

Fort Collins City Council Work Session Agenda

6:00 p.m., Tuesday, April 8, 2025
300 Laporte Avenue, Fort Collins, CO 80521

NOTICE:

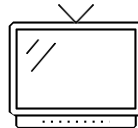
Work Sessions of the City Council are generally held on the 2nd and 4th Tuesdays of each month. Meetings are conducted in a hybrid format, however there is no public participation permitted in a work session.

City Council members may participate in this meeting via electronic means pursuant to their adopted policies and protocol.

How to view this Meeting:



Meetings are open to the public and can be attended in person by anyone.



Meetings are televised live on Channels 14 & 881 on cable television.



Meetings are livestreamed on the City's website, fcgov.com/fctv.

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A solicitud, la Ciudad de Fort Collins proporcionará servicios de acceso a idiomas para personas que no dominan el idioma inglés, o ayudas y servicios auxiliares para personas con discapacidad, para que puedan acceder a los servicios, programas y actividades de la Ciudad. Para asistencia, llame al 970.221.6515 (V/TDD: Marque 711 para Relay Colorado). Por favor proporcione 48 horas de aviso previo cuando sea posible.



While work sessions do not include public comment, mail comments about any item on the agenda to cityleaders@fcgov.com





City Council Work Session Agenda

April 8, 2025 at 6:00 PM

Jeni Arndt, Mayor
Emily Francis, District 6, Mayor Pro Tem
Susan Gutowsky, District 1
Julie Pignataro, District 2
Tricia Canonico, District 3
Melanie Potyondy, District 4
Kelly Ohlson, District 5

Council Information Center (CIC)
300 Laporte Avenue, Fort Collins

Cablecast on FCTV
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Channel 14 and 881 on Comcast

Carrie Daggett
City Attorney

Kelly DiMartino
City Manager

Delynn Coldiron
City Clerk

CITY COUNCIL WORK SESSION 6:00 PM

A) CALL MEETING TO ORDER

B) ITEMS FOR DISCUSSION

1. **Staff Report: Electric Vehicle Readiness Roadmap Update**

The purpose of this item is to provide Council with an overview of the Electric Vehicle Readiness Roadmap (EVRR) Update. The EVRR provides the community with a high-level overview of electric vehicles and charging infrastructure including information such as ownership considerations, EV benefits and shortcomings, vehicle capabilities and limitations, barriers to adoption, funding opportunities, current trends, and future projections. The staff report will detail the update process, key findings, recommendations, and next steps.

2. **Council Priority: Update on Progress to Accelerate Zero Waste Infrastructure and Policies**

The purpose of this item is to share progress on the items within the Zero Waste Infrastructure and Policies Council Priority, which includes identifying pathways to compost, construction and demolition infrastructure, and expanding residential yard trimmings service.

3. **Council Priority: Improve Human and Social Health for Vulnerable Populations**

The purpose of this item is to provide an update on progress toward Council's Priority: Improve Human and Social Health for Vulnerable Populations, discuss identified barriers and programs focused on removing obstacles, share real-life human stories of impact, and discuss newly emerging barriers and challenges.

C) ANNOUNCEMENTS

D) ADJOURNMENT

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File Attachments for Item:

1. Staff Report: Electric Vehicle Readiness Roadmap Update

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April 8, 2025

WORK SESSION AGENDA ITEM SUMMARY

City Council



PRESENTER

Dashiell Bubar-Hall, Transportation Planner, FC Moves

SUBJECT FOR DISCUSSION

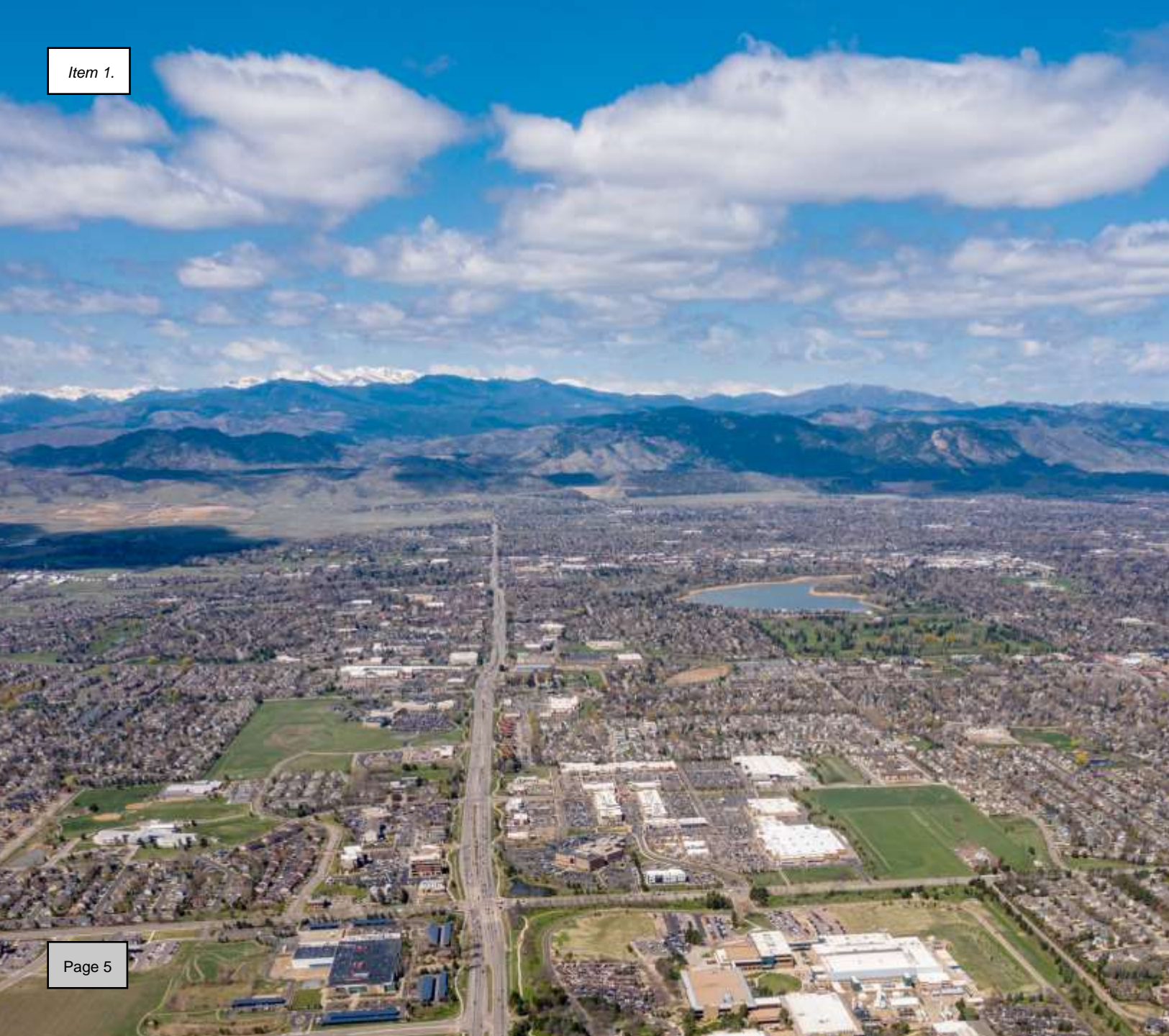
Staff Report: Electric Vehicle Readiness Roadmap Update

EXECUTIVE SUMMARY

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ATTACHMENTS

1. Presentation



4/8/2025

Electric Vehicles
Readiness Roadmap
Update-Staff Report

Dashiell Bubar-Hall
FC Moves



An **all-electric** vehicle runs on an electric motor. It uses a charger and regenerative braking to charge the battery. The range is generally between 80-370 miles.



A **plug-in hybrid** electric vehicle runs on an electric motor and engine. It uses a charger and regenerative braking to charge the battery. Gas kicks in when the battery is depleted. The electric range is generally between 50-80 miles. Total range can reach 600 miles.



A **hybrid electric** vehicle runs on an electric motor and engine. It uses regenerative braking to charge the battery but does not use a charger. Its battery can provide 10-50 miles of added fuel economy.

- EVRR Format
 - Introduction
 - Vision and goals
 - EV overview
 - General EV information
 - Charger types and considerations
 - EV Market Assessment
 - Local trends and projections
 - Readiness Strategies
 - Recommended strategies
- Added points of emphasis with the update
 - Equity
 - Evenhanded portrayal
 - Electric transportation options (e-bikes, e-scooters, carshare)



Fort Collins will promote the community's adoption of electric vehicles through equitable access to charging infrastructure, engaging outreach and education, innovative policy approaches, and leading by example.

- Mobility:** Support the electrification of shared transportation options in Fort Collins, including carshare, rideshare, shared micromobility, and transit, to ensure equitable access and foster a sustainable, interconnected transportation system.

- Equity:** Engage disproportionately impacted communities to develop suitable EV-related outreach, projects, and incentives that increase awareness and access to electrified transportation options.

- Environmental:** Reduce local contributions to climate and air pollution from transportation sources through increased adoption of electrified transportation options.

- Utility/ Grid Infrastructure:** Identify the need for additional level 2 and 3 public charging infrastructure throughout the city and support the installation of needed infrastructure and corresponding utility improvements.

- Residential Charging:** Increase access to charging infrastructure for rental properties and multi-family units, prioritizing the most affordable housing stock.

- Policy:** Review and update existing City policies related to electric vehicles, electric transportation devices, and charging infrastructure. Recommend additional policies to facilitate increased adoption and access to alternative electrified transportation options.

- 84% of EV owners can reliably charge at home
 - 27% of Non-EV Owners could reliably charge at home if they had an EV
- Primary barriers to EV adoption were purchase price, charging availability, and battery performance in cold weather
- Expanding public charging was the highest priority by a large margin
- Less than 10% of respondents who own an EV use public chargers on a weekly basis
- Renters were more likely to report not being able to charge at home than homeowners.
- Multifamily residents were less likely to purchase an EV and cited access to charging as the main barrier
- Residents making less than \$75,000 yearly ranked accessibility and affordability as their highest priority

Expand Charging Infrastructure

- **Increase the Number of Charging Stations:** Develop more charging stations in key locations such as public facilities, shopping centers, and residential areas.
- **Strategic Placement:** Ensure charging stations are distributed in high-traffic areas and near essential services to maximize accessibility.

Address Cost Concerns

- **Subsidize Public Charging:** Explore options to subsidize or lower the cost of public charging stations to make them more affordable.
- **Incentivize Home Charging:** Offer incentives or rebates for residents who install home charging equipment to reduce the financial burden.

Enhance Educational Outreach

- **Organize Community Workshops:** Host regular workshops and information sessions on EVs, including their benefits, costs, and maintenance.
- **Develop Multilingual Resources:** Provide educational materials in multiple languages to reach a broader audience and ensure clear communication.

- High purchase price
- Access to charging at home
 - Multifamily
 - Renters
- Lack of charging infrastructure
 - Local, regional, state, national
- Single vehicle households
- Range anxiety
- Awareness and education related to EVs



- Cost of installation
 - Networking Costs
 - Impact Fees
 - Capacity Fees
 - 3 Phase 480V Service
- Ongoing maintenance costs
- Site variability/suitability
- Lack of ROI
- Charging Providers avoiding Fort Collins specifically regarding Level 3 charging
 - Upfront fees deterring private sector installations
- Unclear funding future



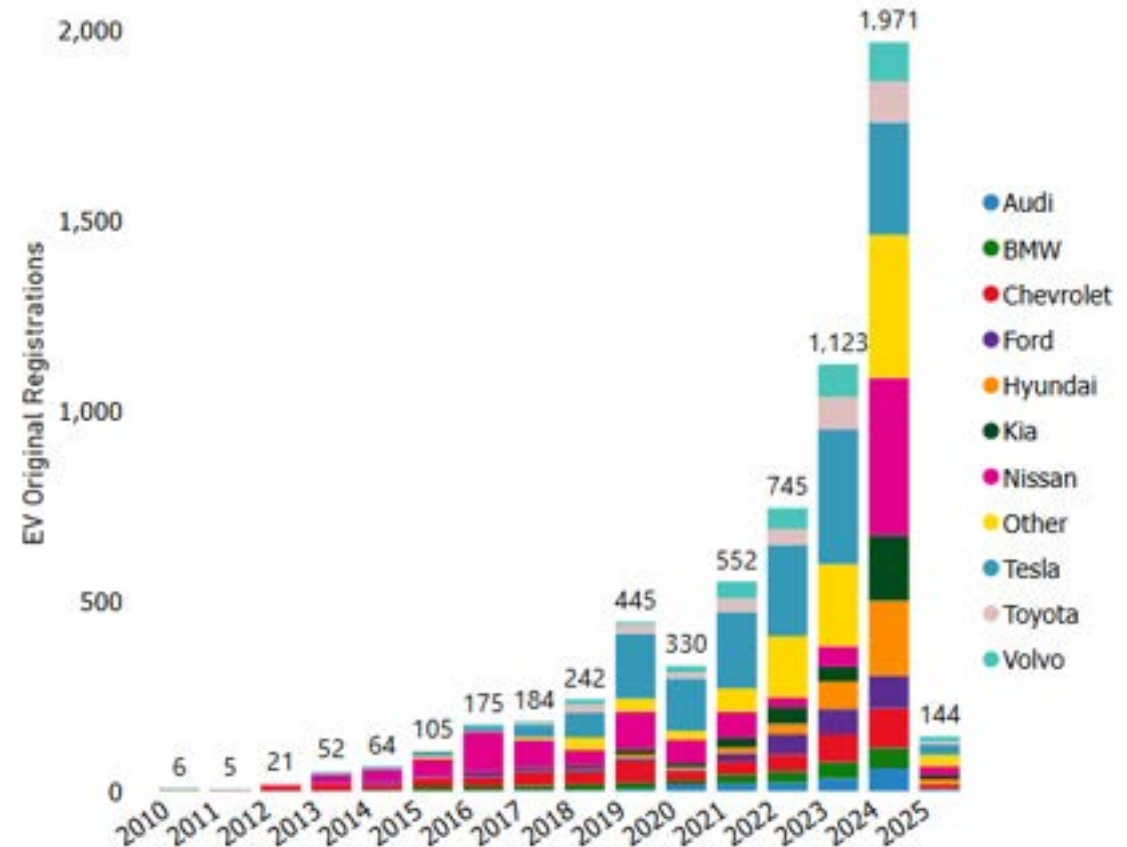
Vehicles

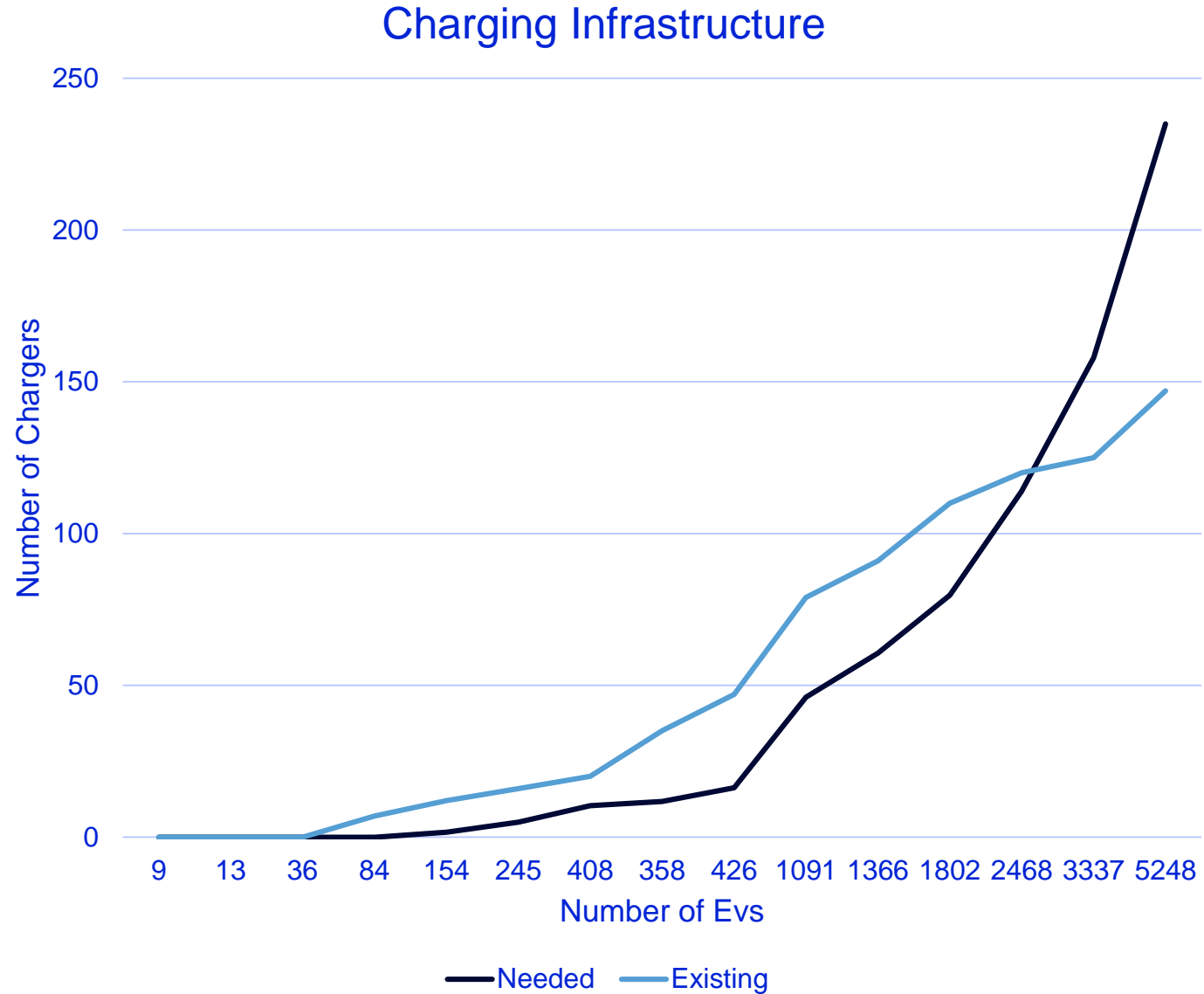
- Number of EVs on the road: 5248 (2025 Q1)
 - 4.27% of light-duty vehicles
- Percentage of new vehicle purchases
 - Fort Collins area: 20% (end of 2024)
 - Statewide: 25.3% (2024 Q3)
 - #1 State for market share of new EVs

Chargers

- 147 Public Level 2 ports
 - 166-255 recommended
- 6 Public Level 3 ports
 - 16-26 recommended

Original EV Registrations by Top Makes







Outreach and
Education



Regional and Partner
Coordination



Policy



Incentives



Infrastructure



Leading by Example



Emerging Technology



Equity

- Finalize EVRR Document
 - Late April-early May
- Establish and convene EV Working Group
 - May
- Prioritize Strategies and develop short-term implementation plan
 - Identify responsible staff/departments
 - Identify community partners
 - Develop budget and Identify funding sources

THANK YOU!

Dashiell Bubar-Hall dbubar-hall@fcgov.com



- Outreach and Education
 - Educate local businesses about workplace charging
- Regional and Partner Coordination
 - Encourage EV ride-hailing and car sharing
- Policy
 - Monitor and refine current policy (ex. building code)
- Incentives
 - Income-qualified vehicle purchase rebate
- Infrastructure
 - Expand City-owned public charging stations
- Leading by example
 - Employee incentives for sustainable forms of transportation
- Emerging Technology
 - Battery Recycling
- Equity
 - Inclusive EV programming

File Attachments for Item:

2. Council Priority: Update on Progress to Accelerate Zero Waste Infrastructure and Policies

The purpose of this item is to share progress on the items within the Zero Waste Infrastructure and Policies Council Priority, which includes identifying pathways to compost, construction and demolition infrastructure, and expanding residential yard trimmings service.

April 8, 2025

WORK SESSION AGENDA ITEM SUMMARY

City Council



STAFF

Jacob Castillo, Chief Sustainability Officer
Caroline Mitchell, Lead Waste Reduction and Recycling Specialist

SUBJECT FOR DISCUSSION

Council Priority: Update on Progress to Accelerate Zero Waste Infrastructure and Policies

EXECUTIVE SUMMARY

The purpose of this item is to share progress on the items within the Zero Waste Infrastructure and Policies Council Priority, which includes identifying pathways to compost, construction and demolition infrastructure, and expanding residential yard trimmings service.

GENERAL DIRECTION SOUGHT AND SPECIFIC QUESTIONS TO BE ANSWERED

1. Do Councilmembers have any questions about the elements underway in this Council Priority?
2. Do Councilmembers have any feedback on the proposed path forward?

BACKGROUND / DISCUSSION

Alignment with Adopted Goals and Plans

In addition to being a Council Priority, this topic is aligned with the following:

- Council-adopted Goal: Zero Waste by 2030
- [Our Climate Future](#) Big Move 2: Zero Waste Neighborhoods and Big Move 10: Zero Waste Economy
- [City Plan](#) Principle ENV 5: Create a Zero Waste System
- [Strategic Plan](#) ENV 1: Implement the Our Climate Future Plan to advance the City's greenhouse gas, energy and waste goals; reduce air pollution; and improve community resilience

Council Priority

In 2024, Council adopted council priorities, including to Accelerate Zero Waste Infrastructure and Policies. While this title is broad, the Council Priority includes specific deliverables.

1) Leverage Existing Infrastructure to increase Yard Trimmings Composted

Accomplished: Implement contracted hauling program, including yard trimmings collection

Problem this addresses:

Unlike food scraps, Fort Collins currently has access to infrastructure to compost yard trimmings. Fort Collins' prior residential program included opt-in yard trimmings collection, meaning residents had to contact their hauler to request yard trimmings collection and pay extra for the service. Under that system around 14% of residents had yard trimmings collection.

Progress details:

City staff and Republic services collaborated to successfully roll out the contracted hauling program in fall of 2024. The contracted hauling program includes yard trimmings automatically. Residents may decline the service and receive a \$5 decrease in their monthly bills.

With the new system and cost barriers, 46% more households now have curbside yard trimmings collection (an additional 11,400 homes).

The program has not been in place long enough to have data about increased yard trimmings collected, but increased collection is likely to result in more yard trimmings composted.

2) Identify Pathways to Construction and Demolition (C&D) and Food Scraps Infrastructure

Underway: Pathways to food scraps infrastructure

Problem this addresses:

Food scraps and yard trimmings are a significant area of opportunity to make progress on both Fort Collins' zero waste and climate action goals (when food or yard trimmings break down in a landfill, they create methane, which is ~80 times more potent than carbon dioxide at trapping greenhouse gasses). The closest location that composts food scraps at a community scale is A1 Organics in Keenesburg, over 60 miles from Fort Collins. Hauling materials that distance is uneconomical for a community-scale program. (Note that two small businesses currently offer opt-in food scraps collection in Fort Collins but are not operating at a community scale.)

Progress details:

Fort Collins received a grant for consulting support to identify pathways to composting or C&D infrastructure. The project started in summer 2024 and included extensive engagement with potential partners and analysis.

The grant was designed to start with a wide net of options to consider and then to narrow in on a single option for detailed analysis. In February of 2025, City staff reviewed the initial analysis of the options for a C&D recycling facility, a compost facility or a transfer station. Since Larimer County is making progress toward a C&D facility, staff selected a compost facility for further feasibility analysis.

There is regional activity around composting as well – the City of Denver and Boulder County are each completing feasibility studies for compost facilities, and the City of Longmont is taking action to make City-owned property available for a potential compost facility.

With these many moving pieces to consider, the City may consider contributing funding to complete a feasibility analysis on a transfer station. A transfer station would allow compostable materials from Fort Collins to more efficiently be transported to a partner's compost facility.

Having feasibility analysis on both types of facilities would allow Fort Collins to be more nimble in future decision making and have options that make sense whether or not potential partner communities move forward with compost facilities.

The feasibility analysis will wrap up late summer or early fall of 2025. At that point, City staff will share results to ensure alignment on next steps.

After the feasibility analysis, should the City choose to move forward, next steps would be to select a type of infrastructure, seek to identify a property, then move forward with engineering analysis specific to that property, and move to construction. This would likely be a 3 – 5-year process. Given that food scraps have significant greenhouse gas impacts, the 2050 Climate Fund could potentially be leveraged to help support this infrastructure. State grant funding could also potentially be available to help fund a facility.

Underway: Pathways to C&D infrastructure

Problem this addresses:

Fort Collins has required construction and demolition projects to recycle wood, aggregates, metal and cardboard since 2012. These requirements are enforced via documentation and on-site inspections. However, C&D recycling now is much like the early days of curbside recycling – materials have to be collected in separate bins and have very low contamination thresholds before the entire load will be rejected. The space and time resources for C&D sites to recycle now is significant. A mixed C&D sorting facility would enable recycling similar to current single stream recycling – all recyclables could go in one bin and be sorted out at a facility. This would increase participation and materials recycled.

Progress Details:

Larimer County is exploring a mixed C&D materials recycling facility just south of the current landfill at Taft Hill Road and Trilby Road. The City continues to partner with Larimer County on this project. On February 11, 2025, City Councilmembers expressed alignment with creating a letter of support for Larimer County's grant application and potentially committing City funding to support a mixed C&D recycling facility.

If Larimer County receives grant funding for the facility, staff will engage with Councilmembers about next steps and timelines as they become clearer.

Potential Future Next Moves

While outside the scope of this Council Priority, there are many additional opportunities to make progress on Zero Waste. In a resource-constrained environment, it will be essential to prioritize opportunities. Attachment 1 includes a brief summary of potential future next moves to consider for future discussion.

NEXT STEPS




Infrastructure: Given the necessity of additional infrastructure to continue to make progress on zero waste goals, and that infrastructure projects take significant staff resources and a long time to implement, City staff recommends a continued focus on progress for food scraps and C&D infrastructure. Staff proposes a work session in fall 2025 to share findings of the feasibility analysis and align on next steps with Councilmembers.

Other next moves: If Councilmembers are interested in prioritizing any of the Potential Zero Waste Next Moves, staff can provide further information, potential timelines and tradeoffs in a future work session.







ATTACHMENTS

1. Next Moves and Potential Future Moves
2. Presentation

Next Moves in Council Priority: Accelerate Zero Waste Infrastructure and Policies

| Next Move | Diversion Impact | Notes |
|---|--|--|
| Expanded yard trimmings collection through contracted hauling | High  | Complete |
| Food scraps composting site or compost transfer station | High  | Underway; multiple years to full implementation |
| Mixed C&D recycling sorting facility | High  | Underway; multiple years to full implementation |

Future Potential Zero Waste Next Moves

| Next Move | Diversion Impact | Notes |
|---|--|---|
| Commercial yard trimmings policy | High  | Leverages existing infrastructure |
| Develop food scraps policy | High  | Dependent on food scraps infrastructure timeline |
| Increase municipal reuse / recycling | High  | |
| Deconstruction practices | Med/High  | |
| Additional plastics reduction policy | Low  | Impacts behavior change, health, and prevents pollution |
| Additional measurement approaches / updated waste composition study | Low  | Supports infrastructure development with updated data |

Council Priority Check-in: Accelerate Zero Waste Infrastructure and Policies

Caroline Mitchell

Lead Waste Reduction and Recycling
Specialist



WELCOME TO THE CITY OF FORT COLLINS RESIDENTIAL TRASH & RECYCLING PROGRAM!

We are excited to take another step closer to starting our new service. This program is designed to benefit our community by providing:

- **Increased opportunities for diverting material from the landfill.** Your new service includes weekly recycling and seasonal yard cleanups (10/24/2025).
- **Increased safety and reduced noise and emissions** by reducing the number of collection trucks on residential streets.
- **Consistent and transparent pricing.**

To learn more about the program, visit www.fortcollins.gov/contract-to-test.

Your new recycling cart is funded in part by a grant from the Recycling Partnership, a nonprofit organization dedicated to helping communities like Fort Collins with solutions to reduce their carbon footprint. Fort Collins was selected to receive grant support because of our longstanding dedication to advancing recycling. Thank you for everything you do to help us with recycling and moving towards our Zero Waste goals as part of Our Climate Future.

Kelly DiMartino
Kelly DiMartino
City of Fort Collins



FREQUENTLY ASKED QUESTIONS

What will happen to the old carts?
They will be either re-used (based on the condition) or recycled into new carts.

Do I have to use the new cart?
Yes, starting September 22, Fort Collins residents must use only collect waste from City-issued carts.

Who owns the new carts? City-issued carts that City owns. The carts, access and their use at a different house is limited for the test contract in the state. The next annual competitive bids for service.

What happens if I put the wrong material in my cart?

An "Oops" tag will be placed on my cart with the wrong material, with information on how to correct your cart for the next pick-up. If corrections are not made, the cart may be treated as a full trash cart. It is important to follow the guidelines on the carts to divert materials from the landfill.

Can I change my cart size?
Yes, you can exchange your cart for free up to two times per year. Additional exchanges cost \$20 each.



City of
Fort Collins
970-416-2010



Council Priority

Council Priority:
Accelerate Zero
Waste Infrastructure
and Policies



Our Climate Future

Critical Path to
Achieving Climate
Goals (composting)

Big Move 2:
Zero Waste
Neighborhoods

Big Move 10:
Zero Waste Economy



City Plan

Principle ENV 5:
Create a Zero Waste
system.



Strategic Plan

Environmental Health 1

- Do Councilmembers have any questions about the elements underway in this Council Priority?

- Do Councilmembers have feedback on the proposed path forward?



- 1) Fort Collins' Zero Waste Context
- 2) What We're Doing Now
- 3) Next Steps

Item 2.



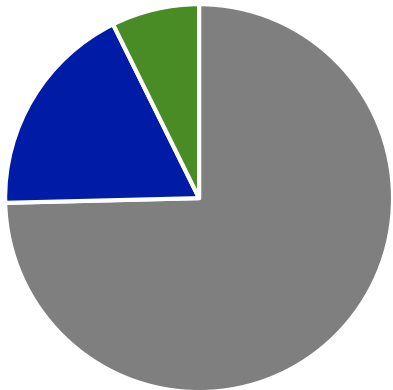
Context

Goal: Zero Waste by 2030

2023 Diversion Rates

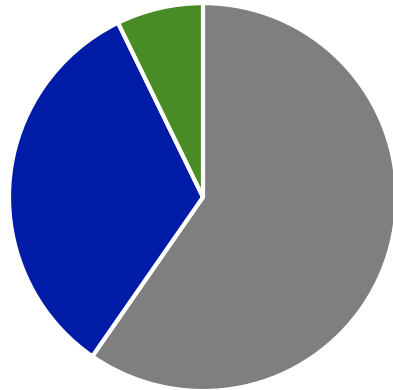
Residential

 25%



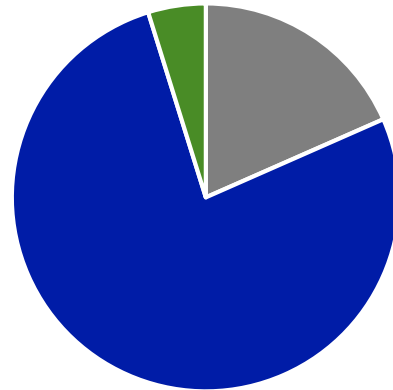
Commercial

 40%



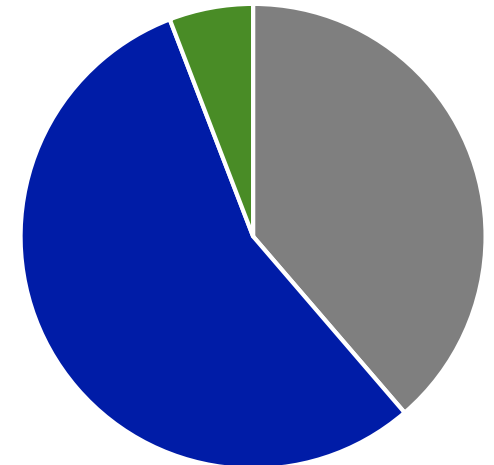
Industrial

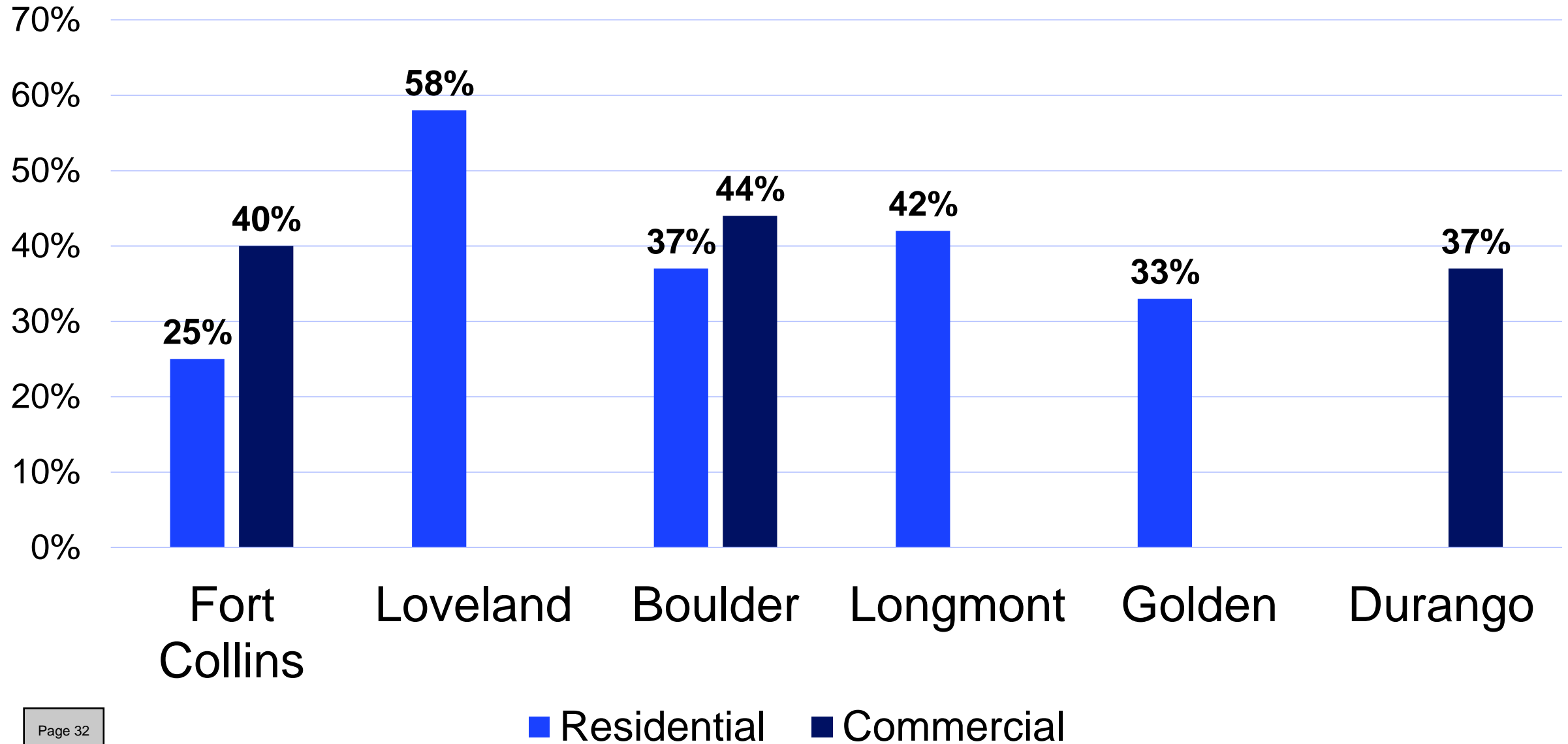
 82%



Combined (Community Diversion Rate)

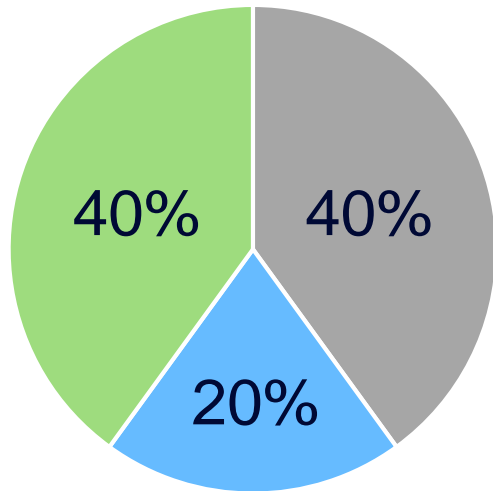
   61%



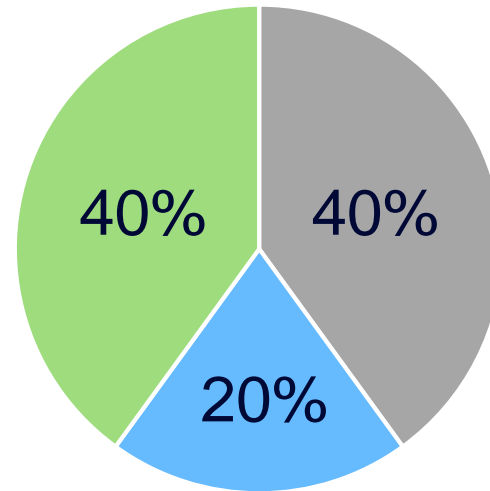


Waste Composition (2016 data)

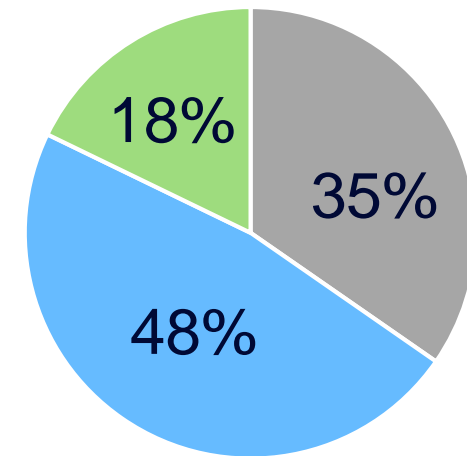
Residential



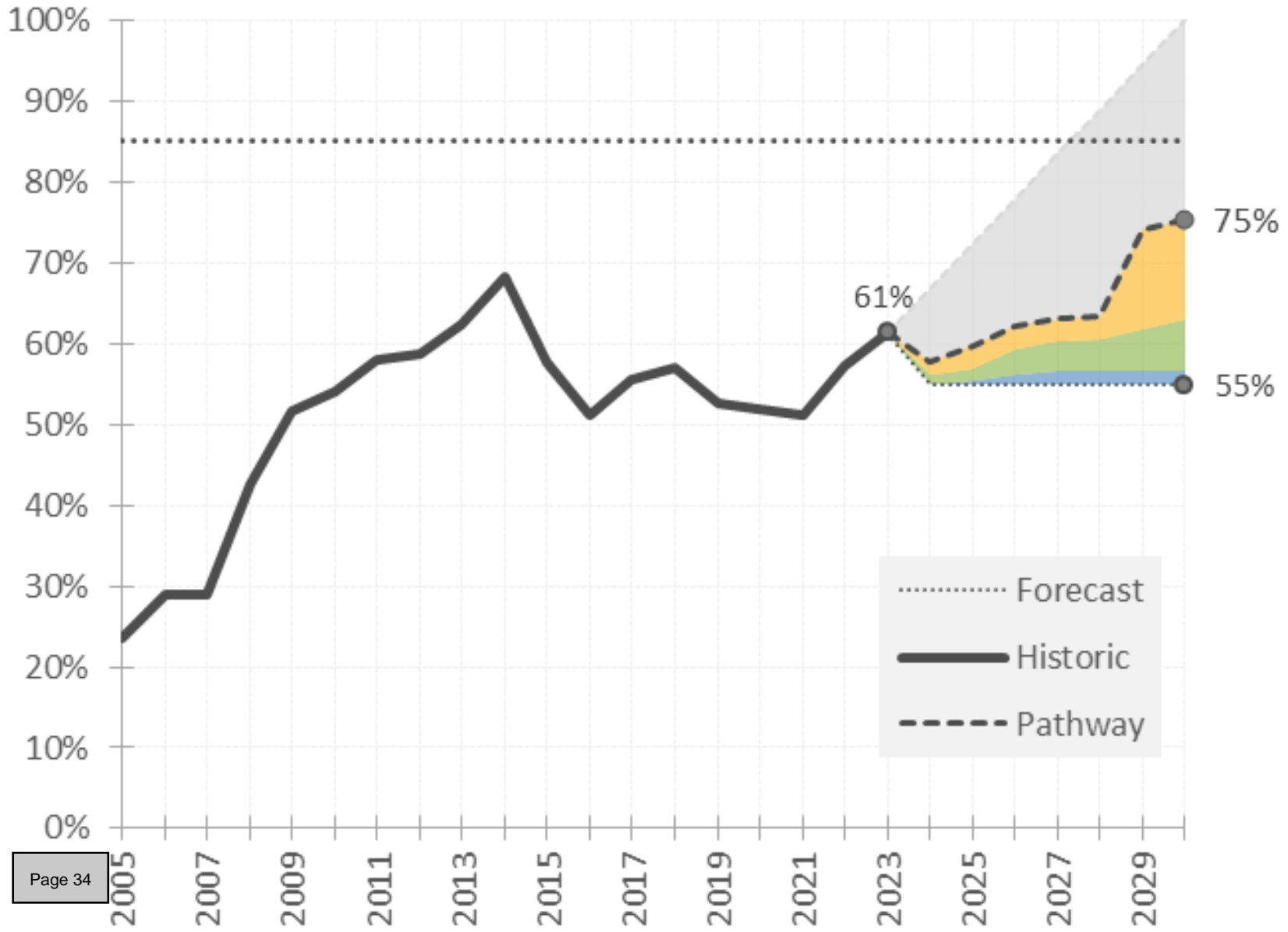
Commercial



Industrial



Item 2. Community Diversion
 % of materials generated



- Pathways Potential 20%**
- Construction and Demolition 12%**
- Yard Trimmings and Food Scraps 6%**
- City Industrial Waste 2%**



What We're Doing Now



Detached Residential

- Volume-based trash pricing
- Recycling and yard trimmings included for no additional charge
- Contracted hauling: consistent, affordable pricing



Commercial & Attached Res.

- Recycling included with trash service
- Grocers required to compost



Industrial / Const & Demo

- Requirements to recycle cardboard, metal, wood, aggregates
- Regular inspections of C&D sites

Plastic bag ban, Paper bag fee, Styrofoam ban

Education and outreach programs, Landfill ban on cardboard

Infrastructure: Timberline Recycling Center, Hoffman Mill Crushing Facility

Item 2. Council Priority Elements Complete or Underway

Complete

Leverage Existing Infrastructure to increase Yard Trimmings Composted

- Implement contracted hauling with increased yard trimmings collection

Underway

Identify Pathways to C&D and Food Scraps Infrastructure

- Grant-funded consulting support
- Regional Wasteshed partnership

Yard Trimmings collection:



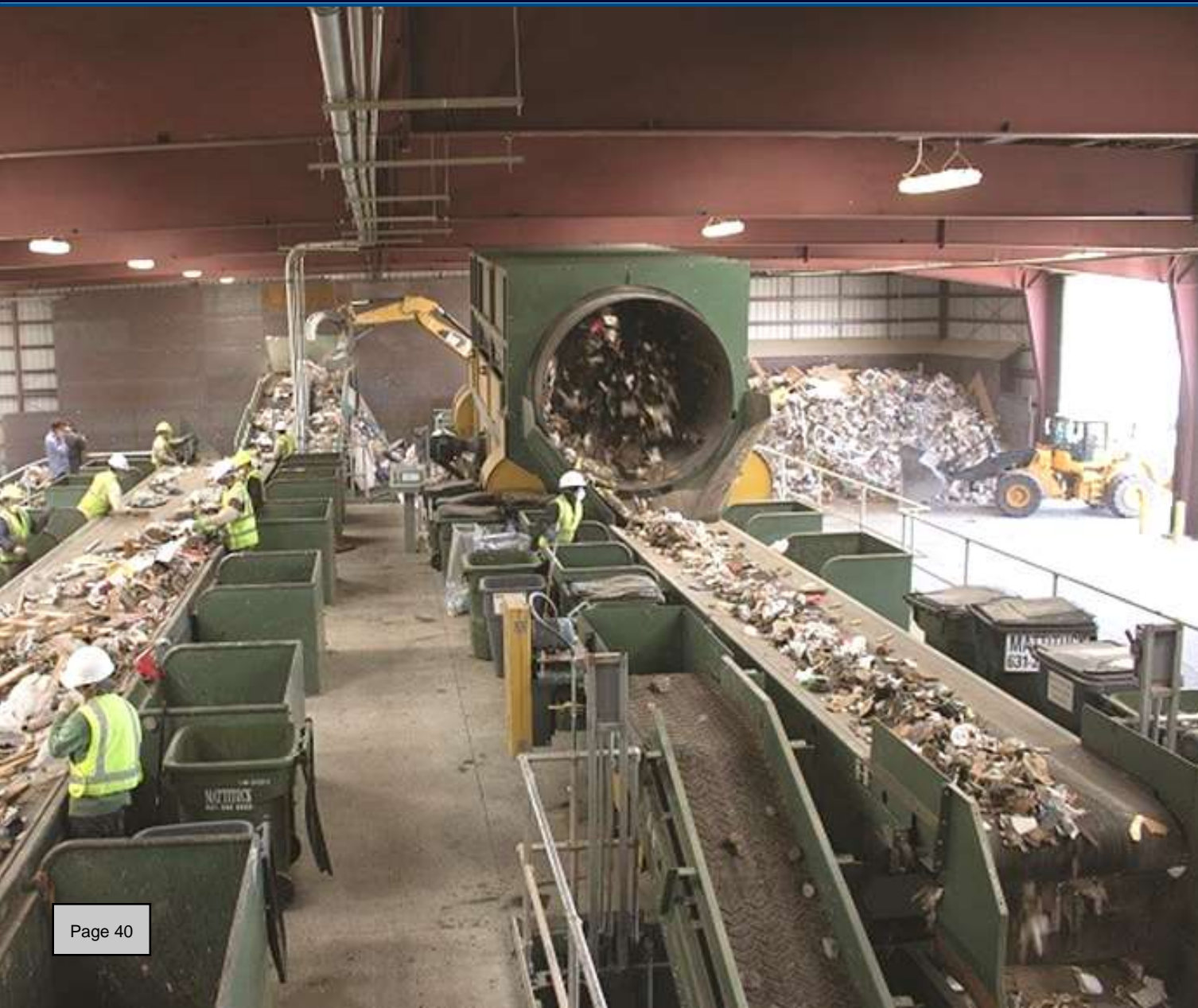
**46% more households
now have curbside collection
(11,400 homes)**



Infrastructure for food scraps composting essential to further progress

Grant-funded consulting work to identify composting and C&D infrastructure pathways





Infrastructure for mixed construction & demolition material is important for further progress

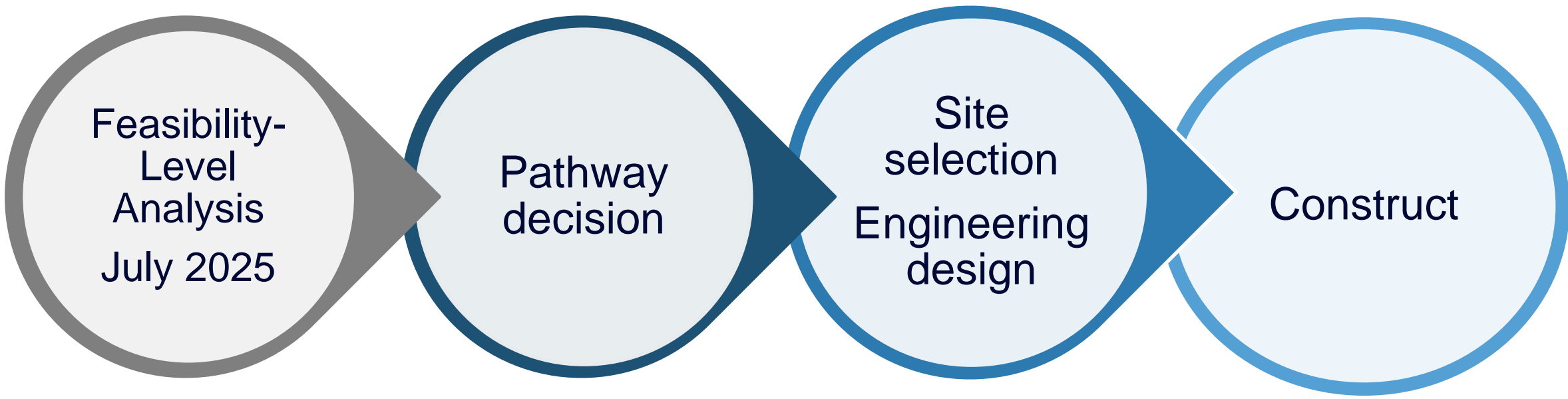
Recent Council guidance:
Letter of support for Larimer County C&D Facility

Item 2.



Next Steps

Grant-funded consulting work to identify composting and C&D infrastructure pathways






Larimer County C&D Site:







(if state grant is awarded and remaining funding identified)

- Provide funding
- City already adopted policy to direct material to site



| Next Move | Diversion Impact | Notes |
|---|--|---|
| Expanded yard trimmings collection through contracted hauling | High  | Complete |
| Food scraps composting site or compost transfer station | High  | Underway; multiple years until full implementation |
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Potential Zero Waste Next Moves

| Next Move | Diversion Impact | Notes |
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| Commercial yard trimmings policy | High  | Leverages existing infrastructure |
| Develop food scraps policy | High  | Dependent on infrastructure timing |
| Increase municipal reuse / recycling | High  | |
| Deconstruction practices | Med/High  | |
| Additional plastics reduction policy | Low  | Impacts behavior change |
| Additional measurement approaches / updated waste composition study | Low  | Updated info for infrastructure planning |

Item 2. Proposed next steps



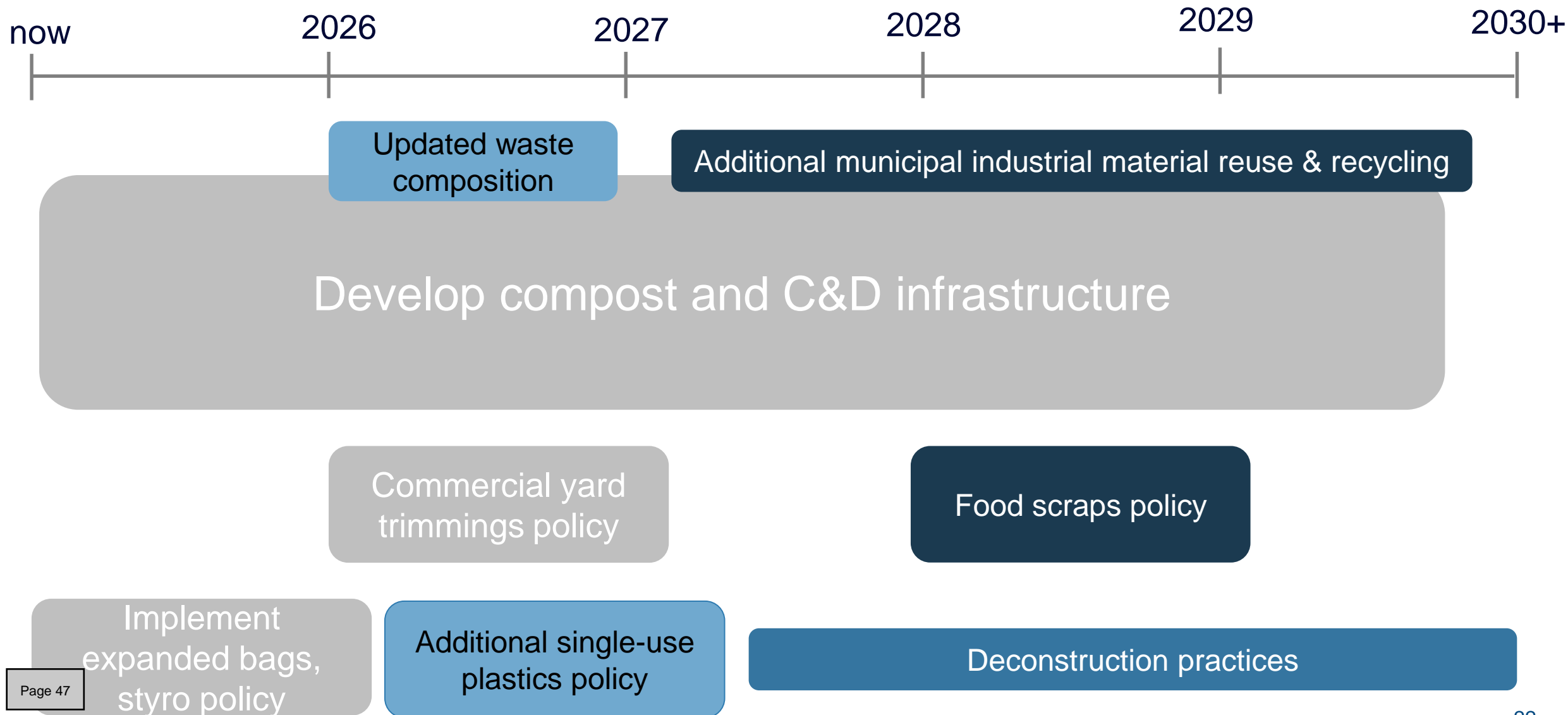
Develop compost and C&D infrastructure

Commercial yard trimmings policy

Implement expanded bags, styro policy*

** ongoing work, but not part of this Council Priority*

Item 2. Potential additional next moves



Item 2. Proposed next steps



Implement expanded bags, styro policy

Develop compost and C&D infrastructure

Commercial yard trimmings policy

Additional next moves as prioritized

Check in on infrastructure next steps

Check in on next prioritization

- Do Councilmembers have any questions about the elements underway in this Council Priority?

- Do Councilmembers have feedback on the proposed path forward?

Item 2.



Thank you!

Caroline Mitchell, Lead Waste Reduction and Recycling Specialist cmitchell@fcgov.com

File Attachments for Item:

3. Council Priority: Improve Human and Social Health for Vulnerable Populations

The purpose of this item is to provide an update on progress toward Council's Priority: Improve Human and Social Health for Vulnerable Populations, discuss identified barriers and programs focused on removing obstacles, share real-life human stories of impact, and discuss newly emerging barriers and challenges.

April 8, 2025

WORK SESSION AGENDA

ITEM SUMMARY

City Council



STAFF

Jacob Castillo, Chief Sustainability Officer
 Claudia Menendez, Equity and Inclusion Officer
 Beth Yonce, Social Sustainability Department Director

SUBJECT FOR DISCUSSION

Council Priority: Improve Human and Social Health for Vulnerable Populations

EXECUTIVE SUMMARY

The purpose of this item is to provide an update on progress toward Council's Priority: Improve Human and Social Health for Vulnerable Populations, discuss identified barriers and programs focused on removing obstacles, share real-life human stories of impact, and discuss newly emerging barriers and challenges.

GENERAL DIRECTION SOUGHT AND SPECIFIC QUESTIONS TO BE ANSWERED

1. Does the work and programs highlighted sufficiently progress toward meeting Council's expectations to support this Council Priority?
2. Does Council need any additional information or have any feedback to provide?

BACKGROUND / DISCUSSION

On February 27, 2024, Council passed Resolution 2024-013, adopting a Council Priority to improve human and social health for vulnerable populations. The problem statement for this priority states: *Obstacles and barriers exist that impede access to services for our underserved community members. We need to work with our regional partners to invest in a robust and accessible safety net to create conditions where one is not needed. Existing oil and gas wells in and around Fort Collins cause harmful pollution and have negative environmental and human health impacts.* Four objectives outline actions to take to advance this priority:

1. Expand human services funding; align with top community needs
2. Embed equity throughout City services, programming, and operations; monitor progress
3. Address environmental concerns including air quality, and oil and gas policies
4. Continue and expand programs that provide direct support to vulnerable populations

To ensure common understanding of the term "vulnerable populations", staff is using the State of Colorado Department of Public Health and Environment definitions:

- **Disproportionately Impacted Communities:** Asian, Native Hawaiian or Pacific Islander, African American/Black, Hispanic/Latin(o)(a)(x), American Indian or Alaska Native; older adults; lesbian, gay, transgender, bisexual, queer or questioning, gender nonconforming; people with disabilities; people with low socioeconomic status; people currently or formerly incarcerated; and people who live in rural and/or geographically isolated communities.
- **Community-led Engagement:** the practice of working collaboratively and through disproportionately impacted populations to address issues affecting those populations with the goal of using community expertise to lead, inform, and conduct engagement practices. This can include using culturally and linguistically tailored outreach, community advisory boards, etc.

Summary of Strategies Status

| Ongoing | Timeline Notes | Status |
|---|---|----------|
| Equity Readiness Assessments with Depts. | Ongoing 2024-2025 | On track |
| Air Quality Monitoring | Ongoing 2024-2025 | On track |
| Identify and address barriers to Get FoCo usage to boost participation | Ongoing 2024-2025 | On track |
| Equity Indicators Dashboard Data Analysis Update | Q2-Q3 2025 | On track |
| Planned/Underway | Timeline Notes | |
| Complete and Implement Human Services and Homelessness Priorities Platform | Q3-Q4 2024; utilize in 2025 funding process | On track |
| Continue seeking resolution on Oil and Gas compliance issues and initiating State assessment of underutilized wells and aging pipeline system | Oct. 2024: Well closure ordered by State; reclamation in progress | Complete |
| Budget/Council Contingent | Timeline Notes | |
| Immigration Legal Fund, Eviction Legal Fund, Mobile Home Parks program, Community Consultants program | Budget Offer 2025/2026 to continue programs | Funded |
| 1FTE Equity Office Underserved Communities Engagement and Outreach | Budget Offer 2025/2026 to expand program | Unfunded |
| Human Services Program Funds | Continuing Enhancement Budget Offer 2025/2026 - \$150k (not ongoing budget offer) | Unfunded |
| 1FTE Healthy Homes Navigator and Direct Household Support | Budget Offer to enhance program | Funded |

Staff continues to provide many programs that support increased access and removing obstacles and barriers. Identified obstacles and barriers include cost/affordability, language, transportation,

communication and outreach, documentation and fear, digital divide, and difficult processes. As noted above, several programs are highlighted and monitored within the scope of this Council priority including:

- Translation and Interpretation Services
- Human Services Program funding
- Eviction Legal Fund
- Immigration Legal Fund
- Community Consultants Program
- Mobile Home Parks Program
- Equity Readiness Assessments
- Get FoCo Program
 - Grocery Rebate Program
 - Reduced-rate Connexion
 - Reduced-rate Recreation
 - Spin Access
 - The Gardens on Spring Creek Access
- Digital Inclusion Program
- Utilities Affordability Programs
- Air Quality and Healthy Homes Program

In addition to the programs specifically called out within this priority, it is important to acknowledge several other Council-funded programs/projects provided by the City that support this Council priority including (this may not be an exhaustive list):

- Adaptive Recreation, Reduced Fee Scholarships, and Behavioral Support Specialist
- Universal Preschool
- Multicultural Business and Entrepreneurship Center (MBEC)
- NoCoBiz Connect (Equitable Business Support and Recognition)
- Conflict Transformation Works
- Rental Housing Program
- Municipal Court Specialized Services
- Homeless Outreach and Proactive Engagement (HOPE) Police Team
- ADA Bus Stop Improvements
- Transit Security and Mental Health Collaboration
- Cultural Community Programs
- Dial-A-Ride

Strategy 1: Expand human services funding; align with top community needs

Beginning in 2024, staff has worked to develop the Human Services and Homelessness Priorities Platform which is a blueprint for how the Social Sustainability Department delivers resources, programming, and partnership toward human services and homelessness in Fort Collins. It will influence staff work plans as well as the competitive grant funding process. It underscores and recognizes the adversities experienced by residents with disproportionately impacted identities. It will be reviewed and adapted annually to respond to changing community conditions and to measure success. To see the Human Services and Homelessness Priorities Platform, please visit this link:

<https://www.fcgov.com/socialsustainability/documents.>

Human Services Priorities:

- Caregiving
- Prevention
- Intervention
- Food Security
- Financial Stability and Opportunity

Homelessness Priorities:

- Sheltering
- Supportive Services
- Prevention

One primary barrier for this strategy is adequate funding to make deeper impact. While the Priorities Platforms helps narrow the focus to enable deeper impact, unfortunately, the amount of funding available has decreased. There is no longer ARPA (American Rescue Plan Act) or other recovery funds available, and there has been a reduction to the Human Services Program funding. While there is a reduction in funding, there has not been a reduction in community needs.

Here are the grant funding amounts provided to nonprofit partners in 2024 and 2025 through the Human Services Program and Equity Grant Fund:

| Funding Program | 2024 | 2025 |
|---|--------------------|--------------------------------|
| Human Services | \$920k (GF) | \$770k (GF) |
| Homelessness Response | \$1.1M (ARPA) | \$1M (GF) |
| CDBG Public Service (Sheltering/Prevention) | \$181k (HUD) | \$165k - \$180k (HUD) |
| Childcare and Social Services Recovery | \$603k (ARPA) | -- |
| Equity Grant Fund | \$400k (ARPA) | -- |
| TOTAL | \$3,204,000 | \$1,935,000-\$1,950,000 |

While numbers and data help show impact of these programs, we also want to incorporate some real-life human stories to better explain how these programs impact people in Fort Collins.

Elderhaus Adult Day Program: Joe had been caring for his wife, Jane, who has advanced Alzheimer's, in his home with limited supports. Joe was exhausted, and Jane continued to become more and more restless and agitated. After learning about Elderhaus, Joe decided to bring Jane one day each week. After the very first day, Joe saw a change in Jane. She came home exhausted and content. Within a month, Joe added a second day for Jane to attend. Joe recently shared that their lives have changed for the better. "I have more time than I know what to do with! Jane is so much more relaxed, her agitation decreased – and while she can no longer speak – she knows where she is going when we pull into the Elderhaus driveway – and I get to see that smile that has been absent for years."

Meals on Wheels: "To Meals on Wheels, The gift bag was such a nice surprise. There were so many interesting things in it. It was fun opening it and very much appreciated. We like the food we receive. There is nice variety. Merry Christmas!"

Boys and Girls Club and The Food Bank: "Dear workers at the Food Bank, First, I want to say I really appreciate you guys getting together all the food we eat. Sometimes I don't have home lunch or my mom didn't go grocery shopping, but I can rely on the food at school. I really appreciate you guys."

Strategy 2: Embed equity throughout City services, programming and operations; monitor progress

The Office of Equity and Inclusion shares responsibility with all departments to embed equity considerations to all aspects of equity work, from data-informed analysis to using shared language and definitions. It is vital that the City has a shared understanding of what equity is, why it is important, and how everyday decision-making can work toward providing supportive experiences for all community members.

The 2023-2026 Equity and Inclusion Plan guides how the City develops work to implement the shared vision toward building a more inclusive and equitable Fort Collins. Listed below are the three prioritized goals identified to embed equity in all stages of project planning and all relevant activities implemented to advance inclusion, diversity, equity, and accessibility for the City of Fort Collins community and staff. (2024 Equity Inclusion Impact Report and Digital Inclusion Annual Report attached)

Goal 1: Commitment and Common Language

- Employee Education and Training
- Employee Resource Groups
- Accessibility and Compliance Work
- Equal Employment Opportunity Education
- Inclusive Language Guide and Module

Goal 2: Inclusive and Equitable Engagement

- Digital Inclusion – Get FoCo
- ADA Compliance
- Cultural Events and Engagement
- Proclamations and Community Receptions
- Event Sponsorships
- Community Connectors

- ARPA Equity Grant Fund
- Boards and Commissions

Goal 3: Data Accountability

- Equity Readiness Assessments
- Equity Indicators Update
- Equity Office Intake Form – Data Collection
- Web and Digital Accessibility Compliance

A human impact story to share here includes kudos to Eric Patton in Transfort and Jan Reece in the Equity and Inclusion Office for their work with a community member to address ADA issues on City buses and bus stops.

- *A visually impaired community member, but not blind, was riding city buses and noticed that the bus stops are not announced. Eric has provided training to bus drivers, so all stops are announced which benefits all riders.*
- *The community member also pointed out that bus stop signage placement was too high for folks who may use wheelchairs. Transfort is working on adjusting the heights so all persons can easily access bus schedules at stops.*
- *Eric and Jan worked on these issues together and brought updates to the Disability Advisory Board.*
- *The community member provided a glowing review on the great customer service that Eric and Jan have provided him and praised their ongoing, clear and kind communication and ability to be receptive to his living experience as a person with blindness. He is extremely grateful for all the work Eric and Jan have been able to put in place so quickly. Thanks for your thoughtful service, Eric and Jan!*

Strategy 3: Address Environmental Concerns including Air Quality and Oil and Gas Policies

Environmental concerns effect disproportionately impacted communities including young, elderly, and people with respiratory/cardiovascular conditions regardless of location. For this reason, both air quality monitoring and oil and gas policy are included in this Council Priority. Highlights include:

- **Ongoing Monitoring:** The City collaborates with the Larimer County Department of Health and Environment (LCDHE), and the Colorado Department of Public Health and Environment (CDPHE) to monitor regulatory pollutants of concern, such as ozone and particulate matter.
- **Implementation of an EPA Air Toxics Grant:** In a collaborative effort with Larimer County and Colorado State University, the City is in year 2 of a 3-year grant focused on environmental justice concerns related to toxic air pollutions. This has included formation of an Air Quality – Monitoring Advisory Committee, which includes diverse representation from across the County. Implementation has included responsive monitoring and coordination with County staff for responses (e.g., for odors detected at a gas station near homes). Engagement efforts have included workshops and an air quality and art exhibit at the CSU Gregory Allicar Museum of Art, which included community art pieces created using particle pollution.
- **Cessation of Oil and Gas Operations:** As of October 2024, there are no active oil and gas operations in Fort Collins, due to a settlement following a number of violations of environmental regulations. Equipment still exists on site, and the City is working with Larimer County and the Colorado Energy and Carbon Management Commission (now owners of the wells) to track and potentially expedite final reclamation activities.

Healthy Homes Program:

The Healthy Homes Program provides bilingual indoor air quality assessments and weatherization and furnace inspections/cleanings. Resources are provided including smoke alarms, fire extinguishers, Carbon Monoxide alarms, portable air cleaners, doormats, and radon test kits. Many home projects provided improved the health, safety, and climate resiliency of participants' houses.

In 2024:

60 indoor air quality assessments provided:

- 16 participants were Spanish-speaking households, 44 were English-speaking households
- 23 were in mobile home parks
- 33 also received furnace inspections and cleanings
- 28 also received weatherization work

35 smoke alarms, **48** fire extinguishers, **27** CO alarms, **46** portable air cleaners, **44** doormats, and over **570** radon test kits provided.

Home projects that improved the health, safety, and climate resiliency of participants' homes, including the following:

- 9 furnace repairs or replacements (many of these furnaces were an immediate health and safety issue)
- 3 roof repairs
- 3 installations of oven hood vents
- 2 bathroom fan installations
- 2 insulation projects
- Additional projects such as duct cleaning, wall repairs, door repairs/replacements, fixing electrical hazards, floor repairs, rubbish removal, water heater replacement, humidifier repair, and air conditioning installation

Presentations and events that reached over **400** community members with information on radon, fire safety, and other Healthy Homes topics. Interpretation was provided at all events.

Half of the Healthy Homes participants responded to a feedback survey which demonstrates some of the human impacts because of the program:

- **90%** said that their knowledge of indoor air contaminants improved
- **70%** said that their overall health in their home improved
- **74%** said that their home's indoor air quality improved
- **93%** would recommend the program to a friend

Many of the home projects completed addressed severe safety issues such as exposed wiring, holes in roofs or floors, or carbon monoxide leaks. Relationships and coordination strengthened between the Healthy Homes team and partners, including internal departments (Neighborhood Services, Utilities), and external organizations (Poudre Fire Authority, Poudre School District).

Again, while numbers and data help show impact of these programs, we also want to incorporate some real-life human stories to better explain how these programs impact people in Fort Collins. To watch a 15-minute video showing more information and human impacts about the Healthy Homes Program please go to this link: <https://www.youtube.com/watch?v=z-zvS0-aXnY>

Quote from participant: *“I am incredibly pleased with this program. I learned so much about indoor air quality from the Healthy Homes team, and thanks to Arus, I also found that our stove/oven is putting off too much carbon monoxide upon startup. Addressing the issues that both teams pointed out has helped me health-wise, and I feel more confident in being able to assess and fix any other air-quality issues in the future.”*

Many home projects addressed severe safety issues. In Winter, a family residing in a mobile home received a furnace inspection which revealed leaking carbon monoxide and required an immediate shut down. The furnace needed repair, but a roofing issue prevented thermal regulation of the home. Healthy Homes coordinated temporary heating and the repairs of the roof and furnace, and the family had a warmer, safer home just in time for the frigid January weather.

Strategy 4: Continue and expand programs that provide direct support to vulnerable populations

The Mobile Home Park (MHP) Residents’ Rights Team presented challenges and opportunities for additional local and state-level policy and MHP enforcement at a recent City Council Work Session and will be returning with another Work Session later this year to share details about potential options for consideration.

The ongoing Mobile Home Park Program continues to be impactful by:

- Keeping residents in their homes with home improvement projects
- Supporting housing quality and aging in place with educational workshops
- Connecting neighbors by funding mini-grant projects

In 2024, the City’s mobile home park program:

- Repaired **37** mobile homes with roofing, flooring, deck/handrail, electrical, and plumbing projects
- Hosted and assisted with **5** resource fairs and community events
- Taught **350** senior and primary Spanish speaking mobile home park residents do-it-yourself skills like plumbing and power tool use

A couple of human impact stories from the Mobile Home Park program include:

One resident needed a new electrical panel and upgrades to transition their stove from gas to electric. He had been using a countertop "hot plate" while saving money for the work and new stove. The electrical work was under budget, so he received a new stove from the grant too. For the first time, this grant recipient was able to cook a “proper holiday dinner” as a result of having updated electrical lines and a stove. *“I am so happy and appreciative! Thank you so much, City of Fort Collins!”*

Another resident had been walking over large gaps in their subflooring, supported primarily by only carpeting in front of their door and in their bedrooms. Some of the flooring was also in rough shape because of the older carpet and accumulated household belongings putting added pressure on the flooring. This resident said he got a new job, not having to be as concerned with saving money to clean out of the home and get flooring repairs done. His roommate now also has higher quality housing.

Immigration Legal Fund:

Each of the three service providers for the Immigration Legal Fund has a unique delivery model. One employs a full-time attorney and paralegal, another pays for scholarships to private attorneys who charge low-bono rates, and the final nonprofit maintains a network of attorneys across Colorado who volunteer their time as well as a permanent stable of immigration attorneys working exclusively for the organization. The organizations coordinate *Know Your Rights* trainings, resource fairs, and *Ask A Lawyer* clinics to provide a spectrum of legal support from self-advocacy through full representation for the life cycle of the cases.

In 2024, the Immigration Legal Fund helped with the following:

- **8** new work authorizations
- **245** people reached through education and self-advocacy sessions
- **33** asylum cases supported
- **18** crime, trafficking, and domestic violence visas processed
- **21** Special Immigrant Juvenile Status cases
- **103** cases actively managed

Immigration Legal Fund Human Impact Story:

Bob*, who is a US citizen, is petitioning for his wife, Joy*, to become a lawful permanent resident. They have been married and living abroad for over 20 years working for several non-governmental organizations and non-profits fighting human trafficking in developing countries. They traveled to Fort Collins this summer with one of their two children for a work-mandated sabbatical to the US. They had intended to stay for only several months, but when they arrived in Fort Collins to stay with Bob's parents, they discovered that both of his parents were in poor physical health and now require full time care. They have a salary that is sufficient for living in a developing country, but don't have the many thousands of dollars to pay for a private immigration attorney and USCIS fees. They are now working with the **Immigration Legal Fund** to prepare Joy's petition and leveraging grant funding from the Women's Foundation of Colorado for filing fees. The family continues to fight trafficking from their new home in Fort Collins.

*Names changed to protect confidentiality

Eviction Legal Fund:

Eviction Legal Fund (ELF) service providers work with tenants and landlords in conflict to proactively address housing instability. The three organizations in the ELF offer specialty programs and support for populations at higher risk for eviction like seniors, mobile home park residents, and renters who speak a primary language other than English.

In 2024, the Eviction Legal Fund helped with the following:

- Attorneys represented **136** clients in non-court appearances
- **366** renters reached through Know Your Rights trainings
- **1,119** people received educational materials
- **49** eviction mediation and housing hotline volunteers trained
- **1,101** renters served
- **108** landlords served

Community Consultants:

Community Consultants is an equity-centered program that hires community members with lived experience to develop and implement solutions that strengthen engagement and strategic planning efforts for 40-60 hours of consulting on specific projects. In 2024, Neighborhood Services Community Consultants worked on two projects: Mobile Home Energy Efficiency Upgrade outreach and Mobile Home Park Code Enforcement education.

Amy Perea and Alvaro Acevedo worked with Utilities Energy Services staff to promote the Colorado's Affordable Residential Energy ("CARE") program to provide free in-home energy assessments and offer free appliance replacements for big ticket items like furnaces or stoves as well as smaller energy efficiency upgrades. Our Community Consultants hosted a series of events for mobile home park residents, became residential subject matter experts who answer questions from community members outside of the events,

and assisted with filling out program applications in English or Spanish. Having these consultants work in neighborhoods they are from built instant trust and credibility for the program and helped build relationships with the City. Their outreach also resulted in over **90** CARE applications.

Eva Perez assisted with the Mobile Home Improvement grant administration, scheduling, and bilingual customer support. She also hosted grant applicant outreach, resource fairs, and assisted with marketing events and grant opportunities to residents in her mobile home park.

Debbie Bradberry from North College Mobile Home Park performed Code Enforcement educational assessments in the 55+ neighborhood, providing important information to shape recommendations for City Council and changes to local policy. Some resources were offered to residents to assist them with voluntary compliance.

Get FoCo Program and Digital Inclusion:

For many people in Fort Collins, gaps in economic and educational opportunity exist between those who have access to digital devices, skills, and the Internet, and those who do not. This is the digital divide. The City is committed to reducing this digital divide and increasing access to fast and reliable internet and digital literacy through the Digital Inclusion Program.

Get FoCo is an all-in-one online platform for accessing the City's income-qualified programs. By collecting City programs under one umbrella, the application process is simplified and has increased access through the standardization of requirements, the cross-promotion of programs, and increasing the convenience simplicity of applying.

To ensure equitable access, the City offers in-person and phone appointments in English and Spanish at multiple locations. The City also partners with organizations such as the Partnership for Age-Friendly Communities, Poudre School District, and Poudre Libraries, among others, that have trained staff to help residents with the Get FoCo application.

Get FoCo now offers access to **5** different programs for income-qualified residents:

- **Grocery Tax Rebate** – **3,150** applications processed with **\$578k** in rebates provided in 2024.
- **Reduced-rate Recreation** – 2,444 households applied in 2024
- **Reduced-rate Connexion** – **970** households received Connexion broadband services
- **Spin Access** – 765 households applied in 2024
- **The Gardens on Spring Creek Access** – nearly **300** applications in less than 3 months

At the end of 2024, Get FoCo has approved **3,184** households and **970** are receiving Connexion broadband services.

To ensure equitable access to digital services and the skills needs, the City's Digital Inclusion program partners with local organizations committed to promoting digital equity in Fort Collins. Some examples include:

- Poudre School District – *Digital Equity Liaison* – supported over **300** families and offered support and training to more than **50** PSD staff members.
- Partnership for Age-Friendly Communities – *Tech Buddy* – Volunteers offer support to older adults at Poudre Libraries, the Senior Center, Senior Apartment complexes, coffee shops, and 1:1 in people's homes.
- Poudre Libraries – *Old Town Library* – In partnership with the Occupational Therapy Department at Colorado State University, Old Town Library launched an OT program for patrons experiencing homelessness. During the **480** hours offered, they assisted **112** individuals receive support learning

how to check out laptops and use them to create resumes, search and apply for jobs, create email, look up bus schedules, access online banking, and more.

- Economic and Workforce Development – *Digital Roots* – program dedicated to help job seekers learn or grow digital skills – received over **200** requests for digital literacy support and **67** participants successfully completed the program and received a device. Thanks to their bilingual staff, **25%** of participants received help in Spanish and **21%** were over the age of 55.
- The Family Center – *Mi Voz and Family Support Services* – In 2025, device library for community members – accessed for First Aid and Mental Health Classes.
- Harmony Village Foundation – In 2025, nonprofit dedicated to supporting the residents of Harmony Village are online and able to help residents, especially those living with disabilities.
- Heartside Hill – The City’s Digital Inclusion program partnered with Connexion and CARE Housing to guarantee that the Heartside Hill low-income housing development will be equipped with the essential infrastructure for delivering complimentary Connexion services to its residents.

The City was awarded the status of **Digital Inclusion Trailblazer** by the National Digital Inclusion Alliance – a recognition reserved for local governments leading the way in the digital inclusion space.

Utilities Affordability Programs:

- **1,758** households have enrolled in the Utilities Income-Qualified Assistance Program (IQAP) as of January for the 2024-2025 season (November through April)
- **\$51,284** has been distributed to **168** households (at or below 80% of the area median income) through the Payment Assistance Fund, in partnership with Energy Outreach Colorado
- Launched on January 1, 2025, the Utilities Emergency Fund has distributed approximately **\$86,000** to **292** households (no income eligibility required)

New or Emerging Barriers

Recognizing an ever-evolving landscape, engagement continues with our community to understand new or emerging obstacles or barriers exist that impede access to services for underserved and disproportionately impacted communities.

The Resilient Housing Group meets to align work outcomes, share guidance, and discuss developments in creating climate-resilient, efficient, and safe homes in Fort Collins. This group creates an efficient and effective way to share plans and opportunities for collaboration and partnership (members include staff from Healthy Homes, Epic Homes, Rental Housing Program, and Mobile Home Park Program). Additionally, this group helps problem-solve unique situations of community members’ homes. For example, they might discuss the best approach to help someone with home energy efficiency issues as well as challenging landlord/tenant relationship. This is a main challenge as staff is seeing each participant’s situation requires a unique approach based on their needs, what they qualify for, and what they can/cannot access, in a resource landscape that is patchy and complex.

Staff works closely with community-led groups including Community Consultants and Community Connectors (volunteer educators) to learn from them about how the City’s programs impact them, helps identify ways to improve access and reduce barriers, bringing their experience as foundational to understand how the City can improve services as well as including them as residents serving our City. Staff has heard from immigrant community members that they feel their future is so uncertain in this country that they are not sure it is worth applying to programs and putting time, energy, and money into their home. Some folks in the immigrant community as well as long-term citizens from Communities of Color are reluctant to send children to school, attend worship services, or participate in any program associated with any government entity. Some service providers are rebranding events and programs and have developed safety protocols for participants. There is some evidence of ICE activity in Fort Collins, and nonprofit

partners are in close communication with Police Services and Larimer County Sheriff's Office about the activity and their concerns.

Additionally, seniors and families with young children are expressing concern about potential cuts to federal programs like Medicaid, Medicare, and Social Security as they depend on these programs for housing and healthcare.

NEXT STEPS

Staff will continue to provide programs to increase access and decrease barriers to the Fort Collins community while also listening to and bringing disproportionately impacted community members' experience as foundational in understanding where the City can increase accessibility and decrease obstacles.

ATTACHMENTS

1. 2024 Equity and Inclusion Impact Report
2. Digital Inclusion Annual Report 2024
3. Presentation

Office of Equity & Inclusion

2024 Impact Report



Land Acknowledgement

We acknowledge and honor the lands situated within the City of Fort Collins as the original homelands of the Hinono'eiteen (Arapaho), Tsétséhéstáhese (Cheyenne), Nąmąnų (Comanche), Caiugu (Kiowa), Čariks i Čariks (Pawnee), Sosonih (Shoshone), Oc'eti S'akowin (Lakota) and Núuchiu (Ute) Peoples. This area is an important site of trade, gathering, and healing for these Native Nations. These lands are home to a diverse urban Native community representing multiple Native Nations and Indigenous Peoples. Despite forced removal and land dispossession, they continue to thrive as resilient members of our community. We are grateful for Native community members and honor the rich cultural heritage they bring to our collective community. We further recognize and value their social, intellectual, economic, and cultural contributions. The City of Fort Collins is committed to supporting, partnering, and working with the Native and Indigenous community.





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Letter from the Team

Greetings Colleagues and Community,

The City of Fort Collins Office of Equity & Inclusion is invested in relational work that fosters trust and creates an inclusive workplace and community. Through shared commitment and understanding, data accountability and inclusive engagement we are embedding equity into all practices and processes. Working in collaboration with City staff and community to cultivate inclusion, diversity, equity and accessible environments for the workplace and community is our highest priority.

We firmly understand that municipal governance is the level of government closest to its people. The decisions the City makes on engagement design, policy, process, and service delivery have profound impacts on daily community life and the workplace. We have the responsibility to provide programs that exemplify inclusion, diversity, equity and accessibility (IDEA) so community members and staff of all backgrounds have opportunities for civic engagement, cultural enrichment, and participation in decision-making processes.

The Office of Equity & Inclusion dedicates time and resources on internal staff development and community relationships efforts that focus on building skills and competencies that contribute toward increasing access by identifying and removing barriers to City programs and services. We work is intrinsically connected to Council Priorities, the City Strategic Plan, and Equity Plan to develop work streams that align to big picture, systemic work that advance the City mission, vision and values. To reach desired outcomes we work alongside teams to help design and embed equity focused solutions and processes into projects and everyday activities. We aim to develop programs, services and activities that grow a sense of belonging, safety and accessibility and our efforts are inclusive of all identities across the organization and the Fort Collins community.

We do this work wholeheartedly and with great joy and we look forward to ongoing work and focusing on building even stronger relationships with staff and the Fort Collins community members in 2025.

Sincerely,

The Equity & Inclusion Team

Claudia Menéndez, Equity & Inclusion Officer
Liz Messenger, Lead Equity & Inclusion Specialist
Brigid Hinterberger, Lead Equal Employment Opportunity Investigator
Jan Reece, Lead Equal Employment Opportunity & Compliance Specialist
Tyler Wenande, Data Analyst
África Garcia, Digital Inclusion Specialist
Melanie Clark, Executive Admin Assistant

Inclusion, Diversity, Equity and Accessibility (IDEA)

One big move the Equity & Inclusion Office took this year is to start socializing the addition of Accessibility to the acronym DEI. Commonly, we see this as DEIA. However, the State of Colorado Department of Local Affairs (DOLA) uses a different arrangement of the acronym using IDEA instead. Following DOLA's lead, we are leaning in and adopting the IDEA acronym as a framework to help structure and talk about how inclusion, diversity, equity and accessibility are integral to all aspects of our work. We are focused on embedding IDEA into our systems, processes, practices, and organizational culture.

The IDEA framework creates the pathway for how we develop collaborative workstreams to accomplish what we set out in the [Equity Plan](#) and address Strategic Objective Neighborhood and Community Vitality 3:

Identify and remove systemic barriers and advance equity so that persons of all identities, including race, ethnicity, religion, sexual orientation, gender identity, gender expression, age, mental and physical abilities, and socioeconomic levels can access programs and services with ease and experience equitable outcomes.

| IDEA Framework | |
|----------------------|--|
| Inclusion | The active, intentional, and ongoing commitment to ensure all people feel authentically welcomed, respected, and able to fully participate in shared spaces and experiences. This involves creating environments where every person feels valued for their unique contributions and has meaningful opportunities to shape their communities. Inclusion goes beyond mere representation to ensure genuine full participation and active belonging. |
| Diversity | The rich variety of human experiences, perspectives, and identities that make our communities and workplaces vibrant and strong. This includes but goes far beyond visible differences, encompassing the full range of human characteristics: ways of thinking, cultural richness and backgrounds, life experiences, family structures, and the many other aspects that make each person unique while connecting us in our shared humanity. |
| Equity | Equity recognizes that different people have different starting points. This involves identifying and removing barriers, providing resources based on needs to ensure ease of access to City programs services and activities. Equity means local government engages with and responds to what the community says they need. |
| Accessibility | The intentional design and creation of environments, programs, services, and experiences that welcome and enable full participation by all community members and staff. This includes physical, digital, social, and cultural aspects of programs and services that ensure everyone can meaningfully engage, regardless of their physical or mental abilities or circumstances. True accessibility considers the full spectrum of human needs and experiences and incorporates universal design that benefits all abilities. |

Equity Plan Goals Update

The Office of Equity & Inclusion shares responsibility with all departments to embed equity considerations to all aspects of our work, from data-informed analysis to using shared language and definitions. It is vital that we have a shared understanding of what equity is, why it is important and how everyday decision-making can work toward providing supportive experiences for all community members.

The 2023-2026 Equity & Inclusion Plan is guiding how we develop work to implement the shared vision toward building a more inclusive and equitable Fort Collins. Listed below are the three prioritized goals identified to embed equity in all stages of project planning and all relevant activities implemented to advance IDEA for the City of Fort Collins community and staff.

Goal 1: Commitment & Common Language in the Workplace

As defined in the Equity Plan: We will normalize and operationalize a Citywide understanding of equity and inclusion principles and provide development opportunities for staff across all levels. We aim to share examples from across the City to demonstrate how departments are embedding equity. Educational opportunities for staff provide shared understanding and common language across service areas on embedding inclusion, diversity, equity and accessibility into all aspects of a project life cycle.

Employee Education and Training

Equity Plan Goals Lunch & Learn Series

In Q1 we hosted a monthly Lunch & Learn to provide an opportunity to connect with staff and discuss each of the Equity Plan goals. We invited staff from various departments to present on how they are embedding equity into their projects and planning processes.

- **January-** Data Accountability
 - Focus in EOA Map
 - Data Library Project
 - Health Equity Index Use

- **February-** Shared Language
 - Discussion for a language guide
 - Present ideas for a new inclusive workplace module

- **March-** Inclusive Engagement
 - Communications and Public Information Office (CPIO) collaboration
 - Inclusive Language Guide and Language Access Guidelines

Work started in 2024 and in progress:

- Inclusive Language Guide Draft- Roll out Q2 of 2025
- Inclusive Workplace Module- Launch end of Q1 2025
- Equity Collaborative Learning Community (six 2-hour meetings total in 2024)
- Creating Inclusive Excellence Program (CIEP) Training: Colorado State University (CSU)- City Partnership (82 staff registered).

In collaboration with CSU's Office of Inclusive Excellence, the Office of Equity & Inclusion and HR launched the Creating Inclusive Excellence Program (CIEP). The 2024 cohort engaged 82 employees across all city departments, with 36 employees completing the full 6-session professional development certificate program, demonstrating a strong organizational commitment to diversity, equity, and inclusion.

CIEP is a comprehensive, well-established certificate program that has been a cornerstone of talent development at CSU for many years. For this reason, we considered this training as a good program for City staff as we move towards building shared knowledge across institutions and strong partnership with CSU.

The comprehensive program covered critical topics including diversity foundations, unconscious bias, social identity, oppression, inclusive language, and bystander intervention, equipping city employees with essential skills to create more inclusive workplace environments.

Plans for continuing to offer CIEP sessions are on hold due to unforeseen changes occurring in the Office of Inclusive Excellence due to executive orders. We hope to find a way to continue working with our colleagues at Colorado State University and offer opportunities for employee development in creating inclusive and respectful workplace environments.

Employee Resource Groups (ERG)

Time and effort has been dedicated to creating an ERG policy to help shape the future work. A new policy was written to structure ERG work and partnerships to assure ERG feel supported.

This foundational work will continue in 2025 so the City organization has a shared understanding and commitment to the work ERGs are leading.

Read the policy here: [ERG Policy Document Final.docx](#)

Accessibility & Compliance Work

ADA compliance work for facilities is led by Operation Services. The Equity & Inclusion Office has built trusting relationship with this department, so their communication is fluid, and the teams are responsive to needs that are identified as we work more closely with community members with diverse abilities and learn from their lived and living experiences. Operations Services as a secure budget of \$500,000 annually dedicated to facilities ADA compliance work.

- Facilities Work Completed:
 - Northside Atzlan 2nd floor workout room entrance
 - Downtown Transit Center exterior concrete work
 - ADA lift for Green Ice Rink spectator area at EPIC
 - EPIC dispersed seating at spectator areas
 - Lee Martinez Farm ADA entrance gate improvements
 - Police Services registration and release door slope correction and ADA parking improvements
 - City Park Nine Clubhouse path of travel and restroom remodel
 - Gardens on Spring Creek single user restroom ADA operator installation.
 - Collingdale Golf ADA outdoor patio and path from parking lot
- Early stages/design:
 - Parks Shop (City Park) entrance vestibule

Gender Inclusive Restrooms

PRIDE Employee Resource Group and Office of Equity & Inclusion continue to partner with Operation Services to identify where gender inclusive, single occupancy restrooms will be located. Signage for those bathrooms will be specific to show that all gender identities may use them and maps to show the locations so individuals can easily find an inclusive restroom. This project has provided an opportunity for staff from across departments to talk openly and increase understanding around sexual orientation, gender roles, gender identity, gender expression, and caretaking responsibilities and how the City can be supportive of all identities to meet their basic needs in a safe environment. [00]

Facilities with Gender Neutral Restrooms

- Single user restrooms with signs:
 - City Hall
 - Museum of Discovery
 - Gardens on Spring Creek
 - 281 N. College (City building)
 - Northside Atzlan Community Center
 - EPIC

- City Park Nine clubhouse
- East Side Parks Shop
- Center for Creativity at the Historic Carnegie Library

- Early stages/design:
 - Utilities Services Building single user included as part of lobby restroom upgrades.
 - EPIC Ice Rink gender neutral locker room (part of ADA upgrades to one locker room).
 - 215 N. Mason St – City building and municipal court - 5-year renovation planned to have one new single user on first/ground floor and one on second floor.
 - New Southeast Community Center (Library and recreation facility).
 - Lincoln Center- Reviewing motorized Evacuation Chairs for installation at the lower emergency exit paths. This would allow us to circumvent the current shelter-in-place option in the alternate emergency egress pathways should the main exits be blocked for some reason.
 - Lincoln Center- At the suggestion of the Disability Advisory Board we are currently reviewing plans for a redesign of the access ramp connecting the southeast parking lot (at the corner of Mulberry and Meldrum) to the building.

- Consideration for 2025:
 - Create new single restroom at Foothills Activity Center.
 - Create new single restroom at 222.
 - Upgrades and/or new restroom at Senior Center.
 - Continued work on various existing restrooms to ensure they meet ADA and House bill HB 2-1110 (ex. adding baby changing station).

Goal 2: Inclusive & Equitable Engagement

As defined in the Equity Plan: We will build organizational capacity to engage and partner with community groups to co-create how we advance equity for all, emphasizing participation of demographic and geographic groups where opportunity to improvement is greatest and identified disparities and inequities can be reduced or removed all together.

Since starting to offer education for employee development in 2022, the Office of Equity & Inclusion has engaged with hundreds of employees in a formal training. 732 employees registered for offerings. We have offered 8 different types of opportunities that are open to all employees of all levels.



Recreation & Parks Staff

The Office of Equity and Inclusion made significant strides in cultivating organizational belonging through its innovative seasonal staff learning opportunity launched in Summer 2024. The Office developed and delivered comprehensive presentations that wove together fundamental EO (Equal Opportunity) and IDEA (Inclusion, Diversity, Equity, and Accessibility) concepts with practical applications focused on fostering belonging within Recreation and Parks departments for new and existing staff members.

Through an engaging gamification approach, participants actively practiced implementing these principles in real-world scenarios, transforming abstract concepts into actionable behaviors.

Participant feedback demonstrated the program's effectiveness in building cultural competency among seasonal staff members who serve as crucial touchpoints with our diverse community.

The development of this standardized, interactive learning module represents a sustainable approach in the department's equity goals, as it can now be readily adapted and deployed across various divisions. The successful implementation of programs like this one, establishes a strong foundation for making belonging-centered learning an integral part of the seasonal staff experience in future years.

Sessions are in planning for 2025.

National Employment Disability & Awareness Month Lunch & Learn Series

The month of October was National Employment Disability Awareness month. The Equity and Inclusion office dedicated October to educating City staff in relation to interviewing, hiring and support of persons living with disabilities and invisible disabilities. Lead Equal Opportunity Compliance Specialist collaborated with the Division of Vocational Rehabilitation and Arc to provide weekly lunch and learns for staff, human resources and hiring managers. These sessions took employees' understanding of equity to a deeper level by providing an even stronger framework for adhering to Americans with Disability (ADA) laws, understanding reasonable accommodations, how to file an ADA concern with the City and most importantly, how to recognize that persons with invisible disabilities having the same rights as those with physical disabilities.

This weekly training allowed for employees to ask questions of the experts, to learn more about ADA rights in the workplace and to foster an inclusive working environment for all. The training concluded with a panel of individuals with disabilities who live and work in the community. Each person provided their perspective on finding employment in Fort Collins and the obstacles they faced in both interviewing and being hired due to their capabilities and qualifications. The trainees were allowed to ask questions of the panel to better understand how to support and advocate for others.

Equity Collaborative

Equity Collaborative (EC) met 8 times during 2024. The EC is composed of dedicated equity champions and its purpose is to build relationships, share information, collaborate and strategize how to embed equity into City processes with a people-first approach. The EC is focused on strategic alignment to improve consistency and effectiveness across efforts, to offer meaningful opportunities for staff to grow as leaders and changemakers while shaping institutional culture, to strengthen cross-department relationship-building and communication, and to intentionally embody an inclusive, accountable, supportive and intersectional culture we want to see. We encourage and value a growth-oriented culture of feedback, honesty, and transparency for all staff. We currently have 30 staff members dedicated to this work.

In 2025, the Equity Collaborative is looking to create a community of practice group where they can discuss, test, explore and modify work practices. We will host three sessions with Dr. Cori

Wong from March-June to guide the group to draw on the expertise, lived experiences, and insights already present in this group, helping us all strengthen our collective impact.

Digital Inclusion

For many Fort Collins residents, gaps in economic and educational opportunity exist between those who have access to digital devices, skills, and the Internet, and those who do not. This is the digital divide. The City of Fort Collins is committed to reducing this digital divide and increasing access to fast and reliable internet and digital literacy of Fort Collins residents through our Digital Inclusion program.



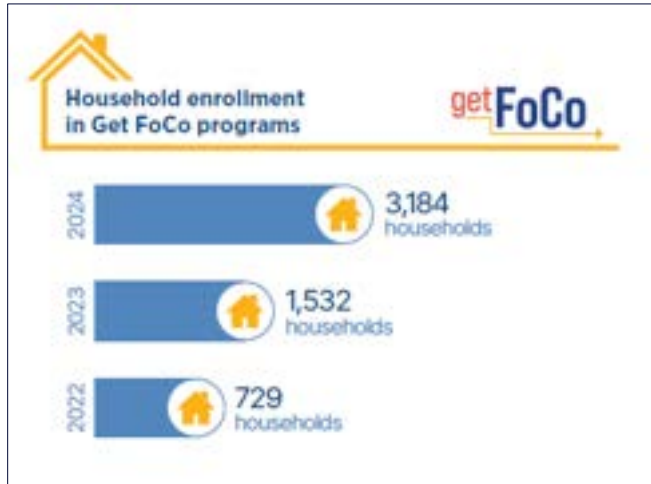
Get FoCo is an all-in-one online platform for accessing the City's income-qualified programs. By collecting City programs under one umbrella, we have simplified the application process and increased access through the standardization of requirements, the cross-promotion of programs otherwise unknown, and increasing the convenience of applying at anytime from anywhere.

However, we also understand that online applications require technology and skills that not everyone possesses. For this reason, and to ensure equitable access to our programs, the City offers in-person and phone appointments in English and Spanish at multiple locations. We also partner with organizations such as the Partnership for Age-Friendly Communities, Poudre School District, and Poudre Libraries, among others, that have trained staff to help residents with their Get FoCo application.

Get FoCo now offers access to 5 different programs for income-qualified residents.

- Grocery Tax Rebate
- Reduced-Rate Recreation
- Reduced-Rate Connexion
- Spin Access
- The Gardens on Spring Creek Access

At the end of 2024 Get FoCo has approved 3,184 households and 970 total are enjoying Connexion broadband services.



Web & Digital Information Standards Compliance

The City of Fort Collins is committed to making content and information provided on digital platforms accessible to all users. These guidelines not only help make technology accessible to users with sensory, cognitive and mobility disabilities, but ultimately to all users, regardless of ability.

The City of Fort Collins has created a plan to prioritize, evaluate, remediate, and continuously improve every digital touchpoint within our services, programs, and activities in accordance with Colorado House Bill 21-1110 which requires state and local government entities to ensure their digital content is accessible to individuals with disabilities. Below, you will find just some of the measures that the City of Fort Collins is undertaking. Visit this link for more information and reports on our progress- <https://www.fcgov.com/legal/digital-access-progress>

Title VI

Title VI of the Civil Rights Act of 1964 (“Title VI”), Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (“ADA”) mandate that state and local governments provide meaningful and effective communication for the programs, services and activities that they provide. The Equity & Inclusion Office’s Lead Equal Opportunity Compliance Specialist, who also acts as Title VI Coordinator. Listed below are some main program developments:

- Developed Title VI training for Specialized Coordinators
- Created a list of Title VI Specialized Coordinator contacts for City reference
- Invited Specialized Coordinators to quarterly trainings
- Educated Specialized Coordinators on City policy [11.03 Title VI Plan](#)
- Collected statistics for the End of The Year Report

- Collaborated with departments for compliance upon receiving a concern
- Created a Language Access Survey to be completed each April
- <https://survey.alchemer.com/s3/7570148/Title-VI-Limited-English-Proficiency-LEP-Annual-Survey-2023-Transfort-copy>
- CPIO educated Specialize Coordinators on survey in April 2025
- Completed quarterly trainings on:
 - Introduction to Title VI
 - Title VI Law and Requirements
 - Language Access
 - Title VI End of the Year Report

City of Fort Collins Title VI Specialized Coordinators

| <u>Service Area</u> | <u>Name</u> | <u>Department</u> | <u>Phone</u> | <u>Location</u> |
|-----------------------|----------------------------|-----------------------|--------------|-----------------------|
| Neighborhood Services | <i>Leo Escalante</i> | Social Sustainability | 221-6264 | <i>215 N Mason</i> |
| Planning | <i>Shar Manno</i> | CDNS | 221-6767 | <i>281 N College</i> |
| Transfort | <i>Eric Patton</i> | Transfort | 416-2239 | <i>250 N Mason</i> |
| FCPS | <i>J Gilmore</i> | Police Services | 567-8825 | |
| Utilities | <i>Nick Combs</i> | Connections | 221-6214 | <i>222 Laporte</i> |
| Community Services | <i>Valerie Van Ryn</i> | Recreation | 221-6875 | <i>215 N Mason</i> |
| Sustainability | <i>Emily Wenger</i> | Sustainability | 221-6265 | <i>222 Laporte</i> |
| Municipal Court | <i>Jack Bryant</i> | Municipal Court | 221-6801 | <i>215 N Mason</i> |
| OPS Services | <i>Brian Hergott</i> | Operation Services | 221-6804 | <i>City Hall-East</i> |
| City Clerk's Office | <i>Cecilia Good</i> | City Clerk's Office | 416-4206 | <i>City Hall-West</i> |
| City Manager Office | <i>Jan Reece</i> | Equity & Inclusion | 416-4254 | <i>CMO</i> |
| IES | <i>Margaret Moxley</i> | Finance | 221-6246 | <i>215 N Mason</i> |
| Human Resources | <i>Brigid Hinterberger</i> | Equity & Inclusion | | |
| CPIO | <i>William Bevil</i> | CPIO | 416-2056 | <i>215 N. Mason</i> |

Cultural Events & Engagement

The events highlighted in this section demonstrate the care taken to build highly collaborative community projects. These events all required months of preparation and many planning meetings and conversations to come to fruition. Collaboration to create inclusive events is paramount for building community trust and a strong sense of belonging in Fort Collins. It is through these connections that community diversity is celebrated in programming and services and the marginalized voices are elevated, heard, and valued and become a prominent part of the social fabric in the community.

Native American Community Engagement- ARPA funded project

Work with the Native American community has focused wholeheartedly on bringing community together, creating spaces of belonging, rebuilding trust in government, and resourcing events and activities that are meaningful to the community. The collaboration between staff and the community has been encouraging and reciprocal, leading to many successful and well-attended events. Here is a shortlist of the areas of focus and Native-led initiatives in 2024:

- Community meetings
 - February – Community Meeting
 - May - Bison Blessing at Soapstone Prairie Natural Area
 - September- Back to School Blessing
- Gardens on Spring Creek Community Native Plants Plot- Staff and community-led project
 - In 2024 harvested 800 lbs of squash, corn, beans, potatoes
 - Planning for 2025 season underway
- Collaboration with Lincoln Center and Natie Community for the performance of Robert Mirabal at the Lincoln Center
- April 12-14 Northern Colorado Indigenous Powwow Assoc. (NCIPA) Powwow
 - Covered facilities rental and helped coordinate volunteers
- November- Supported and provided facilities space for the annual Harvest Dinner
- December- Supported and provided space for Christmas Banquet

In April 2024, the City of Fort Collins hosted Tribal Consultation for specific Natural Areas and Utilities projects and established Government-to-Government relations to help guide decisions around the management and protection of cultural material resources. The three current projects are:

- Fossil/Stanton Creek Restoration Project
- Arapaho Bend Natural Areas Project

- Soapstone Prairie Leopard Frog Restoration Project & Willow Planting

Latiné/Hispanic Heritage Month

On October 5th the Office of Equity & Inclusion with City partners at the Gardens on Spring Creek and Cultural Services hosted the annual Latiné/Hispanic Heritage Month Community Celebration. This is a community-wide collaboration engaging non-profits, agencies, small businesses, several City departments, and over 800 community members. Cultural Services took the lead in creating a vibrant list of performers to showcase the rich diversity of Latin America. The Gardens on Spring Creek was a beautiful setting for all to enjoy and brought many first-time visitors to the Gardens.



PRIDE LGBTQIA+ Customer Service Training



The PRIDE ERG was granted Municipal Innovation Fund grant in 2023 for a LGBTQ+ Inclusive Customer Service Training. The PRIDE ERG identified a need for expanded LGBTQ+ inclusive training and this award provided funding for an external facilitator to work with ERG staff and the Office of Equity & Inclusion to facilitate this citywide training. Between March and May 2024, 20 teams

including 474 colleagues engaged and participated in this training focused on creating trust, inclusive customer service and a safer work environment for LGBTQ+ staff.

PRIDE Community Celebration

On July 15, the Equity Office was a sponsor of the PRIDE Community Celebration at The Ranch organized by NoCo Equality. We tabled along with Human Resource Talent Acquisition staff, City Council, and many community organizations. Over 4,000 attendees participated.

Rainbow Crosswalk

As a testament to seeding ideas and waiting for them to grow, the City created and inaugurated their first rainbow crosswalk. This was made possible through great collaboration between the Planning, Development and Transportation Service Area, PRIDE Employee Resource Group and Equity & Inclusion Office. We had a group of over 100 people come celebrate the ribbon cutting with us!



2024 Proclamations & Community Receptions

Proclamations are one way to bring people together and encourage community members to be involved and participate in all aspects of City government. Proclamations elevate the diversity of cultures, traditions, achievements, celebrations and special days, months and annual recognitions. For many of the proclamations listed below community members were involved in writing and shaping the meaning of proclamations. In some cases, the proclamations are coupled with a reception to give staff and community members the opportunity to connect and learn about each other.

The following proclamation readings and receptions were organized by the Office of Equity & Inclusion and Cultural Services:

- February 20 – Black History Month with reception featuring projects Cultural Enrichment Center. Video by Herb Saperstone:
<https://www.youtube.com/watch?v=VJjwj5FxMvk>
- April 4 – Southwest Asian North African Heritage Month
- April 16 – Asian American Pacific Islander (AAPI) Heritage Month with community reception and Tai Chi demonstration
- April 2- Autism Awareness & Acceptance Month with community reception
- June 4 – PRIDE Month with community reception and drag performances
- June 19 – Juneteenth – proclamation read at the Juneteenth event
- October 1 – National Disability Employment Awareness Month
- October 5 – Latino Hispanic Heritage Month
- November 19 – Transgender Remembrance and Acceptance Month with community reception and DJ, mocktails, and featured artists
- December 3 – National Human Rights Day (paired w Human Relations Awards)

Event Partnerships

The Office of Equity & Inclusion partnered with many community-led initiatives and partnered by providing sponsorships and space for the events. This is an area where community groups are requesting increased support and for the City to show their commitment to recognizing cultural diversity and investing in meaningful events and celebrations prioritized by community groups.

- January 1 – December 26: Culture Classes led by Northern CO Intertribal Powwow Association (NICPA) (200 attendees)
- January 20: Dr. Martin Luther King Community Celebration (2,000 attendees)

- January 25: Native American Community Meeting (30 attendees)
- February 10: Asian Lunar New Year Celebration (100 attendees)
- March 25: Native American Community Meeting (20 attendees)
- April 13-14: Northern CO Intertribal Powwow Association (NCIPA) Powwow (3,000 attendees)
- April 27: Día del Niño (400 attendees)
- May 4: Bison Blessing at Soapstone Natural Area (100 attendees)
- June 4: PRIDE & Juneteenth Proclamation and Reception (100 attendees)
- June 14-16: Juneteenth Community Event (2,500 attendees)
- June 29: NoCo Equality PRIDE Celebration (3,000 attendees)
- October 5: Latiné/Hispanic Heritage Month Community Celebration (1,000 attendees)
- November 21: Indigenous Harvest Dinner (130 attendees)
- December 17: Native American Christmas Celebration (250 families)
- Quarterly Multicultural Community Resource Fair (500 at each event)

Embedding Equity in Cultural Event Support

The Equity & Inclusion Office created a strategic partnership with Cultural Services to embed equity to support cultural events financially. Cultural Services will include Juneteenth, Latino/Hispanic Heritage Month and the Native American Powwow financial support and participating in planning committees into their programming. This will ensure that these relationships with community groups leading this work continue and are supported beyond the Office of Equity & Inclusion.

Community Connectors

The Community Connectors is a group of Latina community leaders committed to creating a more just and inclusive society. Through their voices, perspectives, and experiences, we work together to promote inclusion, diversity, equity, and access for all members of our community, especially Latino and minority populations. Our goal is to build bridges between the community and local government, advocate for the rights of our neighbors, share key information, improve social and economic conditions, and make sure our resources are used fairly and equitably. Through collaboration with government agencies, local organizations, and other stakeholders, we seek to empower our community and encourage their active participation in the social, economic, and political process.

This group made up of 12 community members meets monthly to learn about City services, programs and activities and engages in dialogue with staff and councilmembers.

Department Discussions:

- Safe Community: Discussion on Fort Collins Police Services and Sheriff's Office
- Transportation and Mobility – Discussion on route frequency and limitations on service industry workers who live in mobile home parks and depend on public transit to get to and from work; discussed bus driver needs and hiring process
- High Performing Government: City Clerk's Office - Public Comment Practice and overview of elections

Council Priorities Conversations:

- Aug 9th – Economic Health and Making government more accessible, approachable and fun
- October 11th – Affordable Housing and Improving Human and Social Health For Vulnerable Populations

ARPA Equity Grant Fund

The Equity & Inclusion Officer visited with the following grant recipients to hear their COVID recovery stories and see projects firsthand. Small organizations like these are having to reinvent themselves and find new ways to fundraise now that ARPA funds are dwindling from the City, the County and other sources. These small organizations provide important community services and fill in the service gap. They know the community well and often serve some of the most marginalized groups. They are doing remarkable work and providing much needed services to older adults, at-risk youth, newcomers, income constrained families and individuals, biracial and ethnically diverse youth and families.

- | | |
|--|--|
| 1. A Little Help - \$8,000 | 10. Lydia Lerma Foundation - \$8,000 |
| 2. Alianza Norco - \$15,000 | 11. Museo de las Tres Colonias - \$3,000 |
| 3. Catholic Charities - \$8,000 | 12. Neighbor to Neighbor - \$15,000 |
| 4. Christ Clinic, Inc - \$5,000 | 13. NoCoCamara - \$12,000 |
| 5. CSU - For the True Color Effect - \$8,000 | 14. Queen's Legacy Foundation - \$10,000 |
| 6. Feeding Our Community Ourselves - \$15,000 | 15. Sound Affects Music - \$8,000 |
| 7. Fuerza Latina - \$15,000 | 16. SPLASH Youth of Northern Colorado - \$15,000 |
| 8. ISAAC - \$15,000 | 17. The BIPOC Alliance - \$17,000 |
| 9. Launch: Community Through Skateboarding - \$6,000 | 18. United Way of Larimer County - \$14,000 |
| | 19. Vindeket - \$5,000 |
| | 20. Youth Celebrate Diversity - \$5,000 |

Boards & Commissions

The Office of Equity & Inclusion coordinates in partnership and provides staff support for the Human Relations Commission (HRC) and Disability Advisory Board (DAB). All projects are initiated by the HRC and DAB.

Human Relations Commission

The Human Relations Commission (HRC) was established by City Council to enhance the acceptance and respect for diversity through educational programs and activities, and to embrace inclusion of individuals reflective of characteristics such as race, ethnicity, gender identity and expression, physical abilities/qualities, sex, sexual/affectional orientation, age, culture, different ideas and perspectives, familial status, immigration status, geographic background, marital status, national origin, religious and spiritual beliefs, socioeconomic status, and veteran status.

Education and Outreach Committee

- Organized and delivered “The Human Library” program held on August 4th at the Museum of Discovery in collaboration with Museum of Discovery, and the Poudre River Public Library District. The program was designed to promote understanding of individual differences – to unjudge a human “book” by its cover. Approximately 130 “readers” attended the program, and 25 human “books” shared their stories of intolerance and bias. Due to the success of the program, the HRC will support a 2025 Human Library program.
- Sponsored the “Cross Cultural Communication” educational program at the Senior Center on Oct 9th. This session was facilitated by Alma Vigo Morales and Barb Kistler, HRC member, and approximately 100 community members attended. Dinner was provided.

Human Relations Awards

The annual Human Relations Awards ceremony recognizes individuals and organizations in our community that promote equity, inclusion and respect for diversity. Sixty-three nominations were received, and one individual, group, and youth are selected by commission member votes.

The 2024 Awards Ceremony was held on Dec. 12 at City Hall and celebrated the following recipients:



- Individual Award: Arpi Misha Miller
- Individual Award: Nina Rubin
- Organization/Team Award: Fort Collins Museum of Discovery
- Organization/Team Award: Project Self Sufficiency

Read the full 2024 HRC Annual Report at www.fcgov.com/humanrelations.

Disability Advisory Board

The Disability Advisory Board (DAB) advocates for overall inclusivity through the improvement, exposure, education and participation of the community while increasing the level of awareness with the needs, hopes and desires of those with disabilities in the community.

- Improved conversations and cultivate a relationship with Transfort through quarterly reviews of transportation issues and ongoing progress toward service capabilities.
- Transfort agreed to continue to provide quarterly updates of key initiatives and ongoing projects to the Disability Advisory Board beginning in 2025.
- Advocated for the expansion of Dial-a-Ride services for all qualified individuals within City limits. This depends on federal regulations and may not occur as DAB suggests.
- Actively provided input on the Dial-a-Ride Eligibility Application and recommended removal of barriers and streamlining the application process. Application was shorten from 12 pages to 9 pages and questions rewritten w clear and kind language.
- Advocated for updated bus stops and overall usability and accessibility
- DAB chair and community member visit the Lincoln Center to provide first-hand experience and recommendations to increase accessibility. New ramp will be installed to improve ease of access to the building from the parking lot. New chair lift for emergency exit is being installed in early 2025.

Read the DAB full 2024 annual report at www.fcgov.com/dab.

Goal 3: Data Accountability

As defined in the Equity Plan: We are developing processes to systematically collect, analyze, and interpret qualitative and quantitative data, disaggregated by race data, to remain accountable and transparent to the City organization and community. Data will inform updates to policies, programs, and services to increase access for those most impacted by social, economic, environmental inequities.

Work started in 2024 and in progress:

- Update to Equity Indicators Dashboard underway and expected to be published in Q2 2025
- October- Presentation to City Council on Equity Indicators and IDEA work
- Collaboration on Equity Opportunity Assessment Map next steps
- Collaboration on Data Library Project
- Collaboration on Customer Experience Project

Equity Readiness Assessments

The ERA is a facilitated discussion guided by a list of demographic and communication considerations that take a people and community centered approach when evaluating for equity in a project phase or life cycle. After utilizing the assessment tool, teams identify areas of refocus as well as curiosities and new avenues to explore. Refocusing for equity is a path to identifying and removing barriers to achieve meaningful outcomes and addressing diverse community interests, concerns, and needs as they relate to City services. Employees are encouraged to dream big, be thoughtful, and visualize a future where equity, inclusion and belonging abound, and projects are successful.

- 9 Equity Readiness Assessments conducted in 2024:
 1. Parks Strategic Trails plan
 2. Economic Health MBEC
 3. Light & Power
 4. Social Sustainability Revolving Childcare Loan Project
 5. Recreation Bus Project
 6. Human Resources Internal Projects
 7. Conflict Transformation Works
 8. Utilities One Water Strategic Plan
 9. Arapahoe Bend Natural Area Visitor Use Plan

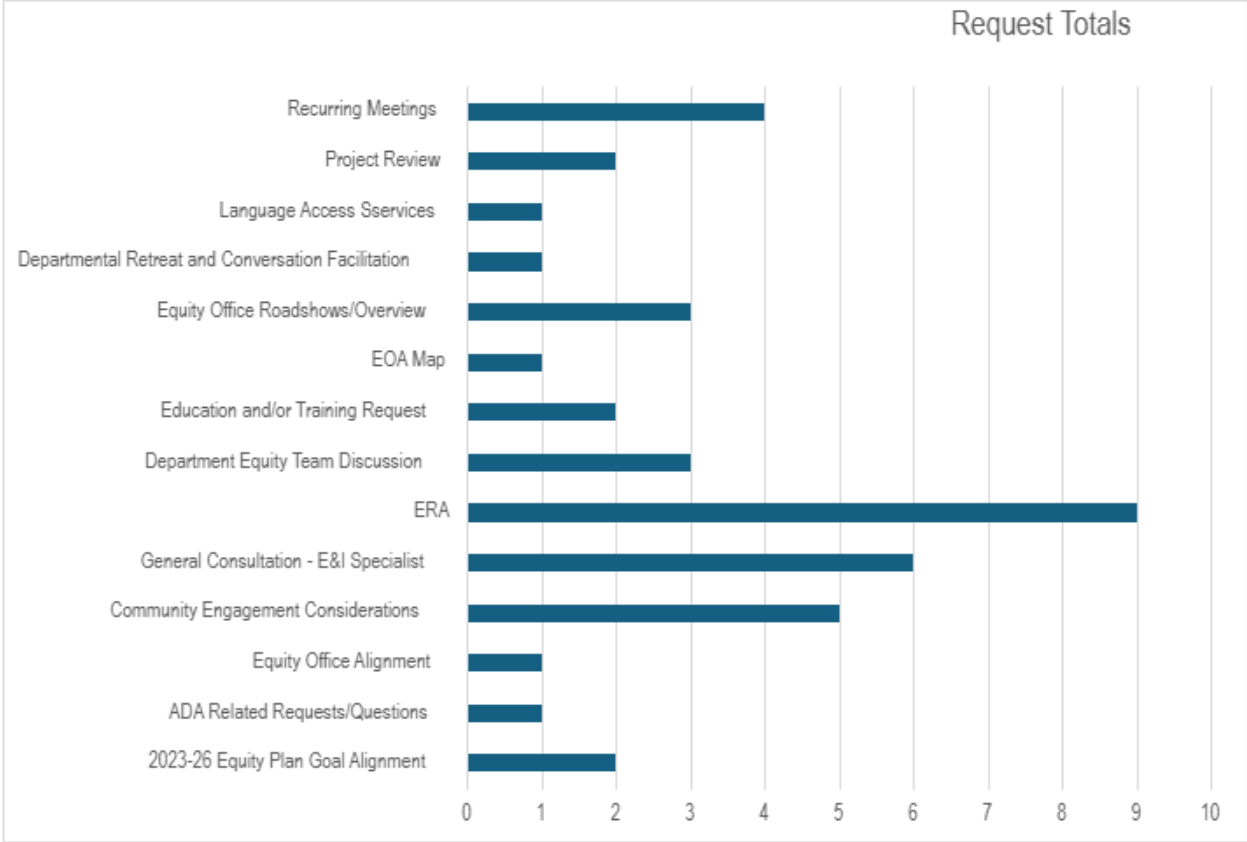
Equity Indicators

- Presentation to Council on October 11, 2024
- Create new dashboard visual with current indicators (model after current Housing Dashboard)
 - Share new dashboard on website
 - Analyze and update current indicators in current domains
 - Expand domains on dashboard to cover full Equity Indicators report domains
- Equity & Opportunity Assessment (EOA) Map
 - Update current map with recent data
 - Transition to public access
 - Preserve original map with original data
- Regular Data Collection
 - Gauge baseline equity "skills", attitudes towards equity office, effectiveness of trainings

Equity Office Intake Form-Data Collection

To help track staff requests of the Equity Office we have implemented using an intake form. Staff is asked to fill out the form to give us an idea of what topics are top of mind for staff and the data collected show us the trends and help us quantify our interactions and consultations with staff. Below is a graph displaying the key services along with number of requests per type of service. The Equity Office responded to 41 requests from across all Service Areas. Not all requests were captured via this form, but in 2025 we are improving how we capture data. Check out the form here: [Equity and Inclusion Intake Form](#)

- Equity Readiness Assessments (ERAs)
- Equity scans for specific projects and locations
- Presentations and training on equity topics
- Consultation on equity action plans
- Support for inclusive community outreach
- Guidance on accessibility and language access



DIGITAL INCLUSION

2024 ANNUAL REPORT

WHAT IS DIGITAL INCLUSION?

For many Fort Collins residents, gaps in economic and educational opportunity exist between those who have access to digital devices, skills, and the Internet, and those who don't—the digital divide. The City of Fort Collins is committed to reducing this digital divide and increasing the digital literacy of Fort Collins residents through our Digital Inclusion program.

THE PILLARS OF DIGITAL INCLUSION IN FORT COLLINS

Our program is focused on promoting and increasing access to devices, skills, the Internet, and City programs. These pillars address a unique barrier that often hinders underrepresented and historically underserved residents from achieving digital equity and fully participating in our community. While it may not be possible to eliminate these barriers overnight, we can make meaningful strides by actively working to support these goals and gradually reducing their impact over time.

“Our program is focused on promoting and increasing access to devices, skills, the Internet, and City programs.”

DEVICES & SKILLS: COMMUNITY INVESTMENT

To ensure equitable access to digital devices and the skills needed, the City’s Digital Inclusion program partners with local organizations committed to promoting digital equity in our community.

- **Poudre School District**

Digital Equity Liaison

PSD’s bilingual Digital Equity Liaison directly supported over 300 families through 1:1 appointments, classes, and events. In addition, he also offered digital support and training to more than 50 PSD staff members and developed projects such as the Instant Language Assistant (ILA) protocol for schools: a step by step guide and training so PSD staff and families are familiar and comfortable with these language interpretation devices available at PSD schools.

Humberto Cruzado-Novoa, PSD’s Digital Equity Liaison, was recognized by the state of Colorado as one of five 2024 Digital Equity Champions during Digital Inclusion Week in October 2024.

- **Partnership for Age-Friendly Communities**

Tech Buddy

PAFC’s Tech Buddy Program works with volunteers who offer digital support to older adults, so they can gain confidence in accessing and navigating the digital world. Tech Buddies offer regular assistance at their clinics in locations such as Poudre Libraries, the Senior Center, and Senior Apartment complexes. In addition, they also offer 1:1 assistance at people’s homes, coffee shops, and even Zoom and phone appointments.

- **Poudre Libraries**

Old Town Library

In partnership with the Occupational Therapy Department at CSU, Old Town Library launched an OT program for patrons experiencing homelessness. During the 480 hours OT grad students were available at the library, they assisted 112 individuals that received support learning how to check out laptops and use them, create resumes, search and apply for jobs, create email

accounts, look up bus schedules, access online banking, and a number of other daily online tasks that are sometimes taken for granted, but access is not guaranteed for all. Several patrons reported gaining employment after getting assistance with job searches and resumes!

- **Economic and Workforce Development**

Digital Roots

Digital Roots is a program dedicated to help job seekers learn or grow digital skills for a successful job search. In 2024, Digital Roots received over 200 requests for digital literacy support and 67 participants successfully completed the program and received a device to keep to assist with their job search efforts. In addition, thanks to their bilingual staff, 25% of participants were able to receive help in Spanish and 21% were over the age of 55.

LOOKING FORWARD TO 2025!
Awarded Digital Inclusion funding in late 2024.

- **The Family Center**

Mi Voz and Family Support Services

The Family Support Services team put together a “device library” for community members. These devices have already been used to access First Aid and Mental Health classes for youth and adults, GED classes, job search, etc. The leaders from the program Mi Voz received digital devices and training to support their community efforts.

- **Harmony Village Foundation**

A non-profit dedicated to supporting the residents of Harmony Village, HVF’s committee members are now online and able to offer support to their residents from anywhere, as well as access the resources needed to help them thrive. This is important in any community, but it has been reported as specially needed and helpful for people living with disabilities, as is this case.



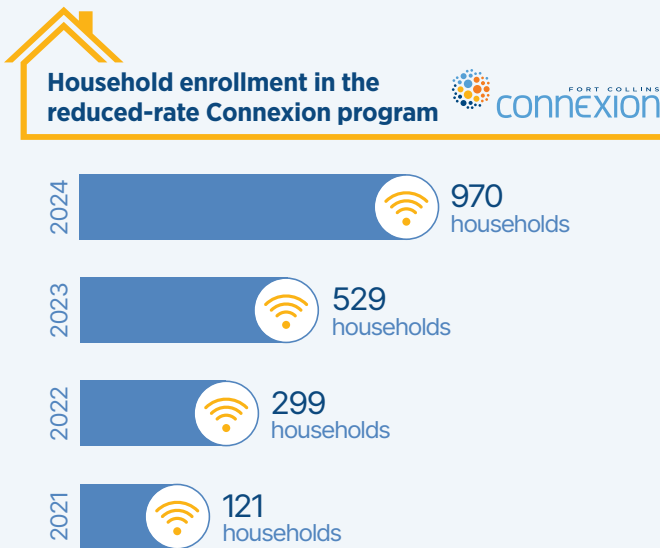
NET CONNECTIVITY:

• Reduced Rate Connexion

Despite the disappearance of the Affordable Connectivity Program in early 2024, municipal-owned broadband proved to be a game-changer. We saw a record enrollment in our reduced-rate Connexion Internet package, with almost 1,000 income-qualified households benefiting. This success story is a testament to the effectiveness of collaborative initiatives in addressing digital equity.

• HeartSide Hill

The City’s Digital Inclusion program has partnered with Connexion and CARE Housing to guarantee that the Heartside Hill development, now under construction, will be equipped with the essential infrastructure for delivering complimentary Connexion services to all residents. This initiative reflects our commitment to enhancing community connectivity and supporting the needs of future residents.



Inter-departmental Collaboration

A new Digital Inclusion initiative was launched in 2024! We believe this is a team effort, and there’s room for Digital Inclusion in all departments. This year, we collaborated with Volunteer Services to donate digital devices that were no longer needed/in use to Poudre School District, who will identify the families that could benefit the most from these devices.

2024 Digital Inclusion Trailblazer

The City of Fort Collins was awarded the status of Digital Inclusion Trailblazer by the National Digital Inclusion Alliance- a recognition reserved for local governments leading the way in the digital inclusion space.

CITY PROGRAMS: GET FOCO

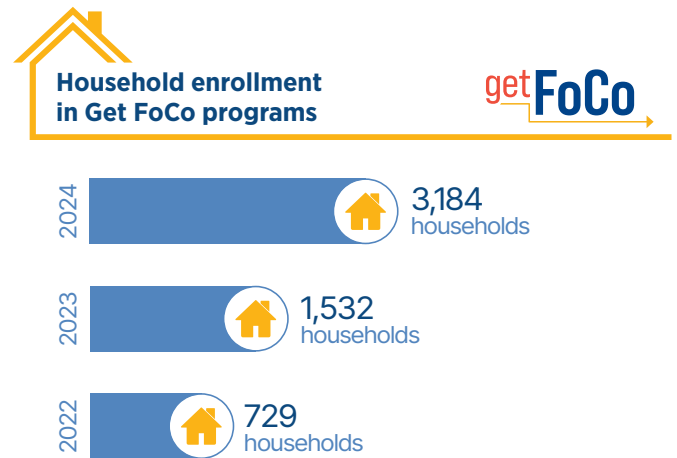
Get FoCo is an all-in-one online platform for accessing the City’s income-qualified programs. By collecting City programs under one umbrella, we have simplified the application process and increased access through the standardization of requirements, the cross-promotion of programs otherwise unknown, the convenience of applying at any time from anywhere, and more.

However, we also understand that online applications require technology and skills that not everyone possesses. For this reason, and to ensure equitable access to our programs, the City offers in-person (and phone) appointments in English and Spanish at multiple locations. We also partner with organizations such as the Partnership for Age-Friendly Communities, Poudre School District, and Poudre Libraries, among others, that have trained staff to help residents with their Get FoCo application.

In the fall of 2024, as part of our commitment to continuous improvement and growth, Get FoCo introduced a new income-qualified initiative: the Gardens on Spring Creek Access Program. Although the Gardens program became available on Get FoCo in mid-October, it had already received nearly 300 applications by the end of the year.

Get FoCo now offers access to 5 different programs for income-qualified residents:

- Grocery Tax Rebate
- Reduced-Rate Recreation
- Reduced-Rate Connexion
- Spin Access
- The Gardens on Spring Creek Access



FOR ADDITIONAL INFORMATION, CONTACT:



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Council Priority: Improve Human & Social Health for Vulnerable Populations

Jacob Castillo

Chief Sustainability Officer

Claudia Menendez

Equity & Inclusion Officer

Debi Yonce

Social Sustainability Dept. Director



1. Does the work and programs highlighted sufficiently progress toward meeting Council's expectations to support this Council Priority?
2. Does Council need any additional information or have any feedback to provide?

Problem Statement: *Obstacles and barriers exist that impede access to services for our underserved community members. We need to work with our regional partners to invest in a robust and accessible safety net to create conditions where one is not needed. Existing oil and gas wells in and around Fort Collins cause harmful pollution and have negative environmental and human health impacts.*

- 1** **Expand human services funding;** align with top community needs
- 2** **Embed equity** throughout City services, programming and operations; monitor progress
- 3** **Address environmental concerns** including air quality and oil and gas policies
- 4** Continue and expand **programs that provide direct support** to vulnerable populations



State of Colorado Department of Public Health and Environment Definitions:

- **Disproportionately impacted communities** - Asian, Native Hawaiian or Pacific Islander, African American/Black, Hispanic/Latin(o)(a)(x), American Indian or Alaska Native; older adults; lesbian, gay, transgender, bisexual, queer or questioning, gender nonconforming; people with disabilities; people with low socioeconomic status; people currently or formerly incarcerated; and people who live in rural and/or geographically isolated communities.
- **Community-led engagement** - the practice of working collaboratively and through disproportionately affected populations to address issues affecting those populations with the goal of using community expertise to lead, inform, and conduct engagement practices. This can include using culturally and linguistically tailored outreach, community advisory boards, etc.



Ongoing

| | Timeline Notes | Status |
|--|-----------------------|----------|
| Equity Readiness Assessments with department teams | Ongoing in 2024- 2025 | On track |
| Air quality monitoring | Ongoing in 2024-2025 | On track |
| Identify and address barriers to Get FoCo usage to boost participation | Ongoing in 2024-2025 | On track |
| Equity Indicators Dashboard Data Analysis Update | 4 months (Q2-Q3 2025) | On track |

Planned/Underway

| | | |
|---|---|----------|
| Complete and Implement Human Services Priorities Platform | Q3-Q4 2024; utilize in 2025 process | On track |
| Continue seeking resolution on Oil and Gas compliance issues and initiating State assessment of underutilized wells and aging pipeline system | Oct. 2024: Well closure ordered by the State; reclamation in progress | Complete |

Budget/Council Contingent

| | | |
|---|---|----------|
| Immigration Legal Fund, Eviction Legal Fund, Mobile Home Parks Program, Community Consultants Program | BFO Offer 25/26 to continue program | Funded |
| 1FTE Equity Office Underserved Communities Engagement and Outreach | BFO Offer 25/26 to expand program | Unfunded |
| Human Service Program Funds | BFO Continuing Enhancement Offer 25/26 \$150k | Unfunded |
| Healthy Homes Navigator and Direct Household Support | BFO Offer to enhance program | Funded |

Cost

Language

Transportation

Communication and Outreach

Documentation

Digital Divide

Difficult Processes

Translation and Interpretation

Eviction Legal Fund

Air Quality and Healthy Homes

Get FoCo

Digital Inclusion

Human Services Funding

Community Consultants Program

Spin Access

Grocery Rebate Program

Reduced-Rate Recreation

Immigration Legal Fund

Equity Readiness Assessments

Mobile Home Parks Program

Utilities Affordability Programs

Reduced-Rate Connexion

Gardens on Spring Creek

Additional Funded Budget Offers Supporting this Priority:

Adaptive Recreation,
Reduced Fee Scholarships,
and Behavioral Support Specialist

Conflict Transformation
Works

ADA Bus Stop
Improvements

Universal
Preschool

Rental Housing
Program

Transit Security and Mental
Health Collaboration

Multicultural Business and
Entrepreneurship Center (MBEC)

Municipal Court
Specialized Services

Cultural Community
Programs

NoCoBiz Connect (Equitable
Business Support and
Recognition)

Homeless Outreach and Proactive
Engagement (HOPE) Police Team

Dial-A-Ride



- Priorities Platform: Blueprint for how the Social Sustainability Department delivers resources, programming and partnership toward human services and homelessness in Fort Collins. Will influence staff work plans and FY25 competitive grant funding.
- Underscores and recognizes the adversities experienced by residents with disproportionately impacted identities.
- Will be reviewed and adapted annually to respond to changing community conditions.

Human Services Priorities

Caregiving

Prevention

Intervention

Food Security

Financial Stability and Opportunity

Homelessness Priorities

Sheltering

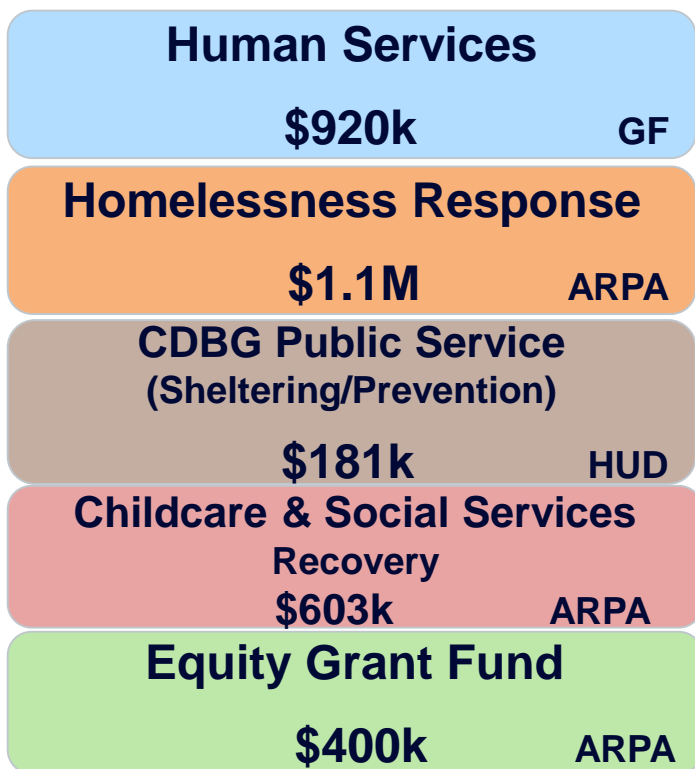
Supportive Services

Prevention



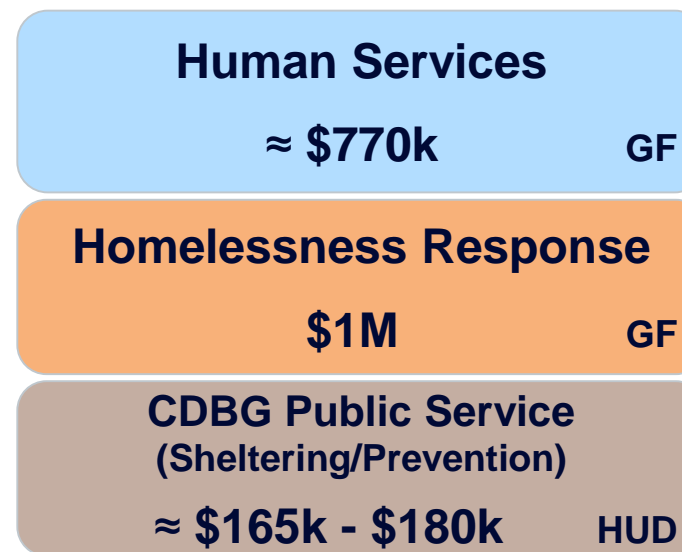
Grant Funding to Nonprofit Partners

2024



Total: \$3,204,000

2025



Total: \$1,950,000

Joe had been caring for his wife Jane, who has advanced Alzheimers, in his home with limited supports. Joe was exhausted and Jane continued to become more and more restless and agitated. After learning about Elderhaus, Joe decided to bring Jane one day each week. After the very first day- Joe saw a change in Jane. She came home exhausted and content. Within a month, Joe added a second day for Jane to attend. Joe recently shared that their lives have changed for the better. "I have more time than I know what to do with! Jane is so much more relaxed, her agitation has decreased - and while she no longer can speak- she knows where she is going when we pull into the Elderhaus driveway- and I get to see a smile that has been absent for years."

Human Services Program Grant Recipient
Elderhaus Adult Day Program

Dear workers at the Food Bank, first I wanna say I really appreciate you guys getting together all the food we eat. Sometimes I don't have home lunch or my mom didn't go grocery shopping but ~~then~~ I can rely on the food at school. I really appreciate you guys.

Love: [redacted] at
GC



To Meals on Wheels
The gift bag was such a nice surprise. There were so many interesting things in it. I was fun opening it and very much appreciated

We like the food we receive. There is a nice variety

Merry Christmas!
Jim & Marijo

Embed equity throughout City services, programming and operations; monitor progress



Goal 1: Commitment and Common Language

Goal 2: Inclusive and Equitable Engagement

Goal 3: Data Accountability

- Employee Education and Training
- Employee Resource Groups
- Accessibility and Compliance Work
- Equal Employment Opportunity Education
- Inclusive Language Guide and Module

- Digital Inclusion - Get FoCo
- ADA Compliance
- Cultural Events and Engagement
- Proclamations and Community Receptions
- Event Sponsorships
- Community Connectors
- ARPA Equity Grant Fund
- Boards and Commissions

- Equity Readiness Assessments
- Equity Indicators Update
- Equity Office Intake Form-Data Collection
- Web and Digital Accessibility Compliance



Kudos to Eric Patton in Transfort and Jan Reece in the Equity & Inclusion Office for their work with a community member to address ADA issues on city buses and bus stops.

- *A visually impaired community member, but not blind, was riding city buses and noticed that the bus stops are not announced. Eric has provided training to bus drivers, so all stops are announced which benefits all riders.*
- *The community member also pointed out that bus stop signage placement was too high for folks who may use wheelchairs. Transfort is working on adjusting the heights so all persons can easily access bus schedules at stops.*
- *Eric and Jan worked on these issues together and brought updates to the Disability Advisory Board.*
- *The community member provided a glowing review on the great customer service that Eric and Jan have provided him and praised their ongoing, clear and kind communication and ability to be receptive to his living experience as a person with blindness. He is extremely grateful for all the work Eric and Jan have been able to put in place so quickly. Thanks for your thoughtful service, Eric and Jan!*

Vulnerable Groups: Young, elderly and individuals with respiratory/cardiovascular conditions (regardless of location).

- **No More Oil and Gas Operations**

- Prospect Energy ordered to shut down (Aug 2024)
- City working to acquire property to expedite reclamation

- **Air Toxics Monitoring**

- Year 1 of 3 complete under EPA grant
- Sites prioritized by community interest; data analysis pending

- **Monitoring Advisory Committee**

- County-wide initiative supported by EPA grant
- Diverse representation providing feedback on monitoring locations and community engagement
- Methods: storytelling, public art, workshops, bilingual website (airready.colostate.edu)





In 2024, Healthy Homes provided:

- Bilingual indoor air quality assessments
- Weatherization and furnace inspections/cleanings
- Resources including smoke alarms, fire extinguishers, CO alarms, portable air cleaners, doormats, and radon test kits
- Home projects that improved the health, safety, and climate resiliency of participants' houses

90% said that their knowledge of indoor air contaminants improved

70% said that their overall health in their home improved

74% said that their home's indoor air quality improved

93% would recommend the program to a friend



Video: A Healthy Homes volunteer shares the program's impact

Continue and expand programs that provide direct support to vulnerable populations



The mobile home park work continues to be impactful by:

- Keeping residents in their homes with home improvement projects
- Supporting housing quality and aging in place with educational workshops
- Connecting neighbors by funding mini-grant projects

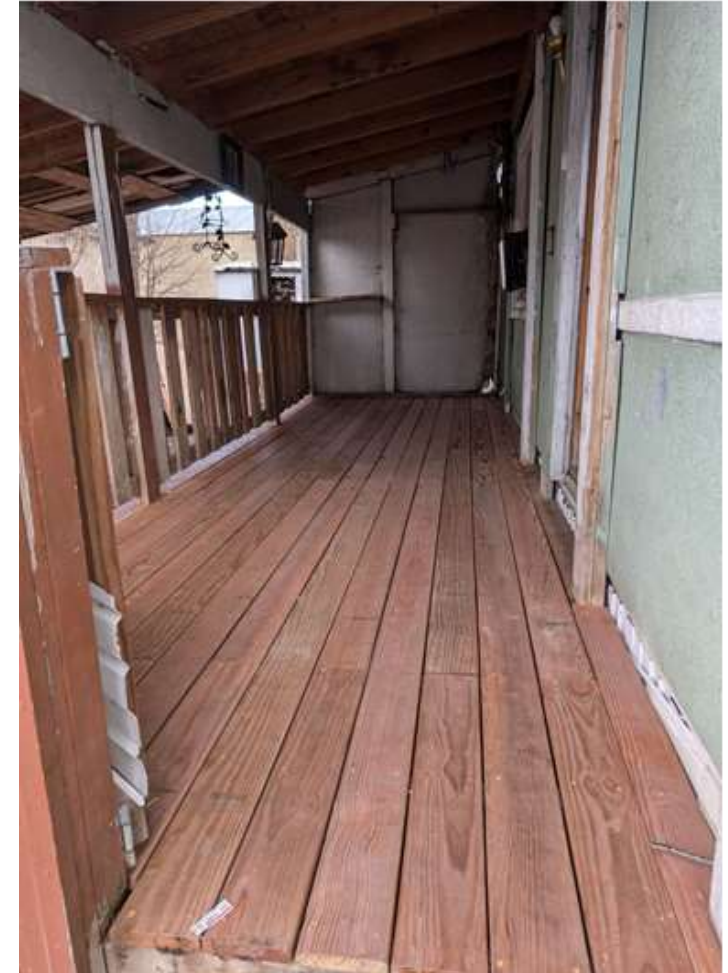
In 2024, the City's mobile home park program:

- Repaired **37** mobile homes with roofing, flooring, deck/handrail, electrical, and plumbing projects
- Hosted and assisted with **5** resource fairs and community events
- Taught **350** senior and primary Spanish speaking mobile home park residents DIY skills like plumbing and power tool use.



Projects funded helped residents improve their home's quality

One resident needed a new electrical panel and upgrades to transition their stove from gas to electric. He had been using a countertop "hot plate" while saving money for the work and new stove. The electrical work was under budget, so he received a new stove from the grant too. For the first time, this grant recipient was able to cook a "proper holiday dinner" as a result of having updated electrical lines and a stove. ***"I am so happy and appreciative! Thank you so much, City of Fort Collins!"***



Immigration Legal Fund (2024)

8 new work authorizations

245 people reached through educational/self-advocacy sessions

33 asylum cases supported

18 Crime, Trafficking, and Domestic Violence Victim Visas processed

21 Special Immigrant Juvenile Status cases

103 cases actively managed

Eviction Legal Fund (2024)

Attorneys represented **136** clients in non-court appearances

366 renters reached through Know Your Rights trainings

1,119 people received educational materials

49 eviction mediation and housing hotline volunteers trained

1,101 renters served

108 landlords served



Bob*, a US citizen, is petitioning for his wife, Joy*, to become a lawful permanent resident. They have been married and living abroad for over 20 years working for non-governmental organizations and nonprofits fighting human trafficking in developing countries. They traveled to Fort Collins last summer with one of their children for a work-mandated sabbatical in the US. They intended to stay for several months, but when they arrived to stay with Bob's parents, they discovered that both of his parents were in poor health and require full time care. They have a salary that is sufficient for living in a developing country, but don't have the necessary dollars to pay for a private immigration attorney and USCIS fees. They are now working with the **Immigration Legal Fund** to prepare Joy's petition and leveraging grant funding from the Women's Foundation of Colorado for filing fees. The family continues to fight trafficking from their home in Fort Collins.

*Names changed to protect confidentiality

Income-Qualified Assistance Program

1,758

households enrolled as of January for the 2024-2025 season (November through April)

Payment Assistance Fund

\$51,282

has been distributed to

168

households (at or below 80% AMI), in partnership with Energy Outreach Colorado

Utilities Emergency Fund

Launched
January 1, 2025

\$86,000 approx.

has been distributed to

292

households

Get FoCo now offers access to 5 different programs for income-qualified residents:

Grocery Tax Rebate

- 3,150 applications in 2024
- \$578k rebates in 2024

Recreation Reduced-rate

- 2,444 households applied in 2024

Connexion Reduced-rate

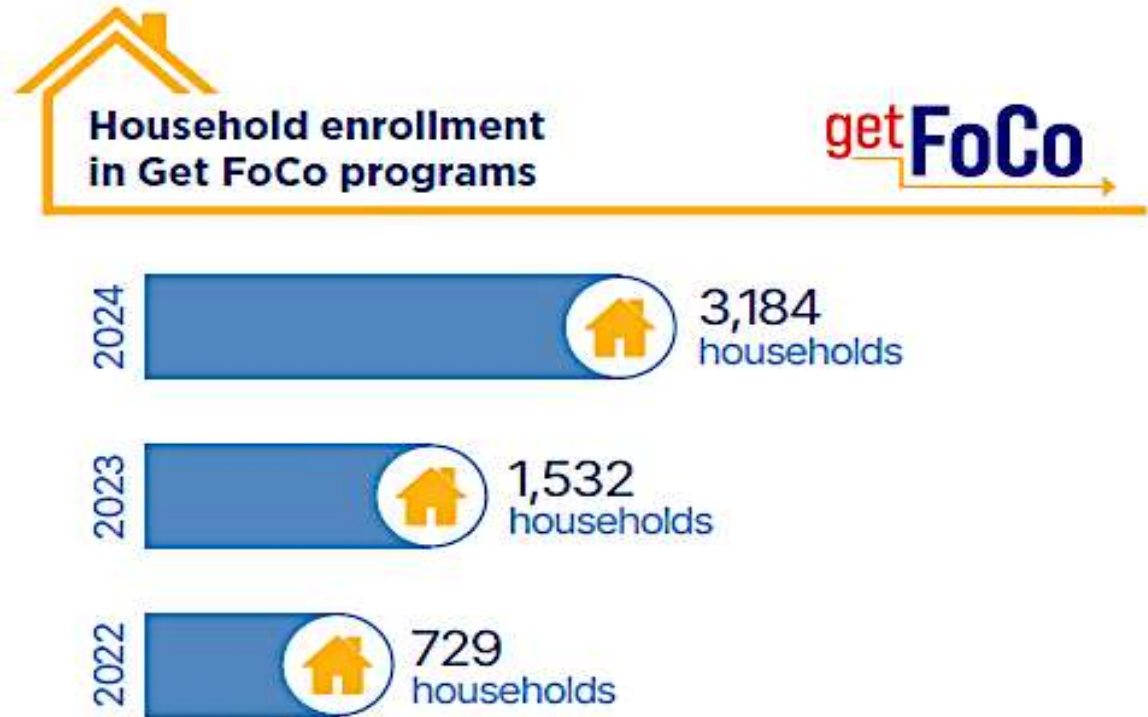
- 970 households

Spin Access

- 765 households applied in 2024

The Gardens on Spring Creek

- nearly 300 applications in less than 3 months



2024 Digital Inclusion Trailblazer

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Council Priority

Obstacles and barriers exist that impede access to services for our underserved community members.

- Examples of how we're working with/for community – Community Consultants, Community Connectors, Healthy Homes Educators, and the Resilient Housing Group
- Immigrant community: uncertain future, reluctant to send children to school, attend worship services, or participate in anything associated with any government entity
- Seniors and families expressing concern about cuts to federal programs (Medicaid, Medicare, and Social Security)

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