

Human Relations Commission
Monday, December 15, 2014
City Council Chambers
1777 Broadway, 2nd Floor
Boulder, CO 80301
6:00 p.m.

- I. Call to Order
- II. Agenda Adjustments
- III. Approval of Minutes
 - A. November 17, 2014
 - B. December 4, 2014
- IV. Community Participation (non-agenda action items)
- V. Action Items
 - A. 2014 Community Impact Fund Reports
 - 1. Boulder History Museum
 - 2. Out Boulder
 - B. 2014 Celebration of Immigrant Heritage Reports
 - 1. Barrio E'
 - C. 2014 Community Event Reports
 - 1. Barrio E'
 - 2. Bridge House
 - D. Funding Decisions: 2015 Community Event Fund
 - E. January 15th Immigration Forum
- VI. Discussion/Informational Items
 - A. 2015 Community Event Applications
 - 1. Barrio E'
 - B. Questions from City Council
 - C. 2015 HRC Work Plan
 - D. 2015 MLK Celebration
 - E. 2015 January and February HRC Meetings
 - F. Event Reports
 - G. Follow Up Tasks
- VII. Immediate Action Items
- VIII. Adjournment

Attachments:

- Minutes: November 17, 2014 and December 4, 2014
- Report: Bridge House Kids Give Back Thanksgiving
- Applications: 2015 Community Event Fund: BarrioE'
- Spreadsheet: 2012-2014 Total Grant Funding
- Spreadsheet: 2015 Total Grant Funds Available and 2015 Community Event Fund Requests
- Memo: Questions from City Council (with attachments)
- Chart: 2014 HRC Work Plan

Human Relations Commission
Monday, November 17, 2014
1777 Conference Room
Municipal Building
1777 Broadway 1st Floor
Boulder, CO 80301
6:00 p.m.

COMMISSIONERS PRESENT:

José Beteta
Nikhil Mankekar
Emilia Pollauf
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:

None

STAFF PRESENT:

Carmen Atilano
Robin Pennington
Karen Rahn

I. Call to Order

The Nov. 17, 2014 HRC meeting was called to order at 6:00 p.m. by **A. Zuckerman**.

II. Agenda Adjustments

Move Postoley's 2014 CEF report and 2015 CEF proposal to first under Action and Discussion/Informational Items, add Veterans Helping Veterans 2014 CIF report review under Action Items, postpone BarrioE' 2014 CoIH and CEF reports and 2015 CEF proposal to December, add Event Reports and Follow-up Tasks to Discussion/Informational Items.

III. Approval of Minutes

E. Pollauf moved to accept the Sept. 15, 2014 minutes. **N. Mankekar seconded. Motion carries 5-0.** **E. Pollauf moved** to accept the Oct. 20, 2014 minutes. **S. White seconded. Motion carries 5-0.**

IV. Community Participation

None.

V. Action Items

A. 2014 Celebration of Immigrant Heritage Reports

1. **Boulder Latino History Project** – Linda Arroyo-Holmstrom reported on the reception and presentation of project exhibits held Oct. 9, 2014 at the Museum of Boulder. The event was attended by more than 130 people and was well received. They hope to continue to grow the project and move it into the schools. **J. Beteta** attended the event and commented on its success. **N. Mankekar moved** to approve and recommend that the \$42.12 remaining from the grant be used for future efforts for the project **J. Beteta seconded. Motion carries 5-0.**
2. **Boulder Latino Family Project** – Phil Hernandez gave a report on the portable

banner exhibit that was displayed during the week of Oct. 5 to Oct. 11 in front of the Boulder County Court House and at the Museum of Boulder and was viewed by approximately 650 people. Future displays of the banners are planned. **J. Beteta moved** to approve. **S. White seconded. Motion carries 5-0.**

3. **Motus Theater** – Kirsten Wilson reported on the Oct. 11, 2014 performance of “Do You Know Who I am?” at the Boulder Public Library and was attended by 100 people. To date approximately 3000 people have seen the performance, and two Peacemaker awards have been received for the project. **J. Beteta** participated on the panel that followed the performance. **E. Pollauf** asked if it had been presented in Spanish. K. Wilson responded that it had in September. **E. Pollauf** moved to approve. **N. Mankekar seconded. Motion carries 5-0.**

B. 2014 Community Event Reports

1. **Boulder Jewish Festival** – Cheryl Fellows reported on the 20th Anniversary Boulder Jewish Festival held on June 8, 2014. Despite the rain, the event was a success, with multiple performances throughout the day. They spent additional funds on advertising as well as equipment rental this year. **S. White moved** to approve. **E. Pollauf seconded. Motion carries 5-0.**
2. **Boulder Museum of Contemporary Art** – Randee Toler gave a report on the Access Tours and Workshops, a series of free tours and workshops that BMoCA launched in 2014 and were conducted between Jan. 1 and Nov. 17, 2014 with 55 youth and adults and their caregivers participating. Access Day was held on Nov. 10 in collaboration with the museum’s education department with 35 participants. A second Access Day is planned for Nov. 20. **N. Mankekar moved** to approve. **J. Beteta seconded. Motion carries 5-0.**
3. **Out Boulder** – Samantha (Smash) Feld reported on the events during the week preceding and the day of Pridefest, held on Sept. 14, 2014. 2014 was the first year the event has turned a profit. A Visibility March, kick-off BBQ and Pre-Pride dance party were some of the events that took place during the week. More than 100 vendors and 2800 attendees participated in Pridefest on Sept. 14 at Central Park. **J. Beteta moved** to approve. **E. Pollauf seconded. Motion carries 5-0.**
4. **Postoley** – Tom Masterson gave a report on the 2014 Folk Dancing on the Plaza events held during the summer of 2014, featuring dances from all over the world. 40 countries were represented, with special programs for children. **S. White moved** to approve. **E. Pollauf seconded. Motion carries 5-0.**

- C. **Community Impact Fund - Veterans Helping Veterans Now** – The commissioners reviewed the budget statement for the 2014 CIF grant which was reported on at the October meeting. **J. Beteta moved** to approve. **E. Pollauf seconded. Motion carries 5-0.**

VI. Discussion/Informational Items

A. 2015 Community Event Applications

1. **Motus Theater** – Kirsten Wilson and Kate Kelsch gave an overview of the 2015 proposal for “One-Action,” a year of arts-based activities that will promote conversation about immigration through collaborations using art as a catalyst to engage the public. They will launch the planning in 2015 for the county-wide One-Action project to begin in 2016.
2. **Boulder Jewish Festival** – Cheryl Fellows presented the proposal for the 2015 Boulder Jewish Festival. Changes for 2015 include increased kosher and vegan and gluten-free food options and an alternative to the climbing wall. **J. Beteta** recommended that the Spanish translation on the existing flyer be corrected. **E. Pollauf** requested clarification on the additional funders for 2015, which was provided.

3. **Boulder Museum of Contemporary Art** – Randee Toler presented the 2015 BMoCA Día del Niño proposal. In 2015 BMoCA will collaborate with the Boulder Parks and Recreation Department and expand the April 25, 2015 day-long celebration into the Civic Area and Bandshell. **J. Beteta** commented that Latin cultures beyond Mexico should also be represented. **S. White** recommended that youth be involved in the planning.
 4. **Out Boulder** – Samantha Feld reviewed the proposal for Pridefest 2015. For 2015, the hours of Pridefest on Sept. 15, 2015 will be adjusted and the Visibility March moved to the day of the event. They will continue to pursue a partnership with Cyclovia. The commissioners requested that additional information on the budget be brought to the December meeting.
 5. **Postoley** – Tom Masterson presented the proposal for the 2015 Folk Dancing on the Plaza. Enhancements over past years include increased outreach to people in the 16- to 24- year-old age bracket. Some clarifications were made about the 2015 budget and Postoley’s involvement with input to the Civic Area Plan.
 6. **Bridge House (Homeless Person’s Memorial, Kids Give Back Thanksgiving Dinner)** – Shane Wyenn presented the two Bridge House proposals for 2015. The Homeless Person’s Memorial is held outside to mimic the conditions of many homeless individuals and the timing to coincide with National Homeless Person’s Memorial Day on Dec. 21. **N. Mankekar** asked about media coverage prior to the event. S. Wyenn replied that a press release is sent and a reporter is expected to cover the event. Approximately 100 people attend; youth are especially encouraged. Community member Elizabeth Padilla spoke about the history of memorials and what individuals have done to help the homeless in Boulder. Kids Give Back Thanksgiving Dinner is put on by Kids Give Back, a volunteer program organized by Bridge House. Most of the volunteers are under 12, and the event engages the whole family. The commissioners requested that a written report for the 2014 Kids Give Back Thanksgiving Dinner that will occur on Nov. 25 be provided to the commission before the December meeting.
- C. Atilano provided the commissioners with the 2015 HRC budget numbers.
- B. Living Wage Issue** – C. Atilano reviewed the logistics and publication plans for the Living Wage Public Hearings to occur on Dec. 4 and Dec. 7, 2014. **S. White** agreed to provide an overview at the start of the hearings.
- C. Housing and Social Security Number** – This item was tabled to December.
- D. Questions from City Council** – C. Atilano reviewed the process and timeline for answering the Questions from City Council, which the commissioners will discuss at the December meeting.
- E. HRC 2015 Work Plan** – C. Atilano requested that commissioners review the 2014 Work Plan and provide input for the 2015 Work Plan at the December meeting.
- F. Event Reports** – **E. Pollauf** attended the Oct. 21, 2014 Veterans Awareness Series event Veterans Helping Veterans Now. **N. Mankekar** attended the CU Summit on Diversity and Inclusivity on Nov. 12, 2014.
- G. Follow Up Tasks** – File the September and October minutes, reschedule the BarrioE’ CoIH and CEF reports and CEF proposal to December, request clarification on the 2015 CEF proposal budget from Out Boulder, request that a written report from Bridge House for the Kids Give Back Thanksgiving Dinner event be received prior to the December meeting, draft a memo to City Council on Living Wage.

VII. Immediate Action Items

None.

IX. Adjournment

S. White moved to adjourn the Nov. 17, 2014 meeting. **E. Pollauf seconded** the motion. **Motion carries 5-0.** The meeting was adjourned at 9:20 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

**Human Relations Commission
Thursday, December 4, 2014
West Senior Center
909 Arapahoe Ave.
Boulder, CO 80302
5:30 p.m.**

COMMISSIONERS PRESENT:

José Beteta
Nikhil Mankekar
Emilia Pollauf
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:

None

STAFF PRESENT:

Carmen Atilano
Kim Pearson
Robin Pennington
Karen Rahn

I. Call to Order

The Dec. 4, 2014 HRC public hearing was called to order at 5:36 p.m. by **A. Zuckerman**.

II. Public Hearing on Living Wage

- A. Opening comments from Chair and Deputy Chair** – **A. Zuckerman** and **S. White** welcomed the participants and provided an overview of the Living Wage Issue and its history in Boulder.
- B. Public Hearing** – 12 community members provided input to the commission in support of a Living Wage. Majority of public comment favored legislative action to repeal Senate Bill 99-01. Other comments expressed included the need to revise city contracting processes; the need for rent control; the need to stop abusive employment practices and on-call scheduling practices and equal treatment for part-time workers; the growing number of families who need government and non-profit support; the mischaracterization of jobs at CU; the proliferation of part-time, un-benefitted workers; incentivizing businesses to raise wages; block grant purchases of RTD passes for minimum-wage workers; and immigrant workers and wage theft. No opposition was expressed on the issue.
- C. Closing comments from HRC members** – **A. Zuckerman, S. White, J. Beteta** and **N. Mankekar** provided closing comments on the next step of recommending to City Council that the issue be placed on its 2015 Workplan, and invited the audience to provide further input at the next regular HRC meeting on Dec. 15.

IX. Adjournment

J. Beteta moved to adjourn the Dec. 4, 2014 meeting. **E. Pollauf seconded** the motion. **Motion carries 5-0**. The meeting was adjourned at 6:17 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson



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A Colorado 501 (c)(3) Corporation

Tax ID #84-1440292

December 2014

In care of Carmen Atilano
Human Relations Commission
Community Event Fund Report

Dear Human Relations Commission,

Kids Give Back is a Bridge House volunteer program for children 5 to 15 years old. This program gives families the opportunity to give back to their community in a safe and effective way. Parents have had an overwhelming response to this program and now we have over 100 families involved. Each month we send out an invitation to participate in 1 to 2 projects at Bridge House. This can be anything from buying Christmas gifts for clients or serving a Thanksgiving meal. The Community Events Fund graciously supported our event this year to serve a Thanksgiving meal to the homeless and working poor in the amount of \$500 which supplied the food for this meal. This was the first year we planned a Kids Give Back Thanksgiving event and it was an overwhelming success. We had feedback from the families that they would like to participate in this event next year.

We gave our Kids Give Back members the chance to help cook part of the meal and serve it to our clients. The cooking consisted of making pumpkin pies for the event. This project was chosen because it would not involve any knives. On the day of the event the children served each plated meal to our clients. The kids had the chance to set up the tables, chairs and tableware for the meal. Serving the clients was really important component to this project.

I have attached some pictures of the kids in the program serving the meal to our clients. This event was really popular and all involved appreciated the chance to come and work with our clients' one on one. The event was appreciated by our clients as well as the parents of the Kids Give Back program. This event gave the children the opportunity to really be involved in helping our most vulnerable in our community and to see each person they served as an individual. The holidays can be a very depressing time for our clients and reaching out and the support they receive from the community really makes a difference in their lives.

Thank you,

Emily Messina – Development Director Bridge House

www.boulderbridgehouse.org



CEF Proposal Budget Table

<u>Budget Item</u>	<u>Projected Expense</u>
Postage	0
Advertising	30.00
Copying	
Office Supplies <i>(Please specify)</i> 1) Kids Give Back Volunteer sign-up sheets 2) 3) 4) Office Supply Total	10.00
Space Rental Donated by First Presbyterian Church	0
Food	1,000.00
Other Direct Expenses <i>(Please specify)</i> 1) Staff time for Ready to Work Crew preparation for the event to prepare the food and Staff organize event with Kids Give Back group 2) Staff to oversee event for security 3) 4) Other Direct Costs Total	1,579.00 60.00
Total Expenses	2,679.00
<u>Revenue Sources</u>	<u>Revenue Amount</u>
Amount from CEF for food cost	500.00
Other Sources of Revenue 1) Bridge House 2) Food Donation from Community Food Share 3) 4)	1,679 500.00
Total Revenue	2,679

Cover Sheet: 2015 Community Events Fund

Grant Request (up to \$1500): \$1,500

Additional funding (up to \$100) for Spanish translation of promotional materials: \$100

Extra funding (up to \$100) for translation into other languages as well: _____

Agency Name Barrio E'
Street Address 2525 Arapahoe Ave, E4-229
City, Zip Code Boulder, CO 80302
Telephone, Fax, Website (787)914-9554 www.BarrioE.org www.BombaColorado.com
Event Name Cultura Viva
Event Date(s) (please provide specific dates) July 18, 2015 (Tentative Date – Summer Event)
Event Location (if on Pearl Street Mall, please provide block number) Pearl Street Mall (1300 Block)
Contact Person: Tamil Maldonado (787) 914-9554
E-Mail Address tamil@barrioe.org barrioe@barrioe.org
Event Description (please do not exceed space provided) Barrio E' will organize "Cultura Viva". Cultura Viva aims to expose America Latina and Caribbean music, dance, art and history through musical and artistic performances with an educational component in the City of Boulder. The event will be open and free to the general public on Pearl Street Mall. Barrio E' will bring artistic groups representing America Latina and the Caribbean. The performances will have an educative and interactive component. The purpose of the event is to bring awareness and educate about Latin America Culture.

Community Event Budget Table

<u>Budget Item</u>	<u>Projected Expense</u>
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Postage	\$40.00
Advertising	\$350.00
Copying	\$250.00
Office Supplies (Please specify): 1) Paper \$85 2) Ink \$140 3) Tape / Pins \$15 4) Business Cards \$30.00 Office Supply Total	\$270.00
Space Rental (Liability Insurance, Electricity)	\$200.00
Food	
Other Direct Costs (Please specify): 1) Sound (\$560) 2) Chairs (\$400) 3) Tables (\$40) 4) Notarization, Transportation (\$100) 5) Instruments Maintenance, Attires (\$300) 6) Payment for groups (\$1,000) Other Direct Costs Total	\$1,400.00
Total Expenses	\$3,510.00
<u>Revenue Sources</u>	<u>Revenue Amount</u>
Amount Requested from HRC Community Events Fund	\$1,500.00
Other Sources 1) BCAA Grant (Submitted) - \$1,000.00 2) Other Sponsors - \$1,000.00 3) Find Donors – (\$10.00) 4)	\$2,010.00
Total Revenue	\$0.00

Barrio E' Narrative
www.barrio.org
Barrio@barrio.org

1. The organizing body:

Barrio E' was founded by director, Tamil Maldonado, in September of 2012 and it is based in Boulder, Colorado. Barrio E' seeks to promote, educate, preserve and expose the Latin American and Caribbean

traditional music, dance and culture through a cultural and artistic space in Colorado. We have participated in educational, social and cultural events that promote and unite communities in the state of Colorado including Boulder, Denver, Fort Collins, Longmont, Broomfield, and Lafayette areas. We have built community relationships with other organizations that serve the populations of Boulder; educational institutions; and community centers and organizations.

List members of the organizing body: Barrio E' is a community organization that operates as a 501c3 organization through the Boulder County Arts Alliance (BCAA) fiscal agency. Our members consist solely of volunteer members that support our mission and promotion of Puerto Rican Culture in our community. For this event, the individuals involved in the organization of this event are current Barrio E' members and volunteers. Main Contacts are: Tamil Maldonado, Executive Director; Daniel Leon, Co-Founder and Administrative Assistant; other member's names and bios can be accessed on our website www.barrio.org.

2. Description of event: Barrio E' will organize "Cultura Viva". Cultura Viva aims to expose America Latina and Caribbean music, dance, art and history through musical and artistic performances with an educational component in the City of Boulder. The event will be open and free to the general public at the Pearl Street Mall on July 18, 2014 (Tentative Date). Barrio E' will bring artistic groups representing America Latina and the Caribbean. The performances will have an educative and interactive component. The purpose of the event is to bring awareness and educate about Latin America Culture. Barrio E' would like to host an event

Barrio E' currently has an ensemble performance group that provides live percussion, singing, and dancing. Barrio E' will also bring and collaborate with other artistic groups that represents America Latina music and dances. This event will be open and free to the city of Boulder and will provide education and instruction about America Latina/Caribbean culture. The event will engage the public across ethnic groups and ages, and will focus on a family environment. Our proposed idea incorporates the three aspects by, performing the musical genre, teaching about their historical background, and provide for hands-on workshop, free and open to the community.

3. Goals: Our goal is to bring awareness of diverse backgrounds by exposing Latin American and Caribbean cultures, traditional music and dances. This event will present, educate and promote diverse Latin American musical genres. The event encourages inclusivity and respect of culture. Barrio E' is offering a continuation of this event by giving the opportunity for people to continue their knowledge and learning process with classes and workshops, bringing the opportunity of appreciation of heritage and diversity in this area.

Barrio E' seeks to enhance the knowledge and respect for America Latina and Caribbean arts through events that are accessible to the community. By organizing events like this one we are achieving our goal in the City of Boulder. We are also looking to foster inclusiveness, provide for family oriented environments where people across ages can enjoy and learn together, and expand knowledge by adding the educational components to our events.

4. Promotion: Barrio E's mission engage a strong and connected community involvement. We have been establishing relationships and collaborative efforts within the Boulder community. We have strived as an organization to extend our outreach to all communities and have developed several relationships with other organizations and artistic groups within the community. We will market the event to these organizations, educational institutions, and organizations representing different ethnic groups in the area.

The event will be marketed heavily through online and printed media, radio, television, and events prior to this one. Barrio E' will also reach out to partner community organizations in order to reach difficult communities to penetrate and underserved communities.

Some of our partnerships and community relations include the following organizations:
The Latino Chamber El Comité Boulder County

Boulder Chamber Boulder YWCA Boulder County Arts Alliance
The Latino Taskforce The Dairy El Centro Amistad
CU Boulder Boulder Valley Women's Health Center BVSD
City of Boulder Parks and Recreation The Latino Coalition
The Community Foundation The Immigrant Legal Center
Safehouse The Inn Between Denver Arts & Venues
America's Latino Festival Americas for Conservation and the Arts
Colorado Conservatory of Dance Latin Life Denver
El Comercio CASA Magazine KGNU
Telemundo Denver and more.

In summary we propose to have an educational and interactive performance called Cultura Viva that aims to expose America Latina and Caribbean music, dance, art and history in the City of Boulder. The event will be open and free to the general public on Pearl Street Mall. The purpose of the event is to bring awareness and educate about Latin America Culture. Barrio E' past events have been very successful in our community and we would like to continue adding to our great city.

2012 Fund Requests	2012 Granted
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CEF	\$16,000	\$15,200
CIF	35,703	25,718
CoIH	10,956	6,956
Total funds	\$62,659	\$47,874

2013 Fund Requests	2013 Granted
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CEF	\$18,865	\$14,250
CIF	46,104	31,104
CoIH	2,000	2,000
Total funds	\$66,969	\$47,354

2014 Fund Requests	2014 Granted
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CEF	\$18,900	\$15,900
CIF	17,925	13,100
CoIH	6,000	4,600
Total funds	\$42,825	\$33,600

2015 Grant Total Funds Available

Total Available: \$33,030

Total CEF Requested: \$18,800

Amount remaining for CIF, MLK and CoIH if 100% of CEF requests are funded: \$14,230

2015 Community Events Fund Applications

	Amount *Includes \$100 for Spanish Translation **Includes \$100 for additional language translation	Agency	Event Name
1	\$1,500.00	Postoley Dance Ensemble	Folk Dancing on the Plaza
2	\$1,700.00	Boulder Asian Pacific Alliance **	21st Annual Boulder Asian Festival
3	\$1,500.00	Veterans Helping Veterans Now	Veteran Awareness Series
4	\$1,600.00	Out Boulder *	PrideFest Week
5	\$1,500.00	Bridge House	2015 Homeless Persons' Memorial
6	\$1,500.00	Bridge House	Kids Give Back Thanksgiving Dinner
7	\$1,600.00	Boulder Jewish Festival*	Boulder Jewish Festival 2015 21st Year
8	\$1,600.00	Boulder Dance Coalition (formerly Village Arts Coalition) *	Boulder Dance Coalition International Festival 2015
9	\$1,600.00	BMoCA	Dia del Nino
10	\$1,500.00	Intercambio Uniting Communities	Building community and health through African dance
11	\$1,600.00	Motus Theater*	Creative Community Conversation on Immigration, A One-Action Project
12	\$1,600.00	BarrioE *	Cultura Viva
TOTAL	\$18,800		



**CITY OF BOULDER
HUMAN SERVICES DEPARTMENT**

December 10, 2014

TO: Human Relations Commission
FR: Carmen Atilano, Manager of Community Relations
RE: 2015 Council Retreat Questions for Boards and Commissions

As mentioned at your November meeting, Council requests that each board and commission prepare responses to the following questions for the 2015 Council Retreat. Each answer should reflect the consensus of the board (not individual's views) and are due back to the City Clerk's Office no later than December 30, 2014. Attached are the 2014-2015 Council Goals and work plan to assist in this process. Also attached are your responses to last year's Council retreat questions.

At your December meeting, we will discuss and prepare your responses to the questions. The living wage issue can be the response for the last question. I have prepared a draft for that response. Please note this response is more detailed than the summary information (only a paragraph or two long) requested by Council.

Retreat Questions for Boards and Commissions for 2015

- What are your top priorities within the framework of the council work plan adopted at the last city council retreat?
- What would you like to see done that would further advance the Council Goals?
- How can your board specifically help reach the council goals?
- Are there city policies that need to be addressed that would enable your board to function at a higher level?
- Are there other items that council should address in the coming year?
- Are there other priorities outside of the Council Goals that your Board/Commission would like to address in the coming year?

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Community Relations & Office of Human Rights · Human Services Planning: 303-441-3140
www.bouldercolorado.gov

Attachments:

2014-15 Council Goals and Work Plan

HRC Responses to 2014 Council Retreat Questions

Draft Response: Living Wage Issue

1101 Arapahoe, 2nd Floor · P.O. Box 791 · Boulder, Colorado 80306

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Community Relations & Office of Human Rights · Human Services Planning: 303-441-3140

www.bouldercolorado.gov

2014

2015

Project	Council or Staff?	2014				2015			
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Comprehensive Housing Strategy	Council	Briefing - with other related efforts, workplan	SS - objectives, recommended early action items	Briefing	Direction on policy options	Adopt strategy and action plan			
	Staff Activities	Housing choice analysis; needs assessment; best practices; trends data; workplan	Opportunity site inventory; potential tools with "bang for buck" analysis	Develop policy options and recommendations; stakeholder engagement					
North Boulder	Council	IP - update and preliminary policy choices	Briefing - options and feedback	Update and direction					
	Staff Activities	Public meeting with options	Preferred options and refined action plan	Action plan					
East Arapahoe/Sustainable Streets and Centers	Council		Briefing - issues, scope, and feedback	SS - preferred scenarios, draft plan, and action plan	Plan "Lite" - council action	Next Corridor - 30th St or Colorado			
	Staff Activities	Joint East Arapahoe workshop to "test" planning workshop	East Arapahoe scope of work, public workshop, scenario modeling, character definition	Scenario refinement and recommendations	Develop East Arapahoe action plan				
Resilience	Council		Briefing - scope agenda		SS - scoping session	SS	Direction or IP	Direction or IP	Direction or IP
	Staff Activities	Agenda setting workshop 4/28	Hire Asst. City Manager, begin strategy development	Scope strategy components	Scoping	Resilience work	Strategy analysis and development	Strategy analysis and development	Strategy analysis and development
Boulder Valley Comprehensive Plan	Council				SS - scoping session	SS	Direction or IP	Direction or IP	Direction or IP
	Staff Activities				Scoping analysis and partner outreach	Issues identification	Strategy analysis and development	Strategy analysis and development	Strategy analysis and development
Other	Council	Annexation Strategy - Direction (options and feedback)	Usable open space - Code Change	Economic Sustainability Strategy implementation - Code Change					
		Density/ROW Dedication Calculations - Code Change	Parking generation and reduction - Code Change						
		County Assessor valuations for landscape and lighting upgrades - Code Change	Renewable energy sources - Code Change						
	Staff Activities	Annexation Strategy - analyze costs and options	Planning Board for above code changes	Planning Board for above code changes					
Planning Board for above code changes									

HOUSING/LAND USE/PLANNING

		2014				2015				
Project	Council or Staff?	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
TRANSPORTATION	Transportation Master Plan	Council	IP (includes scope for AMPs)	SS (includes AMPS)	Acceptance - establish work program and coordination	Continue implementing pilots	Coordination with BVCP	Coordination with BVCP	Coordination with BVCP	Coordination with BVCP
		Staff Activities	Scenario and sensitivity analysis	Joint board workshop, TAB	Develop final update for board recommendation and council acceptance	Implement and coordination with BVCP and Resilience				
	Community EcoPass	Council	Feasibility Study - joint release with County	Rolls into TMP update						
		Staff Activities								
	Regional Transportation	Council	Briefing	Briefing		Briefing		Briefing		Briefing
		Staff Activities								
	Electric Vehicle Parking Ordinance/Energy Services	Council	Council agenda	SS			IP	IP	IP	IP
		Staff Activities								
	Access Management and Parking Strategies	Council	Scope	SS - Guiding principles, work program and process (includes TMP update)	Round 1 Code Changes - Auto and parking planning, zoning regs, EV charging stations	Update - Work plan and policy issues	Long Term Round 2 - Parking code changes and other policy issues	Council endorsement of ongoing work plan		
		Staff Activities	Finalize work program	Short term parking code regulation changes	Long term parking code changes	Long term parking code changes	Additional workplan items and public process tbd	Finalize document		
			TDM tool kit development for TMP integration	Long term parking code regulation changes	Additional workplan items tbd	Additional workplan items and public process tbd				
			Short term parking code ordinance changes	Public outreach and joint board meeting						
			Research/best practices	Additional workplan items tbd						
			Develop communications strategy							

ADD'L HOUS/PLAN/TRANS	Comp. Financial Strategy/Capital Bond	Council	Direction	SS	SS - finalize ballot?	Ballot?			
		Staff							
	Cap. Bond 1 Implement.	Staff		Construction			85% complete		100% Complete
	Flood Recovery	Staff		Repairs and FEMA Reimbursement	FHWA/FEMA work	FHWA/FEMA work	Building Better Boulder		Building Better Boulder
	Boulder Junction Phase 1 Implementation	Staff			South side of Pearl opens	Ongoing redevelopment coordination		Goose Creek Bridge opens	Depot Square opens
	Boulder Junction Phase 2 - City owned site	Staff		Coordination	Coordination		Coordination		
	Yards mobilized to move for Pollard option	Staff		Grading, prairie dogs, moving	Final prep			Yards moves continue	
	Safe Routes to School	Staff			Public process to prioritize projects		Application		
Implement Transpo.Tax	Staff		Expand maintenance, hire						

Project	Council or Staff?	2014				2015			
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Homelessness/Human Services	Council Items	Shelter/ Funding: Update on position and relationship with Boulder Shelter; Shelter funding and issues update and other funders.	SS - Human Services Strategy Update and Homeless Action Plan (including funding priorities and partnerships)	IP - Homelessness Issues	SS - Human Services Strategy Update and Homeless Action Plan (including funding and service priorities)				
				Regional Planning update/services and housing					
				2014 Point in Time Report					
				SS - Services and Regional coordination update	IP - Services and Regional coordination	IP - Services and Regional	SS - Services and Regional coordination	SS - Services and Regional	IP - Services and Regional
	Staff Activities	Facilitate monthly Boulder Homeless Planning Group re:	HS Strategy Update and Homeless Action Plan Update	HS Strategy Update and Homeless Action Plan -					
		Convene regional meeting with Denver/Boulder/MDHI							
County Ten Year Plan meeting with focus on meeting housing		County Ten Year Plan meeting with focus on meeting housing							
Neighborhood/Park Events and Other Events	Council Items	GOCO grant application		GOCO grant acceptance					
					SS - Special Events with Street Closures and Block Party Permitting				
	Staff Activities	Review current PR permits and developm pilot program	Conduct pilot neighborhood event (link with Hill and GOCO school yard grant)	Conduct pilot neighborhood event	Review neighborhood park planning and event pilot success and plan schedule for 2015	Finalize nneighborhood event schedule for 2015	Conduct neighborhood events	Conduct neighborhood events	Review pilot program and propose permit changes required to make improvements
		Link with park planning outreach	Summer recreation programs - arts, music, health, wellness	Continue summer art series and volunteer events					
		GOCO school yard grant	Submit GOCO grant	GOCO grant award - start civic area community park					
			Review and analysis of existing special event permitting	Develop recommendations					
Arts	Council Items		SS - Library & Arts, including Community Cultural Plan			Adoption of Community Cultural Plan			
	Staff Activities		Work with new director						

LIVABILITY

2014

2015

Project	Council or Staff?	2014				2015			
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Code Enforcement	Council Items	SS	SS (includes Social Issues Strategy information)						
	Staff Activities								
University Hill	Council Items	IP - 14th St Public/Private Partnership	Update - 14th St Public/Private Partnership	Update - 14th St Public/Private Partnership					
		Bears/Trash							
	Staff Activities		SS - Hill Reinvestment Strategy	Update - Hill Reinvestment Strategy					
		14th St - Hill Alt. Mode survey	14th St - Finalize analysis and develop recommendation to proceed with the Global Agreement						
		14th St - Finalize LOI							
		14th St - Financial Analysis							
		14th St - Additional access analysis							
		14th St - Board outreach							
		Pilot Parklet Competition	Parklet Implementation						
		Outreach to CU and stakeholders for support of Reinvestment Strategy	Fox Theatre mural by CU students	start pilot RSD program (to run through 2016)					
Recommendation for staffing Strategy implementation and prelim. analysis of future org structure options	Hire a fixed term Hill Coordinator								
Civic Area	Council Items					SS - Park Program and Improvements			
	Staff Activities	Civic Activity Team established	Coordinate music in park series		Review summer series success and revise for 2015	Prepare first phase of park improvements for 2015	Conduct adult fitness and health classes	Conduct visitor event at civic area around art installations	
		Hire Civic Area staff for P&R	Add seasonal park staff for outdoor education and orientation		Expand Ready to Work crew	Revise summer programs and plan for 2015	Install temporary adult fitness playground	Coordinate horticulture gardens with Farmers' Market event	
		Prepare GOCO grant for nature play and park planning	Conduct volunteer event around upgrades to Peace Garden and edible plant exhibit		Complete park planning outreach	Conduct art competition for summer installation	Install south side nature play area		
		Work with Park Foundation to develop plan for art and entertainment	Coordinate with CU for partnership with GUB and Civic Area park plan		Develop 1% for Arts demonstration project in partnership with foundations and non-profits		Expand seasonal staffing and horticulture/edible garden displays		

LIVABILITY

		2014				2015			
Project	Council or Staff?	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
OPEN SPACE	Charter Issues	Council Items			Address disposition process and use of Realization Point for pro bike race				
		Staff Activities							
	Highway 93 Underpass	Council Items							
		Staff Activities			In process				
	Eldo to Walker Ranch	Council Items							
		Staff Activities	City/County review of contractor proposals for potential mountain bike connection	Routes - weather dependent					
	IBM Connector	Council Items							
		Staff Activities		City/County requirement complete and await railroad to replace bridge					
	Trailhead as part of transportation system	Council Items							
		Staff Activities			status update				
	Other or not categorized	Council Items							
		Staff Activities			additional signage				

Project	Council or Staff?	2014				2015				
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
OTHER	Emerald Ash Borer (EAB)	Council	IP Develop preliminary management plan	Implement pilot plan	Monitoring	Evaluate long term forest management plan and EAB strategy	Management plan and response	Response	EAB	EAB
	Civic Use Pad	Council	SS - Public/private partnership	Approval of MOU with St. Julien Partners	Update on negotiations with St. Julien Partners					
	Human Services Strategy	Council		SS		SS		Public hearing		
	Various	Council	IGA with CDOT/County for US 36 bikeway maintenance	Pilot dog waste composting project - Valmont and OSMP possible site	Transportation code changes for AMPS	Smoking ban - public hearing				
			IGA for bikeway maintenance/ US 36 enhancements	CEAP call up for Baseline Underpass east of Broadway	Comprehensive Annual Financial Report					
			Old Pearl Street ROW vacation	DRCOG TIP Priorities for city applications	Appointment of independent auditor					
Transportation code changes - bike parking, TDM, etc.			Mobile food vehicles - ordinance change to expand podding in downtown	Update on investment policies - action						
NPP - zone expansions and removal				Modification of construction use tax filing - IP then action						
				Pearl Street Mall regulations - code changes						

Human Relations Commission Response to 2014 Council Retreat Questions

1. What are your top priorities within the framework of the council work plan?
 - Help to move the needs of low-income people, the working poor, and struggling immigrants to the forefront of municipal services;
 - Ensure that the needs of this population are prioritized in City strategic planning processes and especially when crafting and implementing policies; and
 - Ensure that the City of Boulder is a leader in working towards Marriage Equality.

2. What would you like to see done that would advance the Council Goals?
 - Expand efforts to engage broader community in civic life – including immigrants and low-income families; and
 - Preserve the entire continuum of human services offered through the City.

3. How can you help the Council reach its goals?
 - Continue to report to the Council matters that adversely impact the working poor and struggling immigrants.
 - Work with impacted communities to provide the Council with feedback on proposed policy.
 - Keep informed of current relevant legislation and make recommendations to Council.

4. Are there any other items that the Council should address in the coming year?
 - Help to ensure that all Boulder residents are able to experience a community that is “socially and economically” vibrant (Sustainability Framework) by revisiting how a Living Wage policy would fit in Boulder.

Are there other priorities outside of the Council Goals that your Board/Commission would like to address in the coming year?

The Human Relations Commission would like City Council to place the living wage issue on its 2015 work plan.

History

Boulder has been among the hundreds of U.S. cities deliberating the issue of wage fairness, or more specifically, the concept of a living wage. A living wage is defined as the wage that can meet the basic needs to maintain a safe, decent standard of living within the community of residence. In public policy, a widely embraced definition of a living wage or subsistence wage is the minimum income necessary for a worker to provide her or his family shelter, clothing, nutrition, utilities, transport, and health care.

Between 2001 and 2003, city staff and council considered a proposal presented by a Boulder living wage advocacy group, ultimately deciding not to support a city-wide minimum wage ordinance. Like all Colorado municipalities, Boulder was at the time, and continues to be, limited by Section 8-6-101, C.R.S. which declares that no Colorado “unit of local government” is permitted to set “jurisdiction-wide” wages for any persons other than its own employees. Setting minimum wages in Colorado is by statute an exclusively statewide concern. An additional factor emphasized in the city’s decision is the stagnant municipal revenue of the early 2000s.

Council did, however, in 2003 adopt Resolution 926 that committed the city to paying a “living wage” to its standard, full-time employees. The resolution is one of many approaches considered by cities in Colorado and elsewhere to encourage fair wages within its boundaries. Many cities around the country that are not limited by state statute have passed city-wide minimum-wage ordinances, including peer cities Madison, Ann Arbor, Berkeley and Santa Cruz.

Recent Activity

Some 12 years after the city’s last considerations of living wage issues, there is support and energy in Boulder to revisit them. On September 3 of this year, the Boulder Chamber of Commerce, Latino Chamber of Commerce, the League of Women Voters and the Human Relations Commission sponsored a community dialogue addressing wages in Boulder. The purpose of the event was to provide factual information and a range of opinions on poverty, wages and cost of living in Boulder. An audience of over 100 people listened to the presentations of three panelists and participated in a question-and-answer discussion.

In December, the Human Relations Commission hosted one living-wage public hearing, and a community gathering specifically targeting the Spanish-speaking community. The purpose of these meetings was to hear community-level, first-hand accounts of Boulder wage earners and gather opinions regarding wages in Boulder.

Significant Points That Have Emerged from Recent Discussion

- One position with support in the Boulder population is to encourage repeal of the state statute prohibiting establishment of municipal minimum wages.
- Another position with support is to expand Resolution 926 to include part-time employees and/or a range of contractors and vendors with whom the city works.

Any of the actions the city might take regarding living wage are likely to have both benefits and costs. Accurately assessing each would require careful analysis and well-crafted policy. Placing the issue on the council's 2015 work plan would provide the opportunity to make those assessments.

DRAFT

Human Relations Commission (HRC)

2014 Work Plan

The HRC is a quasi-judicial body and advisory board to City Council, providing human rights and community relations insights into strategic planning for the City.

Goal	Objectives/Activities	Notes
1	1A	
<p>Facilitate Education and Encourage Social Awareness on a Wide Range of Issues</p>	<p>Community Event Fund: award grants up to \$1500 (plus \$100 for translation English/Spanish of promotional material) to organizations for community based events that encourage education, youth involvement and respect and appreciation for communities in Boulder.</p>	
	1B	
	<p>Community Impact Fund: award grants for community initiated activities that raise awareness on emerging civil rights issues, facilitating interaction and understanding between communities, encouraging collaboration among diverse communities, strengthening civic participation among Boulder's diverse communities, and promoting an inclusive society.</p>	
	1C	
	<p>Support community impact issues and initiatives to leverage low-income residents out of poverty.</p>	<p>Help to move the needs of low-income people, the working poor, and struggling immigrants to the forefront of municipal services. Revisiting living wage policy.</p>
		<p>Ensure that the needs of this population are prioritized in City strategic planning processes and especially when crafting and implementing policies</p>
	1D	
	<p>Promote the HRC mission and responsibilities by increasing community and civic engagement.</p>	<p>Continue funding cycle to support events held as part of the city's Annual Immigrant Heritage Week, October 1-6, 2014. Events that honor the experience and contributions of the many immigrants who have shaped the city over many generations and/or that facilitate the successful integration of immigrants into the civic, economic and cultural life of the Boulder community are the objective of this fund.</p>

Goal	Objectives/Activities	Notes
	1E Ensure diverse communities' experiences and perspectives are shared and retained.	Quarterly Service Day: HRC members will identify an organizations to volunteer in the areas of immigrant services, marriage equality, homeless and public transportation for low income communities.
2 Improve Communication between HRC and Policy Makers such as City Council and Legislative Representatives	2A Keep informed of current legislation and make recommendations to City Council, including anti-hate, immigration, and other civil rights issues that may emerge during 2014.	Work with staff, community groups and other informational sources to keep informed of emerging issues. Research and consider recommendation to City Council on source of income in housing discrimination protection. Review MEI Report. Consider input from YOAB on youth discrimination in public accommodation.
	2B Establish regular communication with City Council	Provide City Council minutes of HRC meetings; develop relationships with individual Council members
	2C Recruit a broader representation of Boulder's community for City Boards and Commissions and accessibility for participation.	Work with diverse community groups and organizations to encourage member civic participation.
3 Oversee and Review Community Relations and Human Rights Aspects of Specific HS Functions	3A Serve as quasi-judicial hearing body for human rights ordinance case appeals	The HRC hears only cases that have not been fully resolved through the Office of Human Rights and Community Relations work with complainants and respondents.
	3B Support the Human Services Department	Review the Human Services Strategy Update
4 Engage Community in HRC Activities, Meetings and Process and Promote Collaboration among Communities on Specific Issues	4A Participate in community groups and organizations Promote and support a community-wide Martin Luther King, Jr. Day celebration and educational forums. Designating up to \$2,500 annually.	HRC members individually go into sectors they identify with on a regular basis for discussion and to hear concerns and use that information to help inform the HRC's workplan updates. Work with staff and the MLK planning committee to hold a celebration of Dr. King and civil/human rights that involves many sectors of the community.
5 Strengthen Teamwork among HRC members and City staff	5A Participate in trainings, conferences, benefit dinners/awards related to the work of the Commission.	Work with staff to keep informed of opportunities that can benefit the work of the HRC.