Human Relations Commission
Monday, July 21, 2014
Out Boulder Pridehouse
2132 14th Street, Boulder
6:30 p.m.

I. Call to Order

II. Agenda Adjustments

III. Approval of Minutes
   A. June 16, 2014

IV. Community Participation (non-agenda action items)

V. Action Items:
   A. Celebration of Immigrant Heritage Proposals
      1. Exhibit: Boulder Latino History Project
      2. Presentation: Boulder Latino History Project
      3. Performance: Motus Theater
      4. Performance: Barrio E'
   B. Letter of Support to BVSD
   C. Proclamations:
      1. PrideFest
      2. Celebration of Immigrant Heritage
   D. Living Wage Issue: Public Forum
   E. 2015 Community Event Fund RFP

VI. Discussion/Informational Items
   A. Work Plan Update
      1. 2014 MEI Scorecard
      2. Marriage Equality
   B. Bolder Boulder
   C. Event Reports
   D. Follow Up Tasks

VII. Immediate Action Items

VIII. Adjournment

Attachments:

Minutes:	June 16, 2014
CoIH:	Barrio E
	Boulder County Latino History Project
	Boulder County Latino History Project
	Motus Theater
Letter:	BVSD
Proclamations:	Pride Fest
	Celebration of Immigrant Heritage
RFP:	2015 Community Event Fund

Human Relations Commission
Monday, June 16, 2014
City Council Chambers
1777 Broadway, 2nd Floor
6:00 p.m.

COMMISSIONERS PRESENT:
José Beteta
Peter Osnes
Emilia Pollauf
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:
None

STAFF PRESENT:
Carmen Atilano
Kimberly Pearson
Robin Pennington
Karen Rahn

I. Call to Order

The June 16, 2014 HRC meeting was called to order at 5:59 p.m. by **A. Zuckerman**.

II. Agenda Adjustments

Discussion/Informational Item 6. A. Living Wage Issue was moved up to follow Community Participation.

III. Approval of Minutes

S. White moved to accept the May 19, 2014 minutes with one revision. **E. Pollauf** seconded the motion. **Motion carries 5-0.**

IV. Community Participation

None.

V. Action Items

A. Community Impact Fund Report, BMoCA: Randee Toler gave a report on BMoCA's fourth annual Dia del Niño (Children's Day), held Saturday, April 26. It was attended by over 400 youth and adults, and included three dance troupes, a face painter, story teller, and refreshments. The dance troupes exposed participants to Peruvian, Aztec Mayan, and Mexican culture. The museum was free during the event. In surveying attendees, 100% thought the program met expectations and would recommend it to others but public awareness could be improved. BMoCA is looking at future partnering with city departments, expansion into the bandshell/city park area and surveying who is attending the event, rather than how many. **J. Beteta** asked

about outreach; R. Toler explained that colored/bilingual post cards are hand delivered to places across community. **J. Beteta** offered to provide some assistance to BMoCA to improve their outreach. **A. Zuckerman moved** to accept the report. **P. Osnes seconded. Motion carries 5-0.**

B. Resolution on Support for Transgender and Gender Nonconforming Children and Youth: C. Atilano explained that the HRC, should they decide to make a recommendation of support to council for gender-neutral, single-stall bathroom options be provided for students at all BVSD schools, as requested by Boulder County Allies for Inclusion (BCAFI), be brought forth as a resolution rather than a letter of support. It would then go to City Council as an agenda item and be presented at the July 22 meeting (at the earliest). **C. Atilano** asked if the HRC knew the timeline for BVSD support. **A. Zuckerman** stated that the meeting was held a month ago. **C. Atilano** suggested that if support was needed sooner than late July, the HRC could write letters of support as individuals, and explained why a resolution was drafted rather than a letter of support for council consideration. **K. Rahn** pointed out that policy bodies were not included on the letter from BCAFI; that a recommendation to BVSD on how they should spend CIP funding would be in a gray area of policy and administrative decision making. **J. Beteta** asked if BVSD had already been approached and the effort failed. **C. Atilano** stated that it's a proceeding effort. The letter from BCAFI to BVSD was included in the May meeting packet and included a list of the 30 or so organizations that supported it. **A. Zuckerman** stated that the letter had already been presented to BVSD. **C. Atilano** spoke about the procedures required of advisory commissions to council vs. those for nonprofits. Commissioners discussed writing individual letters of support. **P. Osnes moved** to table this item following further updates from staff. **S. White seconded. Motion carries 5-0.**

VI. <u>Discussion/Informational Items</u>

A. Living Wage Issue:

1. **Rob Merritt, Denver Prevailing Wage Supervisor**, answered questions on Denver's Living Wage and Prevailing Wage ordinances. Most of the work in his office pertains to the prevailing wage requirements whether for federal-funded or city-funded contracts. Living wage only pertains to city of Denver contracts; it is not city-wide. Denver pulls the living wage annually from the Department of Labor and publishes it; all contracts and contractors and sub-contractors are required to report that they are complying. **C. Atilano** asked if there is a prevailing wage division that oversees compliance and if it was under the auditor's office. R. Merritt replied affirmatively; they were classified as auditors to ensure the separation of powers. One enforcement mechanism is used; noncompliance results in the contractor not being paid. The ordinance has existed for 12-14 years; if contractors want to do business with the city, they comply. **S. White** asked for clarification of where prevailing wage and living wage each applies. R. Merritt explained that prevailing wage applies to construction contracts and living wage to three worker classifications: city child care workers, security guards, and parking lot attendants who are contractors or sub-contractors. **S. White** asked for clarification on office workers. R. Merritt replied that no definitions have been made pertaining to office workers, so they are not included.

When the bill was presented originally, it had been much larger in scope; they wanted a minimum wage for Denver; the existing ordinance was a compromise. **S. White** asked how the ordinance came about. R. Merritt replied that FRESC had a lot to do with it; they are leading the fight for a higher minimum wage. **A. Zuckerman** asked how many people are affected each year by the ordinance. R. Merritt replied it might be as many as 1,000 workers in total, but they have never been counted; and thousands fall under prevailing wage. As long as a contract is over $2000, the ordinances apply. **S. White** asked if nonprofit human service providers were included. R. Merritt replied that only those subcontractors to nonprofits that do provide services are included, such as a nonprofit that is doing daycare for the city of Denver, or a security guard working in a nonprofit. Other workers in the nonprofit are not covered. **K. Rahn** clarified the difference between a city contractor working in a nonprofit facility vs. a contract or city-funded nonprofit facility when those employees are hired by the nonprofit, which is a distinction in status. **C. Atilano** asked how many years the prevailing wage ordinance predated the living wage. R Merritt stated that prevailing wage passed in 1954 and living wage in the late 90s. **C. Atilano** asked if having the prevailing wage in place helped living wage to pass; R. Merritt replied affirmatively. **C. Atilano** asked if a cost analysis had been done. R. Merritt replied that while he hears that prevailing wage drives up the cost of contracting, there are many job classifications where contractors are paying more than the prevailing wage; that it depends on the type of work, and that many of the contracts are paying union wages. **S. White** requested information on the budget of the prevailing wage division office. R. Merritt did not have it readily available. **C. Atilano** explained to R. Merritt that the HRC is exploring living wage at this time and provided some background information on Boulder's history with it. R. Merritt clarified that city employees are not covered by living wage. **S. White** asked when the prevailing wage office was formed. R. Merritt stated in 1954; and that no FTEs were added when living wage passed as there were so few contracts.

2. **Dr. Ron Grant, Professor of Sociology at CU-Boulder** spoke on his experience helping to pass the Tucson, Arizona Living Wage ordinance. Shortly after passing in the city, it passed in Tucson County (1999). It covered all contracted services in maintenance, waste and management, janitorial, temporary employment, landscaping, pest control, security and moving services; about 2000 workers total. It was not phased in; it took effect immediately. There was an attempt to pass a minimum wage law at the city level, which failed but raised consciousness about the problem of low wages in the city. A group of organizers around the issue met with individual city council members and the city procurement office to obtain their views. Arguments against the ordinance included resistance to government dictation of wages, since contractors are voluntary. It was also argued that businesses would relocate out of city, but it turned out that a business could have a contract and still be outside city limits. The mayor proposed a voluntary alternative – similar to the blue eagle program of the Great Depression – to acknowledge businesses that pay workers a living wage with a sticker. It was pointed out that if the city itself doesn't qualify, that wouldn't work. The state chamber of commerce opposed the ordinance but was unsuccessful. The city finance department estimated that the cost of the ordinance would be $2 per citizen to implement, which seemed reasonable. Another thing that

helped was that citizens came to understand living wage vs. minimum wage. When people understood that living wage applied to limited number of workers, and not to all businesses, there was less resistance and it was easier to pass. EPI studies were important to consider. The city also set an example to other businesses when the city took responsibility. **S. White** asked about enforcement and if any exemptions were allowed. Dr. Grant replied that the procurement office hired someone to oversee enforcement, but did not recall the penalties for noncompliance. A contract size cutoff was not established; it applied to all contract services and full-time employees (not including seasonal employees). Nonprofits were not considered at that time; in retrospect perhaps they should have been. **A. Zuckerman** asked if the covered job types were defined in advance. Dr. Grant said preliminary definitions were determined through discussion with city council and others, prior to requesting cost estimates from finance. **A. Zuckerman** asked about office workers in the city. Dr. Grant confirmed that Tucson city employees were not covered; only contractors and subcontractors. **K. Rahn** asked what the basis for establishing a living wage in Tucson was. Dr. Grant replied it came from analysis of what it takes to purchase housing etc., although most cities use the federal definition of poverty as a guideline; and a certain percentage of that, such as 120%. **K. Rahn** asked how they decided to cover certain groups or subcategories of contract workers; what the criteria were. Dr. Grant replied that all contracts in the covered categories paid out of city funds were included. Discussions were held with council members regarding what businesses and categories should be included. **C. Atilano** asked why standard full-time Tucson employees were not included. Dr. Grant stated that it most likely would have failed, and that in most cases, they were making above living wage. **A. Zuckerman** asked what difference if any, has the ordinance made. Dr. Grant emphasized the modesty of the proposals, but that it was a big deal for local government to be able to impact about 2000 of their citizens' lives. There are people at the state level trying to repeal these types of laws but people are working to defend them. **A. Zuckerman** asked if Dr. Grant was aware of any cities having their ordinances overturned; Dr. Grant replied about a dozen; but usually they are left alone especially after it's seen how modest they are. **S. White** asked if the local chamber was against it; Dr. Grant replied affirmatively, even more so than the state chamber, but the local arguments were not legitimate. **C. Atilano** asked what was reply to comments that you would drive businesses out of city; Dr. Grant replied that there were already businesses located out of the city; that it did not apply. Also studies showed these types of ordinances did not generally influence relocation.

Commissioners and staff engaged in a discussion of next steps. **C. Atilano** reminded the commissioners that since the HRC is an advisory body to City Council, any action they might want to take would first have to go before council. Living Wage is not on the City Council Work Plan for 2014; to be considered for the 2015 Work Plan, there are steps that would need to be taken in preparation for that. **K. Rahn** stated that some research and analysis would need to be done with the City Attorney's Office (CAO) and Finance Department, assessing impacts on nonprofits, subcontract business, etc. Staff would need to scope this out first. **C Atilano** stated that in addition, the question would be what has changed since this was last addressed by

City Council in 2003. **A. Zuckerman** asked if we would need definitions or proposed definitions of who would be covered. **K. Rahn** stated that we might be able to obtain that information without investing a significant amount of time before it is brought before council. **A. Zuckerman** asked if the HRC would want to go forward to get this on council's Work Plan. **E. Pollauf** and **J. Beteta** replied affirmatively and discussed additional research they would like to see. **S. White** agreed and asked for clarification of the research that would need to be done before City Council considers it. **C. Atilano** stated that some level of analysis had to be done first and provided to council along with a memo for their consideration. If it will require a substantial amount of time from CAO, which most ordinances do, this would be a crucial step; including looking at possible limitations due to the Colorado Revised Statute that prohibits cities setting their own minimum wage. **K. Rahn** stated that a background on the scope and covered employee groups, and the breadth and depth of what the HRC is recommending would impact what is considered by council. **S. White** and **J. Beteta** will work with staff to scope out next steps.

B. Proposal for Smoking Ban on Selected City Properties: K. Rahn explained that City Council was requesting input from city boards and commissions regarding the **Proposal for Smoking Ban on Selected City Properties** and introduced Eric M. Ameigh, Senior Project Manager, who answered questions on the proposal. **S. White** requested clarification on the fiscal impact on signage and why there was no upper limit (above $30K). E. Ameigh stated that they were being non-specific at this time and signage could be expensive. Feedback from boards and commissions, the public (from a public hearing in the fourth quarter) as well as council could change the proposal dramatically. It might be simple to provide park signage vs. open space signage. **S. White** stated that fiscal impact to policy is important, and asked if that would become clearer. E. Ameigh replied as they learn more, they will know more about cost specifics. He talked about the difference between the city manager ruling on smoking on the municipal campus vs. the passage of an ordinance, where the adoption of the ordinance itself serves the required public notice and not as much signage is needed, but that is the bare minimum. **P. Osnes** pointed out that chewing tobacco and e-cigs were not included in the proposal, and questioned whether that might change based on potential new research regarding the impact of e-cig second-hand smoke. E. Ameigh stated that might change over time if new information emerges. **P. Osnes** brought up that some people use smoke breaks as an excuse to go out and exercise and this might impact them. **A. Zuckerman** pointed out that it should be acknowledged that it's not illegal to smoke; that the HRC is a committee about welcoming visitors and diversity, and that this might be confusing and detrimental to visitors from other municipalities. She questioned whether the proposal might be targeting low-income people; and people who work in certain areas. She restated that we need to be a welcome and open community and expressed a concern that this would create a negative/exclusive reputation of Boulder. **J. Beteta** questioned why the Flatirons Golf Course was exempt. E. Ameigh stated that research showed that it would be bad for operations and hurt their competitive position. **J. Beteta** stated that it should apply to all businesses; bars went through it as well, that it was not fair to exempt golf courses. **K. Rahn** agreed that the ban would have a disproportionate

impact on special populations, particularly the homeless and lower-income populations and talked about the reasons a higher percentage of those populations were smokers, including coping with the stress of daily life and family modeling over generations. We know that certain populations are disproportionately impacted by a number of issues including childhood obesity, diabetes and other chronic diseases, keeping people in a cycle of poverty or poor health which impacts their ability to be self-sufficient; impacts on public dollars is significant. A goal of the city is to support those populations and help people to gain full health; supporting a smoking ban in public areas, particularly in second-hand smoke prone areas, would support public health. Education and support for smoking cessation is also another aspect of the proposal; not just to be penalized. **E. Pollauf** asked where smokers would go to smoke if this was implemented. E. Ameigh replied that while not specifically stated, there are other places - on public properties, private properties, and public rights of way. **P. Osnes** stated that he thought enforcement might be unequally enforced (a hiker vs. a homeless person at the bandshell). **S. White** asked about the consequence for a Pearl Street Mall smoking violation and for an explanation of the proposed enforcement period. E. Ameigh said a Pearl Street violation was a ticket/citation. The police dept. would have some level of discretion for how they enforce these things, particularly when new. On Pearl, there was a period of public education and warnings were given before tickets were issued, which was a good model and might be used again. **A. Zuckerman** provided some information on the fees. **S. White** reiterated her concern about the fiscal impact and disproportionate impact on low-income populations and asked if the police received additional funds to enforce the Pearl Street ban. E. Ameigh stated that they increased staffing for general public safety purposes, including downtown, but it was not tied directly to smoking.

C. YOAB Youth Age Discrimination Issue Update: Michael Clymer (a senior at New Vista and 3rd year YOABer) and Allison Bayley (YOP program coordinator) gave an update on YOAB actions on the issue since the fall survey results were presented to the HRC earlier this year. YOAB met with Boulder Chamber of Commerce members to seek their advice on how to include the perspective of the business community and improve youth-business relations, and they have decided to delay the step of having youth added as protected class under public accommodation of HRO. YOAB will continue with a subcommittee to continue to work on the issue during the next school year. They plan to take a more pro-active approach, speak with others in the business community such as Downtown Boulder Inc., as recommended by the chamber, to hear their perspective and learn about a different point of view, and investigate opportunities for awareness-raising such as workshops. A. Bailey stated that this is not something that will be solved in the near term, and spoke about plans going forward over the next two years; one being creating a way to recognize businesses seen as youth-friendly, such as the blue eagle sticker. In the next three years they are hoping to survey youth again as well the business community to see if any impact has been made. They will continue to gather information and decide whether an ordinance is the next step or not and plan to stay in touch with the HRC and staff and appreciate their support and advice. **P. Osnes** spoke of his experience while on YOAB regarding similar initiatives, and asked if any chamber members shared any stories when they

met. M. Clymer stated they did not, but thought that was a good point; and that they had been overlooking the fact that businesses were not seeking to discriminate but may be trying to protect their business against shoplifting. M. Clymer said YOAB wanted to breakdown stereotypes; such as all youth being targeted as potential thieves, and was open to suggestions regarding how businesses can help make it a two-way street. **A. Zuckerman** asked if they had looked at about potential places for youth education, such as school assemblies, to remind the community of how we conduct ourselves, whether students or employees at company; that we have a responsibility in the community. M. Clymer said they had looked at having smaller workshops and youth ambassadors to enforce good teenage stereotypes while shopping. Business owners and youth have stereotypes of each other. **P. Osnes** asked if dress and behavior while in a store affect whether they're targeted. **A. Bayley** said this was really two things; the way people dress and how people go into a business. **J. Beteta** suggested YOAB also look into the Latino Chamber. The Latino Chamber has a student advisory committee to involve young people in the process of learning what it takes to run a business. Connecting youth with business owners and representatives gives them a perspective and appreciation that they might not learn at home. He recommended that a recently selected YOAB member who is already a member of the Latino Chamber student advisory committee would be good to include as a member of the YOAB subcommittee. **E. Pollauf** acknowledged YOAB's efforts and said that she looked forward to hearing from them in future.

D. 2014 HRC Work Plan:

1. **Celebration of Immigrant Heritage RFP**: **C. Atilano** reminded the HRC that the deadline for applications is Friday, June 27, and that applicants would present to the HRC at the July meeting.
2. **July HRC Meeting at Out Boulder:** C. Atilano reminded the HRC that the July meeting would take place at Out Boulder; details to be confirmed.
3. **Update on Panhandling Issue: K. Rahn** stated that the panhandling issue has been postponed by council until after the Aug. 13 Study Session on homelessness. The HRC will be updated at the September meeting. **S. White** asked if it is appropriate for the HRC to weigh in on the study session. **K. Rahn** stated that there is no public comment taken at a study session, but the public can attend. Council does not take any action, have a motion, or vote at a study session. The panhandling ordinance will not be taken up directly at the session; it may or may not be heard after that time. **S. White** commented that the ordinance was being portrayed as having nothing to do with homelessness. **A. Zuckerman** suggested that it would be helpful for HRC members to attend the study session.

E. Bolder Boulder: A. Zuckerman gave an update on the campaign to address an issue around gender shaming and the slogan "Sea Level is for Sissies" on the Bolder Boulder t-shirt. A group of community members has created a plan to generate support of different groups at the national and state level, including public education before next year's race.

F. Event Reports: E. Pollauf attended the 20th anniversary Boulder Jewish Festival Sunday, June 15. She found people tend to come back year after year; she spoke to one organizer who had returned for 19 or 20 years. A very nice, culturally diverse event; zero waste, family friendly, which took place in three blocks around the

courthouse where there were vendors. **J. Beteta** was on the panel that chose the next Boulder Police Chief, and commented that it was good to have representation for the Latino community.

G. Follow Up Tasks:

1. Revise the May 2014 minutes as directed
2. Meet with HRC subcommittee on Living Wage Issue
3. Provide an update on support for safe restrooms for all students
4. Bring forth applications from CoIH RFPs
5. Finalize meeting logistics for July HRC meeting at Out Boulder
6. Continue to provide updates on the panhandling issue as the matter proceeds forward.

VII. Immediate Action Items: None

VIII. Adjournment: **J. Beteta moved** to adjourn the June 16, 2014 meeting. **E. Pollauf seconded the motion. Motion carries 5-0.** The meeting was adjourned at 8:13 p.m.

Attested: Approved:

Board Secretary HRC Chairperson

Request for Proposal
4th Annual Celebration of Immigrant Heritage (cover sheet)

Agency/Organization Boulder Latino Family Project (BLFP)'/
Street Address 1742 Quince Ave.
City Boulder 80304
Telephone FAX Website
303-545-0903 baspnh@comcast.net (Email address)

Project Name Exhibit Documenting the Discrimination Against Mexican and Mexican American in the Southwest

Contact Person Philip N. Hernandez
1742 Quince Ave
Boulder, CO 80304
3030545-0903
baspnh@comcast.net

Project Description
Raul Yzaguirre, former Director of the National Council of La Raza, at his retirement in 2004 spoke about the need to document the community history. "if you don't know where you have been, you won't know where you are going". The lack of knowledge in the Non-Hispanic community and in some cases members of the Hispanic community of the discrimination endured by Mexican Americans and Mexicans needs to be addressed. A total coverage of the topic is impossible but to highlight some important area might be sufficient to get individuals researching these areas.
Topic Areas:
1. The Legal and de facto Segregation of Mexican American children in schools and efforts to end the discrimination
2. The discrimination in public accommodations, employment and housing
3. The lynching of Mexican and Mexicans Americans was almost as prevalent as the lynching of African American in the period 1865 – 1930's (1929 Lafayette incident)
4, The Treaty of Guadalupe Hidalgo, loss of the land and subsequent loss of economic and political power/ how rapidly it occurred
5. Early Civil Rights organization including the G.I. Forum and LULAC
6. Latinos and Military service
7. Other subject area may be added based on community suggestions

This material will be displayed on 6 to 8 retractable banners 32" x 80"

The Latino Task Force will serve as the fiscal agent.

Proposal Budget Table

Budget Item	**Projected Cost**
Postage	$ 0
Advertising	$ 0 (It is hoped that the interest generated by the Boulder County history project, Colorado Museum display on the Chicano Movement 1968, (October 2014) and newspaper coverage would spark interest in viewing the project)
Copying	$ 0
Office Supplies	$ 0
Space Rental	$ 0

(We do have an offer from City of Boulder Public Library to display the materials at one of its branch libraries. We are looking for a more central location to maximize viewing.)

Food	$ 0

Other Direct Costs

1. Retractable banners @219.99 x 6 $1320
2. Layout $50 to 100 per exhibit $ 300-600

   Other direct Costs Total

Total Expenses	$1500
Revenue Sources	Revenue Amount

Other Sources of Contributions (including In Kind)
BLMP advisory committee will solicit donated layout preparation work for the exhibits.

Amount Requested from HRC	$1500

Request for Proposal
4th Annual Celebration of Immigrant Heritage (cover sheet)

Agency/Organization Boulder County Latino History Project	
Street Address 6200 Gale Dr.	
City	***Zip Code*** Boulder, 80303
Telephone ***Fax***	***Website*** 303-990-1459 www.bocolantinohistory.org
Project Name Boulder County Latino History Project Reception	
Contact Person Linda Arroyo-Holmstrom ldarroyo@comcast.net	
E-Mail Address	
Project Description *(please do not exceed space provided)*	The Boulder County Latino History Project is documenting the history of Latinos in our community over the past century, gathering oral, visual, and written information. We are in the process of writing a book about our findings, a website with source materials has been created, and the initial work with local school districts to get Latino history embedded in teaching units has been completed. We would like to hold a reception for the community to introduce the project and how it can be accessed. Our presentation would include the following attributes of the project: the website, the book chapters on immigration push and pull factors, interactive mapping that tracks Latino immigration from 1910-1970 in Boulder, and the Latino oral histories and films.

Proposal Budget Table

Budget Item	**Projected Expense**
Postage	$300
Advertising	
Copying	$200
Office Supplies *(Please specify)* 1) 2) 3) 4) Office Supply **Total**	
Space Rental	
Food	$1000
Other Direct Expenses *(Please specify)* 1) 2) 3) 4) Other Direct Costs **Total**	
Total Expenses	$1500
Revenue Sources	**Revenue Amount**
Amount Requested from HRC	$1500
Other Sources of Contributions (including in-kind) 1) 2) 3) 4)	BCLHP advisory committee and volunteers will create the brochure/invitation and do all preparation/ presentation for the event.

The Boulder County Latino History Project has documented the Latino experience in Boulder County from 1900 to about 1960. The communities of Boulder, Lafayette and Longmont are documented. It is almost impossible to talk about one community without talking about the other two communities because of the movement from one community to another based on employment, acceptance and educational opportunities for their children.

The BCLHP presentation at the Boulder City Library auditorium will focus on the Boulder Latino families but to get a full appreciation of the project scope references to the Latino experiences in Lafayette and Longmont may be shared.

Request for Proposal
4th Annual Celebration of Immigrant Heritage (cover sheet)

Agency/Organization: Motus Theater

Street Address: 4519 8th Street, Unit C

City: Boulder *Zip Code:* 80304

Telephone: 303-440-3682 (no fax) *Website:* www.one-action.org

Project Name: *Do You Know Who I Am?: The Cost of a Dream Deferred*

Contact Person: Kirsten Wilson

E-Mail Address: motus.arrow@gmail.com

In 2012, Motus Theater began working with five young Latino leaders to teach them how to write and perform their experience of being undocumented. Playwright and Motus Artistic Director, Kirsten Wilson, then wove the stories of Juan Juarez, Ana Temu, Hugo Juarez, Victor Galvan and Oscar Juarez into a drama called *Do You Know Who I Am?* This show has been touring Colorado encouraging people to learn about the obstacles faced by undocumented immigrants - particularly young students. For Immigrant Heritage Week will will be working with the City's Immigrant Advisory Committee to bring this performance back to the Boulder community for FREE on Saturday, Oct 11th at the Boulder Library's Canyon Theater. The 45 minute show will be followed by a 30 minute panel and talkback with the title, "The Cost of a Dream Deferred." The panel will include, not only the young performers, but four other undocumented leaders and immigrant rights lawyer Laurel Herndon from Boulder County Immigrant Legal Services. Part of how we have an integrated community in Boulder is through shared storytelling and making visible people that are too often marginalized. We hope you will support this project which uses the power of theater to build empathetic alliances within our community for the challenges faced by undocumented immigrants, educate people about immigration law, and honors the courage and resilience of immigrants. I should note that the $1,500 requested from the HRC does not pay for Motus administrative staff but production costs of paying the performers, stage crew and panelists as well as advertising without which this performance would not be possible.

3 minutes of excerpts from the performance: https://vimeo.com/89208876

Proposal Budget Table

Budget Item	**Projected Expenses**
Postage	$0
Advertising	$635
Short video trailer for advertisements for city and community web sites ($300)	
Small advertising business cards and posters ($140)	
Boulder Flyer Service ($45)	
Designer ($150)	
Copying	$30
Programs 150x.20	
Office Supplies	$0
1.)	
2.)	
3.)	
4.)	
Space Rental	$450
Canyon Theater (already reserved): In-kind value of $450	
Food	$0
Other Direct Expense*(*GUEST ARTISTS*)	$1340
1) 5 actors (1 performance/2 rehearsals)	
(12hrs x $12 x 5= $720)	
2) Musician (1 Performance/1 Rehearsal $200)	
3) Stage manager/slide/music tech	
(12hrs x $17= $204)	
4) Guest Panelist Stipend $50x4= $200	
5) White Tape for Staging $16	
Total Expenses	**$2,455**

Revenue Sources	**Revenue Amount**
Amount Requested from HRC	$1,500
Other Sources of Contributions (including in-kind)	
1.) Boulder Public Library Canyon Theater Rental (in-kind)	$450
2.) Motus Theater Fundraising**	$505

** Majority of expenses are for Guests Artists and Production Crew: It should be noted that Motus Theater always pays the performers and project crew for all productions.*
*** Motus will be doing fundraising with individual donors to cover $505 in production expenses as well as to cover Motus staffing expenses not listed in budget*

Request for Proposal
4th Annual Celebration of Immigrant Heritage (cover sheet)

Agency/Organization	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.FACEBOOK.COM/BARRIOE.ORG
Project Name	FEEL PUERTO RICO! (BARRIO E' SIGNATURE EVENT SPONSORED BY THE CITY OF BOULDER, CO)
Contact Person	TAMIL MALDONADO
E-Mail Address	TAMIL@BARRIOE.ORG

Project Description *(please do not exceed space provided)*

Barrio E' proposes to exhibit an educational and interactive performance free and open to the public in the City of Boulder. The Barrio E'nsemble group will present Puerto Rican music, culture, songs and history at the event. The community can actively participate by learning music, playing instruments and learn dance techniques in addition to learning songs and the history associated with this musical genres. Tentative locations for this event include the Bandshell, Pearl Street Mall and the Canyon Theatre in the Boulder Public Library. The event aims to build on inclusiveness and diversity by exposing these Latin American and Afro Caribbean cultures, of where some of our underrepresented city residents originate from.

Proposal Budget Table

Budget Item	**Projected Expense**
Postage	
Advertising	$450
Copying	$350
Office Supplies *(Please specify)* 1) 2) 3) 4) Office Supply **Total**	Printer ink and toner, paper, sheet protectors, and other misc. office supplies $200
Space Rental	space rental or chairs: $500
Food	$250
Other Direct Expenses *(Please specify)* 1) 2) 3) 4) Other Direct Costs **Total**	Insurance, Liability, Electricity, Chairs, Tent, Sound Equipment, Photography and video $1,830
Total Expenses	$3,580
Revenue Sources	**Revenue Amount**
Amount Requested from HRC	$1,500
Other Sources of Contributions (including in-kind) 1) 2) 3) 4)	Personal Savings, T-Shirt Sales, Sponsorships, Donations $2,080

Barrio E' Narrative
www.barrioe.org
Barrioe@barrioe.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 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; public schools; 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. They are as follows: Tamil Maldonado, Executive Director; Daniel Leon, Co-Founder and Administrative Assistant; other member's names and bios can be accessed on our website www.barrioe.org.

2. Description of event: Barrio E' would like to host an event at the Pearl Street Mall, Canyon Theatre or the Band Shell in downtown Boulder on the week of October 5-11, 2014. Barrio E' currently has an ensemble performance group that provides live percussion, singing, and dancing. This event will be open and free to the city of Boulder and will provide education and instruction about Puerto Rican culture. Barrio E' will seek a permit through the City of Boulder and provide a live interactive presentation for the public.

Within the performance, Barrio E' will provide an interactive workshop that exposes a historical background of the music, and a hands-on interactive seminar for the general population. To build respect of a culture we should expose, educate, and immerse people in the culture. 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 goals are to bring awareness of Latin American and Afro-Caribbean cultures, traditional music and dances by exposing, educating and promoting Puerto Rico's earliest known musical genre called Bomba, created in the late 15th century, and Plena from the 19th century. We hope people get interested in learning, and developing their skills by continuing their learning process with the Barrio E' programming. 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.

Last year, Barrio E's involvement in the Immigrant Heritage Week celebrations was highly successful. The series of events held thanks to last year's fund produced a total attendance of over 1,800 persons (200 persons on the Pearl Street event) while online marketing presence and awareness in the Boulder/Denver metropolitan area reached over 1,000,000 viewers thanks to our partnerships.

Immigrant Heritage Week programs exceeded our own expectations and we would like to do it again this year.

Barrio E' seeks to promote and enhance the knowledge and respect for immigrant heritage through an event that is accessible, open and free to the general population of the city of Boulder. By providing free interactive performances and workshops on any of the venues described previously and promoting the event for all individuals and organizations in Boulder we are looking to foster inclusiveness.

4. Promotion: Barrio E's mission involves 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 like-minded organizations within the community. We will market the event to these organizations and organizations representing different ethnicities 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, all with the intent to teach the City of Boulder community about its diverse residents.

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/workshop of educational information about Puerto Rico and its musical genres open and free to the public. After this event the public can continue their learning process with Barrio E' classes, workshops, exhibitions, seminars and performances. Barrio E' wants to celebrate Immigrant Heritage Week by exposing and bringing awareness of Latin American and Afro Caribbean cultures.

CITY OF BOULDER

July 17, 2014

Dear Boulder Valley Board of Education,

On behalf of the City of Boulder Human Relations Commission (HRC), I am writing to thank you for your consideration of the request for gender-neutral bathrooms from the Boulder County Allies for Inclusion (BCAFI). Like many organizations in Boulder, the HRC has discussed the needs of gender nonconforming children and youth at length. We understand the significance of the issue to the lives of many Boulder children and families.

The HRC supports the request for gender–neutral, single-stall bathroom options, specifically for students, at all BVSD schools, with clear and appropriate signage.

Restrooms are an integral and necessary part of the environment in our daily lives. This need is universal. The HRC believes safe restrooms for all people must be a priority for all institutions in our society.

This support from the HRC is in accordance with the City of Boulder's non-discrimination ordinance, Boulder Revised Code, Title 12, regarding gender variance. In addition, the HRC has made transgendered residents' issues a priority this year and is glad to see public support of this initiative.

Sincerely,

The Human Relations Commission
Amy Zuckerman, Chairperson

CC: Bruce Messinger, Superintendent

DRAFT

Lesbian, Gay, Bisexual and Transgender Pride Week
September 8 through September 14, 2014

WHEREAS, for more than 20 years, the City of Boulder has supported Out Boulder in its work to create a more just and fair community for its Lesbian, Gay, Bisexual and Transgender community members; and

WHEREAS, each year, during the month of September, residents of Boulder join together to celebrate and honor the history, diversity and resilience of the Lesbian, Gay, Bisexual and Transgender communities through Out Boulder's Pridefest and other events; and

WHEREAS, Boulder has led the way in the nation on many civil rights issues, fostering acceptance and preventing discrimination based on sexual orientation and gender expression; and

WHEREAS, Boulder's has a diverse LGBT community that includes people of many ethnicities, religions and professions; and

WHEREAS, the City of Boulder reffirms its commitment to the promotion and protection of the human rights of LGBT residents of its community.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Boulder, Colorado, that September 8 - September 14, 2014 is recognized as

Boulder's Lesbian, Gay, Bisexual, and Transgender Pride Week

and urges all residents to respect and honor our diverse community and celebrate and build a culture of inclusiveness and acceptance.

_____

Matthew Appelbaum, Mayor

DRAFT

Celebrating Boulder's Immigrant Heritage
October 5-11, 2014

WHEREAS, immigrants have enriched the United States beyond measure, bringing many contributions to our society along with the unique customs and traditions of their ancestral homeland; and

WHEREAS, immigration has been one of the largest single factors in our Nation's social, cultural, and economic development; and

WHEREAS, immigrants have had an indelible impact on the growth and development of Boulder throughout its history, playing a critical economic and cultural role in making it a great and diverse place to live; and

WHEREAS, immigrants have provided meaningful contributions to the City of Boulder; and

WHEREAS, Boulder recognizes the importance of educating the City's population on shared immigrant histories, diverse cultures and the role these play in shaping and enriching the life of the City; and

WHEREAS, Boulder celebrates its fourth annual Immigrant Heritage Week with a series of events honoring the experience and contributions of the millions of immigrants who have shaped the city for generations;

NOW THEREFORE, BE IT RESOLVED I, by City Council of the City of Boulder, Colorado, that October 5-11, 2014 is recognized as

Boulder's Immigrant Heritage Week

and invite all Boulder residents to celebrate the vibrant life stories of immigrants in our community and facilitate the successful integration of immigrants into the civic, economic and cultural life of Boulder.

DRAFT

_____

Matthew Appelbaum, Mayor

Boulder Human Relations Commission

2015 Community Events Fund Request for Proposals

Funding Cycle: January 2015 to December 2015
Deadline: 5:00 pm, Friday, September 26, 2014

Fund Description

The HRC Community Events Fund (CEF) is a source of financial support for events that celebrate and appreciate communities in Boulder. Objectives of the Fund are to enable members of Boulder's diverse communities to celebrate events significant to them as well as to educate and provide opportunities for participation from the general population. All events supported by the Fund must be free admission and open to the public. Funding priority criteria includes:

- Community Initiated Event
- Non-Profit Agency/Group
- Diversity
- Inclusivity
- Youth Involvement
- Multiple Sources of Funding/Collaboration
- Free and Open to the Public
- Event to be held within Boulder City Limits

Available Funds

Organizations are eligible for grants with a maximum amount of $1500 for each event. An additional $100 is available for translation of promotional materials into Spanish. Applicants may propose funding for up to $100 for translation into other languages as well.

Eligibility

Funding requirements include the following:

- The event needs to occur during 2015 within the city limits of Boulder.
- The event must engage and educate the larger community.
- The event needs to include a goal of inclusivity and respect for diversity.
- Community Events Fund grants may be used only for non-personnel related expenses, such as food, postage, marketing and office supplies. CEF funding cannot be used to compensate event organizers, though the grant may pay for a guest speaker at an event.
- Funded groups are required to recognize HRC support on any event advertising and at the event itself.
- All events supported by the CEF must be free admission and open to the public.
- Following the event, funded groups are required to appear at a designated HRC meeting and report on the event. Failure to appear at the designated HRC meeting will negatively affect future funding requests.

The HRC will not fund:

- Proposals that are not from community organizations. Community organizations are, however, encouraged to partner with other groups for their celebration.
- Groups that have failed to meet their contractual requirement in the past.
- Events that are not free and open to the public. Admission may not be charged at these events. The City reserves the right to reject any or all proposals, to waive informalities and irregularities in proposals received, and to accept any portion of any proposal or all items proposed if deemed in the best interests of the City.

Deadline:

Applications must be received by **5:00 p.m., Friday, September 26, 2014**. No late applications will be accepted. You may either mail, hand-deliver or e-mail your proposal. Please see below for where to send your application.

To Apply:

Please submit your application in the following order:

- ❑ **Cover Sheet** (see attached)
- ❑ **Narrative** – answer the five questions below. Please use no more than two single-spaced pages for your responses.
    1. Who is on the organizing body of this event and what is their relationship to the community of the event they are planning? Please list members of the organizing body or co-sponsoring groups if it is a collaborative effort.
    2. Provide a description of the event, including:
        a. a general description of the event;
        b. how your event will engage and educate the community;
        c. how you will involve youth in your event; and
        d. how your event will foster inclusivity and respect for diversity.
    3. What are the goals of the event?
    4. How will the event be promoted to the Boulder population?
    5. Have you ever received grant money for your event from another City of Boulder department in the past? Are you applying to another City of Boulder department for money to cover the cost of your 2015 event? If so, please specify.
- ❑ **Budget Table** (see attached): Using the attached budget sheet, provide a detailed, projected budget of expenses and revenues for your 2015 event (including this Fund). You may hand-write the numbers onto the sheet if you wish.

Mail application to:
HRC Community Events Fund
Office of Community Relations and Human Rights
Department of Human Services
City of Boulder
P.O. Box 791
Boulder, CO 80306

Or hand-deliver to:
Human Services
2160 Spruce St
Boulder, Colorado

Applications may also be e-mailed by September 26, 2014 at 5:00 p.m. to AtilanoC@bouldercolorado.gov.

- **Late applications will not be accepted.** We will **not** be checking postmarks. Any applications that arrive in our office after September 26, 2014 will not be considered. If you are uncertain that your application will arrive in time, please hand-deliver or e-mail it to us. Thank you.

Cover Sheet: 2015 Community Events Fund

Grant Request (up to $1500): _____

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

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

Agency Name
Street Address
City, Zip Code
Telephone, Fax, Website
Event Name
Event Date(s) *(please provide specific dates)*
Event Location (if on Pearl Street Mall, please provide block number)
Contact Person: E-Mail Address
Event Description *(please do not exceed space provided)*

Community Event Budget Table

Budget Item	**Projected Expense**
Postage	
Advertising	
Copying	
Office Supplies (Please specify): 1) 2) 3) 4) Office Supply **Total**	
Space Rental	
Food	
Other Direct Costs (Please specify): 1) 2) 3) 4) Other Direct Costs **Total**	
Total Expenses	
Revenue Sources	**Revenue Amount**
Amount Requested from HRC Community Events Fund	
Other Sources 1) 2) 3) 4)	
Total Revenue	