Community Issues Forum
Art of Belonging
Spring 2016

Raw Data Report

A Partnership Between:
City of Fort Collins & Center for Public Deliberation

Quick Guide to the Report

Event Summary

The topic for this semester's Community Issues Forum (CIF) was the "Art of Belonging." The event focused on how Fort Collins creates a sense of belonging and ways in which it can improve to make everyone feel welcome. The event was designed in partnership with the Department of Social Sustainability and the Department of Public Engagement for the City of Fort Collins. The process was in particular connected to the objectives of the Social Sustainability Strategic Plan.

How to Use This Raw Data Report

This preliminary report includes the raw data collected at the event. CPD staff is working on a final report that will provide additional analysis of the data, which will be released later this summer. Review this report to see the notes captured throughout the event. You can also find demographic and survey data collected at the event.

If you're viewing this report as a PDF, you can scroll through the event and find survey data related to each section of the event. If you're viewing this report as an excel, you can click on each tab to review data from the different sections of the event. If you'd like to see what was said at a given table, sort the comments by their table number (left-hand column).

How to View the Final Report

The final report will be available late Summer 2016 on the Center for Public Deliberation website. Participants that provided their email when they registered or at the event will be notified when the report is complete. If you'd like to be notified when the report is complete, you may email cpd@colostate.edu.

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Keypad Data

Each participant was provided a keypad. Keypads are a remote clicker that allows participants to enter an anonymous response to a survey question. Responses can then be displayed in real time in a Power Point. This event asked a series of demographic questions (age, gender, ethnicity, geographic location, religion, etc.). By displaying the responses to these questions, attendees were able to get a sense of who was in the room that evening. These demographic measures may differ from Keypad Data, because they were administered at the beginning of the event.

Keypad Question	Keypad Options		Percent	Count
1. Ethnicity origin (or Race):	White		61.05%	58
	Hispanic or Latino		22.11%	21
	Black or African American		9.47%	9
	Native American or American Indian		2.11%	2
	Asian / Pacific Islander		1.05%	1
	Other		4.21%	4
		Totals	100%	95
2. Age	17 or younger		4.17%	4
	18-20		0%	0
	21-29		18.75%	18
	30-39		9.38%	9
	40-49		20.83%	20
	50-59		14.58%	14
	60 - 69		21.88%	21

	70 or older		10.42%	10
	Prefer not to answer		0%	0
		Totals	100%	96
3. Gender	Female		65.98%	64
	Female to male transgender		0%	0
	Male		30.93%	30
	Male to female transgender		2.06%	2
	Not sure		0%	0
	Something Else		1.03%	1
	Prefer not to answer		0%	0
		Totals	100%	97
4. Sexual Orientation	Heterosexual / Straight		78.43%	80
	Lesbian		5.88%	6
	Gay (male)		2.94%	3
	Bisexual		5.88%	6
	Something Else		5.88%	6
	Prefer not to answer		0.98%	1
		Totals	100%	102
5. Employment Sector	Education		19.80%	20
	Government		12.87%	13
	Business		6.93%	7
	Medical		1.98%	2

			Responses	
	Service/Non-Profit		17.82%	18
	Student		11.88%	12
	Unemployed		1.98%	2
	Homemaker		1.98%	2
	Retired		18.81%	19
	Other		5.94%	6
			Responses	
6. Region			**(percent)**	**(count)**
	North of Drake, West of College		32.35%	33
	South of Drake, West of College		20.59%	21
	South of Drake, East of College		12.75%	13
	North of Drake. East of College		18.63%	19
	I live outside of Fort Collins		15.69%	16
		Totals	100%	102
7. Religion	Christian		27.72%	28
	Muslim		0%	0
	Jewish		2.97%	3
	Roman Catholic		18.81%	19
	Church of Jesus Christ of Latter Day Saints		1.98%	2
	Buddhist		2.97%	3
	Other		13.86%	14
	Agnostic (you are not sure if there is a God)		13.86%	14

	Atheist (you believe there is no God)		9.90%	10
	None		7.92%	8
		Totals	100%	101
8. Income	$21,999 or less		17.17%	17
	$22,000-58,999		23.23%	23
	$59,000-87,999		15.15%	15
	$88,000-149,999		27.27%	27
	$150,000 - $249,999		5.05%	5
	$250,000 or more		5.05%	5
	Prefer not to answer		7.07%	7
		Totals	100%	99

Introductions & Common Ground

Each participant was asked to introduce themselves and name one place that they feel they belong in Fort Collins. Use this data to get a sense of who was in the room.

TIP: If you'd like to follow the conversation of one particular table, sort the notes in each section by table number. This will allow you to track that table's notes.

Table	Facilitator Notes
	Notes from introductions - "Name a place, organization, or community where you feel like you belong in Fort Collins. You may also share why you feel like you belong there."
1	Works at library- Diversity- Friends and supporters of LGBTQ Intellectual Disability Support Citizen of Fort Collins City of Fort Collins Natural areas- communications PSD mom of 3 PSD/Family/Community/Equity
2	Came with disabled resource service representative Resource service representative Asked to represent the family center Community activist (housing for aging and youth homeless) Think tank

3	"Many were affiliated with CSU 1. CSU community feel a sense of belonging 2. struggle to belong in Fort Collins because he looks like a student but in reality is a young professional - sometimes he is at a loss for who his community is. When he is on campus, however, he feels a sense of belonging 3. Works with the department of health and feels connected there 4. At CSU they feel a sense of belonging as well as with their group of friends who act as a community within a community 5. Has been in Fort Collins for 45 years and still struggles with a sense of belonging 6. CSU community is where they belong. Raised 4 kids here in Fort Collins and has been a part of the PSD and school system for them "
4	Single parent- able to utilize resources in CSU, international services, CSU, Fort Collins movements, commission meeting New resident- has taken advantage of government programs like sheriff citizens academy , and purdue valley insight, policy academy, and family leadership training. Old resident- "I like all the programs that Fort Collins has to offer, in addition to receiving these programs, I appreciate to get involved in these programs like city council. 19 year resident (college professor) (feels sense of belonging to the university because of the time here), BUT "there are other needs that I have such as being a gay male, When I walk around town I don't see any homosexual couples holding hands" My friends are astonished about how nice people are , I don't know if everyone feels that way but I have noticed that people say Fort Collins is nice compared to other places———> Response from participant: People from other cultures don't feel the sense of nicest if you're not white "I appreciate the different types of education offered in Fort Collins, I feel like Fort Collins has a lot for kids under the age of 5 (activities, daycare, schools)" What makes me feel belonged is being able to do different programs freely Common terms of belonging accessibility niceness non-judgement against hispanics, african americans freedom of expression No advert hostility in Fort Collins

5	At high school, rocky mountain, felt accepted and warm place. Junior knows the environment feels very safe there by being able to open up there.
	New resident- went to first concert, felt so welcomed with great music and have a great vibe of welcoming by culture and art-community over shared interest.
	40 years ago when moved here, realized this was home. Walk downtown and run into people they know.
	Restaurant and community felt welcoming by having the owner say hello. Shows Fort Collins cares about their residents. Certain people make it feel a sense of belonging
	Felt like they belonged when the Equality organization-the LGBT feels like they are struggling, equality helps them and gives a lot of resources. Tries to make people who feel like they don't belong; belong. The organization is what she feels welcomed and belonged. nocopride.org they are a 501C: nonprofit try to offer things for / r families/ resources for people who are struggling with their identity. Connecting is so important.
	Long time: busy doing things as a 20 year old, retired and chair of human relations. Since that position, they have learned so much more about the community. Great place to be wants to help make it a greater place for other people.
	Belonging and community is people, organizations, similarities that we share, culture.
7	Horsetooth Reservoir- enjoy nature; nature make me happy (student)
	The CSU alternative spring break organization- close tight group of friends (student)
	Church- very involved; like my family (older female community member)
	Undergad at CSU- friends, organizations, etc.
	Mainly all of Fort Collins but I agree with Horsetooth (Lady from Peru)
	Anywhere outside really- I don't live in Fort Collins (female city worker)
	At my work (an early childhood organization)- my co-workers are awesome (lady, active community member)
	It doesn't matter the place It is, what matters is how I feel with the people around me. I can be whoever I want to be and I don't feel judged. I can be free spirited
8	El Museo de Tres ColoniasTres Colonias: my home is there, I've lived there for 30 years, I work in tres colonias. I am highly social and all my friends accept me in this neighborhood;
	"We are not undervalued there. We have established our honor in this location";
	"I am from Bolivia, I have lived in this community [Fort Collins] for a long time, but I've never felt like I belong" when I went back to Bolivia, I received a letter from colleagues who asked me not to be gone too long because Fort Collins "is your home" ;
	It is difficult for me to think of a place where I belong. Recently, I joined the City Women's Commission and I find that I feel like I belong when I am with those group of women;
	[Facilitator: How would you define what belonging is..]
	"when I am shown respect"

10	I feel like I belong in a group of women I meet with every week who gathers in the community I feel welcomed everywhere, I am in a lot of different community groups My favorite place is my home and I enjoy being in my garden when I have the time I am recently retired and started work at the retirement center and feel very comfortable there I feel comfortable at my high school (Poudre) I feel at home any place in Fort Collins (I have been here a long time)
11	"Northern Colorado Pride, Multicultural retreats, People also talked about when they are uncomfortable or don't belong: Govt. meetings (from a govt. worker) and around officials"
12	Places that people felt they belonged: At CSU and St. Joseph's at home No judgement, but I belong at jazzercise (Homeless advocates): All over. Homelessness is part of the landscape in our community. Homeless people sleep in the trees, in the parks, in the shrubs; they sleep in nature, so I belong all over. Higher education and CSU The arts and culture community and the North Fort Collins community Among friends and people who care about the social world in Fort Collins
13	Never felt not included in FoCo → job diversified, gym inclusive Some place that feel uneasy even after living here since '92 (did not specify) Lives in Old Town feels like she belongs there, but really everywhere Feel belonging everywhere, there are circumstances and instances where she felt like she didn't belong but those are the exception not the rule Businessman and pastor, doesn't like belonging, wants to be in the places that are out and about and new, nature of his work is inclusive Activist community events, non mainstream events FoCo has good sense of belonging, especially after leaving and being abroad, realized how great the FoCo community is at feeling like he belongs
14	Most of the people at our table were older, and they had a lot of interesting things to contribute. There were answers like: my church/temple but also things like organizations they were a part of. I noted in the notes but can't recall exactly now.

14	Individual is a peer mentor and the Latino Cultural Center and feels a sense of belonging there. Person is a senior council and the senior center and feels a sense of belonging there. Individual feels sense of belonging at the Community Development Commission and feels it is a continuation of their career despite retirement. Individual feels sense of belong in neighborhood, which they have lived in for 30 years. Individual feels sense of belong anywhere his wife is. Person feels sense of belonging at Miramont because she takes classes with her friends there, moreover she feels sense of belonging with her religion organization.
15	My Comments: Our group did not really address this question; instead, they shared some of the concerns that brought them to the event. -One man was born and raised in FOCO--he watched it develop. FOCO is known for discrimination--his mother was forced to move off of the sidewalk in the 60s and he was forced to move off the sidewalk just a few years ago. He remembers businesses used to place signs in their widows saying "NO DOGS AND MEXICANS ALLOWED"--some of these businesses are still in business. -*He maintains that "Racism is OUT THERE, but subtle." -One woman voiced concerns about how she feels Fort Collin's city council is not representative. She said, "We have a predominantly male council--we need to reconstruct the mechanisms in place to ensure we have a more representative government." +Diverse issues need to be talked about, even if they aren't brought forth by diverse people. -One woman was a representative for the Fort Collins Senior Center. She said, "Our population is aging rapidly--1/10 of the population is over the age of 65. City government is hostile to to age. The city is limited in age experience--the population is not limited to working families and students." +*We need a Senior Advisory Board--the retired community must be included in these processes.* My Comments: Several of the participants were concerned about the office of social sustainability's resource guide and felt that it grossly overlooked the Latino/a community. -Several of the participants had seen Betty Aragon's film "Choice City" (which chronicles the experience of the Latino/a community in Fort Collins) and they felt that the opinions of the Latino/a community were not accurately reflected in the office of social sustainability's guide. They said, "There is a huge discrepancy between how the Latino community feels about the city and what the document addresses." *+ One participant said, "We need to ask the Latino/a community how they "feel" about the city and then go from there." -One participant shared that as a Latino male, he has been repeatedly told to "go back to Greeley" and that this doesn't mitigate such blatant racism. *+ In response to the criticism of the social sustainability guideline a participant who worked for the city said that it was not intended to be an explanation of goals, and not a reflection of reality. The city is attempting to see how they measure up. It's an attempt to set a benchmark and see how we measure up at the national level--we're not there yet.

16	Very diverse group of individuals. We had several out of staters who felt "welcome" since they moved here. They felt like they belonged from the start. 4 of the 6 people did collective research before the selected Fort Collins to move to. The other two were Colorado natives, one a student and the other a former student.
16	4 she/hers-2him/hes Northern CO writers, and foco utilities CSU Senior council, senior center-spends a lot of time Lions club, and seniors club Bohemian foundation, play soccer- what he enjoys Outdoors anywhere

Common Ground	
To help participants identify what "belonging" looks like and feels like, participants were asked to share stories of when they felt they belonged.	
Table	**Facilitator Notes**
	Notes from Common Ground - "Is anyone willing to share a story of a time that they were made to feel like they belonged in Fort Collins?"
1	Finding a group/ community that represents you. Finding and working together with other groups to build better communities. Fort Collins- Natural areas near housing. Community access (no yard but can still go sledding) not excluded based on socio-economic status App online that shares common info and alerts. Helped to feel like you belong to new communities in established communities (NextDoor app) Alerts that help you feel connected and involved Routines equal seeing the same people even if you don't really know them. Feel safe, small town, familiar. Not even real communication needed to feel that. "Just a smile". Waving/acknowledged. Neighbors/people in your area. Taking the time to "look each other in the eyes". Child LGBTQ- figuring out processes with NoCo Pride- eclectic. Very welcoming (very moved emotionally). Supportive, felt like family, continued contact, still meet with group but infrequently, treated as one of the family. A "life line". Not sure of next steps, support/ medical support- communities helped. Huge support for the LGBTQ community in FoCo. Go to store same time every day- same faces- son upset and throwing tantrum- cashier came around the register and gave hug. People helping each other. When someone is sick- coworkers bring food. Deeper level of communication, belonging, and support Dog park at horse tooth. Best place to meet people/ bring people together. Another way to get people to connect. Know dogs names but not owners.
2	Typically I feel like I belong, because I'm usually around like people. But I like when I don't fit in because it's different Worked with migrant workers, was often the boss. Eventually I felt like I could sit down and talk with the workers, that was the first time I felt like I belonged

3	"CSU is a very welcoming place. Been here most of adult life. Is a lesbian and came out when working at CSU. People are so supportive and good at creating an environment for self discovery on campus. When she walks on campus, she is home. CSU is good about putting people in positions to represent different backgrounds and doing it in an intentional way. True support. They surround them self with people who like them. They feel camaraderie with people from CSU. Her nonprofit works on inequity and disparity. She used to work at the battered women's shelter. She sees the disconnect between undocumented folk and inequity. She sees both sides of feeling a sense of belonging and not. They have seen efforts to appeal to different demographics. Through attractions and restaurants and such. There is an EFFORT to have people feel a sense of belonging. Best spot that displays this is CSU. Lectures, events and such appeal to a broad audience. They suggest that marketing for these events is boosted to the general public (this was emphasized by a lot of people at the table) Someone at the table asked the group if they feel a sense of belonging on campus even as older individuals "I feel very energized by being on campus with younger individuals"" " Can't imagine working any place else besides CSU. However, seeing the comedian on campus was uncomfortable with all of the students"""

7	(Female CSU student) Moved here from Highlands Ranch a few years ago for school. My freshman year it was hard to find connections with people because I wanted something more, a stronger connection with people; something more than what I experienced in high school. Freshman year, I couldn't find the connections I was striving for and just wanted better and different communication as well as new perspectives. It took a little more discovering where those places were to develop those deep conversations with but I found them in my place of belonging

(Lady from Peru) Home for me is in two places right now. Fort Collins is more of a home for me even though most of my family is back in Peru. I am not sure if I belong yet but I just feel so welcomed by this community. I don't feel any restrictions or pushback from the Fort Collins Community and was quickly accepted into the Fort Collins culture.

(Lady that doesn't live in Fort Collins but works here) I few up in New Jersey and now I live in Boulder. People in New Jersey are so closed minded but are more diverse. Here, people are more open minded but less diverse. I am still trying to navigate the culture here but I feel welcomed and accepted mainly because of the people I work with and the city connections I have.

(very involved lady) I grew up in a very small town with a graduating class of 18. Coming to Fort Collins was difficult because I had to adjust myself and grow personally to fit the larger community but I felt accepted right away.

(CSU student) I lived in Wisconsin for the past 4 months and the culture was centered around Catholicism. Every Sunday, the entire town would go to church. It brought people together. I have not experienced an event or place like this in Fort Collins where the entire (or most) of the town was involved. There was a stronger sense of community around religion in Wisconsin. No full blown sense of community here in Fort Collins yet.

Others random notes from this sections discussion (couldn't find an appropriate spot of them)
Defining belonging: people oriented and relationships, when you can be happy with yourself, you can be happy and belong in the community. When you are outside, you can get rid of the social constructs. Takes you bake to the root of humanity
The most homogenous cultures end up on the most happy scale because they don't have to confront the challenges of diversity
We are having more diversity but from community meetings. There is tension between the Hispanic community and the city and that is concerning to me. Happy for this meeting to have and understand the issues
It also depends on what you look like. People treat you different based on how you look and your identities. Often do not feel welcome when they are discriminated against because of their color.

8	[Facilitator: How do you explain how you feel to those who feel like they belong?] I think people need to be open to listening to my experience. People shut me down, and I deserve respect. I realize that the media plays a strong role and sometime people self segregate. [Facilitator: Why do we struggle to find common ground?] There are many culture and "many chiefs" and nobody listens to each other. I have worked a long time with children from Japan, Korea, Mexico. In my experience, children learn English, but Mother and Father do not speak English. It is difficult to communicate because there are no bilingual schools. There is no bridge to communicate between school and family. We cannot find common ground because there are so many different "pockets"- separated communities.
10	I moved from Russia and everything here was foreign at first. I had to learn everything and that was easy to do in Fort Collins because everyone was very welcoming and friendly. When I compare this place to Russia, it is above and beyond because of how warm the people are here. This is my home, I call this my home. When I say I am from Ft. Collins to people I know in Latin America people know where I am talking about and I feel proud because they know Ft. Collins and have heard about how great it is.
11	"A man talked about how he felt like he belonged with the Chicano community back in the 70s in Fort Collins. He talked about how they were not treated very well because of their lack of similarities with the norm, due to the different languages and cultures. Sense of belonging was achieved through the shared identities of the Chicanos. A women talked about how the church community makes her feel like she belongs, because of the way that they acknowledge her when she comes into the room. She also talked about how a place where everyone has similar beliefs is welcoming. Then took this away from a narrative and talked about how often times it is simply just people smiling or making nice facial expressions to make people feel like they belong. "

12 I was the youngest of 11 in a Hispanic family, my mom is one of 15. I was baptized and raised in a typical Catholic upbringing and participated in many religious events (funerals, confirmation, weddings) throughout my life, but I never felt like I belonged to that community as an adult. now I feel like I belong at a church. (As a homeless advocate) I've brought together 10 church leaders to think about homelessness, and for the first time, I belong in Christ.
Follow-up Q: Why might this story tell us about what it means to belong?
The ability to be who we are
Unconditional acceptance
Common goals help us feel like we belong; people from different religions working together
Accepting personal change

I grew up in a family of photographers and artists, but didn't know what I wanted in high school. I ended up getting a scholarship to a theater conservatory and didn't know what to expect. In my time there, I spent 60 hours a week with 200 others in design and tech for 4 years. In that time, you had a fight with everyone, there were a few engagements, but we looked out for each other. The show must go on. It king of forced us to belong.
Follow-up Q: Why might this story tell us about what it means to belong?
Teamwork
Being in your wheelhouse, finding what you do well
Common threat to anchor the group
Cycles and rhythms of work
Lots of responsibilities, diverse responsibilities that are all essential
People to back you up
Support
Clearly defined roles
Growing into role through seniority
Being both the teacher and the student
Learning from each other
Exploring where you feel comfortable
Not just kumbaya, have to struggle and work through tensions
honesty
being able to dialogue through difference and finding commonality
not agreement but respect
ideas are heard

Participant Q: What environments today allow suggestions to be expanded into solutions?
The trick is finding them and helping to create them.
I think it would be hard in the artistic situation
(From artist) I think that about bankers

13	Asked about the empty chair in the room instead and who these people might be.... Only one Asian person here No female to male identity Barney (man who passed away) → folks that you know that have always been here as a smaller town, those characters around town, the town has grown a lot and that has been lost People uncomfortable speaking in public People who don't have the ability to get here
14	One woman talked about how she felt included in her neighborhood especially in during the heavy snow storms. People would come and help her shovel and they would talk.
14	Just last year, individual had surgery and was overwhelmed by the amount of caregiving that was given to her from the with the organizations that she belonged to. The organizations brought her food and supported her in this time. Individual feels they belong in their neighborhood and her neighbors who are young and include her in activities like a neighborhood Book Club, in conversations, young people also shovel snow in the winter Individual felt they belonged at the Multicultural Conference in the summer at Pingree Park. There were videos and live discussions and they met a lot of diverse people. Participant is involved with the Govern of Lyons club and joined when hi loosed his sight. Person feels that vision impairment is not a disability, just a stumbling blocked. He felt included at Insight Skin Center and American Council for the Blind. Probing Question: A pattern i'm noticing is that the group feels a sense of belong within organizations, what is it about organization that provide this feeling? Organizations give a sense that you're giving back to a community that has given to you. They provide a platform for a partnership for age-friendly communities.
16	Recently moved here and has been here for three years. Came to visit, and always felt welcome here. They participate in church, active seniors center, lions club. Did a lot of research before they came here to find things that they desire University- works with international students there and it makes them feel welcome SENIOR CENTER really makes them feel welcome OUTDOORS Coloradoan started a group (hiking…etc), writing groups, book groups, all a part of all makes her feel welcome Portland- bigger and more diverse, Indian (east) more welcome here its smaller and easier for her to adjust
	When someone went to a concert and just being with people that shared the same interest in music and culture and entertainment, felt like they belonged. School because it has become a safe place recently.

		Gaps
		In order to find out how Fort Collins could improve its sense of inclusion, facilitators could choose to ask 5 different questions in this section. Here are the responses to those questions.

Table	Question	Facilitator Notes
	1	**1. Gaps – "What challenges do we have as a community in making everyone feel they belong?"**
13	1	Moving here/change status when living here → there is mismatch b/w families and housing, single people and housing, and affordability and housing
13	1	Squeezing out a lot of people
13	1	Public transit has grown A LOT but needs to grow FASTER
13	1	Think beyond what developers think will be most lucrative for them and city should limit this to make room for the diverse types of people who are here
13	1	Community meetings seem oriented to single moms, retired folks because it's hard for others to make time for these events The roads and construction are conducive to frustration Plan what streets you work on at one time → don't work on College & Shields at same time People trying to get to meetings like this, it makes things much harder
13	1	Involved w/ city and school → people included are people of power, money, and those who are friends with elected officials and execs. The other voices are diminished System is set up like this
13	1	Well educated people (CSU grads) can't get a job and leave even if they would want to stay Ex.: wants to go to law school here but that's not an option
12	1	The history of the community isn't inclusive.
12	1	And some people don't acknowledge that history exists
12	1	Until recently, within my lifetime, there were racists signs that said, "No dogs and Mexicans allowed" in businesses in FC. Many people remember that.
12	1	In Snooze, everybody looks when a black person comes in; it also happens at CSU with students and and is a problem for faculty retention
12	1	In 1998 Matthew Shepard was abducted and murdered. Some people at the table say, but that was in Wyoming. Others argue that that is part of our regional history.
12	1	There is transgender violence in this region and violence against women.
12	1	A reason it was hard to live here is not that you're not accepted if you're not white but that we rarely talk about diversity. People always say, "don't you love Fort Collins?," and I feel weird here because it isn't diverse
12	1	The biggest challenge is acceptance, and that's about perception. It's tangible, people rub us the wrong way but we end up becoming friends when we get to know each other. Perceptions change. Acceptance requires perception change.

12	1	It's related to our history, something that we have to overcome. There's real hurt that needs to be fixed and addressed, otherwise we still have two groups.
12	1	People who feel hurt and people who feel guilty.
12	1	I loved the friendship example. We form richer friendships with people because we have nothing in common.
12	1	We need safety to explore what's different
12	1	Technology makes us so vulnerable.
12	1	There's the art of belonging but also the art of neighboring. We need to address that. We have to figure out what neighborhoods look like. I think the other way. I grew up poor and knew my neighbors so that they didn't rob me. Now, I don't need that safety. Everyone is so busy; We don't see our neighbors until Spring. Distraction dementia (They were basically moving back and forth between technology making us disconnected from one another and a need to make connections with our neighbors.)
8	1	We are challenged by not having certain "little" things for ethnic groups. The main example was a lack of a hair salon that can work with "ethnic" hair. No bi-racial groups, no bi-rcial community hubs, no all inclusive community ethnic centers that promote involvement in and education of differing cultures.
16	1	There's nowhere to get my hair cut or braided because there are very few places that deal with "ethnic" hair.
16	1	Barriers in people obtaining programs, for some people it's hard to do so. Finances are a big barrier Affordability** Don't have money to do some of the things they want to do on retirement Growth, hop that the town can do a better job working with the community as it grows and not "cycle people out" pushing people out as more development happens."Keep people in their homes" Housing costs As a student U+2 laws, limits what students can do for housing as far as affordability goes. Enough people to help with rent.
8	1	The Hispanic minority- the largest minority group in Fort Collins is underrepresented. I had a problem with [white women] (name omitted) who did not speak Spanish natively but spoke on behalf of the Spanish community at the beginning of the forum, "I was insulted". There is no [Hispanic] representation in city government.
8	1	 I agree with her, [white women] is not part of the Hispanic community.
8	1	We are missing "knowledge" and "appreciation" from other people.
8	1	I agree with both of you. There is something missing, there is no communication, no listening.
8	1	"We are not any different"
8	1	When I see someone who is Hispanic I feel proud, I feel inclusion. When there are more People of Color included in the community, "I feel something".
8	1	There are some undocumented people in Fort Collins, they are "labeled" and excluded. "That is not a nice thing to do".
8	1	"We need to have an honest conversation about racism in Fort Collins...it exists!"

8	1	Gender representation is needed. If we look at city council, there is only one woman.
7	1	Transportation: The max is great but it stops right at the end of old town so families on the north side do not have access to it. Also in general busses stop at a central time. That can be a challenge because international students don't have a car. Fort Collins also does not offer busses on holidays or Sundays (fact check?). We are unsure of the efforts to expand but it needs to happen. From the senior perspective at the table, this is one of the biggest concerns in the senior community because depending on where you live, you almost HAVE to have a car to get around in Fort Collins and some seniors can't drive. Students may feel this way too if they don't have a car in Fort Collins
7	1	Housing/Living Prices: The price of living here I just simply to high. Fort Collins has tons of housing issues because of the skyrocketing prices and the market. Accessibility and affordability is huge when it comes to making people feel like they belong. Retail ponds has been a great resource for homeless people. We need more affordable housing like this to get people off the streets.
7	1	Child care: Have affordable and accessible child care for everyone is an issue too. Its very hard to provide "cheap" childcare to everyone.
7	1	We are the "choice city" so tons of people are moving here; How do we make them belong?
1	1	Housing prices --> families/adults in townhouses--> "students" of "poor". Autistic son financial challenge/choice/housing prices are too hard. Hard to live/ work in community due to cost- which prohibits meeting new people and growing community
1	1	Music festivals bring me out, but otherwise I stay in my community/ routine- not meeting others
1	1	How accessible are some events? Segregation between communities. Types of house/section of city
1	1	Student v non-student segregation. More integration of students in the city
1	1	"Are you planning to stay?" - even though I'm a long term resident and member of community, why is this always a question? why does it matter or what's the fear
1	1	College students- unsightly/unsafe residential behavior- if they felt like more a part of their community would they care more/ act differently?
2	1	When I was 21 and the only white person, I had not experienced that sort of inner city environment. The teachers lounge would go dead silent. Being a speech pathologist you travel around a lot. They went on strike and I ended up getting a job somewhere else. It was difficult without that common ground. Absolutely, I just didn't have the experience at that point, my mother was raised in the south and moving to DC my mother was definitely prejudice and I learned quickly that I didn't like her stance on things, but I had to learn that.
4	1	Being invisible People feel like they don't exist
4	1	People don't feel like the town is diverse
4	1	People in Fort Collins don't speak 2 languages, Fort Collins events only have one language especially at huge events
4	1	Fort Collins should have bi-lingual speakers at every event
4	1	Flyers, and messages online should be written in Spanish too
4	1	More pipe line and career programs to bring more diversity into the work place in Fort Collins

4	1	Theres is a lack of diversity of leadership in Fort Collins
4	1	With hispanics in Fort Collins the socio-economic level this is why they are seen as invisible in Fort Collins
4	1	Usually this ends up putting the hispanics outside the city.
4	1	Cultural poverty is a huge concern in Fort Collins
4	1	The mobility of different groups is a huge reason why we don't see other ethnic groups in Fort Collins This might be a reason in a sense of belonging
4	1	Its hard to feel like you belong if you don't have equal affordable housing
4	1	A lot of low income people in Fort Collins live double families in one trailer
4	1	There are a lot of families that live in the parks in Fort Collins
4	1	I'm glad that Fort Collins is having this conversation because I couldn't imagined another city in Fort Collins making the effort to have this conversations
4	1	I believe there should be more continuous efforts in the neighborhoods (marathons,activities, parks that are central to the center of town)
4	1	Transportation is a huge barrier to take the Fort Collins community to where it needs to be,
4	1	Fort Collins needs to provide better transportation options
4	1	I like to see certain organizations moved out of old town, mid-town deserves some events
4	1	I don't want to go to any events in Fort Collins (no transportation to get to Fort Collins) (no place to park) (the crowds)
4	1	I understand that there is a great renaissance in old town but holding all the events in old town is a barrier to people who do not live close
4	1	Old town is a hard place to park, that has its benefits because it inhibits people from attending
4	1	Diversify the events in old town
4	1	"I don't think as a community we're recognizing how Fort Collins has changed as a community"
4	1	Fort Collins has gotten better parks in the community
4	1	"We've grown so much as an community that there is not enough room for the community in old town"
4	1	"We need mentorship we need to get more people involved we can benefit from having more volunteer mentorships"
4	1	Religious minorities are also a problem in Fort Collins
4	1	I think it would be nice if Fort Collins could have an arabic night
14	1	Latino women grew up in high Latino population area when they moved to Fort Collins they felt, "Its so white here." The spaces the individual feels comfortable are where there are other people are who share their same identity. Individual feels objectified and feels they are under a microscope by people here in Fort Collins.

14	1	Individual moved from Chicago and the first thing they noticed was how many white people are here.
14	1	Person asked Latino women, "What does it mean to be treated as a brown person?" Latino women responded: At institutions or at stores she notices people do not introduce themselves to a person of color. People of color experience employees following them around in stores as employee may suspect them of stealing. People of color feel a lack of trust from store and institution employees. Latino women said, "Men of color have to watch their body language," so other don't feel threatened. She has talked with several men of color who have told her they do not walk around in old Fort Collins neighborhoods (Mountain st) because of fear of the police harassing them. She explained people of color are afraid to go to certain places in Fort Collins, specifically the bars at night because of possibility of stigmatization, discrimination, and racial slurs that drunk people use. Latino women explained people of color feel Old town is not a safe place for them at night (when people are at bars).
14	1	Another individual adds how he heard in a recent media source that a Latino women was at a food restaurant and server purposely did not serve Latino women, but served white people. He explained there is a lot of prejudice and racial discrimination in Colorado.
14	1	Person was at Walmart and noticed more people of color and what seemed to be low-income demographics. She felt these populations may be at Walmart because it may be a place of belonging for these people.
14	1	Jewish women moved to Fort Collins and met people who had never met a jew before, they asked her identity questions about what is was like to be a jew.
14	1	Fort Collins struggled with innate implicit discrimination against people of color
14	1	Individual feels "we have overly focused on nationality" (in Colorado) and we must find something humours about identities
14	1	Person feels "Most of us aren't aware of our biases and prejudices" and that "we need to be comfortable with our differences"
14	1	White woman explained she met someone of different identity and felt uncomfortable, women is unaware of what words or gestures may be offensive to people of color. Women said, "People who look different may be treated differently because they are acting our of fear."
14	1	Latino women expressed finding commonality is key
14	1	To have a person feel like they belong in a community they should be known by name at local institutions (like the bank and on the bus). Small things make all the difference
5	1	Everyone has biases. Tried to deny them but everyone has them. Try to put other people down. Biased to me because of power. Wants to be more welcoming. Hidden biases because they are so powerful. Get in touched with biases and accepted differences, easier to be more open. Find the biases everywhere not in any certain area of Fort Collins.
5	1	Push the idea of more thought and conclusions. PSD as we try to push towards normal acceptance, people still try not to accept other people. Feeling powerless overall.
5	1	Resources because mental health professional, were growing a lot and how were able to handle the growth. Want to make sure we have resources for all these people who need help or any resources.
5	1	Identify ourselves as multiple communities-old town, university community, Andersonville, little communities, so a sense of segregation or division in this town. People have different perspectives depending on their areas of where they live. Need to knock down those walls to different communities so we can grow as one

5	1	Might not talk about biases all the time, but if we keep it hidden, they will fester and never let it up because then when we meet someone who we disagree with us we can't help but share our biases and never see eye to eye with them. Must understand our biases and see why we feel and see that way and try to open our eyes to seeing the other point of view or culture.
15	1	+We are taking about these issues as separate (age, LGBTQ, race). We MUST talk about intersecting identities--we need to look at these from and individual and collective lens--Everyone will come out ahead.
15	1	-Total inclusion--city council members must represent ALL identities and be representative.
15	1	?What interferes?--A sense of belonging, no one volunteers anymore.
15	1	-There are barriers to people getting involved and volunteering (short interviews).
15	1	My Comments: Group members felt that when they attempted to volunteer or work with city council they were subject to a sort of nepotism--city council already had their person in mind. So, city government is insulated from their citizens.
15	1	-We lost the LGBTQ center in FOCO, so members of that community don't have a central resource and there is no connection for those members who have been sexually assaulted.
15	1	-Neighborhood engangement is lacking--we all know each other, but we need to plan neighborhoods and create a sense of belonging within the neighborhood. WE NEED TO GET TO KNOW OUR NEIGHBORS.
15	1	?Neighborhood parties--Can the city provide resources?--Help people who want to be engaged. ?What do we do with people who don't want to be engaged?
15	1	+One participant noted that even for events like this, it is difficult to bring people to the table. He said that events like this should be better promoted and that word-of-mouth excludes people who are not "in the loop." He went on to suggest that we hold more than one event at various times, so people who work more than one job can participate.
	2	**2. Gaps - "Who in Fort Collins might feel like they do not belong? Why?"**
11	2	People talked about how many different people weren't represented at the event, and they made specific note that they would like to see more student leaders here.
11	2	They talked about the issues for families with low incomes. The housing market is hurting them a lot because its more profitable for a landlord to rent a house to 3 college students then to one family.
11	2	They also talked about how the bus transport has really limited options, and this hurts homeless.
10	2	I think Fort Collins is predominantly white. Looking at these identities (talked about in the introduction), I'd say anyone who is not white might not feel like they belong. Even if it is not overt, they may experience a lot of hardship.
10	2	People in crisis may not feel like they belong. Crisis knocks a person out of a group and they may feel isolated. Economic crisis, relational crisis etc…
10	2	People are, generally, doing economically well here. Perhaps if you are not doing economically well you may not feel welcomed.
10	2	It is possible that people in rural areas surrounding Fort Collins may not feel as included. Generally, rural folks are pretty set in their beliefs (they may be more conservative) and Fort Collins is a very progressive town.
10	2	People who look different may have a hard time joining into community events here.

10	2	There is a Vietnamese community who work in the nail industry, they have not been reached out to and/or brought into the greater Fort Collins community. They feel comfortable with people from their own homes/community.
10	2	People with mental health concerns may not feel as welcome here.
10	2	One participant notes that they have seen a progressive change towards re-framing mental health problems in the schools.
10	2	People who don't speak English may have a hard time here
10	2	There is not a lot of outreach/inclusion of places like Alta Vista
13	2	The Hispanic community → these communities with bad roads and lighting on the outskirts of town One agree! Especially with cost of living going up and trying to get rid of those trailer parks
13	2	People who are not part of the economic group Pulled in counties from north and south but with no plan to improve those areas not to mention areas within old FoCo already need help Plans to help businesses but not the people of the neighborhoods
13	2	Addressing homelessness → city ebbs and flows with ability to deal with this Never a problem of inappropriate interaction (stealing, trashing, danger, etc.) They have a feeling that old town is their home and do take care of this area, rather it's often students that create destruction Homeless don't do this type of action but we still seem to ignore a lot of their actual needs even though they have generally good behavior They have a lot of needs including mental health needs -- bridge programs needed Willing to pay to clean up for students because they bring in a lot of revenue for the city, this is the difference with the homeless people Homeless: negative perception portrayed of homeless people
13	2	Students create revenue, homeless don't Goes in to parking lots too… Everything city does is surrounded by their money
13	2	Not good at recognizing veterans within this community GI bill only goes so far Larimer county has one of highest suicide rates in state Words of appreciation and recognition → getting to the things that "aren't talked about" --> Especially with veterans, mental health, homeless and the combination of those issues
13	2	People with mental health issues not included enough within the community… But being able to talk about it so it doesn't have to be so excluded Can be hard to include those people because often the issue itself makes them feel secluded/alone on an individual level → need to do our best to help avoid this
12	2	Socio-economic status. Affordable living is a big issue, housing particularly. Whether you rent or buy. At CSU, our lowest wage employees have difficulty living here. Zoning hadn't created housing segregation, but now, who can afford housing?
12	2	We're talking about every single community member here. It's sad that common citizens don't belong. I feel so disconnected from the city planner. I feel disconnected from decisions about developments and roads and stoplights.

12	2	But they invite you to the discussion where their mind is already made up. (Lots of agreement to this.)
12	2	I'd like to speak to the empty chair: College aged women don't feel comfortable downtown. As they shouldn't
12	2	There are few handy-capable people here. We could do better.
12	2	Accessibility is a challenge.
16	2	Single parents- In the sense of affordability, cost of child care and housing**
16	2	Equity and inclusion city program- wants to be a part of it-her son felt as though the African American studies (CSU) program for kids made him feel like he belongs
16	2	Lack of places to go- less ethnic facilities
16	2	Nobody else in an upper-middle class neighborhood and he's the only child multi-cultural.
16	2	Strengthen people or find more organizations?- city does a good job connecting people. "Never felt a vibe of hatred" more cultural centers would let other people experience different cultures
16	2	Not specific things for specific people- bring them together is best** that's segregation.
16	2	Maybe it could just be events not a whole structure
16	2	CSU does a wonderful job helping with diverse students- help with isolations- city could give similar opportunities
16	2	A couple hosts a breakfast ever Sunday to bring people together (Mark Oberschmidt)
16	2	City generated a food centered month- cooking classes and all kinds of things Thai? Indian?. At the senior center.
16	2	A challenge to have people believe that the senior center is a diverse place
16	2	"Strikingly white"
16	2	When you dig deeper you can find that diversity
16	2	Should have a ways to do more linking
16	2	Physical disabilities – getting outdoors isn't possible for everybody. Not a place for disabled people to do physical things
7	2	Pockets of Poverty in our community: These people in poverty don't have access to all of these things mentioned above and so they might not feel like they belong because they can't afford it. The mentor program is starting up so that's good but we need more outreach. We need to get these people better access to services. How would it make the homeless people feel if for example restaurants opened their doors to homeless once a week for free but the restaurants rotated and took turns (because they are a business, they do need to profit to stay alive)
7	2	People who stick out: There was this African American child who thought she couldn't be a Disney princess because of the color of her skin. If you feel like you stick out like a sore thumb, you probably don't feel like you belong.
1	2	The disabled community are excluded. "Its a rude community". Loveland had compassion. Motorists flipping off when crossing street. Not considered a pedestrian or a person. Only 30% of bus stops meet standards. More for students/ not for me. No access to public transportation/old town. Old town is for college kids- not me.
1	2	Fort Collins not friendly to older singles- non-family/ non student. 40+ = no options, not welcoming
1	2	Limited access/ options for those without families/ partners. Immigrant families/ community members- hispanic/ Arabic exclusion. Transgendered exclusions (especially in school, sports, eating, etc).

1	2	Community cant talk about race (sexuality in loveland). LGBTQ is supported and discussed, race is not.
1	2	Jewish community overlooked/ excluded. Holidays conflict/ ideals conflict with university events
1	2	Exclusionary policy in politics/ governments
1	2	No sidewalks to get to store/ limited access. Individual attacks. No wifi areas leave communities disconnected. Kids cant do homework- no infrastructure even if they can afford it
1	2	Larimer county v city of Fort Collins leads to feeling excluded and not allowed to participate/ vote.
1	2	People live in these areas, work, and go to school, but cant have a voice
1	2	Hispanic/ lower income communities feel excluded. Predominantly white/ christian/ able bodied/ hetero in every way, leading, large institution in town
1	2	Watching young students deal with this, being "shamed", internalizing, and becoming depressed.
1	2	Segregation starts at preschool and stays with people (in some areas). "Don't go to boulder- lots of "problems" there, ie "a lot of non white families" and I love boulder and the diversity at the high school. Stigma with specific schools in city, mostly Northern side of town--> lower income
2	2	Homeless and those with disabilities Why do we feel like they're not being represented? There could be some discomfort either way, it's hard for them to have a voice. Maybe there aren't physical accommodations for entering the building. Or people with mental illness and not being able to speak to whatever their limits might me F: Ideas to help meet the needs of the homeless and make them feel more comfortable? The mission is right on the road, so it would be nice if there was somewhere they could go that wasn't such a spectacle. It's almost like you're going passed the zoo, it would be nice if they weren't so exposed The city needs to come up with a place that is more consistent where they can go and they can have a place where they can call home (like the YMCA used to be) instead of telling them they can't rest somewhere and arresting them.
2	2	I fit in more often because I look white. But it can be weird because I'll hear off putting comments about Hispanics because I don't look Hispanic, and that can be uncomfortable
5	2	Spike in homeless and immigrants, never been around with more people coming in, not until this year they have noticed it. Everyone is effected by biases, but it can go from gender, race, and body size etc. The list is huge to judge someone. The conversation on talking about biases is huge and we need to talk about that more often. Making it a norm is easier to understand people---great to have a conversation about it.
5	2	LGBT members think Fort Collins is so conservative. Important to keep in mind that even in LGBT have biases. It's interesting to see people's biases are relevant with all of us. People in general need to work on themselves to figure that out. Location does not play in
5	2	All have biases, are they evil or can we realize them, put them aside and focus on certain people first instead of in general. Person to person basis.
5	2	Seeing the bias, thinking a certain way, might not be true, but recognizing it as a bias, but having an open mind of where they came from and their history

5	2	Location: happens in certain places, but not all the time. Diverse thought process, fluid so hard to pin point where the areas of differences are. Will create a much wider conversation because having different people coming together will see everyone's opinion. Downfall? Could possibly hide their biases.
15	2	The Latino community--no one reaches out to them.
15	2	Seniors--lack of transportation and information. Participants specifically mentioned limited access to the Safeway on Harmony as being close to the senior center, but difficult to access because of the nature of harmony and lack of feasible transportation options.
15	2	LGBTQ--Loss of central resource.
15	2	Homeless or lower income individuals--not members of neighborhoods or the neighborhoods they are a part of have no sense of community. One participant suggested that Fort Collins should "aid [impoverished] people in finding resources and building communities."
	3	**3. Gaps - "What are ways that people have felt like they don't belong in Fort Collins?""Are there certain places that this happens more than others?"**
11	3	People talked about how there is a lack of education about the different sexual orientations and this negatively impacts the LGBT community.
11	3	People were frustrated that it often feels like decisions aren't made by the city govt. with the community in mind. They talked about how certain companies get to build, or get tax breaks, and this negatively impacts the community.
11	3	They talked about how they always see the same people at these events, which doesn't make it beneficial for all people, and theres no trickle down. They talked about how these forums are often at the same time or on the same day of the week and how the public transport can get people to the event but it can't take them home.
11	3	They talked about how public awareness is not high about the big problems in our communities. They discussed how this is the result of people not wanting to talk about these problems, and there also being a lack of education, because the newspapers often just paint Fort Collins as a paradise and don't talk about the real problems that it has. The group thought that many people have a ""out of sight out of mind"" mentality and people said this about the govt. as well. "
10	3	Facilitator: Do people feel unwelcome for institutional or cultural reasons in Fort Collins? It's neither, it is individual. I am Latina and speak Spanish but have felt very welcomed in the community. STORY: There was a Spanish woman who did all of the steps necessary to get her drivers license and the clerk at the DMV would not give the license to her because they claimed she had cheated via the translator present while she was taking the test. This is not reflective of the DMV as an institution but is a reflection of the person. STORY: There was a group in a high school parking lot with swastikas once. The administration should have responded and used it as a learning tool, however, they handled it differently. Institutions set the pace for how things are dealt with. For example, we have had compassionate councils and other councils who have showed more of a lack of respect for each other. These type of working groups impact our individual response.
13	3	City pushing an image → knocking down the old and building the new More concerned with growth than rebuilding what's here

13	3	Stadium, homecoming parade, etc. → very changed Identity of what belongs on campus, what belongs in the town, what belongs out further --> This excluded a lot of the fan base for these events Not meant to be mean but meant to communicate branding of CSU OVER branding of FoCO … almost like a turf war… not that negative of a feel, not that decisive but was a sudden shift and was CSU trying to brand itself against the city
8	3	Buckingham, my neighborhood, there are white pole who have recently moved in and tell me to "move to Greeley". Poudre Valley Mobile Park, tres colonias this happens in our community.
8	3	"They label you" If you tell them where you live [tres colonias] they make a face...they say that is the worst place in town" (note taker asked to clarify 'who is they?') response: "White people with money" (head nodding in agreement with other women at the table)
8	3	Gentrification is happening in Fort Collins, people are being displaced. We need a conversation with city leaders about racism. We keep talking to council, "they ignore us! They act like we don't know what is good for us"
7	3	What drives diversity away from the city or make people feel like they aren't accepted here? Not having affordability and access, as we have previously discussed
7	3	Language barriers: if people can't speak the language, then they are left out of a lot of things
2	3	F: Do you feel like maybe that plays into the race commonality, that it's an aspect that's just naturally there? I think so, when I lived in a different culture I loved to learn about it, but breaking the ice is harder. Once you get to know each other the race doesn't matter anymore. Common race gives you a head start
4	3	We are missing the integration of people who come from different groups and backgrounds
4	3	I want to be able to walk around with different group of people that look different than me in Fort Collins
4	3	I think what we are missing is people of color who are policy makers like CEO's of agencies and people of color in high government positions
4	3	We don't have diversity in our leadership positions
4	3	Do people of Fort Collins not come to Fort Collins because is there is a majority white population
4	3	qualified people don't come to Fort Collins we cant have diversity if they don't come If Fort Collins is going to be a proactive community, we need to find diversity In Fort Collins there are a lot of unqualified people in different positions
4	3	In Fort Collins I feel that the positions are provided, counseling services are offered, churches, and different programs try to help minority group with opportunities
4	3	I understand that providing all things for all people do help but its not going to help to get to where we need in Fort Collins
4	3	Providing all for everyone doesn't make it equitable giving different positions for different people is what Fort Collins needs to work on
4	3	Fort Collins need to be intentional, to continue to diversity our community. We need a leadership in our community to get that started.

5	3	Racial slurs-people do not watch what they say because they try to glamorize it. saying it in a joking manner is not joking to people who feel that way. such as calling someone a queer or gay. people who are actually gay do not think its funny when people joke around with that term. need to stop with the terms and realize those are hurtful words. Agree with above statement: racial slurs and found a lot with in school and people around their age, just a sense of comfort insensitivity towards race. Does not fit into the stereotypical role he is perceived in. Unexposed-small African American population, could that be crossing the line in a sense? Definitely. Lack of exposure, awareness and relying on stereotypes and diversity in Fort Collins. Not very accurate representation
5	3	Changes from different issues-race, falls more towards bias. Struggle with acceptance and grew up when it wasn't a big thing and creates more of a discomfort based.
5	3	Idea that race is more of the longer thing we would talk about. Coming into a situation where one does not know (ignorant) about topic, is that a biases? How do we define biased?
5	3	Inexperience with other groups therefore jump back to their own personal biases and cannot relate or connect-lack of experience, knowledge, basically relying on their biases.
5	3	Settle in to see that this place is wonderful and great. The idea of exploring biases more than what is on the surface is more valuable. Easy to do that in a place that isn't celebrated as the best place to live, but in time like this, there are some issues here that could possibly be a barrier. Focus too much on growth and need to take a step back and focus on the community first before we do any growth.
5	3	Pockets everywhere, pockets of strong biases and hatred. We need to end that. We also have a few pockets ourselves but we need to realize those, hard to face that because of shame that we have biases but we need to realize that.
15	3	Within city council--lack of volunteer opportunities.
15	3	Seniors don't have easy access to transportation, thus, many struggle to shop with ease and/or attend events like these.
15	3	Facilitator comments: Tour de Fat seemed like a point of contention amongst the older participants. The consensus was that events like this and others are directed at young people and exclude seniors. The Latino male also commented on the disrespect that Tour de Fat participants had for the predominantly Latino neighborhoods that they were riding through.
	4	**4. Gaps - "Is anyone willing to share a story of a time that they were made to feel like they DIDN'T belong in Fort Collins?"**
11	4	People of color reported that they often feel like they are not being treated nicely, even just on the street.
11	4	There are a lack of things for the youth to do, most clubs require memberships which cost money. There are no open spaces for queer or different youth to hang out at, because they are discriminated against in public.
10	4	I'm Hispanic and when I was younger I was in Denver with a group of Hispanic friends and a group of people surrounded us and threw knives at the ground around us and called us names. That is the most discrimination I have ever experienced. Facilitator: How does Fort Collins compare to Denver? We are a lot less diverse and, because of that, we experience different issues
10	4	I am Jewish and was once talking with a Christian when I first moved here (I am from California). She could not believe that I did not believe in Jesus and told me that I would got to hell because of it.

10	4	(A woman in our group told this story about someone else she knows): There was a neighborhood situation where a black man and his family moved in next door to someone who (from what I understood) identifies with a majority ethnic identity. At one point in time, the black family was called racial slurs (n word) and, because of tension after so much time, had to move out of the neighborhood. Neighborhood groups couldn't do any mediation or anything because both parties have to be willing, so that is why they moved. NIODA was an organization mentioned during this story who worked and/or had linkages to the case.
13	4	CSU students are like a product, CSU is always wanting more and more students because students are a product to grow and get more money out of… the more students the better… forget about the people who really live here
12	4	Seven years ago, we brought our son home from adoption. We were from CA, so we were used to diversity. Here, people ask us why he doesn't look like us and seem worried. I even thought about dying my hair to prevent him from having a complex. My colleague has the same experience adopting a child from China. Strangers come up to them with their kid and ask them why they chose to adopt.
12	4	It's a secondary issue, not just perception but entitlement. Fort Collins is for privileged people. I feel like we're getting policed.
12	4	(Adoptive father): I'd get yelled at for disciplining my son. People interject when disciplining anyway.
12	4	It's a small town mentality: it's okay to know your business. Small towns produce small minds Or community minds Fort Collins, where the streets are wide and the minds are narrow. Can also indicate caring and good intentions
12	4	In Pueblo, someone touched my husbands face, as if she was taking care of him. Making contact
12	4	Someone in public asked if my son had ADD.
12	4	(Hispanic participant): someone asked me if I was a gardener when we first moved in.
3	4	The hair salon example came up once again. " I couldn't find a place that could work with my hair."
7	4	(Lady from Peru) One homeless man stopped me in the parking lot of a grocery store to ask me for money. I didn't feel safe. I felt like I was being asked because I'm not white.There are lots of homeless people that just pass through. It's important to think about how safe we feel as a community.
2	4	Been in Fort Collins for 34 years, seems like she fits in and belongs because she's a white female. I've never felt like I haven't belonged. When I first started teaching, I was teaching in inner city Baltimore, and I didn't feel that sense of belonging because I was white. I was not accepted. Was a speech therapist and didn't last very long in that environment, but that was the only time I felt as though I didn't belong
4	4	Story- (feels sense of belonging to the university because of the time here), BUT "there are other needs that I have such as being a gay male, When I walk around town I don't see any homosexual couples holding hands"

4	4	Story: I got elected to the black republican party in Denver. The group told me that I'm not the white token and that I wasn't looked at any differently. Some people have to over come fear to get across the bridge.
4	4	Story: I lived in Washington Dc, I worked for a governor in Washington. Other states are so far ahead of diversity like California. My wife and I decided to move to colorado, it was surprising to me how hispanic people like me were not visible in this town
4	4	With hispanics in Fort Collins and the socio-economic level this is why they are seen as invisible in Fort Collins Usually this ends up putting the hispanics outside the city.
4	4	Story: My son was on a soccer team and there were hispanics on the team, most of the families didn't stay. i don't know if they had to work, or didn't have the money. But all the hispanics eventually dropped out
4	4	Story: A women created a video to create a perspective of the Fort Collins culture to show how Fort Collins is not diverse , more people need to see this
4	4	Story: When I go to silver grill in Fort Collins the african american and hispanic community is invisible I don't see much of different ethnicities
4	4	Story: My ancestors were jewish and i'm glad that we are raising the issue about religion in Fort Collins, I believe that religion has to be more diverse
4	4	Story: I have Cerebral Palsy, I'm not allowed to call the school district. I think there is a need for organization Fort Collins and educational systems
4	4	Story: My sister is jewish and she doesn't feel like she's welcomed here because she doesn't see any Jew
5	4	In grocery store, someone yelled raciest slur and the girl who got called the slurs did nothing about it. Some pockets where people are really doing some hate speech and it does come out in the most common areas. What do we do about that? Couldn't tell you, but would handle it better next time. Maybe there's some pockets, in nearby communities teaching people biases that are contributing to the problem.
5	4	Have never actually seen a place in foco that is very LGBT focused or people who struggle/accept their sexual orientation. Sad one cannot go to a place where they feel like they belong and safe. Whether they are present or not, need to have awareness of those resources.
	5	**5. Gaps - Any Additional Information**
10	5	One participant discussed the community group NIOTA and talked about the documentary they are involved in concerning the murder of a migrant worker coming home from work (this happened years ago). She said that the organization really works to stand in solidarity with certain groups of people, this includes the time there were objects thrown through Mosque windows. This group was there for support. Our group was, overall, really interested in the work of this organization and one of the women seemed to have involvement with it.
	5	There was once a CSU diversity event that spanned for 3 days. Each day (one of the days was a Friday) fell on a non-dominant religious holiday. Therefore, certain people were not able to attend.

13	5	Balance of people, planet, and profit Got a discount selling "people" because they conflict with "profit" Need to have people come first, then planet, and final profit when it balances with the other two; no one of these should outweigh the others Check proposals off with each group, does it meet peoples needs, check that off then move on to planet, then profit, if whatever is being advocated for can get checks from all three departments it should be pretty good to go Can't over focus one one aspect, can't over focus on money!
12	5	(Someone from the city): we're better in some ways than we used to be. When I moved here, there was an HOA meeting and the kids went to the church across the street for daycare, but we were Jewish. That community has grown, we're more mindful.
7	5	It takes a community to bring people in and together
7	5	FOCO Café: (lady that doesn't live in Fort Collins) I just went to FOCO café for the first time and it was Amazing! It was my first experience in Fort Collins and it felt great. Maybe that's where my open mindedness view point is coming from. If this takes off and expands, it can be great for the community. I think its the coolest concept. (student) It brings people of diversity together into one place. I volunteered there a few times and you just get to know people and talk to people you wouldn't necessarily talk to at a regular restaurant.
7	5	Representation is huge: For the public, we don't have a GLBT center anymore. There's no Spanish center either. We need to get more Spanish speaking staff every where in Fort Collins. The media plays a role in this topic too. They portray gender roles and that's not good to make people feel like they belong in a society. We also need more diverse representation in local government. Although, women actually have more roles in the city and that made me (lady that doesn't live in Fort Collins) feel like I belonged quicker.
7	5	What is the role of the church in diversity?: How can the faith community try to get the message across about promoting diversity? Communication is key. The connections would be nice to know what going on in other churches and areas of Fort Collins. The interfaith council? There is one and they do a good job but aren't fully inclusive.
7	5	Everything right now is soiled (Not sure how to spell but basically everything is separated and not connected): we need more connectivity to bring everything together
2	5	I've always been the short white person working in non profits and I have been the odd one out. I don't know if its my way of approaching, but I seem to seek those situations out.
2	5	When people think mentally ill they think crazy. I think if we were able to they're obviously not all there when you come across them in DC You can say the same about the homeless, but if you knew their story you would know more beyond just "they're homeless"
2	5	Refugees. We might help to facilitate their entrance into the states People wise yes, but where do we house them? I think education would be something that would really help in that case.

2	5	Yeah but it hasn't happened often because I look white, but I think most of the time people tend to be respectful, but there are some bad eggs Do you think they're just trying to act cool? Most of the time it's pretty extreme like "Aw fucking Mexicans" and I think, why do you feel the necessity to say something like that? It's just openly racist. F: Do you feel like education would help with that? What would help to open their eyes? Yeah. Education would help, discrepancies are always an issue because people see things in different ways I think the media doesn't help with that, portraying things in extreme ways
2	5	I work at CSU and see it a lot with the staff. The custodial staff or the front like cook staff sometimes are treated like they're invisible, and they're under appreciated. If you're cleaning bathrooms it's easy for people to walk by and not notice you
2	5	Homosexuals. Thinking about derogatory language people really get going with that one
2	5	I don't think you could make fort Collins more appealing than it is right now, there are a lot of people moving here
2	5	F: What stops people? Cost of living. (unanimous, lots of agreement here)
2	5	I was really surprised to see we didn't have any Muslims. I don't know how people came to this
2	5	I think quite a few forums; many have come out of the city or out of CSU. There was a professor and a Muslim and talked about their relationship. It was at a library and well attended. Those are educational things that are enlightening for people
2	5	In Indianapolis they went neighborhood to neighborhood and invited people to a forum like this to get a base line and then discussed next step and it really helped to turn around the community. Having those conversations.
2	5	We have neighborhood night, it's a block party type thing, it was sponsored by the city, but it was only the diversity within your 2 or 3 blocks. So it wasn't diverse if you didn't live in a very diverse area
2	5	The US fest got out of control about 6 years ago. A big community event, but there were some issues that had been going on downtown that boiled over that night. They overlooked some issues that weren't addressed There was animosity between police and bars downtown and it got out of control. The police thought they had things under control but it made things worse.
5	5	Affordable housing-homeless: would be very sad if every economic couldn't find a place in the city. They should be able to find places to work, live and thrive. Need to help the homeless. Need resources put into the homeless community
5	5	Resources for homeless-main shelter in foco won't accept animals. There are requirements to get into certain shelters and thinks that's stupid. Need to have more understanding of needs to the homeless. They are people too.
5	5	Mental health center: talk about homelessness. Support from the city and county to figure our facilities for homeless could just stay local instead of-- stream lining existing resources. Bond issue for the building to accept people whether they are suicidal or drug problems. Shouldn't go to the jail but somewhere that will really help them.
15	5	Citizens should be involved in City Planning--developers should not be allowed to be "cheap."
15	5	Planning and land use must be conducive to ALL citizens--not just young, rich, white people.

15	5	My Comments: There was substantial talk of the need for a non-profit clearing house of sorts that would direct people who want to be involved or who need resources. Latino and LGBTQ communities are especially in need of a clearing house website, because they are often unaware of the resources available to them. It is difficult to get people in these populations involved, because they already feel disenfranchised, so it is difficult to get them to trust the process. Moreover, because the distrust of the system is passed down from generation to generation, it is unlikely that these populations will try something new.
3	5	"Latina/o community are not as accepting of her since she is a lesbian. She has no strong connection with her latina/o brothers and sisters. She has no strong connection to the hispanic community because she is lesbian. She feels there is no place where she belongs. She even looks at voting records when she chose a home. Then she even drove around to look at bumper stickers in the area she was look at a home to see if she would belong.
3	5	She (Black, Lesbian) was curious to see if the refugee population feels like they belong.
3	5	She (Black, lesbian) tried to move to certain sections of Fort Collins and did not feel safe because she is lesbian. There is a difference between feeling safe and welcomed. She has even received death threats because she identifies as a lesbian. When finding a home, she walked the neighborhood to see how people would react to her and to see who would talk to her. She identifies as a person of color
3	5	She feels that police have been profiling students and black individuals. Her son has been profiled by the police. He has been pulled over and asked why he is going into the specific neighborhood he is driving into. (She identifies as Black). She believes that police are working on the issue but it is still a problem.
3	5	The lesbians from the table seemed to feel unsafe in many place of Fort Collins as did the People of Color from my table.
11	5	They also talked about the huge amount of diversity at the university was being wasted because no one is talking to one another, and people need to talk to other cultures.

Resource Mapping

During the process, each table was provided a large sheet of easel paper, and were asked to write down organizations or community members who do important work in helping people to feel like they belong, and then to draw solid lines connecting resources that work together, and dotted lines for resources that should but do not currently. The following data consists of the notes from this activity.

Table	Facilitator Notes
	Notes from the Resource Section as participants created their maps.
1	"Well that's great you've experienced that, Ive never been hugged at the grocery store, which I guess says a lot about diversity." Writes "churches" other member fits into circle "temple, mosque, synagogue, Emphasis on inclusion" Lots of support for next door apps/ tech to increase belonging community involvement. Who controls housing? Neighborhoods? Housing for those with disabilities/ affordable housing to be put on farm/ rural properties- why cant they be a part of the community. Neighborhood community events/ structured activities Subsidized housing- "I don't really care to get to know them, unless they live right next door. Not looking to build bonds with people I don't identify with." Neighborhood King soopers, campus west- more families, landlords don't care about college students/ renters and would take advantage the students felt like they weren't involved or good neighbors. "Be a good neighbor" University needs to give students more resources or tools to make this happen. "You don't bother me, I don't bother you" What can we do to support students? Cant afford a lawnmower--> lawnmower library Increasing sharing community resources students/ renters, not the same buy in or responsibility. Issues with mobile home parks (especially north end) landlords/ hispanics/ Spanish speakers giving different rules/ info/ restrictions What resources are the city providing for disenfranchised members of the community? Different fines for community members, trying to push people out Businesses need to hire people with disabilities to overcome/ fight stigmas. 80% of people with disabilities aren't working. "If a box is checked, resume/application is thrown out." Small and big business needs to address it

2	The Murphy center Parks and rec Fox Tail Pond (Affordable housing for veterans) CSU Bohemian Foundation Disabled resource services Puder school district Student think tank Aztlan (The recreation center) FC office on aging Puder valley homes Matthew House (Students and youth, their ability for housing and support) Respite ARC The mission Otter cares North front range youth continuum Department for Human Services Summit Stone

4	CSU Lilac Larimer Latinos African American Cultural Center Asian Pacific Cultural center Native American Cultural center El Centro Poudre School District Resource for Disabled students City of Fort Collins Summit Stone rental health Laven Center SAVA Splash Nico Pride The Family center la familia UC health Healthy Harbors LGBTQ Vida Sana 211 DAB (parent organization) Human Relations Commission Human Service Food Bank UAG capitol charities Disabled resources Colorado DBR Health District MAC Medicad accountability team Sprouting up Grow in a project Child protective services Senior Center Elder house Elder pet care International Programs Lions Club Foco Cafe

7	Didn't have much notes here has the table didn't really describe what each person, agency, or group did with one another but rather just drew the lines. Acronyms on table 7's map: PSS: project self sufficiency INTO: International programs at CSU 211: United ways resource and referral line SOLGBT: student organization LGBT HPI: homelessness prevention initiative SAVA: sexual assault victim advocacy IFC: interfaith council UW: United Way N2N: neighbor to neighbor
8	We have organizations but whose in it? Are there People of Color in those organizations? We put together holidays, Cinco de Mayo, and its nice that it is a city-wide event. Yes, let have more city wide event that honor People of Color. Facilitator: What is the City doing well? "I don't have anything to say about that" At least the city has "started the conversation." It would be nice to have an open forum. Facilitator: what would that look like? Allow people to address the crowd with their thoughts and experiences. I would like to see the city council here. These conversation are always with the same group of people. Facilitator: Who is not here? who is unrepresented at this event and has no resources? Black people, Asians, undocumented. There are no organization or representation of members of this community in the city. We need to have better access to health care for the undocumented and everyone. Facilitator: Any last thoughts? We don't know what the resources are; "people don't know where to go when they have issues"

10	CSU is inclusive Starbucks is homogenized The further South you go from Horsetooth, those subdivisions don't have a good sense of community (they don't know a lot about the different groups in our community, who is struggling economically, racially etc.) They (those who live South of Horsetooth) drive to their fairly well-paying job and then drive home and pull into the garage and in between don't have to have much interaction with people different from them. Churches are both inclusive and exclusive We have a lot of nonprofits who take care of specific needs and work well with one another. There are a lot of organizations in Fort Collins who are willing to engage with each other and the community The city of Fort Collins has offered me so many opportunities. Just speak here and you will be heard. The City is very inclusive and accepting, they run welcoming events. I have not seen anyone else this open to public opinions (This was said by the woman who has just moved here from Russia). (Question directed at the Latina and Russian woman at our table): Have you both found what you're looking for here? Are there any places where you can just "find out" about Fort Collins? Answers: The Coloradoan, The Murphy Center, and United Way all have a lot of information about Fort Collins. There places are all located at the North end and there are people who need resources like this on the South end, but these organizations are a good step in the right direction. There is a wide variety of volunteer groups and organizations, which is great. "Even if they are already working together, there are always ways to improve those relationships." We have a lot of strong donors in this town.
11	"Programs and organizations: Foco cafe, NoCo Pride, Womens shelter (crossroads), Bohemian foundation, homeless gear, Murphy center, Matthews house, habitat for humanity, otter care, food bank, CSU SDPS office Community life center, McBackpack, Churches. Most of the groups were connected on the map which is good because it means our community is working together. The group noticed that there wasn't a lot of multicultural based community centers, and they decided that it is because they are not city funded. They viewed this as a bad thing. "
12	Women Gives was started by the United Way. So these are organizations that bring people together? La Familia is a center that's a fully multilingual school. They also take drop-ins, for homeless people, kids kicked out of their homes, immigration problems. B-sharp does concerts for people with dementia. When I first moved here, there was a welcome wagon. We don't have that anymore. I think of places that bring people together but that aren't inclusive, like the breweries. Other participants: write that down

13	We have a college here… Done pretty good, had a big diversity of mayors for example (female, latino,etc.) leadership doesn't necessarily have same issues the community does which is good! Mason street corridor! Max, transport improvements Open spaces and attention to them --> Combining flood mitigation and open spaces; Great balance and asset for the town The MAX (public transport) → connection with Denver; Will look back on all of this in 20 years and realize how great this was The lessening of number of trains and train noise has been amazing! (Train switch opened up in Greeley so they don't have to come through here)
15	The only thing we wrote down on the map was that there should be a connection between TransFort and the Senior Center. +Bus system should be faster and have a narrow backbone centered on neighborhoods. *Proposed MAX as possible backbone.* +Red Tail Ponds was included in the discussion. We need more housing for low income people/homeless people (especially veterans). *RamsHorn is not effective transportation--it does nothing to increase connectivity.

16 Senior center- hospitals really help them
Natural Areas- "Ya we work with the senior center!"
VIDA SANA*- works with HOA's, people knew to go here to get more in touch
La Familia*-
El Centro*-*Do they work together? *Are these the only ones we have for the Spanish speaking community? with Hispanic populations.
LSC and Cultural center
Community foundation of Northern CO
Museums- could do a better job "celebrating the diversity that is here"
Food Bank- churches should donate, Lions club gives, CSU internationals use it
United Men of Color
PSD
City Parks and Recreation
CSU international friends
The Coloradoan
Poudre library district
CSU Rec center
Lions club
Downtown Business Assoc.
RamRide- "Do you have to be a CSU Student to use Ram Ride?"
Transit- "A lot of people can't get to a new really nice King Soopers" (Disabled and Elderly) "That's the City Dept. of Streets"
Family Leadership Training Institutes- Works with VIDA SANA but they could be   doing better
CSU office of diversity and Social sustainability and equity and inclusion are starting to work together.
CSU has a lot of diversity they could be contributing to the city
More involved with the city more than "I've ever seen"
STRONGEST CONNECTIONS THAT WE FEEL:
Between the senior center and the transit center. Fought to have the bus stop brought back.
You can take a class from the senior center on how to use the bus system.5$
CSU and the CITY
Hospitals and the Senior center for inclusion
VIDA SANA and Natural Parks/areas
Library and the community in general (international nights)
WEAKEST CONNECTIONS We do need more ties
In Wisconsin it was like the library was the hub
Windsor library has partnered with parks.
We should look to partner library with more
Seems to have a very segregate agenda as of now- it doesn't have a lot of blanks even though whats there is good
The library should be more important because it can be
Churches should be more connected to things.
You can't get good transportation to churches
Natural areas and Parks don't partner enough with people

Next Steps - Community Players

This section includes the raw data collected during the final session of the event. Each table was asked to brainstorm specific actions that various "community players" could perform to the sense of belonging for everyone in Fort Collins. Each table was provided a set of 10 "Community Player Cards" which allowed them to write down ideas and actions for the various players to consider. At the end of the event, those cards were posted on easels around the rooms so everyone could look over the ideas generated by the other tables. This document includes all the unedited comments provided at the event, organized by community player category. Notetakers also captured discussion at the tables. These discussions are italicized.

Table	Facilitator Notes	Community Player
12	*Artists: Address diversity and cultural history in their art* *Thinking about the artists in North College, how do we teach artists to address livability?* *North College has 6-8,000 residents; they don't need a huge network to get connections going, just a few leaders, create work from the bottom up* *Theater and arts has a role. Telling stories and histories. Someone with a camera films someone making a family recipe that brings the neighborhood together.* *Like Holocaust Awareness, had to change location because of turnout this year.* *I appreciate remembrances but can't participate. We aren't representing a cross section of the public with remembrances.*	Artists
10	*It would be nice to see businesses collaborating more with the homelessness issues/resource distribution.*	Business
3	*Businesses and the city: Inclusivity training* *Businesses have to engage in inclusivity training, is your establishment one where transgender, women, people of color feel safe?* *I said that too, the city should offer classes to businesses about diversity and being an ambassador to your community.*	Business
7	*Businesses: equal and fair pay at work- that is really important to make sure that families can survive; especially if cost of living is increasing; also promotes equality between different types of people*	Business
3	*Businesses: Regulate or require those places. –diversity training and biases.*	Business
15	*IDEA: Businesses should be more aware of different populations--seniors in particular. They shouldn't compromise their main market, but they should make things more amenable seniors as well.* *IDEA: Business should not be able to use "religious freedom" as a screen for discrimination.*	Business
3	Higher more diverse populations (recruit, hire, retain) Create more opportunity for diverse populations (specifically at CSU)	Business
1	Hire individuals with disabilities and make accessible	Business
1	Stock products that appeal to diverse communities	Business
1	Sponsor events that are inclusive and welcoming	Business
1	Train staff in diversity and inclusion	Business
1	Hire diversity	Business
1	Smile and welcome diverse community members	Business
1	Restaurants should give away leftovers not toss them	Business
1	Gender inclusive bathrooms	Business
2	Living wage	Business
2	Understand and welcome NPOs to educate their staff on common issues as a partner	Business
2	Affordable housing for middle income	Business

3	*Fund community groups/ activities.* *Sponsor training; invite community members* *Liaison with other organizations to address issues* *Trainings available to buisnesses at low cost* *Fund pool of money for marketing companies to speak to D, I, E* *Family leave policy* *Market to diverse populations* *Hire more diverse employees (at all levels of the organization)*	Business
4	10,000 villages	Business
4	Otter box- at last provide numerous volunteers, supports PSD well	Business
4	Demand supplier diversity through internal MOU stipulations	Business
4	Intentional hiring practices, talent acquisition, pipeline programs and mentorship for underrepresented populations	Business
4	Quality translation and interpretive services available	Business
4	Low cost/ no cost/ sliding scales available	Business
5	Actively promote diversity/equity	Business
5	Provide health insurance	Business
6	Insure employees are welcoming to every client they interact with (core values)	Business
6	Value diversity in hiring processes- take the time to make sure they have diverse staff @ all levels	Business
7	Aim to be more inclusive during hiring process	Business
7	Ensure that there is equal pay for equal work	Business
7	Provide resources/support for employees with families (maternity/paternity leave/ time off)	Business
8	Hire diverse workforce	Business
8	Business should look to invest in Hispanic organizations and people of color	Business
9	Make an effort to unlearn prejudice and present your employees with opportunities to do so as well	Business
10	Offer diverse services/ products	Business
10	Bus stops nearby?	Business
10	Partner with non-profits to collaborate inclusion	Business
10	Partner with schools	Business
10	Appeal to diversity that exists in town	Business
10	Work to avoid/ reduce gentrification when developing	Business
10	They have great self-sustaining local business that make fort Collins more enjoyable and memorable (like krazy karls)	Business
10	Needs more businesses that cater to ethic and cultural needs (for example more barber shops that know how to take care of African American hair)	Business
11	Community friendly policies in business, make hire diverse	Business
11	More youth accepting spaces, affordable housing for families	Business
11	Encourage employees to volunteer and give back to the community	Business
12	Work force housing- assume some role	Business
12	Should hang "welcome all" signs in all windows downtown where history "white trade only" signs used to be	Business
12	Employ triple bottom line practices	Business

12	Train employees on inclusivity to make businesses safe spaces for customers and employees	Business
13	Low interest loans for small business	Business
13	Hire outside comfort zone	Business
13	Hire from universities with more diversity	Business
14	Know names of regular customers, welcome all customers	Business
14	Become educated n working with serving all clients	Business
15	Examining "religious freedom" as cover of some businesses for discrimination against targeted people (lgbtq)	Business
15	Business should be more oriented towards seniors- different populations	Business
15	Maintain hours longer in the day/night for those who work double shifts, have sleep disorders, or work odd hours	Business
16	Business overall contribute much economic and resources to the city	Business
16	Allow employees certain amount of hours to volunteer	Business
16	Business need to be mindful of wages provided to employees	Business
12	*City or businesses: Create and display "All are welcome signs"* *We mentioned historical signs, like "White Trade Only," the city now has the "All are welcome" slogan. I would love for the city to create a sign that says the new slogan in the old font and put it in every store downtown.* *Businesses or the DBA could sponsor it* *They should have the city stamp. It would get people talking about our history.* *Get people curious.* *My aunt grew up here and saw those old signs.* *How do we encourage people in the majority to ask difficult questions.*	Business/Local Government
5	*Coalition groups/Task forces: more churches or religion places do more to really up those who are in need. More opportunity there, but having someone who is on their side really helps. Opportunity to help people, would be more of that coming from faith communities*	Coalition Groups/Task Forces
1	Work to offer more minorities	Coalition Groups/Task Forces
1	Partner	Coalition Groups/Task Forces
1	Collaborate on grants to work towards inclusiveness	Coalition Groups/Task Forces
2	Inclusiveness	Coalition Groups/Task Forces
2	Identify ones and publish this information	Coalition Groups/Task Forces
3	Communicate more about vision and missions	Coalition Groups/Task Forces
3	Bring them together quarterly for info/networking	Coalition Groups/Task Forces
3	Collective impact, shared agenda, etc	Coalition Groups/Task Forces
4	United way	Coalition Groups/Task Forces
4	Bringing diverse people together around common values	Coalition Groups/Task Forces
4	Having important conversations in safe spaces	Coalition Groups/Task Forces
4	Major political parties	Coalition Groups/Task Forces
5	Listen	Coalition Groups/Task Forces
5	Fund multi access point web site to interconnect organizations	Coalition Groups/Task Forces
6	Out reach to their community and the overall community	Coalition Groups/Task Forces
6	Talk to each other	Coalition Groups/Task Forces

6	Make sure there are diverse voices at the table- don't just broadly invite, invite personally- let the marginalized or minority voice lead some discussions	Coalition Groups/Task Forces
6	Make sure time/place/transportation/ childcare are conducive to diverse participants can attend	Coalition Groups/Task Forces
7	Pool resources, see where there is need or overlap	Coalition Groups/Task Forces
7	Advocacy at the policy level	Coalition Groups/Task Forces
7	Reduce silos- collaborate more	Coalition Groups/Task Forces
8	Awareness	Coalition Groups/Task Forces
8	Advocacy	Coalition Groups/Task Forces
8	Opening communication	Coalition Groups/Task Forces
8	Work with city council- make aware of issues	Coalition Groups/Task Forces
9	Make a greater effort to be welcoming at every opportunity. Make friends with members of your organizations, as well as with their families, helping others feel they belong with help you do so, too.	Coalition Groups/Task Forces
10	The do an excellent job at out reaching local cultural centers and directing people to those centers that need them	Coalition Groups/Task Forces
10	Provide events	Coalition Groups/Task Forces
10	Support other non profits and insight skills center	Coalition Groups/Task Forces
10	Community foundation of Northern Colorado	Coalition Groups/Task Forces
10	Excellent community work/grants to nonprofits	Coalition Groups/Task Forces
10	Lacks diversity on staff board	Coalition Groups/Task Forces
11	Disability access and resources	Coalition Groups/Task Forces
11	Provide outreach/ professional development to school districts and government	Coalition Groups/Task Forces
11	Be transparent	Coalition Groups/Task Forces
11	More lgbt education and connections	Coalition Groups/Task Forces
12	Should promote/advertise cultural events and welcome all	Coalition Groups/Task Forces
12	Unite to woke independently within the city on stabilizing neighborhoods	Coalition Groups/Task Forces
13	Work together monthly meeting of executive directors	Coalition Groups/Task Forces
14	Find a way to reach out to involve minorities	Coalition Groups/Task Forces
15	Reach out to other groups	Coalition Groups/Task Forces
15	Greater cross pollination between groups	Coalition Groups/Task Forces
15	Participate in hared projects such as community resource database and shared calendar	Coalition Groups/Task Forces
16	Work among different age groups	Coalition Groups/Task Forces
16	Work with other nonprofits to meet broad range of needs. Business and non profits together	Coalition Groups/Task Forces
16	A great resource of people is coming together for the greater good	Coalition Groups/Task Forces

12	*Collaboration: City, neighborhoods, health systems, schools, non-profits, university, faith-based: Leadership and community training for marginalized communities* *We spend so much time and resources giving services to marginalized communities or training majority communities in diversity; we should offer marginalized groups training in leadership and community organizing and knowledge of their rights. Like Promatores* *Recognize systemic oppression.* *Sometimes it's just not taught, the school, the city, they are teaching and empowering people.* *Schools should do it for parents.* *The healthy system should do this and is doing this.* *Neighborhoods are creating formal organizations.* *All kinds should do this, we should have a community plan for churches, cultrual programs, boys and girls clubs, the university, cultural organizations, representatives should all learn at same time, all ages.*	Collaboration
14	*Organizations need to work on avoiding overlapping services* *Maybe have a non-profit conference* *this would save funding because when multiple organizations are working on same issues they are wasting funding when they could consolidate and it could go to other things* *Lay people also need to know the services provided by different nonprofits* *Nonprofits should supply information to local newsletters (like senior ones) and also this would be good for schools*	Collaboration/Non-Profit
16	Local non profits and PSD could be doing a lot more work together Book trust isn't in the schools- but scholastic brings books to the schools	Education/Schools
7	*Disability equality in the classroom; including and incorporating them more, especially autistic kids.* *More inclusive history lessons that show representation of diversity and inclusion so that students are learning their background and other peoples backgrounds and they are equally represented in the class room*	Education/Schools
5	Could do more to help people	Education/Schools
2	*F: I know these conversations kind of happened as we went, but can we talk about why you wrote down where you did?* *LGBTQ and shelters under Non-profits. Our school has a really big lgbtq population and so we need somewhere they can feel safe and loved* *Students as a group underneath the question. Because a lot of this can be fixed from a young age.* *It becomes generational, different generations are coming up with a whole different mind set* *Under schools dealing with the homelessness and mental health all has to do with funding and make sure theres services for lgbtq to be treated fairly* *Transportation under government because we have the most incompetent bus system ever, just to go from point a to point b can be time consuming and expensive. Take it away from the well to do in the city to outside where it can reach the communities that really need public transportation* *The north west side specifically, anything away from CSU doesn't have much of any services. It's extremely time consuming and transportation around here requires a car. It's almost faster to ride a bike* *The only reason we have a bus is because we live around PHS* *The one next to us only goes to the mall, and it's really long.* *Businesses: We get a lot of phone calls about businesses refusing business to people. To educate their staff to practice inclusive behavior and provide access for disabilities.* *Affordable housing: So many people I work with make a pretty good salary but have to commute because of the cost of living here. I think it's a little bit of the University and local government.* *Not a fan of the stadium.*	Education/Schools
1	Fund IEP services more	Education/Schools
1	Take students out on field trips	Education/Schools
1	Require work with community	Education/Schools
1	Bring psd students to the libraries, be more welcoming to lgbtq+ students and faculty	Education/Schools

1	Hire more staff like Marie that can build relationships in community	Education/Schools
1	Gender inclusive bathrooms	Education/Schools
1	Address access, opportunity for all students from low income	Education/Schools
1	Exhausted transportation fees to participate, $ uniforms, instruments	Education/Schools
1	Barriers to equity	Education/Schools
2	Homelessness	Education/Schools
2	Mental health	Education/Schools
2	Safety	Education/Schools
2	Food	Education/Schools
2	LGBTQW	Education/Schools
2	Night workers	Education/Schools
3	Do peace circles! (community building dialogues) Hire more diverse teachers, coaches, and administrators, provide more inclusive training and dialogue for students and staff Get to know the families of their students Provide students opportunities to understand and help students with specific needs. Partner with different offices on campus to host event/initiatives where k-12 students work with university students Diversity training for all teachers in PSD	Education/Schools
4	Student diversity	Education/Schools
4	FRCC single parent student support group	Education/Schools
4	PSD high schools	Education/Schools
4	Mckinney program	Education/Schools
5	Mental health advocacy, awareness, and resources	Education/Schools
5	Promote diversity awareness	Education/Schools
6	More qualified role models	Education/Schools
6	Look to increase student population- diversity	Education/Schools
6	More service learning programs	Education/Schools
6	Self-esteem courses/mentoring	Education/Schools
6	Increase funding to inclusion office. Need more family liaisons	Education/Schools
7	Try to prevent bullying	Education/Schools
7	Sex ed	Education/Schools
7	Provide more resources for ESL students	Education/Schools
7	History lessons that are more diverse	Education/Schools
7	Provide more resources for free and reduced lunch students	Education/Schools
7	Better resources for the emotionally disturbed.	Education/Schools
9	Transparency on hiring process	Education/Schools
9	Do not discriminate against minorities, older professionals	Education/Schools
9	Offer "equal opportunity"	Education/Schools
9	Do not allow nepotism in a public organization and favoritism	Education/Schools
10	Schools should partner with UC Health for healthy kids	Education/Schools

10	All schools should be responsible for including students with disabilities	Education/Schools
10	Partner/collaborate better with local nonprofits serving kids	Education/Schools
10	Partner with City if FC utilities for career development/internships in water resources and treatment operations	Education/Schools
11	Make schools more accessible to parents and CBOs	Education/Schools
11	Ensure equitable collaboration/engagement for all families	Education/Schools
11	Safe schools for 'queer' youth	Education/Schools
11	Support for wrap-around services and follow up	Education/Schools
12	Greater equality of treatment of underrepresented student by teachers and administration.	Education/Schools
12	More cultural competent/inclusive teachers in the classrooms	Education/Schools
12	Address bullying issues, harassment, sexism, in student to student interaction	Education/Schools
12	Include curriculum broader representation of cultures and contributions of individuals of many backgrounds, cultures, and ethnicities.	Education/Schools
13	Teach inclusive history, not just mainstream culture version of events and foundations of our government	Education/Schools
13	Native American history is American history. Positive examples of diverse leaders	Education/Schools
13	More diverse student government	Education/Schools
13	Higher admittance of minority students	Education/Schools
13	Tax break incentives for meeting certain diversity numbers	Education/Schools
14	Encourage involvement of parents	Education/Schools
14	Reach out to parents – go to them	Education/Schools
14	Encourage critical thinking about surroundings and environments	Education/Schools
14	Newsletters that advertise community services	Education/Schools
15	Get gender/ sexuality and equality into our schools early curriculum. Gender is learned in first grade so teach it young! Embrace other languages in curriculum	Education/Schools
16	Multicultural/inclusion education not only for students, but or parents, families, staff, support staff, neighborhoods and neighbors	Education/Schools
16	Design community programs bigger than students and parents	Education/Schools
16	Encourage (and fund!) student groups that promote diversity, equality and scholarship	Education/Schools
16	Shadowing opportunities	Education/Schools
16	Need transportation on Sundays, but realized a lot of churches do have trans so who's role is it? Reactions: People are trying, but it's difficult to get ones that can offer on Sundays—I think it does belong to the church—there are partnerships, we offer English classes because of ties to a strong Spanish community.	Faith Communities
3	Cooperation among faith communities to benefit those in need (homeless population) Interfaith council does this "	Faith Communities
1	Open houses to invite community in to learn about their religion	Faith Communities
1	Make events accessible to individuals with disabilities	Faith Communities
1	Provide translators for people who don't speak English	Faith Communities
1	Open their doors to other groups	Faith Communities
1	On csu stop harassing people	Faith Communities
2	Food	Faith Communities
2	Homelessness	Faith Communities

3	Preach acceptance	Faith Communities
3	Interfaith dialogues	Faith Communities
3	Share efforts to assist those in need	Faith Communities
3	Research "toxic charity"	Faith Communities
4	Serve 6.8	Faith Communities
4	Food bank	Faith Communities
5	Do more to serve or provide shelter to the homeless populations- provide shelter space and referrals to resources in the community. Get members to provide jobs (even part time, temp work) to those in need.	Faith Communities
5	More interfaith interaction	Faith Communities
5	Challenge biases/outreach	Faith Communities
6	Fostering community growing relationships by creating space for people to connect and share	Faith Communities
6	Lift people up through food, money, ect	Faith Communities
6	Reach out to homeless people to help create safe place to be across the city	Faith Communities
6	Provide services without bringing religion to it	Faith Communities
7	Don't necessarily have to be a member to utilize resources	Faith Communities
7	Promote diversity to acceptance in their teachings/discussions	Faith Communities
7	Be involved in community actions to enhance diversity	Faith Communities
8	Our faith communities need to do more to think outside of their comfort zones and reach out to the poor communities to learn about other people. If we are truly God's people, his word says help the poor. Reach ot to people of color to be inclusive in their churches.	Faith Communities
9	Keep supporting their community members	Faith Communities
9	Co operate with other faith communities	Faith Communities
10	Need transportation available on Sundays	Faith Communities
10	Partner with each other- Hispanic and English speaking	Faith Communities
10	Community activities	Faith Communities
10	Promote diversity	Faith Communities
10	Offer English classes	Faith Communities
11	Be part of community dialogues	Faith Communities
12	Should start conversations as to why some lack so much diversity and how can make others feel welcome	Faith Communities
12	Taking social justice more centrally in their mission and community development work	Faith Communities
13	Choose a common goal to focus monies/activity	Faith Communities
14	Work together for common goal	Faith Communities
14	Interfaith council is great	Faith Communities
14	Promote open services for anybody	Faith Communities
15	Viewing Betty Aragon's "choice city" film with opportunity for conversation on issues presented	Faith Communities
16	Working w non profits	Faith Communities
16	Need more faith communities to participate in the interfaith council to learn to be inclusive	Faith Communities
16	May feel they are better than non-faith based groups	Faith Communities

16	*So many resources people just don't know about- the library could close that gap* *Reactions: yes—right – We talked at the Lion's club that there should be a website or something where we can pool those things, where can I find that?*	Library
11	*More people should experience the multi cultural retreats so that they can better understand each other. Each quarter a different type of org (govt., faith based, university) would bring a group of people for a retreat focused on multi culturalness.*	Local Government
11	*There needs to be more accessibility for disabled people, there are currently "no rules" on making things accessible, at events and festivals.*	Local Government
1	*Gender inclusive bathrooms with changing tables in all bathrooms. All need to be handicapped accessible. Everyone at table enthusiastic and supported.*	Local Government
5	*Regulate or require those places. –diversity training and biases.*	Local Government
7	*U+2 is unfair against students and can make them feel like they don't belong in Fort Collins because they can't afford to live with fewer people. Creates/created a conflict between students and the government if they get busted for just trying to survive. It can also be discriminatory against LGBT couples who might not be married but have kids.*	Local Government
14	*Multicultural communication on City's home page* *Website does not have easily accessible language options* *City of fort Collins need to invest in good translation services (not google translate) they need to spend time and money on finding translators that are sensitive to dialects* *Individual read the original "Art of Belonging" brochure sent to La Familia and said whoever created it used google translate and La Familia was unable to distribute it to Latino families. Individual had to rewrite brochure with correct Spanish.*	Local Government
14	*There needs to be more outreach activities for low income and underserved populations. these activities should be more community based and involve the participants who will be attending the event. Event coordinators need to "Meet them where they're coming from." Participant explained all the many times the city or an organization/institute will hold a cultural event for a minority community, but will impose the event onto them. this is not successful. City should do more to bring events into the town and community as a whole. There needs to be more outreach for elderly population as they are often isolated. Individual feels there isn't an expectation for outreach from people like law enforcement and mention Red Feather Lakes.*	Local Government
1	*Unincorporated Larimer county bus services/ public transport. Young students have no access and have to travel of busy N/E area where there have been fatalities. Construction also closes/ limits access. Bike lanes are there but need more continual improvements. Traffic is a challenge- "small town mentality with larger town issues" leads to frustration and rudeness*	Local Government
1	*Online event boards for people to be able to see events that are not on the particular email list of events. If you aren't on the email list, then you would never know about them. (Community calendar)* *More festivals for cultural events* *Higher more diverse populations (recruit, hire, retain)* *Create more opportunity for diverse populations "*	Local Government
1	Wifi Access for all	Local Government
1	Make bus stops ADA accessible	Local Government
1	Create support for mixed neighborhoods so different people get experience living with difference	Local Government
1	Gender inclusive bathrooms	Local Government
1	Mediation services for community conflict in housing	Local Government
2	Housing- affordable	Local Government
2	Aging	Local Government
2	Mental health	Local Government
2	Migrant workers	Local Government
2	LGBTQ	Local Government

2	Transportation/ access outside city	Local Government
2	Reliable and late hours/ weekends	Local Government
3	Better health policies	Local Government
3	Examine customer services	Local Government
3	Police training in mental health issues	Local Government
3	Affordable and desirable housing	Local Government
3	Facilitate some kind of online community event site	Local Government
3	More police training for diversity	Local Government
3	Hire more diverse staff\get city council to make DIE a priority for city leaders	Local Government
3	People of color in leadership positions is critical. Find qualified folks and get them here	Local Government
4	This type of community conversation	Local Government
4	Office of sustainability	Local Government
4	Need to put Latino staff in visible and leadership positons	Local Government
4	Transportation needs to be accessible and convenient, not all for just downtown and csu	Local Government
4	Don't forget Larimer county and law enforcement	Local Government
5	Provide networking opportunities Individual mental health collaboration a lot to help families but not so much individuals Lead the way toward diversity awareness Support an array of affordable housing initiatives and solutions	Local Government
6	Listen more, talk less	Local Government
6	Help not hinder people	Local Government
6	Stop justifying areas of growth	Local Government
6	Hire diverse workforce especially in the diversity and inclusion office	Local Government
6	Hire diverse admin	Local Government
6	Denial of problems that are in existence	Local Government
7	Provide affordable housing	Local Government
7	Have policy representation which represents diverse community interests	Local Government
7	Enhance transportation services- especially to north side	Local Government
7	Have Sunday/holiday bus service	Local Government
7	More resources to support not for profit organizations	Local Government
8	Increase affordable housing	Local Government
8	Solve the homeless people situation	Local Government
8	Stop displacing people from low income neighborhoods	Local Government
9	Hold more workshops like this one!	Local Government
10	Neighborhoods have basic infrastructure (sidewalks)	Local Government
10	Hire for diversity	Local Government
10	Library specifically: Do a better job at making people know about their programs	Local Government
10	Increase their programming to include more ethnic offerings	Local Government

10	Tone down on parking and speed traps	Local Government
11	Community friendly policies in government	Local Government
11	Access to events/festivals for more people with disabilities	Local Government
11	Multicultural diversity training	Local Government
11	Engage more citizens in policy making	Local Government
11	Make it easier for citizens to participate	Local Government
11	Go to where people are at. Don't expect them to come to you	Local Government
12	Co creating and creative place making annual summit to share ideas and build community around building community	Local Government
12	Continue to introduce ideas related to diversity and inclusion for city employees	Local Government
13	More public hearings outside of council meeting	Local Government
13	Listen to homeless and do what they need	Local Government
14	Stop trying to be a "white knight"	Local Government
14	Bilingual translation	Local Government
14	Multicultural communication on city home page	Local Government
14	Outreach activities for low income and under served population	Local Government
15	Remove caucus closed limitations by enforcing party elections	Local Government
15	Foster community and partner involvement in businesses by providing community stipends	Local Government
16	Multi language skills increased	Local Government
16	Health department needs to update its agenda as for Collins changes	Local Government
16	More youth coalitions	Local Government
16	How to better publicize positives an reasons for not doing things	Local Government
16	Mentor civility in interactions	Local Government
16	Continue what you are already doing so well let people participate have their voice heard use their input to get better	Local Government
8	*We need to bring more awarness about racism. There needs to be more showing of the film, Fort Collins: Choice City for Whom? We are not having a conversation about racism and ignorance.* *Facilitator: What makes it difficult for people to stop being racist?* *"Maybe they don't like hispanics"* *"If they are not willing to change their mentality"*	Me
5	*Seeing different sides of issues and background ands culture-most beneficial thing you could do. See things with 360 vision could understand everyone/everything. Getting started is the most important: could potentially miss a lot of aspects*	Me
13	*Speak out because silence is complicity* *As individuals we have responsibility to talk about things, participate, and remind others in our everyday interactions → being constant voice for diverse people, creating respect for others* *Attitude of exceptionalism in FoCO so if no one is talking about issues, we are the best and can stay the best*	Me
1	Continue speaking up Find allies in the vision to be more inclusive and affirming of diversity Ride my bike more Stop my routine and look out for others more Attend more work shops like this Join groups: meetups, newcomers	Me
2	Open mind	Me

2	Involvement	Me
3	Host neighborhood get-togethers/open houses Join groups to volunteer, work on these issues Have more listening conversations	Me
4	I work with csu diverse offices and programs	Me
5	Talk less, listen more	Me
5	Take an active role	Me
5	Engage/participate/volunteer	Me
5	See as many sides of an issue as possible	Me
5	I work with outreach and engagement within the field of health equity. I learn about people different from myself and seek opportunities to interact with folks of other cultures	Me
6	I talk to diverse groups not just my own	Me
6	Not to profile	Me
6	Get involved in efforts to make a positive change	Me
7	Attend public forums	Me
7	Consistently be aware of who's not at the table	Me
7	Inspire others to speak up about their beliefs by inviting them to group discussions like this	Me
7	Question my own pre conceived notions/views	Me
8	Bring awareness about racism	Me
8	Talk with community about inclusion and diversity. Attend city council to speak on behalf of the working poor and Hispanic community	Me
8	Be able to speak and be heard	Me
9	Be more accepting/ try to understand different cultures	Me
10	Attend city county wide meeting to help develop diversity needs within organizations like senior center, lions club, etc	Me
10	Volunteer	Me
10	Find ways to be a lead in the community	Me
11	Be an ally for someone different from me	Me
11	Educate the community about youth homelessness, LGBTQ equality, and safe spaces, disability access	Me
11	Encourage more individuals to engage in these conversations	Me
11	Share this experience with groups I'm involved in	Me
11	Listen better to peoples stories	Me
11	Work to get youth involved in policy making	Me
12	Reaching out more to our elderly neighbors	Me
12	Taking more time to clean up my neighborhood as a neighborhood project	Me
13	Speak out- silence is complicity	Me
13	Listen to others	Me
13	I'm do it by attending these meetings	Me
14	Make more effort to go out and meet, accept, and learn about people in the community	Me
14	Step out of comfort zone and get to know others- might mean going to something I don't normally go to	Me

16	I can actively seek out people with other identities to learn more	Me
16	I can stand up against microaggressions	Me
16	Keep on learning. Not stay silent. Let my voice/ opinion be heard when needed	Me
13	*MEDIA - more inclusive media portrayals* *Even if demographics don't add up, make ads more diverse to make those marginalized populations feel included* *"The more you see something, the more you'll be okay with it"* *Have more diversity in media will make it more normalized… the actual population will feel more accepting and able and comfortable to catch up* *Still some things that aren't inclusive → never actually dealt with racism here even if it's not as inclusive as it could be, there's rarely actually open racism (compared to major cities like growing up in Denver)* *Inclusivity and diversity are here in fort Collins but needs to be open about that diversity existing, you can see it in this room, need to promote that throughout the city* *When only perception of diverse ethnicity is what the media portrays: this is the start and end of where the problems come from and can change* *Once you have someone to vouch for you and no this is not a scary person or a scary place and that breaks down those walls → people are scared of what is foreign and what is not us* *Sitting in student center w/ white, Indian, and black (Self) roommates → ask black man if he plays football or basketball and when he said no they asked well then what are you here for? --> That was his most overt ex. of racism here in his whole life (now an old man) and even that was just out of ignorance*	Media
1	Arts programs	Miscellaneous
1	Foundation provide funds for leadership development at residents in neighborhoods that are in transition (Northside fort Collins) [the new frontier]	Miscellaneous
2	Federal government	Miscellaneous
2	Students	Miscellaneous
3	Need some sort of central community calendar location website where every organization can enter events, services. Time after time I hear people say they never knew till after something was over and maybe or maybe not (a lot) saw it in the newspaper. Even the city doesn't know what the left hand is dong verses the right hand at times. This would help make the city more inclusive. People would see totally new things to try where they wouldn't know the actual individual website to research. Need to include city county, csu, organizations, FRCC, clubs, etc.	Miscellaneous
4	More inclusive/realistic media portrayals in society	Miscellaneous
4	Ending media perpetuated stereotypes	Miscellaneous
5	Transportation: expand MAX bus to the university center for the arts at CSU.	Miscellaneous
6	Accessibility	Miscellaneous
6	More accessibility in all buildings as a requirement	Miscellaneous
7	Encourage politicians to better follow the community guidelines. I.e. be brief, listen with curiosity! etc	Miscellaneous
9	Hospitals	Miscellaneous
9	Provide education classes and services at senior center and through aspen club provide access to services to all citizens in community	Miscellaneous
9	Provide information and research for health to diverse populations	Miscellaneous
10	Poudre Library	Miscellaneous
10	Needs to collaborate with local organizations and work towards being the hub of information for our community	Miscellaneous
10	Should promote or give voice to local/diverse organizations	Miscellaneous
10	Do provide educational and cultural programs	Miscellaneous

12	Is Fort Collins becoming a "white city"?	Miscellaneous
15	Trans-fort transportation: Sunday service and evening use max as backbone target senior and out of reach locations	Miscellaneous
5	*Don't identify as a certain neighborhood. Hard to see where they are. Renters come and go. Hard to keep track of. Very tough due to lack of understanding. –promoting neighborhood to have block parties and outreach events to gather more people together and come to a community. –knowing your neighbors is important to have a connection.*	Neighborhood
7	*Establishing neighborhood coalitions to promote diversity and including where they live. Residents felt discriminated against the (story)HOA owner and are starting to organize to argue and fight against ir because it is ridiculous how people are getting kicked out. This is happening between latino communities and their Caucasian landlords*	Neighborhood
11	*Have block parties/get to know your neighbors, the barrier is getting people interested. Also a block party has to be registered, and this is tough especially around campus. There are a lot of unorganized neighborhoods, and they want to give them a voice.* "	Neighborhood
1	Hold events that promote getting to know each other like yard sale, group volunteer project	Neighborhood
1	Use next door app	Neighborhood
1	Wave to each other	Neighborhood
1	Make an effort to meet new neighbors	Neighborhood
1	Be good neighbors	Neighborhood
1	Students have issues with landlords with causes disputes with neighbors	Neighborhood
1	Have a "sister city" type relationship with underserved communities where we get to know people from different areas and experiences.	Neighborhood
2	Help with school communities	Neighborhood
2	Open to diversity	Neighborhood
2	Open to holding forums to discuss community issuies	Neighborhood
3	Neighborhood centers for parents and preschool	Neighborhood
3	Neighborhood service projects	Neighborhood
3	Neighborhood cleanup days	Neighborhood
3	Host block parities	Neighborhood
3	Community potlucks	Neighborhood
4	Helped me move my car in the snow	Neighborhood
4	Neighborhood block parties that bring people together	Neighborhood
4	Free programing in neighborhood parks	Neighborhood
4	Could use more neighborhood diversity events in old town neighborhoods beyond marathons and foco mix and beer festival	Neighborhood
5	Outreach	Neighborhood
5	Interconnection	Neighborhood
6	People welcome new neighbor	Neighborhood
6	Host open houses/ potlucks/ block parties	Neighborhood
6	Fix streets	Neighborhood
6	Help neighbors participate in civic processes- offer rides, or take notes, or something else to allow folks to participate	Neighborhood
7	Establish neighborhood groups/ coalitions to enhance diversity where they live.	Neighborhood
8	For manager to work with community with respect. To see the community playground improved with all age equipment	Neighborhood

8	Public meeting to address concerns and ideas	Neighborhood
9	More diversity/ diverse groups of people within communities	Neighborhood
10	Needs to change you plus 2 law to something more reasonable for students and potential home buyers	Neighborhood
10	Good at keeping neighborhood clean, snow free, and well kept	Neighborhood
10	Does well, neighborhood night out. Would like more opportunities for people to meet socialize with neighbors	Neighborhood
11	Have block parties to build a sense of community	Neighborhood
11	Tools for neighborhoods to raise a sense of community	Neighborhood
12	Form registered neighborhood orgs to hold inclusive forums for addressing community development issues	Neighborhood
12	Encourage communication methods to allow folks to age in place/community by helping neighbors with minor chores, shopping, etc.	Neighborhood
13	Communication between CSU and local neighbors in regard to transportation	Neighborhood
13	Care for the open spaces/ plants/ animals	Neighborhood
14	Have more street gatherings	Neighborhood
14	Welcome new neighbors	Neighborhood
15	Create neighborhood support structures (social media groups, networking groups)	Neighborhood
15	More in person contact opportunities	Neighborhood
16	Need more cross pollination get north to partner with south	Neighborhood
16	Highlight cultural identities	Neighborhood
16	Allow low income housing into their midst	Neighborhood
16	Neighbors get to know each other. If the neighborhood does not have a leader to organize neighborhood, city- please step up and offer something to the neighborhood under your leadership	Neighborhood
5	*Need to recognize these more and make them more relevant to the community.* *focuses on family and children on mental health. Summit stone is only one but expanding resources for adults in mental health would be great. –looking at all of these connections, trying to make connections between them. Enter and drive at the same time.*	Non-Profit
5	*Focuses on family and children on mental health. Summit stone is only one but expanding resources for adults in mental health would be great. –looking at all of these connections, trying to make connections between them. Enter and drive at the same time.*	Non-Profit
1	Hold more open houses to invite community members in their door	Non-Profit
1	Have groups that are working on similar projects with similar groups collaborate more- city can facilitate?	Non-Profit
1	Reach out to non traditional audiences like outdoor organizations	Non-Profit
2	Aging	Non-Profit
2	Homelessness	Non-Profit
2	Food	Non-Profit
2	LGBTQ youth housing	Non-Profit
2	Education on community issues	Non-Profit
3	United way could bring related non profits together to collaborate	Non-Profit
3	Inclusivity, diversity equity training for all staff including leaders	Non-Profit
3	Examine client services (for providing) in respectful strength based welcoming environments. Approach collective impact!	Non-Profit
4	Bohemian foundation	Non-Profit

4	Project self sufficiency	Non-Profit
4	Foco café	Non-Profit
4	Team fc	Non-Profit
5	Connect more with existing organizations	Non-Profit
5	network	Non-Profit
6	Collaborate with one another- collective impact	Non-Profit
6	Train staff on cultural competence	Non-Profit
6	Hire diverse workforce by hiring talents and not degrees	Non-Profit
7	Support for more access to meet needs (unserved needs)	Non-Profit
8	Education	Non-Profit
8	Services to under severed populations	Non-Profit
8	advocating	Non-Profit
9	I think they're already doing so much that I don't know about, so I can't really say what they could be doing more of.	Non-Profit
9	No competition- trabajar juntos	Non-Profit
10	Role: assist all people who have a particular need (food, shelter, special circumstances)	Non-Profit
10	Should try to reduce duplication	Non-Profit
10	Use data to identify gaps in services	Non-Profit
10	Community weaving- collaborate with a non profit and a community organization	Non-Profit
10	Collective impact	Non-Profit
11	Gender identity and sexual orientation equity	Non-Profit
11	Reducing rape culture	Non-Profit
11	More cultural centers/ orgs	Non-Profit
11	Increased education for non profits on how to be advocates and how to change current systems	Non-Profit
11	Access for people with disabilities at festivals and events	Non-Profit
13	Stop duplication where possible	Non-Profit
13	Support youth programs	Non-Profit
13	Inclusive of different abilities	Non-Profit
14	Responsible for knowing what other non profits to do so they don't overlap a lot of services and fight for funding	Non-Profit
14	Make sure entire community knows about them and what it can offer the public	Non-Profit
15	Resource databases for under privileged populations, helping people to get involved to increase participation make for better economic growth by opening up to partnering	Non-Profit
16	Using resources effectively	Non-Profit
16	Collaborating	Non-Profit
16	It is a continuous, never ending process	Non-Profit
16	*Senior center- provide services to all citizens in the community*	People in the Community
5	*Understanding the different cultures and people that are living in this city and try to make it a more welcoming and less cliquey town*	People in the Community
14	*We have to make more of a push to welcome and integrate people who are different from us (white people).*	People in the Community

1	Be welcoming to diverse cultures	People in the Community
1	Continue learning	People in the Community
1	Ask questions instead of judging and discriminating	People in the Community
1	Go out of your typical routine to meet diverse people	People in the Community
1	Don't accept problems—for example with different rules in trailer home areas—this is unacceptable.	People in the Community
2	FOOD	People in the Community
2	Become aware and educated	People in the Community
2	LGBTQ acceptance	People in the Community
3	Engage in actions to influence city government	People in the Community
3	Vote	People in the Community
3	Join groups	People in the Community
3	Go to representative's open forums	People in the Community
3	Write letters	People in the Community
3	Welcome neighbors	People in the Community
3	Landlords lower rent	People in the Community
3	Offer assistance to individuals in need—homeless, hungry, lost.	People in the Community
3	Listen to each other's stories	People in the Community
4	Show Betty Aragon's film about the need for Latino/a acceptance in F.C.	People in the Community
5	Challenge ways of thinking	People in the Community
5	Community involvement	People in the Community
5	Speak up/talk to local government officials and representatives about concerns or issues that negatively impact diversity or inclusion in our community	People in the Community
6	Challenge ways of thinking	People in the Community
6	Community involvement	People in the Community
6	Speak up/talk to local government officials and representatives about concerns or issues that negatively impact diversity or inclusion in our community	People in the Community
8	Work together as a community	People in the Community
8	Feel with rights	People in the Community
9	Speak up/ be proactive about community needs	People in the Community
9	Reach out to new people in the community	People in the Community
10	People need to be able to access transit	People in the Community
10	People need to feel welcome in public spaces	People in the Community
10	People need to hear about opportunities to get their voice heard	People in the Community
10	Affordable housing	People in the Community
10	OFFER LANGUAGE CLASSES	People in the Community
11	Get outside your comfort zone	People in the Community
11	Reach out/awareness	People in the Community
11	Realize that prejudice happens in Fort Collins	People in the Community

11	Promote safe spaces for all identities	People in the Community
11	Be aware of the community in which you live	People in the Community
11	Poverty is real	People in the Community
11	Homelessness is real	People in the Community
11	Inequity in our schools is happening	People in the Community
12	Get engaged—be part of the solution	People in the Community
12	Volunteer—get a goal each year and find new issues/causes to engage with	People in the Community
12	Increase awareness, understanding, acceptance	People in the Community
13	Be accepting	People in the Community
13	Don't be a jerk/scary	People in the Community
13	Learn another language	People in the Community
13	Host a foreign student	People in the Community
15	All people involved and included	People in the Community
15	Offer more mixed scheduling [for events] to include 2nd and 3rd shift workers	People in the Community
16	Publicize individual events that are part of their community	People in the Community
16	People like to help—they just may not know how/are fearful	People in the Community
16	Encourage partnership with diverse communities	People in the Community
16	It's okay not to be involved	People in the Community
12	*University: Broadcast debates on diversity issues* *Big schools often do debates that are broadcast on the radio, like is free speech alive and well on campuses* *We should have these forums* *The conversation needs to breech through the usual players* *More people have opinions that would never show up here* *We always here that Ferguson could never happen here, but it could* *And it has to Latino populations.* *We've seen the party areas, Trayvon Martin could happen here*	University
5	*University: connect more with the city by merging more with other schools around the city, and businesses-having them back their university*	University
13	*UNIVERSITY: dictation rather than communal/inclusive decision with the community, only inclusive of city officials they need to pass their votes* *-Agrees → the parking issue within neighborhoods right around CSU is horrible* *-There is no venue for communication between CSU and neighborhoods on these issues* *-Need serious solution for this … can't just call yourself a green campus by having students park in neighborhoods surrounding, make enough on campus, cheap parking!* *- Need better infrastructure laid down for these students* *- Is there even an on-going way to communicate between the city and CSU as a person who lives in a student neighborhood?* *- Meetings for Campus West with CSUPD and community → this was built b/c it was a serious problem area* *- Dense student living areas increases lots of problems → crime is concerning in it's heightened increment* *- It's better than a lot of places but how do we keep it from getting to that level*	University
1	Partner more with community	University
1	Offer csu culture speakers etc events for all community	University
1	Intentionally invite groups feeling disenfranchised- lower income/ethnic groups	University

1	Partner in professional development to offer diversity and inclusivity throughout our community not just on campus	University
1	Provide students with tools to be good neighbors	University
2	Housing	University
2	Mental health	University
2	LGBTQ	University
2	Education on community issues	University
2	Diversity training	University
3	Publicize more campus events to community	University
3	Examine more ways to collaborate with the city (programs, speakers, events, etc)	University
3	More events that encourage students to become involved in the community	University
3	Provide expertise to community at very low cost night improve town/growth relations	University
3	Welcome community member to campus- perhaps a welcome and get involved" centered effort	University
3	Affordable desirable housing	University
4	Attracts diverse employees and students, speakers	University
4	Raise awareness about diversity through programs, events, campaigns, etc	University
4	Does yearlong diversity programming and is a space where some individuals experience the most diversity they've ever experienced	University
4	FRCC	University
4	ROTC athletic dept.	University
5	Connect with neighborhoods	University
5	Community outreach	University
6	Hiring role models as examples	University
6	Help students connect with neighbors and be citizens of fort Collins- engage	University
6	Act as a community hub- network resources, bring diverse individuals together	University
6	Have every new student/staff/faculty member go through a great diversity program including visual voices	University
7	Better awareness of international students around campus and the programs students can get involved in to make them feel welcomed	University
7	Addressing of discrimination by CSU staff, faculty, students, etc	University
7	Making a "no nonsense" policy so those that are discriminated against don't feel ignored	University
7	Requiring ethnic studies, gender, sexuality and women's studies courses	University
7	Requiring participation of men in the movement to address sexual assault and not always putting role on survivors	University
8	Collaborate with community facilitate training for community	University
9	Promote feelings of safety on/around the neighborhoods to the campus by promoting many different opportunities to help member of the larger fort Collins community. Varied cultural exposure	University
10	Affordable housing	University
10	Food access	University
10	International cultural events	University
10	Giving great student and social resources to different diverse students	University

10	Good student organization	University
11	Engage in community	University
11	Encourage employees to be advocates in community	University
11	Recognize community involvement for tenure	University
11	Establish better partnerships with psd especially for teacher training	University
12	Public broadcasted debates on community development issues	University
12	Integrate students into community and service opportunity	University
12	More vocal advocacy for marginalized communizes in fort Collins (housing, diversity etc. more committed off campus)	University
12	Developming a sound relationship with rest of the community	University
12	Should spend less time breaking diverse students out into their own groups and more time educating the "white" population to be more welcoming	University
13	The university can provide bussing from the old stadium for their students instead of having them park in city or community housing parking	University
13	Include Fort Collins in decisions, don't just dictate. Create a university board	University
13	The university can admit a more diverse student body to make fort Collins a more accepting community	University
14	Teach diversity inclusion classes as requirement	University
15	Better vehicle and foot path transit	University
15	Use golf carts rather than a bus that doesn't penetrate campus inner paths	University
16	University contributes hugely to the economy of the city	University
16	They can be more mindful of allowing the campus to be used by city, nonprofit, and business organizations	University
2	Hire more diverse populations (recruit, hire, retain) Create more opportunity for diverse populations (specifically at CSU)	University

Post-Survey Reflection Questions

Participants were asked to complete a one page (front and back) survey. Here are the responses to questions that asked them to reflect on the content of the event.

What is the most important thing you would want people to know from this meeting?

The comfortness in expression and acceptance

People care about community and diversity in Ft. Collins! We are not alone and collaboration is possible

There are a lot of people who care about fort collins being a welcoming community where people feel they belong. Sometimes it just takes suspending judgement and labels

It was safe

Disabled homeless people need help

That so many people want to have conversations about belonging/diversity/inclusion

Lots of thought/ concerns/ new ideas/ new issues

That in general the community is doing a good job as a community, however, cutting both ways, not experiencing belonging to or being in the hispanic/ latino community.

There are so many resources in our community working on various "Spokes in the wheel" that if brought together could rally leverage one anothers strengths to build a more welcoming and equitable community.

Inclusion of Spanish speaking and low income families into our community

Diversity is important

Accept diversity in the community

We have a lot of good work ahead of us as a community concerned with belonging.

That there are many voices not present in the population of this group

This city has got to improve diversity and break down barriers. Lots of discussion and ideas, but we have to mobilize/ take action. This is a good start- we have a long way to go

The importance and impact that affordable housing and transportation would have on our community.

There are so many people and organizations that care and are working to make FOCO more inclusive. There is something being done!

We can express ourselves about our community

That fort collins may have a lot of awesome stuff but not everyone feels safe, welcome, or heard. So we still have a lot to do to truly become the "choice city" for everyone.

It was a great opportunity to discuss issues and share thoughts of community issues.

That fellow community members care about building a better, more inclusive community and that everyone has a role in building such a community

That we do have passionate citizens who care about this work and that the work needs to be done!

Diversity is an important issue which creates multiple problems that have to be addressed with an open mind.

There are organizations in larimer county/ fort collins doing good work. We cannot do this alone.
Thanks for hosting the forum. This is important and I'm glad people are working on it.
The only way to get things done is to communicate with all kinds of people.
Without inclusion or change we will get stuck in a perpetual state of wanting change but never achieving it.
There are a lot of ?maiturated? people in this town.
We have a great community that is GROWING--sheer size--crowing and ensuring access. We are growing more diverse. We have more poverty/ethnicity, more disability. They all live here and don't feel included.
What great conversations we had.
Everyone is different, with their own stories.
They have the ability to make themselves and others feel part of the community.
The CITY needs to know how many came/what was said.
We can do more and we need to move to action--not just more idea generation.
That participation was impressive.
History and perception are big themes in the obstacle column. Arts and neighborhood connectivity can be solutions.
Get involved, this is great use of my time
This community is more diverse than we may realize, since a lot of diversity is not obvious or based on looks.
Visibility is a major key for progression and change
It's interesting how the city of Fort Collins deals with race.
Things are better than 10 years ago
We can talk
More meeting like this is needed
That we need to have an honest conversation about racism, about what it is going to take to be inclusive.
All had the opportunity to speak
Where do we find the results from the meeting?
There are good things about our community and challenges. Sharing and working together can help address the challenges and enjoy the positives.
There is a strong interest in FC for more connection and inclusion for ALL. It will help if the city of FC funds this effort appropriately (leadership, activities, resources, etc.)
We, as a community, MUST put our ideas into action. I've been in FOCO almost 50 years and these conversation rarely result in any tangible action to move forward. *Footnote: Needed lots more time and effort for action planning. Spend less time on intro comments and more time in suggestions for actions. Also, didn't see much value/purpose in the mapping exercise. Took time away from brainstorming ideas.
We care about others in our community.
Many people are interested in maintaining and improving social sustainability

That the minorities need to have a voice and their voice is sometimes not listed to. They feel discriminated against and this threatens the sustainability of the community because it loses human capital.
It seems like if the people want to learn they appreciate any person like another.
That there isn't even inclusion of the different groups of citizens that live in Fort Collins. I am thankful because this a great step toward inclusion.
there are groups and people working for inclusivity in the community.
We have come far in forms of inclusivity, but there is still a long way to go!
Keep an open mind! there is always something to learn.
That inclusivity is on the front of work being worked on and that we are just scratching the surface.
We can do so much by working together and we ware already doing it! We are on the right path!
A diverse group of individuals is working hard to make this community better.
Networking is possible! People's opinions are an amazing resource.
good job
It is possible to talk about diversity and inclusion regarding multiple subjects at once.
That Fort Collin has a large number of engaged, motivated citizens based on the turnout and active participation in this event.
Each person in the community has the responsibility to welcome people into our community.
Differences matter and that doesn't mean separates us but means that it is a part of their reality
Folks are concerned about need to increase inclusivity
Great opportunity to hear diverse perspectives. Excellent job by Malia and Lahni from CPD
Everyone at table had a change to share
That these conversations are happening!
CSU has an excellent cultural center that has many problems that helps cater to different ethnic students. I believe it would benefit fort Collins to seek council and work with the CSU cultural center in catering to its ethnic residents
Listen more
That the city is trying to develop awareness and solutions to diversity issues
we are seeking answers to problems or preceived problems regarind diversity
there is a lot of interest in this issue, and most people shared that fort collins is welcoming, but under the surface there are still serious issues/challenges getting to the equity
people are curious about each other, and caring, and would like more opportunities to connect in diversity events like this
there are so many resources and we need access to them
that everyone is welcome. we all need to learn from each other. important to keep learning and developing ourselves to our full potential.
shared/inclusive voice; mucho importante
"talking it through"-best medicine
issues are intersectional

that action is coming
that there is a need to look at inclusivity
Thinking about people who may have been missing from tonight's conversation, how can we best engage these community members?
I wonder how we could reach people who identify as Muslim
Seek others who are community leaders who are from other group
Get to know people who are not like you so that you can personally invite them, This may mean getting out of your comfort zone and going somewhere you dont normally go. Make sure meetings are accessible
Is there a way to work with churches or other gathering places to provide thoughtful dialogue?
ow income, children teens, spanish speakers, native
go to them, drive them
Find a community leader to help invite people
Demographic answers were surprising! Majority of white, retired, protestant women?!
Surveys? More opportunities like this perhaps at the neighborhood or city council district level?
Provide transportation and stipends for low-income (over 25 years old). Invite religious leaders from minority religious establishments and their followers. Offer an a.m. option in addition
Ask low income people to attend, provide child care and food. Most importantly invite them. They probably are not here.
sending out surveys about welcoming, acceptance, and community engagement
Religiously muslim- more direct invitations
low income, people of color, LGBTQ, Diversity of religion
Did we have representation from member of undocumented families? What about hispanic coalitions, homeless coalitions (larimer latinos) Cheryl Distasio? Faith communities?
Bring the conversation to their places of work, their neighborhoods, etc
maybe the people from (illegible) I can invite them next time
Go out in public and talk to them
More direct outreach and in person conversations. Culturally competent. Translated well ahead of time. bring it to the people, don't always make them come to you
Groups of diversity youth
Go to where they are comfortable at a time that is convenient
teens from the community
No members of the muslim community were present if the clicker count was accurate. Specifically approach this community it encourage participation
Identify them and work together to publish this information for the public

Given the current political climate, it would be great to encourage and include the muslim community
The community members not included could just be reached out to more.
I would suggest trying to include people who are Muslim.
Try promoting in different community center like Aggie Village.
Spread the word--face-to-face invites for those without WiFi access; personal invites--make the experience feel welcoming.
Offer more of these?
Talk, don't be afraid to talk.
I would love to have you ask the same questions to a diverse group of PSD students!
Ensure events have easy access to public transportation.
Hard to know who is missing outside of clicker data
With a ?prayer?
Young adults and CSU students. LGBTQ and alternative genders
Those with two jobs, those who need reliable transportation to and from the event, and introverts.
Increase our visibility so these members can feel welcome
By getting transportation available to senior citizens
Invite poor/homeless and disabled. Also low income.
Latinos
We should make attempts to get to know who is missing
Continue to have more forums and find people of color to help network to this community. They NEED to be at the table.
Continue inviting
More publicity
More information at community
Actively outreach to the Hispanic community, disabled resource centers, homeless shelters, etc. Provide transportation, childcare, translation, food.
Low income--not sure how well-represented refugee/undocumented people were--how to reach them?
Put information online and in community bulidings.
Anyone that feels marginalized--poverty, mental health, "homemakers." Awareness of what other groups and individuals are doing.
Members of a lower socioeconomic status that don't have the resources in order to participate (information, transportation, education level, etc)
More younger people through the schools, community college, and CSU
The next time that we have an event like this to extend the invitation across other institutions like the school district and do this far in advance.
Key players organizations know about it - united way, interfaith council, office on disabilities.

People of differing ability often do not participate in forums such as these. We need people to help give a conduit for these others to speak.
Got to them ie. elderly, those lacking transportation
different abilites
Got to where they are: workplaces, churches, schools, shopping(?)
More events, more outreach, and possibly smaller satellite events around the city to encourage local participation.
Hold these meetings in places that are easy and comfortable for those who are in diverse populations to attend (for example. Northside Atzlan)
Tough questions. Keep reaching out/provide incentives - food/coffee/other?
outreach - diverse communities
I heard about this from class - otherwise I never would have known. more publicity - especially on csu's campus
recognize their absence and find ways to better understand their viewpoints
missing- representatives of the homeless and migrant community - engage by out reach to homeless shelters and services.
Got to hem. ask how best to involve them.
Go to where they are
hold small events in their spaces where they are at home and safe
need to go to them
outreach to them - for example - events at northside
keep name on list and always have food
I would love to see City Council here. childcare could help get more folks here. reach out through other networks - not just through the usual email list of non profits.
Put more posters on CSU plaza to help get students to participate on these events
Find out why they weren't here, change that
Advance planning and notification-we were invited by someone who knew about this meeting
advanced planning
take the meetings to the neighborhoods
advertise (newspaper/radio coverage) (fliers at nonprofits and social services)
outreach
publicize the event in different sections of town and have meetings to find out what people want and need help with
need to offer a variety of times; lots to accomodate/include 2nd and 3rd shift workers.
good press re upcoming events
other times; this was a very difficult setting for those with hearing aids
i highly recommend multiple smaller events; I'm through nonprofits, schools, and businesses.
very difficult question

the youth-school connections

go to their neighborhoods
go to adult classes
go to their faith based organizations

For future community forums, what topics would you like to see given a focus?

Topics that include young people because there are a lot of problems that are happening with them.

Diseased populations (AIDS, cancer, etc.) and Mental health

homelessness. housing

Homelessness, suicide rates, refugees

What the city/local government can do to improve diversity and inclusion in Fort Collins

Mental health, communities networking in NoCo, environmental issues

LGBT and representation and resources

Affordable housing

learn about differences

Transportation. minority inclusion. what an individual can do

access to public services - transportation, bilingual services, free events?

understanding human bias

services for all human bean (side note form typer. I think they mean human "being")

LGBTQ, disabilities, access to services, healthcare, etc

asking what people know or want to know about other cultures

affordable housing; connections and not duplication of events, at least not all within some time frame.

affordable housing

multi-ethnic identity (other)

disabilities, health, collaboration and connection opportunities

more of this; neighborhood connectivity

definitely discuss academic spheres growing with the public sphere

how to increase participation of people in underprivileged populations

-inclusitivity
-city engagement-how to be involved

Homelessness

Faith group connections - interreligious/faith dialogues and roles in community. Bringing in HS students into the conversation

Growth, what and how we change and stay the same as the city grows so fast

equity, inclusivity, diversity

queer issues

Take the most important issues raised tonight and build from there
increase diversity recognition
Water, energy, communication
I would like to see open spaces and parks and rec activities attended by populations in need.
feminism, sexism, more awareness of race
Integrating our diverse lives
Creating a better, multi- cultural approach to town. "white washing" removal
How can we address mental health needs in fort collins, especially in patient and detox needs?
Race issues in the community
sexual assault awareness
Intersection between environmental protection and quality of living
check order in the construction on the city these are people working everywhere (roads)
I think more like this- about diversity and inclusion
Racism in fort collins
how to deal effectively with an aging population
community change
Aging
Homelessness
Middled aged community and aging
Focus on mental health and community homelessness
Focus on mental health and things to help students
Transportation and housing
Homelessness
Narrow focus--really tackle specific issues like poverty and ethnic issues.
Diversity--especially LGBTQ
All of them.
Disability
Stability--neighborhoods experiencing tranistion
Similar
Affordability and opportunity
School funding--including bricks and mortar
Growth

How to increase well being of our community; and keeping community safe and clean with our expanding populous.
Mental heath in the veteran/homeless population.
Infrastructure before construction
Parking around campus
Racism, gentrification. Allow it to be an open forum, allow people to talk to the whole room. I was disappointed to see the set up tonight.   *Footnote: I appreciated Annie speaking Spanish, but is she Spanish? You want me to relate? Have people of color in the city speak--white people who speak Spanish aren't what we need to be inclusive!
Necessaries in the community
Low income housing
Integration--community
This same topic, again, and again, and again...
How will FOCO become more affordable? How can FOCO sponsor more cultural events? FOCO leadership MUST put resources into this effort--SIGNIFICANT. Put money where mouth is! How do we influence this process? Would like to see the city put resources into promoting historical people, efforts, successes--who has helped create this city?
Positive efforts in Ft. Collins; Cultural differences in F.C.
This topic seems fascinating and very necessary, thank you!
A little theory of diversity in society. (I am a professor and I think that a little of exploration of the fundamentals of the area of academics of diversity in the social sciences.
Topics that include young people because there are a lot of problems that are happening with them.
Diseased populations (AIDS, cancer, etc.) and Mental health
homelessness. housing
Homelessness, suicide rates, refugees
What the city/local government can do to improve diversity and inclusion in Fort Collins

Post-Survey Evaluation Questions

Participants were asked to complete a one page (front and back) survey. Here are the responses to questions that asked them to evaluate the communication throughout the event.

Question		Percentage	
Would you say you had sufficient OPPORTUNITY TO EXPRESS YOUR VIEWS today?			
	Definitely No	2%	
	Probably No	4%	
	Not Sure	1%	
	Probably Yes	25%	
	Definitely Yes	68%	
On a scale of one to five, how important a role did you play in today's discussions?			
	1 Not at all important	1%	
	2	5%	
	3 Moderately important	41%	
	4	39%	
	5 Extremely Important	13%	
When other participants expressed views different from your own today, how often did you consider carefully what they had to say?			
	Never	0%	

	Rarely	0%	
	Sometimes	4%	
	Often	29%	
	Almost Always	67%	

How often do you feel that other participants treated you with respect today?

	Never	0%	
	Rarely	0%	
	Sometimes	1%	
	Often	16%	
	Almost Always	83%	

When you spoke today, how often did you feel your ideas were heard by your fellow participants?

	Never	0%	
	Rarely	0%	
	Sometimes	2%	
	Often	26%	
	Almost Always	71%	

How often did you feel pressure to agree with something that you weren't sure about?

	Never	57%	
	Rarely	36%	
	Sometimes	4%	
	Often	3%	
	Almost Always	0%	

Post-Survey Demographic Questions

Participants were asked to complete a one page (front and back) survey. Here are the reported demographic characteristics of event attendees. These demographic measures may differ from Keypad Data, because they were administered at the end of the event and the post-survey was optional.

Question		Count	Percentage	
Ethnicity origin (or Race): Please Specify your ethnicity.				
	White	61	65.6%	**Other**
	Hispanic or Latino	20	21.5%	Latino Asian American
	Black or African American	4	4.3%	Also marked Hispanic/Latino
	Native American	3	3.2%	Human (I'm French, Belian, German)
	Asian/Pacific Islander	0	0.0%	Also marked Hispanic/Latino
	Other	5	5.4%	Black/African American/Asian Pacific Islander
	Total	**93**	100%	White/Hispanic/Latino
				White/Hispanic/Black
				Latina/Asian American
What is your gender identity?				
	Female	63	67.7%	**Something Else**
	Female to male transgender	0	0.0%	Intersex
	Male	27	29.0%	

	Male to female transgender	2	2.2%	
	Not sure	0	0.0%	
	Something Else	1	1.1%	
	Prefer not to answer	0	0.0%	
	Total	**93**	100%	

Sexual orientation: Do you consider yourself to be:

	Heterosexual	71	77.2%	**Something Else**
	Lesbian	8	8.7%	Pansexual
	Gay	2	2.2%	Pansexual
	Bisexual	4	4.3%	Queer
	Something Else	5	5.4%	queer
	Prefer not to Answer	2	2.2%	This is not important to me
	Total	**92**	100%	spaio-demi-sexual

Age: Which category below includes your age?

	17 or younger	4	4.3%
	18-20	1	1.1%
	21-29	17	18.5%
	30-39	9	9.8%
	40-49	21	22.8%
	50-59	12	13.0%
	60 or older	28	30.4%

	Total	92	100%	