

City of Fort Collins Equity and Inclusion Efforts

CITY'S STRATEGIC OBJECTIVE NEIGHBORHOOD LIVABILITY & SOCIAL HEALTH (NLSH) 1.3:


Promote a more inclusive and equitable community that embraces and celebrates diversity.

EQUITY TEAM ESTABLISHED IN 2015

EQUITY TEAM PROMISE STATEMENT:

The City promises to steward a sense of belonging for all in Fort Collins.

The team is working towards not only creating an equitable and inclusive workplace culture, but also diversifying voices that inform City processes and enhancing organizational capacity to serve community and workforce.

As part of our work, we recently drafted an Equity and Inclusion Maturity Model for our organization – five levels that start with compliance and move towards becoming a municipal leader on equity and inclusion. Highlights of the model: 



LEVEL 1:

Compliance with regulatory requirements and laws with assistance of EEOC manager

LEVEL 2:

Bias eliminated in Citywide processes

LEVEL 3:

Equity lens incorporated into City processes

LEVEL 4:

Leveraging of diversity as key to higher innovation, better outcomes and performance

LEVEL 5:

Equity integration in all services

