



Commerce City, Colorado



DIVERSITY, EQUITY AND INCLUSION COMMISSION

2024 Annual Report

Our purpose

Mission

The DEI Commission shall advise Commerce City, City Council and City Manager regarding opportunities to address issues of diversity, promote diversity programs and provide guidance to create a more equitable, accessible, safe, welcoming, and inclusive government and community; and practices for conducting outreach, public engagement, removing barriers, and increasing access in a diverse community; events and activities relevant to promoting inclusion in the community.

Vision

The vision for the DEI Commission is to create a more inclusive and equitable community where all individuals, regardless of their background or identity, feel valued, respected and empowered to full participate in our community.

Our goal is to foster a community where everyone can thrive and contribute to the common good and differences can be celebrated as a strength that enriches our collective experience.



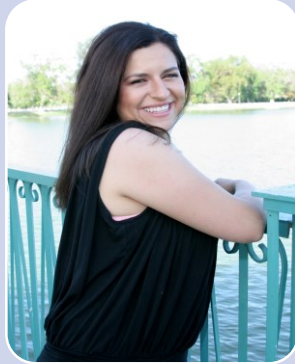
Commission Leadership



Iona Longsoldier
(she/her)
Chair



Bianca Gonzalez De La Rosa
(they/she)
Vice Chair



Ana Le Scoezec
(she/her)
Secretary



Melissa Sumner
(she/her)
Community and Cultural Liaison

Commission Members

- Vanina Capitaine
- America Carbajal
- Councilmember Craig Kim
- Councilmember Renee Millard-Chacon
- Cynthia Montes
- Marisol Shaw (she/her)
- Scott VanHeusen (he/him)
- Marco Vega
- **Vacancies (2)**



Elements of Success

ACTIVITY	DEI Principles	Understand City Gov	Connect with Community	Teamwork Culture
DEI Monthly meetings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
City Proclamations	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
DEI Retreat	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Host community events	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Volunteer at a community event	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Securing budget allocation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Stepping It Up

Strategic Plan

Defined Outcomes

Initiatives

Actions to Support Initiatives

Resources identified

Evaluation and Reporting

BIG JOURNEYS BEGIN WITH SMALL STEPS



ANNUAL CALENDAR

- Strategically plan the commission events to align with commission capacity
- Align with other celebrations and track number of events and participation



COMMISSION & CITY COLLABORATION

- Intentional collaboration with commissions and boards to share resources and support one another
- Integrate DEI in other commissions and serve as subject matter experts
- Learn of DEI efforts within the city and understand what they are working on internally



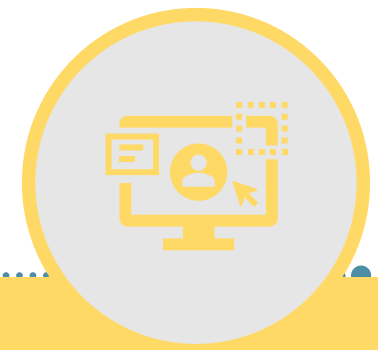
COMMUNITY PARTNERSHIPS

- Create visibility of the commission and promote civic engagement with the commission
- Highlight DEI initiatives in businesses, schools, and learn successful practices



DEI DATA & CHECKLIST

- To be used as a resource for developing policy for boards and commissions and City Council
- Stay informed of Commerce City population data and community needs
- Track the attendance of DEI sponsored events
- Recommendation for surveys on DEI in CC



RESOURCE LIST

- Promote businesses and organizations within Commerce City that provide services
- Updated information on culturally competent care for various populations

Opportunities for Impact

