TO WATCH THE MEETING:
- Watch the virtual Zoom Study Session through our [YouTube Channel](#)

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

(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
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
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

WE are
ADAMS
Diversity & Inclusion
PEOPLE & CULTURE SERVICES
Where we’ve been in our Adams County DE&I Journey

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 establishes 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.

2017
- DE&I Administrator joins Adams County.
- Development of DE&I curriculum and Queen City Roundtable on DE&I.
- A Proud continues committee to test problem-solving DE&I strategies and act as consultation group for county leadership on issue subject matters.
- A Proud develops cultural guides for working effectively with the following cultural groups: Hispanic, Russian, and LGBTQ+ populations.
- Discovery Session Development.
- Incorporation of people of color in virtual sessions.

2018
- Acknowledgment of cultural celebrations.
- Development of client questions for hiring interview panels.
- A Proud members’ involvement in hiring interview panels for director level and above.
- Compensation for bilingual employees.
- Adams County’s First Cultural/PRC Seal – Awarded “You Are Welcome Here” seal of recognition with -Rrc’s brand, certifying Adams County’s Human Resources as an LGBTQ+ welcoming and affirming agency.

2019
- Equity plan program/assessment.
- DE&I Reducing Bias checklist and resources created.
- Formally added Diversity, Equity & Inclusion to the anti-Cultural Competency.
- Updated county’s vision statement to say “Most innovative and inclusive county in America...”
- County formally recognized and participated in PROUD recognition efforts.

2020
- Adoption of PARSE terminology guide.
- Development of Affinity Groups.
- Handel Animal Shelter institutes practices to ensure review of potential hires in education process and incorporate Spanish-language adoption videos and signage.
- Expanded DE&I focused recruiting and development opportunities with three new classes.

2021
- Blind job application process.
- Partnership with Parks, Open Space & Cultural Arts and The Crowley Foundation.
- Adams County Hires and DE&I committee to take task for agencies in Colorado.

2022
- Continued integration of DE&I into day-to-day operations.
- Implementation of ongoing education and training programs.
- Development of DE&I metrics to track progress and outcomes.
- Collaboration with external organizations to share best practices and learn from others.
- Celebration of achievements and recognition of employees for their contributions to the DE&I journey.
What do you hope to see on the next phase of our journey?
Quarterly Cultural Competency Survey Results

75% - feel that team members in their department value diversity, equity, and inclusion

75% - Feel a sense of being included and belonging in their department
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

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