



TOWN OF ERIE

645 Holbrook Street
Erie, CO 80516

Town Council

Board Meeting Date: 7/21/2020

File #: 20-401, Version: 1

AGENDA CATEGORY: General Business

SUBJECT:

Implementation Details on Diversity Equity and Inclusion Advisory Board

DEPARTMENT: Administration

PRESENTERS: Malcolm Fleming, Town Administrator

TIME ESTIMATE: 60 Minutes

FISCAL INFORMATION: N/A

Cost as Recommended:

Balance Available:

Budget Line Item Number:

New Appropriation Required:

STAFF RECOMMENDATION:

Review and confirm or revise implementation Action Plan for establishing a Diversity, Equity and Inclusion Advisory Board.

SUMMARY AND BACKGROUND OF SUBJECT MATTER:

During the Board's July 14 meeting, the Board directed staff to advertise for volunteers to serve on a new Diversity, Equity and Inclusion Advisory Board. Based on that direction, staff, in consultation, with Trustee Loflin and community members, has prepared the attached DRAFT Action Plan outlining the steps and timeline for getting this Advisory Board up and running. Due to the short turnaround timeframe, and with the intent to ensure this approach has community support, staff is soliciting comments on this DRAFT, and will provide the Board with updates and comments from community members who review the DRAFT this weekend.

Advertising for volunteers to serve on this Board would include the following information:

The town of Erie is committed to equity and inclusion and welcomes diversity. To better support this commitment, the Erie Board of Trustees is establishing a Diversity, Equity and Inclusion Advisory Board. This Board will be a full and official Advisory Board of the Town of Erie. We are seeking applications for 9 Founding members of this Advisory Board representing a diverse body (including racial, ethnic, LGBTQ and socioeconomic backgrounds). These Founding members will work to shape the role and focus of the Advisory Board with the feedback of the community, to be a responsive, permanent and effective Advisory Board of the

Town of Erie. Among the many responsibilities of the 9 Founding members will be recommending to the Town of Erie Board of Trustees the Advisory Board's role and the processes and procedures for seating a permanent Advisory Board. The purpose of the Diversity, Equity, and Inclusion Advisory Board is to ensure ALL Erie residents, and business in Town feel safe and welcome, are well-represented, and are well-connected with each other.

Staff appreciates any suggestions on this DRAFT Action Plan and recruitment message.

Board of Trustees Priorities

Staff's recommendations help promote the following Board of Trustees' priorities:

- ☒ **Engaged and Diverse Community**
- ☒ **Prosperous Economy**
- ☒ **Small Town Feel**
- ☒ **Safe and Healthy Community**
- ☒ **Effective Governance**

ATTACHMENTS:

1. Diversity Equality Inclusion Advisory Board DRAFT Action Plan (July 17, 2020 DRAFT)
2. Equity/Inclusion Continuum
3. Email from Malcolm Fleming to Board
4. Resident Comments on Diversity Equality Inclusion Advisory Board DRAFT Action Plan