

Equity, Diversity, and Inclusion

Task Force

Meeting Agenda

September 23, 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 888 788 0099 (Toll Free) or 833 548 0276 (Toll Free)
Webinar ID #861 3500 0802*
- 2) You can log in via your computer. Please visit the Task Force website [here](http://www.LouisvilleCO.gov/EDItaskforce) 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.

- 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, Pronouns and Group Agreements**
Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS (He/Him)
Emily Shamsid-Deen, Principal, ESD Consulting (She/Her)
- 9:15 a.m. Ice Breaker & Proposed EDI Task Force Social Engagement**
- 9:25 a.m. Review Proposed Priorities for City Council Set by EDI Task Force**
Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS (He/Him)
Emily Shamsid-Deen, Principal, ESD Consulting (She/Her)
- 9:30 a.m. Open Discussion and Idea Generation**
**We will take time to hear from each member of the Task Force on EDI Priorities*
- 10:20 a.m. Review EDI Task Force Priorities and Next Steps**
Anthony E. Graves, Principal GRAVES CIVIC SOLUTIONS
Emily Shamsid-Deen, Principal, ESD Consulting (She/Her)
- 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:
Focus Group Results and EDI Task Force Feedback**

September 23, 2021



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The Consulting Team



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



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



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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.



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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



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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



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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, we will review and approve the priorities set by the Task Force for Council consideration.



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EDI Task Force Priorities



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Summary

- Safe and Welcoming Environment (9 votes)
- Language Justice (7 votes)
- Housing (7 votes)
- Public Accommodation/Access to Services (4 votes)
- Youth Engagement (4 votes)
- Public Health (4 votes)



Safe and Welcoming Environment: 9 votes

THE ISSUE: UNSPOKEN TENSION

- While the quality of life in Louisville is high, communities of color have experienced an “unspoken tension” and a range of experiences in the Louisville community
 - From culturally awkward moments to blatant disrespect by neighbors, city staff and in public spaces
 - Some unwelcome and uncomfortable police interactions
 - Lack of cultural awareness, insulting and racist language
 - Poor customer service
 - An absence of diverse cultural identities reflected in public events and spaces
 - Insufficient Spanish language access



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Safe and Welcoming Environment: 9 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE: INCREASED REPRESENTATION

- More public art that reflects the diversity of the community
- Events celebrating different cultural events and holidays
- Staff training and service access for Spanish Language and people with disabilities
- More BIPOC representation across city government and city services
- “Branding” city as having EDI central to identity
- Recognition of the troubled history of Louisville, and the living histories that continue today
- Social programming, music and events that reflect diverse communities
- “Safe space” flags for various cultural identities including the Pride/Transgender flags



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Language Justice: 7 votes

THE ISSUE: INSUFFICIENT SPANISH LANGUAGE ACCESS AND SERVICES FOR THE DEAF

- Spanish language communities disrespected, ignored and marginalized
- City services and communications primarily available in English
- Lack of Spanish language creates a wide range of accessibility barriers
- Staff lack knowledge to access translation and other services
- Children of Spanish language families, friends and allies have “language broker” fatigue
- Wayfinding and instructions in public places, stores and service providers English only
- School staff also lacking in Spanish language acumen and protocol awareness



Language Justice: 7 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE:

- Provide ALL city resources and communications in Spanish language
- Hire bi-lingual staff for public facing positions
- Train English-speaking/all staff on language access protocols - and ensure protocols are working
- Provide EDI training for all staff
- Create bilingual way-finding in the city
- Examine ordinances that encourage bilingual applications for housing and other services
- Provide training on protocols for communicating with the deaf and hard of hearing - and ensure protocols are working
- Understand ADA requirements for people who are deaf, blind or have other disabilities
- Partner with schools to create best practices around Spanish language access



Housing: 7 votes

THE ISSUE: INACCESSIBLE HOUSING MARKET

- Not enough affordable housing (availability is limited, prices skyrocketing)
- Systemic barriers to buying homes, prevents people of color from home ownership
- Growing digital divide and language barriers
- Those priced-out find better affordable housing options in neighboring cities
- Lack of understanding about affordable housing (history and current context)
- Lack of safe and secure housing has a significant impact on whether someone remains in the cycle of poverty, it impacts the well-being of children, and ultimately reflects a communities values, etc.



Housing: 7 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE:

- Educate the community about affordable housing to help eliminate negative perceptions, biases, and misinformation
- All rental and home paperwork (housing applications, leasing paperwork, loan paperwork, websites, housing information) available in Spanish
- Increase percentage of affordable homes allocated in new developments
- Consider private funds that could be used for undocumented residents, those that are not US Citizens, “DACA-mented,” and mixed status households which are often restricted by government funds
- Assess housing options or programs for foster kids as they age out of the system
- Assess hiring practices and increase representation to help families navigate housing system



Public Accommodations/Access to Services: 4 votes

THE ISSUE: INEQUITABLE ACCESS AND POOR CUSTOMER SERVICE

- Barriers for non-English speaking people and the deaf community at venues including but not limited to; schools, grocery stores, the rec center and other city services such as paying parking tickets or late water bills
- People who speak a language other than English and those who communicate using ASL are often treated with disrespect, dismissed, or ignored
- Lack of bike lanes and sidewalks create dangerous situations for some neighborhoods
- Inconsistent lighting in low-income areas
- Lower income residents must cross busy streets to access playgrounds (no bridges or underground tunnels to help them access these amenities).



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Public Accommodations/Access to Services: 4 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE:

- Create guidelines, protocols, and training to help city service providers become better equipped to help those facing language barriers
- Enhance customer service training to ensure dignified and equitable treatment of all residents and guests regardless of economic status, race or language needs
- Assess services and processes and ensure service providers understand the guidelines and the laws surrounding a request to provide ASL services
- Hire city employees that have experience providing culturally competent and excellent customer service



Youth Engagement: 4 votes

THE ISSUE: LACK OF YOUTH ENGAGEMENT & CULTURALLY RESPONSIVE EDUCATION

- Lack of structured youth activities sponsored by city to advance EDI
- Engaging non-English speaking families, primarily falls on the English language teachers in schools
- Spanish language students forced to be “language broker” for parents
- Unsupportive culture and environment for Spanish language parents
- Lack of accurate and representative history taught in schools - including the difficult history of race in Louisville (role of the KKK in the 1920s and treatment of black coal miners). “Name it.”



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Youth Engagement: 4 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE:

- Re-engage Youth Advisory Board, focus on EDI and expand to younger students
- Engage schools so young people have a role in advancing EDI
- Minimize burden on teachers to be a convener/leader for these conversations through support, resources and programming
- Celebrate and learn about other cultures such as Diwali, Hanukkah, Chinese New Year, MLK, etc. through museum exhibits, festivals, newsletters, town halls, libraries, etc
- Activate city spaces to help cultivate these experiences.
- Schools to develop a more equitable process for engaging non-English speaking families



Public Health: 4 votes

THE ISSUE:

- Lack of access to services for people with disabilities and those without a car
- Low income families have difficulty accessing fresh fruit, vegetables and meats
- Limited or inaccessible hours for city services, poor staff awareness and treatment of low-income residents and people with disabilities
- Current service hours are burdensome to participate in community services/activities/amenities – like rec and pool hours and WIC
- No childcare offered on weekends at the Rec Center; it's only offered during work hours
- Infrastructure inequity in and around the mobile home parks
- Gray areas for maintenance between unincorporated and incorporated areas in the city and county which creates gaps in streets being plowed and impairs mobility
- Most Louisville healthcare providers don't accept Medicaid which makes access and provider choice very limited
- Limited mental health access



Public Health: 4 votes

PROPOSED ACTIONS AND DESIRED FUTURE STATE:

- Expand weekend hours and childcare for city rec and other services for low-income residents
- Conduct infrastructure disparity audit across the city to ensure parity in capital improvements
- Fund delivery services for food banks to low-income communities
- Farmer's Markets to participate in low-income family programs like SNAP bucks, Double Up Food Bucks, WIC bucks and Veggie bucks
- Expand Medicaid offerings
- Add lighting around the park in the Brymar mobile home community
- Conduct an equity audit of city community services/activities/amenities to increase accessibility



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Additional Recommendations:

- Create an EDI Manager/Deputy position with appropriate support, resources, and decision-making power
- Make the EDI Task Force a permanent city commission or create a comparable structure
- Host regular feedback meetings with BIPOC and other marginalized communities to help assess EDI efforts
- Revise City ordinances or charter with an equity lens including providing compensation to historically marginalized and disenfranchised communities for participation
- Use GARE racial equity tool to assess if City services are equitable across neighborhoods



Discussion, Reflections and Priorities

- Reflections from each Task Force Member
 - Does this accurately reflect the priorities that you wanted to communicate?
 - How do you feel about the issues and desired future state?
 - What other recommendations do you have?
 - What else would you like the Louisville City Council to know?
 - Are there other actions you would like the city to take to advance EDI?
 - Which community partners should play a role in advancing this agenda?



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Formal Action by EDI Task Force

- Entertain a motion to approve the EDI issues and priorities for City Council's consideration



Next Steps / Homework

- Vote to approve the EDI issues and priorities for City Council's consideration
- Tuesday, October 5 - Louisville City Council Update of EDI Task Force Activities
 - Present high-level themes and priorities
- Consulting team begins drafting formal report summarizing EDI Task Force activities and priorities
- Monday, October 18 - Draft report sent to EDI Task Force for Review / Amendments
- October 20 - 25 - Consulting team 1:1 conversations with EDI Task Force Members and City
- Thursday, October 28 - Last Louisville EDI Task Force Meeting
- Monday, November 1 - Final report delivered to Louisville City Council
- Mid-November - Closing EDI Task Force Celebration/Appreciation Event



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Public Comment

- Public comment will be limited to 3 minutes per speaker



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**Thank
You**