# City of Louisville
## COLORADO · SINCE 1878

# *Equity, Diversity, and Inclusion*
# *Task Force*
## *Meeting Agenda*

**July 29, 2021**
**Electronic Meeting**
**9:00 AM**

*This meeting will be held electronically. Residents interested in listening to the meeting or making public comments can join in one of two ways:*

*1) You can call in to +1 301 715 8592 or 833 548 0276 (Toll Free; Webinar ID: 853 9244 1788*

*2) You can log in via your computer. Please visit the Task Force website here to link to the meeting: www.LouisvilleCO.gov/editaskforce.*

*Anyone may also email comments to the Task Force prior to the meeting at gravescivicsolutions @gmail.com.*

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| **9:00 a.m.** | **Welcome, Language Justice, Land Acknowledgement** |
| | Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS  (Facilitator) |
| | Emily Shamsid-Deen, Principal, ESD Consulting  (Facilitator) |
| **9:10 a.m.** | **Zoom Etiquette and Pronouns** |
| | Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS  (He/Him) |
| | Emily Shamsid-Deen, Principal, ESD Consulting  (She/Her) |
| **9:15 a.m.** | **Introductions** |
| | Ice Breaker:  Share an EDI example that inspires you. |
| **9:20 a.m.** | **Review Group Agreements** |
| | Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS  (He/Him) |
| | Emily Shamsid-Deen, Principal, ESD Consulting  (She/Her) |
| **9:25 a.m.** | **Announcements from the City of Louisville** |
| **9:30 a.m.** | **Focus Group Topic Discussion** |
| | Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS |
| | Emily Shamsid-Deen, Principal, ESD Consulting  (She/Her) |

1. Safe and Welcoming Environment
   a. Is Louisville a safe and welcoming environment for BIPOC and folks with other marginalized identities? Why, or why not?
   b. How does language justice contribute to this?

2. Public accommodation / Access to Services
   a. What are the biggest issues that BIPOC folks face with public accommodations and access to services?
   b. How does language justice contribute to this?

3. Youth Engagement
   a. How can Louisville foster principles of racial and social justice with young people?
   b. How does language justice contribute to this?

4. Housing
   a. Does race/ethnicity, language, gender identity, disability status, etc affect one's ability to access housing in Louisville?
   b. How does language justice contribute to this?

5. Public Health
   a. Do BIPOC community members have equal access to parks, open spaces, clean air, clean water, sidewalks (etc.) in Louisville? If not, when/where have you been prevented from accessing these?
   b. How does language justice contribute to this?

**10:20 a.m.**      **What's Next**
Present summary of focus group feedback, rank and prioritize at August meeting

**10:25 a.m.**      **Public Comment** (comments limited to 3 minutes each)
Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS

**10:30 a.m.**      **Adjourn**

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# City of Louisville
# EDI Task Force

**Working Session:
Micro Focus Group Topic Discussion**

**July 29, 2021**

Version: 7_20_21

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## The Consulting Team



**Anthony E. Graves, Principal
GRAVES CIVIC SOLUTIONS**



**Emily Shamsid-Deen, Principal
ESD CONSULTING**

# Language Justice & Land Acknowledgements

- **Language Justice Statement:**
  Spanish language interpretation available / traducción al español disponible

- **ASL**

- **Land Acknowledgement:**

We acknowledge that Boulder County is on land within the territories of the Arapahoe, Cheyenne and Ute peoples. We acknowledge the institution we represent was founded upon the exclusion and attempted erasure of Indigenous peoples and cultures. We acknowledge the American Indian community in Boulder County today, the elders past and present, and future generations.


# Task Force Objectives

To provide advisory recommendations to the Louisville City Council with respect to community issues affecting Black, Indigenous, and People of Color (BIPOC) and other marginalized communities.

## Zoom Etiquette

- Stay on mute unless you are speaking
- Raise your hand on zoom to be recognized unless the moderator invites participation
- Keep your camera On
- Please list your pronouns in the "Rename" feature

## Pronouns

- Use pronouns designated by each EDI Task Force Member
- Respect chosen gender identities

## Group Agreements

- Make space/ Take space
- Avoid generalizations, speak from the "I" perspective
- Listen to Understand, Not To Respond (Active Listening)
- One person, one mic
- Respect lived experience
- Be ok with discomfort
- Honor intent, Own impact
- Respect Confidentiality

## Introductions/ Icebreaker

**Introductions:** Name, pronouns

**Icebreaker:** Share an EDI example that inspires you.

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## Announcements from the City of Louisville

## Today's Action Item

The City of Louisville has asked the EDI Task Force to guide our consulting team in setting research topics for 5 focus groups to inform our understanding of the BIPOC experience and that of other marginalized communities.

*Today, the EDI Task Force will engage in discussions about each of the focus group topics and receive a very preliminary summary of the feedback heard in the focus groups.*

## EDI Task Force Micro Focus Group Discussion

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**Focus Group Topic:  Safe and Welcoming Environment**

- Is Louisville a safe and welcoming environment for BIPOC and folks with other marginalized identities? Why, or why not?

- How does language justice contribute to this?

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**Focus Group Topic:  Public Accommodation/ Access to Services**

- What are the biggest issues that BIPOC folks face with public accommodations and access to services?

- How does language justice contribute to this?

**Focus Group Topic:   Youth Engagement - Equity and Social Justice**

- How can Louisville foster principles of racial and social justice with young people?

- How does language justice contribute to this?

**Focus Group Topic:  Housing**

- Does race/ethnicity, language, gender identity, disability status, etc affect one's ability to access housing in Louisville?

- How does language justice contribute to this?

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**Today's Focus Group Topic:  Public Health**

- Do BIPOC community members have equal access to parks, open spaces, clean air, clean water, sidewalks (etc.) in Louisville? If not, when/where have you been prevented from accessing these?

- How does language justice contribute to this?

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## Next Steps / Homework

- Summary of focus group feedback
  - Language justice
    - info (applications, websites, interpretation/translation, etc.)
    - dignified experience
  - Affordable housing
  - Representation across City
  - Integration and activation of schools (without placing burden on teachers)
  - Equitable access to services/amenities like Rec Center

- Consulting team will create written summary with initial recommendations

- At August meeting, Task Force will rank and prioritize

## Public Comment

- Public comment will be limited to 3 minutes per speaker



# Thank You

# Back-Up Information

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## Public Accommodation / Access to Services
### (welcoming and accessible city services)

- How BIPOC/others are treated
- Perceived Barriers
- Physical access
- Transportation

- Information/Awareness
- Hours of Operation
- Neighborhood Access
- Service Disparity by Neighborhood

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## Safe and Welcoming Environment

- Do BIPOC/others feel safe and welcome?

- Signals / Symbols / Way-Finding

- Environment

- Staff Training and Engagement

- Welcoming Neighborhoods

- Law Enforcement

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## Language Justice

- Language access for largest ethnic groups for city services and venues

- Materials, website, public communications

- Translation Services / Interpretation Services

- ASL

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## Youth Engagement – Equity and Social Justice

- Youth empowerment

- Fostering race and social justice principles with youth

- Youth-centered activities that advance EDI

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## Housing

- Housing accessibility for BIPOC/marginalized communities

- Affordability

- Location

- Information Access

- Zoning

- Resources (Rental Assistance / Home Buyer Programs / Use of Open Space)

## Public Health

- Access to parks, open space

- Healthy food access

- Culturally approachable recreation opportunities