



ADAMS COUNTY

BOARD OF COUNTY COMMISSIONERS

Eva J. Henry - District #1
Charles "Chaz" Tedesco - District #2
Emma Pinter - District #3
Steve O'Dorisio - District #4
Lynn Baca - District #5

**STUDY SESSION AGENDA
TUESDAY
January 25, 2022**

ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE

TO WATCH THE MEETING:

- Watch the virtual Zoom Study Session through our [You Tube Channel](#)

11:45 A.M.	ATTENDEE(S):	Heidi Miller
	ITEM:	Executive Session Pursuant to C.R.S. 24-6-402(4)(f) for the Purpose of Discussing Personnel Matter Involving the County Attorney
12:15 P.M.	ATTENDEE(S):	Heidi Miller
	ITEM:	Executive Session Pursuant to C.R.S. 24-6-402(4)(a) for the Purpose of Discussing Potential Purchase of Property
12:45 P.M.	ATTENDEE(S):	Alisha Reis
	ITEM:	Administrative Item Review / Commissioners Communication
1:15 P.M.	ATTENDEE(S):	Alisha Reis
	ITEM:	2022 BOCC Committee Appointments
1:45 P.M.	ATTENDEE(S):	Jenni Hall / Jen Rutter / Layla Bajelan / Jonathon Lubrano
	ITEM:	2021 Regulation Amendments: Outdoor Storage
2:15 P.M.	ATTENDEE(S):	Dennis Swain / Debbie Hearty
	ITEM:	Diversity, Equity, & Inclusion (DEI) Presentation

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

AGENDA IS SUBJECT TO CHANGE



STUDY SESSION ITEM SUMMARY

DATE OF STUDY SESSION: January 25, 2022
SUBJECT: 2022 BOCC Committee Appointments
OFFICE/DEPARTMENT: Alisha Reis, Interim County Manager
CONTACT: Alisha Reis
FINACIAL IMPACT: n/a
SUPPORT/RESOURCES REQUEST: n/a
DIRECTION NEEDED: Appointments to the BOCC Committees
RECOMMENDED ACTION: n/a

DISCUSSION POINTS:

- Annually, the Board of County Commissioners discuss their board assignments during Study Session and will formally approve them during a Public Hearing.
- The list of committees are attached for reference.

2021 List of Committees

DENVER REGIONAL COUNCIL OF GOVERNMENTS (DRCOG):

Commissioner O'Dorisio

Commissioner Baca (alternate)

Staff: Public Works Deputy Director or Transportation Liaison

MILE HIGH FLOOD CONTROL DISTRICT:

Commissioner Baca

Commissioner O'Dorisio (alternate)

Staff: Public Works Deputy Director

BOUNDARY CONTROL COMMISSION:

Commissioner Baca

Staff: Community & Economic Development Director or Development Services Manager

ADAMS COUNTY REGIONAL ECONOMIC PARTNERSHIP:

Commissioner Pinter

Commissioner O'Dorisio

Staff: Economic Development Manager

E-470 AUTHORITY:

Commissioner Tedesco

Commissioner Pinter (alternate)

Staff: Public Works Director or Deputy Director

MAIKER HOUSING PARTNERS:

Commissioner Henry

Staff: County Manager with staff support from Community and Economic Development Housing Coordinator

ADAMS COUNTY WATER QUALITY ASSOCIATION:

Commissioner Baca

Staff: Public Health Specialist

NORTH AREA TRANSPORTATION ALLIANCE (NATA):

Commissioner Baca

Commissioner O'Dorisio (alternate)

Staff: Public Works Director or Deputy Director

AIRPORT COORDINATING COMMITTEE

Commissioner Henry (Chair)

Commissioner Tedesco

Commissioner Pinter

Commissioner O'Dorisio

Commissioner Baca

Staff: County Manager, County Attorney with staff support from Senior Strategic Planner

REGIONAL ECONOMIC ADVANCEMENT PARTNERSHIP

Commissioner Baca

Staff: Community and Economic Development Deputy Director

BRIGHTON SCHOOL DISTRICT 27J CAPITAL FEES FOUNDATION

Commissioner Baca

Staff: Development Services Manager

ROCKY MOUNTAIN PARTNERSHIP / POLICY AND LEGISLATIVE ADVISORY NETWORK

Commissioner Henry

Commissioner Tedesco

Commissioner Pinter

Commissioner O'Dorisio
Commissioner Baca

CRIMINAL JUSTICE COORDINATING COMMITTEE

Commissioner Pinter
Commissioner O'Dorisio (attending committees)
Staff: District Attorney's Office Appointed Staff

AURORA ECONOMIC DEVELOPMENT BOARD OF DIRECTORS

Commissioner Tedesco
Commissioner Baca (alternate)
Staff: Community and Economic Development Deputy Director

HIGHWAY 7 COALITION

Commissioner Baca
Staff: Public Works Director or Deputy Director or Senior Transportation Liaison

PROGRESSIVE 15

Commissioner O'Dorisio
Staff: Legislative and Government Affairs Administrator

NORTH METRO DENVER SMALL BUSINESS DEVELOPMENT CENTER ADVISORY BOARD

Commissioner Pinter
Staff: Community and Economic Development Economic Development Manager

EAST COLORADO SMALL BUSINESS DEVELOPMENT CENTER ADVISORY COUNCIL

Max Daffron, Economic Development Manager
Staff: Community and Economic Development Economic Development Manager

VETERANS ADVISORY COMMISSION

Commissioner Tedesco
Commissioner Henry (alternate)
Staff: Assistant to the County Manager

AEROTROPOLIS REGIONAL TRANSIT AUTHORITY

Commissioner Tedesco
Commissioner O'Dorisio
Commissioner Pinter (alternate)
Commissioner Baca (alternate)
Staff: Deputy County Manager of Community Development and Infrastructure Services or Deputy Budget Director

SOUTH PLATTE BASIN ROUNDTABLE

Alisha Reis, Deputy County Manager
Staff: Infrastructure & Stormwater Manager

METRO ROUNDTABLE

Alisha Reis, Deputy County Manager
Staff: Infrastructure & Stormwater Manager

AURORA MENTAL HEALTH BOARD OF DIRECTORS

Commissioner Pinter
Staff: Human Services Director or Deputy Director

METRO DENVER ECONOMIC DEVELOPMENT CORP'S BOARD OF GOVERNORS

Commissioner O'Dorisio
Staff: Community and Economic Development Deputy Director

WORLD TRADE CENTER BOARD OF DIRECTORS

Commissioner Pinter

Staff: Community and Economic Development Deputy Director or Economic Development Manager

TRI-COUNTY HEALTH DEPARTMENT BOARD

Commissioner Pinter

Staff: County Manager

COLORADO COMMUNITIES OF CLIMATE ACTION

Commissioner Henry

Commissioner Pinter (attending committees)

Staff: Environmental Programs Manager

HISPANIC CHAMBER OF COMMERCE

Commissioner Tedesco

Staff: County Manager

ASIAN / AMERICAN CHAMBER OF COMMERCE

Commissioner Baca

Staff: County Manager

Additional Assignments:

Colorado Counties, Inc. (CCI):

Commissioner Henry

Commissioner Tedesco

Commissioner Pinter

Commissioner O'Dorisio (Front Range District Board Member)

Commissioner Baca

Staff: Legislative and Government Affairs Administrator

County & Commissioners Acting Together (CCAT):

Commissioner Henry

Commissioner Tedesco

Commissioner Pinter (Co-Vicechair)

Commissioner O'Dorisio

Commissioner Baca

Staff: Management Analyst

Child Welfare Allocation Committee (CWAC):

Commissioner Henry

Commissioner Tedesco

Commissioner Pinter (Front Range Region Committee Member)

Commissioner O'Dorisio

Commissioner Baca

Staff: Human Services Director

Metro Area County Commissioners (MACC):

Commissioner Henry (Chair)

Commissioner Tedesco

Commissioner Pinter

Commissioner O'Dorisio

Commissioner Baca

Staff: Legislative and Government Affairs Administrator

National Association of Counties (NACO):

Commissioner Henry

Commissioner Tedesco

Commissioner Pinter

Commissioner O'Dorisio

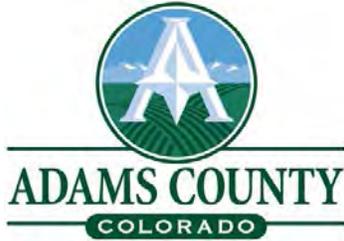
Commissioner Baca

Staff: Legislative and Government Affairs Administrator

Commerce City Urban Renewal Authority

Commissioner Tedesco

Staff: Community and Economic Development Director or Deputy Director



STUDY SESSION ITEM SUMMARY

DATE OF STUDY SESSION: January 25, 2022
SUBJECT: Diversity Equity & Inclusion (DEI)
OFFICE/DEPARTMENT: People & Culture, DEI
CONTACT: Dennis Swain
FINACIAL IMPACT: -0-
SUPPORT/RESOURCES REQUEST: power point (sent in already)
DIRECTION NEEDED: none
RECOMMENDED ACTION:

DISCUSSION POINTS:

- Adams County's journey with our DEI work
- A-PROUD (County's diversity & inclusion council) and their work
- Dialogue and goal setting for DEI in 2022



Study Session January 25, 2022



Diversity & Inclusion

PEOPLE & CULTURE SERVICES

Where we've been in our Adams County DE&I Journey

A-PROUD

Diversity, equity, and inclusion is an essential part of our vision for the future as Adams County continues to grow and flourish.

2016

- Adams County assembles an employee advisory committee to serve as a sounding board for county DE&I efforts. A-Proud is launched.
- Search begins for the county's first DE&I Administrator to lead initiatives.

2018

- Acknowledgment of cultural celebrations.
- Development of DE&I questions for hiring interview panels.
- A-Proud members involvement in hiring interview panels for director level and above.
- Compensation for bilingual employees.
- Added Human Rights Campaign (HRC) Seal - Awarded "You Are Welcome Here" seal of recognition with HRC's brand, certifying Adams County Human Services as an LGBTQ welcoming and affirming agency.

2019

- Equity Pay program/review begins.
- DE&I Reducing Bias checklist and resources created.
- Formally added Diversity, Equity & Inclusion as the sixth Cultural Competency.
- Updated county's vision statement to say "Most innovative and inclusive county in America..."
- County formally recognized and participated in PRIDE recognition efforts.

2021

- Blind job application process.
- Partnership with Parks, Open Space & Cultural Arts and The Crowley Foundation.
- Adams County helps lead DE&I practitioners think tank for agencies in Colorado.

2017

- DE&I Administrator joins Adams County.
- Development of DE&I curriculum (Cultural Humility Training) mandatory for all Adams County employees.
- A-Proud creates committees to lead problem-solving DE&I strategies and act as consultation group for county leadership on DE&I subject matters.
- A-Proud develops cultural guides for working effectively with the following cultural groups: Hmong, Russian, and Sikh populations.
- Discovery Session development.
- Expanded representation of people of color in several different orientation videos.

2020

- Adoption of DE&I Terminology Guide.
- Development of Affinity Groups.
- Rivendale Animal Shelter institutes practices to ensure review of potential bias in adoption process and incorporates Spanish-language adoption video and signage.
- Expanded DE&I focused learning and development opportunities with three new classes.

What do you hope to see on the next phase of our journey?

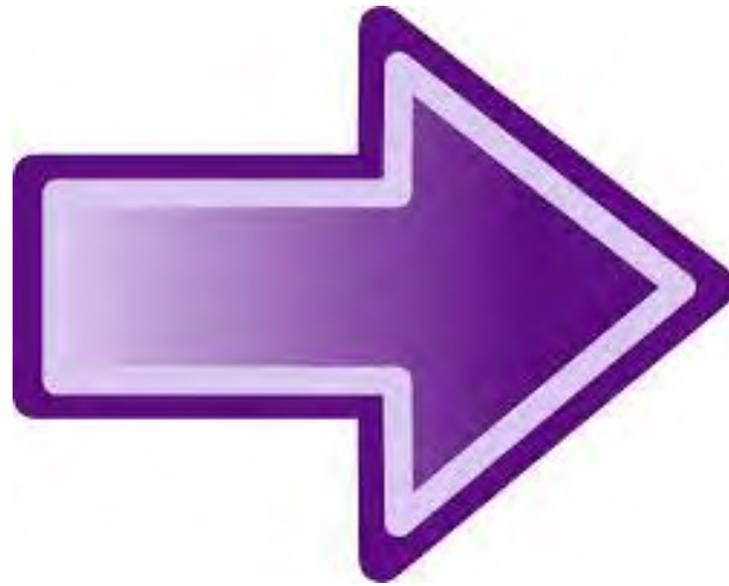




DEI Strategy

- Education
- Recruitment and hiring
- Expand A-PROUD's impact within all departments/elected offices
- Increase participation in A-PROUD and Affinity Groups

Proclamations
What was the
methodology to
identifying
proclamations



- A broad capture of diversity be more inclusive in our proclamation calendar
- Link proclamation to Adams County
- One month's proclamation can link several different recognitions
- Several cultural related holidays already recognized by banner

A-PROUD Proposed DEI-Focused Proclamation Calendar

Month	Recognition
Jan	Holocaust Remembrance Day (January 27)*
Feb	African American/Black History Month
	Chinese and Korean New Years (Feb 1)
March	Women’s History Month
May	Mental Health Awareness
June	National Immigrant Heritage Month
	LGBTQ Pride Month
Sept	Hispanic American Heritage Month*
October	Disability Employment Awareness Month
	Global Diversity Awareness Month
Nov	National Native American Heritage
December	Winter Holidays: Hanukkah/Chanukah, Mawlid El-Nabi, Rohatsu, Kwanzaa, Winter Solstice, Christmas

STORY

1. Dr. Robert Clayton
2. Jennifer Alvarez
3. David Gyrion

- Why are you involved in the diversity equity and inclusion work at Adams County?
- How has it affected how you feel about working in Adams County?
- What is your sense of hope for the DEI culture here in the county?



**What do you need from
us to deepen the
Diversity Equity &
Inclusion culture for
Adams County?**