were not always consistent. While differences were found across all of the areas examined, the percentage by area varied considerably, as can be seen below. ISLG also found differences by income, gender, sexual orientation, disability status, educational attainment, household composition, and neighborhood. Table 6 and Figure 1 show how different racial and ethnic groups fared across all measures included in the landscape analysis. It is important to keep in mind that that because information on race and/or ethnicity and other groups differed in different data sources, the number of measures for each racial/ethnic grouping is different (see Table 5 above for the number of measures by group). For that reason, the percentage of measures for which each group had a more positive or negative outcome or perception is used in addition to or in place of the number.

Overall Findings by Race and Ethnicity

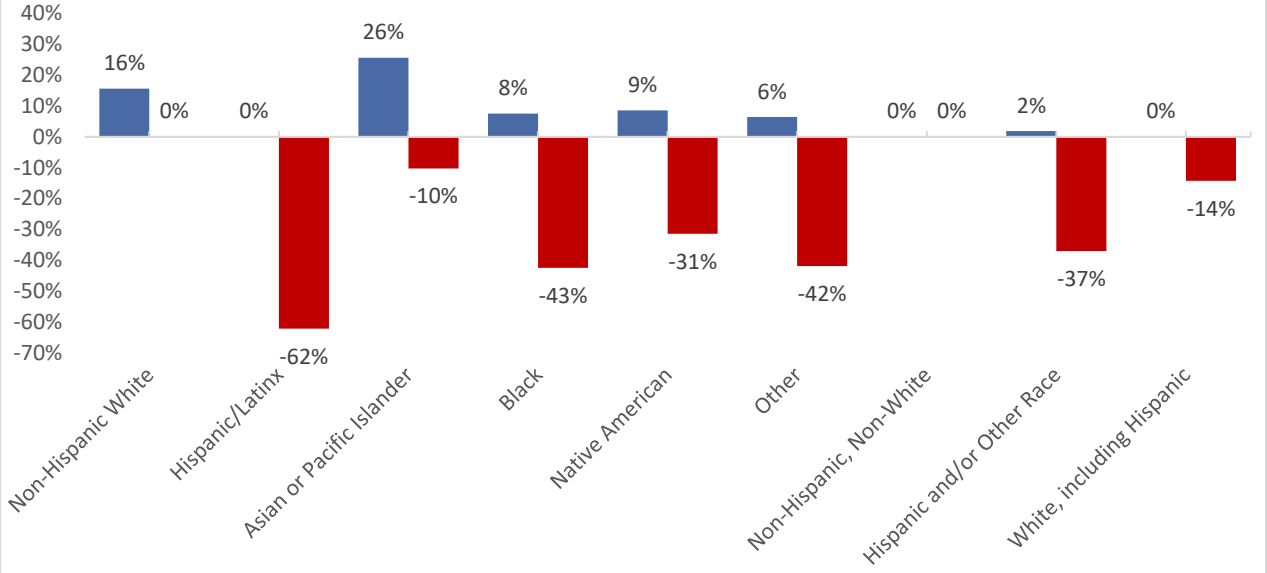
Across areas, Asians or Pacific Islanders had more positive outcomes or perceptions compared to overall on 26% of measures where they were able to be examined, the highest percentage of the groups, although they also had more negative outcomes or perceptions on 10%. Whites had more positive outcomes or perceptions on 16% of measures, but did not have any measures with more negative outcomes or perceptions. By contrast, Hispanics/Latinx had more negative outcomes or perceptions compared to overall on 62% of measures where they were able to be examined, the highest of the groups; and did not have more positive outcomes or perceptions on any of the measures examined in the landscape analysis. They were followed by Blacks, Hispanic and/or other race individuals, and individuals from other racial groups, for whom roughly two in five measures had more negative outcomes or perceptions, and Native Americans for whom one in three measures were more negative.

[4] For the purposes of this report, disparities were defined as differences between the finding for a particular group and the overall finding for the relevant population that were either statistically significant or were larger than our pre-determined thresholds (see *Landscape Analysis Methodology*).

Table 6. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	15 (16%)	81 (84%)	0 (0%)
Hispanic/Latinx	0 (0%)	17 (38%)	28 (62%)
Asian or Pacific Islander	10 (26%)	25 (64%)	4 (10%)
Black	3 (8%)	20 (50%)	17 (43%)
Native American	3 (9%)	21 (60%)	11 (31%)
Other	2 (6%)	16 (52%)	13 (42%)
Non-Hispanic, Non-White	0 (0%)	8 (100%)	0 (0%)
Hispanic and/or Other Race	1 (2%)	33 (61%)	20 (37%)
White, including Hispanic	0 (0%)	6 (86%)	1 (14%)

Figure 2. Percentage of measures with more positive (positive numbers) or more negative (negative numbers) outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included



Racial and Ethnic Disparities by Domain

ISLG also explored how racial and ethnic differences varied by domain and where different groups were particularly likely to experience more positive or more negative outcomes or perceptions compared to the overall outcome or perception.

The percentage of measures where racial/ethnic differences were found varied considerably by domain from a low of 24% of measures allowing racial/ethnic comparisons for Public Health to 100% of measures allowing racial/ethnic comparisons for Criminal Justice and Public Safety (see Table 7).

Table 7. For each domain examined, the number of measures overall, the number where racial/ethnic comparisons could be made, and, of those, the number and percentage where racial/ethnic differences were found.

Domain	Number of Measures	Number Allowing Race/ Ethnicity Comparisons	Number (%) with Racial/Ethnic Differences
Civic Engagement	7	6	4 (67%)
Criminal Justice and Public Safety	9	9	9 (100%)
Economic Opportunity	17	15	9 (60%)
Education	15	15	11 (73%)
Environmental Justice	5	5	2 (40%)
Housing	9	9	5 (55%)
Public Health	17	17	4 (24%)
Services	18	11	6 (54%)
Social Inclusion	8	7	3 (43%)
Transportation	9	9	3 (33%)
Total	114	103	56 (54%)

When looking at the domains where each racial and ethnic group fared the best, non-Hispanic whites and Asians or Pacific Islanders did particularly well in Education, where they had more positive outcomes or perceptions on nine of 15 and five of 13 measures, respectively (see Table 8). Interestingly, Education was also where Asians or Pacific Islanders had the highest number of negative outcomes or perceptions, but it should be noted that this represented only two measures, and this group had more negative outcomes or perceptions on only four measures in total across domains. Three groups fared equally well in multiple domains—Blacks, Native Americans, and individuals from other racial and ethnic groups—but in all of these cases, it was because the group had only three measures with more positive outcomes or perceptions in total and these were spread evenly across domains. Hispanic and/or other race individuals fared best in Social Inclusion, but here too, this represented only one measure.

In terms of where groups fared the worst, Education was a clear area of disparities for Hispanics/Latinx and Native Americans who each had their highest number of negative outcomes or perceptions within this domain. By contrast, Criminal Justice and Public Safety was the source of the greatest number of disparities for Blacks who had more negative outcomes or perceptions on six of seven measures. Hispanic and/or other race individuals (i.e., people of color) fared the worst in Services, where many of the measures able to be included did not allow for further disaggregation by race and ethnicity so it was not possible to obtain a more nuanced view of disparities by group. Lastly, individuals from other racial and ethnic groups fared the worst in Economic Opportunity, where they had more negative outcomes or perceptions on three of seven measures.

Table 8. Domains with the highest number of measures with more positive outcomes or perceptions and more negatives outcomes and perceptions compared to the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Domain with the highest number of more positive measures	Domain with the highest number of more negative measures
Non-Hispanic White	Education (9 of 15)	n/a†
Hispanic/Latinx	n/a	Education (10 of 15)
Asian or Pacific Islander	Education (5 of 13)	Education (2 of 13)
Black	Services (1 of 3), Education (1 of 14), Transportation (1 of 2)	Criminal Justice (6 of 7)
Native American	Criminal Justice (1 of 6), Education (1 of 11), Transportation (1 of 2)	Education (6 of 11)
Other	Education (1 of 11), Housing (1 of 5)	Economic Opportunity (3 of 7)
Non-Hispanic, Non-White	n/a	n/a
Hispanic and/or Other Race	Social Inclusion (1 of 6)	Services (5 of 7)
White, including Hispanic	n/a	Criminal Justice (1 of 4)

† Indicates that there were no applicable measures

In the sections to follow detailed findings for each domain are presented. Each section begins with an overview of findings for each racial and ethnic group across the domain that includes the number of measures for which each group had more positive, equivalent, and more negative outcomes or perceptions compared to the overall outcome or perception. We then give an overview of findings for race and ethnicity in addition to any other characteristics examined, accompanied by tables and graphs that include the detailed findings for each measure and characteristic examined.

Civic Engagement

Within Civic Engagement, seven measures of engagement with the government and engagement with the community were examined. Racial/ethnic and income-based disparities were found across some but not all measures. More negative outcomes or perceptions were found for people of color in terms of their representation in decision-making bodies or community groups and measures examining volunteering, in addition to lower rates of reported trust in the local government. Disparities by income were found in voter turnout, where there was lower turnout in lower-income census tracts and higher turnout in higher-income census tracts.

Table 9. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	0 (0%)	6 (100%)	0 (0%)
Hispanic/Latinx	0 (0%)	1 (33%)	2 (67%)
Asian or Pacific Islander	0 (0%)	1 (100%)	0 (0%)
Black	n/a	n/a	n/a
Native American	n/a	n/a	n/a
Other	0 (0%)	0 (0%)	1 (100%)
Non-Hispanic, Non-White	0 (0%)	2 (100%)	0 (0%)
Hispanic and/or Other Race	0 (0%)	1 (33%)	2 (67%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Engagement with Government

Voter Turnout

Voting is essentially to democracy and one of the most important elements of civic engagement. Income-based disparities were found in voter turnout, however, with registered voters in the bottom two income groups significantly less likely and the top two income groups more likely to vote in the most recent general election than residents of Fort Collins overall.

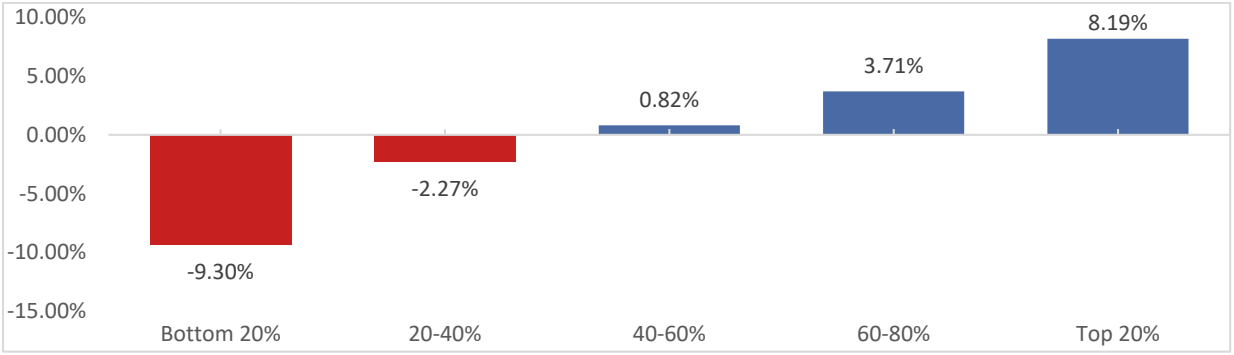
Income

Percent of registered voters in Fort Collins who voted in the general election, 2020
Source: Larimer County Elections Office Voter Registration List

Income group by census tract	Number of registered voters	Number who voted	Percent who voted	Difference from overall
Bottom 20%*	21,191	14,575	68.78%	-9.30%
20-40%*	24,093	18,266	75.81%	-2.27%
40-60%	23,348	18,422	78.90%	0.82%
60-80%*	25,948	21,223	81.79%	3.71%
Top 20%*	16,669	14,380	86.27%	8.19%
Overall	111,249	86,866	78.08%	-

*Significantly different from overall at $p < .05$

Disparity Graph: Income differences in voter turnout



Representation on Boards and Commissions

Boards and Commissions are responsible for making numerous important decisions in the life of a City, yet disparities by both race/ethnicity and income were found. Hispanic/Latinx and other-race individuals were underrepresented among Boards and Commissions members. When examined by income, representation tended to be lower for lower-income groups and higher for higher-income groups.

Race/ethnicity

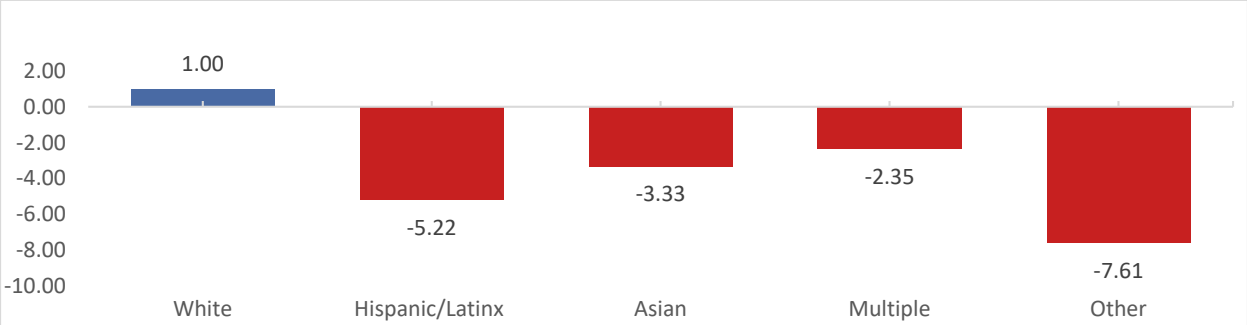
Self-reported race and ethnicity of Boards and Commissions members, 2017

Source: City of Fort Collins Public Participation Report

Race/ethnicity[†]	Population	Number of Boards and Commissions members	Participation rate per 10,000	Difference from overall
White	134,736	116	8.61	1.00
Hispanic/Latinx	16,703	4	2.39	-5.22
Asian	4,666	2	4.29	-3.33
Multiple	3,804	2	5.26	-2.35
Other	2,990	0	0.00	-7.61
Overall	162,899	124	7.61	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in Boards and Commissions representation



Income

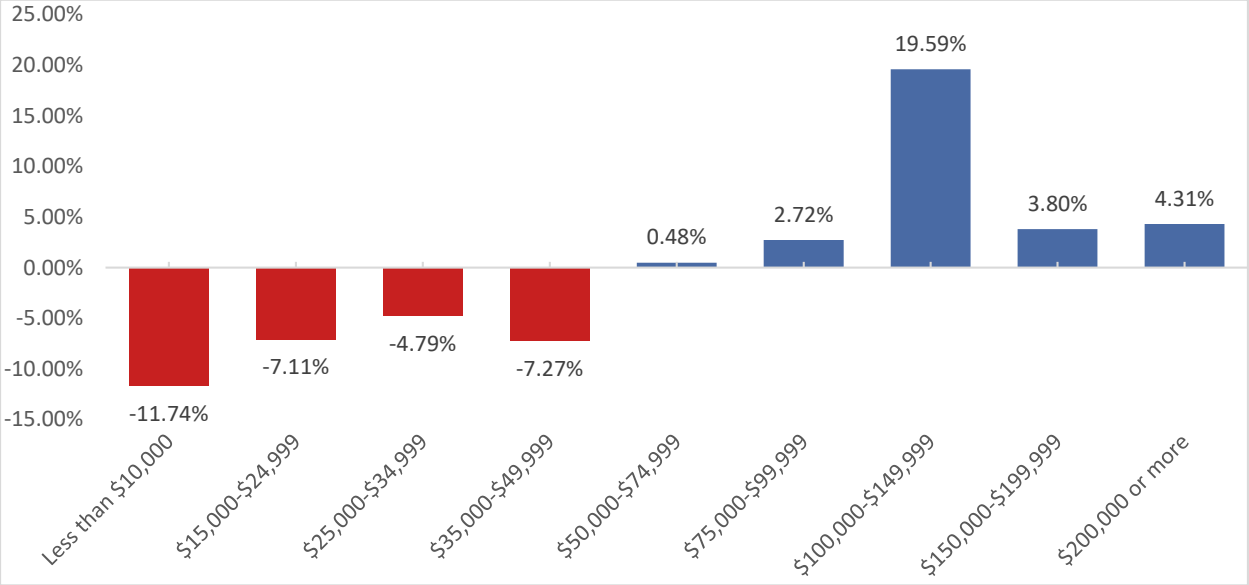
Self-reported income of Boards and Commission members, 2017

Source: City of Fort Collins Public Participation Report

Household income	Percentage of population	Percentage of Boards and Commission members	Difference from overall
Less than $10,000	13.68%	1.94%	-11.74%
$15,000-$24,999	9.05%	1.94%	-7.11%
$25,000-$34,999	10.62%	5.83%	-4.79%
$35,000-$49,999	12.12%	4.85%	-7.27%
$50,000-$74,999	16.02%	16.50%	0.48%
$75,000-$99,999	13.78%	16.50%	2.72%
$100,000-$149,999	15.36%	34.95%	19.59%
$150,000-$199,999	4.94%	8.74%	3.80%
$200,000 or more	4.43%	8.74%	4.31%

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Income differences in Boards and Commissions representation



Attending Government Events

Just over a quarter of respondents overall reported having attended at least one government-organized event in the past year, and attendance rates were similar across racial and ethnic groups.

Race/ethnicity

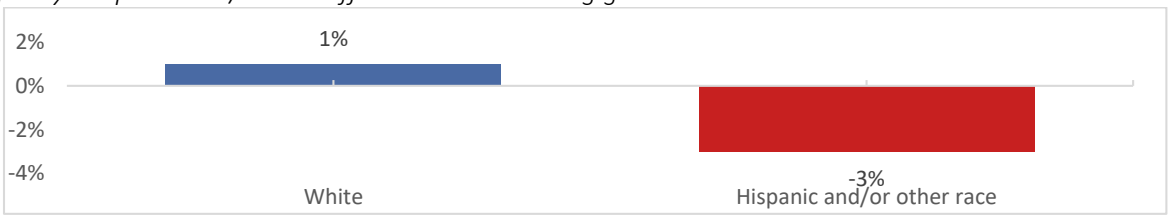
Percent of survey respondents who reported having attended a government-organized event in the last 12 months, 2019

Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Percent who attended a government event	Difference from overall
White	528	28%	1%
Hispanic and/or other race	86	24%	-3%
Overall	614	27%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in attending government events



Trust in Local Government

Sizeable racial and ethnic differences were found in reported trust in the local government. While the percentage of whites who reported generally trusting the local government was similar to the overall

percentage, the percentage was considerably lower for non-Hispanic non-white or multiple-race respondents and for Hispanic/Latinx respondents, who reported significantly lower levels of trust—24 percentage points lower than overall.

Race/ethnicity

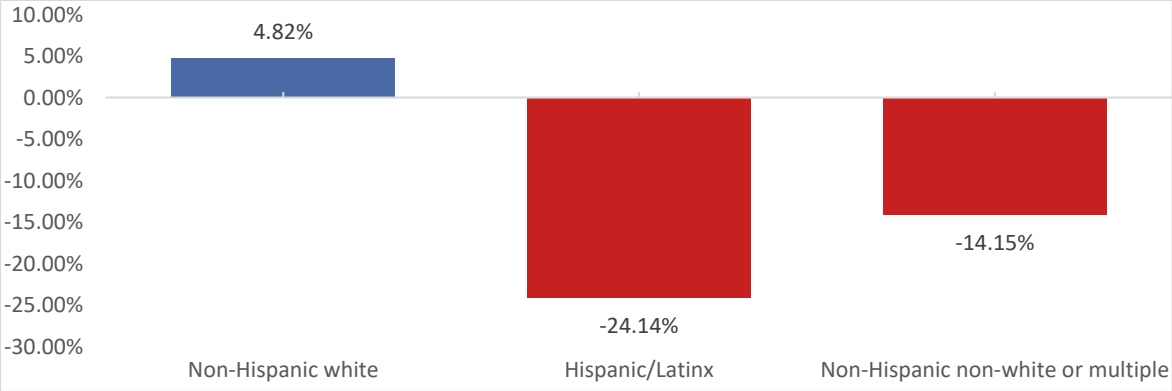
Percentage of individuals who report that they generally trust the local government, 2020
Source: City of Fort Collins Our Climate Future Demographic Survey[†]

Race/ethnicity	Number of respondents	Number reporting trust	Percent reporting trust	Difference from overall
Non-Hispanic white	253	169	67%	4.82%
Hispanic/Latinx*	37	14	38%	-24.14%
Non-Hispanic non-white or multiple	23	11	48%	-14.15%
Overall	313	194	62%	

*Statistically significant at $p < .05$

[†] Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in trust in local government



Engagement with Community

Community Group Membership

In addition to engagement with the government, engagement with community groups and other non-governmental organizations is an important part of civic engagement. While almost half of respondents overall reported that they were members of community groups, one in four Hispanic/Latinx respondents reported membership; however, likely due to small sample size this difference was not significant.

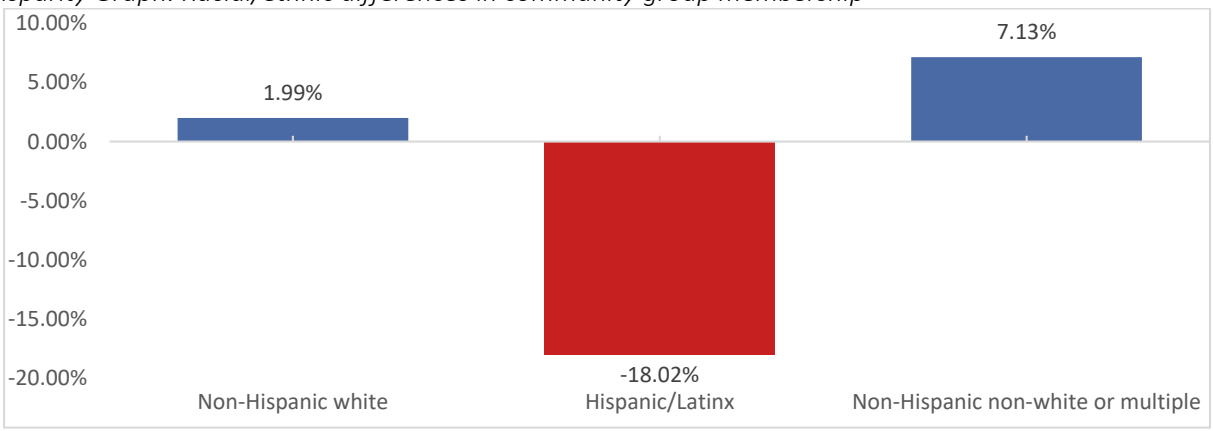
Race/ethnicity

Percent of individuals reporting that they are members of a community group, 2020
Source: City of Fort Collins Our Climate Future Demographic Survey†

Race/ethnicity	Number of respondents	Number who were community group members	Percent who were community group members	Difference from overall
Non-Hispanic white	253	119	47%	1.99%
Hispanic/Latinx	37	10	27%	-18.02%
Non-Hispanic non-white or multiple	23	12	52%	7.13%
Overall	313	141	45%	

† Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in community group membership



Volunteering

Overall, almost two thirds of respondents reported having volunteered in the past year. However, rates were lower for Hispanic and/or other race respondents, among whom just over half reported having volunteered.

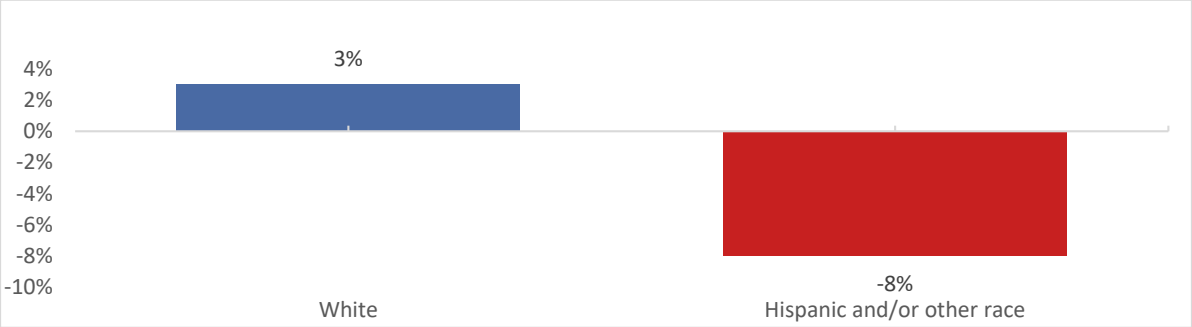
Race/ethnicity

Percent of survey respondents who volunteered their time to some group/activity in Fort Collins in the last 12 months, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Percent who volunteered in last year	Difference from overall
White	528	63%	3%
Hispanic and/or other race	86	52%	-8%
Overall	614	60%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in volunteering



Opportunities to Volunteer Ratings

Perhaps related to differences in volunteering rates, Hispanic and/or other race respondents reported that fewer opportunities to volunteer were provided by the City of Fort Collins than respondents overall.

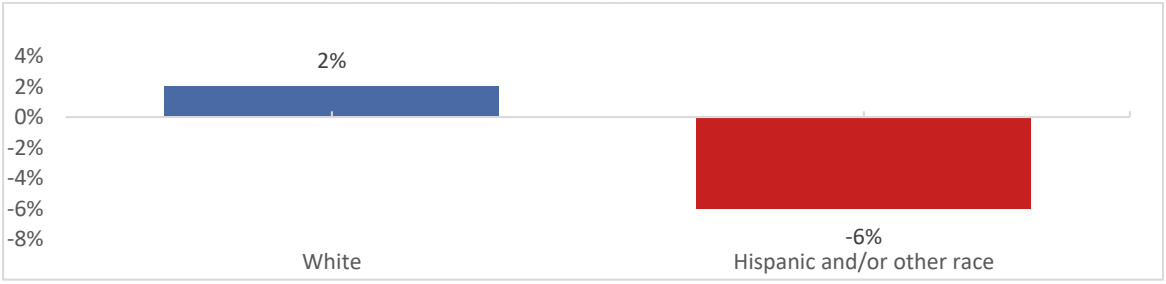
Race/ethnicity

Average rating of the extent to which the City of Fort Collins provides volunteer opportunities to community members on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey,

Race/ethnicity†	Number of respondents	Volunteer opportunity rating	Difference from overall
White	528	71	2
Hispanic and/or other race	86	63	-6
Overall	614	69	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in reported opportunities to volunteer



Criminal Justice and Public Safety

Nine measures within the domain of Criminal Justice and Public Safety were explored, looking at law enforcement, incarceration, community supervision, and perceptions of safety. Consistent with the stark racial and ethnic disparities found in the criminal justice system nationwide, racial and ethnic disparities were found on all measures examined. Blacks experienced the most negative outcomes at multiple points in the criminal justice system, although disparities were also found for other racial and ethnic groups. Despite this, ratings of police services in the Fort Collins Community Survey were moderately high for both whites and people of color, although they were somewhat lower for the latter.

Table 10. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	1 (11%)	8 (89%)	0 (0%)
Hispanic/Latinx	0 (0%)	1 (25%)	3 (75%)
Asian or Pacific Islander	4 (67%)	2 (33%)	0 (0%)
Black	0 (0%)	1 (14%)	6 (86%)
Native American	1 (17%)	4 (67%)	1 (17%)
Other	1 (20%)	2 (40%)	2 (40%)
Non-Hispanic, Non-White	n/a	n/a	n/a
Hispanic and/or Other Race	0 (0%)	0 (0%)	2 (100%)
White, including Hispanic	0 (0%)	3 (75%)	1 (25%)

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Law Enforcement

Criminal Arrest or Citation

Significant racial disparities in criminal arrests and citations were found, with arrest/citation rates for Blacks almost five times higher than the overall rate. The rates were significantly lower than overall for Asians or Pacific Islanders and those from other racial groups, however, although the magnitude of the difference was smaller.

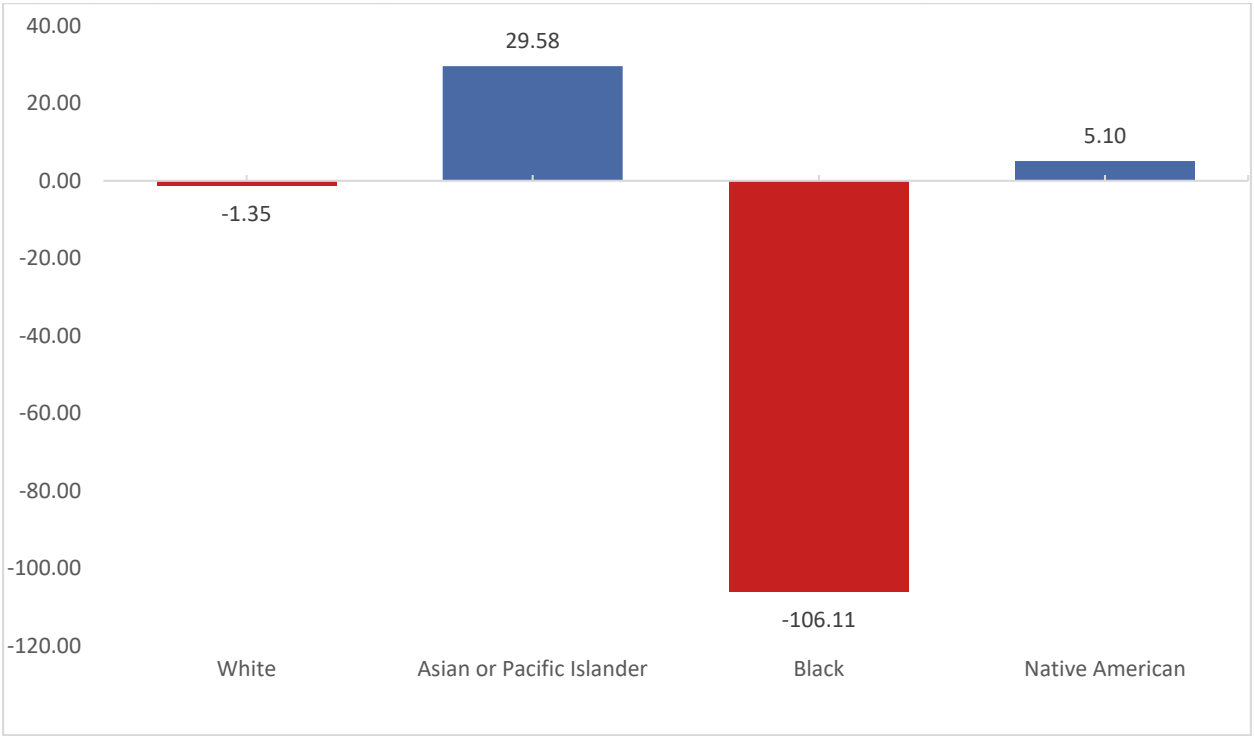
Race

Criminal arrest or citation rate per 1,000 in the population, 2019
Source: City of Fort Collins Police Services, Transparency Site

Race	Population‡	Number of criminal arrests/citations	Criminal arrest/ citation rate per 1,000	Difference from overall
White, including Hispanic*	144,533	5,427	37.55	-1.35
Asian or Pacific Islander*	5,745	38	6.61	29.58
Black*	2,579	367	142.30	-106.11
Native American	1,383	43	31.09	5.10
Overall	162,511	5,882†	36.19	-

*Statistically significant at $p < .05$
‡ Population numbers are taken from the American Community Survey 5-year estimates, 2018
† There were an additional 7 criminal arrests/citations for which race was unknown

Disparity Graph: Racial/ethnic differences in adult criminal arrest/citation rate per 1,000



Traffic Citation

While less extreme than for criminal arrests and citations, disparities were still considerable for traffic citations. Blacks again had the highest citation rates—almost twice as high as overall. Asians or Pacific Islanders and Native Americans were similarly less likely to be cited than overall.

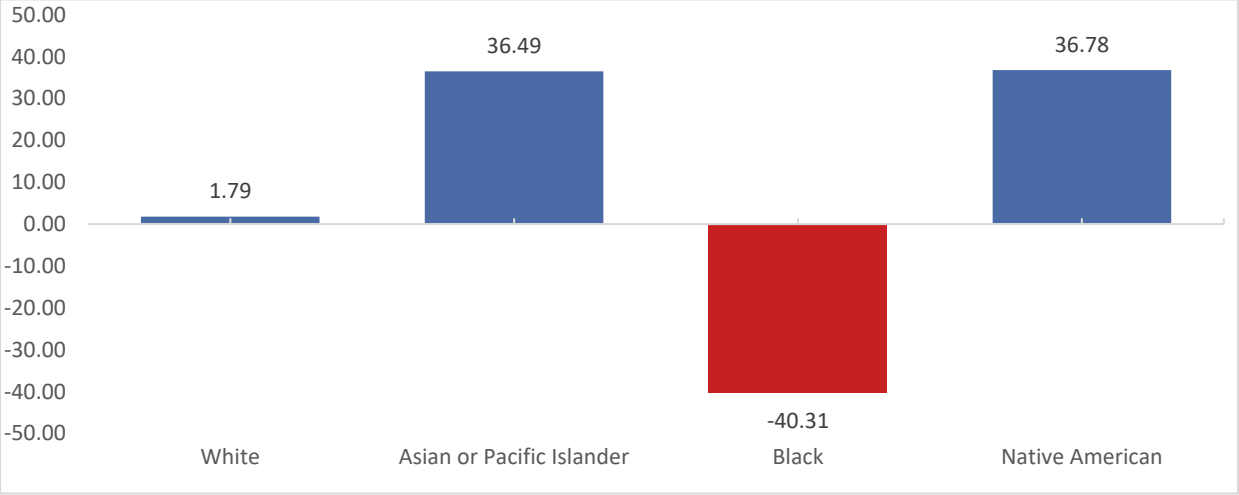
Race

Traffic citation rate per 1,000 in the population 16 and over, 2019
Source: City of Fort Collins Police Services, Transparency Site

Race	Population 16 and over[‡]	Number of traffic citations	Traffic citation rate per 1,000	Difference from overall
White, including Hispanic	154,956	6,988	45.10	-0.09
Asian or Pacific Islander*	5,289	55	10.40	34.61
Black*	2,225	194	87.19	-42.18
Native American*	1,188	12	10.10	34.91
Overall	170,478	7,673[†]	45.01	-

*Statistically significant at $p < .05$
[‡] Population numbers are taken from the American Community Survey Public Use Microdata Sample 5-year estimates, 2018
[†] There were an additional 424 traffic citations for which race was unknown

Disparity Graph: Racial/ethnic differences in trust in traffic citation rate per 1,000



Use of Force in the Population

Given the importance of use of force in current conversations around criminal justice reform, use of force was examined in two different ways. First, use of force rates for different racial and ethnic groups in the general population were examined. While an important measure in itself, looking at population rates does not account for differential amounts of contact with the police—a measure that is unfortunately extremely difficult to capture. For this reason, use of force rates for individuals who were arrested were examined separately as a proxy for contacts.

Racial disparities in use of force were particularly prominent when looked at for the general population, although it should be noted that the absolute number of uses of force for some groups was low. That being said, use of force rates for Blacks were more than seven times higher than overall.

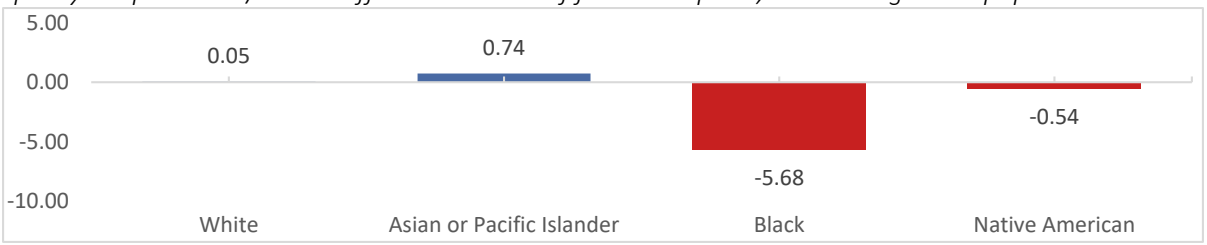
Race/ethnicity (Population)

Use of force rate per 1,000 people in the population, 2019
Source: City of Fort Collins Police Services, Transparency Site

Race/ethnicity	Population‡	Number of uses of force	Use of force rate per 1,000	Difference from overall
White, including Hispanic	144,533	125	0.86	0.05
Asian or Pacific Islander	5,745	1	0.17	0.74
Black*	2,579	17	6.59	-5.68
Native American	1,383	2	1.45	-0.54
Overall	162,511	148	0.91	-

*Statistically significant at $p < .05$
‡ Population numbers are taken from the American Community Survey 5-year estimates, 2018
† There were an additional 3 uses of force for which race was unknown

Disparity Graph: Racial/ethnic differences in use of force rate per 1,000 in the general population



Use of Force for Arrestees

When use of force was examined for only individuals receiving a criminal arrest or citation, racial disparities remained, although they were smaller in size than in the general population. Here, Blacks and Native Americans both had use of force rates approximately twice as high as the overall rate, while rates for whites and Asians or Pacific Islanders were similar to the overall rate.

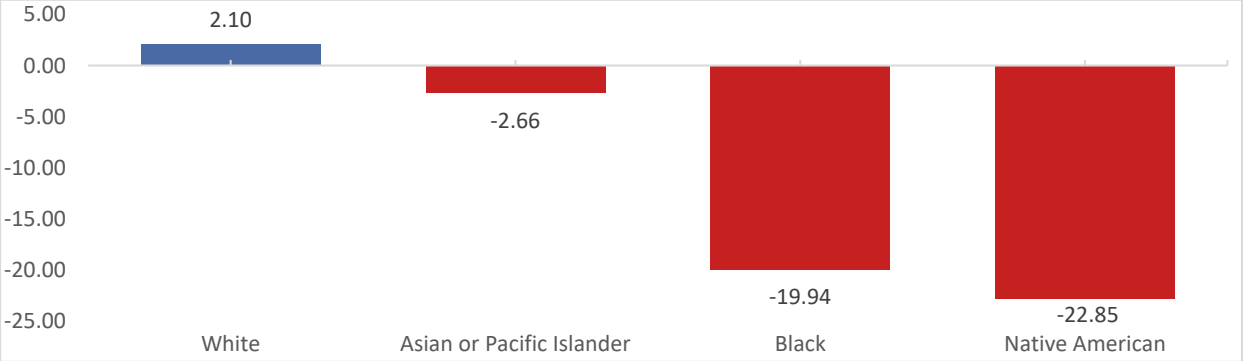
Race/ethnicity (Arrests)

Use of force rate per 1,000 criminal arrests or citations, 2019
Source: City of Fort Collins Police Services, Transparency Site

Race/ethnicity	Number of criminal arrests/citations	Number of uses of force during arrest	Use of force rate per 1,000	Difference from overall
White, including Hispanic	5,427	117	21.56	2.10
Asian or Pacific Islander	38	1	26.32	-2.66
Black*	367	16	43.60	-19.94
Native American	43	2	46.51	-22.85
Overall	5,882	139‡	23.66	-

*Statistically significant at $p < .05$
‡ There were an additional 3 uses of force for which race was unknown

Disparity Graph: Racial/ethnic differences in use of force rate per 1,000 arrests



Representation among Police Officers

Within Fort Collins police officers, the Hispanic/Latinx community was particularly underrepresented, with rates roughly half those of the population overall; a statistically significant difference.

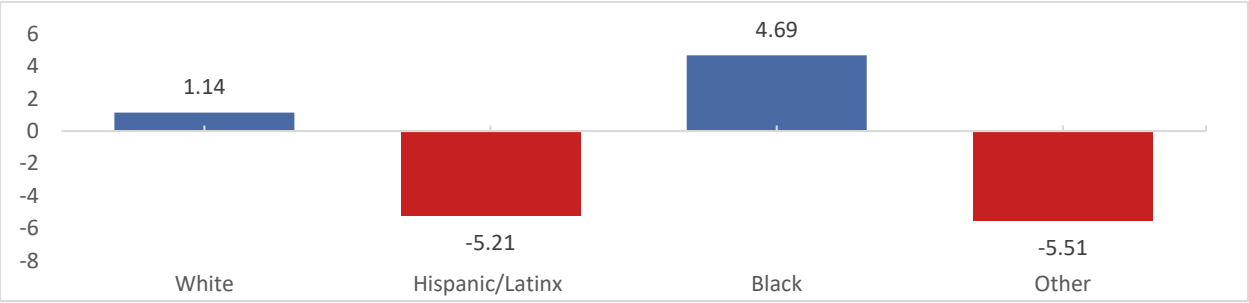
Race/ethnicity

Number of police officers per 10,000 population, 2019
Source: City of Fort Collins Police Services, Transparency Site

Race/ethnicity	Population‡	Sworn officers	Representation rate per 10,000	Disparity
White	129,931	200	15.39	1.61
Hispanic/Latinx*	19,736	14	7.09	-6.69
Black	2,343	4	17.07	3.29
Other*	10,501	6	5.71	-8.07
Overall	162,511	224	13.78	-

*Statistically significant at $p < .05$
‡ Population numbers are taken from the American Community Survey 5-year estimates, 2018

Disparity Graph: Racial/ethnic differences in police representation rates



Police Service Quality Ratings

Overall, respondents gave moderately high ratings of the quality of police services in Fort Collins. However, Hispanic/Latinx and/or other-race respondents rated police services less favorably than overall.

Race/ethnicity

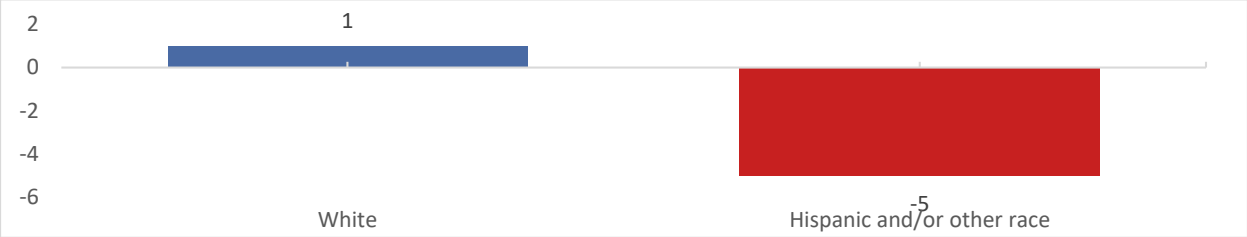
Average rating of police services overall on a scale of 0 to 100, 2019

Source: Fort Collins Community Survey

Race/ethnicity[†]	Number of respondents	Average rating of police services overall	Difference from overall
Non-Hispanic white	528	75	1
Hispanic/Latinx and/or other race	86	69	-5
Overall	614	74	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in police services quality ratings



Incarceration and Community Supervision

Jail Incarceration

Large racial and ethnic disparities in jail incarceration rates were found, with the rate for Blacks five times the overall rate, and the rate for Hispanics/Latinx twice as high. Rates were less than half the overall rate for Asians or Pacific Islanders, however.

Race/ethnicity (Larimer County)

Rate of jail incarceration per 10,000 population, 2018

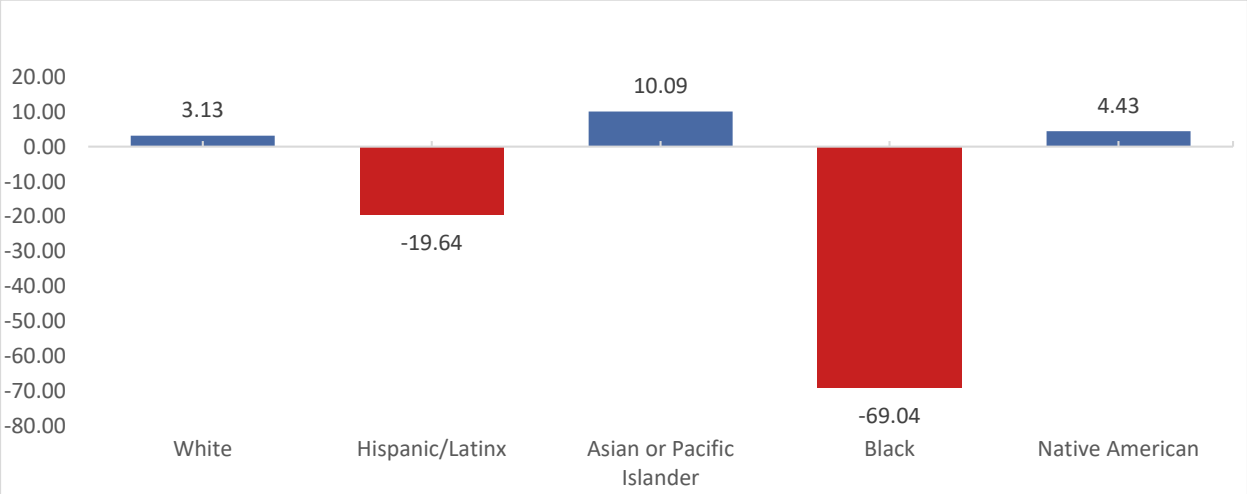
Source: Bureau of Justice Statistics Annual Survey of Jails

Race/ethnicity	General population[‡]	Jail population	Incarceration rate per 10,000	Difference from overall
White*	280,122	378	13.49	3.13
Hispanic/Latinx*	38,323	139	36.27	-19.64
Asian or Pacific Islander*	7,647	5	6.54	10.09
Black*	3,035	26	85.67	-69.04
Native American	1,640	2	12.20	4.43
Overall	330,767	550	16.63	-

*Statistically significant at $p < .05$

[‡] Population numbers are taken from the American Community Survey Public Use Microdata Sample 5-year estimates, 2018

Disparity Graph: Racial/ethnic differences in jail incarceration rate per 10,000



Probation

The adult probation rate for Blacks in Larimer County was more than three times higher than the overall rate, almost three times as high for Native Americans, and more than one-and-a-half times as high for Hispanics/Latinx. The rate was considerably lower for Asians or Pacific Islanders, for whom only one individual was on probation on any given day in 2019.

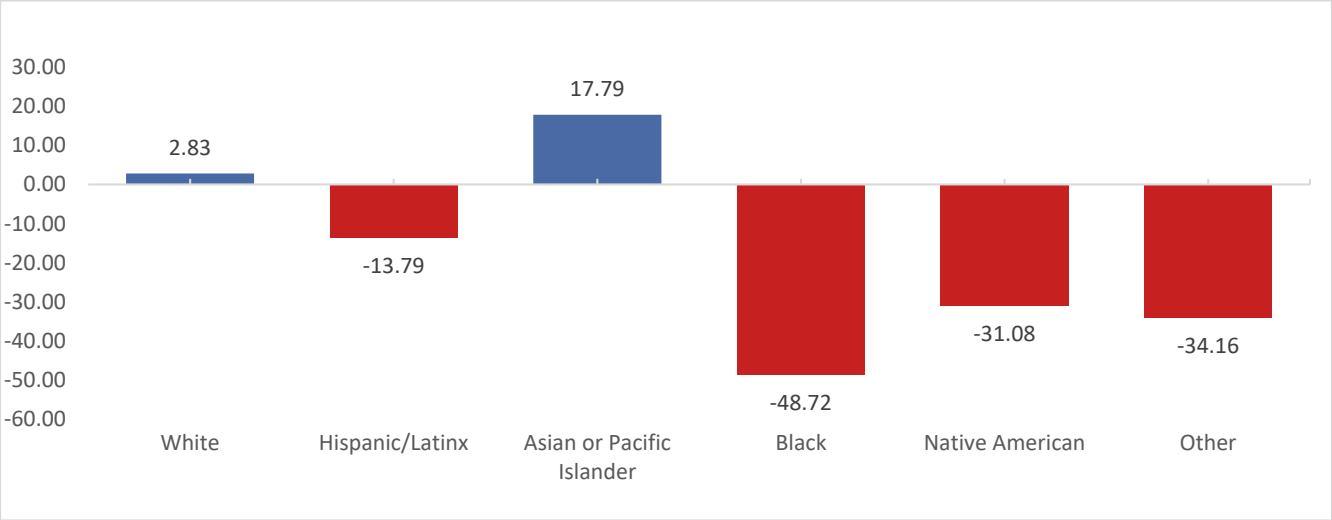
Race/ethnicity (Larimer County)

Percent of individuals age 18 and older who were on probation on any given day, 2019
Source: Larimer County Community Corrections 2019 Annual Report

Race/ethnicity	Population 18 and over‡	Average daily number on probation	Probation rate per 10,000	Difference from overall
White	137,369	222	16.15	2.83
Hispanic/Latinx*	17,350	57	32.76	-13.79
Asian or Pacific Islander*	5,058	1	1.19	17.79
Black*	2,053	14	67.70	-48.72
Native American*	904	5	50.06	-31.08
Other*	3,242	17	53.14	-34.16
Overall	165,976	315	18.98	-

*Statistically significant at $p < .05$
‡ Population numbers are taken from the American Community Survey Public Use Microdata Sample 5-year estimates, 2018

Disparity Graph: Racial/ethnic differences in probation rate per 10,000



Perceptions of Safety

Neighborhood Safety Ratings

Racial and ethnic disparities were found in perceptions of neighborhood safety, with Hispanic and/or non-white respondents rating their neighborhoods as less safe at night than respondents overall.

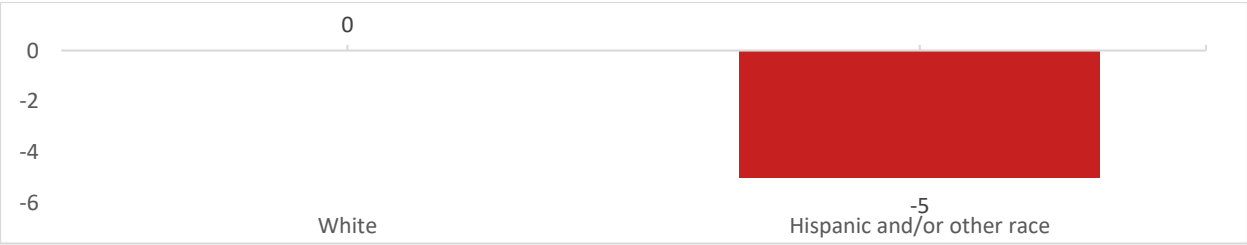
Race and Ethnicity

Average rating of personal safety in own neighborhood at night on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average neighborhood safety rating	Difference from overall
White	528	80	0
Hispanic and/or other race	86	75	-5
Overall	614	80	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in neighborhood safety ratings



Economic Opportunity

Within Economic Opportunity, 17 measures exploring poverty, food security, income, employment, business ownership, and childcare were explored. Our analysis indicated that racial and ethnic disparities permeate numerous measures within this domain, with people of color more likely to experience a wide range of negative outcomes from living in poverty to unemployment to lower rates of business ownership compared to people overall in Fort Collins. We also found disparities by gender, disability status, family composition, and level of education. For example, women were less likely to own businesses, single mothers and those with less than a high school education more likely to live in poverty, and individuals with disabilities earned less than those without a disability, particularly among women.

Table 11. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	3 (21%)	11 (79%)	0 (0%)
Hispanic/Latinx	0 (0%)	2 (22%)	7 (78%)
Asian or Pacific Islander	0 (0%)	8 (100%)	0 (0%)
Black	0 (0%)	4 (50%)	4 (50%)
Native American	0 (0%)	6 (86%)	1 (14%)
Other	0 (0%)	4 (57%)	3 (43%)
Non-Hispanic, Non-White	0 (0%)	1 (100%)	0 (0%)
Hispanic and/or Other Race	0 (0%)	4 (67%)	2 (33%)
White, including Hispanic	0 (0%)	1 (100%)	0 (0%)

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Poverty and Food Security

Poverty Status

Disparities in poverty rates were found for almost every characteristic examined, including race and ethnicity, family composition, and educational attainment; the one exception was disability status. Within racial and ethnic groups, poverty rates were highest for Native Americans, with almost one in four living in poverty; followed by Blacks, Asians, and Hispanic/Latinx, roughly one in five of whom lived in poverty. Due to small sample sizes, however, only the rates for Hispanic/Latinx and other race individuals were statistically significantly different from overall rates. Family composition also had in impact on poverty rates, with households led by single mothers almost four times more likely to live in poverty as households overall, and households led by single fathers two-and-a-half times more likely to live in poverty than households overall. Poverty rates were three times higher for adults who did not complete high school, although they were similar to the overall rates among individuals with physical or cognitive disabilities.

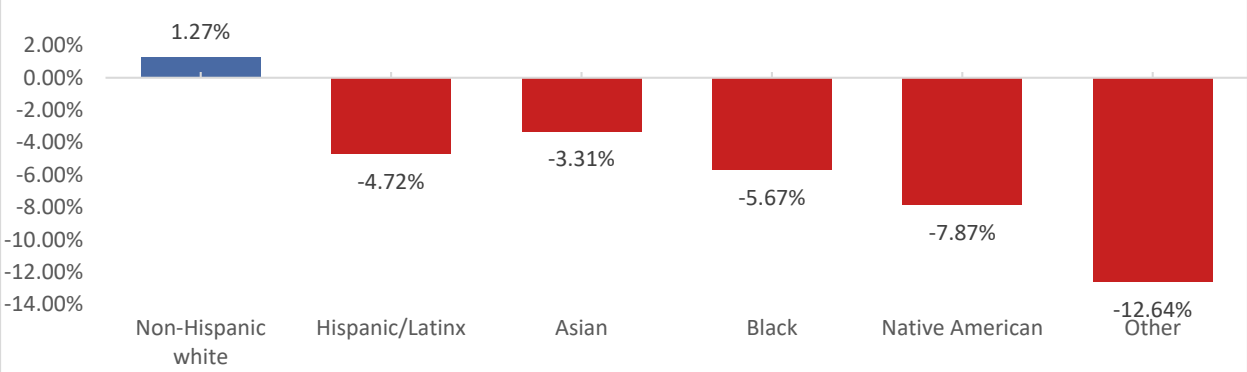
Race/ethnicity

Percent of individuals living below the Federal Poverty Level (FPL), 2018
Source: American Community Survey 5-year estimates

Race/ethnicity	Population	Number living below the FPL	Percent living below the FPL	Difference from overall
Non-Hispanic white	123,833	19,206	15.51%	1.27%
Hispanic/Latinx*	18,466	3,969	21.49%	-4.72%
Asian	5,142	1,033	20.09%	-3.31%
Black	2,312	519	22.45%	-5.67%
Native American	1,278	315	24.65%	-7.87%
Other*	2,458	723	29.41%	-12.64%
Overall	154,160	25,861	16.78%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in poverty rates



Family composition

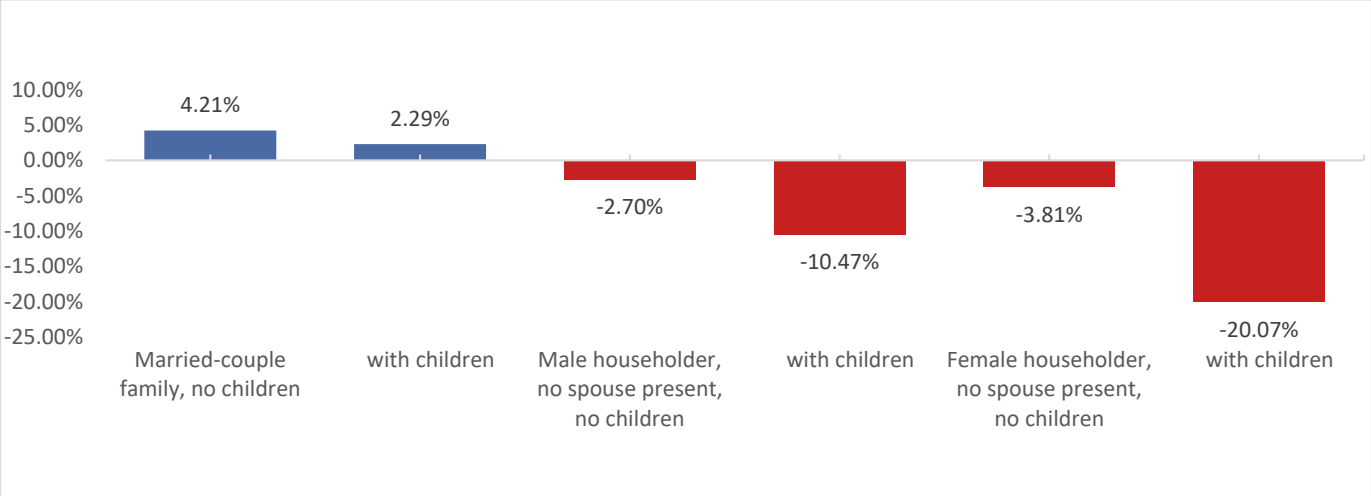
Percent of family households living below the Federal Poverty Level (FPL), 2016[5]

Source: American Community Survey 5-year estimates

Household type for families†	Population	Number living below the FPL	Percent living below the FPL	Difference from overall
Married-couple family, no children	14,485	393	2.71%	4.21%
with children	11,677	542	4.64%	2.29%
Male householder, no spouse present, no children	914	88	9.63%	-2.70%
with children	1,201	209	17.40%	-10.47%
Female householder, no spouse present, no children	1,555	167	10.74%	-3.81%
with children	3,326	898	27.00%	-20.07%
Overall	33,158	2,297	6.93%	-

† Statistical significance testing was not possible for this measure, so caution is advised in interpreting results

Disparity Graph: Family composition differences in poverty rates



Disability Status

Percent of individuals living below the Federal Poverty Level (FPL), 2018

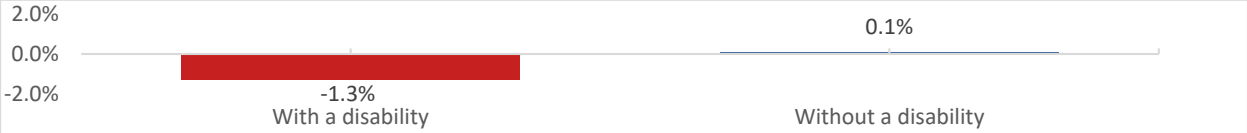
Source: American Community Survey 5-year estimates

Disability status†	Population	Number living below the FPL	Percent living below the FPL	Difference from overall
With a disability	11,953	3,698	19.5%	-1.3%
Without a disability	114,964	21,721	18.1%	0.1%
Overall	126,917	25,419	18.2%	-

† Statistical significance testing was not possible for this measure, so caution is advised in interpreting results

[5] More recent data were not available for family composition estimates.

Disparity Graph: Disability status differences in poverty rates



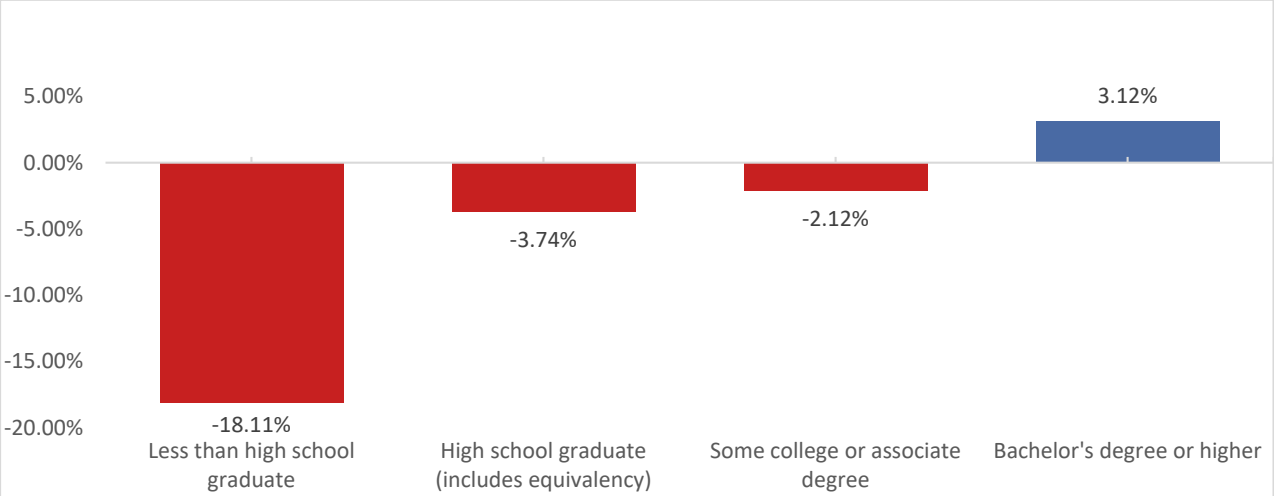
Educational Attainment

Percent of individuals 25 years or older living below the Federal Poverty Level (FPL), 2018
Source: American Community Survey 5-year estimates

Educational attainment†	Population	Number living below the FPL	Percent living below the FPL	Difference from overall
Less than high school graduate	3,072	832	27.08%	-18.11%
High school graduate (includes equivalency)	13,641	1,734	12.71%	-3.74%
Some college or associate degree	24,964	2,769	11.09%	-2.12%
Bachelor's degree or higher	51,168	2,999	5.86%	3.12%
Overall	92,845	8,334	8.98%	-

† Statistical significance testing was not possible for this measure, so caution is advised in interpreting results

Disparity Graph: Educational attainment differences in poverty rates



Emergency Fund

Consistent with the findings for poverty rates and income, sizeable racial and ethnic differences were found in the percentage of respondents with an emergency fund, defined as one covering three months of expenses or more. While almost half of respondents overall reporting possessing an emergency fund, only one in four Hispanic/Latinx respondents reported having such a fund—a difference that was statistically significant. One in three non-Hispanic, non-white respondents had such a fund but the difference from overall rates was not significant, likely due to small sample size.

Race/ethnicity

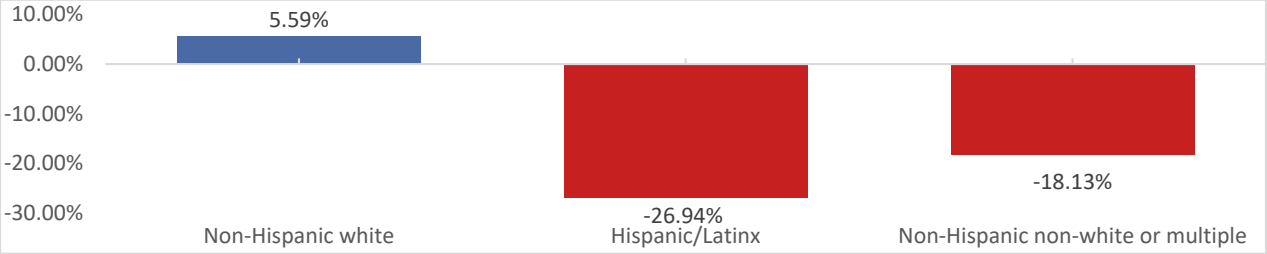
Percentage of respondents reporting having an emergency fund covering three months or more, 2020
Source: City of Fort Collins Our Climate Future Demographics Survey†

Race/ethnicity	Number of respondents	Number with an emergency fund	Percent with an emergency fund	Difference from overall
Non-Hispanic white	253	137	54.15%	5.59%
Hispanic/Latinx*	37	8	21.62%	-26.94%
Non-Hispanic non-white or multiple	23	7	30.43%	-18.13%
Overall	313	152	48.56%	-

*Statistically significant at $p < .05$

† Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in possessing emergency funds



Use of Food Assistance Programs

The differences found in receipt of Supplemental Nutrition Assistance Program (SNAP) benefits suggest disparities in both economic circumstances and food security, as SNAP may not always be sufficient to meet families' needs. Compared to households overall, Native American households were 17 percentage points more likely to receive SNAP, followed by Black and Hispanic/Latinx households who were 16 and 14 percentage points more likely to receive SNAP, respectively.

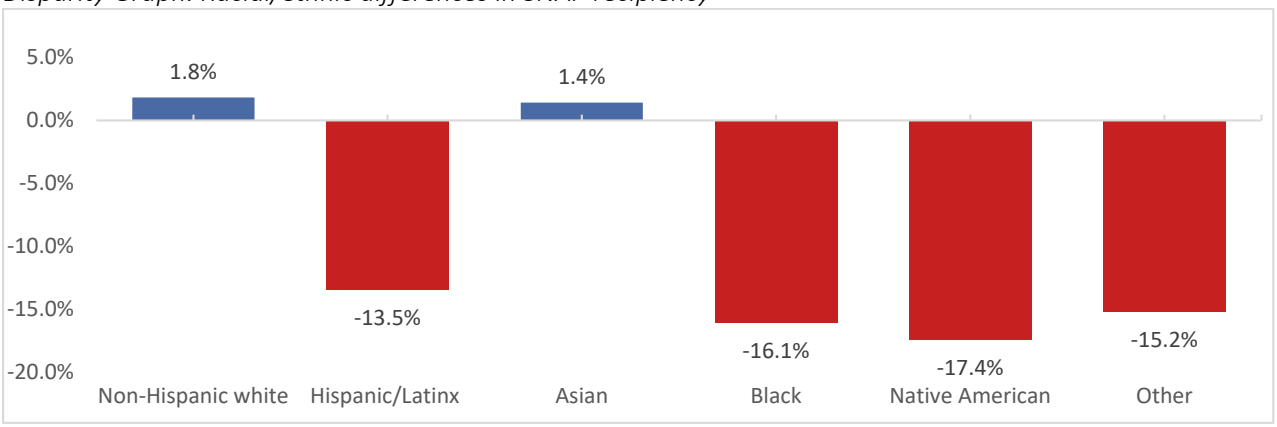
Race/ethnicity

Percent of households receiving Supplemental Nutrition Assistance Program (SNAP) benefits, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity of householder†	Total households	Number receiving SNAP	Percent receiving SNAP	Difference from overall
Non-Hispanic white	53,554	2,926	5.46%	1.8%
Hispanic/Latinx	5,351	1,112	20.78%	-13.5%
Asian	1,843	108	5.86%	1.4%
Black	650	152	23.38%	-16.1%
Native American	437	108	24.71%	-17.4%
Other	635	143	22.52%	-15.2%
Overall	62,470	4,549	7.28%	-

† Statistical significance testing was not possible for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in SNAP recipiency



Worry About Affording Nutritious Meals

Overall, less than one in ten respondents reported that they were usually or always worried about having enough money to afford nutritious meals. However, these rates differed by race and ethnicity with Hispanic/Latinx and other race respondents significantly more likely to report worrying about affording nutritious meals than respondents overall.

Race/ethnicity (Larimer County)

Percent of individuals reporting that they were usually or always worried or stressed about having enough money to afford nutritious meals, 2019

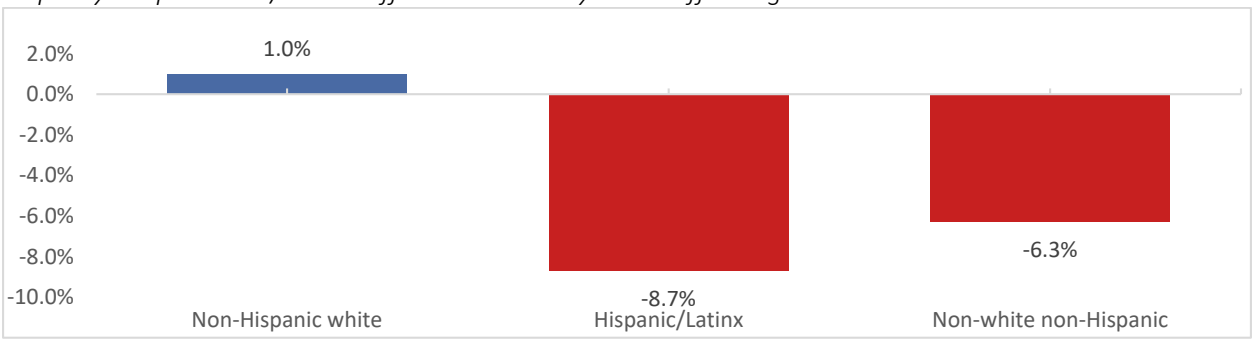
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent usually or always worried	Difference from overall
Non-Hispanic white	2,231	7.5%	1.0%
Hispanic/Latinx or other race*†	224	16.3%	-7.8%
Hispanic/Latinx	133	17.2%	-8.7%
Non-white non-Hispanic	91	14.8%	-6.3%
Overall	2,455	8.5%	-

*Statistically significant at $p < .05$

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in worry about affording nutritious meals



Problems with Unsafe Food in Grocery Stores and Restaurants

Roughly 3% of survey respondents reported that unsafe food in restaurants and grocery stores was a major problem where they lived. There were racial/ethnic disparities in unsafe food being an issue, with significantly more Hispanic/Latinx and other-race respondents reporting that unsafe food was a problem for them than respondents in Larimer County overall.

Race/ethnicity (Larimer County)

Percent of individuals reporting that unsafe food in restaurants, grocery stores, etc. is a major problem where they live, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent reporting unsafe food is a major problem	Difference from overall
Non-Hispanic white	2,231	2.4%	0.4%
Hispanic/Latinx or other race*	224	5.7%	-2.9%
Overall	2,455	2.8%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in unsafe food being a major problem

Income

Household Income

Median household income differed by race and ethnicity, with people of color earning less, on average, than the population as a whole. Disparities were most pronounced for Hispanic/Latinx, Black, and Native American households who made 80 cents, 81 cents, and 83 cents, respectively, for every dollar made by households overall. Differences in income were smaller for Asian households, who made 94 cents on the dollar, while non-Hispanic white households made $1.04 for each dollar made by households overall. The differences from the overall median income were significant for non-Hispanic whites, Hispanics/Latinx, and Blacks.

Race/ethnicity

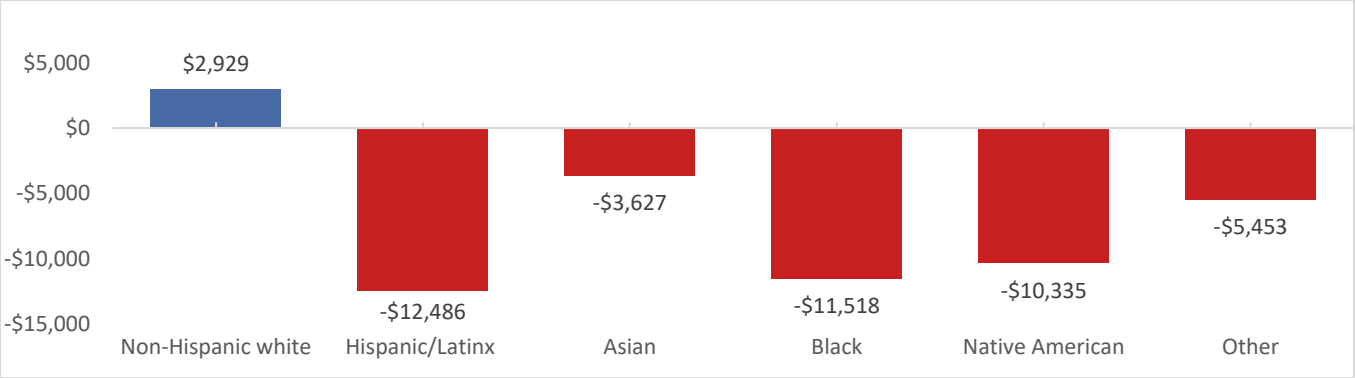
Median household income, 2018

Source: American Community Survey 5-year estimates

Race/ethnicity of householder	Total households	Median household income	Difference from overall
Non-Hispanic white*	53,554	$65,061	$2,929
Hispanic/Latinx*	5,351	$49,646	-$12,486
Asian	1,843	$58,505	-$3,627
Black*	650	$50,614	-$11,518
Native American	437	$51,797	-$10,335
Other	635	$56,679	-$5,453
Overall	62,796	$62,132	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in median household income



Personal Earnings

Disparities in personal earnings were found by both sex[6] and disability status. For every dollar made by the average person in Fort Collins, females made 82 cents, while males made $1.20; this translated to females making 68 cents for every dollar made by males. For every dollar made by individuals without a physical or cognitive disability, individuals with a disability made 76 cents. Disparities were particularly pronounced when these characteristics were looked at in combination, with females with a disability making only 45 cents for every dollar made by the average person in Fort Collins.

Sex

Median personal income for population 16 years and over with earnings, 2018

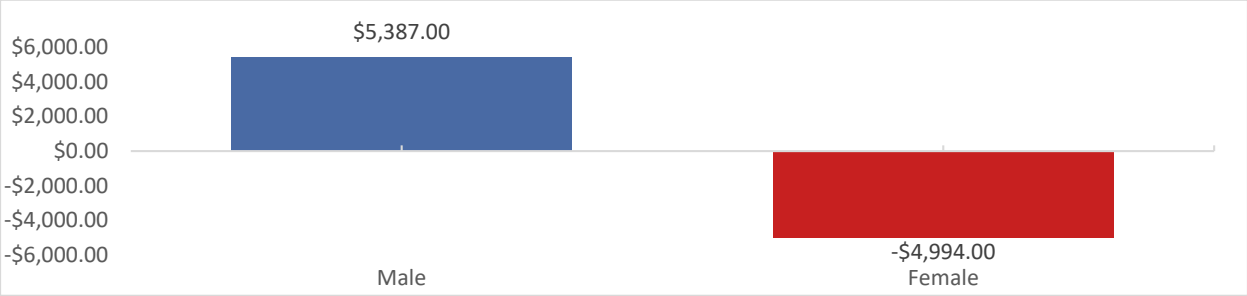
Source: American Community Survey 5-year estimates

Sex[†]	Population 16 years and older with earnings	Median personal income	Difference from overall
Male	54,543	$32,378	$5,387.00
Female	49,452	$21,997	-$4,994.00
Overall	103,995	$26,991	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

[6] Note that the American Community Survey asks about sex only, so it is not possible to establish gender.

Disparity Graph: Sex differences in personal earnings



Disability Status

Median personal earnings for individuals 16 and over
Source: American Community Survey 5-year estimates, 2018

Disability status	Population 16 years and older	Median personal earnings	Difference from overall
With a disability	4,917	$20,860	-$6,051.00
Without a disability	98,146	$27,295	$384.00
Overall	133,190	$26,991	

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Disability status differences in personal earnings

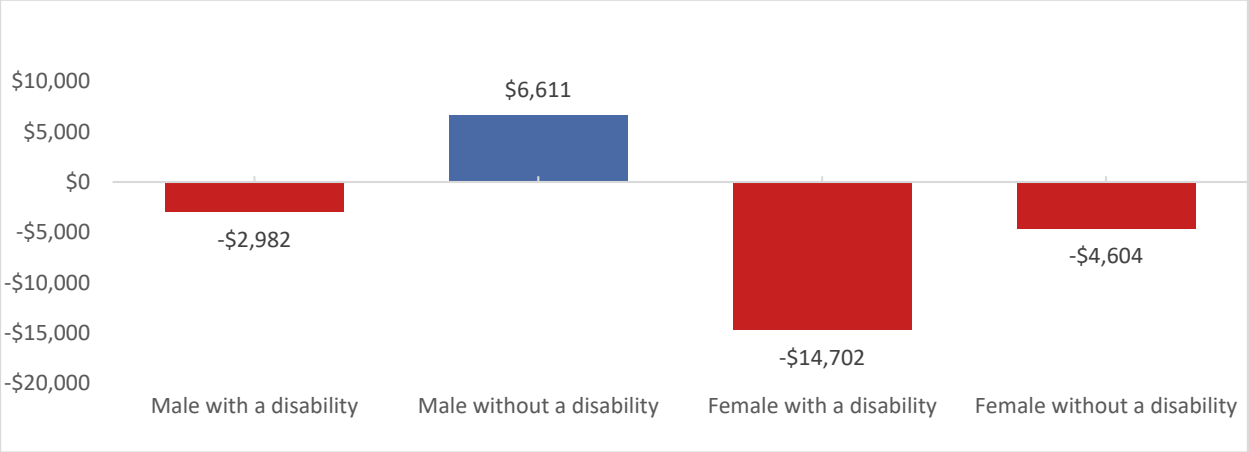
Sex and disability status

Median personal earnings for individuals 16 and over
Source: American Community Survey 5-year estimates, 2018

Sex and disability status†	Median personal earnings	Difference from overall
Male with a disability	$23,929	-$2,982
Male without a disability	$33,522	$6,611
Female with a disability	$12,209	-$14,702
Female without a disability	$22,307	-$4,604
Overall	$26,991	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in median household income



High Wage Occupations

High wage occupations include those in management occupations; legal occupations; healthcare practitioner and technical occupations; computer and mathematical occupations; architecture and engineering occupations; life, physical, and social science occupations; and business and financial operations occupations. Disparities were found in employment in high wage occupations by race and ethnicity and by educational attainment; there were only minimal differences by sex[7] and disability. Within racial and ethnic groups, employment in high wage occupations was lowest for Black and Hispanic/Latinx workers, only about one in four of whom were employed in high wage occupations—close to one and a half times less likely than workers overall. Adult workers who did not complete high school were more than seven times less likely to be employed in high wage occupations than workers overall, and almost three times lower for those with a high school education of GED; the percentage was 20 points higher than overall, however, for workers with a graduate degree.

Race/Ethnicity

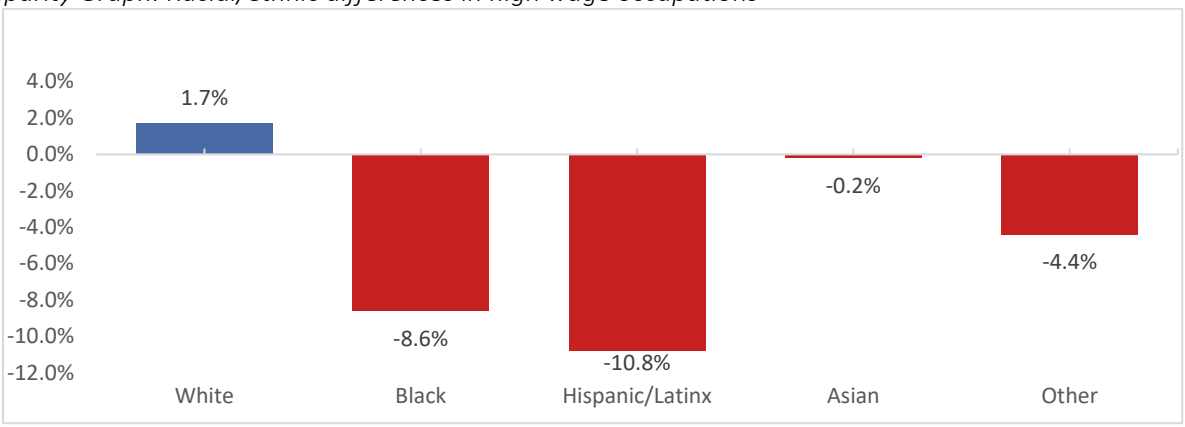
Percentage of workers employed in high wage occupations, 2018
Source: American Community Survey Public Use Microdata Sample 5-year estimates

Race/ethnicity[†]	Population	Number in high wage occupations	Percent in high wage occupations	Difference from overall
White	91,878	32,082	34.9%	1.7%
Hispanic/Latinx	11,979	2,683	22.4%	-10.8%
Asian	3,561	1,174	33.0%	-0.2%
Black	1,371	337	24.6%	-8.6%
Other	2,855	823	28.8%	-4.4%
Overall	111,644	37,099	33.2%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

[7] Note that the American Community Survey asks about sex only, so it is not possible to establish gender.

Disparity Graph: Racial/ethnic differences in high wage occupations



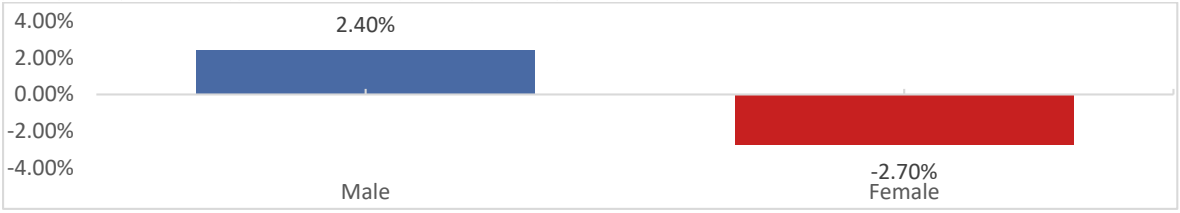
Sex

Percentage of workers employed in high wage occupations, 2018
Source: American Community Survey Public Use Microdata Sample 5-year estimates

Sex†	Population	Number in high wage occupations	Percent in high wage occupations	Difference from overall
Male	59,147	21,076	35.6%	2.40%
Female	52,497	16,023	30.5%	-2.70%
Overall	111,644	37,099	33.2%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Sex differences in high wage occupations



Disability Status

Percentage of workers employed in high wage occupations, 2018
Source: American Community Survey Public Use Microdata Sample 5-year estimates

Disability Status	Population	Number in high wage occupations	Percent in high wage occupations	Difference from overall
With a disability	4,646	1,347	29.0%	-4.2%
Without a disability	106,998	35,752	33.4%	0.2%
Overall	111,644	37,099	33.2%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Disability status differences in high wage occupations

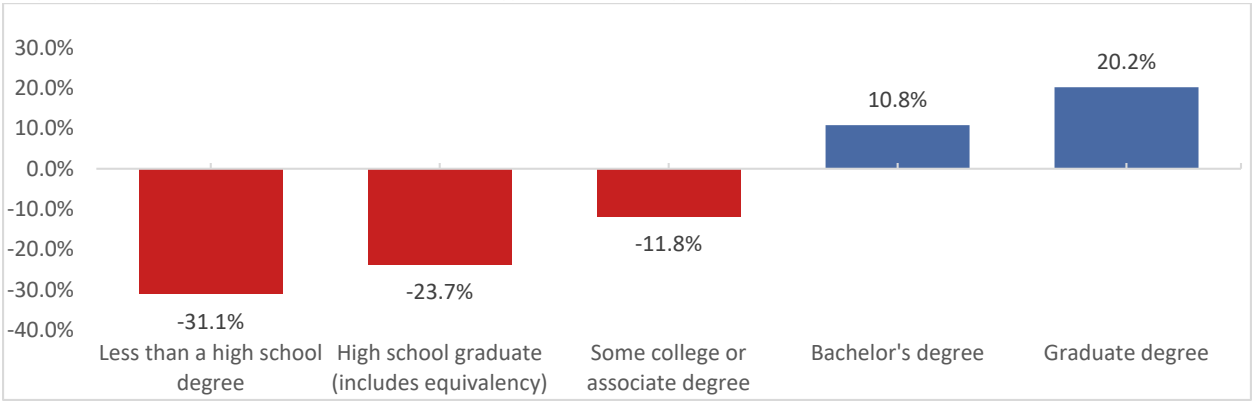
Educational Attainment

Percentage of workers employed in high wage occupations, 2018
Source: American Community Survey Public Use Microdata Sample 5-year estimates

Educational attainment	Population	Number in high wage occupations	Percent in high wage occupations	Difference from overall
Less than a high school degree	4,653	352	7.6%	-25.6%
High school graduate (includes equivalency)	15,511	1,849	11.9%	-21.3%
Some college or associate degree	37,218	8,253	22.2%	-11.0%
Bachelor's degree	34,448	15,396	44.7%	11.5%
Graduate degree	19,814	11,249	56.8%	23.6%
Overall	111,644	37,099	33.2%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Educational attainment differences in high wage occupations



Low Income Status

Similar to poverty status, pronounced racial and ethnic disparities were found when examining low-income status, defined as living below 125% of the poverty level. Overall, roughly one in four people were low income, but rates were significantly higher for Hispanics/Latinx, Blacks—as high as almost one in three for Blacks—, and people from other racial groups. Notably, the rate was significantly lower for non-Hispanic whites although the difference from overall was small.

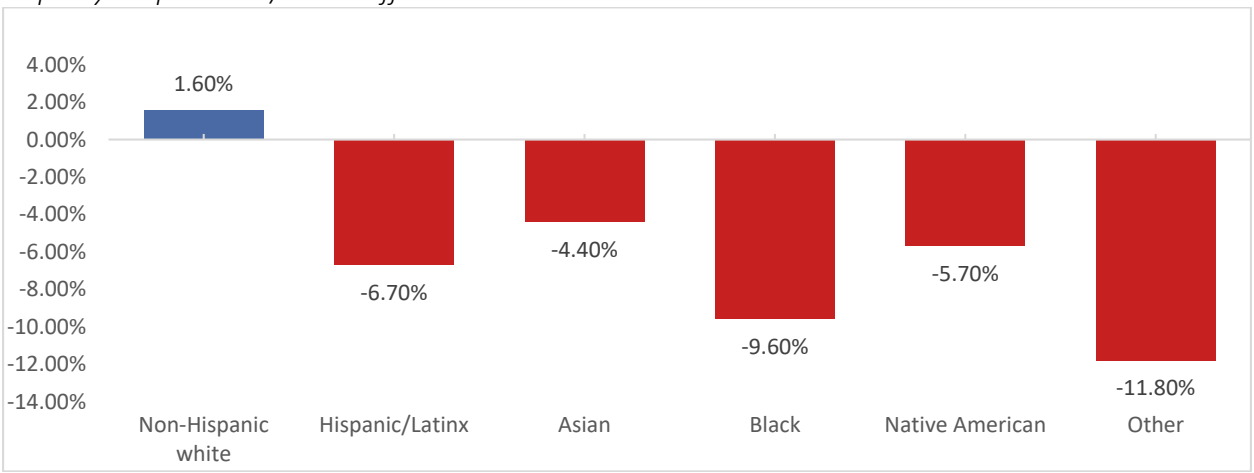
Race/ethnicity

Percent of individuals living below 125% of the Federal Poverty Level (FPL), 2018
Source: American Community Survey 5-year estimates

Race/ethnicity	Population	Percent living below 125% of the FPL	Difference from overall
Non-Hispanic white*	123,833	19.2%	1.60%
Hispanic/Latinx*	18,466	27.5%	-6.70%
Asian	5,142	25.2%	-4.40%
Black*	2,312	30.4%	-9.60%
Native American	1278	26.5%	-5.70%
Other*	2,458	32.6%	-11.80%
Overall	154,160	20.8%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in low-income status



Employment

Labor Force Nonparticipation

Participation in the labor force indicates that an individual is either employed or actively seeking work. While in some cases nonparticipation can be voluntary due to retirement or other factors, it can also indicate chronic unemployment or inability to work for other reasons. Almost a third of Fort Collins residents across racial and ethnic groups were not participating in the labor force, with minimal differences across groups. Disparities were pronounced for individuals with disabilities, however, with almost two thirds not participating, a rate more than twice the overall rate.

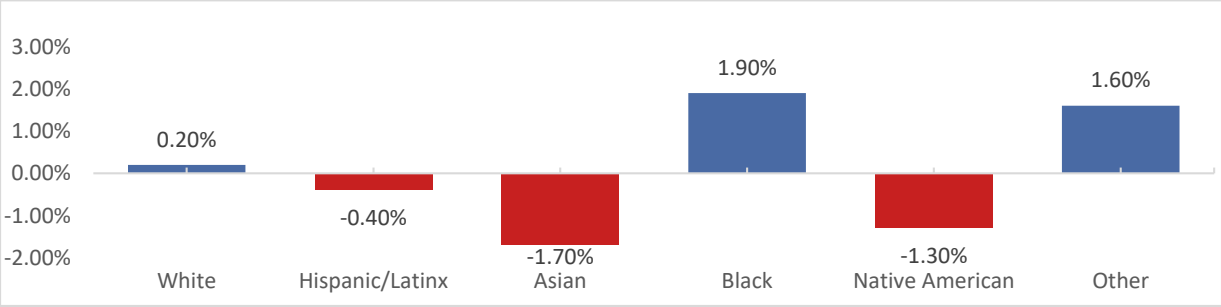
Race/ethnicity

Percent of individuals age 16 and older who are not in the labor force, 2018

Source: American Community Survey 5-year estimates

Race/ethnicity	Population 16 and over	Percent not in labor force	Difference from overall
Non-Hispanic white	110,427	29.70%	0.20%
Hispanic/Latinx	14,283	30.30%	-0.40%
Asian	4,762	31.60%	-1.70%
Black	2,249	28.00%	1.90%
Native American	1117	31.20%	-1.30%
Other	1,896	28.30%	1.60%
Overall	135,025	29.90%	-

Disparity Graph: Racial/ethnic differences in labor force nonparticipation



Disability status

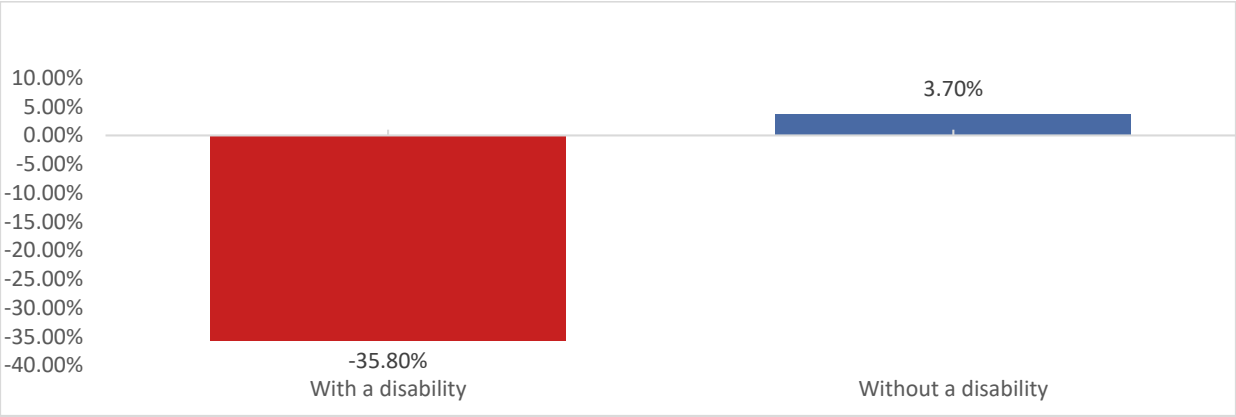
Percent of individuals age 18-64 who are not in the labor force, 2018

Source: American Community Survey 5-year estimates

Disability status[†]	Population 16 and over	Percent not in labor force	Difference from overall
With a disability	12,495	64.80%	-35.80%
Without a disability	120,695	25.30%	3.70%
Overall	133,190	29.00%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Disability status differences in labor force nonparticipation



Unemployment

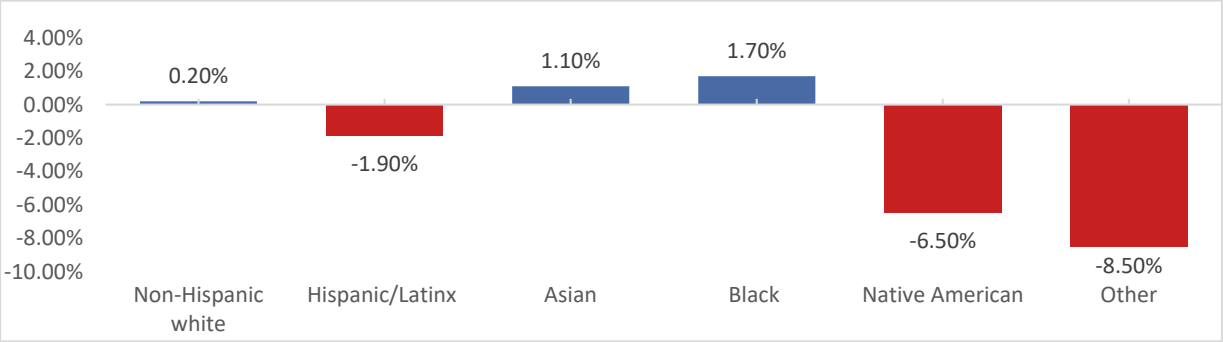
While racial and ethnic differences in unemployment rates were found, these differences did not reach statistical significance, likely due to small sample size. Unemployment rates were also higher than the overall employment rate for individuals with disabilities.

Race/ethnicity

Percent of individuals age 16 and older in the labor force that are unemployed, 2018
Source: American Community Survey 5-year estimates, 2018

Race/ethnicity	Population 16 and over	Percent unemployed	Difference from overall
Non-Hispanic white	110,427	5.70%	0.20%
Hispanic/Latinx	14,283	7.80%	-1.90%
Asian	4,762	4.80%	1.10%
Black	2,249	4.20%	1.70%
Native American	1117	12.40%	-6.50%
Other	1,896	14.40%	-8.50%
Overall	135,025	5.90%	-

Disparity Graph: Racial/ethnic differences in unemployment rates



Disability status

Percent of individuals age 18-64 in the labor force that are unemployed, 2018
Source: American Community Survey 5-year estimates

Disability status[†]	Population 18-64 years	Number unemployed	Percent unemployed	Difference from overall
With a disability	3,770	440	11.67%	-5.8%
Without a disability	86,325	4,868	5.64%	0.3%
Overall	90,095	5,308	5.89%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Disability status differences in unemployment rates

Use of Work-Related or Employment Services

Four percent of respondents overall reported having needed and used work-related or employment services, and these rates did not differ by race and ethnicity. Additionally, while a somewhat higher percentage of LGBQ+ than respondents overall reported having needed and used services, this difference was not significant.

Race/Ethnicity (Larimer County)

Percent of survey respondents who reported needing and using work-related or employment services (job training or help finding work), 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent using services	Difference from overall
Non-Hispanic White	4.0%	0.1%
Hispanic/Latinx or other race	4.5%	-0.4%
Overall	4.1%	

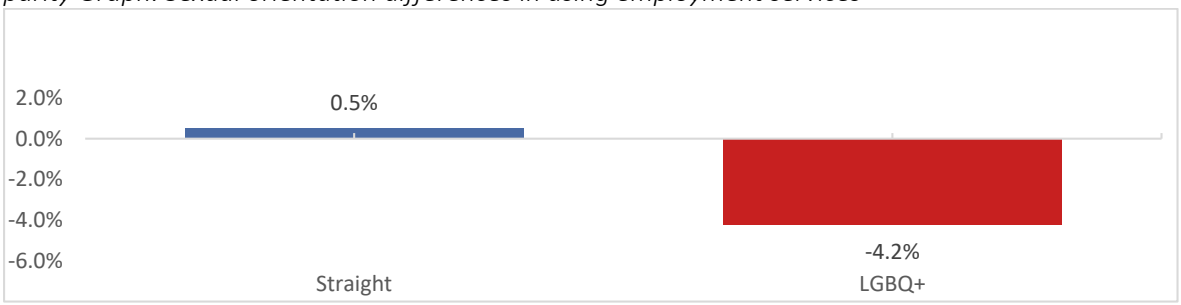
Disparity Graph: Racial/ethnic differences in using employment services

Sexual Orientation (Larimer County)

Percent of survey respondents who reported needing and using work-related or employment services (job training or help finding work), 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Percent using services	Difference from overall
Straight	3.6%	0.5%
LGBQ+	8.3%	-4.2%
Overall	4.1%	-

Disparity Graph: Sexual orientation differences in using employment services



Needed But Did Not Use Work-Related or Employment Services

Almost an identical percentage to the percentage who needed and used work-related or employment services reported having needed but not used such services—approximately 4%. While the percentage was somewhat higher for Hispanic/Latinx respondents than for respondents overall, this difference was not statistically significant. Similarly, while a higher percentage of LGBQ+ respondents than respondents overall reported needing but not using work-related or employment services, this difference was not statistically significant.

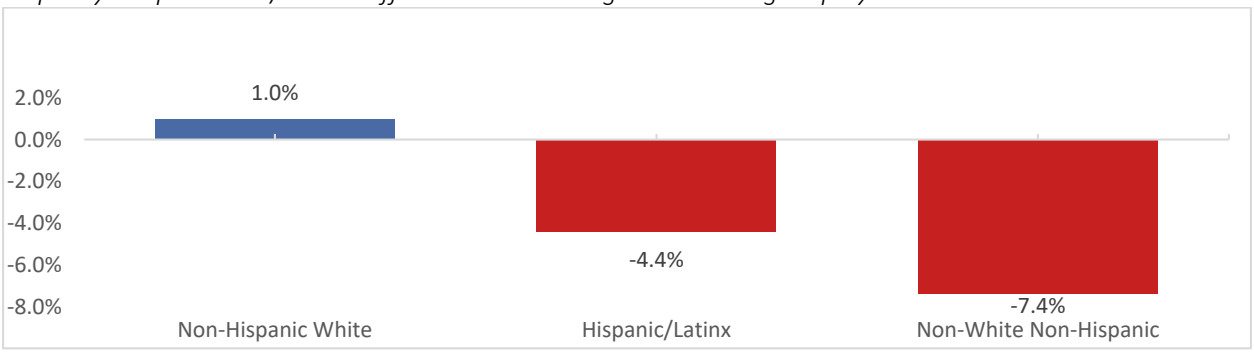
Race/Ethnicity (Larimer County)

Percent of survey respondents who reported needing but not using work-related or employment services (job training or help finding work), 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent needing but not using services	Difference from overall
Non-Hispanic white	3.3%	1.0%
Hispanic/Latinx or other race†	9.8%	-5.5%
Hispanic/Latinx	8.7%	-4.4%
Non-White Non-Hispanic	11.7%	-7.4%
Overall	4.3%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in needing but not using employment services

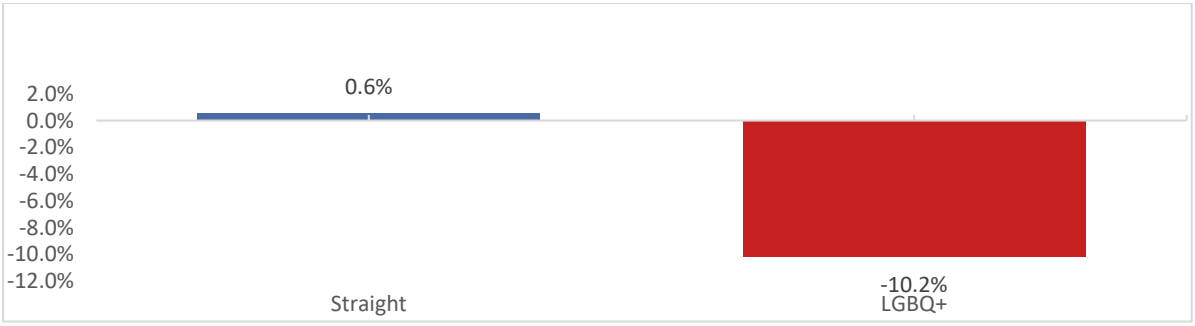


Sexual Orientation (Larimer County)

Percent of survey respondents who reported needing but not using work-related or employment services (job training or help finding work), 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Percent needing but not using services	Difference from overall
Straight	3.7%	0.6%
LGBQ+	14.5%	-10.2%
Overall	4.3%	-

Disparity Graph: Sexual orientation differences in needing but not using employment services



Business Ownership

Representation among Business Owners

Disparities in business ownership were found by race and ethnicity and by sex.[8] Hispanics/Latinx were underrepresented among business owners, among whom the percentage of business owners was approximately four times less than their percentage in the population. Disparities by sex were also pronounced, with the percentage of business owned by females 27 percentage points lower than their representation in the population.

Race and Ethnicity

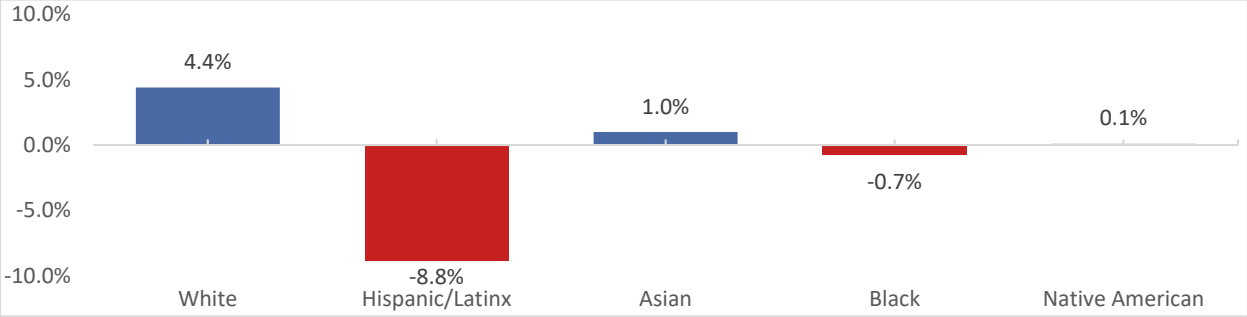
Representation among business owners, 2018
Source: Annual Business Survey

Race/ethnicity[†]	Percent of population	Percent of business owners	Difference from population
White, including Hispanic	91.4%	95.8%	4.4%
Hispanic/Latinx	11.7%	2.9%	-8.8%
Asian	2.2%	3.2%	1.0%
Black	1.0%	0.3%	-0.7%
Native American	0.6%	0.7%	0.1%
Overall	100%	100%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

[8] Note that the Annual Business Survey asks about sex only, so it is not possible to establish gender.

Disparity Graph: Racial/ethnic differences in representation among business owners



Sex

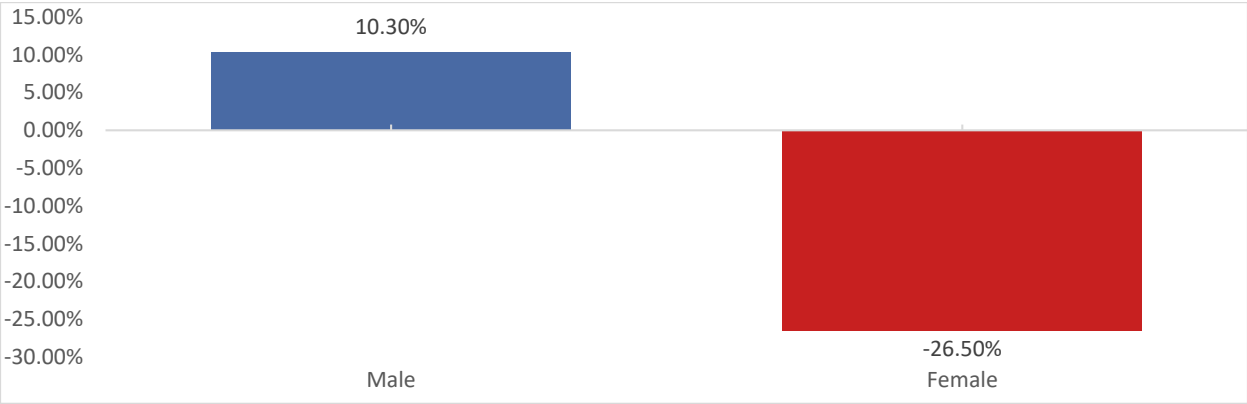
Representation among business owners, 2018
Source: Annual Business Survey

Sex[†]	Percent of population	Percent of business owners	Difference from overall
Male	49.5%	59.8%	10.30%
Female	50.5%	24.0%	-26.50%
Overall	100%	100%[‡]	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

[‡] In addition, 16.3% of businesses were equally male/female owned

Disparity Graph: Sex differences in representation among business owners



Childcare

Difficulty Finding Childcare

Roughly seven in 10 respondents across racial and ethnic groups reported having difficulty in finding childcare or that they did not find the desired childcare program. No significant differences were found when comparing racial and ethnic groups to respondents overall. When examined by sexual orientation, more LGBQ+ respondents than respondents overall reported difficulty finding childcare, but this difference was not statistically significant.

Race/ethnicity (Larimer County)

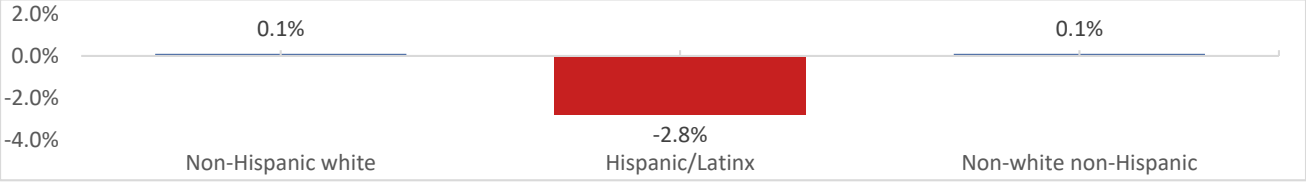
Percent of individuals reporting some or a lot of difficulty finding childcare, or who did not find the desired program, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent with difficulty finding childcare	Difference from overall
Non-Hispanic white	70.2%	0.1%
Hispanic/Latinx or other race[†]	72.0%	-2.2%
Hispanic/Latinx	73.1%	-2.8%
Non-white non-Hispanic	70.2%	0.1%
Overall	70.3%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in difficulty finding childcare



Sexual Orientation (Larimer County)

Percent of individuals reporting some or a lot of difficulty finding childcare, or who did not find the desired program, 2019

Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Percent with difficulty finding childcare	Difference from overall
Straight	70.0%	0.3%
LGBQ+	86.9%	-16.6%
Overall	70.3%	-

Disparity Graph: Sexual orientation differences in difficulty finding childcare

Difficulty Finding Affordable Childcare

Among those with difficulty finding childcare, roughly two in five cited cost as the primary reason for the difficulty. Interestingly, among those with difficulty finding childcare, non-white, non-Hispanic respondents were least likely to cite cost as the primary difficulty; however, when comparing non-Hispanic, non-white respondents as a whole to respondents overall the differences were quite small and were not statistically significant. Additionally, while LGBQ+ respondents were more likely than respondents overall to cite cost as the primary reason, this difference was also not statistically significant.

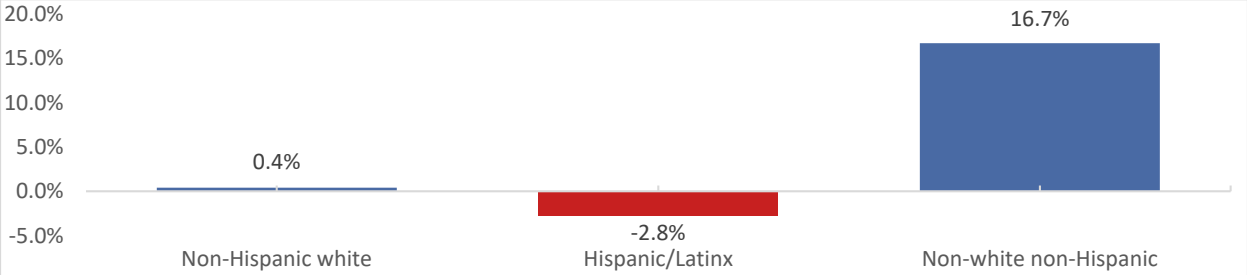
Race/ethnicity (Larimer County)

Percent of individuals reporting cost as the primary reason for difficulty finding childcare, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent with difficulty finding affordable childcare	Difference from overall
Non-Hispanic white	42.1%	0.4%
Hispanic/Latinx or other race[†]	41.3%	-1.20%
Hispanic/Latinx	45.3%	-2.8%
Non-white non-Hispanic	25.8%	16.7%
Overall	42.5%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in difficulty finding childcare due to cost



Sexual Orientation (Larimer County)

Percent of individuals reporting cost as the primary reason for difficulty finding childcare
Source: Health District of Northern Larimer County Community Health Survey, 2019

Sexual orientation	Percent with difficulty finding affordable childcare	Difference from overall
Straight	42.0%	0.5%
LGBQ+	60.5%	-18.0%
Overall	42.5%	-

Disparity Graph: Sexual orientation differences in difficulty finding childcare due to cost

Availability of Affordable Childcare

Differences in the reported availability of affordable childcare differed considerably by neighborhood, although no neighborhood was perceived as having widely available affordable childcare. Residents of Northeast had the lowest ratings for affordable childcare availability, 12 points lower than the overall rates, while residents of Southeast rated it as most available, 10 points higher than overall.

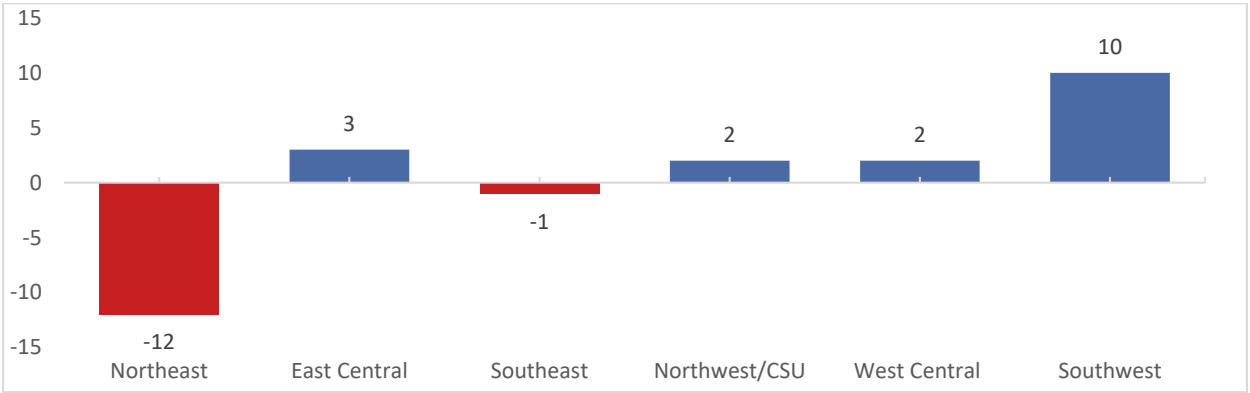
Neighborhood

Average rating of availability of affordable quality childcare on a scale of 0 to 100
Source: Fort Collins Community Survey, 2019

Neighborhood	Number of respondents	Average rating of affordable quality childcare	Difference from overall
Northeast	78	26	-12
East Central	144	41	3
Southeast	103	37	-1
Northwest/CSU	143	40	2
West Central	131	40	2
Southwest	29	48	10
Overall	626	38	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in availability of affordable childcare ratings



Education

Within Education, 15 measures were examined looking at academic achievement, staff representation, school connections, barriers to academic success, and educational attainment. Racial and ethnic disparities were found across phases of life and of learning, from third grade reading scores to adult educational attainment. While early education could not be included in the current analysis, the Poudre School District is hoping data will be available in future to examine outcomes for the youngest learners. For the measures examined, Hispanic/Latinx, Black, and/or Native American students often experienced more negative outcomes, including lower test scores, higher levels of school discipline, and underrepresentation among teachers and administrators. By contrast, Asian and white students often had similar or more positive results compared to students overall. Disparities were also found by economic status and academic performance.

Table 12. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	9 (60%)	6 (40%)	0 (0%)
Hispanic/Latinx	0 (0%)	5 (33%)	10 (67%)
Asian or Pacific Islander	5 (38%)	6 (46%)	2 (15%)
Black	1 (7%)	9 (64%)	4 (29%)
Native American	1 (9%)	4 (36%)	6 (55%)
Other	1 (9%)	7 (64%)	3 (27%)
Non-Hispanic, Non-White	0 (0%)	1 (100%)	0 (0%)
Hispanic and/or Other Race	n/a	n/a	n/a
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Academic Achievement

Third Grade Reading Proficiency

Disparities in third grade reading were found by both race and ethnicity and by income (i.e., free or reduced lunch status). Hispanic/Latinx third graders were significantly less likely to meet expectations in reading than third graders overall, while white third graders were significantly more likely to meet them. While statistical significance testing was not conducted for income, the percentage of economically-disadvantaged third graders (those eligible for free or reduced lunch) not meeting expectations was 15 points higher than for third graders overall.

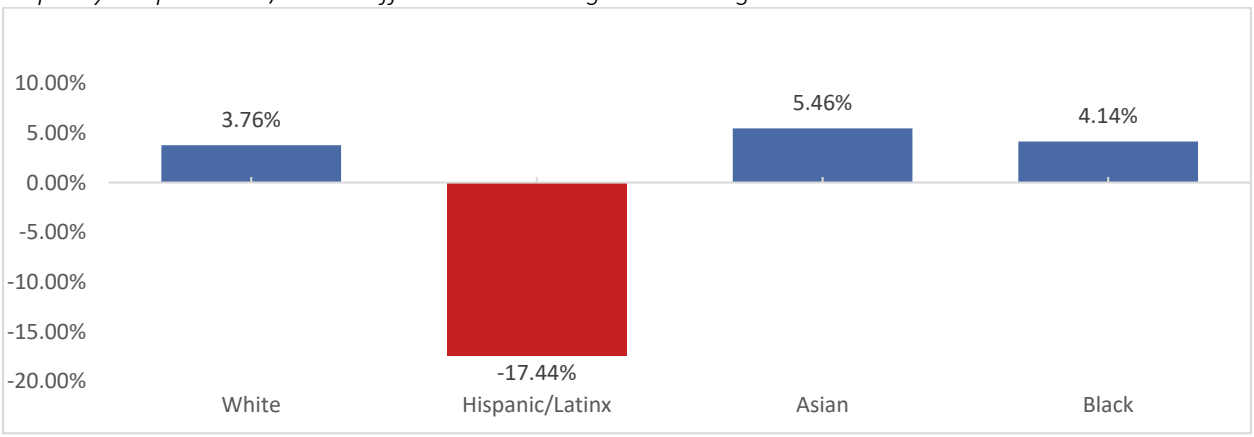
Race/ethnicity

Percent of third-grade Poudre School District students not meeting expectations on the English Language Arts Colorado Measures of Academic Success (CMAS) exam, 2019
Source: Colorado Department of Education

Race/ethnicity	Number of valid scores	Number not meeting expectations	Percent not meeting expectations	Difference from overall
White*	1,588	119	7.50%	3.76%
Hispanic/Latinx*	359	103	28.70%	-17.44%
Asian	69	4	5.80%	5.46%
Black	26	4	15.40%	4.14%
Overall	2,042	230	11.26%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in third grade reading



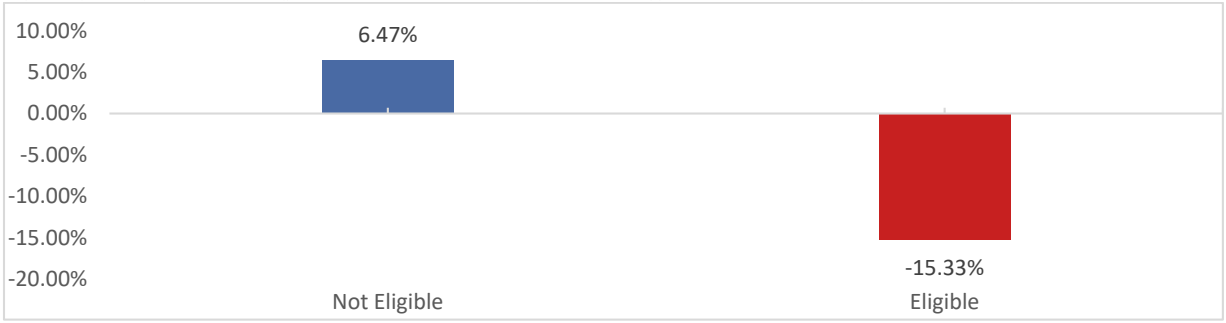
Free or Reduced Lunch Status

Percent of third-grade Poudre School District students not meeting expectations on the English Language Arts Colorado Measures of Academic Success (CMAS) exam, 2019
Source: Colorado Department of Education

Free or reduced lunch status†	Number of valid scores	Number not meeting expectations	Percent not meeting expectations	Difference from overall
Not eligible	1,506	74	4.90%	6.47%
Eligible	632	169	26.70%	-15.33%
Overall	2,138	243	11.37%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Income (free or reduced lunch) status differences in third grade reading



Third Grade Math Proficiency

Similar racial and ethnic disparities to those found in third grade reading were found in third grade math; Hispanic/Latinx third graders were more likely and white third graders were less likely not to meet expectations than third graders overall. Additionally, the percentage of economically-disadvantaged third graders (those eligible for free or reduced lunch) not meeting expectations was 10 points higher than for third graders overall.

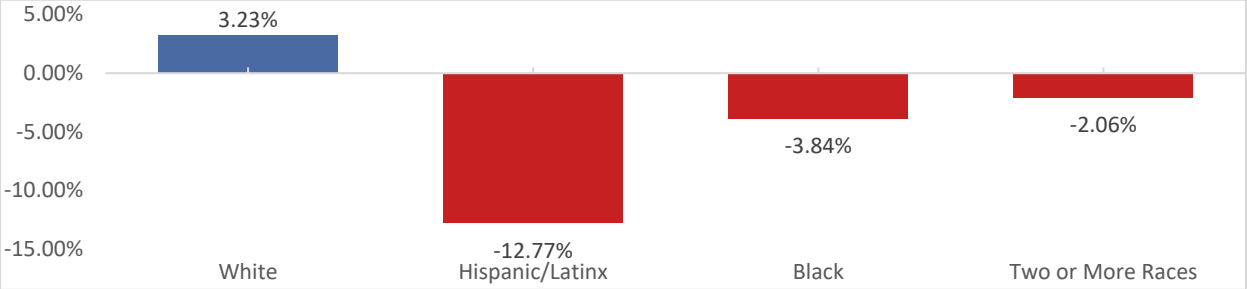
Race/ethnicity

Percent of third-grade Poudre School District students not meeting expectations on the Math Colorado Measures of Academic Success (CMAS) exam, 2019
Source: Colorado Department of Education

Race/ethnicity	Number of valid scores	Number not meeting expectations	Percent not meeting expectations	Difference from overall
White*	1,589	71	4.39%	3.23%
Hispanic/Latinx*	381	78	20.20%	-12.77%
Black	26	3	11.53%	-3.84%
Two or More Races	82	8	9.63%	-2.06%
Overall	2,078	160	7.44%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in third grade math



Free or Reduced Lunch Status

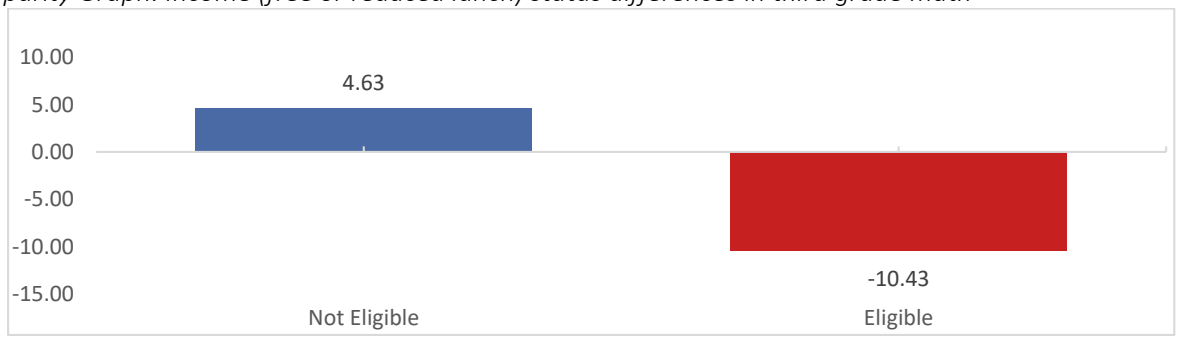
Percent of third-grade Poudre School District students not meeting expectations on the Math Colorado Measures of Academic Success (CMAS) exam, 2019

Source: Colorado Department of Education

Free or reduced lunch Status†	Number of valid scores	Number not meeting expectations	Percent not meeting expectations	Difference from overall
Not eligible	1,525	43	2.81	4.62
Eligible	677	121	17.87	-10.42
Overall	2,202	164	7.44	

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Income (free or reduced lunch) status differences in third grade math



AP Enrollment

Participation in advanced placement (AP) classes was assessed using rates, since it was not possible to determine the extent to which individual students were enrolled in multiple AP classes. Using that metric, rates of enrollment in AP classes differed considerably by race and ethnicity with rates almost 23 and 13 percentage points lower for Hispanic/Latinx and Native American students than the overall AP enrollment rate, respectively; enrollment rates were almost 61 percentage points higher than overall for Asian or Pacific Islander students.

Race/ethnicity

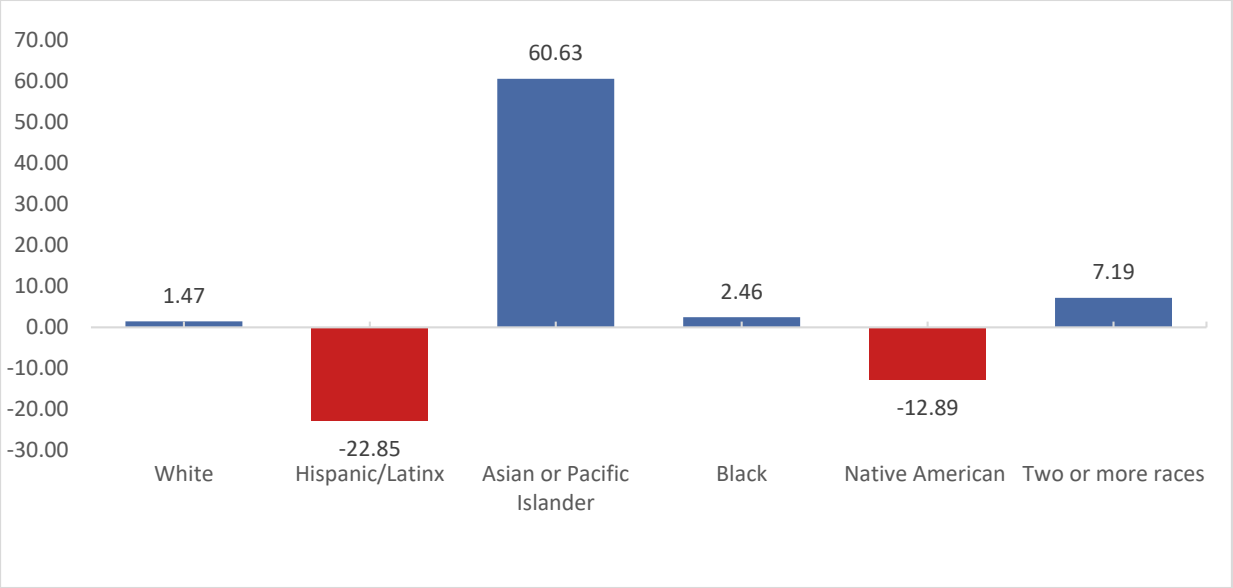
Number of AP enrollments per 100 students of the same race/ethnicity in the Poudre School District, 2017-2018

Source: Colorado Department of Education

Race/ethnicity[†]	Total students enrolled	Number of AP enrollments	AP enrollment rate	Difference from overall
White	7,519	3,419	45.47	1.47
Hispanic/Latinx	1,565	331	21.15	-22.85
Asian or Pacific Islander	367	384	104.63	60.63
Black	127	59	46.46	2.46
Native American	45	14	31.11	-12.89
Two or more races	377	193	51.19	7.19
Overall	10,000	4,400	44.00	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in AP enrollment rates



SAT Scores

Average SAT scores differed considerably by both race and ethnicity and income (i.e., free or reduced lunch status). Scores for Hispanic/Latinx students were 140 points lower than average scores, a significant difference, while white and Asian students scored significantly higher than average. Scores for students who were eligible for free or reduced lunch status were 160 points below the overall SAT score.

Race/ethnicity

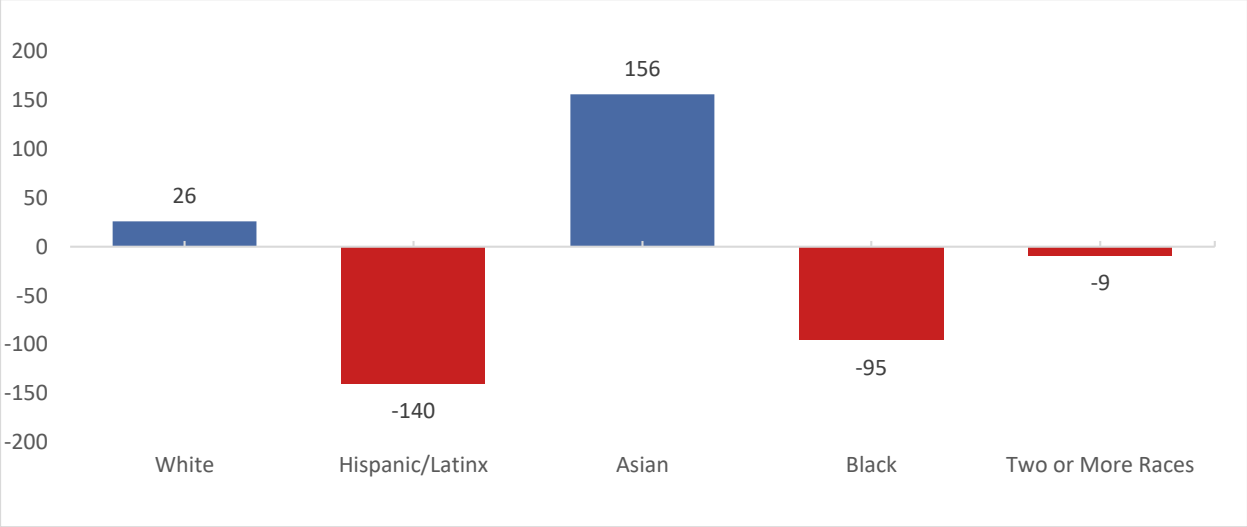
Average overall SAT scores of Poudre School District students, 2019

Source: Colorado Department of Education

Race/ethnicity	Number of valid scores	Mean overall score	Difference from overall
White*	1,349	1,110	26
Hispanic/Latinx*	293	944	-140
Asian*	73	1,240	156
Black	27	989	-95
Two or More Races	68	1,075	-9
Overall	1822	1,084	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in SAT scores



Free or Reduced Lunch Status

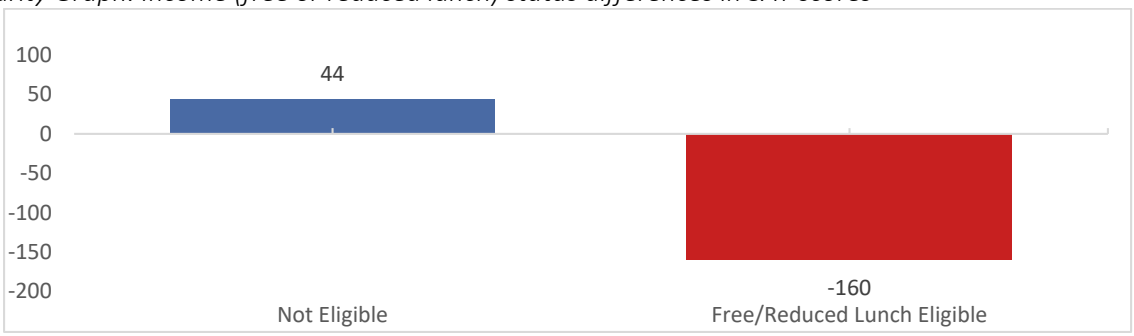
Average overall SAT scores of Poudre School District students, 2019

Source: Colorado Department of Education

Free or Reduced Lunch Status	Number of valid scores	Average overall score	Difference from overall
Not eligible	1,430	1,128	44
Eligible	392	924	-160
Overall	1,822	1,084	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Income (free or reduced lunch) status differences in SAT scores



On-Time High School Graduation

In the most recent cohort available, four-year graduation rates differed considerably by race and ethnicity with rates 26 percentage points lower for Native American students, 18 percentage points lower for Hispanic/Latinx students, and 12 percentage points lower for Black students than the overall graduation rate, all significant differences. Graduation rates for Asian or Pacific Islander and white students were significantly higher, 15 and four percentage points higher than overall rates, respectively.

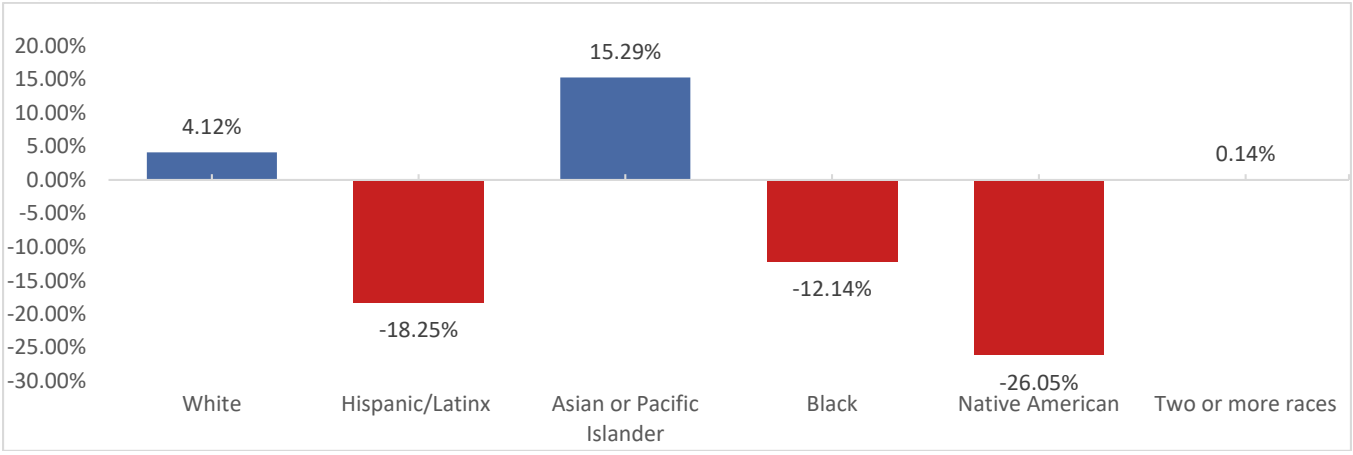
Race/ethnicity

Percent of Poudre School District high school students graduating within four years, 2018-2019
Source: Colorado Department of Education Graduation Statistics

Race/ethnicity	Number of students in cohort	Number graduating in four years	Percent graduating in four years	Difference from overall
White*	1,584	1,383	87.31%	4.12%
Hispanic/Latinx*	368	239	64.95%	-18.25%
Asian or Pacific Islander*	66	65	98.48%	15.29%
Black*	38	27	71.05%	-12.14%
Native American*	14	8	57.14%	-26.05%
Two or more races	96	80	83.33%	0.14%
Overall	2,166	1,802	83.19%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in on-time high school graduation



Staff Representation

Teacher Representation

There were disparities in teacher representation in the Poudre School District with all non-white racial and ethnic groups underrepresented compared to the overall representation rates. Asian and Hispanic/Latinx students were least represented with rates roughly five points lower than the overall rates.

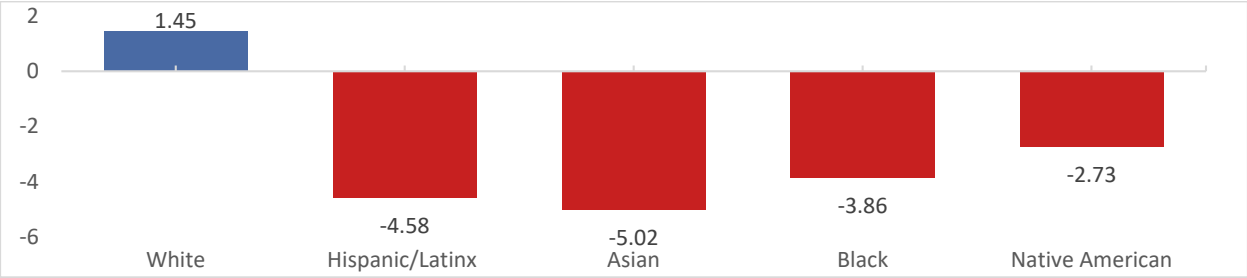
Race/ethnicity

Number of Poudre School District teachers per 100 students of the same race, 2019-2020
Source: Colorado Department of Education

Race/ethnicity†	Student population	Number of teachers	Representation rate	Difference from overall
White	22,406	1,752	7.82	1.45
Hispanic/Latinx	5,724	102	1.78	-4.58
Asian	890	12	1.35	-5.02
Black	359	9	2.51	-3.86
Native American	165	6	3.64	-2.73
Overall	29,544	1,881	6.37	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in teacher representation



Principal Representation

While smaller than for teacher representation, disparities were still noted in principal representation in the Poudre School District with Hispanic/Latinx, Asian, and Black students somewhat more likely to be underrepresented among principals than students overall. The representation rate was highest for Native Americans, although it should be noted that this is in part due to the small number of Native American students; the total number of Native American principals was two.

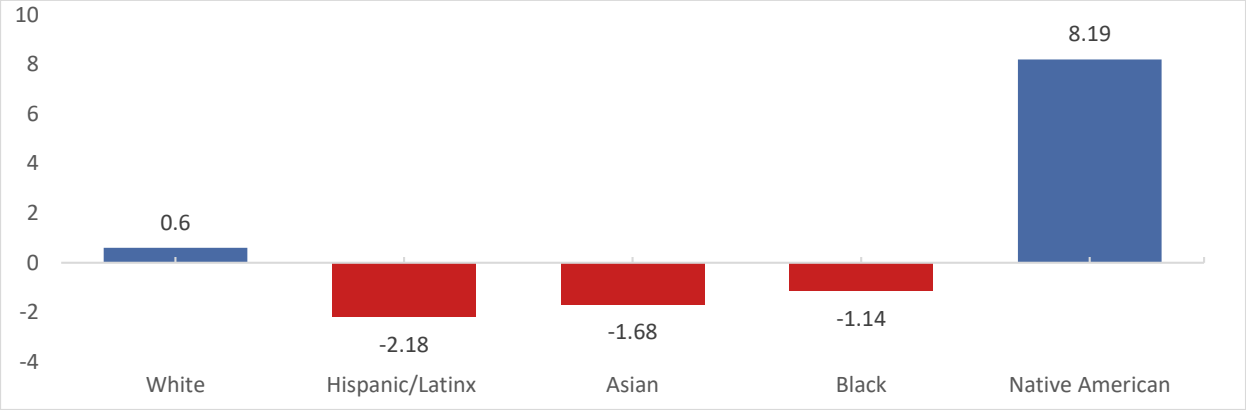
Race/ethnicity

Number of Poudre School District principals and assistant principals per 1,000 students of the same race
Source: Colorado Department of Education, 2019-2020

Race/ethnicity[†]	Student population	Number of principals	Representation rate	Difference from overall
White	22,406	101	4.5	0.60
Hispanic/Latinx	5,724	10	1.7	-2.18
Asian	890	2	2.2	-1.68
Black	359	1	2.8	-1.14
Native American	165	2	12.1	8.19
Overall	29,544	116	3.9	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in principal representation



School Connections

Student-to-Adult Connections

Student-to-adult connections represents the extent to which Poudre School District students report feeling connected to, understood by, and supported by teachers and other adults at their school. Overall, students responded positively to approximately nine in 10 questions, and any differences among students from different racial and ethnic groups were small. The same was true when looking at levels of support, a measure of how students are performing across district and state assessments.

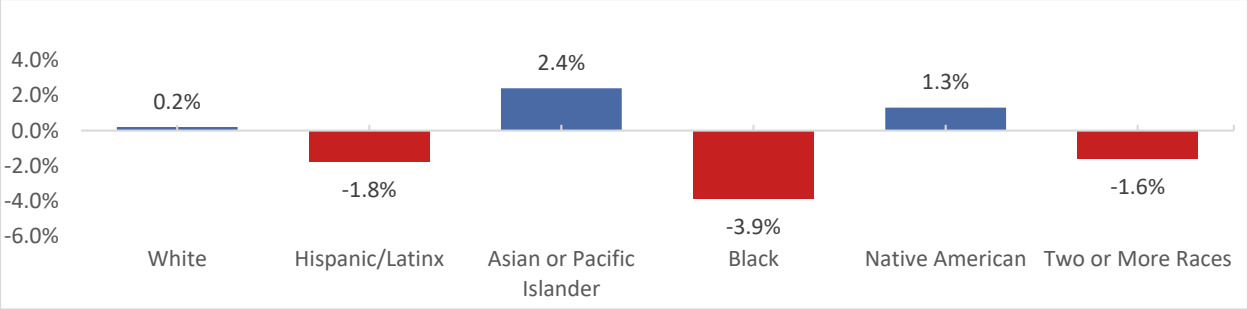
Race/ethnicity

Percent of questions about student-to-adult connections receiving positive responses, 2019
Source: PSD Secondary Student Connections Survey, Middle School

Race/ethnicity†	Middle school students	Percent of questions with positive responses	Difference from overall
White	4,331	91.6%	0.2%
Hispanic/Latinx	1,114	89.6%	-1.8%
Asian or Pacific Islander	172	93.8%	2.4%
Black	65	87.5%	-3.9%
Native American	26	92.7%	1.3%
Two or More Races	228	89.8%	-1.6%
Overall	5,936	91.4%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in student-to-adult connections



Level of Support

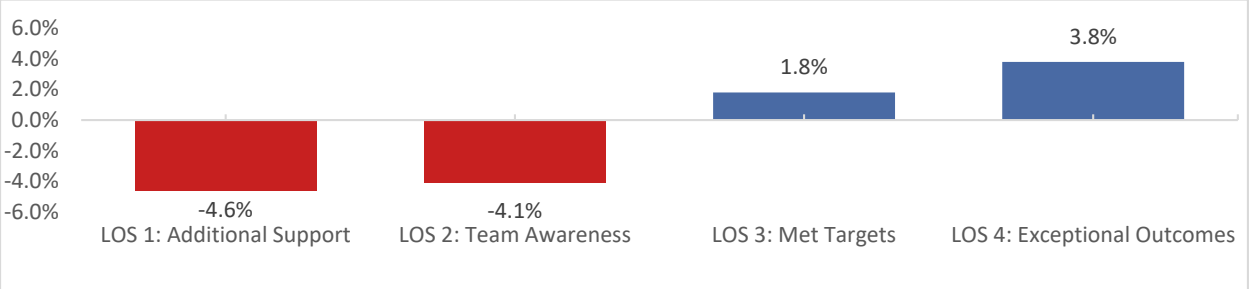
Levels of Support are a measure of how students are performing across district and state assessments and to identify students who may need additional support to improve academic outcomes. The four levels range from Additional Support—students with test score indicating the need for more targeted academic support—to Exceptional Outcomes—students with test scores in the upper percentiles.

Percent of questions about student-to-adult connections receiving positive responses, 2019
Source: PSD Secondary Student Connections Survey, Middle School

Level of Support (LOS) †	Middle school students with the same LOS category for Math and ELA	Percent of questions with positive responses	Difference from overall
LOS 1: Additional Support	426	86.8%	-4.6%
LOS 2: Team Awareness	440	87.3%	-4.1%
LOS 3: Met Targets	3,075	93.2%	1.8%
LOS 4: Exceptional Outcomes	95	95.2%	3.8%
Overall	4,036	91.4%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Level of Support differences in student-to-adult connections



Student-to-Student Connections

Student-to-student connections represents the extent to which Poudre School District students report feeling connected to, understood by, and supported by other students at their school. Overall 86% of students across racial and ethnic groups responded positively about the student-to-student connections at their school, and the differences between racial and ethnic groups were small. The same was true for students with differing levels of academic performance (i.e., Levels of Support).

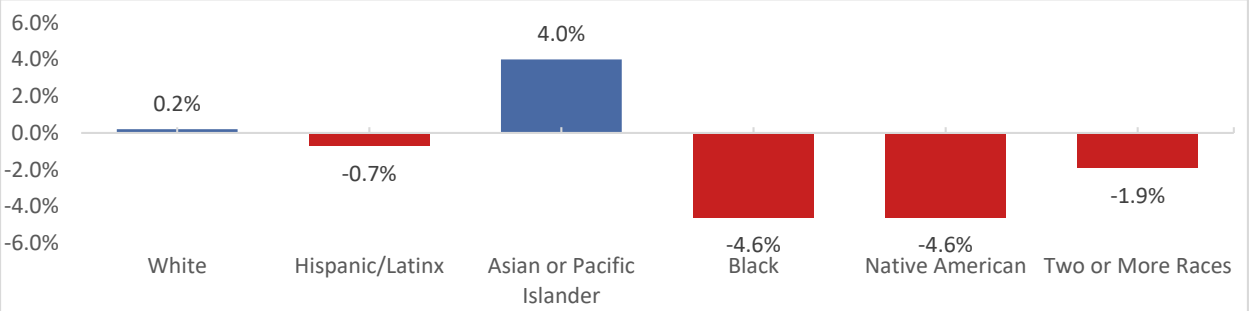
Race/ethnicity

Percent of questions about student-to-student connections receiving positive responses, 2019
Source: PSD Secondary Student Connections Survey, Middle School

Race/ethnicity†	Middle school students	Percent of questions with positive responses	Difference from overall
White	4,331	86.0%	0.2%
Hispanic/Latinx	1,114	85.1%	-0.7%
Asian or Pacific Islander	172	89.8%	4.0%
Black	65	81.2%	-4.6%
Native American	26	81.2%	-4.6%
Two or More Races	228	83.9%	-1.9%
Overall	5,936	85.8%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in student-to-student connections



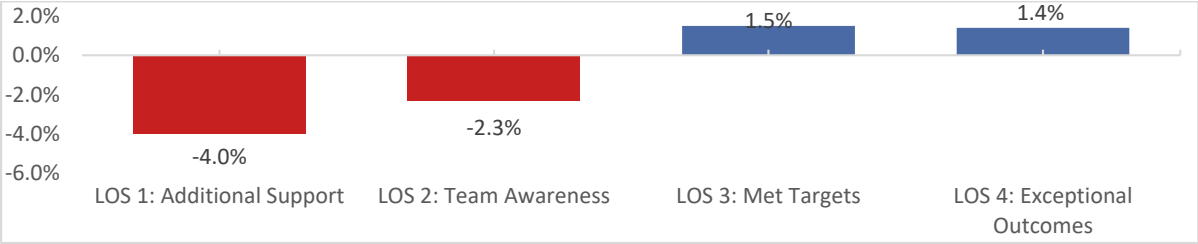
Level of Support

Percent of questions about student-to-student connections receiving positive responses, 2019
Source: PSD Secondary Student Connections Survey, Middle School

Level of Support (LOS) †	Middle school students with the same LOS category for Math and ELA	Percent of questions with positive responses	Difference from overall
LOS 1: Additional Support	426	81.8%	-4.0%
LOS 2: Team Awareness	440	83.5%	-2.3%
LOS 3: Met Targets	3,075	87.3%	1.5%
LOS 4: Exceptional Outcomes	95	87.2%	1.4%
Overall	4,036	85.8%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Level of Support differences in student-to-student connections



Barriers to Academic Success

High School Dropout Rates

Overall rates were quite low, with only one in 100 students dropping out of high school. Because base rates were so low, the differences between different racial and ethnic groups were also quite small. However, it is worth noting that dropout rates among Native American, Hispanic/Latinx, and Black students were twice as high as for students overall and the difference in rates from the overall rate was significant for Hispanic/Latinx students.

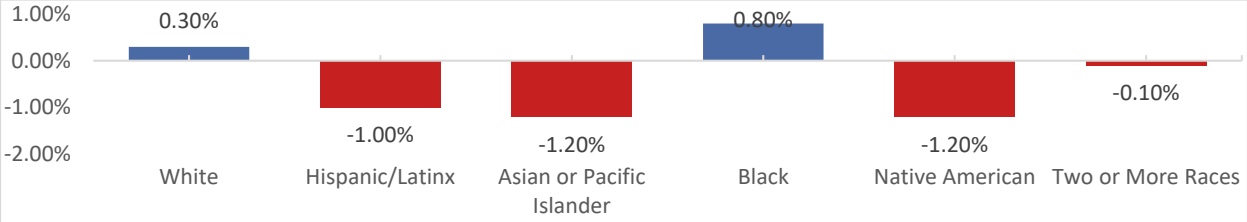
Race/ethnicity

Percent of Poudre School District students dropping out of high school, 2017-2018
Source: City of Fort Collins Social Sustainability Gaps Analysis—2020 update

Race/ethnicity	Total students	Number dropping out	Percent dropping out	Difference from overall
White*	10,811	77	0.70%	0.30%
Hispanic/Latinx*	2,664	58	2.20%	-1.20%
Asian or Pacific Islander	521	1	0.20%	0.80%
Black	201	4	2.00%	-1.00%
Native American	91	2	2.20%	-1.20%
Two or More Races	568	6	1.10%	-0.10%
Overall	14,856	148	1.00%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in high school dropout rates



School Discipline

Stark disparities in school discipline were found for students of color in the Poudre School District. Native American students were three times more likely than students overall to experience school discipline; Black and Hispanic/Latinx students were approximately twice as likely to experience school discipline as students overall.

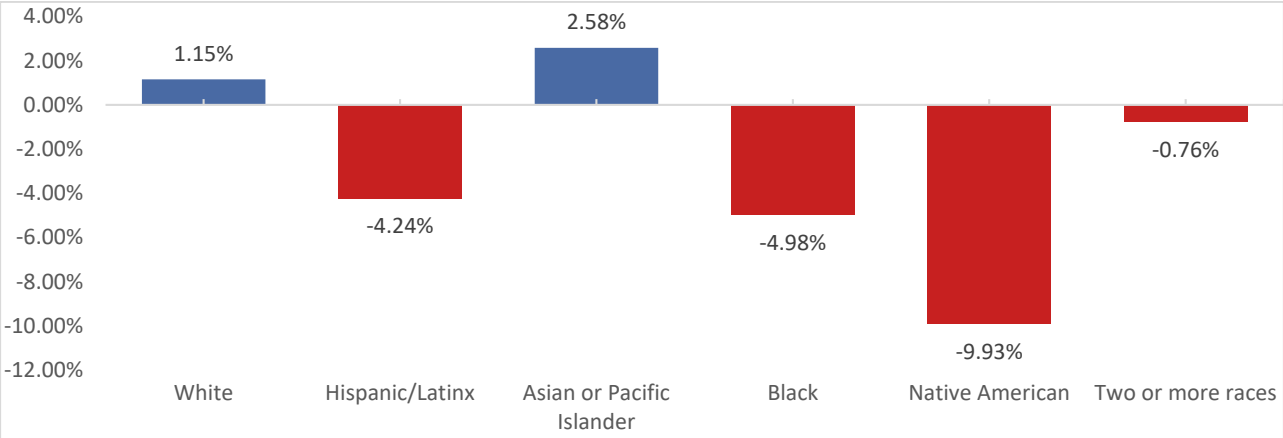
Race/ethnicity

Percent of Poudre School District students who received discipline,[9] 2018-2019
Source: Colorado Department of Education

Race/ethnicity	Total students	Number of students disciplined	Percent of students disciplined	Difference from overall
White*	22,255	866	3.89%	1.15%
Hispanic/Latinx*	5,581	518	9.28%	-4.24%
Asian or Pacific Islander*	936	23	2.46%	2.58%
Black*	369	37	10.03%	-4.98%
Native American*	167	25	14.97%	-9.93%
Two or more races	1,155	67	5.80%	-0.76%
Overall	30,463	1,536	5.04%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in school discipline



[9] Discipline includes classroom removal, in school suspension, out of school suspension, expulsion, referral to law enforcement, and school related arrest.

School-Based Summonses and Arrests

Among different types of school discipline, some of the most severe involve legal summonses or arrests. While differences were found in school-based summonses and arrests by ethnicity, they were smaller than for school discipline overall. Rates were not available for other individual racial groups.

Race/ethnicity

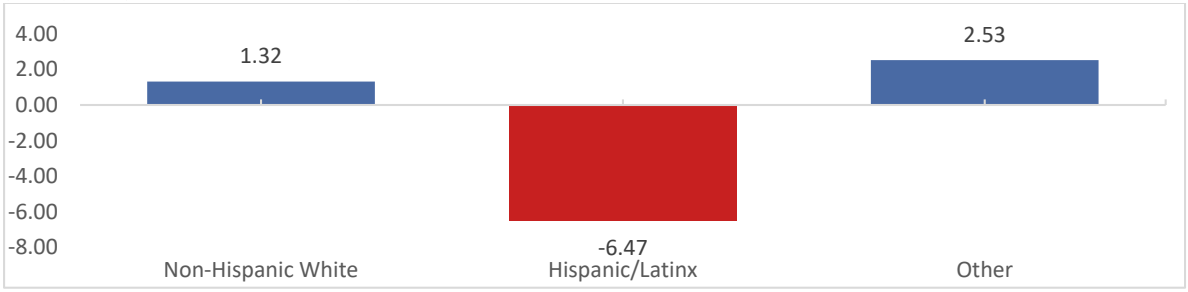
Number of instances of summons and arrests per 1,000 students of the same race in the Poudre School District, 2018-2019

Source: Colorado Department of Education

Race/ethnicity[†]	Number of students enrolled	Number of summonses and arrests	Summonses and arrests rate	Difference from overall
Non-Hispanic white	22,252	154	6.92	1.32
Hispanic/Latinx	5,572	82	14.71	-6.47
Other	2,623	15	5.72	2.53
Overall	30,447	251	8.24	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in school-based summonses and arrests



School District Mobility

Changing schools, and school districts can disrupt learning, and disparities in school mobility were found by race and ethnicity. Native American and Black students were three times more likely than students overall to move in or out of the Poudre School District during the academic year; rates were also higher for Hispanic/Latinx students although the difference from overall was smaller.

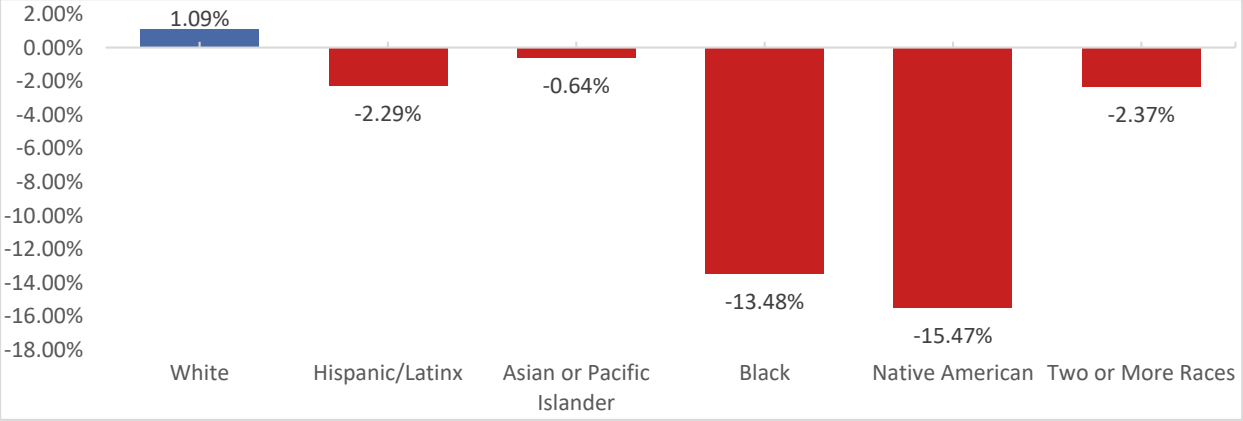
Race/ethnicity

Percent of students moving in or out of the Poudre School District, 2017-2018
Source: City of Fort Collins Social Sustainability Gaps Analysis—2020 update

Race/ethnicity	Total students	Number moving in/out of district	Percent moving in/out of district	Difference from overall
White*	22,616	1,194	5.28%	1.09%
Hispanic/Latinx*	5,690	493	8.66%	-2.29%
Asian or Pacific Islander	998	70	7.01%	-0.64%
Black*	408	81	19.85%	-13.48%
Native American*	174	38	21.84%	-15.47%
Two or More Races*	1,167	102	8.74%	-2.37%
Overall	31,053	1,978	6.37%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in school district mobility



Educational Attainment

High School Attainment

There were dramatic disparities in educational attainment by race and ethnicity, with one in six Hispanic/Latinx adults 25 and over not having a high school degree or equivalency compared to one in 28 among Fort Collins adults overall. Native Americans and Asians were also significantly less likely to have completed high school, although the disparity was larger for the former. In contrast, non-Hispanic whites and Blacks were significantly more likely to have a high school degree or equivalency.

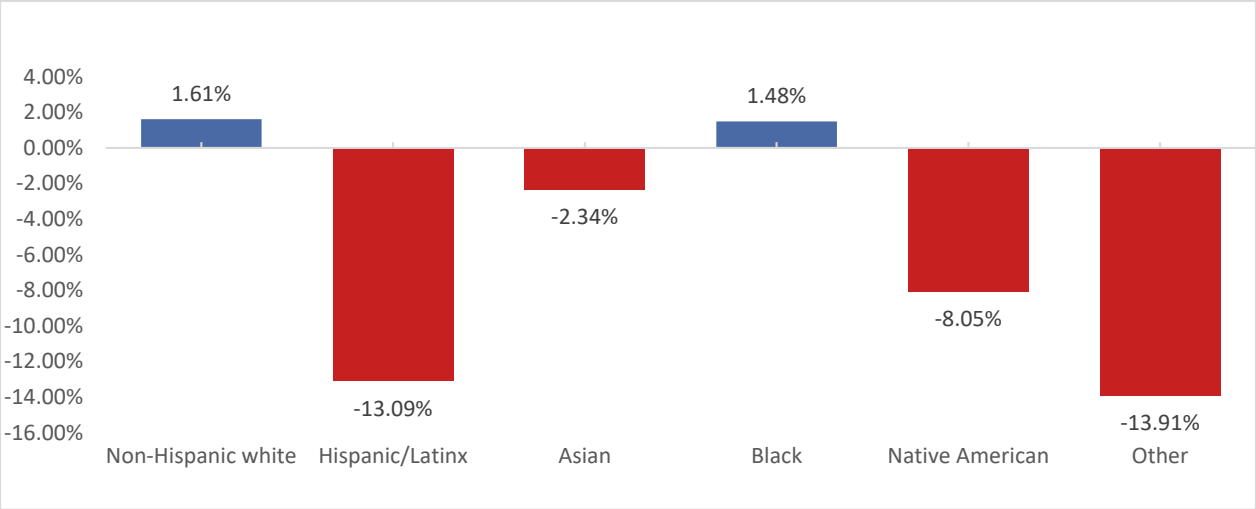
Race/ethnicity

Percent of adults age 25 and older that did not attain a high school degree or equivalency, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity	Population 25 and over	Number without high school degree	Percent without high school degree	Difference from overall
Non-Hispanic white*	79,075	1,496	1.89%	1.61%
Hispanic/Latinx*	9,080	1,507	16.60%	-13.09%
Asian*	2,926	171	5.84%	-2.34%
Black*	1,182	24	2.03%	1.48%
Native American*	796	92	11.56%	-8.05%
Other*	1,275	222	17.41%	-13.91%
Overall	94,264	3,305	3.51%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in high school attainment



Bachelor's Degree Attainment

Racial and ethnic disparities in attainment of a bachelor's degree or higher demonstrated similar disparities to lack a high school diploma, with an attainment rate almost 30 percentage points lower for Native Americans and 24 percentage points lower for Hispanics/Latinx than for Fort Collins residents overall. Two notable differences, however, were that Blacks had considerably lower baccalaureate attainment rates than residents overall, while Asians or Pacific Islanders had considerably higher attainment rates—a full 22 percentage points higher than the overall rate. Non-Hispanic whites were more likely to have received a bachelor's degree or higher than residents overall.

Race/ethnicity

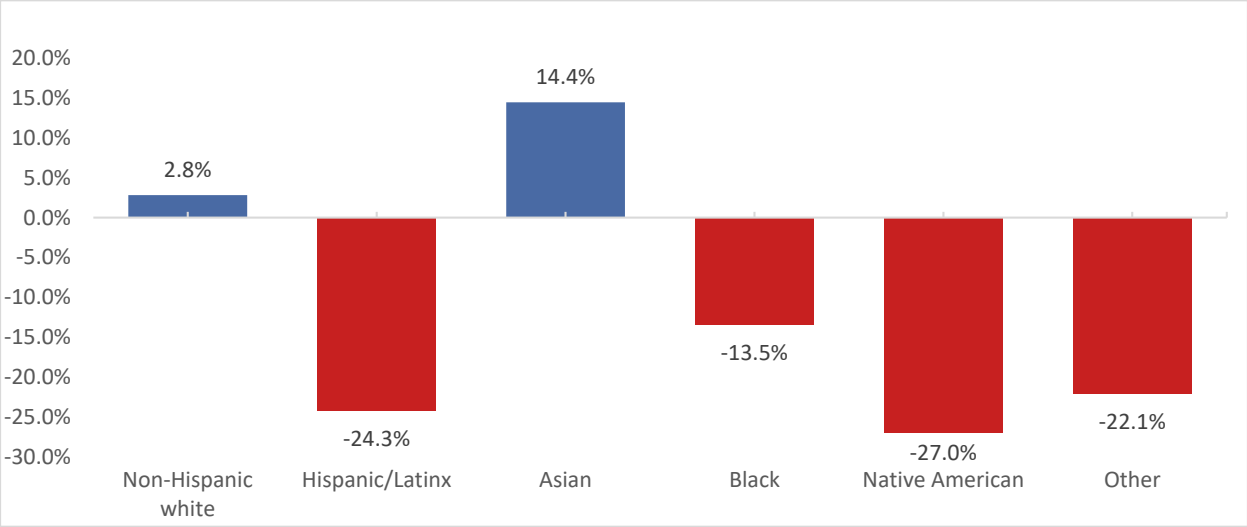
Percent of adults age 25 and older that have a bachelor's degree or higher

Source: American Community Survey 5-year estimates, 2018

Race/ethnicity	Population 25 and older	Number with a bachelor's degree or higher	Percent with a bachelor's degree or higher	Difference from overall
Non-Hispanic white*	79,075	45,334	57.33%	2.8%
Hispanic/Latinx*	9,080	2,744	30.22%	-24.3%
Asian*	2,926	2,018	68.97%	14.4%
Black*	1,182	485	41.03%	-13.5%
Native American*	796	219	27.51%	-27.0%
Other*	1,275	413	32.39%	-22.1%
Overall	94,264	51,391	54.52%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in attaining a bachelor's degree or higher



Environmental Justice

Across five measures, two different facets of Environmental Justice were explored: reported impact of pollutants that are experienced on a regular basis such as unclean air and water, and climate vulnerability factors that may put people at risk in the face of climate change or natural disasters. Racial and ethnic disparities were found on two of these measures, with a higher percentage of respondents of color than respondents overall reporting more negative outcomes or perceptions.

Table 13. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	1 (20%)	4 (80%)	0 (0%)
Hispanic/Latinx	0 (0%)	1 (50%)	1 (50%)
Asian or Pacific Islander	n/a	n/a	n/a
Black	n/a	n/a	n/a
Native American	n/a	n/a	n/a
Other	n/a	n/a	n/a
Non-Hispanic, Non-White	0 (0%)	2 (100%)	0 (0%)
Hispanic and/or Other Race	0 (0%)	2 (67%)	1 (33%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Pollutants

Problems with Unclean Indoor Air

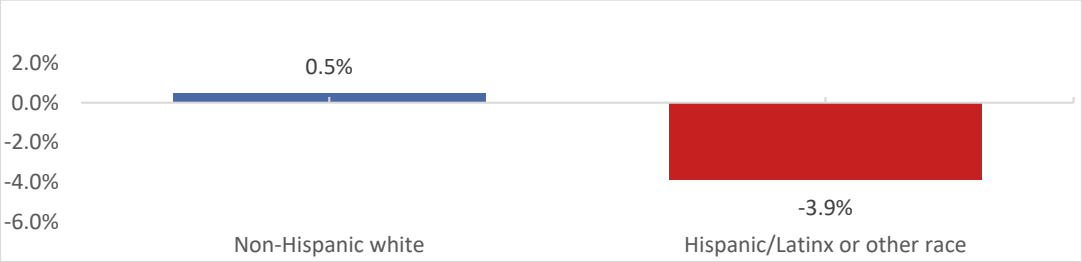
Overall, only 4% of respondents reported major problems with unclean air where they live. The percentage was almost twice as high for respondents of color; however, this difference was not statistically significant.

Race/ethnicity (Larimer County)

Percent of individuals who reported finding unclean indoor air to be a major problem where they live (mold, radon, etc.), 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent reporting major problem	Difference from overall
Non-Hispanic white	3.7%	0.5%
Hispanic/Latinx or other race	8.1%	-3.9%
Overall	4.2%	-

Disparity Graph: Racial/ethnic differences in major problems with unclean indoor air



Problems with Pollution from Industry

Overall, almost nine in 10 Larimer County respondents reported having major problems with pollution from industry where they live. The percentage of respondents who found pollution from industry to be a major problem where they live was almost eight percentage points higher for Hispanic/Latinx respondents and non-white, non-Hispanic respondents than for respondents overall, but this difference was not statistically significant.

Race/ethnicity (Larimer County)

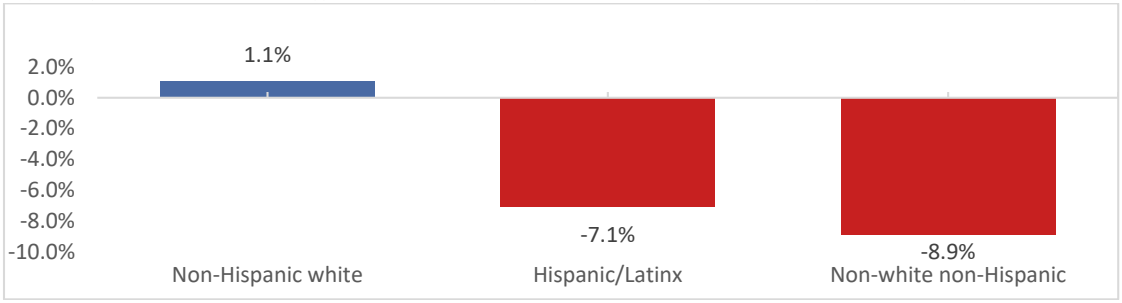
Percent of individuals who reported finding pollution from industry to be a major problem where they live, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent reporting major problem	Difference from overall
Non-Hispanic white	10.0%	1.1%
Hispanic/Latinx or other race[†]	18.9%	-7.8%
Hispanic/Latinx	18.2%	-7.1%
Non-white non-Hispanic	20.0%	-8.9%
Overall	11.1%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in major problems with pollution from industry



Problems with Unsafe or Unclean Drinking Water

Racial and ethnic disparities in the safety and cleanliness of drinking water were pronounced, with more than three times as many respondents of color reporting finding unsafe or unclean water for drinking to be a major problem where they live than respondents overall.

Race/ethnicity (Larimer County)

Percent of individuals who reported finding unsafe or unclean water for drinking to be a major problem where they live, 2019

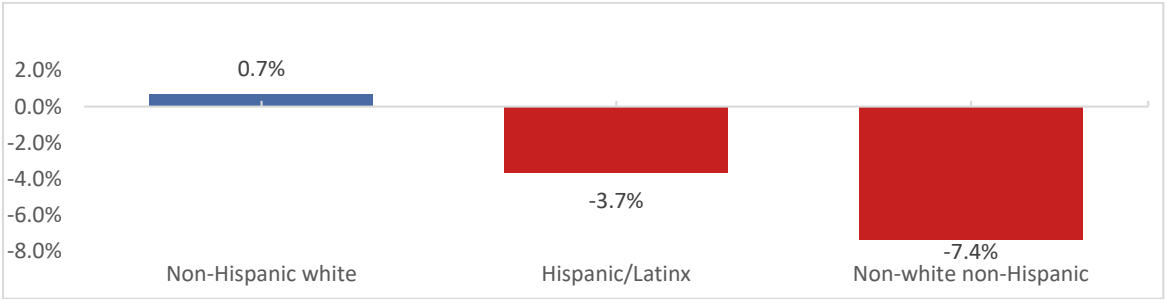
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent reporting major problem	Difference from overall
Non-Hispanic white	2,231	2.8%	0.7%
Hispanic/Latinx or other race*[†]	224	8.4%	-4.9%
Hispanic/Latinx	133	7.2%	-3.7%
Non-white non-Hispanic	91	10.9%	-7.4%
Overall	2,455	3.5%	-

*Statistically significant at $p < .05$

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in major problems with unsafe or unclean drinking water



Climate Vulnerability Factors

Lack of Air Conditioning

Lack of air conditioning is not only a quality of life issue, but can be dangerous in extreme heat particularly for those in poor health. Overall, approximately one in three respondents reported lacking air conditioning; while the rate rose to two in five for Hispanic/Latinx respondents, the difference was not statistically significant.

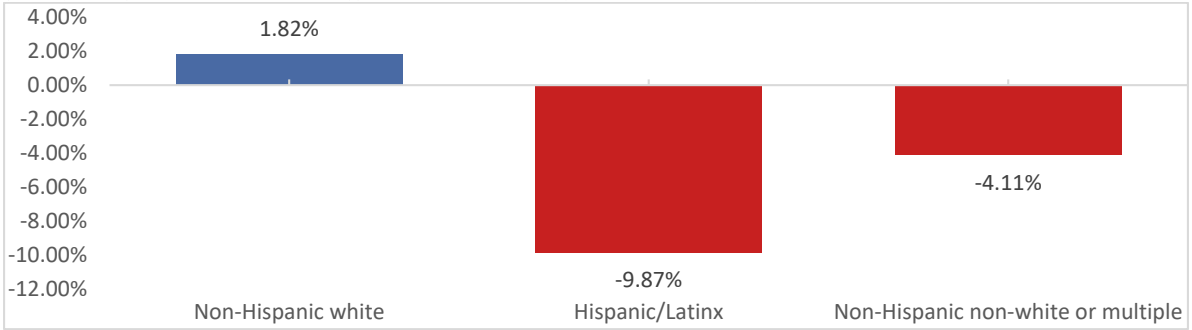
Race/ethnicity

Percent of individuals reporting that their home has no air conditioning, 2020
Source: City of Fort Collins Our Climate Future Demographic Survey[†]

Race/ethnicity	Number of respondents	Number without AC	Percent without AC	Difference from overall
Non-Hispanic white	253	73	29%	1.82%
Hispanic/Latinx	37	15	41%	-9.87%
Non-Hispanic non-white or multiple	23	8	35%	-4.11%
Overall	313	96	31%	

[†] Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in lacking air conditioning



Mobile Home Occupancy

While there can be advantages to living in mobile homes—and some in the Fort Collins community report it as a preference—living in a mobile home can also put people at risk in natural disasters; for this reason,

from the standpoint of climate vulnerability, it is considered a negative (i.e., riskier) outcome. Large racial and ethnic differences were found in mobile home occupancy. Overall, only 6% of respondents reported living in a mobile home, but among Hispanic/Latinx respondents almost two in five reported living in one.

Race/ethnicity

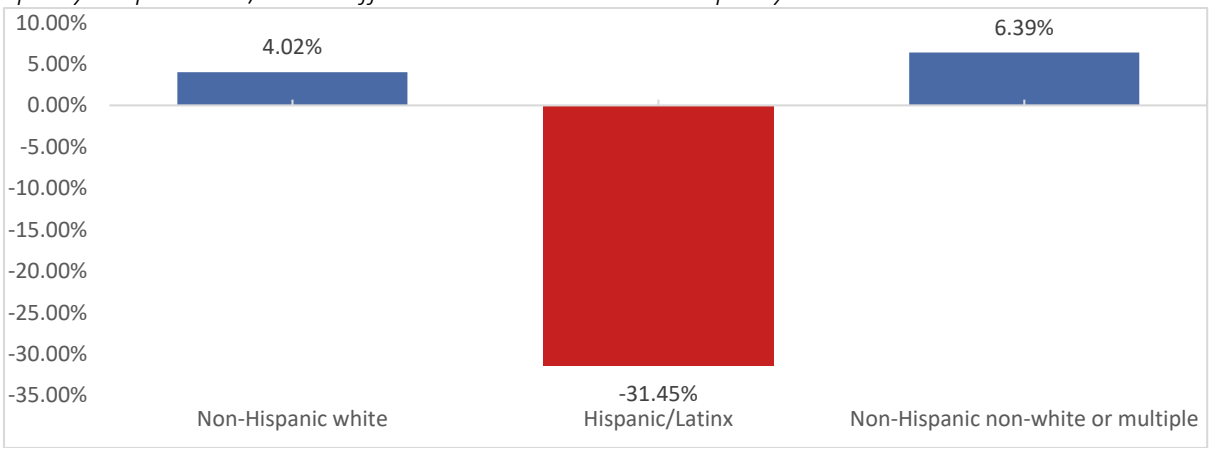
Percent of individuals reporting that they live in a mobile home, 2020
Source: City of Fort Collins Our Climate Future Demographic Survey[†]

Race/ethnicity	Number of respondents	Number living in mobile homes	Percent living in mobile homes	Difference from overall
Non-Hispanic white*	253	6	2%	4.02%
Hispanic/Latinx*	37	14	38%	-31.45%
Non-Hispanic non-white or multiple	23	0	0%	6.39%
Overall	313	20	6%	

*Statistically significant at $p < .05$

[†] Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in mobile home occupancy



Housing

Nine measures within the domain of Housing were explored, looking at affordability, homelessness, and neighborhood. Racial and ethnic disparities were found in both affordability and homelessness. Where disparities were present, people of color experienced worse outcomes than the population overall, although the specific communities impacted varied depending on the measure. Disparities were also found in housing cost burden by median income and in perceived access to basic needs by neighborhood.

Table 14. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	0 (0%)	7 (100%)	0 (0%)
Hispanic/Latinx	0 (0%)	3 (60%)	2 (40%)
Asian or Pacific Islander	0 (0%)	4 (80%)	1 (20%)
Black	0 (0%)	2 (40%)	3 (60%)
Native American	0 (0%)	2 (40%)	3 (60%)
Other	1 (20%)	2 (40%)	2 (40%)
Non-Hispanic, Non-White	n/a	n/a	n/a
Hispanic and/or Other Race	0 (0%)	3 (75%)	1 (25%)
White, including Hispanic	0 (0%)	2 (100%)	0 (0%)

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

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Housing Affordability

Housing Cost Burden

Disparities in housing cost burden were found for every characteristic examined including race and ethnicity, homeowner income, and renter income. Within racial and ethnic groups, housing cost burden rates were highest for Blacks and Native American households, with one in two households experiencing cost burden, compared to a third of households overall. Homeowner income also had an impact on housing cost burden, with households earning 0-30% of the area median income (AMI) three times more likely to be housing cost burdened than households overall, and those earning 31-80% of the AMI approximately twice as likely. Similarly, renter households that earned 0-60% of the AMI were considerably more likely to be housing cost burdened than overall renter households.

Race/ethnicity

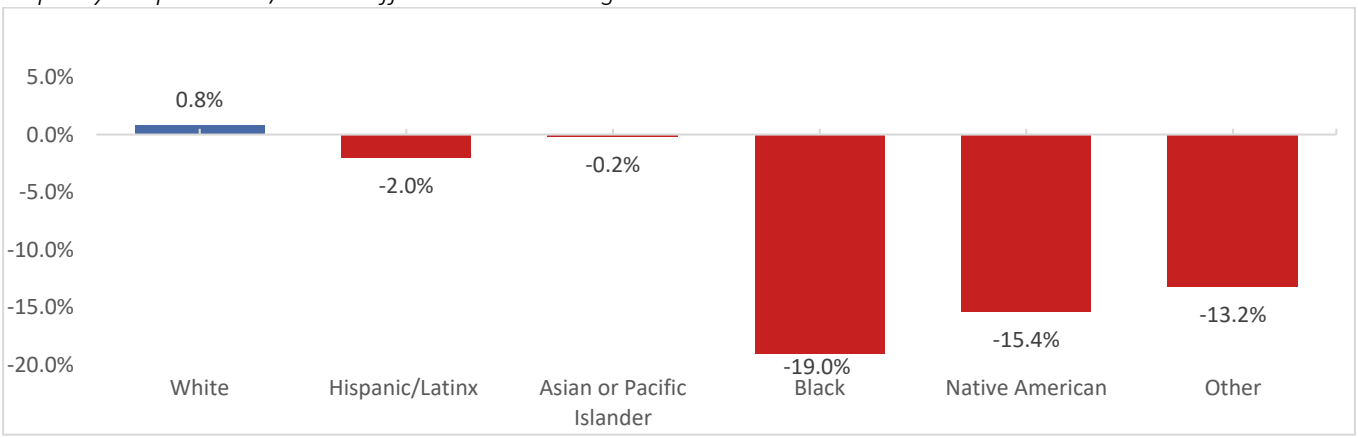
Percent of households that are housing cost burdened (spend more than 30% of household income on rent or owner costs), 2018

Source: American Community Survey Public Use Microdata Sample 5-year estimates

Race/ethnicity of householder[†]	Total households	Number housing cost burdened	Percent housing cost burdened	Difference from overall
White	67,196	23,395	34.80%	0.8%
Hispanic/Latinx	6,886	2,591	37.60%	-2.0%
Asian or Pacific Islander	1,913	684	35.80%	-0.2%
Black	548	299	54.60%	-19.0%
Native American	435	222	51.00%	-15.4%
Other	1674	817	48.80%	-13.2%
Overall	78,652	28,008	35.60%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in housing cost burden



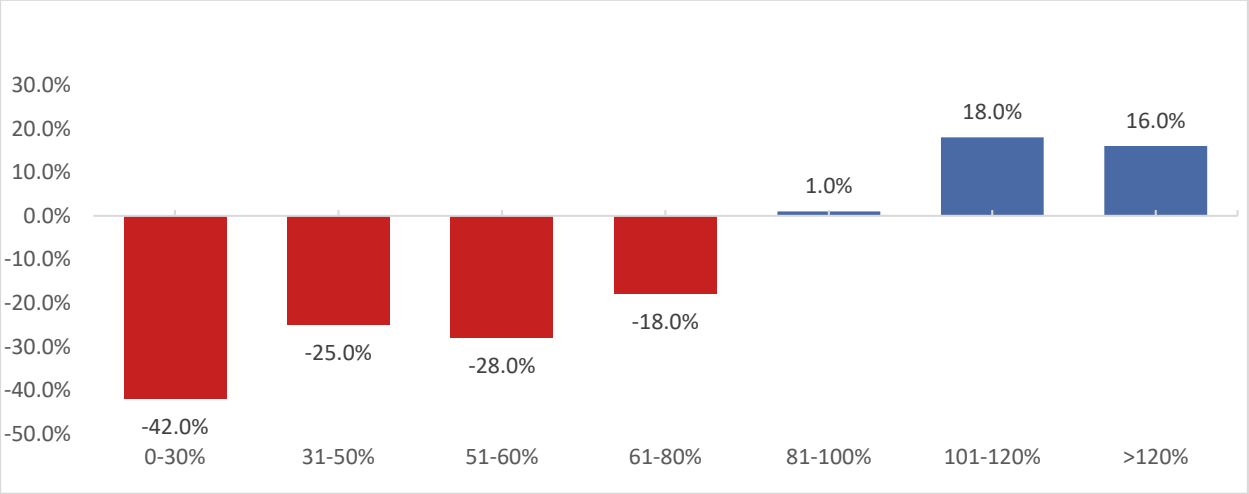
Homeowner income

Percent of owner households that are housing cost burdened (spend more than 30% of household income on owner costs), by percent area median income for a four-person household, 2020
Source: Feasibility Study for Inclusionary Housing and Affordable Housing Linkage Fees

Homeowner percent area median income[†]	Total Households	Number housing cost burdened	Percent housing cost burdened	Difference from overall
0-30%	2,958	1,854	63.0%	-42.0%
31-50%	3,184	1,458	46.0%	-25.0%
51-60%	1,461	721	49.0%	-28.0%
61-80%	3,662	1,442	39.0%	-18.0%
81-100%	3,267	639	20.0%	1.0%
101-120%	2,935	89	3.0%	18.0%
>120%	15,629	798	5.0%	16.0%
Overall	33,096	7,000	21.0%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Homeowner income differences in housing cost burden



Renter income

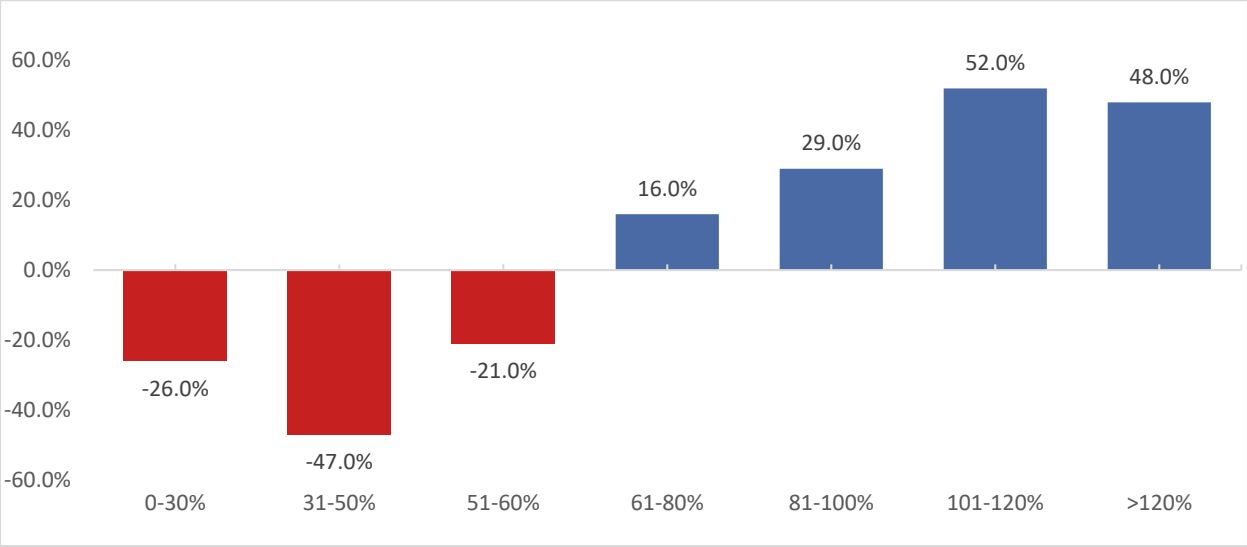
Percent of renter households that are housing cost burdened (spend more than 30% of household income on rent and other housing costs), by percent area median income for a four-person household, 2020

Source: Feasibility Study for Inclusionary Housing and Affordable Housing Linkage Fees

Renter percent area median income	Total Households	Number housing cost burdened	Percent housing cost burdened	Difference from overall
0-30%	8,951	7,029	79.0%	-26.0%
31-50%	5,060	5,047	100.0%	-47.0%
51-60%	2,529	1,877	74.0%	-21.0%
61-80%	5,912	2,189	37.0%	16.0%
81-100%	3,787	905	24.0%	29.0%
101-120%	2,189	25	1.0%	52.0%
>120%	4,166	228	5.0%	48.0%
Overall	32,594	17,300	53.0%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Renter income differences in housing cost burden



Worry About Paying Housing Costs

Although the findings for housing cost burden suggest that housing costs are a struggle for many residents of Fort Collins, only 7% of Larimer County respondents overall reported that they were usually or always being stressed about paying housing costs. Rates were somewhat higher among Hispanic/Latinx and/or other race respondents than respondents overall, but this difference did not reach statistical significance.

Race/ethnicity (Larimer County)

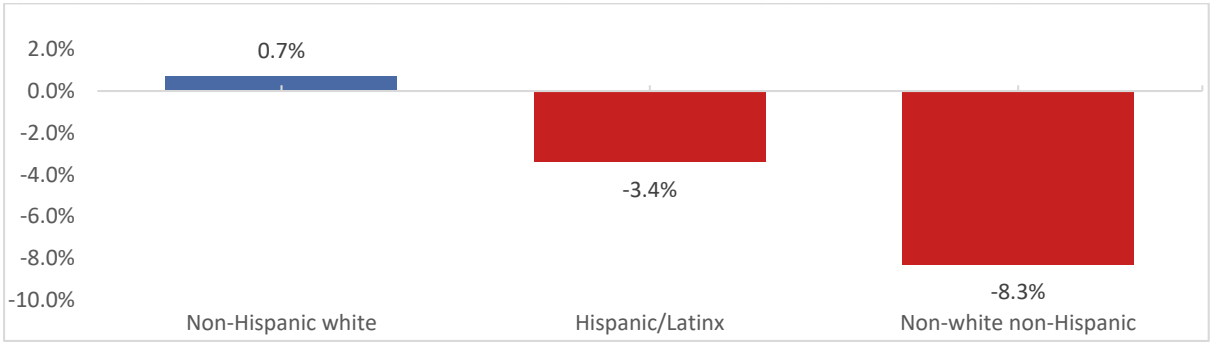
Percent of individuals reporting that they were usually or always worried or stressed about paying their rent or mortgage, 2019

Source: Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent worried about costs	Difference from overall
Non-Hispanic white	2,231	5.7%	0.8%
Hispanic/Latinx or other race†	224	11.6%	-5.2%
Hispanic/Latinx	133	9.8%	-3.3%
Non-white non-Hispanic	91	14.7%	-8.2%
Overall	2,455	6.4%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in worry or stress about paying rent or mortgage



Use of Housing Assistance

Overall, just over 3% of respondents reported having needed and used housing assistance; while Hispanic/Latinx and/or other race respondents were more likely than non-Hispanic whites to need and use housing assistance, this difference did not reach significance.

Race/ethnicity (Larimer County)

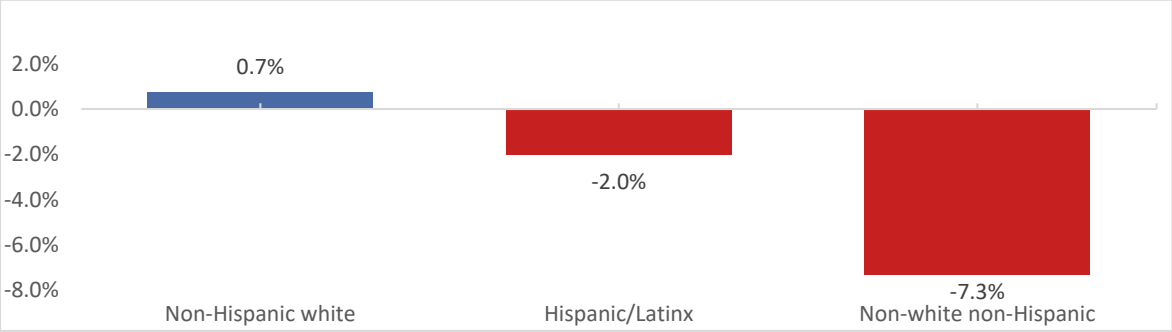
Percent of individuals reporting that they needed and used housing assistance, 2019

Source: Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent using assistance	Difference from overall
Non-Hispanic white	2.7%	0.7%
Hispanic/Latinx or other race†	7.3%	-3.9%
Hispanic/Latinx	5.4%	-2.0%
Non-white non-Hispanic	10.7%	-7.3%
Overall	3.4%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in needing and using housing assistance



Needing But Not Using Housing Assistance

While some of the respondents who reported needed housing assistance received it, there were also respondents who reported that they needed housing assistance but did not use it (based on the information available it is not possible to determine the reason that they did not, or were not able, to make use of housing assistance, however). Racial and ethnic disparities were found, with Hispanic/Latinx and/or other race respondents considerably more likely to have needed but not used housing assistance than respondents overall.

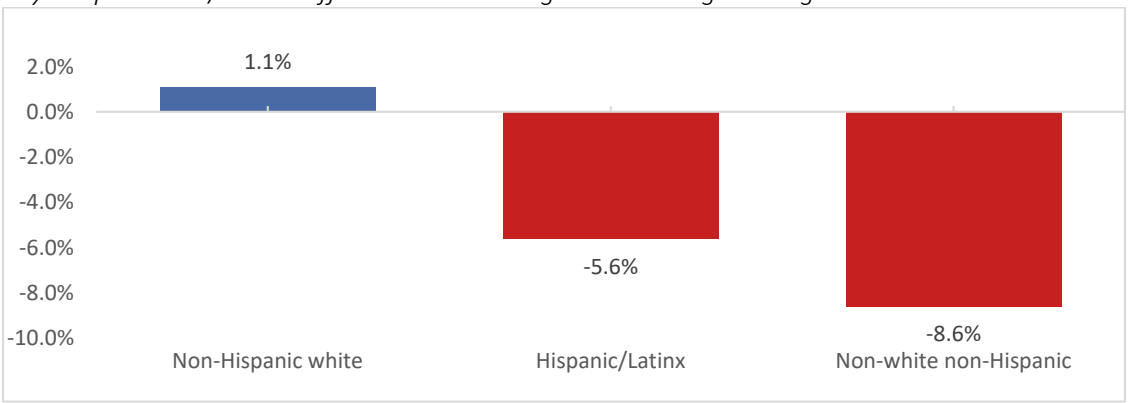
Race/ethnicity (Larimer County)

Percent of individuals reporting that they needed but did not use housing assistance
Source: Source: Health District of Northern Larimer County Community Health Survey, 2019

Race/ethnicity	Number of respondents	Percent needing but not using assistance	Difference from overall
Non-Hispanic white	2,231	2.6%	1.1%
Hispanic/Latinx or other race*†	224	10.4%	-6.7%
Hispanic/Latinx	133	9.3%	-5.6%
Non-white non-Hispanic	91	12.3%	-8.6%
Overall	2,455	3.7%	-

*Statistically significant at $p < .05$
† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in needing but not using housing assistance



Homeownership

Stark racial and ethnic disparities were found in homeownership rates. While roughly half of Fort Collins households were owner-occupied, the rates were roughly one in five for Black households and two in five for Hispanic/Latinx and Native American households. Rates of homeownership were comparable to the overall rates for Asian and non-Hispanic white households.

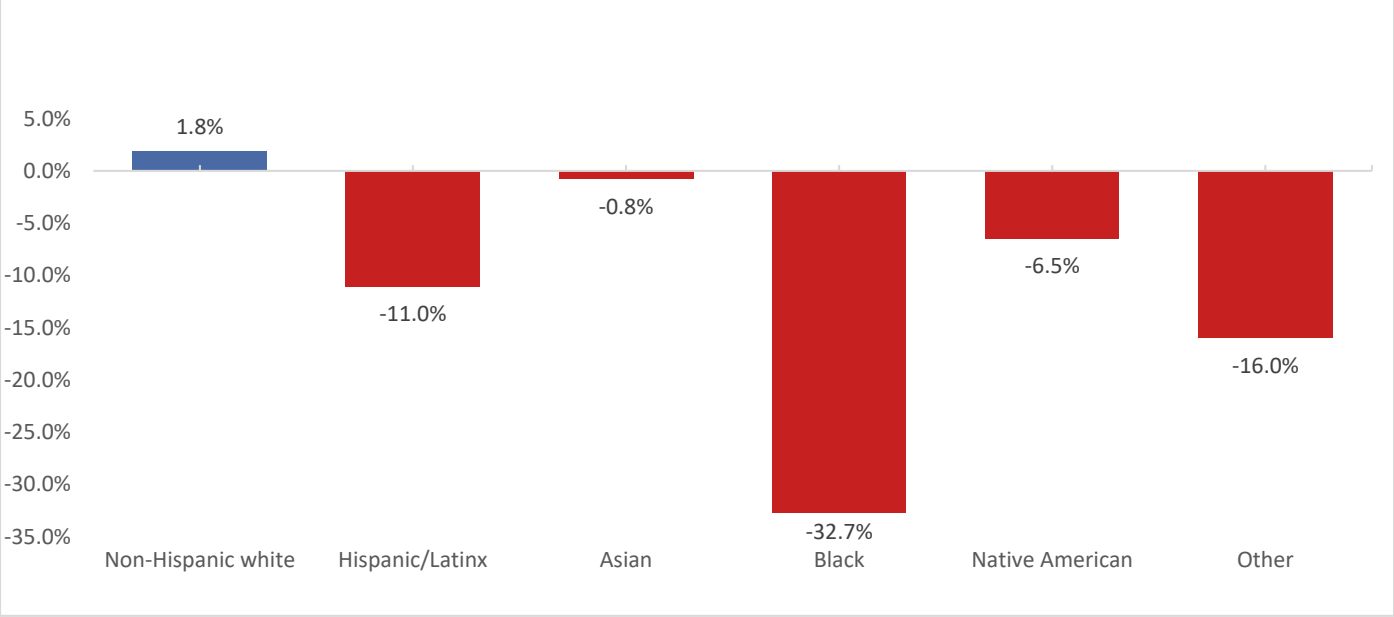
Race/ethnicity

Percent of householders who live in owner-occupied housing units, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity of Householder[†]	Total occupied housing units	Number owner occupied	Percent owner occupied	Difference from overall
Non-Hispanic white	53,554	29,427	54.95%	1.8%
Hispanic/Latinx	5,351	2,252	42.09%	-11.0%
Asian	1,843	965	52.36%	-0.8%
Black	650	133	20.46%	-32.7%
Native American	437	204	46.68%	-6.5%
Other	635	236	37.17%	-16.0%
Overall	62,796	33,367	53.14%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in homeownership



Home Loan Denials

Racial and ethnic disparities in the approval of home loan applications by race and ethnicity were found. Hispanic/Latinx applicants were particularly likely to be denied home loans. While overall denial rates

were just under 11% for applicants overall, they were two times higher than overall for Hispanic/Latinx applicants.

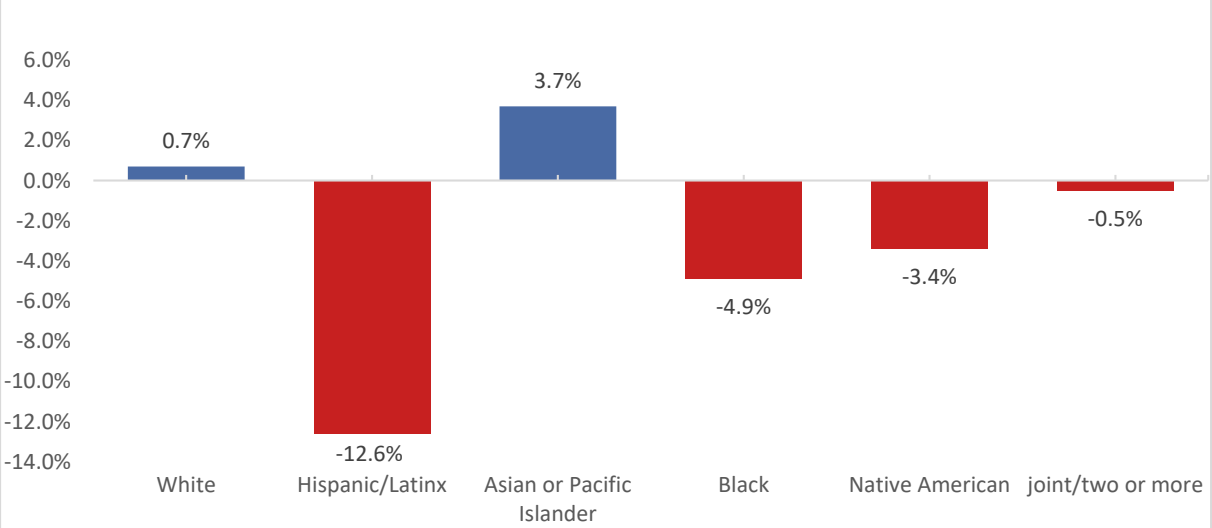
Race/ethnicity

Percent of home loan applications that are denied by the financial institution, 2019
Source: Home Mortgage Disclosure Act data

Race/ethnicity†	Number of applications	Percent denied	Difference from overall
White	10,485	10.2%	0.7%
Hispanic/Latinx	631	23.5%	-12.6%
Asian or Pacific Islander	320	7.2%	3.7%
Black	57	15.8%	-4.9%
Native American	35	14.3%	-3.4%
Joint/two or more	589	11.4%	-0.5%
Overall	12,117	10.9%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in home loan denials



Homelessness

Sheltered Homelessness

Dramatic racial disparities in sheltered homelessness (i.e., housed in emergency shelters or transitional housing) were found, with sheltered homelessness rates more than four times higher than the overall rate for Blacks, and approximately three-and-a-half times higher for Native Americans and Asians or Pacific Islanders.

Race/ethnicity

Percent of individuals experiencing sheltered homelessness (housed in emergency shelters or transitional housing) during point-in-time survey, January 2019

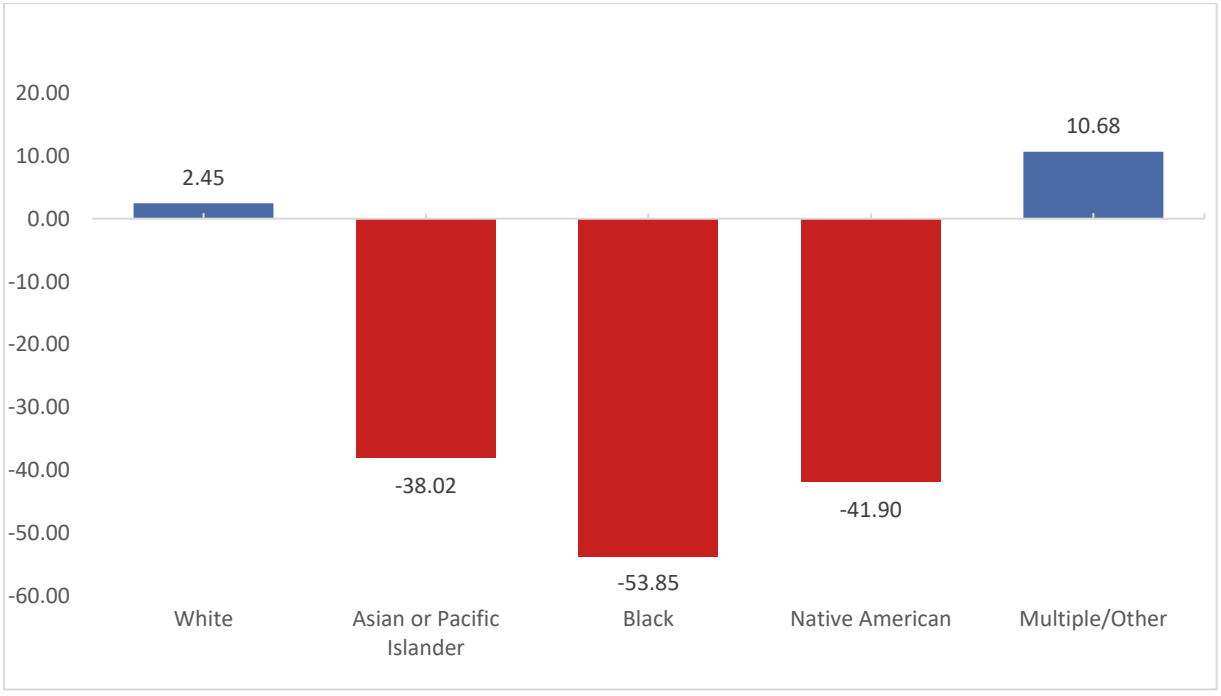
Source: City of Fort Collins Social Sustainability Gaps Analysis—2020 Update

Race/ethnicity‡	Total population	Number in emergency shelter/ transitional housing	Sheltered homelessness rate per 10,000	Difference from overall
Race				
White	144,533	195	13.49	2.45
Asian or Pacific Islander*	5,745	31	53.96	-38.02
Black*	2,579	18	69.79	-53.85
Native American*	1,383	8	57.85	-41.90
Multiple*	5,699	3	5.26	10.68
Overall	159,939	255	15.94	-
Ethnicity				
Non-Hispanic	142,775	222	15.55	0.27
Hispanic/Latinx	19,736	35	17.73	-1.92
Overall	162,511	257	15.81	-

*Statistically significant at $p < .05$

‡ Population numbers are taken from the American Community Survey 5-year estimates, 2018

Disparity Graph: Racial differences in sheltered homelessness



Disparity Graph: Ethnic differences in sheltered homelessness

Unsheltered Homelessness

Differences in unsheltered homelessness were also found with rates almost three times higher for Native Americans than for the overall population. Blacks were more than twice as likely to experience unsheltered homelessness, while Asians or Pacific Islanders were more than one-and-a-half times as likely. However, none of these differences were statistically significantly different from the overall rate, likely due to small sample size.

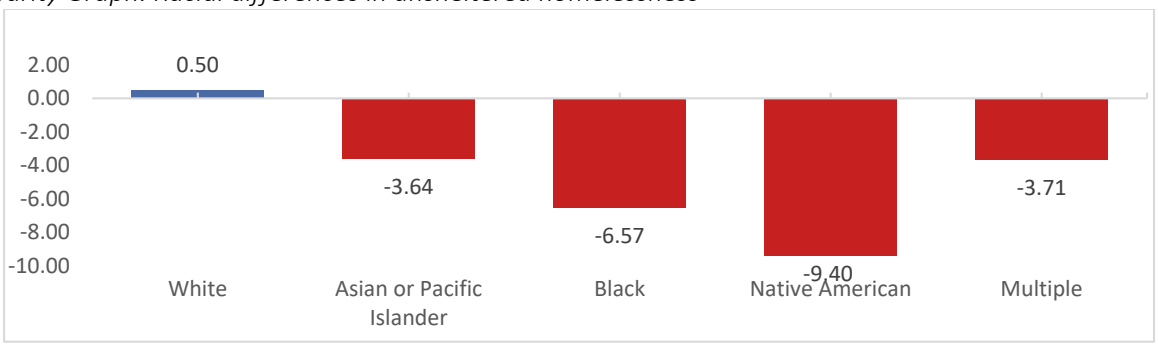
Race/ethnicity

Percent of individuals experiencing unsheltered homelessness during point-in-time survey, January 2019
Source: City of Fort Collins Social Sustainability Gaps Analysis—2020 Update

Race/ethnicity‡	Total population	Number unsheltered	Unsheltered homelessness rate per 10,000	Difference from overall
Race				
White	144,533	66	4.57	0.50
Asian or Pacific Islander	5,745	5	8.70	-3.64
Black	2,579	3	11.63	-6.57
Native American	1,383	2	14.46	-9.40
Multiple	5,699	5	8.77	-3.71
Overall	159,939	81	5.06	-
Ethnicity				
Non-Hispanic	142,775	72	5.04	0.13
Hispanic/Latinx	19,736	12	6.08	-0.91
Overall	162,511	84	5.17	-

‡ Population numbers are taken from the American Community Survey 5-year estimates, 2018

Disparity Graph: Racial differences in unsheltered homelessness



Disparity Graph: Ethnic differences in unsheltered homelessness

Neighborhood

Access to Basic Needs Ratings

Rated access to everyday needs within their neighborhood was similar across racial and ethnic groups. Ratings by neighborhood differed, however, with residents of Northeast and Southwest giving lower ratings than respondents overall, while residents of East Central gave higher ratings.

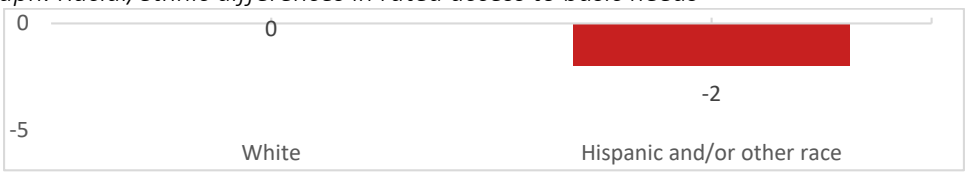
Race/ethnicity

Average rating of access within own neighborhood to everyday needs (i.e., grocery shopping, services, and amenities) on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average access rating	Difference from overall
White	528	79	0
Hispanic and/or other race	86	77	-2
Overall	614	79	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in rated access to basic needs



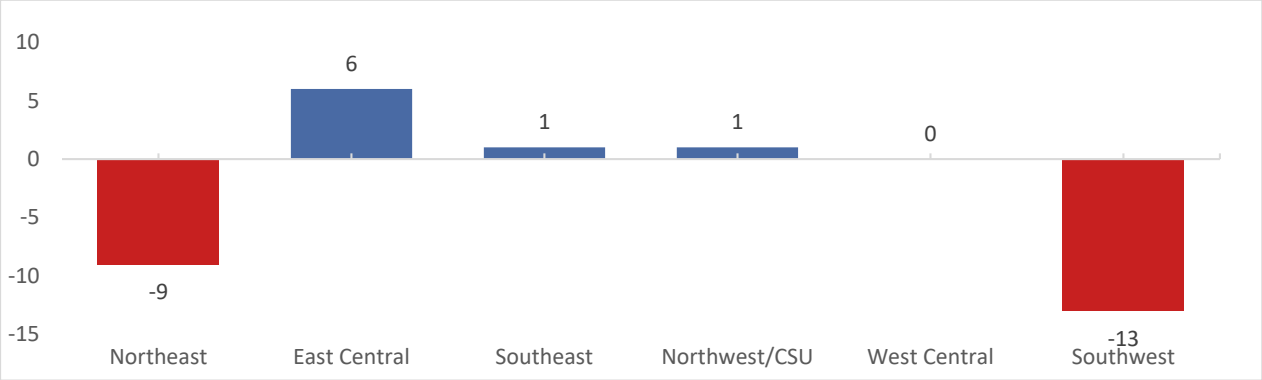
Neighborhood

Average rating of access within own neighborhood to everyday needs (i.e., grocery shopping, services, and amenities) on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Neighborhood	Number of respondents	Average access rating	Difference from overall
Northeast	78	70	-9
East Central	144	85	6
Southeast	103	80	1
Northwest/CSU	0	80	1
West Central	131	79	0
Southwest	29	66	-13
Overall	626	79	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in rated access to basic needs



Public Health

Within Public Health, 17 measures of access to care (including affordability), physical health, and mental health were examined. Significant racial and ethnic disparities were not found on the majority of measures, although small sample size likely impacted this finding since some of the numerical differences were sizeable. Where significant disparities were found, they centered on access to care and affordability, with disparities in insurance rates, worry about health care costs, and delaying both medical and mental health care due to the cost. It is also worth noting that mental health concerns seemed to be fairly common, with roughly a third of Larimer County residents reporting depression, anxiety, or another mental health concern, one in five reporting high stress, and one in 14 reporting have considered suicide in the past year, with rates even higher among LBGQ+ individuals and those with lower income.

Table 15. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	0 (0%)	17 (100%)	0 (0%)
Hispanic/Latinx	0 (0%)	0 (0%)	1 (100%)
Asian or Pacific Islander	0 (0%)	1 (100%)	0 (0%)
Black	0 (0%)	1 (100%)	0 (0%)
Native American	0 (0%)	1 (100%)	0 (0%)
Other	0 (0%)	0 (0%)	1 (100%)
Non-Hispanic, Non-White	n/a	n/a	n/a
Hispanic and/or Other Race	0 (0%)	13 (81%)	3 (19%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Access to Care

Uninsured Rates

Racial and ethnic disparities were found in uninsured rates. While only one in 16 lacked coverage in the Fort Collins population overall, one in 10 Hispanic/Latinx individuals did not have health insurance, and the uninsured rate for this ethnic group was almost twice the overall rate.

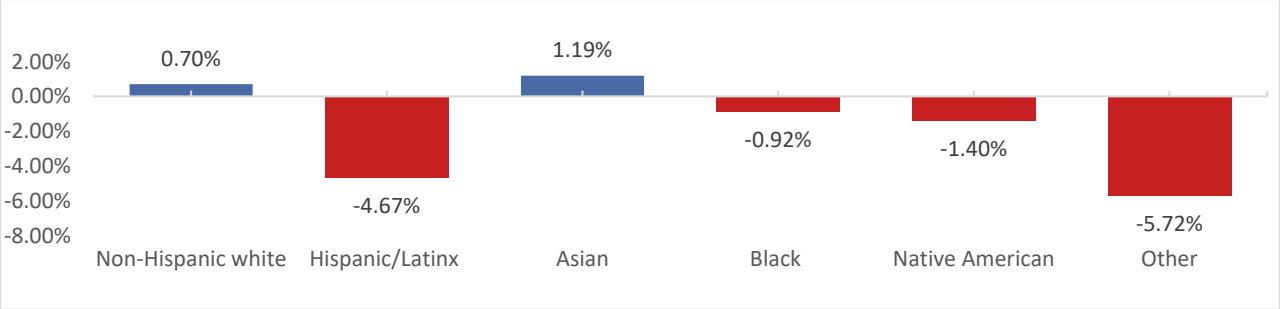
Race/ethnicity

Percent of the total population that does not have health insurance coverage, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity	Population	Number uninsured	Percent uninsured	Difference from overall
Non-Hispanic white	128,622	7,122	5.54%	0.70%
Hispanic/Latinx*	19,400	2,117	10.91%	-4.67%
Asian	5,564	281	5.05%	1.19%
Black	2,430	174	7.16%	-0.92%
Native American	1,349	103	7.64%	-1.40%
Other*	2,567	307	11.96%	-5.72%
Overall	160,659	10,025	6.24%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in uninsured rates



Very Poor Access to Health Care

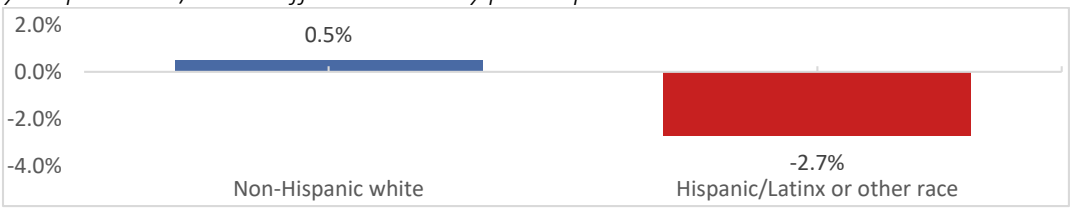
Overall, only 2% of respondents said that their access to health care was very poor. While rates were higher for people of color, these differences did not reach statistical significance, and the same was true for LGBQ+ respondents. There were significant differences by income, however, with individuals from lower-income households more likely to report very poor access to care and individuals from higher-income households less likely to report very poor access to care.

Race/ethnicity (Larimer County)

Percent of individuals rating their access to health care as very poor, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent reporting very poor access	Difference from overall
Non-Hispanic white	1.7%	0.5%
Hispanic/Latinx or other race	4.9%	-2.7%
Overall	2.2%	-

Disparity Graph: Racial/ethnic differences in very poor reported access to health care



Sexual Orientation (Larimer County)

Percent of individuals rating their access to health care as very poor, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Percent reporting very poor access	Difference from overall
Straight	2.0%	0.2%
LGBQ+	4.3%	-2.1%
Overall	2.2%	

Disparity Graph: Sexual orientation differences in very poor reported access to health care

Income (Larimer County)

Percent of individuals rating their access to health care as very poor, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Percent reporting very poor access	Difference from overall
<250% FPL*	7.40%	-5.20%
>=250% FPL*	0.70%	1.50%
Overall	2.20%	-

*Statistically significant at $p < .05$

Disparity Graph: Income-based differences in very poor reported access to health care

Regular Health Care Provider

Having a regular provider increases access to preventive care and reduces reliance on emergency care, and lacking one can be a risk factor for poor overall health. While respondents of color and LGBQ+ respondents were more likely to report lacking a regular health care provider, these differences did not reach statistical significance. There were large and statistically significant disparities by income, however, with lower-income respondents considerably more likely to report not having a regular health care provider.

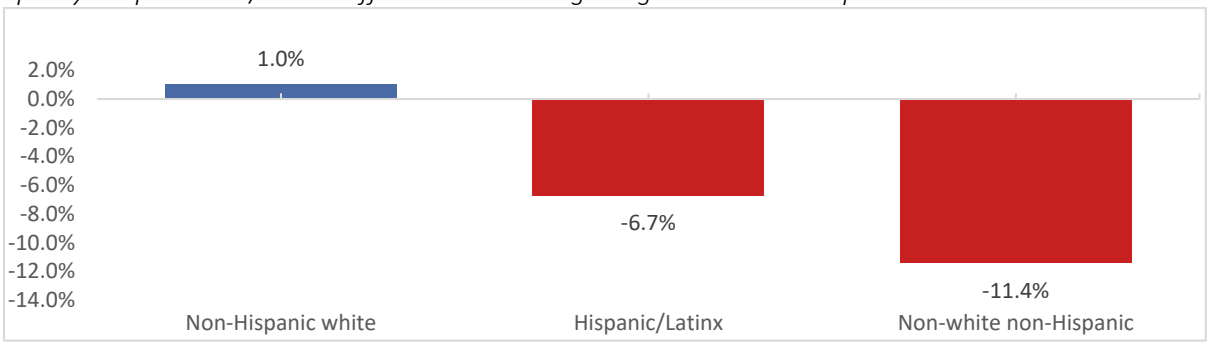
Race/ethnicity (Larimer County)

Percent reporting that they do not have a regular health care provider, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent without a regular provider	Difference from overall
Non-Hispanic white	2,231	24.8%	1.0%
Hispanic/Latinx or other race[†]	224	34.2%	-8.4%
Hispanic/Latinx	133	32.5%	-6.7%
Non-white non-Hispanic	91	37.2%	-11.4%
Overall	2,455	25.8%	

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in lacking a regular health care provider

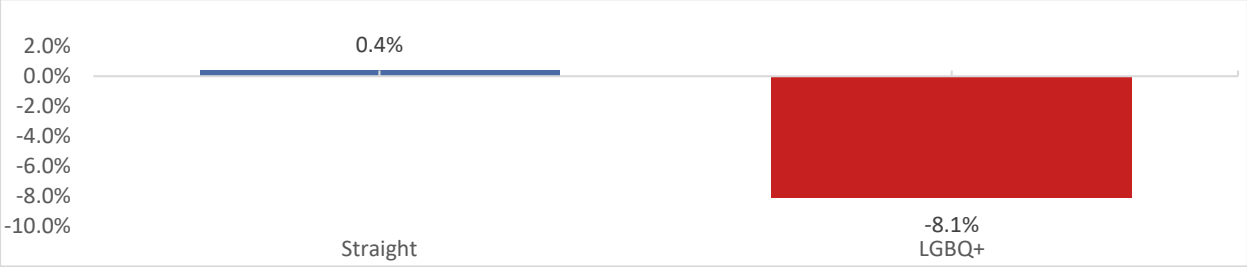


Sexual Orientation (Larimer County)

Percent reporting that they do not have a regular health care provider, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent without a regular provider	Difference from overall
Straight	2,419	25.4%	0.4%
LGBQ+	100	33.9%	-8.1%
Overall	2,519	25.8%	

Disparity Graph: Sexual orientation differences in lacking a regular health care provider



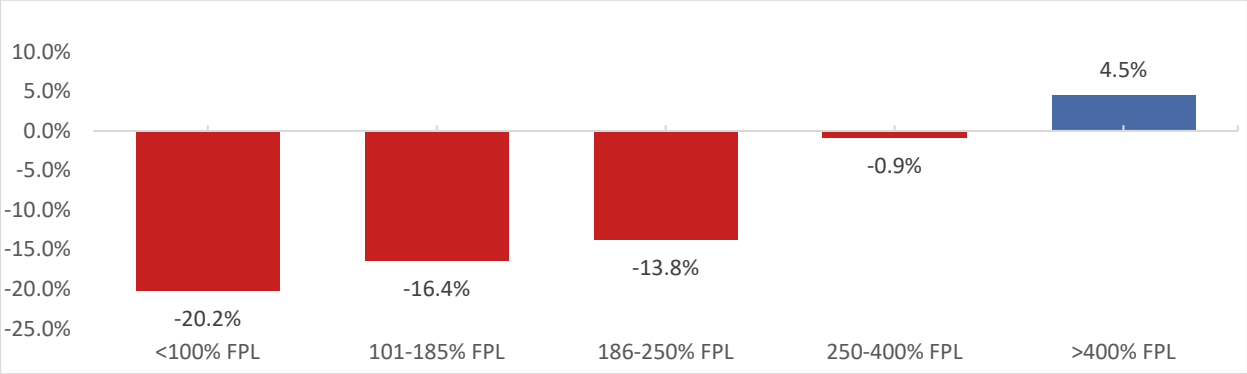
Income (Larimer County)

Percent reporting that they do not have a regular health care provider, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of respondents	Percent without a regular provider	Difference from overall
<250% FPL*†	452	42.2%	-16.4%
<100% FPL	81	46.0%	-20.2%
101-185% FPL	191	42.2%	-16.4%
186-250% FPL	180	39.6%	-13.8%
>=250% FPL†	1,662	22.9%	2.9%
250-400% FPL	499	26.7%	-0.9%
>400% FPL	1,163	21.3%	4.5%
Overall	2,033	25.8%	-

*Statistically significant at $p < .05$
† Due to small sample size, higher and lower income groups were combined for statistical significance testing

Disparity Graph: Income-based differences in lacking a regular health care provider



Emergency Room Visits

A greater number of visits to the emergency room can be connected with more severe health problems, a greater likelihood of injury, and/or a lack of regular source of care. While Hispanic/Latinx and non-white respondents were somewhat more likely than respondents overall to have made two or more trips to the emergency room in the past year, this difference was not statistically significant.

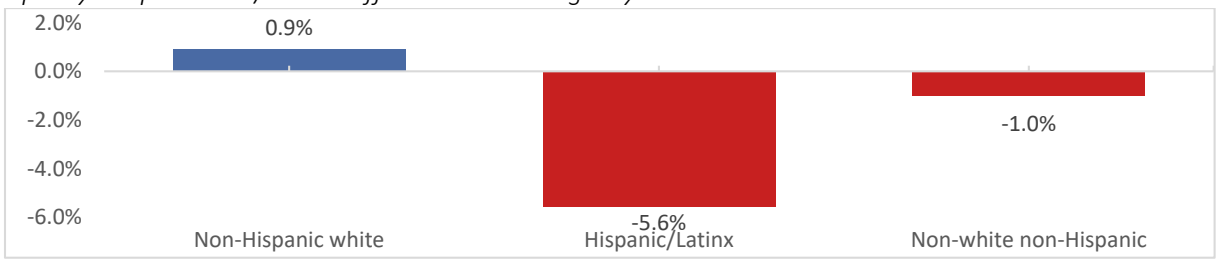
Race/ethnicity (Larimer County)

Percent of individuals who visited the emergency room two or more times in the past year, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with 2+ visits	Difference from overall
Non-Hispanic white	2,231	4.3%	0.9%
Hispanic/Latinx or other race†	224	9.1%	-3.9%
Hispanic/Latinx	133	10.8%	-5.6%
Non-white non-Hispanic	91	6.2%	-1.0%
Overall	2,455	5.2%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in emergency room visits



Use of Emergency Services for Regular Care

As noted above, emergency services are sometimes utilized when individuals do not have access to a regular care provider. Overall, almost a third of respondents who had visited the emergency room reported that they would have seen a doctor if one had been available. While these rates were not

significantly different by race and ethnicity, they suggest high rates of avoidable emergency care across groups.

Race/ethnicity (Larimer County)

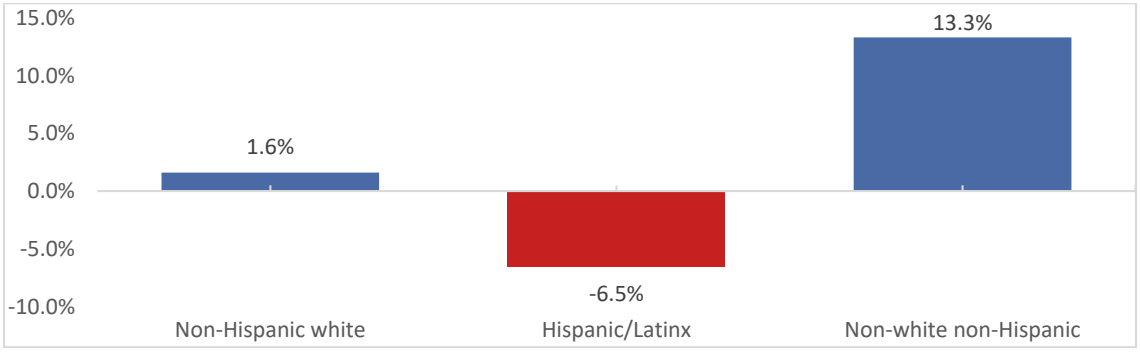
Percent of individuals receiving care in an emergency room who would have seen a doctor if they were available, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent receiving emergency care in lieu of doctor	Difference from overall
Non-Hispanic white	29.8%	1.6%
Hispanic/Latinx or other race[†]	34.0%	-2.6%
Hispanic/Latinx	37.9%	-6.5%
Non-white non-Hispanic	18.1%	13.3%
Overall	31.4%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in using emergency services for regular care



Worry about Medical Care Costs

Overall, roughly one in six respondents reported being very worried about affording needed medical care, and there were significant racial and ethnic disparities between groups. One in four respondents of color reported being very worried about being able to pay for needed care. This worry was particularly high among Hispanic/Latinx respondents, consistent with the higher uninsured rates among this group. No significant differences were found by sexual orientation, but there were significant and marked disparities by income: respondents from low-income households were more than twice as likely as respondents overall to report worry about affording needed care.

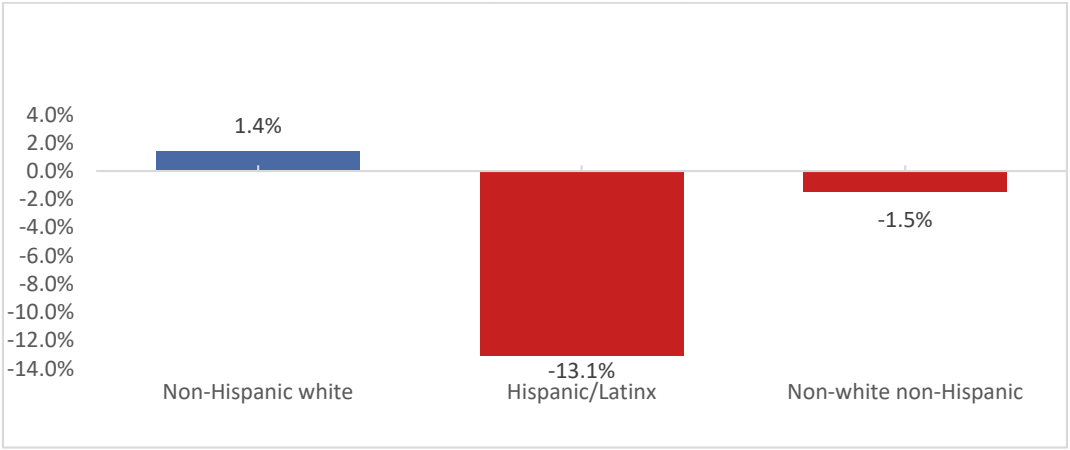
Race/ethnicity (Larimer County)

Percent of individuals reporting being very worried about affording needed medical care, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent worried about medical care costs	Difference from overall
Non-Hispanic white	2,231	15.3%	1.4%
Hispanic/Latinx or other race*†	224	25.5%	-8.8%
Hispanic/Latinx	133	29.8%	-13.1%
Non-white non-Hispanic	91	18.2%	-1.5%
Overall	2,455	16.7%	-

*Statistically significant at $p < .05$
† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in worry about affording medical care

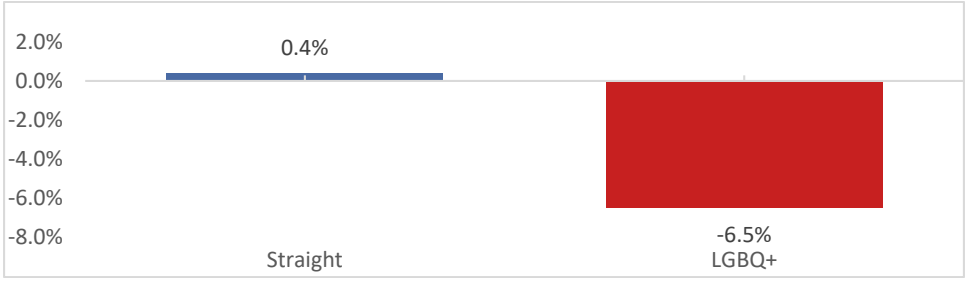


Sexual Orientation (Larimer County)

Percent of individuals reporting being very worried about affording medical care, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent worried about medical care costs	Difference from overall
Straight	2,419	16.3%	0.3%
LGBQ+	100	23.2%	-6.5%
Overall	2,519	16.7%	

Disparity Graph: Sexual orientation differences in worry about affording medical care



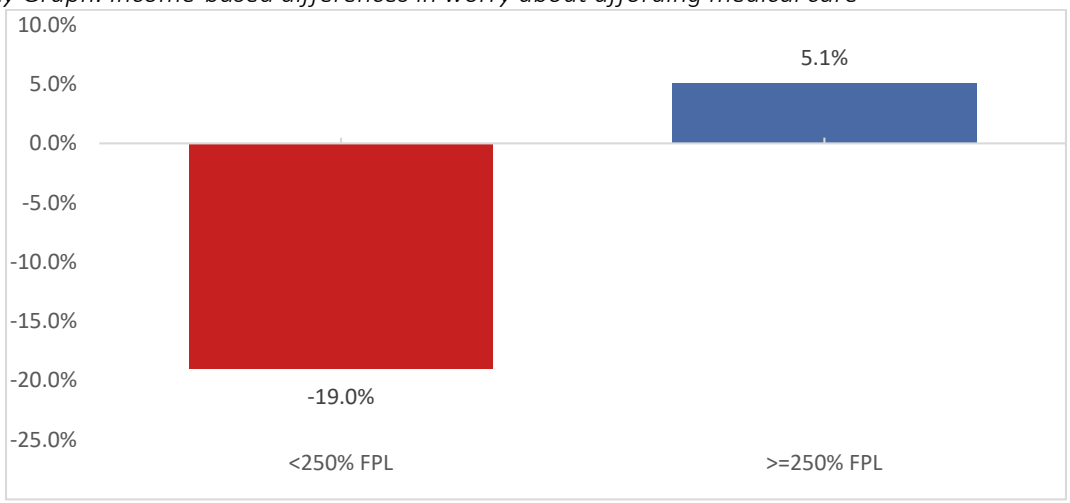
Income (Larimer County)

Percent of individuals reporting being very worried about affording medical care, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of Respondents	Percent worried about medical care costs	Difference from overall
<250% FPL*	452	35.7%	-19.0%
>=250% FPL*	1,662	11.6%	5.1%
Overall	2,033	16.7%	-

*Statistically significant at $p < .05$

Disparity Graph: Income-based differences in worry about affording medical care



Delaying Health Care Due to Costs

Almost a third of respondents reported often or occasionally delaying seeking health care due to the cost, with significantly higher percentages for respondents of color than respondents overall. While rates were higher for LGBQ+ respondents than respondents overall, the difference did not reach significance. There were sizeable and significant disparities by income, however, with lower-income respondents more likely to have delayed needed care due to the cost.

Race/ethnicity (Larimer County)

Percent of individuals who reported often or occasionally delaying seeking health care due to the cost, 2019

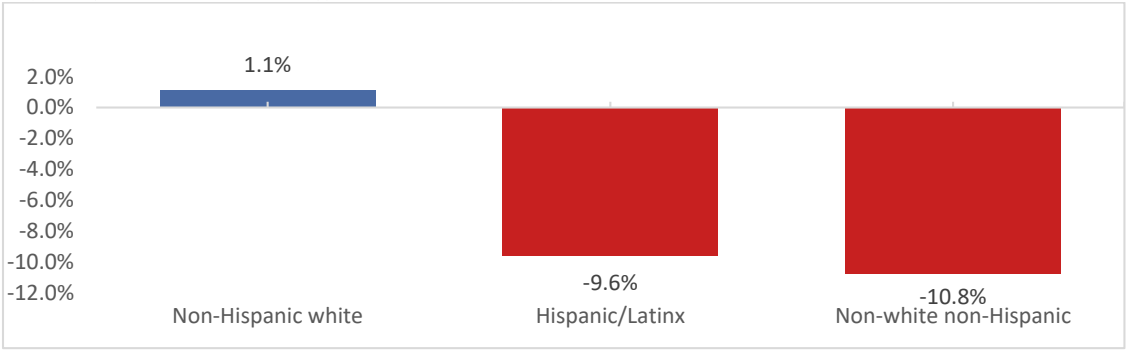
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent delaying care	Difference from overall
Non-Hispanic white	30.2%	1.1%
Hispanic/Latinx or other race*†	41.3%	-10.0%
Hispanic/Latinx	40.9%	-9.6%
Non-white non-Hispanic	42.1%	-10.8%
Overall	31.3%	-

*Statistically significant at $p < .05$

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in delaying healthcare due to the cost



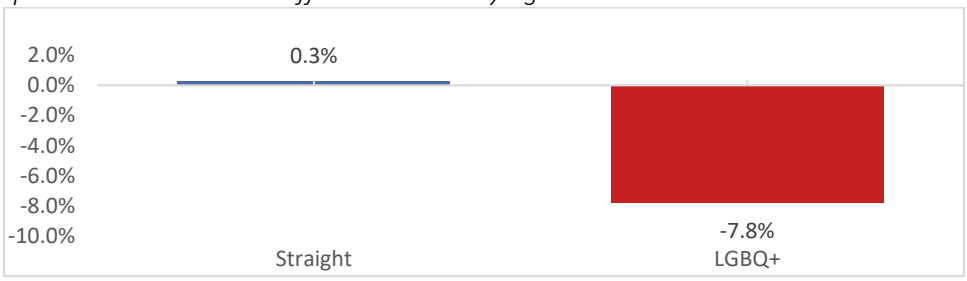
Sexual Orientation (Larimer County)

Percent of individuals who reported often or occasionally delaying seeking health care due to the cost, 2019

Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Percent delaying care	Difference from overall
Straight	31.0%	0.3%
LGBQ+	39.1%	-7.8%
Overall	31.3%	

Disparity Graph: Sexual orientation differences in delaying healthcare due to the cost



Income (Larimer County)

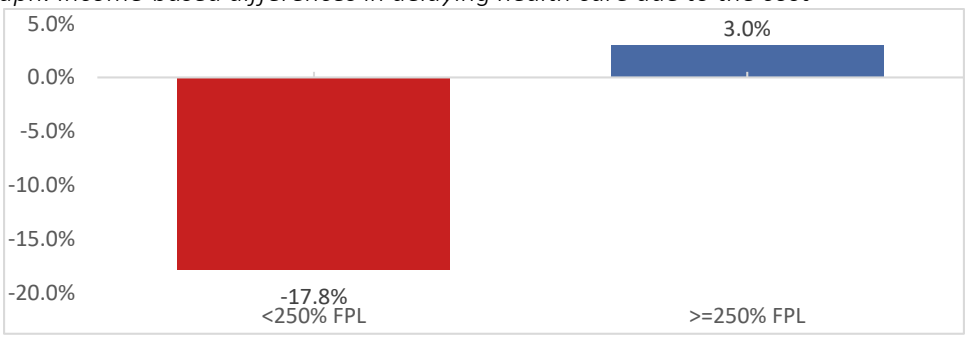
Percent of individuals who reported often or occasionally delaying seeking health care due to the cost, 2019

Source: Health District of Northern Larimer County Community Health Survey

Household income level	Percent delaying care	Difference from overall
<250% FPL*	49.1%	-17.8%
>=250% FPL	28.3%	3.0%
Overall	31.3%	-

*Statistically significant at $p < .05$

Disparity Graph: Income-based differences in delaying health care due to the cost



Delaying Mental Health Care Due to Costs

Similar to physical healthcare, disparities were found in the likelihood of delaying mental health care. Overall, roughly a third of respondents reported delaying mental health care due to the cost but almost of half of respondents of color reported doing so, a significant difference. Significant differences were also found by sexual orientation and by income. More than half of LGBQ+ and lower-income respondents reported having delayed mental health care due to costs than respondents overall, while higher-income respondents were significantly less likely to have delayed mental health care.

Race/ethnicity (Larimer County)

Percent of individuals who reported often or occasionally delaying seeking mental health care due to the cost, 2019

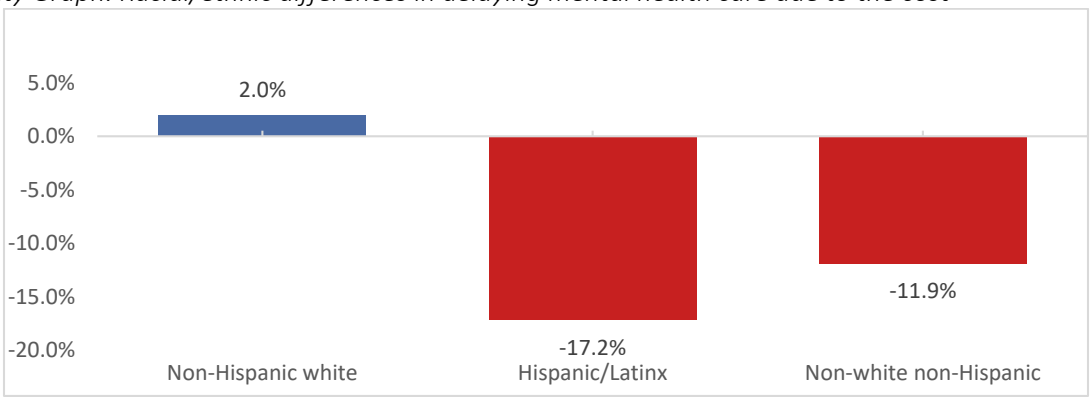
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Percent delaying care	Difference from overall
Non-Hispanic white	29.9%	2.0%
Hispanic/Latinx or other race*[†]	47.1%	-15.2%
Hispanic/Latinx	49.1%	-17.2%
Non-white non-Hispanic	43.8%	-11.9%
Overall	31.9%	-

*Statistically significant at $p < .05$

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in delaying mental health care due to the cost



Sexual Orientation (Larimer County)

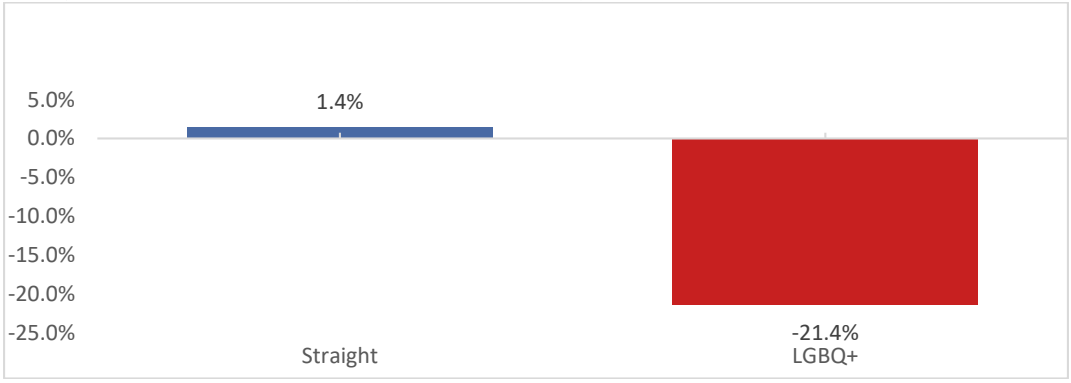
Percent of individuals who reported often or occasionally delaying seeking mental health care due to the cost, 2019

Source: Health District of Northern Larimer County Community Health Survey, 2019

Sexual orientation	Percent delaying care	Difference from overall
Straight	30.5%	1.4%
LGBQ+*	53.3%	-21.4%
Overall	31.9%	

*Statistically significant at $p < .05$

Disparity Graph: Sexual orientation differences in delaying mental health care due to the cost



Income (Larimer County)

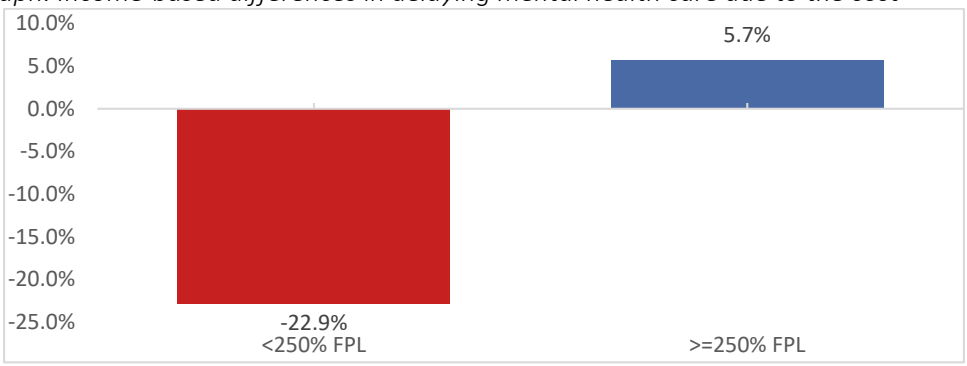
Percent of individuals who reported often or occasionally delaying seeking mental health care due to the cost, 2019

Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of respondents	Percent delaying care	Difference from overall
<250% FPL*	452	54.8%	-22.9%
>=250% FPL*	1,662	26.2%	5.7%
Overall	2,033	31.9%	-

*Statistically significant at $p < .05$

Disparity Graph: Income-based differences in delaying mental health care due to the cost



Forgoing Prescription Medication Due to Costs

The disparate impacts of the high costs of healthcare also were apparent when looking at the ability to obtain needed prescription medication, although differences were significant only by income. Respondents of color and LGBQ+ respondents were more likely than respondents overall to report have been unable to refill a prescription medication because they could not afford it, but these differences were not significant. Lower-income respondents were significantly more likely to report having been unable to refill a prescription medication than respondents overall.

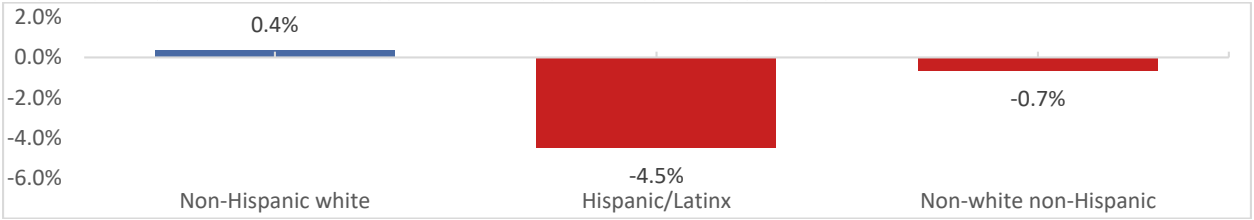
Race/ethnicity (Larimer County)

Percent of individuals who reported having been unable to have a prescription refill filled in the past two years because they could not afford it, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent unable to refill prescription	Difference from overall
Non-Hispanic white	2,231	9.3%	0.4%
Hispanic/Latinx or other race†	224	12.8%	-3.1%
Hispanic/Latinx	133	14.2%	-4.5%
Non-white non-Hispanic	91	10.4%	-0.7%
Overall	2,455	9.7%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in difficulty affording prescriptions



Sexual Orientation (Larimer County)

Percent of individuals who reported having been unable to have a prescription refill filled in the past two years because they could not afford it, 2019

Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent unable to refill prescription	Difference from overall
Straight	2,419	9.4%	0.3%
LGBQ+	100	16.3%	-6.6%
Overall	2,519	9.7%	-

Disparity Graph: Sexual orientation differences in difficulty affording prescriptions

Income (Larimer County)

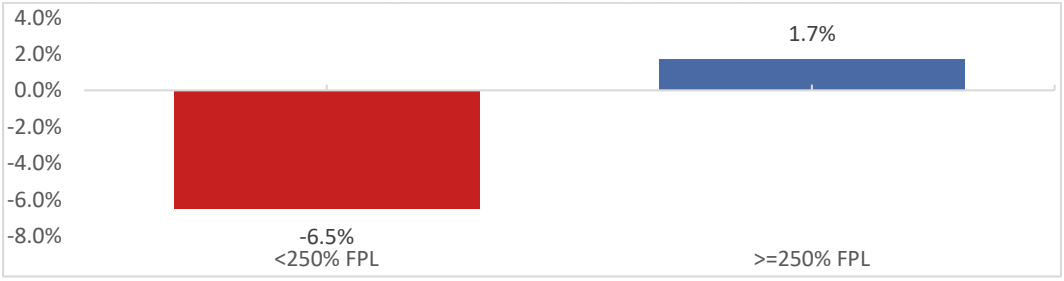
Percent of individuals who reported having been unable to have a prescription refill filled in the past two years because they could not afford it

Source: Health District of Northern Larimer County Community Health Survey, 2019

Household income level	Number of respondents	Percent unable to refill prescription	Difference from overall
<250% FPL*	452	16.2%	-6.5%
>=250% FPL	1,662	8.0%	1.7%
Overall	2,033	9.7%	-

*Statistically significant at $p < .05$

Disparity Graph: Income-based differences in difficulty affording prescriptions



Physical Health

Poor Physical Health

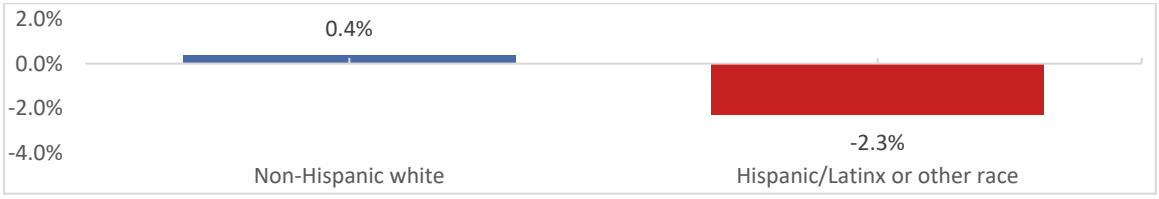
Interestingly given differences in concerns about affording care, disparities were not found in the likelihood of reporting poor health. Overall, just over 1% of respondents reported poor overall health, and these rates were similar across racial and ethnic groups.

Race/ethnicity (Larimer County)

Percent of individuals who reported their overall health as poor, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with poor overall health	Difference from overall
Non-Hispanic white	2,231	0.9%	0.4%
Hispanic/Latinx or other race	224	3.6%	-2.3%
Overall	2,455	1.3%	-

Disparity Graph: Racial/ethnic differences in poor physical health ratings



Asthma

Overall, almost one in 10 respondents reported having asthma. No significant differences were found by race and ethnicity, sexual orientation, or income.

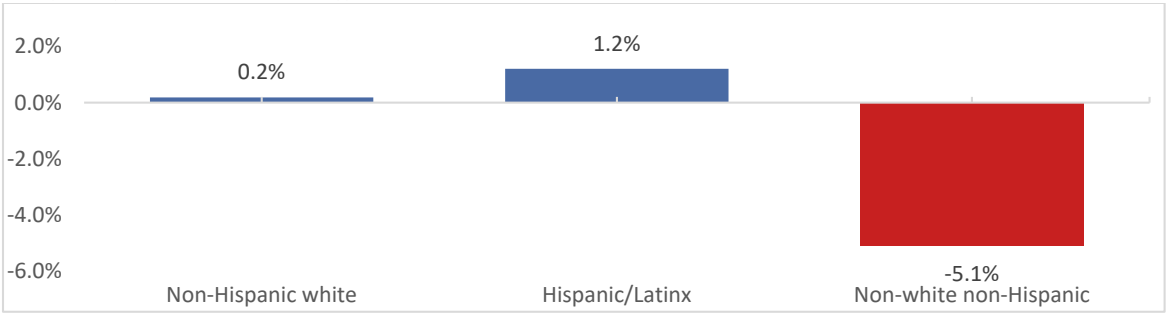
Race/ethnicity (Larimer County)

Percent of individuals who reported currently having asthma, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with asthma	Difference from overall
Non-Hispanic white	2,231	8.7%	0.2%
Hispanic/Latinx or other race[†]	224	10.0%	-1.1%
Hispanic/Latinx	133	7.7%	1.2%
Non-white non-Hispanic	91	14.0%	-5.1%
Overall	2,455	8.9%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in asthma rates



Sexual Orientation (Larimer County)

Percent of individuals who reported currently having asthma, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent with asthma	Difference from overall
Straight	2,419	8.7%	0.2%
LGBQ+	100	12.9%	-4.0%
Overall	2,519	8.9%	

Disparity Graph: Sexual orientation differences in asthma rates

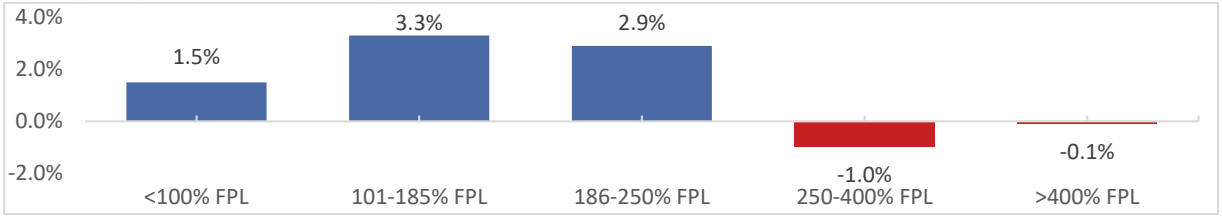
Income (Larimer County)

Percent of individuals who reported currently having asthma, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of respondents	Percent with asthma	Difference from overall
<250% FPL†	452	6.2%	2.7%
<100% FPL	81	7.4%	1.5%
101-185% FPL	191	5.6%	3.3%
186-250% FPL	180	6.0%	2.9%
>=250% FPL†	1,662	9.3%	-0.4%
250-400% FPL	499	9.9%	-1.0%
>400% FPL	1,163	9.0%	-0.1%
Overall	2,033	8.9%	-

† Due to small sample size, higher and lower income groups were each combined for statistical significance testing

Disparity Graph: Income-based differences in asthma rates



High Cholesterol

Approximately one in our respondents overall reported high cholesterol rates. Rates did not differ significantly by race and ethnicity.

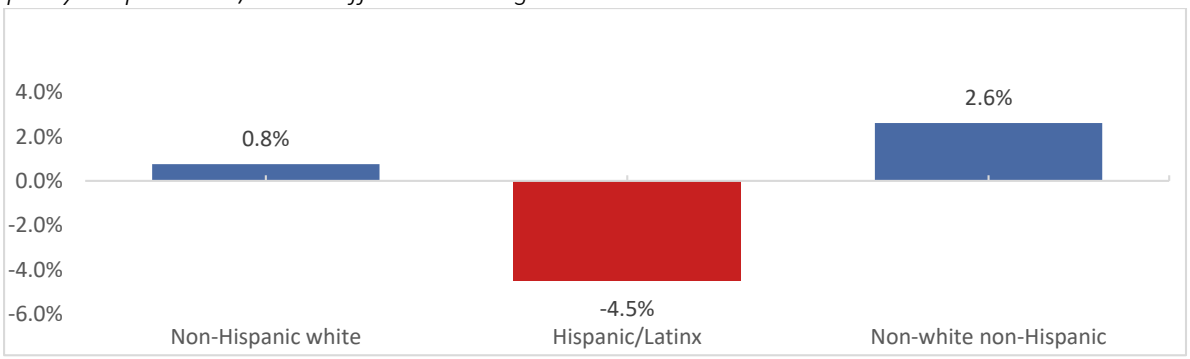
Race/ethnicity (Larimer County)

Percent of individuals who reported ever having been diagnosed with high cholesterol, 2019
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with high cholesterol	Difference from overall
Non-Hispanic white	2,231	26.4%	0.8%
Hispanic/Latinx or other race[†]	224	29.1%	-1.9%
Hispanic/Latinx	133	31.7%	-4.5%
Non-white non-Hispanic	91	24.6%	2.6%
Overall	2,455	27.2%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in high cholesterol



Cardiovascular Disease

Rates of cardiovascular disease were almost identical across racial and ethnic groups, with approximately 5% of respondents across all groups reporting ever having been diagnosed with heart attack, coronary artery disease, or stroke.

Race/ethnicity (Larimer County)

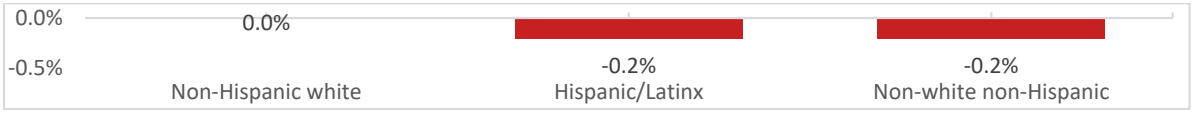
Percent of individuals who reported ever having been diagnosed with heart attack, coronary artery disease, or stroke, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with cardiovascular disease	Difference from overall
Non-Hispanic white	2,231	4.6%	0.0%
Hispanic/Latinx or other race†	224	4.8%	-0.2%
Hispanic/Latinx	133	4.8%	-0.2%
Non-white non-Hispanic	91	4.8%	-0.2%
Overall	2,455	4.6%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in cardiovascular disease



Diabetes

Overall, approximately one in 16 respondents reporting ever having been diagnosed with diabetes. Rates were higher among respondents of color, but these differences did not reach statistical significance. It should be noted, however, that rates were noticeably higher among non-Hispanic, non-white respondents, and the inability to reliably compare that group to respondents overall directly due to small sample size may have masked meaningful disparities.

Race/ethnicity (Larimer County)

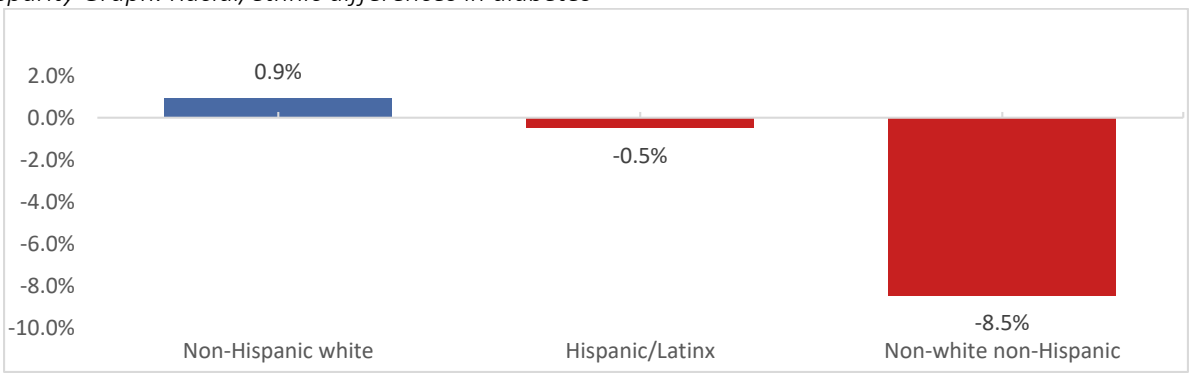
Percent of individuals who reported ever having been diagnosed with diabetes, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with diabetes	Difference from overall
Non-Hispanic white	2,231	4.7%	0.9%
Hispanic/Latinx or other race†	224	9.0%	-3.4%
Hispanic/Latinx	133	6.1%	-0.5%
Non-white non-Hispanic	91	14.1%	-8.5%
Overall	2,455	5.6%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in diabetes



Mental Health

High Stress

Roughly one in five respondents reported experiencing high levels of stress in the month prior to the completing the survey. Rates were similar across racial and ethnic groups, but there were significant disparities by sexual orientation and income. LGBQ+ respondents reported stress at a rate almost eighteen percentage points higher than respondents overall, while rates were roughly 12 percentage points higher among lower-income respondents than respondents overall.

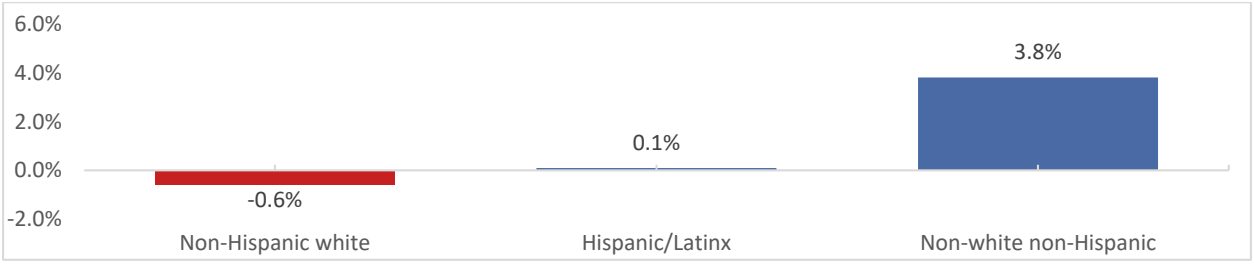
Race/ethnicity (Larimer County)

Percent of individuals who reported experiencing a great deal of stress in the past month, 2019
Source: Health District of Northern Larimer County Community Health Survey, 2019

Race/ethnicity	Number of respondents	Percent reporting high stress	Difference from overall
Non-Hispanic white	2,231	22.6%	-0.6%
Hispanic/Latinx or other race[†]	224	20.6%	1.4%
Hispanic/Latinx	133	21.9%	0.1%
Non-white non-Hispanic	91	18.2%	3.8%
Overall	2,455	22.0%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in high stress



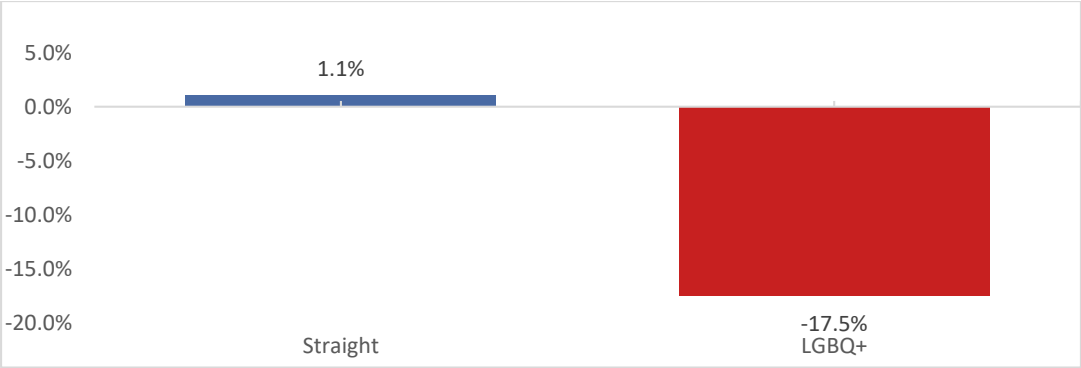
Sexual Orientation (Larimer County)

Percent of individuals who reported experiencing a great deal of stress in the past month, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent reporting high stress	Difference from overall
Straight	2,419	20.9%	1.1%
LGBQ+*	100	39.5%	-17.5%
Overall	2,519	22.0%	

*Statistically significant at $p < .05$

Disparity Graph: Sexual orientation differences in high stress



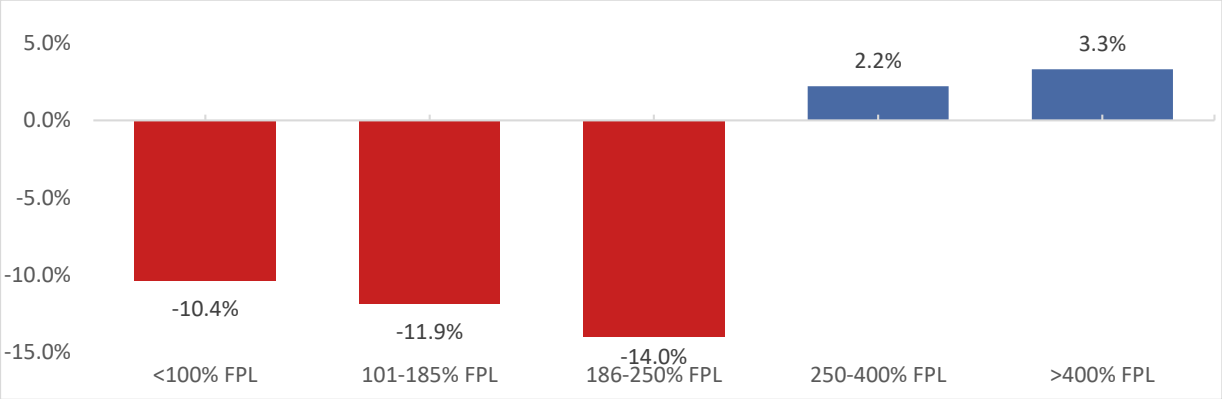
Income (Larimer County)

Percent of individuals who reported experiencing a great deal of stress in the past month, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of Respondents	Percent reporting high stress	Difference from overall
<250% FPL*†	452	34.3%	-12.3%
<100% FPL	81	32.4%	-10.4%
101-185% FPL	191	33.9%	-11.9%
186-250% FPL	180	36.0%	-14.0%
>=250% FPL†	1,662	19.0%	3%
250-400% FPL	499	19.8%	2.2%
>400% FPL	1,163	18.7%	3.3%
Overall	2,033	22.0%	-

*Statistically significant at $p < .05$
† Due to small sample size, higher and lower income groups were combined for statistical significance testing

Disparity Graph: Income-based differences in high stress



Current Mental Health Concern

Almost a third of respondents across race and ethnicity reported currently experiencing depression, anxiety, or another mental health concern. While disparities were not found by race, large and significant disparities were found by sexual orientation and income. LGBQ+ respondents reported having a current mental health concern at a rate almost 30 percentage points higher than respondents overall, representing more than half of LGBQ+ respondents. Lower-income respondents reported current mental health concerns at a rate 13 percentage points higher than respondents overall.

Race/ethnicity (Larimer County)

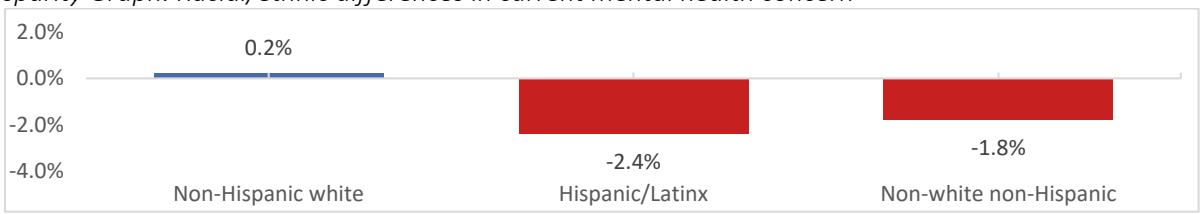
Percent of individuals who reported currently experiencing depression, anxiety, or another mental health concern, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent with mental health concern	Difference from overall
Non-Hispanic white	2,231	29.9%	0.2%
Hispanic/Latinx or other race[†]	224	32.3%	-2.2%
Hispanic/Latinx	133	32.5%	-2.4%
Non-white non-Hispanic	91	31.9%	-1.8%
Overall	2,455	30.1%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in current mental health concern



Sexual Orientation (Larimer County)

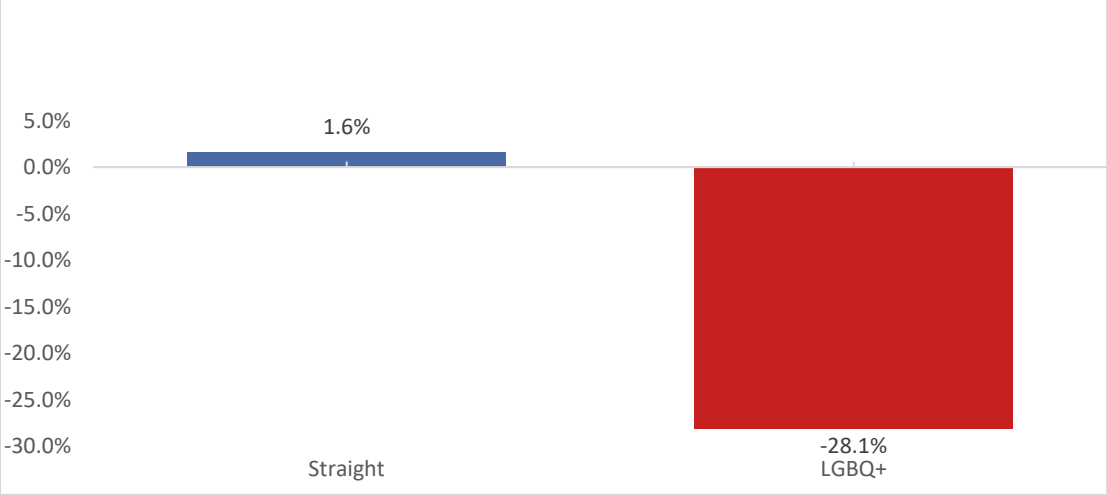
Percent of individuals who reported currently experiencing depression, anxiety, or another mental health concern, 2019

Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent with mental health concern	Difference from overall
Straight	2,419	28.5%	1.6%
LGBQ+*	100	58.2%	-28.1%
Overall	2,519	30.1%	

*Statistically significant at $p < .05$

Disparity Graph: Sexual orientation differences in current mental health concern



Income (Larimer County)

Percent of individuals who reported currently experiencing depression, anxiety, or another mental health concern, 2019

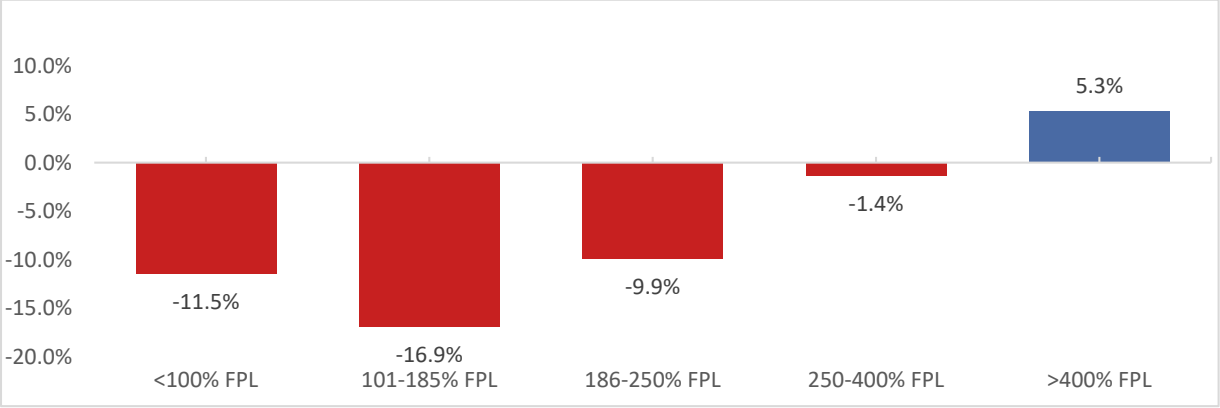
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of respondents	Percent with mental health concern	Difference from overall
<250% FPL*†	452	43.1%	-13.1%
<100% FPL	81	41.6%	-11.5%
101-185% FPL	191	47.0%	-16.9%
186-250% FPL	180	40.0%	-9.9%
>=250% FPL†	1,662	26.8%	3.3%
250-400% FPL	499	31.5%	-1.4%
>400% FPL	1,163	24.8%	5.3%
Overall	2,033	30.1%	-

*Statistically significant at $p < .05$

† Due to small sample size, higher and lower income groups were each combined for statistical significance testing

Disparity Graph: Income-based differences in current mental health concern



Suicidality

Approximately one in 14 respondents reported having considered suicide as a solution to their problems in the year prior to completing the survey, with equivalent rates across racial and ethnic groups. There were significant and large disparities in suicidality for sexual orientation and income, however, with close to one in five LGBQ+ respondents reporting that they had considered suicide, and one in eight lower-income respondents.

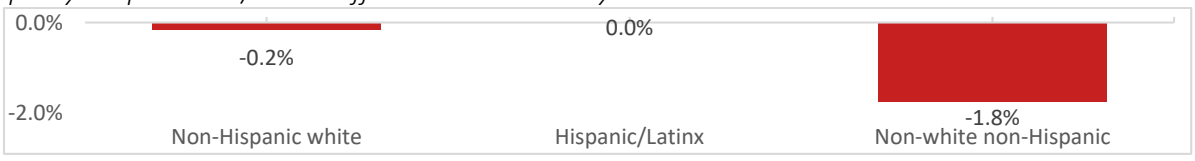
Race/ethnicity (Larimer County)

Percent of individuals who reported having considered suicide as a solution to their problems, 2019
Source: Health District of Northern Larimer County Community Health Survey, 2019

Race/ethnicity	Number of respondents	Percent reporting suicidality	Difference from overall
Non-Hispanic white	2,231	7.4%	-0.2%
Hispanic/Latinx or other race[†]	224	7.9%	-0.7%
Hispanic/Latinx	133	7.2%	0.0%
Non-white non-Hispanic	91	9.0%	-1.8%
Overall	2,455	7.2%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in suicidality



Sexual Orientation (Larimer County)

Percent of individuals who reported having considered suicide as a solution to their problems, 2019
Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent reporting suicidality	Difference from overall
Straight	2,419	6.5%	0.7%
LGBQ+*	100	19.4%	-12.2%
Overall	2,519	7.2%	

*Statistically significant at $p < .05$

Disparity Graph: Sexual orientation differences in suicidality

Income (Larimer County)

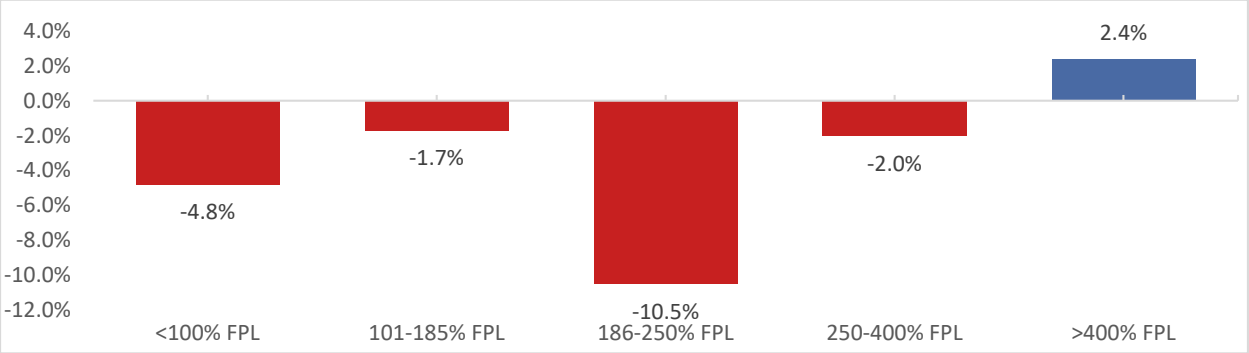
Percent of individuals who reported having considered suicide as a solution to their problems, 2019
Source: Health District of Northern Larimer County Community Health Survey

Household income level	Number of Respondents	Percent worried about medical care costs	Difference from overall
<250% FPL*†	452	13.0%	-5.8%
<100% FPL	81	12.0%	-4.8%
101-185% FPL	191	8.9%	-1.7%
186-250% FPL	180	17.7%	-10.5%
>=250% FPL†	1,662	6.1%	1.1%
250-400% FPL	499	9.2%	-2.0%
>400% FPL	1,163	4.8%	2.4%
Overall	2,033	7.2%	-

*Statistically significant at $p < .05$

† Due to small sample size, higher and lower income groups were each combined for statistical significance testing

Disparity Graph: Income-based differences in suicidality



Services

Within Services, 18 measures within the areas of essential services and parks and recreation were examined. There were 11 measures for which race and ethnicity were available, and disparities were found on six of those measures. It is important to note that due to sample size many of the data sources from which measures were drawn grouped all people of color together, meaning that nuanced investigation of the racial and ethnic groups most impacted was not possible. That being said, where differences were found people of color more often fared more poorly than the Fort Collins population as a whole, while whites were equivalent across all measures. Disparities were also found by income and neighborhood for sidewalk conditions and parks and recreation, respectively. Additionally, some differences in reported proximity to parks and the extent to which needs for different outdoor features were being met were found by neighborhood, although generally ratings were quite high.

Table 16. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	0 (0%)	11 (100%)	0 (0%)
Hispanic/Latinx	0 (0%)	3 (75%)	1 (25%)
Asian or Pacific Islander	1 (33%)	2 (67%)	0 (0%)
Black	1 (33%)	2 (67%)	0 (0%)
Native American	0 (0%)	3 (100%)	0 (0%)
Other	0 (0%)	2 (100%)	0 (0%)
Non-Hispanic, Non-White	0 (0%)	1 (100%)	0 (0%)
Hispanic and/or Other Race	0 (0%)	2 (29%)	5 (71%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Essential Services

Internet Access

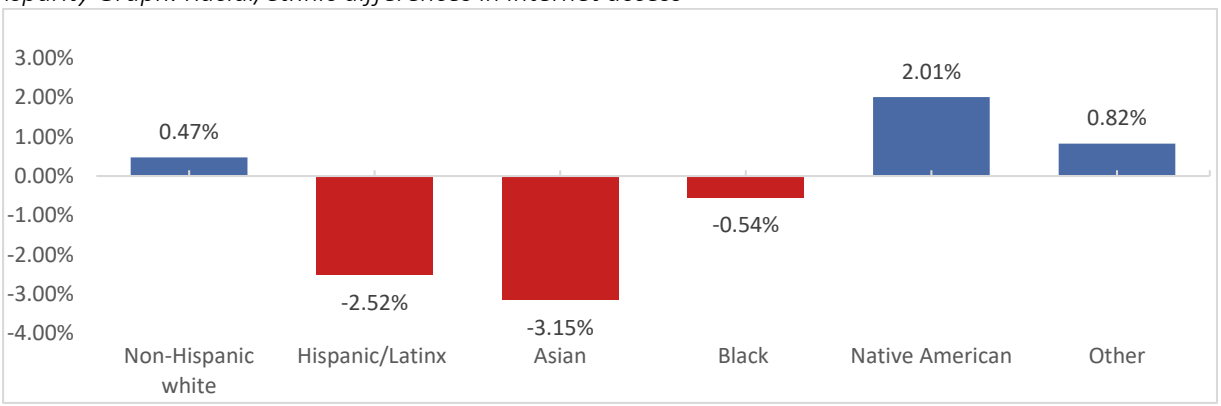
Overall, roughly 5% of households lacked internet access, and no significant racial or ethnic differences in internet access were found.

Race/ethnicity

Percent of households without access to the internet, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity of householder	Population	Number without internet access	Percent without internet access	Difference from overall
Non-Hispanic white	123,798	6,159	4.98%	0.47%
Hispanic/Latinx	18,521	1,476	7.97%	-2.52%
Asian	5,152	443	8.60%	-3.15%
Black	2,320	139	5.99%	-0.54%
Native American	1,337	46	3.44%	2.01%
Other	2,508	116	4.63%	0.82%
Overall	154,250	8,405	5.45%	-

Disparity Graph: Racial/ethnic differences in internet access



Computer in Household

The vast majority of households in Fort Collins had a computer, with approximately two in 100 households reporting lacking one. While the differences by race and ethnicity were small, Asian and Black households were significantly more likely to have a computer, while Hispanic/Latinx households were significant more likely to lack one.

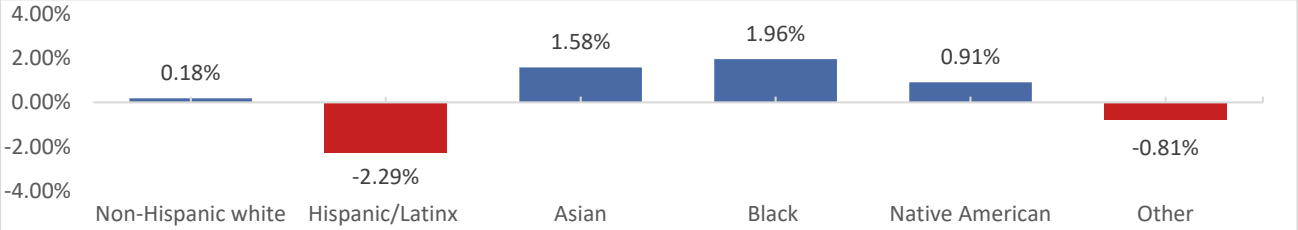
Race/ethnicity

Percent of households without a computer, 2018
Source: American Community Survey 5-year estimates

Race/ethnicity	Population	Number of households with no computer	Percent of households with no computer	Difference from overall
Non-Hispanic white	123,798	2,568	2.07%	0.18%
Hispanic/Latinx*	18,521	842	4.55%	-2.29%
Asian*	5,152	35	0.68%	1.58%
Black*	2,320	7	0.30%	1.96%
Native American	1,337	18	1.35%	0.91%
Other	2,508	77	3.07%	-0.81%
Overall	154,250	3,485	2.26%	-

*Statistically significant at $p < .05$

Disparity Graph: Racial/ethnic differences in computer access



Phone Access

Overall, most respondents reported having access to a cell phone or landline. There were some differences by race and ethnicity, with non-Hispanic non-white or multiple race respondents almost seven percentage points more likely than respondents overall to report lacking access; however, these differences did not reach statistical significance.

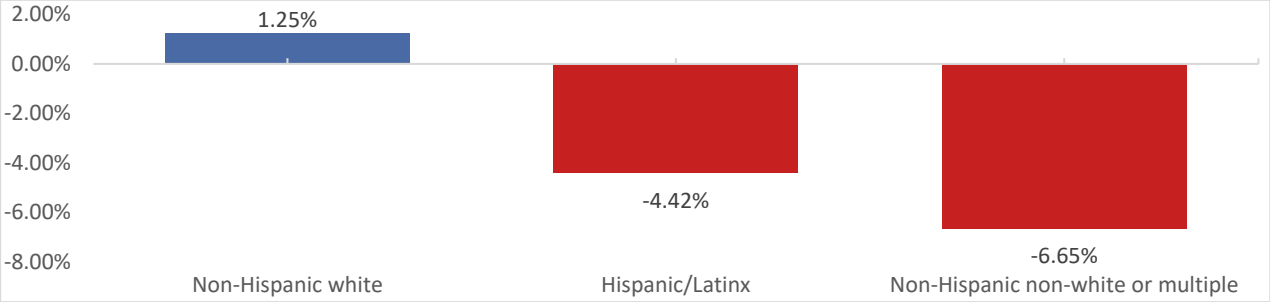
Race/ethnicity

Percent reporting not having access to a cell phone or landline, 2020
Source: City of Fort Collins Our Climate Future Demographics Survey[†]

Race/ethnicity	Number of respondents	Number without phone access	Percent without phone access	Difference from overall
Non-Hispanic white	253	13	5.14%	1.25%
Hispanic/Latinx	37	4	10.81%	-4.42%
Non-Hispanic non-white or multiple	23	3	13.04%	-6.65%
Overall	313	20	6.39%	-

[†] Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in phone access



Sewer Service Quality Ratings

Ratings of sewer services quality differed by race and ethnicity, with Hispanic and other race respondents giving ratings eight points lower than the overall rating, while whites gave equivalent ratings to the overall rating.

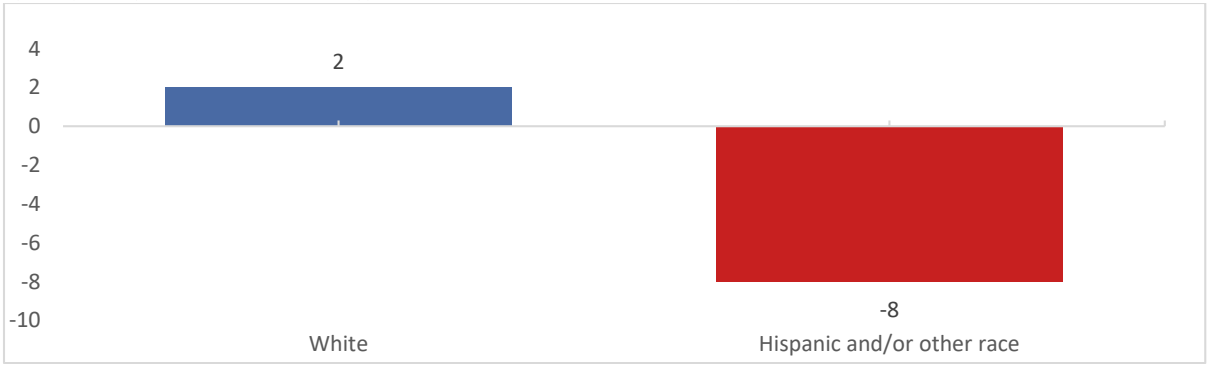
Race/ethnicity

Average rating of sewer services quality on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of sewer services quality	Difference from overall
White	528	82	2
Hispanic and/or other race	86	72	-8
Overall	614	80	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in sewer services ratings



Recycling Programs Ratings

Ratings of recycling programs were largely consistent across racial and ethnic groups, with an overall rating of 73 out of 100 across groups.

Race/ethnicity

Average rating of recycling programs on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of recycling programs	Difference from overall
White	528	73	0
Hispanic and/or other race	86	71	-2
Overall	614	73	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in recycling programs ratings

Disaster Response Ratings

Ratings of disaster response and restoration of services differed by race and ethnicity, with Hispanic and/or other race respondents giving ratings eight points lower than the overall rating, while whites gave equivalent ratings.

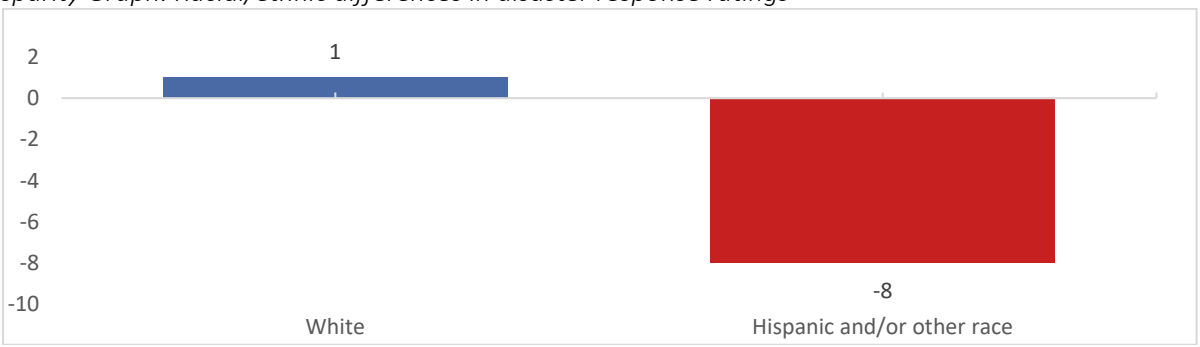
Race/ethnicity

Average rating of disaster response and restoration of services on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of disaster response	Difference from overall
White	528	77	1
Hispanic and/or other race	86	68	-8
Overall	614	76	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in disaster response ratings



Street Maintenance Ratings

Ratings of street maintenance quality differed by race and ethnicity, with Hispanic and/or other race respondents giving ratings seven points lower than the overall rating, while whites gave equivalent ratings.

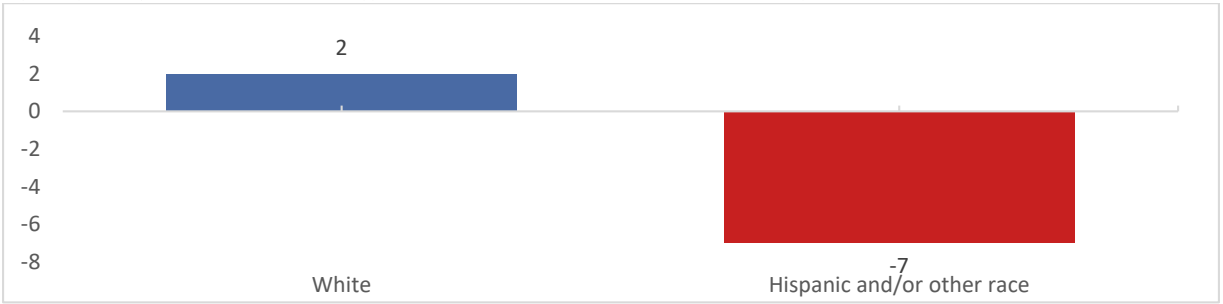
Race/ethnicity

Average rating of street maintenance on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of street maintenance	Difference from overall
White	528	68	2
Hispanic and/or other race	86	59	-7
Overall	614	66	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in street maintenance ratings



Sidewalk Condition

To examine differences in sidewalk condition by area income, the census tracts were grouped based on median income to create five area income categories. Overall, roughly a third of sidewalks were rated in good condition in the most recent inspection by the City of Fort Collins' Planning, Development, and Transportation Department, but significant differences were found based on census tract income. While sidewalk condition in the lowest income group did not differ significantly from sidewalk condition overall,

sidewalks in the middle three income groups were all rated significantly lower than the overall rating, although the differences were small. Sidewalks in the top income group were rated significantly higher than the overall rating, however, and the difference was larger.

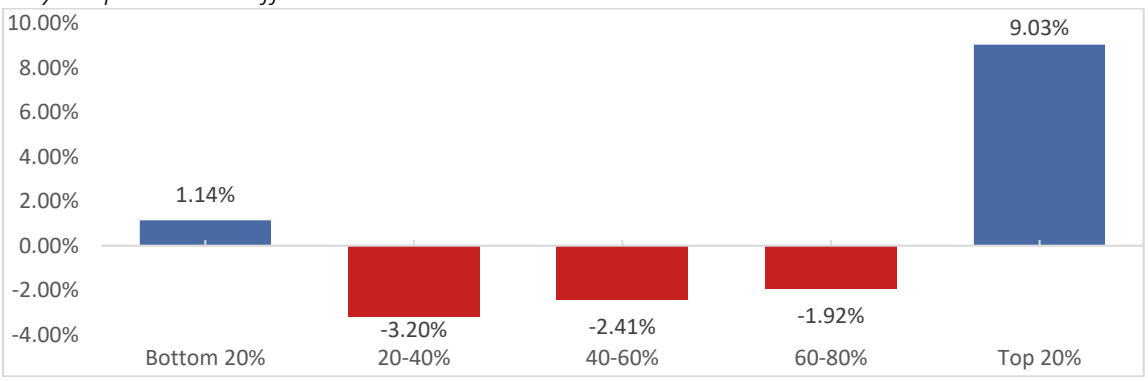
Income

Percent of sidewalks rated as in good condition, 2020
City of Fort Collins Planning, Development, and Transportation Department

Income group by census tract	Number of sidewalks rated	Number in good condition	Percent in good condition	Difference from overall
Bottom 20%	5,234	1,706	32.59%	1.14%
20-40%*	8,570	2,421	28.25%	-3.20%
40-60%*	7,326	2,128	29.05%	-2.41%
60-80%*	9,484	2,801	29.53%	-1.92%
Top 20%*	6,346	2,569	40.48%	9.03%
Overall	36,960	11,625	31.45%	-

*Statistically significant at $p < .05$

Disparity Graph: Income differences in sidewalk condition



Sidewalk ADA Accessibility

Sidewalk ADA compliance was determined based on a number of factors including condition, width, and slope. Analysis of the most recent inspection data by the City of Fort Collins' Planning, Development, and Transportation Department found that a little more than half of sidewalks in Fort Collins were ADA compliant, while just over four in 10 were not. Significant differences in sidewalk ADA compliance were found by census tract income, with sidewalks in the two lowest income groups less likely than sidewalks overall to be ADA compliant and sidewalks in the top three income groups more likely to be compliant.

Disability Status

Percent of sidewalks that were ADA compliant, 2020
City of Fort Collins Planning, Development, and Transportation Department

Accessibility	Number of sidewalks	Percent of sidewalks
ADA compliant	21,510	57%
Not ADA compliant	16,526	43%
Overall	38,036	100%

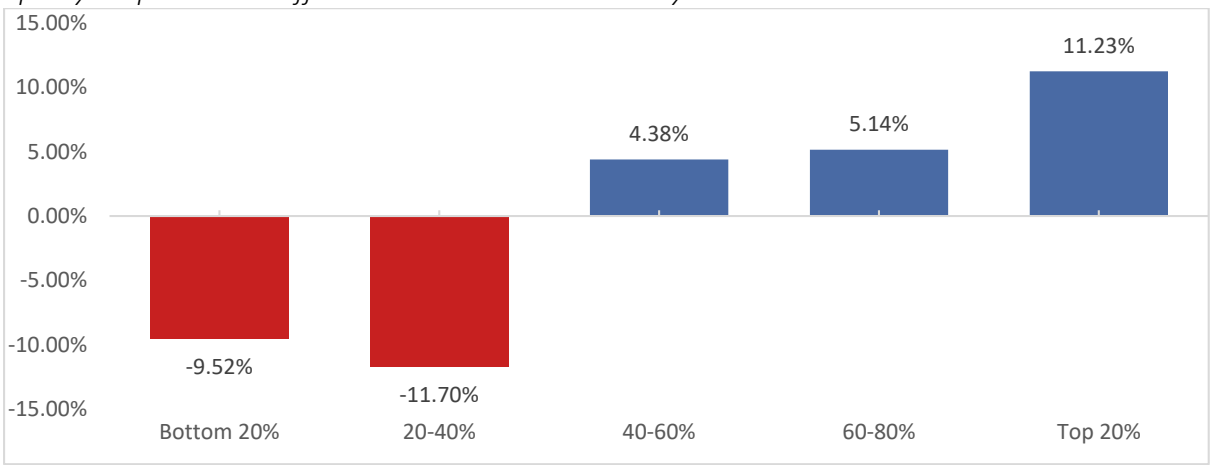
Income

Percent of sidewalks that were ADA compliant, 2020
City of Fort Collins Planning, Development, and Transportation Department

Income group by census tract	Number of sidewalks rated	Number ADA compliant	Percent ADA compliant	Difference from overall
Bottom 20%*	5,411	2,545	47.03%	-9.52%
20-40%*	8,888	3,986	44.85%	-11.70%
40-60%*	7,549	4,600	60.94%	4.38%
60-80%*	9,751	6,016	61.70%	5.14%
Top 20%*	6,437	4,363	67.78%	11.23%
Overall	38,036	21,510	56.55%	-

*Statistically significant at $p < .05$

Disparity Graph: Income differences in sidewalk accessibility



Sidewalk Ramp ADA Accessibility

Sidewalk ramp ADA compliance was determined based on several factors including the presence of truncated domes that warn people where sidewalks end and streets begin. Analysis of the most recent inspection data from the City of Fort Collins' Planning, Development, and Transportation Department found that overall, more than eight in 10 ramps across Fort Collins were not ADA compliant. Differences between income areas were small, although they were significant for the middle and top income groups; ramps in the former were slightly less likely to be compliant, while ramps in the latter were slightly more likely to be compliant.

Disability Status

Percent of sidewalk ramps that were ADA compliant, 2020
City of Fort Collins Planning, Development, and Transportation Department

Accessibility	Number of ramps	Percent of ramps
ADA accessible	3,890	16%
Not ADA accessible	20,359	84%
Overall	24,249	100%

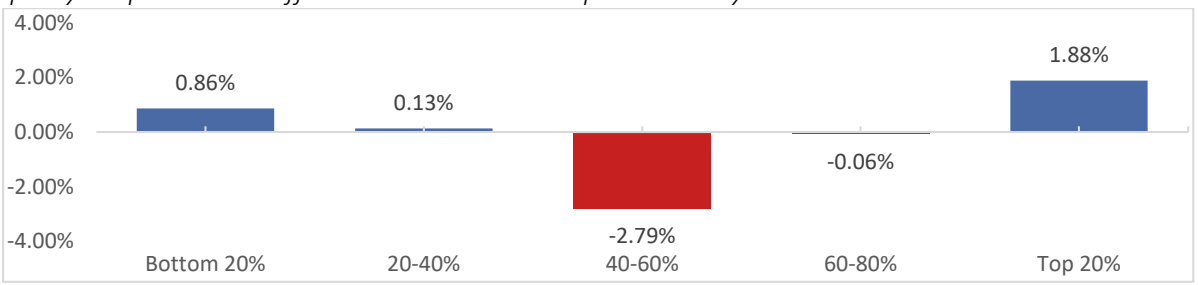
Income

Percent of sidewalks that were ADA compliant, 2020
City of Fort Collins Planning, Development, and Transportation Department

Income group	Number of ramps	Number ADA compliant	Percent ADA compliant	Difference from overall
Bottom 20%	4,608	779	16.91%	0.86%
20-40%	5,547	897	16.17%	0.13%
40-60%*	4,333	574	13.25%	-2.79%
60-80%	5,638	901	15.98%	-0.06%
Top 20%*	4,123	739	17.92%	1.88%
Overall	24,249	3,890	16.04%	-

*Statistically significant at $p < .05$

Disparity Graph: Income differences in sidewalk ramp accessibility



Utility Cost Burden

The utility burden estimate included here is an estimate of the percentage of annual income spent on electricity and water costs; in future, the City of Fort Collins will be working to include cost estimates for natural gas, stormwater, and wastewater to provide a fuller picture of the economic burden utility costs represent for different communities in Fort Collins. Examining water and electricity alone, residents spent roughly 2% of their annual income on utilities, with minimal differences between racial and ethnic groups.

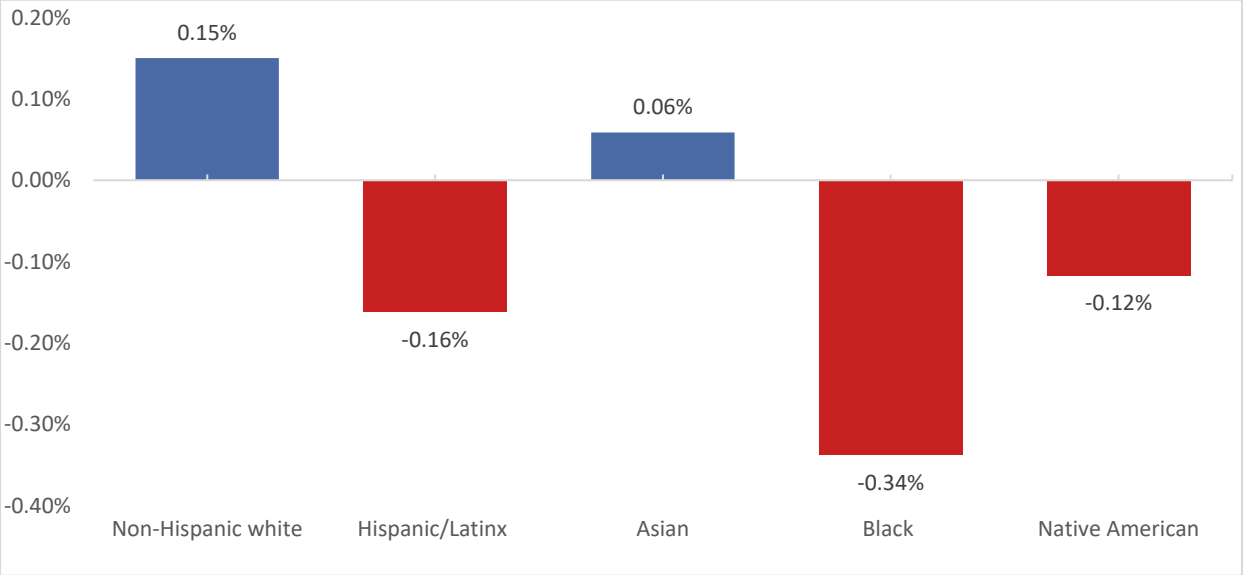
Race/ethnicity

Percentage of annual income spent on water and electricity costs, 2020
Source: City of Fort Collins Utilities Department

Race/ethnicity†	Median income	Median annual utility cost	Utility burden	Difference from overall
Non-Hispanic white	$65,061	$1,078	1.66%	0.15%
Hispanic/Latinx	$49,646	$978	1.97%	-0.16%
Asian	$58,505	$1,023	1.75%	0.06%
Black	$50,614	$1,086	2.15%	-0.34%
Native American	$51,797	$997	1.92%	-0.12%
Overall	$62,132	$1,123	1.81%	

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in utility burden



Library Service Quality Ratings

Libraries are essential for many different communities, providing not only books and written materials, but access to the internet and computers, workshops, entertainment, and a host of other resources. Racial and ethnic disparities were found in ratings of library service quality, however, with Hispanic and/or other race respondents rating library service quality lower than respondents overall.

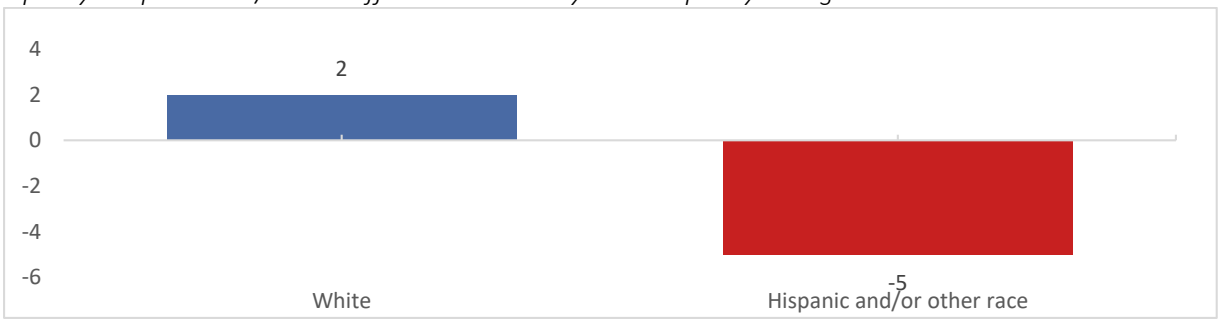
Race/ethnicity

Average rating of the quality of public library services on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity	Number of respondents	Average rating of public library services quality	Difference from overall
White	528	84	2
Hispanic and/or other race	86	77	-5
Overall	614	82	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in library service quality ratings



Parks and Recreation

Park Quality Ratings

Respondents generally gave high ratings to the quality of parks in Fort Collins, and ratings were similar across racial and ethnic groups.

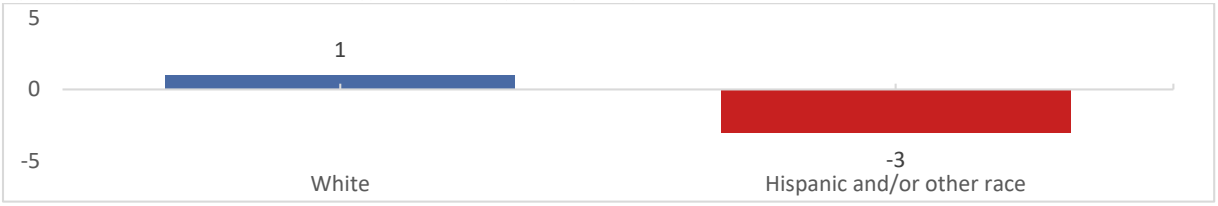
Race/ethnicity

Average rating of park quality on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of park quality	Difference from overall
White	528	88	1
Hispanic and/or other race	86	84	-3
Overall	614	87	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in park quality ratings



Sufficient Proximity to Parks

Neighborhood differences in reported proximity to sufficient parks, natural areas, and open spaces were found, although overall more than three quarters of respondents reported sufficient proximity. Notably, respondents living in Northeast Fort Collins were particularly likely to report a lack of proximity, with the percent reporting that they had sufficient parks and related areas nearby more than 20 percentage points lower than respondents overall. Respondents living in Northwest Fort Collins/Colorado State University and West Central were similarly and most likely to report proximity than other neighborhoods.

Neighborhood

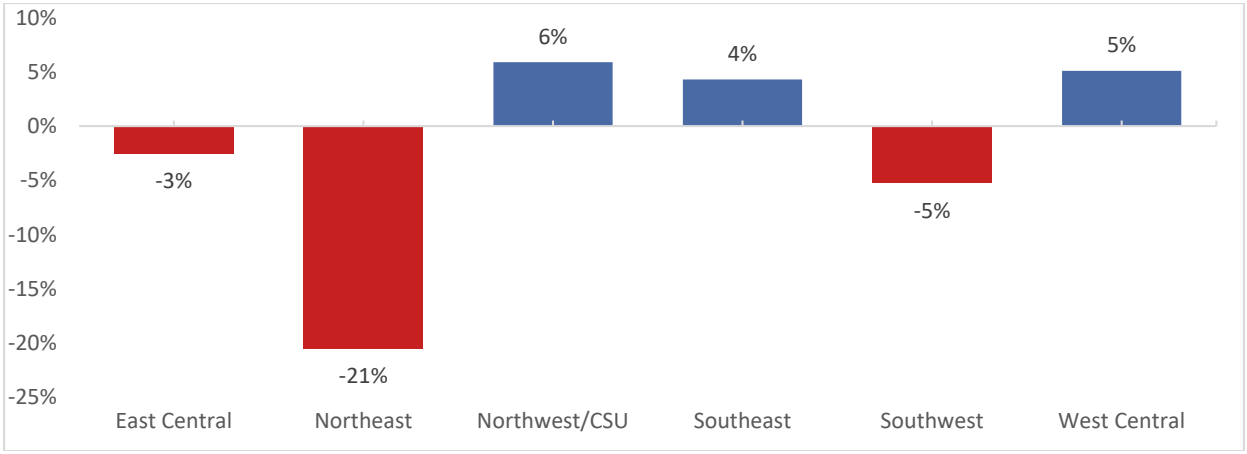
Percent of respondents saying there are sufficient public parks, natural areas, & open spaces within walking distance of their residence, 2019

Source: City of Fort Collins Parks and Recreation Needs Assessment

Neighborhood[†]	Percent reporting sufficient park proximity	Difference from overall
East Central	76.50%	-3%
Northeast	58.50%	-21%
Northwest/CSU	84.90%	6%
Southeast	83.30%	4%
Southwest	73.80%	-5%
West Central	84.10%	5%
Overall	79.00%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in rated proximity to parks



Unprogrammed Outdoor Spaces Needs Met

Unprogrammed outdoor spaces (areas that are intentionally designed to support casual, drop-in use & connection with nature) fulfill a range of needs, and almost 90% of respondents overall reported their needs were fully or mostly met. Few differences were found by neighborhood, with the exception of Southwest, where the percentage of respondents reporting that their needs were met was seven points lower than respondents overall.

Neighborhood

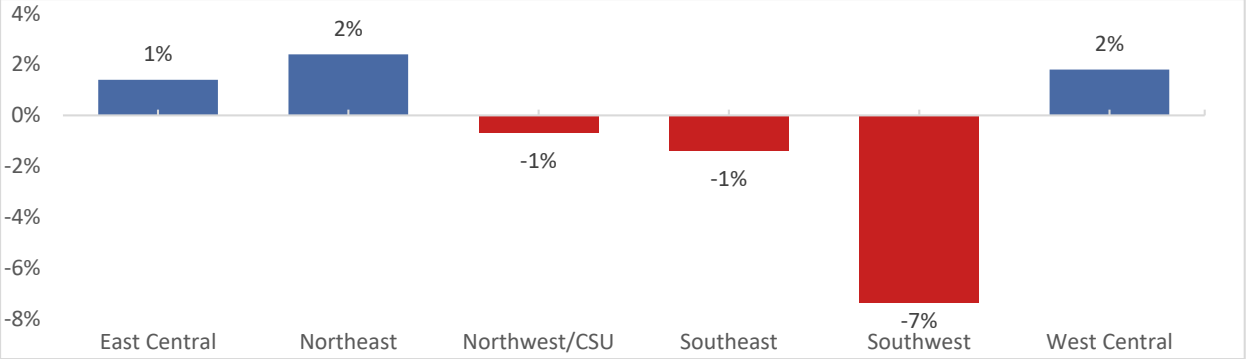
Percent of respondents reporting that their needs for unprogrammed outdoor spaces were fully or mostly met, 2019

Source: City of Fort Collins Parks and Recreation Needs Assessment

Neighborhood[†]	Percent fully or mostly met	Difference from overall
East Central	88.80%	1%
Northeast	89.80%	2%
Northwest/CSU	86.70%	-1%
Southeast	86.00%	-1%
Southwest	80.00%	-7%
West Central	89.20%	2%
Overall	87.40%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in needs met for outdoor space



Paved Trails Needs Met

Paved trails are important for activities like running and biking, but also for people with limited mobility and those using wheelchairs, as unpaved paths are more difficult to navigate. The vast majority of respondents reported that their needs for paved trails were fully or mostly met, although rates were lower than overall for those living in Northeast and Southwest and higher than overall for those in West Central.

Neighborhood

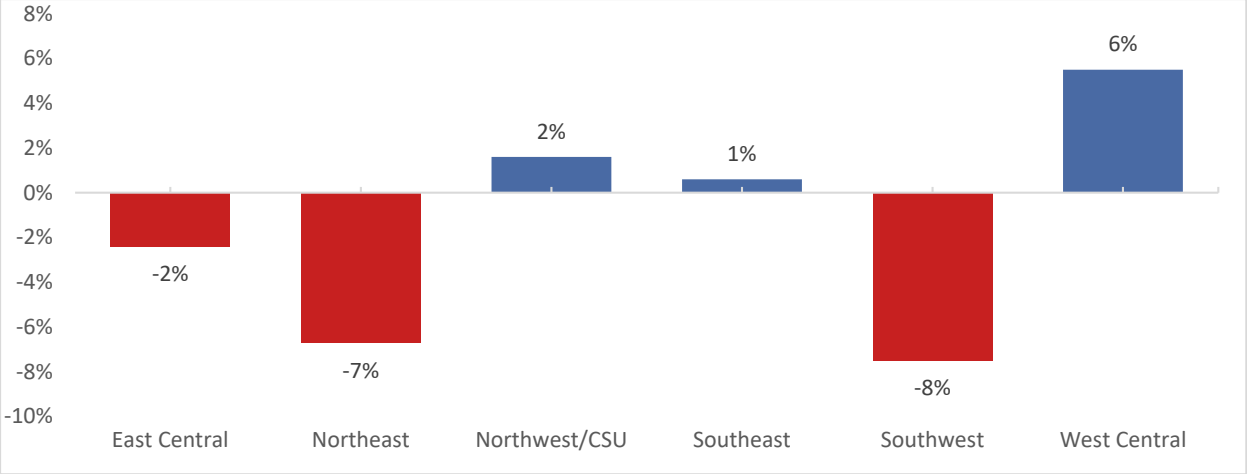
Percent of respondents reporting that their needs for paved trails, multi-use trails are fully or mostly met, 2019

Source: City of Fort Collins Parks and Recreation Needs Assessment

Neighborhood†	Percent fully or mostly met	Difference from overall
East Central	88.00%	-2%
Northeast	83.70%	-7%
Northwest/CSU	92.00%	2%
Southeast	91.00%	1%
Southwest	82.90%	-8%
West Central	95.90%	6%
Overall	90.40%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in needs met for paved trails



Natural Areas Needs Met

The vast majority of respondents reported that their needs for natural areas and wildlife areas were being fully or mostly met, but some differences were found by neighborhood: rates were somewhat lower than overall in Northeast and Southwest, and somewhat higher than overall in West Central.

Neighborhood

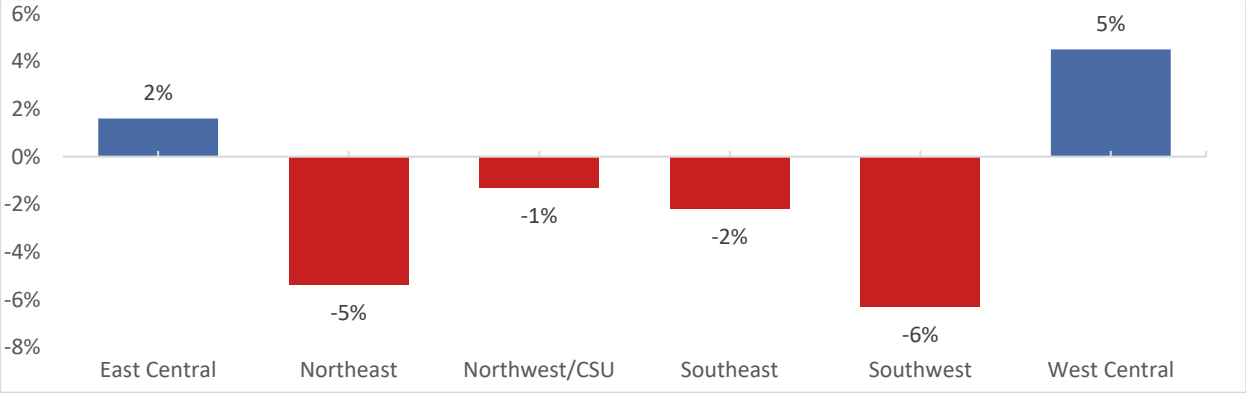
Percent of respondents reporting that their needs for natural areas and wildlife habitats are fully or mostly met, 2019

Source: City of Fort Collins Parks and Recreation Needs Assessment

Neighborhood†	Percent fully or mostly met	Difference from overall
East Central	86.00%	2%
Northeast	79.00%	-5%
Northwest/CSU	83.10%	-1%
Southeast	82.20%	-2%
Southwest	78.10%	-6%
West Central	88.90%	5%
Overall	84.40%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in needs met for natural areas



Youth Recreation Program Quality Ratings

Differences in respondents' ratings of the quality of youth recreation programs were found, with Hispanic and/or other race respondents rating them six points lower than respondents overall, while ratings for whites were similar to overall ratings.

Race/ethnicity

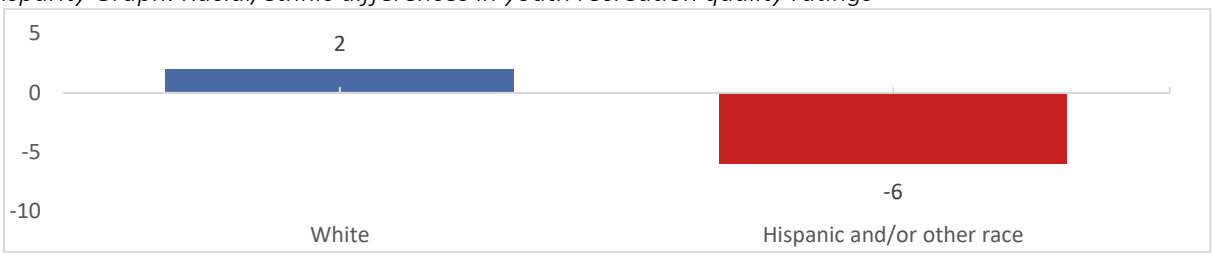
Average rating of youth/teen recreation program quality on a scale of 0 to 100, 2019

Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of youth/ teen program quality	Difference from overall
White	528	78	2
Hispanic and/or other race	86	70	-6
Overall	614	76	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in youth recreation quality ratings



Social Inclusion

Eight measures of social inclusion were examined in the areas of community and City inclusiveness, most of which were drawn from surveys of the Fort Collins community. The findings suggest that Hispanic and/or non-white Fort Collins community members (i.e., people of color) may have felt somewhat less respect and acceptance from the City and the broader Fort Collins community than community members overall while white community members did not; however, Hispanic and/or non-white respondents were generally equally likely to report being engaged with their neighbors. In addition to survey measures, residential segregation was examined, and the majority of census tracts in Fort Collins were found to have disproportionate racial or ethnic composition when compared to the general Fort Collins population.

Table 17. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	0 (0%)	7 (100%)	0 (0%)
Hispanic/Latinx	0 (0%)	1 (100%)	0 (0%)
Asian or Pacific Islander	n/a	n/a	n/a
Black	n/a	n/a	n/a
Native American	n/a	n/a	n/a
Other	n/a	n/a	n/a
Non-Hispanic, Non-White	0 (0%)	1 (100%)	0 (0%)
Hispanic and/or Other Race	1 (17%)	3 (50%)	2 (33%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

Community

Openness and Acceptance Ratings

In general, respondents reported finding the community to be moderately open and accepting of people from diverse backgrounds, a rating of 65 out of 100. However, Hispanic and/or other race respondents reported finding the community to be less open and accepting than respondents overall.

Race/ethnicity

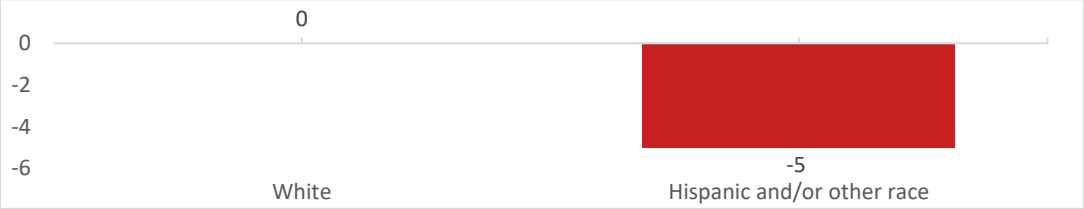
Average rating of the openness and acceptance of the community toward people of diverse backgrounds on a scale of 0 to 100, 2019

Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of openness and acceptance	Difference from overall
White	528	65	0
Hispanic and/or other race	86	60	-5
Overall	614	65	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in rated openness and acceptance of the community



Attending Neighborhood Events

Approximately half of respondents overall reported having attended a neighborhood event in the past year, but rates were eight percentage points higher among respondents of color.

Race/ethnicity

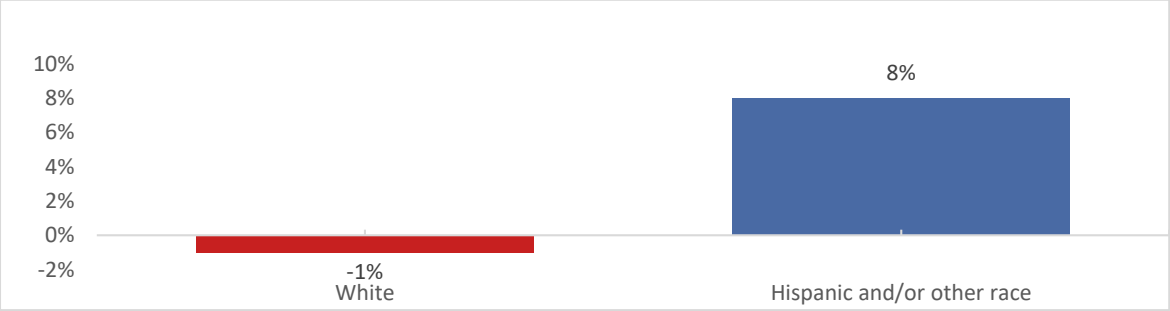
Percent of survey respondents who reported having attended a neighborhood-sponsored event in the last 12 months, 2019

Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Percent who attended a neighborhood event	Difference from overall
White	528	47%	-1%
Hispanic and/or other race	86	56%	8%
Overall	614	48%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in attending neighborhood events



Interacting with Neighbors

The vast majority of both white and Hispanic and/or other race respondents reported having talked to or visited with their neighbors—approximately nine in 10.

Race/ethnicity

Percent of survey respondents who reported having talked to or visited with their immediate neighbors in the last 12 months, 2019

Source: Fort Collins Community Survey

Race/ethnicity[†]	Number of respondents	Percent who interacted with neighbors	Difference from overall
White	528	90%	1%
Hispanic and/or other race	86	89%	0%
Overall	614	89%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in interacting with neighbors

Neighbor Relationships

Differences were found in the extent to which respondents reported having relationships with their neighbors. Overall, just over half of respondents reported having a relationship with their neighbors, but the rate was almost 17 percentage points lower for non-Hispanic non-white respondents. Likely due to small sample sizes, however, these differences were not statistically significant.

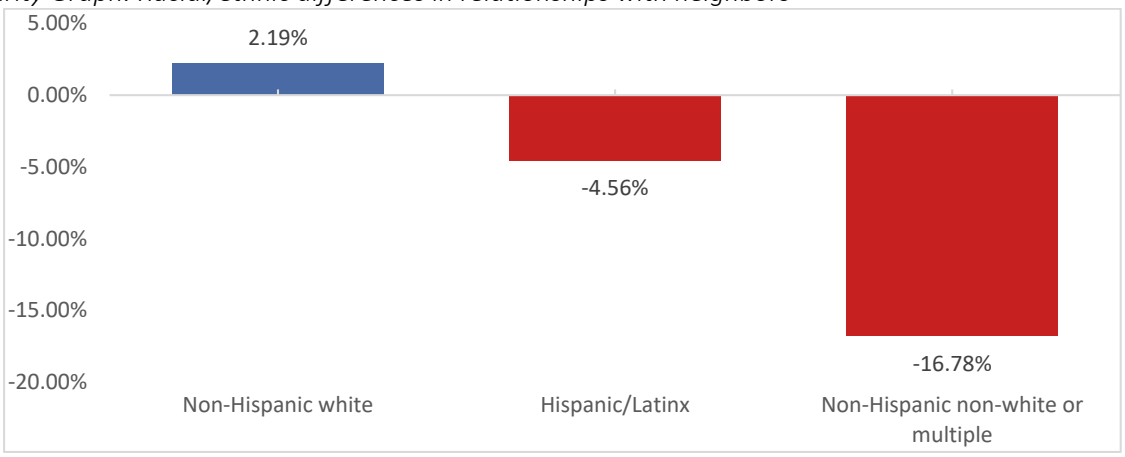
Race/ethnicity

Percent of individuals reporting that they have a relationship with their neighbors, 2020
Source: City of Fort Collins Our Climate Future Demographic Survey†

Race/ethnicity	Number of respondents	Number reporting relationship with neighbors	Percent reporting relationship with neighbors	Difference from overall
Non-Hispanic white	253	147	58%	2.19%
Hispanic/Latinx	37	19	51%	-4.56%
Non-Hispanic non-white or multiple	23	9	39%	-16.78%
Overall	313	175	56%	

† Note that the Our Climate Future Demographic Survey was conducted as part of a larger community engagement strategy and may not be fully representative of all segments of the population

Disparity Graph: Racial/ethnic differences in relationships with neighbors



Helping Neighbors

Helping neighbors is an important aspect of inclusiveness, and approximately three in four respondents across racial and ethnic groups reported having done a favor for a neighbor in the past year.

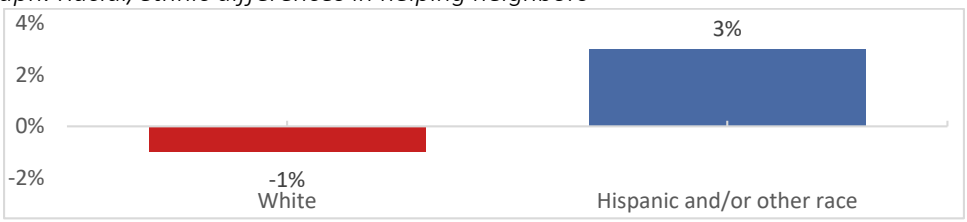
Race/ethnicity

Percent of survey respondents who reported having done a favor for a neighbor in the last 12 months, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Percent who did a favor for a neighbor	Difference from overall
White	528	75%	-1%
Hispanic and/or other race	86	79%	3%
Overall	614	76%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in helping neighbors



Residential Segregation

Residential segregation was examined by looking at the racial and ethnic composition of each census tract in Fort Collins and then comparing it to the racial and ethnic composition of the city as a whole. A tract was considered over-representative of a given racial or ethnic group if the percentage of people from that group was 10% or more above the percentage of that group in the general population. By that metric, almost two-thirds of census tracts in Fort Collins were not representative.

Race/ethnicity

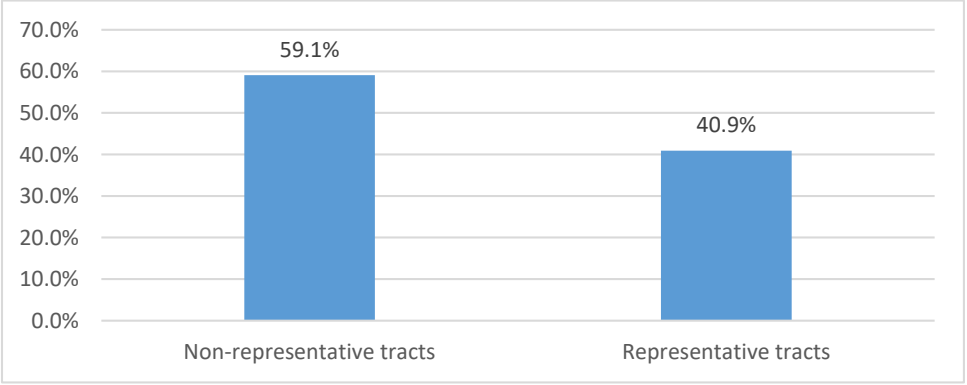
Percent of tracts where the racial/ethnic composition of the tract is representative or non-representative (10% higher or more) of the general population in Fort Collins, 2019
Source: American Community Survey 5-year estimates

Racial/ethnic representativeness[†]	Number of tracts	Percent of tracts
Non-representative tracts[‡]	26	59.1%
White-overrepresented	5	11.4%
Hispanic/Latinx overrepresented	16	36.4%
Non-Hispanic non-white overrepresented	9	20.5%
Representative tracts	18	40.9%
Total tracts	44	100%

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

[‡] The total number of non-representative tracts is smaller than the number of non-representative tracts for individual racial/ethnic groups because in some tracts both Hispanic/Latinx and non-Hispanic, non-white individuals were overrepresented

Graph: Racial/ethnic representativeness by census tract



City Inclusiveness

City Fosters Belonging Ratings

Respondents overall reported that the City was moderately likely to create a welcoming, inclusive community that fosters a sense of belonging, a rating of 65 out of 100. However, perceptions were somewhat more negative among respondents of color, who gave ratings five points lower than respondents overall.

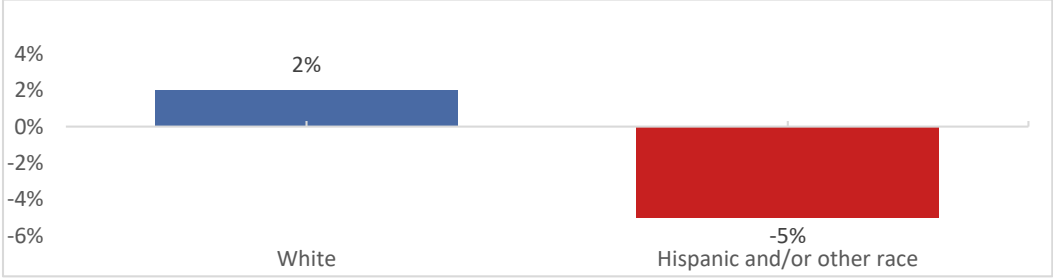
Race/ethnicity

Average rating of the extent to which the City of Fort Collins creates a welcoming, inclusive community where all community members feel a sense of belonging on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of whether City fosters belonging	Difference from overall
White	528	67	2
Hispanic and/or other race	86	60	-5
Overall	614	65	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in ratings of the extent to which the City fosters belonging



City Respects All Ratings

Overall, respondents rated the City as moderately likely to demonstrate respect for all community members regardless of their characteristics, a rating of 67 out of 100. The rating was similar across racial and ethnic groups.

Race/ethnicity

Average rating of the extent to which the City of Fort Collins respects all community members regardless of race/ethnic background, gender, religion, age, disability, sexual orientation, or marital status on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of City's respect for all communities	Difference from overall
White	528	68	1
Hispanic and/or other race	86	63	-4
Overall	614	67	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in perceptions that the City shows respect for all

Transportation

Within transportation, 11 measures examined the areas of commuting, personal transportation, and public transportation.[10] Findings for transportation measures did not follow predictable patterns by race and ethnicity, with considerable variation among groups and few consistent patterns in terms of whether people of color, and within those, which groups, differed from the patterns for Fort Collins or Larimer County as a whole. Ratings of the ability to use public transit varied considerably by neighborhood, however, and there were also some differences in ratings of different bus routes.

Table 18. Number (percentage) of measures with more positive, equivalent, or more negative outcomes or perceptions than the overall outcome or perception for each racial and ethnic grouping included

Racial/ethnic group	Number (%) of measures with positive outcomes or perceptions	Number (%) of measures with equivalent outcomes or perceptions	Number (%) of measures with negative outcomes or perceptions
Non-Hispanic White	1 (11%)	8 (89%)	0 (0%)
Hispanic/Latinx	0 (0%)	1 (50%)	1 (50%)
Asian or Pacific Islander	0 (0%)	1 (50%)	1 (50%)
Black	1 (50%)	1 (50%)	0 (0%)
Native American	1 (50%)	1 (50%)	0 (0%)
Other	0 (0%)	1 (50%)	1 (50%)
Non-Hispanic, Non-White	n/a	n/a	n/a
Hispanic and/or Other Race	0 (0%)	5 (71%)	2 (29%)
White, including Hispanic	n/a	n/a	n/a

Data Note: Assessing Differences Between Groups

Wherever possible, statistical testing was conducted in order to see whether differences between the finding for the overall outcome or perception and the finding for each racial and ethnic group included in the data were statistically significant. It should be noted that significance testing was not possible in several circumstances: 1) raw numbers for the different groups were not provided (e.g., percentages only), 2) measures of variance were not provided (e.g., standard error), or 3) for ACS data, standard tables including margins of error were not available and data were pulled from the Microdata portal instead. In keeping with the City's focus on leading with race, ISLG tested for statistical significance for differences based on race and ethnicity only, with the exception of a few select measures.

One thing that is important to keep in mind is that statistical significance is impacted by sample size. There was a very small sample size for a number of measures across the landscape analysis, particularly for racial and ethnic groups that represent a smaller proportion of the population. For that reason, it is possible that meaningful differences were not statistically significant in the data that was able to be included here, but would have been had a larger sample size been possible.

Where statistical testing could not be conducted, ISLG used a set threshold (see *How Information is Reported*) to establish whether or not to call two numerical findings different based on the magnitude of differences that tended to appear as meaningful or significant in the background research reviewed. Despite the use of set thresholds, caution should be used in drawing conclusions about the differences between groups where statistical significance could not be conducted.

[10] Note that this includes two measures each of reported ease of bicycling and reported ease of traveling by public transportation, one looking at Fort Collins and one at Larimer County more broadly.

Commuting

Commute Time

The majority of people living in Fort Collins had commute times under half an hour; only approximately one in seven had longer commutes. The percentage of people with commute times over half an hour was somewhat smaller for Native Americans than the percentage overall, but it was similar to the overall percentage for all other racial and ethnic groups.

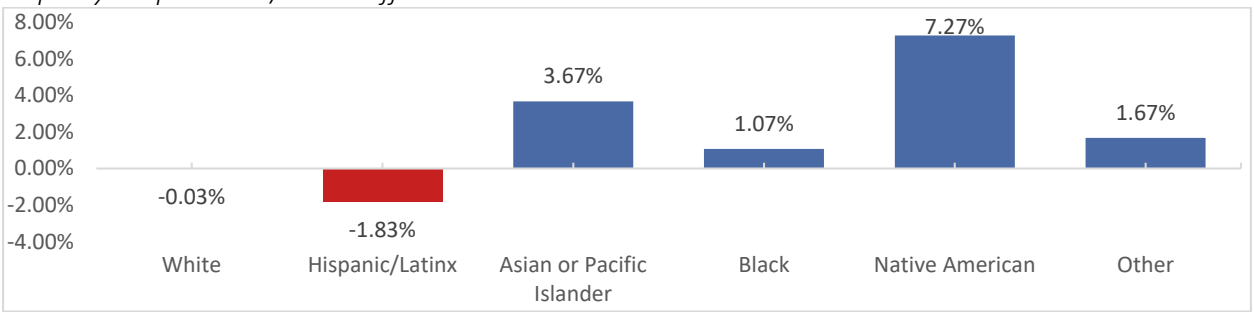
Race/ethnicity

Percent of individuals that have a commute time of 30 minutes or more, 2018
Source: American Community Survey Public Use Microdata Sample 5-year estimates

Race/ethnicity[†]	Population	Number with commutes over 30 minutes	Percent with commutes over 30 minutes	Difference from overall
White	82,633	12,378	15.00%	-0.03%
Hispanic/Latinx	11,133	1,870	16.80%	-1.83%
Asian or Pacific Islander	3,447	388	11.30%	3.67%
Black	1,300	181	13.90%	1.07%
Native American	465	36	7.70%	7.27%
Other	2,052	272	13.30%	1.67%
Overall	101,030	15,125	14.97%	-

[†] Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in commutes over 30 minutes



Personal Transportation

Car Ownership

Access to a vehicle is important for many daily-life tasks, and overall only 4% of households reported not owning a car. Car ownership rates were similar to the overall rate for most racial and ethnic groups, but Asian or Pacific Islander households were more than three times as likely not to own a car as households overall in Fort Collins.

Race/ethnicity

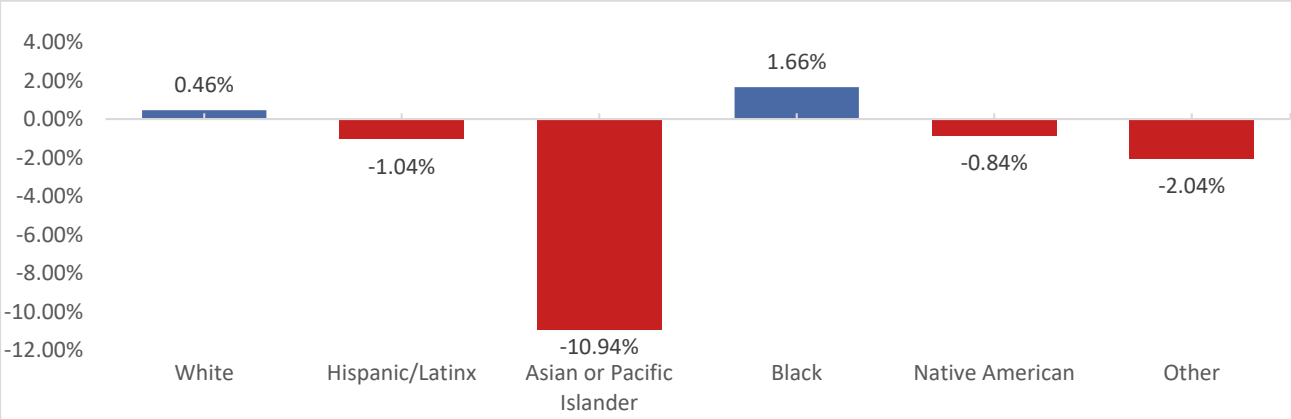
Percent of households lacking access to a personal vehicle, 2018

Source: American Community Survey Public Use Microdata Sample 5-year estimates

Race/ethnicity†	Total households	Number of households lacking access	Percent of households lacking access	Difference from overall
White	68,566	2,533	3.70%	0.46%
Hispanic/Latinx	7,026	368	5.20%	-1.04%
Asian or Pacific Islander	1,984	299	15.10%	-10.94%
Black	567	14	2.50%	1.66%
Native American	444	22	5.00%	-0.84%
Other	1689	104	6.20%	-2.04%
Overall	80,276	3,340	4.16%	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in car ownership



Reported Ease of Driving

Overall, respondents rated it only somewhat easy to drive in Fort Collins, a rating of 58 out of 100. Hispanic and/or other-race respondents reported that it was more difficult to drive in Fort Collins than respondents overall, however.

Race/ethnicity

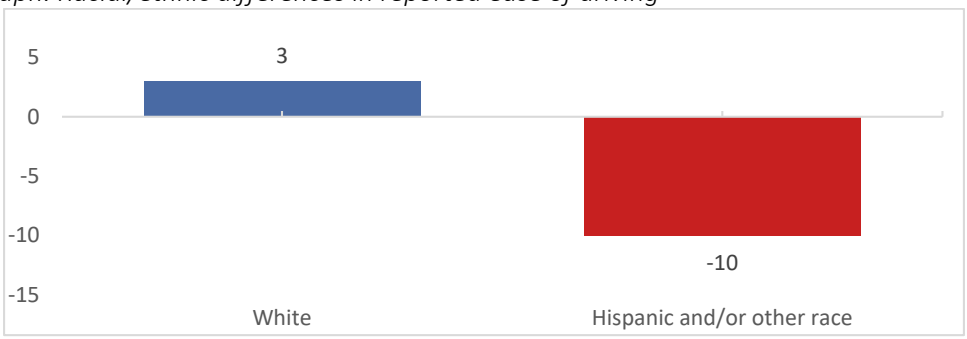
Average rating of ease of driving in Fort Collins on a scale of 0 to 100, 2019

Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of ease of driving	Difference from overall
White	528	61	3
Hispanic and/or other race	86	48	-10
Overall	614	58	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in reported ease of driving



Reported Ease of Biking

Respondents reported that it was fairly easy to travel by bicycle in Fort Collins, a rating of 81 of 100, and ratings were similar across racial and ethnic groups. For Larimer County, however, respondents of color reported that it was somewhat more difficult to travel by bicycle than respondents overall, but this difference was not statistically significant.

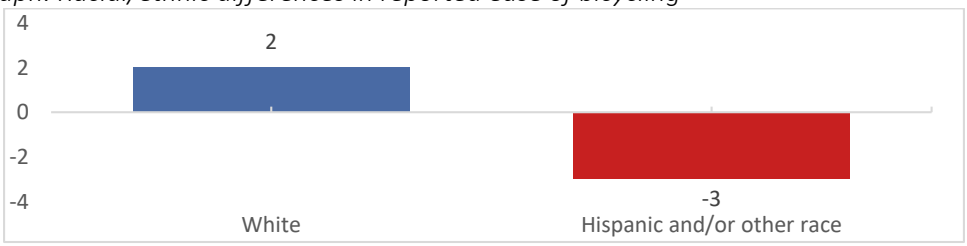
Race/ethnicity

Average rating of ease of traveling by bicycle in Fort Collins on a scale of 0 to 100, 2019
Source: Fort Collins Community Survey

Race/ethnicity†	Number of respondents	Average rating of ease of traveling by bicycle	Difference from overall
White	528	83	2
Hispanic and/or other race	86	78	-3
Overall	614	81	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in reported ease of bicycling



Race/ethnicity (Larimer County)

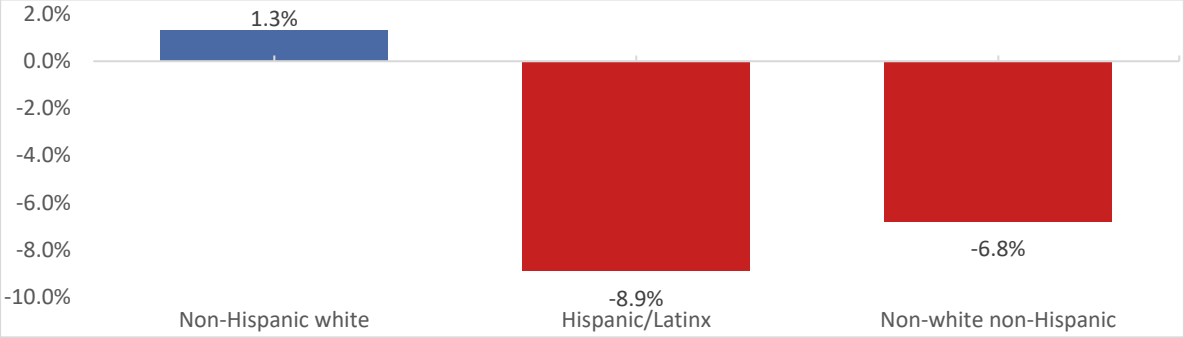
Percent of individuals who agree or strongly agree that it is easy to bike in their community (Larimer County), 2019

Source: Health District of Northern Larimer County Community Health Survey, 2019

Race/ethnicity	Number of respondents	Percent reporting ease of biking	Difference from overall
Non-Hispanic white	2,231	80.7%	1.3%
Hispanic/Latinx or other race[†]	224	71.3%	-8.1%
Hispanic/Latinx	133	70.5%	-8.9%
Non-white non-Hispanic	91	72.6%	-6.8%
Overall	2,455	79.4%	-

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in reported ease of bicycling



Reported Walkability

While the majority of respondents agreed or strongly agreed that it was easy to walk in their community, there were differences by race and ethnicity. Hispanic/Latinx and non-white respondents were significantly less likely to agree that it was easy to walk in their community than respondents overall.

Race/ethnicity (Larimer County)

Percent of individuals who agree or strongly agree that it is easy to walk in their community, 2019

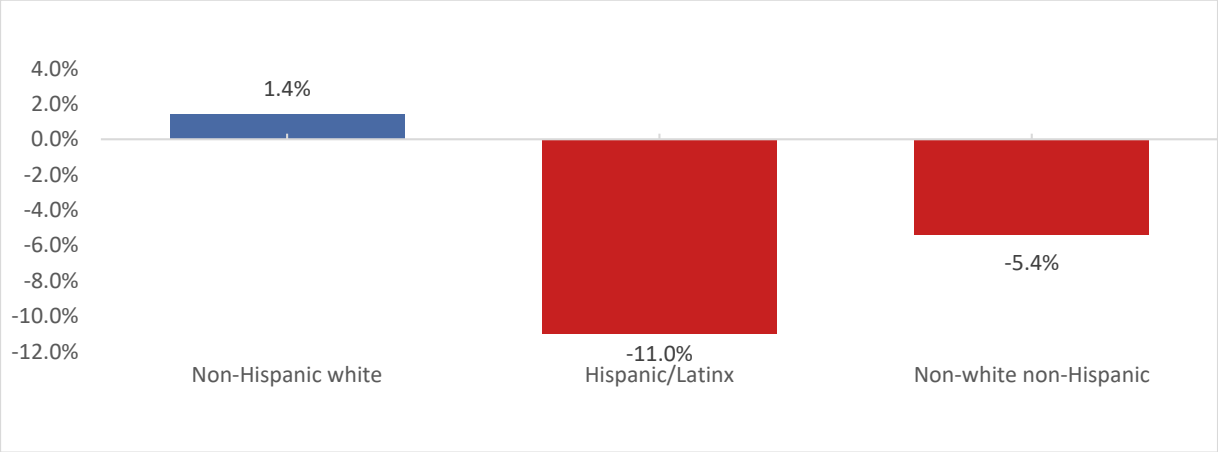
Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent reporting walkability	Difference from overall
Non-Hispanic white	2,231	85.1%	1.4%
Hispanic/Latinx or other race*[†]	224	74.7%	-9.0%
Hispanic/Latinx	133	72.7%	-11.0%
Non-white non-Hispanic	91	78.3%	-5.4%
Overall	2,455	83.7%	-

*Statistically significant at $p < .05$

[†] Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in reported walkability



Public Transportation

Reported Ease of Traveling by Public Transportation

Respondents reported that it was somewhat easy to travel by public transportation in Fort Collins, and it received an overall rating of 56 out of 100. Similarly, within Larimer County as a whole approximately a third of respondents reported that it was easy to ride public transit. Ratings of ease of traveling were fairly similar across racial and ethnic groups in both geographies, but there were differences by Fort Collins neighborhood with respondents giving the lowest ratings in Southeast and the highest in Southwest.

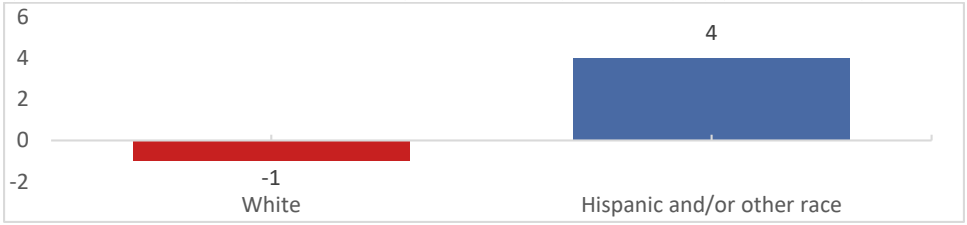
Race/ethnicity

Average rating of the ease of traveling by public transportation on a scale of 0 to 100
Source: Fort Collins Community Survey, 2019

Race/ethnicity†	Number of respondents	Average rating of ease of traveling by public transit	Difference from overall
White	528	55	-1
Hispanic and/or other race	86	60	4
Overall	614	56	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Racial/ethnic differences in reported ease of traveling by public transportation



Race/ethnicity (Larimer County)

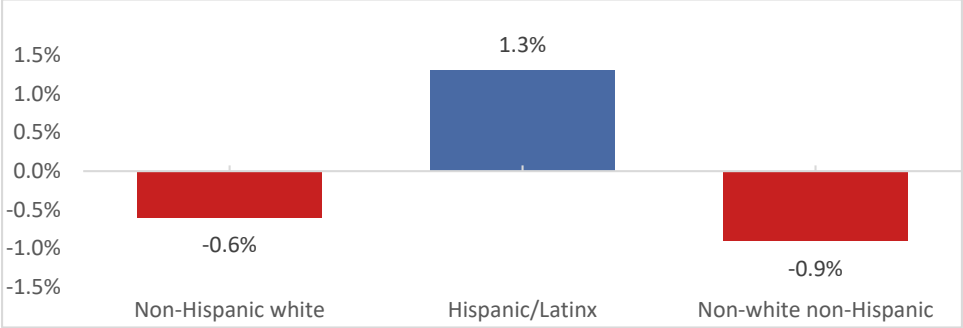
Percent of individuals who agree or strongly agree that it is easy to ride public transit in their community, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent reporting ease of riding public transit	Difference from overall
Non-Hispanic white	2,231	34.0%	-0.6%
Hispanic/Latinx or other race†	224	35.1%	0.5%
Hispanic/Latinx	133	35.9%	1.3%
Non-white non-Hispanic	91	33.7%	-0.9%
Overall	2,455	34.6%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in reported ease of traveling by public transportation



Neighborhood

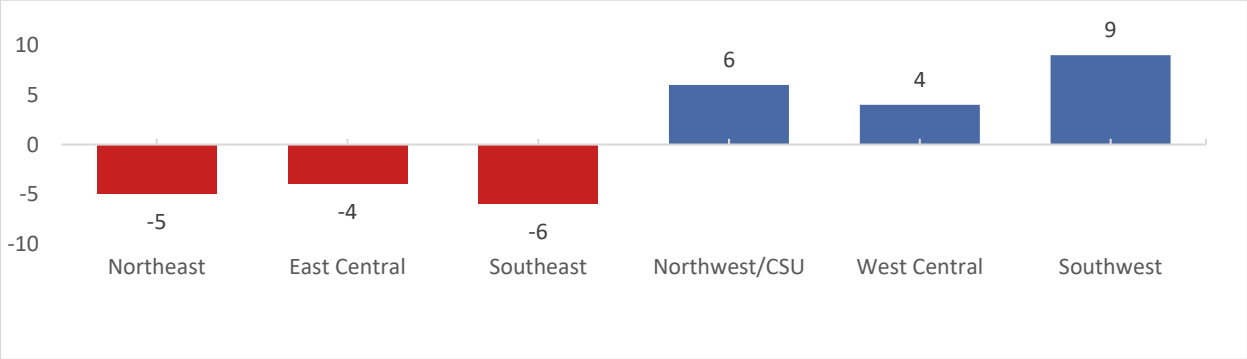
Average rating of the ease of traveling by public transportation on a scale of 0 to 100

Source: Fort Collins Community Survey, 2019

Neighborhood†	Number of respondents	Average rating of ease of traveling by public transit	Difference from overall
Northeast	78	51	-5
East Central	144	52	-4
Southeast	103	50	-6
Northwest/CSU	1,689	62	6
West Central	131	60	4
Southwest	29	65	9
Overall	626	56	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Neighborhood differences in reported ease of traveling by public transportation



Reported Public Transit Connectivity

Overall, only approximately a quarter of respondents across Larimer County reported that they were able to get where they needed to go by public transportation. No significant differences were found by race and ethnicity or by sexual orientation, although reported access was lower for non-white, non-Hispanic respondents.

Race/ethnicity (Larimer County)

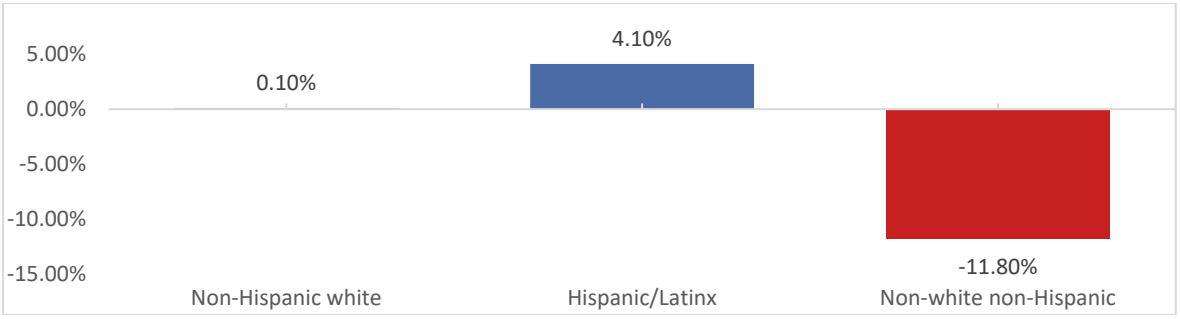
Percent of individuals who agree or strongly agree that they can get where they need to go by public transportation, 2019

Source: Health District of Northern Larimer County Community Health Survey

Race/ethnicity	Number of respondents	Percent able to access needs	Difference from overall
Non-Hispanic white	2,231	28.3%	0.1%
Hispanic/Latinx or other race†	224	26.5%	-1.7%
Hispanic/Latinx	133	32.3%	4.1%
Non-white non-Hispanic	91	16.4%	-11.8%
Overall	2,455	28.2%	-

† Due to small sample size, Hispanic/Latinx and non-white non-Hispanic groups were combined for statistical significance testing

Disparity Graph: Racial/ethnic differences in reported access to needs by public transportation



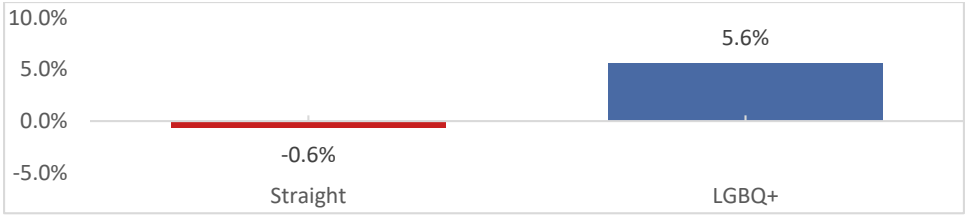
Sexual Orientation (Larimer County)

Percent of individuals who agree or strongly agree that they can get where they need to go by public transportation, 2019

Source: Health District of Northern Larimer County Community Health Survey

Sexual orientation	Number of respondents	Percent able to access needs	Difference from overall
Straight	2,419	27.6%	-0.6%
LGBQ+	100	33.8%	5.6%
Overall	2,519	28.2%	-

Disparity Graph: Sexual orientation differences in access to needs by public transportation



Bus Service Frequency Ratings

Ratings of satisfaction with bus service frequency on a scale of 1 to 4 were examined by bus route in Transfort's on-board survey of riders. While ratings were similar across most routes, they were noticeably lower for Route 14, suggesting that riders of that route may be less able to get where they need to go in a timely fashion.

Bus route

Ratings of satisfaction with the frequency of bus service on a scale of 1 to 4, 2017

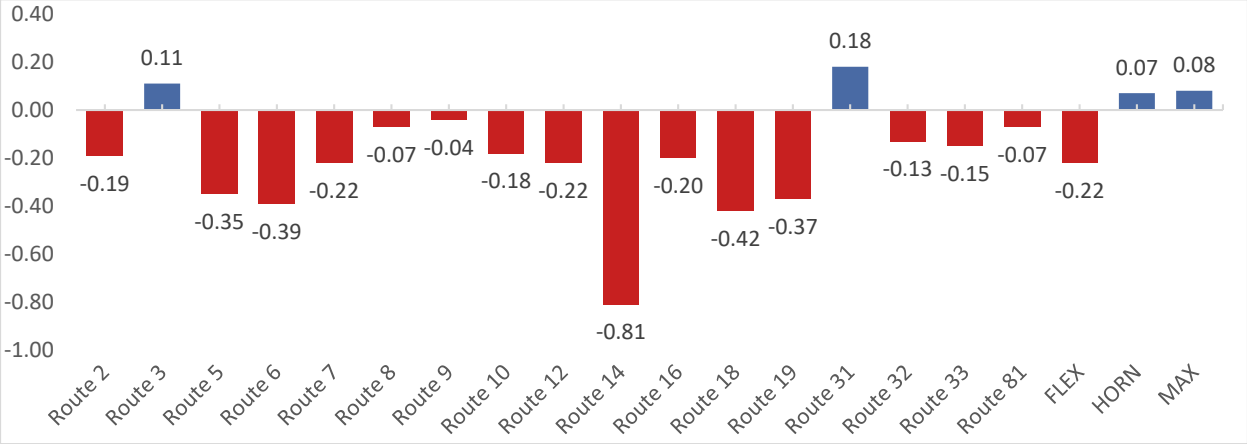
Source: City of Fort Collins Transfort Onboard and Paratransit Surveys

Route[†]	Number of respondents	Frequency of service rating	Difference from overall
Route 2	174	2.78	-0.19
Route 3	295	3.08	0.11
Route 5	60	2.62	-0.35
Route 6	76	2.58	-0.39
Route 7	116	2.75	-0.22
Route 8	109	2.90	-0.07
Route 9	27	2.93	-0.04
Route 10	26	2.79	-0.18
Route 12	48	2.75	-0.22
Route 14	49	2.16	-0.81
Route 16	72	2.77	-0.20
Route 18	49	2.55	-0.42
Route 19	85	2.60	-0.37
Route 31	518	3.15	0.18

Route 32	149	2.84	-0.13
Route 33	11	2.82	-0.15
Route 81	65	2.90	-0.07
FLEX	140	2.75	-0.22
HORN	289	3.04	0.07
MAX	944	3.05	0.08
Overall	3,302	2.97	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Differences in rated bus frequency by bus route



Bus Access to Key Destinations Ratings

Ratings of satisfaction with the ability to access key destinations on a scale of 1 to 4 were examined by bus route in Transfort's on-board survey of riders. While ratings were similar across most routes, they were noticeably lower for Rough 14 and higher for Route 33, suggesting that the ability to access key destinations may vary by route.

Bus route

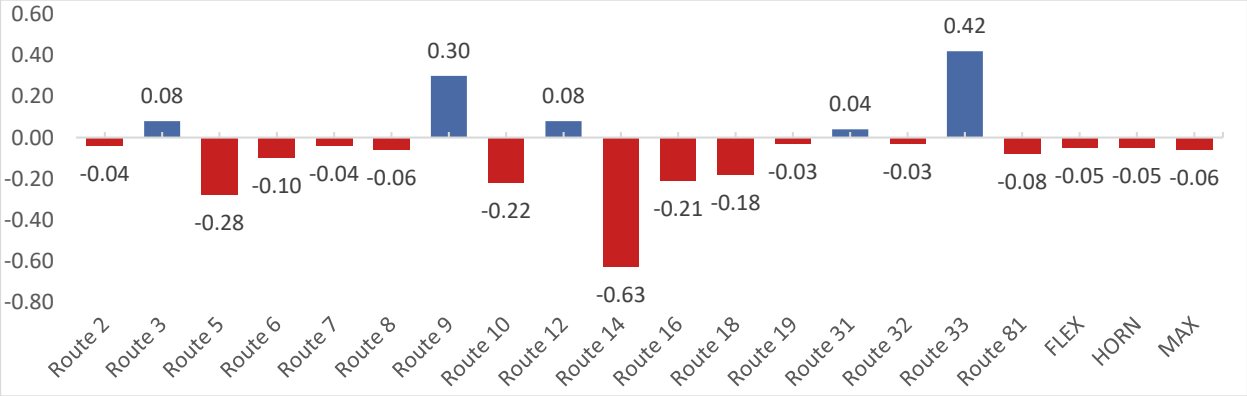
Ratings of satisfaction with access to key destinations on a scale of 1 to 4, 2017
Source: City of Fort Collins Transfort Onboard and Paratransit Surveys

Route†	Number of respondents	Access to key destinations	Difference from overall
Route 2	174	3.18	-0.04
Route 3	295	3.30	0.08
Route 5	60	2.94	-0.28
Route 6	76	3.12	-0.10
Route 7	116	3.18	-0.04
Route 8	109	3.16	-0.06
Route 9	27	3.52	0.30
Route 10	26	3.00	-0.22

Route 12	48	3.30	0.08
Route 14	49	2.59	-0.63
Route 16	72	3.01	-0.21
Route 18	49	3.04	-0.18
Route 19	85	3.19	-0.03
Route 31	518	3.26	0.04
Route 32	149	3.19	-0.03
Route 33	11	3.64	0.42
Route 81	65	3.14	-0.08
FLEX	140	3.17	-0.05
HORN	289	3.17	-0.05
MAX	944	3.16	-0.06
Overall	3,302	3.22	-

† Statistical significance testing was not conducted for this measure, so caution is advised in interpreting results

Disparity Graph: Differences in rated access to key destinations by bus route



Equity Indicators

How Indicators Were Selected

ISLG used community and other stakeholder input to select a final pool of potential Equity Indicators from the measures included in the final landscape analysis. In addition to the general criteria for including measures in the landscape analysis, the following criteria were used to determine whether measures could serve as Equity Indicators:

1. Are data collected on a regular basis (e.g., annually, every three years)? If not, it is not possible to track change over time.
2. Is it clear what an increase or a decrease in the measure would mean? If not, the City will not be able to interpret what changes mean.

Most measures that involve complaint or reporting data would not meet the second criteria because it is not possible to determine whether an increase means that the problems are greater or whether some people are more empowered to file a complaint or more comfortable making a report. For example, in some places it is the most affluent neighborhoods that generate the most complaints about things like street maintenance, yet quality is not worse in their neighborhoods—they are simply more willing or able to file a complaint. With that in mind, if the number of complaints increases in a neighborhood, it could mean the condition is worsening, but it could also mean that residents were provided with information or resources to file complaints or in other ways empowered to do so. Another example is crime rates. Crime rates can be driven by both the actual number of crimes and the number of people reporting crimes. What that means is that an increase in crime rates could be showing that more crimes are being committed or it could be showing that people are more comfortable reporting crimes to police, which could be an indication of greater trust in police. For that reason, without more information it would not be possible to determine whether an increase in crime rates in a given neighborhood was good or bad.

The majority of measures met these criteria, meaning that they were eligible to be included as Equity Indicators. To select which indicators should be included, ISLG first used community survey selections, and then supplemented those selections with suggestions for new measures from community members and other stakeholders. Survey respondents were provided with the names of all measures identified at the time the survey was fielded and asked which ones they thought should be included as Equity Indicators; the measures selected by a third or more survey respondents were then chosen. Next, ISLG reviewed the suggestions for additional measures provided by community members in surveys and focus groups and by City and County stakeholders including the Fort Collins City Council. While many of those suggestions could not be included in either the landscape analysis or as Equity Indicators due to lack of data availability (see *Findings from Community Input* for more detail), there were also a number that did, with 35 added to the landscape analysis in total. If the measures themselves or the issues they represented surfaced as important across multiple individual sources, they were selected as potential Equity Indicators in addition to being included in the landscape analysis.

Final Equity Indicators

Using the criteria and methodology described above, ISLG identified a pool of 72 measures across the 10 domains as potential Equity Indicators for the City of Fort Collins to track moving forward; the City will select the final set of indicators to be reported and tracked from this initial pool.

Civic Engagement (3 indicators)	
Engagement with Government	Voter turnout
Engagement with Community	Volunteering

	Opportunities to Volunteer Ratings
Criminal Justice and Public Safety (8 indicators)	
Law Enforcement	Criminal Arrest or Citation
	Traffic Citation
	Use of Force in the Population
	Use of Force for Arrestees
	Representation Among Police Officers
	Police Service Quality Ratings
Incarceration and Community Supervision	Jail Incarceration
	Probation
Perceptions of Safety	Neighborhood Safety Ratings
Economic Opportunity (8 indicators)	
Poverty and Food Security	Poverty Status
	Use of Food Assistance Programs
	Worry About Affording Nutritious Meals
Income	Household Income
	Low Income Status
Employment	Unemployment
Business Ownership	Representation Among Business Owners
Childcare	Difficulty Finding Affordable Childcare
Education (13 indicators)	
Academic Achievement	Third Grade Reading Proficiency
	Third Grade Math Proficiency
	AP Enrollment Rates
	SAT Scores
	On-Time High School Graduation
Staff Representation	Teacher Representation
	Principal Representation
School Connections	Student-to-Adult Connections
Barriers to Academic Success	School Discipline
	School-Based Summonses and Arrests
	High School Dropout Rates
Educational Attainment	High School Attainment
	Bachelor's Degree Attainment
Environmental Justice (2 indicators)	
Pollutants	Problems with Unsafe or Unclean Water for Drinking
	Problems with Pollution from Industry
Housing (8 indicators)	
Housing Affordability	Housing Cost Burden
	Worry About Paying Housing Costs
	Use of Housing Assistance
	Needing But Not Using Housing Assistance
	Homeownership
Homelessness	Sheltered Homelessness
	Unsheltered Homelessness
Neighborhood	Access to Basic Needs Ratings

Public Health (10 indicators)	
Access to Care	Uninsured Rates
	Regular Health Care Provider
	Worry About Medical Care Costs
	Delaying Health Care Due to Costs
	Delaying Mental Health Care Due to Costs
	Forgoing Prescription Medication Due to Costs
Physical Health	Poor Physical Health
Mental Health	High Stress
	Current Mental Health Concern
	Suicidality
Services (10 indicators)	
Essential Services	Internet Access
	Utility Cost Burden
	Street Maintenance Ratings
	Sidewalk Condition
	Sidewalk Accessibility
	Sidewalk Ramp Accessibility
	Disaster Response Ratings
	Library Service Quality Ratings
Parks and Recreation	Park Quality Ratings
	Youth Recreation Program Quality Ratings
Social Inclusion (5 indicators)	
Community	Community Openness and Acceptance Ratings
	Attending Neighborhood Events
	Helping Neighbors
	Residential Segregation
City Inclusiveness	City Fosters Belonging Ratings
Transportation (5 indicators)	
Commuting	Commute Time
Personal Transportation	Car Ownership
	Reported Ease of Biking
Public Transportation	Reported Ease of Traveling by Public Transit
	Reported Public Transit Connectivity

While these were the measures currently identified, the City and other stakeholders may wish to supplement or replace specific indicators moving forward based on shifting priorities, data availability, or based on additional feedback from the community or other stakeholders. For example, the Poudre School District hopes to have data on early education such as kindergarten readiness available in future; if so, it is possible that one or more Equity Indicators measuring differences in early education could be included. Changing a subset of indicators is not uncommon among cities using Equity Indicators to track change in disparities; however, ISLG recommends that a clear rationale be provided whenever such a change is made (particularly if it involves replacing indicators).

Next Steps

This report provides baseline findings for the Fort Collins Equity Indicators project as a whole; findings for the final Equity Indicators will also be presented on a public dashboard developed and maintained by the City of Fort Collins. The City will update the findings for these indicators on an ongoing basis moving forward in order to assess progress towards increasing equity within and across the 10 domains. The City will also be using the findings from the Equity Indicators and the Landscape Analysis more broadly to inform decision-making about policy and practice, and guide the allocation of resources by identifying areas where there are greater opportunities for investment and growth. The City will also be beginning the work of conducting root cause analyses to uncover the drivers behind different disparities and work with the community and other stakeholders to develop targeted solutions. ISLG will further support the City in its work by collecting comparison data for other jurisdictions at the local, state, or national level, where possible.

Appendix A

Survey Participant Details

Race/Ethnicity, Country of Origin, and Languages Spoken

The majority of the survey participants (67.1%) identified as non-Hispanic white, while roughly a third identified as a race/ethnicity other than non-Hispanic white. This reflects an oversampling of racial/ethnic minority groups compared to their relative representation in the Fort Collins population (which is 80% non-Hispanic white). Close to 10% of participants were born in a country other than the United States, and 11% speak a language other than English at home (either alone or in addition to English).

Race/Ethnicity

Race/Ethnicity	Frequency	Percent of survey respondents	Percent of Fort Collins population
White	49	67.1%	80.0%
Hispanic/Latinx	6	8.2%	12.1%
Asian or Pacific Islander	3	4.1%	3.4%
Black	8	11.0%	1.4%
Native American	1	1.4%	0.7%
Multiple or other	5	6.9%	2.3%
Prefer not to answer	1	1.4%	n/a

Country of Birth

Were you born in the United States?	Frequency	Percent
Yes	63	86.3%
No	7	9.6%
Prefer not to answer	3	4.1%

Language(s) Spoken

Language	Frequency	Percent
English Only	63	86.3%
Language other than English*	8	11.0%
Prefer not to answer	2	2.8%

*Note that all but two respondents reported speaking English at home in addition to another language

Age, Gender or Gender Identity, and Sexual Orientation

Respondents represented a wide range of ages, with the youngest being 17 years old and the oldest 64 years old. Approximately two thirds of participants identified as women (69.9%), and a quarter identified as men. No participants identified as non-binary, and the vast majority of the men and women in the sample were cisgender, with one participant identifying as a transgender man. Additionally, 16.5% of participants identified as LGBQ+, while 74% identified as heterosexual.

Age

	Minimum	Maximum	Mean
Age	17	64	37.5

Gender/Gender Identity

Gender	Frequency	Percent
Man	19	26.1%
Woman	51	69.9%
Non-binary	0	0.0%
Prefer not to answer	3	4.1%

Transgender status	Frequency	Percent
Cisgender	69	94.6%
Transgender	1	1.4%
Prefer not to answer	3	4.1%

Sexual Orientation

Sexual Orientation	Frequency	Percent
Heterosexual	54	74.0%
LGBQ+	12	16.50%
Prefer not to answer	7	9.50%

Disability or Chronic Health Condition

Close to one in four respondents identified as having a disability or chronic health condition, with 15.1% reporting having a physical/medical condition, and 12.3% reporting a psychological/cognitive condition (note that these categories were not mutually exclusive; some respondents reported experiencing both).

Disability Status

Disability/Chronic Health Condition Overall	Frequency	Percent
Yes	17	23.3%
No	50	68.5%
Prefer Not to answer	6	8.2%

Physical/Medical Disability or Condition	Frequency	Percent
Yes	11	15.1%
No	53	72.6%
Prefer not to answer	9	12.3%

Cognitive/Mental Health Disability or Condition	Frequency	Percent
Yes	9	12.3%
No	55	75.3%
Prefer not to answer	9	12.3%

Education, Student Status, and Tenure

Educational attainment among respondents was high: the majority had a bachelor's or graduate degree (71.3%), while just over a quarter had an associate degree or less; one in 10 had less than a high school degree. Some respondents were current students, with 16.4% currently attending a college or university in Fort Collins. Additionally, the amount of time respondents reported having lived in Fort Collins ranged considerably, with a minimum of 1 year and a maximum of 50 years. The average residential tenure was 13.5 years.

Education

Education	Frequency	Percent
Less than a high school degree	8	10.9%
High school diploma/GED	0	0.0%
Some college or associate degree	13	17.8%
Bachelor's degree	18	24.7%
Graduate degree	34	46.6%
Missing	2	2.7%

Student Status

Student Status	Frequency	Percent
Non-student	57	78.1%
Student	12	16.4%
Prefer not to answer	4	5.4%

Tenure in Fort Collins

	Minimum	Maximum	Mean
Number of Years in Fort Collins	1	50	13.5

Appendix B

Additional Findings from Focus Groups

While focus group participants provided feedback and suggestions for domains and measures that should be included in the landscape analysis and/or as Equity Indictors, participants also spoke about how they and others within their community have been impacted by disparities. While some of these were specific to individual groups, there were also four key themes that emerged across groups: social exclusion, intersecting areas, policies as drivers of disparities, and budgeting and representation within the City of Fort Collins. A brief description of each of these and how they manifested across groups follows.

Key Themes

Social Exclusion

Feeling socially excluded as members of the Fort Collins community came up in all of the focus groups conducted for this project. Community members shared many experiences demonstrating that feeling welcomed and recognized by the broader Fort Collins community was important for their well-being, and that social inclusion cut across all of the other areas. For example, members who attended the focus groups centered on the Hispanic/Latinx, undocumented or mixed-status, religious minority, Native American, and people living with disabilities communities shared experiencing discrimination across a wide range of areas including education, economic opportunity, housing, and criminal justice. In particular, community members across these focus groups shared experiencing how a lack of understanding and/or respect for diversity translated into realities such as the following, each of which came up within one or more focus groups (i) neighbors calling the police due to suspicion about family gatherings or cultural practices, (ii) being viewed in schools by teachers as less capable of educational success and attainment than other students, (iii) bullying in schools, (iv) difficulty in navigating processes such as procuring loans for housing, (v) feeling unsafe about calling social services for unmet needs.

Interestingly, many community members across multiple focus groups (e.g., Asian and Pacific Islander, religious minority, people living with disabilities, LGBTQIA+ communities) specifically named lack of inclusive programming/events in the library and other cultural centers such as Lincoln Center as indicators of exclusion. In particular, community members pointed to a focus on Euro-Centric, white, or Christian-focused programming, or having whites serve as guides to cultures or countries they had experienced as visitors at the expense of those with lived experience.

Intersecting Areas

An important takeaway that arose in multiple focus groups was how interconnected/intersectional each of the areas are and how lived experiences across all of these areas are also deeply intertwined. Participants would name one area as important, and then immediately draw a link between that area and others. For example, members of the LGBTQIA+ community discussed the common difficulty members of their community have in finding LGBTQIA+-inclusive healthcare providers, and how transportation issues made access to inclusive providers even more challenging. After first commenting on the scarcity of inclusive health care providers in Fort Collins, they described how the few that did provide LGBTQIA+ affirming services were often too far from community members' homes and/or not easily accessible by public transportation. Community members living with disabilities also shared how problems related to City Services (e.g., well-maintained sidewalks) were directly implicated in their health (both physical and mental), and how a lack of training on the part of frontline workers (e.g., emergency medical technicians, police) also sometimes translated into discriminatory experiences that impacted their quality of life. As another example, members in the Asian and Pacific Islander group named experiencing disparities in the

area of housing (specifically home ownership and difficulties associated with being approved for a housing loan) as interconnected with both the areas of economic opportunity and social inclusion.

Policies as Drivers of Disparities

A much more systems-oriented takeaway that emerged in five focus groups was the view that multiple disparities experienced by various communities across these 11 areas are linked to policies and laws in place in City of Fort Collins and the state of Colorado writ large. For example, community members who participated in the Asian and Pacific Islander, Hispanic/Latinx, and Native American focus groups named the "U plus 2" occupancy ordinance[11] as having a harmful impact on their community. While this is a law that was ostensibly enacted to avoid over-occupancy complaints and overcrowding, for communities of color and mixed-status communities, in particular, the everyday consequence of this ordinance is that it can mean cultural family arrangements that are against the dominant norms (e.g., intergenerational households) are discouraged or reacted to punitively such as when family gatherings are deemed to be problematic and result in contact with the police. As another example of the intersectionality of areas, participants also noted that economic hardship is one reason that multiple families or extended families might need to live together, and so by prohibiting these living arrangements, the U plus 2 ordinance compounds this economic hardship.

As another example of policies driving inequities, members in the LGBTQIA+ focus group referenced City health care policies that do not recognize the needs of LGBTQIA+ individuals and drive disparities across the areas of public health and social inclusion. Participants in this group explained how healthcare coverage afforded to City employees, as an example, does not include care for transgender-related health needs despite statewide protections for to the LGBTQIA+ community; this exclusion from health care also intersected with a lack of feeling accepted or recognized in the community.

Budgeting and Representation Within the City of Fort Collins

Importantly, a handful of community members across multiple focus groups (e.g., LGBTQIA+, religious minority, Hispanic/Latinx groups, Black) raised concerns that their participation in the focus groups held regularly by the City of Fort Collins did not result seem to result in changes to policy and practice, and, more specifically, to the budget. Participants voiced the opinion that the City's efforts in working towards equity would be more transformative if the budget reflected that commitment more strongly. For example, in the area of housing, community members across groups cited a lack of affordable housing as a driver of disparities, but felt that the City's budget suggested it was moving away from investing in affordable housing, which may further exacerbate inequity.

Community members also named a lack of diverse representation across departments within the City of Fort Collins as a driver of disparities as this meant that their concerns and recommendations were not well understood or shared by those with governing power over their lives. For example, in one of the focus groups, participants named that the most diverse department was the Utilities Department, while in another, participants noted that were no LGBTQIA+ specific positions in the City government.

[11] The U plus 2 occupancy ordinance restricts household occupancy to one family (which is defined by the ordinance) or two adults and their dependents. For more information, see https://www.fcgov.com/neighborhoodservices/occupancy.

Appendix C

List of All Measures Included in the Landscape Analysis

- Civic Engagement
  - Engagement with Government
    - Voter Turnout
    - Representation on Boards and Commissions
    - Attending Government Events
    - Trust in Local Government
  - Engagement with Community
    - Community Group Membership
    - Volunteering
    - Opportunities to Volunteer Ratings
- Criminal Justice and Public Safety
  - Law Enforcement
    - Criminal Arrest or Citation
    - Traffic Citation
    - Use of Force in the Population
    - Use of Force for Arrestees
    - Representation among Police Officers
    - Police Service Quality Ratings
  - Incarceration and Community Supervision
    - Jail Incarceration
    - Probation
  - Perceptions of Safety
    - Neighborhood Safety Ratings
- Economic Opportunity
  - Poverty and Food Security
    - Poverty Status
    - Emergency Fund
    - Use of Food Assistance Programs
    - Worry About Affording Nutritious Meals
    - Problems with Unsafe Food in Grocery Stores and Restaurants
  - Income

- Household Income
- Personal Earnings
- High Wage Occupations
- Low Income Status
- Employment
  - Labor Force Nonparticipation
  - Unemployment
  - Use of Work-Related or Employment Services
  - Needed But Did Not Use Work-Related or Employment Services
- Business Ownership
  - Representation among Business Owners
- Childcare
  - Difficulty Finding Childcare
  - Difficulty Finding Affordable Childcare
  - Availability of Affordable Childcare

Education

- Academic Achievement
  - Third Grade Reading Proficiency
  - Third Grade Math Proficiency
  - AP Enrollment
  - SAT Scores
  - On-Time High School Graduation
- Staff Representation
  - Teacher Representation
  - Principal Representation
- School Connections
  - Student-to-Adult Connections
  - Student-to-Student Connections
- Barriers to Academic Success
  - High School Dropout Rates
  - School Discipline
  - School-Based Summonses and Arrests
  - School District Mobility
- Educational Attainment
  - High School Attainment

- Bachelor's Degree Attainment
- Environmental Justice
  - Pollutants
    - Problems with Unclean Indoor Air
    - Problems with Pollution from Industry
    - Problems with Unsafe or Unclean Drinking Water
  - Climate Vulnerability Factors
    - Lack of Air Conditioning
    - Mobile Home Occupancy
- Housing
  - Housing Affordability
    - Housing Cost Burden
    - Worry About Paying Housing Costs
    - Use of Housing Assistance
    - Needing But Not Using Housing Assistance
    - Homeownership
    - Home Loan Denials
  - Homelessness
    - Sheltered Homelessness
    - Unsheltered Homelessness
  - Neighborhood
    - Access to Basic Needs Ratings
- Public Health
  - Access to Care
    - Uninsured Rates
    - Very Poor Access to Health Care
    - Regular Health Care Provider
    - Emergency Room Visits
    - Use of Emergency Services for Regular Care
    - Worry about Medical Care Costs
    - Delaying Health Care Due to Costs
    - Delaying Mental Health Care Due to Costs
    - Forgoing Prescription Medication Due to Costs
  - Physical Health
    - Poor Physical Health

- Asthma
- High Cholesterol
- Cardiovascular Disease
- Diabetes
- Mental Health
- High Stress
- Current Mental Health Concern
- Suicidality

Services

- Essential Services
- Internet Access
- Computer in Household
- Phone Access
- Sewer Service Quality Ratings
- Recycling Programs Ratings
- Disaster Response Ratings
- Street Maintenance Ratings
- Sidewalk Condition
- Sidewalk ADA Accessibility
- Sidewalk Ramp ADA Accessibility
- Utility Cost Burden
- Library Service Quality Ratings
- Parks and Recreation
- Park Quality Ratings
- Sufficient Proximity to Parks
- Unprogrammed Outdoor Spaces Needs Met
- Paved Trails Needs Met
- Natural Areas Needs Met
- Youth Recreation Program Quality Ratings

Social Inclusion

- Community
- Openness and Acceptance Ratings
- Attending Neighborhood Events
- Interacting with Neighbors
- Neighbor Relationships

- Helping Neighbors
- Residential Segregation
- City Inclusiveness
  - City Fosters Belonging Ratings
  - City Respects All Ratings

Transportation

- Commuting
  - Commute Time
- Personal Transportation
  - Car Ownership
  - Reported Ease of Driving
  - Reported Ease of Biking
  - Reported Walkability
- Public Transportation
  - Reported Ease of Traveling by Public Transportation
  - Reported Public Transit Connectivity
  - Bus Service Frequency Ratings
  - Bus Access to Key Destinations Ratings

About

This report was authored by Victoria Lawson, Sukhmani Singh, and Kate Jassin of the CUNY Institute for State and Local Governance. Additional support was provided by Jocelyn Drummond, Elizabeth DeWolf, and Julia Bowling.

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