



Latino Engagement Taskforce of Commerce City
Comité de Involucramiento Latino de Commerce City

Report and Recommendations to the City of Commerce City

Prepared by
Community Enterprise

Submitted to
City of Commerce City Management
Office of City Manager

July 8, 2016

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EXECUTIVE SUMMARY

As Colorado's third fastest growing city, Commerce City has an opportunity to be a leader in building a stronger and more inclusive community. Many may be asking -- what is an inclusive community? According to the Southern Poverty Law Center, an inclusive community checks many boxes such as: 1. Does everything that it can to respect all its citizens, gives them full access to resources, and promotes equal treatment and opportunity 2. Works to eliminate all forms of discrimination 3. Engages all its citizens in decision-making processes that affect their lives. 4. Values diversity 5. Responds quickly to racist and other discriminating incidents.

According to the U.S. Census Bureau in 2014, Commerce City was home to approximately 51,000 individuals. In the past years, Commerce City has experienced a significant increase of population from different racial, ethnic, and cultural backgrounds, and today Commerce City is one of the most diverse cities in the state of Colorado, one of very few with a majority non-white population. In 2014, Latinos comprised of 46% of the Commerce City population but this number has increased within the past 2 years and Commerce City will continue to see a growth of diverse community members, particularly Latinos.

To assist Commerce City in building a stronger and more inclusive community, Community Enterprise was contracted to develop, support, and facilitate the Latino Engagement Taskforce (LET) in December 2015. The composition of LET consisted of 12 Latina Commerce City community members, 10 who identified as monolingual Spanish speakers and 2 identified as bilingual (Spanish/English). This diversity enriched the process for all who participated and LET members were committed to ensuring that the process by which we formed our recommendations contained in this report was as important as the recommendations and the report itself. All meetings were facilitated in Spanish for two-hours in alternating City of Commerce City sites (Commerce City Civic Center & Commerce City Recreational Center) for 6 months and encouraged participation.

We are proud of what we have accomplished and submit to you the following recommendations for further strengthening Commerce City's goal to build a strong and more inclusive community:

- Improved language access
- Cultural events
- Effective communication between school districts & police departments
- Inclusion of diverse community members in city meetings/events/planning processes
- Improved rapport between Latino community and the Commerce City Police Department

- Continued engagement between Commerce City and the Latino community
 - Continuation of the Latino Engagement Taskforce

INTRODUCTION

With funding from the city of Commerce City, Community Enterprise developed the Latino Engagement Taskforce (LET), which consisted of 12 Commerce City community members. The goal of LET was to obtain constructive and solution-focused participation on how Commerce City can better engage, involve, and meaningfully serve the Latino community. Commerce City leadership, driven by the City Manager Brian McBroom and City Council, recognize that many Latino community members do not participate, interact, and engage in city processes and programs at rates proportional to the population. A genuine commitment from city leadership to understand how to better work with and serve the Latino community in Commerce City created and drove this project.

The goals of the LET go far beyond simply informing the Latino community about city processes or informing the City about needs or concerns of the Latino community, but seeks to open and deepen authentic communication and mutual understanding towards building a collaborative and a truly inclusive community. The recommendations seek to build meaningful access to needed services and a solutions-focused pathway forward towards greater civic engagement and positive participation in building a quality community for a lifetime in Commerce City for and with all community members.

Many cities and city governments throughout the United States struggle with the issues of inclusion and authentic engagement of diverse communities. Many well-documented systemic barriers and issues of cultural misunderstanding prevent and discourage participation from diverse community members. Building inclusive city processes takes time, commitment, and resources, and the recommendations put forth by LET are an important step towards achieving the goal for Commerce City. Commerce City's commitment to this work is admirable and the effort is a great example for cities across Colorado and beyond.

Throughout the 6 months, LET members met once a month to discuss and explore various city topics that were of interest to the taskforce. These topics included; city organization overview, police department experiences, parks and recreation experiences, and city-sponsored events. Additional topics emerged from the monthly meetings, such as city water. The objectives of the taskforce were to 1. Identify issues/topics of interest to the Latino community in Commerce City 2. Document real and perceived barriers to participation in city activities and events 3. Recognize how Latinos within the city prefer to receive information 4. Determine the effectiveness of existing communication tools.

Flexibility was allowed throughout the taskforce to allow LET members to identify and guide the conversations and put forth the recommendations necessary to Commerce City.

WORK OF THE LATINO ENGAGEMENT TASKFORCE

The Latino Engagement Taskforce (LET) held its first meeting on December 1, 2016 in a conference room at the Commerce City Recreation Center. Subsequent meetings were held every second Thursday of each month thereafter from 11:00am-1:00pm, and were hosted in alternating locations throughout Commerce City such as the Commerce City Civic Center and the Commerce City Recreation Center.

An application process was established to recruit interested Commerce City community members and with assistance from Community Enterprise staff Promotoras outreach efforts were conducted. A total of 15 applications were received and 12 individuals were selected through an internal Community Enterprise selection process to be a part of the Latino Engagement Taskforce. The LET members consisted of an all female taskforce with an average of 13.6 years living in Commerce City, from a range of 2-20 years in Commerce City. Of the LET members, 11 of the 12 self-identified as Spanish being their primary language and 5 self-identified as being bilingual (English/Spanish).

To assist us in gathering baseline information, pre and post surveys were distributed to LET members to identify issues/topics of interest, obtain real and perceived barriers to participation, obtain information on how the Latino community prefers to receive information, and determine the effectiveness of current communication tools within Commerce City. The surveys were distributed on the first LET meeting (December 2015) and at the last LET meeting (May 2016).

Pre-Survey and responses (Attached, Appendices)

Post-Survey and responses (Attached, Appendices)

Facilitation of the monthly meetings were supported by a Community Enterprise (CE) Promotora who facilitated the monthly conversations in partnership with the Director of Public Policy at Community Enterprise. In preparation for the meetings, CE staff met twice a month to coordinate the logistics of the meetings (agendas, calls, ways of improvement, etc). The structure of the monthly meetings included a set agenda that allowed flexibility for different topics that were identified by the LET members. As with authentic and meaningful community outreach, the importance of allowing community members to lead the monthly conversations was of high importance to ensure Community Enterprise captured the stories and experiences.

Overviews of each month's meetings are highlighted below with general recommendations. Following, concrete and detailed recommendations and handouts that were shared with the LET members are included.

MONTHLY LET MEETING SUMMARIES

December 1, 2015

Topic: Purpose of the Latino Engagement Taskforce & Overview of Commerce City Departments and city organization.

Community Enterprise set the agenda for the first meeting. Staff deemed it appropriate to share an overview of the Commerce City departments including the city leadership structure. Many questions were asked during the city structure presentation as LET members were engaged and interested in continuing to learn more about Commerce City. During the discussion, LET members mentioned they have not been to the Commerce City Civic Center and prompted a general question from the facilitator, "How many of you have been to the Civic Center?" 4 out of the 12 LET members confirmed they have been to the Commerce City Civic Center. With guidance from Michelle Halstead a tour of the Commerce City Civic Center was approved by LET members for February. Overall, LET members were astonished by the different departments with the city of Commerce City. Comments such as, "I did not know the city took passport applications" and "I did not know all those departments were located in the Civic Center".

Recommendations

- Increasing language access that affords an opportunity for non-English speaking community members to receive the same information that is available in English.
 - Website translation

January 14, 2016

Topic: Commerce City Police Department

During this month's meeting it was made clear by the LET members that there is a lack of trust between the Commerce City Latino community and the Police Department. This topic garnered a lot of discussion, which included many personal experiences and encounters with the police department. The biggest discussion was in response to a recent school lockdown that involved an active shooter in the community. LET members shared their experiences...

"About a month ago, there was a guy loose in the Kemp neighborhood with a gun so schools went on lockdown. It was early in the morning, about 8a, and I was not told anything about a lockdown. I found out about this when I was dropping my kids off at school. There were a couple of police officers in their cars outside the school and myself along with a couple of other Spanish-speaking mothers were walking towards the school wondering what was

going on. As we walked to the school's door, there was a very badly translated sign stating school was cancelled for the day. Myself and the other mothers stood outside for about 20 minutes wondering why the school was closed. Finally, a police officer came up to us and told us we needed to go home because we were attracting attention to the school. We were still confused and told him we were just dropping off our children. That is when the officer mentioned there was an active shooter in the neighborhood and we needed to leave. I panicked and left immediately. The whole day I kept wondering, what if other parents had their children walk to school by themselves? How would a child know what to do in this instance? The safety of our children should be our first priority and situations like these are not uncommon for our community. We need to create a better and inclusive community response."

"I always get scared when a police officer is driving by me. I feel I am going to get pulled over for being Hispanic."

"My children actually hide when they see a police officer/car, they see the police as bad people and we need to change that. I want to raise my child in a community where my children feel safe and not scared of the police."

"I was once driving home from picking up my daughter from school and was pulled over. Two police officers came up to my car with their guns pulled out. My daughter was visibly scared. I asked what was going on and they mentioned that an inmate had just recently escaped. They asked my daughter how old she was and realized they had the wrong car. They did not apologize and my daughter ever since has been traumatized. She does not want to go to school in fear that it will happen again."

"The Hispanic community is scared to engage in anything with the police department because of fear and language barrier."

"I did not know we have to call 911 for all situations, including non-emergency"

Recommendations

- Effective communication between school districts & police departments
- Inclusion of diverse community members in city meetings/events/planning processes.
- 911 Awareness Marketing Campaign
- Transparency on relationship with ICE

February 11, 2016

Topic: Commerce City Civic Center Tour

In partnership with multiple Commerce City staff LET members were able to take a behind the scenes tour of the Commerce City Civic Center. LET members were in a moment of excitement meeting department leads and getting a tour of the entire Commerce City Civic Center. In response to the Civic Center tour LET members stated...

“This is great because its always intimidating coming in here and not know where things are and people always treat you differently when you are by yourself and speaking Spanish.”

“This tour was fantastic! I have never heard of a city giving a tour to its residents and now I feel I am part of my community. I feel welcomed.”

Recommendations

- Language access
- Creating a welcoming and inclusive environment
- Transparency in procedures

March 10, 2016

Topic: City Events and Communication

The various city-sponsored events were discussed at the March meeting and LET members were surprised by the number of events the city sponsors. Three LET members stated they knew of the city events but choose not to attend due to the lack of diversity and not feeling welcomed. During this meeting, how LET members received information and its effectiveness was a large part of the conversation. LET members stated they usually received information from flyers coming from their children’s schools, word of mouth (neighbors/friends), trusted Latino businesses, and Facebook posts---and founds these methods to be effective but recommended adding television/radio, and local magazines such as Bazzar de Lilly. LET members stated there is often a disconnect in communication from the city to the Latino community due to communication methods only being available in English such as the monthly newsletter from the city, Facebook posts, and resource flyers. Of the 12 LET members, 6 stated they have limited proficiency and access to a personal computer and 8 LET members stated they have an email account. A discussion on alternative means of communication was highlighted. LET members stated, “Hispanics do not use computers. We rely on someone telling us the information or receiving the information by mail.” LET members stated they would like to see more cultural diverse events that is reflective of the community and for community members to be allowed an opportunity to part of the planning process.

Recommendations

- Cultural diverse events
 - Event planning committees
- Language access

April 14, 2016

Topic: Commerce City Recreation Center Tour & City Parks

With support from the Recreation Center staff and based off LET members feedback a tour of the Commerce City Recreation Center was requested. Of the 12 LET members, 4 stated they have been to the Recreation Center in the past. LET members expressed concerns with the lack of diverse and bilingual staff at the recreation center, including the lack of bilingual literature. LET members stated there are no instructors that offer classes in Spanish and cost can be prohibitive for families that have a limited income. These were a few of the reasons LET members stated why the Latino community does not frequent the recreation center. Additionally, LET members have stated they have been treated badly when confronted with an employee that does not speak Spanish. A LET member stated, "I once came in to bring my child to swimming classes and of course I speak very limited English and the lady at the service desk was very rude to me and told me that I there was no more space available. She didn't even offer to tell me anything about future classes that I could enroll in or anything. She was very rude and seemed annoyed with me not speaking English. I have not been back since then because I don't want to continue being treated badly. It makes me feel bad."

LET members also stated they would like to see more activities for young children within the recreation centers and more parks accessible within neighborhoods in 'core' Commerce City. During the discussion a LET participant mentioned that she was unaware the Rocky Mountain Arsenal was available and open to community members. She stated, "I found out through a friend that we can go in to the Arsenal and take our kids. Usually everything I by word of mouth in the Latino community because signs and information are not available in Spanish."

Recommendations

- Improved language access
- Creating a welcoming and inclusive environment
- Development of additional children activities

May 19, 2016

Topic: Overview of Monthly Topics and Open Conversation

On the final meeting of LET, members expressed disappointment in LET coming to an end. A LET member stated, "Since being a part of LET I have been more involved and have felt comfort knowing where things are available to the community. It has also allowed me the opportunity to share what I have learned with others in the community. I have lived here for a long time and it's about time I feel comfortable." LET members also raised concern over the lack of oversight and options to file complaints. LET members mentioned language access and the lack of bilingual staff making it difficult to communicate complaints, "If I have a complaint how am I going to communicate with a manager if they only speak English? All bilingual staff usually work at the same time or there are times

when there is no bilingual staff available.” Lastly, a LET member voice her about community engagement, “The city needs to continue to authentically enage the Latino community by building trust first. Flyers can and will be seen everywhere but fear will still keep us from attending events and meetings.”

Recommendations

- Language Access
- Ongoing engagement between Commerce City and the Latino community
- Creating a welcoming and inclusive environment

FINAL RECOMMENDATIONS

In the 6 months, LET participants met once a month to identify challenges and make recommendations to improve relationships, reduce barriers, and increase access to services available to the community. We are proud of what we have accomplished and submit to you the following recommendations for further strengthening Commerce City’s goal to build a strong and more inclusive community:

1. Improved language access

i. Increasing language access that affords an opportunity for non-English speaking community members to receive important information that is available in English.

a. Translation at City Council meetings

i. On May 2nd, LET members attended a City Council meeting. Of the 12 LET members, 2 stated they have attended a City Council meeting in the past. With support from Community Enterprise, an interpreter was available during this meeting and LET members stated they were astonished by the process and wanted to attend future meeting, if translation was available.

b. Increase hiring of fully bilingual staff

(Note bilingual preference or requirement on job postings)

i. Recruit staff through alternative channels, such as Partnering with local colleges and universities.

ii. Offer professional development program for bilingual residents to train and support community members to work successfully for the City

iii. Support bilingual staff by listening to their recommendations for mitigating barriers to Latino community members and addressing strongly and consistently any concerns about discrimination.

c. Website translation

i. Google translate does not translate information accurately.

ii. Translate Facebook and Twitter posts.

iii. LET members stated they often-received information about the city through Facebook although they are unable to fully understand the posts in English.

d. Translation of signage in City buildings

i. Civic Center, Recreation facilities, and Rocky Mountain Arsenal

ii. At the Civic Center information desk--signs stating translators are available

e. Bilingual voice message on general information phone line (303.289.3600)

i. LET members state when they call the general line they don't know what department they are being transferred to because its all in English.

f. Make informational/resource literature available in Spanish

2. Utilizing effective communication methods to reach the Latino community

a. Local magazines and radio/television stations

i. Bazaar de Lilly, Tri-Color 92.1, City TV Channel

b. Bilingual communication materials (Facebook posts, monthly newsletter, flyers, etc.)

c. Utilizing alternative means of community engagement

i. Promotoras (Community leaders with a heart of service to support their community)

3. Creating a welcoming and inclusive environment

a. LET members shared personal experiences of not being treated with respect while visiting the Civic Center.

i. "I had a friend that went to the Civic Center for the first time ever and she was treated badly by city employees. She only speaks Spanish and she let me know of her experience and because of that I have never taken a step inside the Civic Center."

ii. "When I try and go to the Civic Center, I never know where to go. There is not map directing me where the different departments are and I am ways scared to open a door. Sometimes the person at the welcome center does not speak Spanish and there is a lot of confusion. I limit my time there."

4. Developing a philosophy and stated values for inclusiveness and diversity that applies to all city departments

5. Transparency on city processes

i. LET members stated they would like to understand the process in which enforcement issues a citation along with police procedures. Offering this information in Spanish will allow the Latino monolingual community to

understand the processes of the various departments by having literature in Spanish and other languages.

b. Clarity on City code enforcement processes

i. LET members express strong interest in understanding how one is issued a citation and what is the process to appeal it.

- LET member raised this question due to a personal experience. "I received a citation from the city because they told me my front yard was untidy. I don't know how and why I got the citation if my neighbor's yard is the one that needs cleaning and they never receive anything."

c. Transparency on city's relationship with ICE

i. Some cities and police departments have successfully developed and shared policies that clearly state that community members' legal status is not of interest unless they commit a crime.

- LET members stated they fear calling for help in situations in fear that ICE will be involved.

d. Transparency of city budget

i. Make available in other languages

6. Effective communication between school districts & police departments

a. When schools are on lockdown due to protocol, LET members shared their frustration with not being informed by schools that schools were on lockdown and would result in parents being scared. Oftentimes schools have badly translated messages on doors to inform parents.

7. Inclusion of diverse community members in city meetings/events/planning processes

a. Ongoing engagement between Commerce City and the Latino community

i. Continuation of the Latino Engagement Taskforce to continue partnership

b. Development of recommendation and complaint system

i. Similar to Denver City/County 311, but ideally higher functioning

c. Culturally diverse events

i. Events that are reflective of the community and engage community input on the planning process

- Example: Cinco de Mayo, Día de los Niños, International Food Fair.

ii. Event planning committee

- Engage a diverse body of community members to be a part
 - With language access taken into consideration

8. Improved rapport between Latino community and the Commerce City Police Department

- a.** Targeted outreach events for Latino community from the Police Department.
 - i.** Utilizing trusted leaders to make connections
 - LET members stated they are aware of the “bike with a police offer” outreach events but are very reluctant to engage due to outreach efforts targeting the “white community” and they do not offer to engage and recruit Latino community members. LET members stated they would feel out of place attending police events because there are only a few Spanish speaking officers.
- b.** Stated policy around CC relationship and communication with ICE
 - i.** Effective policies for increasing trust and rapport with Latino community members have included policies that state with confidence that the police department will only report felony offenders to ICE, and that victims of crimes will never be reported to ICE.
- c.** 911 Awareness Marketing Campaign
 - i.** There was a consensus amongst LET members of not being informed that Commerce City does not have a non-emergency number. LET members stated they thought they just did not know the number and were always hesitant to report in fear of consequence for calling 911 for a non-emergency.

CONCLUSION

We are aware that this is a long list of recommendations, some of which will take time and resources for the city to implement. For this, Community Enterprise, would recommend focusing on a handful of short-term priorities, including:

- 1) City/department-wide policy and stated values on inclusion, including clarity about documentation status of community members
- 2) Steps towards language access recommendation, especially increased bilingual hiring, translation of vital documents and information,
- 3) Continuation of a Latino Task Force or official Latino or Inclusivity Commission to continue this work in collaboration.

Continuing to focus collaboration with the Latino community in Commerce City is vital to accomplishing the remaining recommendations.

Throughout the 6 months, LET members met once a month to discuss and make concrete recommendations that go far beyond merely informing the Latino community in Commerce City about city processes, informing the City about needs, and communicating concerns of the Latino community. The Latino Engagement Taskforce sought to open and deepen authentic communication and mutual understanding towards building a collaborative and

a truly inclusive community. The suggested recommendations seek to build meaningful access to needed services and a solutions-focused pathway forward towards greater civic engagement and positive participation in building a quality community for a lifetime in Commerce City for and with all community members.

APPENDICES

***Attached

- Community Enterprise One-Pager
- Latino Engagement Taskforce Application
- Timeline of Latino Engagement Taskforce
- Monthly meeting Agendas
- Pre & Post Survey & Results



MISSION

To engage and unite community members to build sustainable, healthy, and inclusive neighborhoods.

VISION

A world where everyone lives in a safe, healthy, and connected neighborhood.

WHAT WE DO

Strengthening community leaders to make sustainable changes through community-led advocacy, collaboration, policy, and system change.

GET INVOLVED

Support our leadership development trainings and join community leaders in advocating around equity and other community-identified issues.

DONATE

Community Enterprise's work of strengthening community leadership and creating sustainable movements towards health equity requires your support.

Consider making a donation to a specific area of our work or our mission.

Scan the QR code or contact us.



CONTACT US

For more information about our programs or organization:

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Commerce City, CO 80022
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www.communityenterprise.net
info@communityenterprise.net



Community Enterprise is a leadership, advocacy, and capacity building organization.

Our work includes culturally-relevant trainings, building collaboration, and advocacy around equity, inclusion, HEAL (healthy eating active living) and other self-identified community issues. We focus on building the capacity and supporting the voice of community leaders to impact sustainable change through:

- Honoring and strengthening the inherent power in communities and working in

partnership with existing and emerging leaders.

- Building capacity of agencies around effective outreach, inclusion, and engagement with the Latino community.
- Advocating in collaboration around community-identified issues related to health equity and barriers to access.

Innovative Strategies: How We Do It

Promotores: Community Enterprise partners with Vision y Compromiso (VyC), a respected national Promotores training and advocacy organization, to bring their trainings and support of Promotores to Colorado. What is special about VyC's model? It is built on collaboration and uniting the voice of Promotores across agencies and communities to affect change.

Early Childhood Development: Community Enterprise works in partnership with Spanish-speaking "Family Friend and Neighbor" (FFN) in-home childcare providers to offer trainings, advocacy and one-on-one support. We work to build a supportive network, and to advocate at a local and state-level for systemic acknowledgement of their contributions to our communities, and for more equitable distribution of resources to meet the needs of children outside of licensed care.

Advocacy for Healthy Communities: Through our work with LiveWell South Adams County and LiveWell Commerce City we are supporting the voice of the community in advocating for increased access to an active and healthy life. With a focus on health equity, we collaborate with community members and agency partners to increase access to recreational centers, healthy food, transportation, and support parents, students, and schools to develop effective and inclusive school health and wellness policies.

Food Systems: A local food system that serves all is essential for a healthy community. CE coordinates the Los Valientes Community Garden, which is a place to cultivate and harvest produce as a community. We offer a garden curriculum, CULTIVARTE, in Spanish to build the capacity of the community in cultivating local and organic foods.

As an organization, we have learned from our work with the community that there is a large need for increased access to healthy foods, and food insecurity is a serious issue. We work in collaboration to increase access to fresh foods in South Adams County.





¿Le gustaría involucrarse y lograr crear cambios sostenibles en Commerce City?

Aplique para ser miembro del

Comité de Involucramiento Latino de Commerce City

Se solicita 8-10 líderes, de todas edades, de la comunidad Latina de Commerce City para ser miembros del Comité de Involucramiento Latino de Commerce City.

- La Meta: El Comité de Involucramiento Latino de Commerce City va ser formada para asistir y obtener información sobre la forma que la ciudad de Commerce City puede mejorar, involucrar, y apoyar miembros de la comunidad Latina en Commerce City.

El Comité de Involucramiento Latino de Commerce City con el apoyo de Community Enterprise y la ciudad de Commerce City trabajara a identificar soluciones e ideas para colaborar Commerce City en como la ciudad puede mejor involucrar y apoyar la comunidad Latina en Commerce City.

El comité se enfocara en identificar en los siguientes objetivos.

- Identificar temas de interés a la comunidad Latina
- Documentar barreras en participación
- Reconocer como la comunidad Latino gustaría recibir información
- Determinar la eficacia de las herramientas actual de comunicación de la ciudad

El Comité de Involucramiento Latino de Commerce City se va reunir una vez al mes por 6 meses. Las fechas de la reuniones serán determinadas por el comité en la primera reunión.

*****Aplicaciones completas deben ser entregadas por el lunes, 2 de noviembre.**

Las reuniones serán facilitadas en Español para acomodar el comité y cuidado de niños ser proporcionada

Valores de el Comité de Involucramiento Latino de Commerce City

- Trabajar En Colaboración
- Respetar los Derechos, Diferencias, y Dignidad de Otros
- Rendición de Cuentas por el Comportamiento de un Mismo
- Honestidad y Integridad en Trabajando con Miembros de la Comunidad, la ciudad de Commerce City y Community Enterprise
- Comprometidos En Trabajar Para El Mejoramiento de La Comunidad Latina en Commerce City

Comité de Involucramiento Latino de Commerce City

Commerce City Latino Engagement Taskforce



Información de Contacto/Contact Information

Nombre/Name	
Domicilio/Address	
Ciudad, Estado, Código Postal City, ST, ZIP Code	
Teléfono/Phone	
Correo Electrónico/E-mail	

Disponibilidad/Availability

¿Durante que horas esta disponible usted para las reuniones? During which hours are you available for the meetings? assignments?

- ☐ Durante la semana por la mañana
Weekday mornings
- ☐ Durante la semana por el día
Weekday afternoons
- ☐ Durante la semana por la tarde
Weekday evenings

- ☐ Durante el fin de semana por la mañana
Weekend mornings
- ☐ Durante el fin de semana por el día
Weekend afternoons
- ☐ Durante el fin de semana por la tarde
Weekend evenings

Interés/Interests

¿Díganos 5 áreas de interés para usted? What are 5 areas of interest to you?

- 1.
- 2.
- 3.
- 4.
- 5.

Habilidades Especiales o Calificaciones/Special Skills or Qualifications

En breve, explique su habilidades especiales y calificaciones que ha adquirido de partir de su trabajo, experiencias voluntaria o otras actividades incluyendo aficiones o deportes.

Summarize special skills and qualifications you have acquired from employment, previous volunteer work, or through other activities, including hobbies or sports.

Comité de Involucramiento Latino de Commerce City/Commerce City Latino Engagement Taskforce

En resume, por favor comparta porque le gustaría ser parte de el Comité de Involucramiento Latino de Commerce City. Please share why you would like to be a part of the Commerce City Latino Engagement Taskforce.

Persona que Notificar en Caso de Emergencia/Person to Notify in Case of Emergency

Nombre/Name	
Domicilio/Address	
Ciudad, Estado, Código Postal City ST ZIP Code	
Teléfono/Phone	
Correo Electrónico/E-mail	

Acuerdo y Firma/Agreement and Signature

Al enviar esta aplicación, afirmo que soy miembro de la comunidad de Commerce City, voy a adherir a los valores de el comité y que el Comité de Involucramiento Latino de Commerce

City es un compromiso de 6 meses. Yo entiendo que si soy aceptado(a) como miembro del Comité de Involucramiento Latino de Commerce City la primera reunión será en noviembre a un tiempo a uno ser determinado.

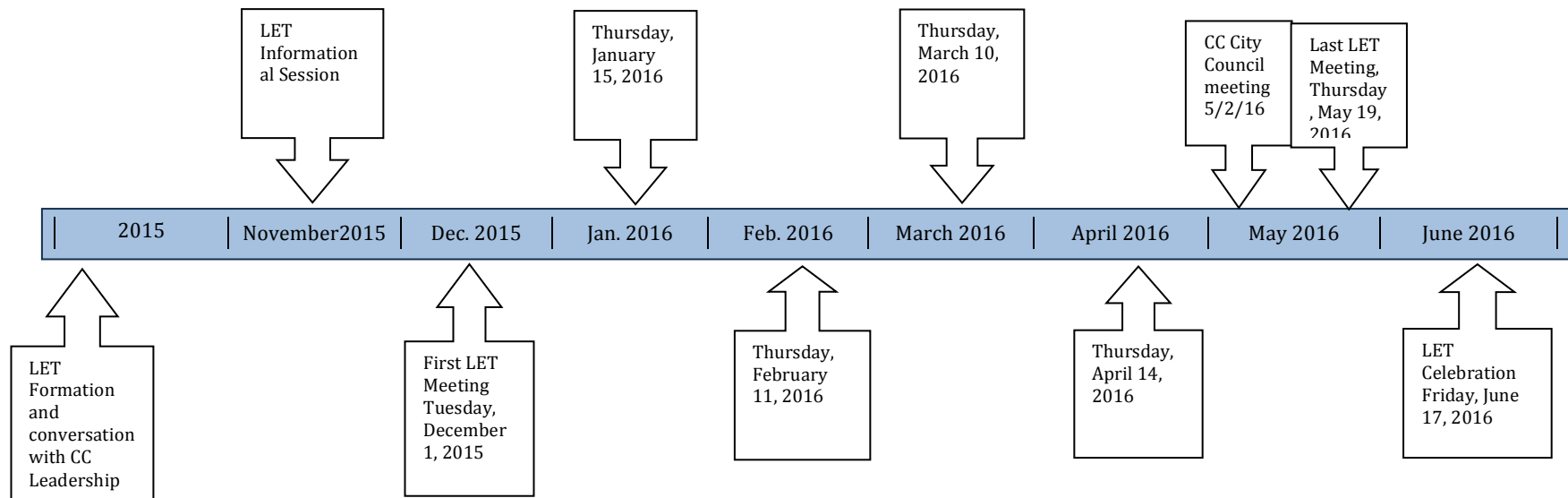
By submitting this application, I affirm that I am a Commerce City community member, I will adhere to the values of the taskforce, and that the Commerce City Latino Taskforce is a 6 *month commitment*. I understand that if I am accepted as a member of the CommerceCity Latino Taskforce the first meeting will be *in November at a date to be determined*.

Nombre (Molde)/(Name (printed))	
Firma/Signature	
Fecha/Date	

*****Gracias por llenar esta aplicación y por su interés en ser parte del Comité de Involucramiento Latino de Commerce City. *Los candidatos elegidos serán notificados de la decisión el 6 de noviembre de 2015.***

***** Thank you for completing this application form and for your interest in being a part of the Commerce City Latino Engagement Taskforce. *Selected candidates will be notified of a decisión by November 6, 2015.***

Latino Engagement Taskforce Timeline 2015-2016





Todos merecen vivir en un vecindario estupendo

Comité de Involucramiento Latino de Commerce City
martes, 1 de diciembre de 2015 **11:00 a.m. – 12:30 p.m.**

- Bienvenida
 - Logística
 - Encuesta
- Introducciones
 - Rompe Hielo
- Propósito de el Comité de Involucramiento Latino de Commerce City
 - Compromiso a el Comité
 - Acuerdos del grupo
- Bienvenida del Representante de la ciudad de Commerce City
 - Michelle Halstead, Directora de Comunicación y Relaciones de Gobierno
- Informe/Datos de la Ciudad de Commerce City
- Próximas Reuniones
 - Decidir fechas
- Clausura
 - Preguntas y Comentarios





Todos merecen vivir en un vecindario estupendo

Comité de Involucramiento Latino de Commerce City
jueves, 14 de enero de 2016 11:00 a.m. – 12:30 p.m.

- Bienvenida
 - Logística
- Introducciones
 - Rompe Hielo
- Rol de Community Enterprise, personal de la ciudad de Commerce City, y los miembro del comité
- Repaso de la reunión en diciembre
 - Propósito de el Comité de Involucramiento Latino de Commerce City
 - Compromiso a el Comité
 - Volante de los departamentos de la ciudad de Commerce City
- Acuerdos del grupo
 - ¿Agregar nuevos acuerdos?
- Tema: Departamento de Policía de Commerce City
- Próxima Reunión
 - febrero
 - Extender el horario de la próxima reunión
 - Recorrido del Centro Cívico
- Clausura
 - Preguntas y Comentarios



Todos merecen vivir en un vecindario estupendo

Comité de Involucramiento Latino de Commerce City
Latino Engagement Taskforce (L.E.T)
jueves, 10 de febrero de 2016 11:00 a.m. – 1:00 p.m.

- Bienvenida/Introducciones
 - Logística
- Repaso de la reunión el febrero
 - Recorrido de el Centro Cívico de Commerce City
 - Que es algo nuevo que aprendió de la ciudad de Commerce City o durante el recorrido el mes pasado?
- Tema: Eventos de la Ciudad de Commerce City
 - 4/9: 9th Annual Fishing Frenzy Derby
 - 5/28: Paradise Island Pool Opening for Season
 - 5/30: Memorial Day Parade
 - 6/6-8/5: Commerce City Youth & Teen Summer Camps
 - 6/9: Neighborhood Outreach (Frontera Neighborhood Park)
 - 7/4: 4th Fest
 - 7/7, 7/14, 7/21, 7/28: Cultural Council Concerts in the Park
 - 8/11 Neighborhood Outreach (Pioneer Park)
 - Agosto (Fechas No Están Determinadas)
 - Cine en el Parque
 - National Night Out Against Crime
 - Diciembre (Fechas No Están Determinadas)
 - Winterfest
 - Mingle with Kringle
- Próxima Reunión
 - Abril
 - Tema: Centro de Recreación y Parques
- Junta de Consejo de la Ciudad (2 de Mayo, 6p-8p)
- Celebración de Participación (Junio 7 o 10)
- Clausura
 - Preguntas/Comentarios/Anuncios



Todos merecen vivir en un vecindario estupendo

**Comité de Involucramiento Latino de Commerce City
Latino Engagement Taskforce (L.E.T)
jueves, 10 de marzo de 2016 11:00 a.m. – 1:00 p.m.**

- Bienvenida/Introducciones
 - Logística
- Repaso de la reunión el febrero
 - Recorrido de el Centro Cívico de Commerce City
 - Que es algo nuevo que aprendió de la ciudad de Commerce City o durante el recorrido el mes pasado?
- Tema: Eventos de la Ciudad de Commerce City
 - 4/9: 9th Annual Fishing Frenzy Derby
 - 5/28: Paradise Island Pool Opening for Season
 - 5/30: Memorial Day Parade
 - 6/6-8/5: Commerce City Youth & Teen Summer Camps
 - 6/9: Neighborhood Outreach (Frontera Neighborhood Park)
 - 7/4: 4th Fest
 - 7/7, 7/14, 7/21, 7/28: Cultural Council Concerts in the Park
 - 8/11 Neighborhood Outreach (Pioneer Park)
 - Agosto (Fechas No Están Determinadas)
 - Cine en el Parque
 - National Night Out Against Crime
 - Diciembre (Fechas No Están Determinadas)
 - Winterfest
 - Mingle with Kringle
- Próxima Reunión
 - Abril
 - Tema: Centro de Recreación y Parques
- Junta de Consejo de la Ciudad (2 de Mayo, 6p-8p)
- Celebración de Participación (Junio 7 o 10)
- Clausura
 - Preguntas/Comentarios/Anuncios



Todos merecen vivir en un vecindario estupendo

Comité de Involucramiento Latino de Commerce City
Latino Engagement Taskforce (L.E.T)
jueves, 14 de abril de 2016 11:00 a.m. – 1:00 p.m.

- Bienvenida/Introducciones
- Repaso de las Encuestas
 - ¿Preguntas?
- Recorrido de el Centro de Recreación de Commerce City
- Conversación sobre el Centro de Recreación y Parques en Commerce City
- Repaso de los temas platicados
 - Propósito de el Comité de Involucramiento Latino de Commerce City
(Compromiso a el Comité, Acuerdos del Grupo)
 - Departamento de Policía de Commerce City
 - Visión de Conjunto de el Centro Cívico de Commerce City
 - Eventos de la ciudad de Commerce City
- Próxima Reunión
 - Mayo 2016, Centro Cívico
 - Tema?
- Junta de Consejo de la Ciudad (**2 de mayo, 5:30p-8:00p, Centro Cívico**)
 - Cuidado de niños y traducción será proporcionado
- Celebración de Participación (**10 de junio, 11:00a – 1:00p, Centro Cívico**)
- Clausura
 - Preguntas/Comentarios/Anuncios



Todos merecen vivir en un vecindario estupendo

Comité de Involucramiento Latino de Commerce City
Latino Engagement Taskforce (L.E.T)
jueves, 19 de mayo de 2016 **11:00 a.m. – 1:00 p.m.**

- Bienvenida/Introducciones
- Repaso de la reunión alcalde de Commerce City
 - **(2 de mayo, 5:30p-8:00p, Centro Cívico)**
 - ¿Preguntas?
- Repaso de las reuniones de meses anterior
 - Propósito de el Comité de Involucramiento Latino de Commerce City
(Compromiso a el Comité, Acuerdos del Grupo)
 - Departamento de Policía de Commerce City
 - Visión de Conjunto de el Centro Cívico de Commerce City
 - Eventos de la ciudad de Commerce City
- Encuesta (15-20 mins)
- Conversación Abierta
- Preparación Para la Celebración
 - **17 de Junio del 2016 (12p-2p)**
- Clausura/Despedida
 - Tenemos su permiso para compartir su información de contacto con el resto del grupo de LET?
 - Preguntas/Comentarios/Anuncios
 - ***Verificar nombre en la lista de entrada.***



Todos merecen vivir en un vecindario estupendo

**Celebración del Comité de Involucramiento Latino de Commerce City
Latino Engagement Taskforce (L.E.T) Celebration
jueves, 17 de junio de 2016 12:00 p.m. – 2:00 p.m.**

- Bienvenida/Almuerzo (Welcome/Lunch)
 - Erin Mooney, CE Executive Director & Brian McBroom, Commerce City City Manager
- Introducciones (Introductions)
 - Historia de LET y el propósito de LET (History of LET & purpose)
- Compartir experiencias con el liderazgo de Commerce City
 - (LET members share experiences/stories with Commerce City leadership)
- Preguntas (Questions)
- Ceremonia de Certificados (Certificate Ceremony)
 - Guadalupe Villalobos & Erin Mooney; Community Enterprise, Brian McBroom; Commerce City
- Clausura/Despedida (Closure)
 - Preguntas/Comentarios/Anuncios (Questions/Comments/Announcements)



Comité de Involucramiento Latino de Commerce City: Encuesta 2015

Gracias por acompañarnos hoy y apoyar a Community Enterprise, la ciudad de Commerce City, y últimamente, la comunidad Latina de Commerce City. Esta encuesta sirve para apoyar la ciudad de Commerce City crecer y mejorar los servicios y evento que ofrece a la comunidad. Valoramos su opinión honesta acerca de su experiencias con la ciudad y queremos oír sus opiniones.

1. Cuantos años a vivido en Commerce City? _____ Cual es la intersección de calle de su casa? _____

2. Cual es su idioma de preferencia (Hablar/Leer)? _____ Habla Otro Idioma? _____ Si _____ No _____ Cual? _____

3. Siente que la ciudad de Commerce City cumple las necesidades de la comunidad? _____ Si _____ No _____

Si marcó 'no', porque? _____

4. Como se entera de eventos/noticias de la ciudad? (Marque todos que aplique): Correo Electrónico _____ Correo _____

Periódico _____ Volantes _____ Por voz (Familia, Vecinos, Amigos, etc.) _____ Televisión/Radio _____ Otro _____

Que método considera ser mas eficaz para que la comunidad se mantenga informada? _____

5. Ha participado/atendido eventos patrocinado por la ciudad de Commerce City? _____ Si _____ No _____

Si marcó 'no', porque? _____

6. Sabe como utilizar y/o que departamento dirigirse para los servicios de la ciudad de Commerce City? _____ Si _____ No _____

Si marcó 'no', porque? _____

7. Se siente cómodo/a yendo/entrando al centro cívico (Civic Center) de la ciudad de Commerce City? _____ Si _____ No _____

Si marcó 'no', porque? _____

8. Si ha ido al Centro Cívico de Commerce City, siente que el personal puede contestar sus preguntas en una manera amable y respetosa? _____ Si _____ No _____

9. Sabe que la ciudad de Commerce City tiene un periódico? _____ Si _____ No _____

Usted lee el periódico? _____ Si _____ No _____ Siente que la información es útil? _____ Si _____ No _____

Cuales temas le gustaría ver en el periódico? _____

10. En sus palabras cuales son unas de las barreras que la comunidad Latina enfrenta en teniendo acceso a servicios de la ciudad de Commerce City? _____

11. Siente que la policía en Commerce City le da importancia a la seguridad de usted, su familia, y comunidad? _____ Si _____ No _____

Si marcó 'no', porque? _____

12. Piensa que los líderes de la ciudad de Commerce City se preocupan por las necesidades de la comunidad Latina? _____ Si _____ No _____

El Personal de la Ciudad? _____ Si _____ No _____ El Consejo de la Ciudad? _____ Si _____ No _____ Departamento de Policía? _____ Si _____ No _____

13. Cuales son los temas que son de importancia para usted en Commerce City? _____

Comité de Involucramiento Latino de Commerce City

Resultados de las Encuesta 12/1/15

1. Cuantos anos viviendo en Commerce City: 2-20 años Promedio- 13.6 años

2. Idioma: Primer idioma (Español, 11), (Ingles, 1), (Bilingüe, 5)

3. Siente que la ciudad cumple las necesidades de la comunidad? (Si, 2) (No, 9) (No contestadas, 2)

Porque: Mas comunicación con la comunidad hispana, acceso a comida saludable/mercado agrícola, áreas en parques para niños con necesidades especiales, mas información de la ciudad.

4. Como se entera de eventos/noticias de la ciudad? Correo Electrónico (0), Correo (1), Periódico (4), Volantes (7), Por voz (9), Televisión/Radio (0), Otro (Facebook, 1).

Mejor método: periódico, correo a casa, volantes por medio de las escuelas, Facebook.

Métodos recomendados: T.V., radio, por medio de palabra

5. Ha participado/atendido eventos patrocinado por la ciudad: (Si, 6) (No, 7)

Porque no: recibí información tarde, no sabia de los eventos, no me ha sentido bienvenida.

6. Departamentos de la ciudad: (Si, 5) (No, 8)

Porque: Es difícil en entender el proceso, no se donde ir, no hay suficiente información,

7. Comod@ en yendo/entrando al Centro Cívico: (Si, 8) (No, 5)

Porque: nunca he asistido, el personal no habla español y tienen mal modo, solo hay policías y tengo miedo que me van a pedir mi papeles.

8. Centro Cívico y Preguntas: (Si, 8) (No, 3) (No contestadas: 1)

9. Periódico de Commerce City: (Si, 12) (No, 1)

Lo lee? (Si, 12) (No, 1) Lo encuentra útil? (Si, 11) (No, 0) (No contestadas, 3)

Que tema le gustaría leer? Los logros de la comunidad, eventos, ofertas, recursos, que están haciendo los lideras de la comunidad, información sobre las escuela.

10. Cuales son las barreras que enfrentan a la comunidad Latin@ en CC:

Falta de información de recursos a la comunidad (cultural), seguridad, barrera al idioma, temor, cuidado de niños, racismo, confianza.

11. Policía de Commerce City e importancia a usted y su familia: (Si, 10) (No, 2) (Sin contestar, 1)

Si marco "no" porque? Idioma.

12. Lideres de la comunidad se preocupan por las necesidades de la comunidad Latin@: (Si, 8) (No, 3) (Sin contestar, 2)

El personal de la ciudad? (Si, 6) (No, 6) (Sin contestar, 1)

El consejo de la ciudad? (Si, 6) (No, 4) (Sin contestar, 3)

Departamento de Policía? (Si, 8) (No, 4) (Sin contestar, 1)

13. Temas importante para usted en Commerce City?

Trafico, Centro de Recreación asequible, falta de parques, confianza, mas seguridad (escuelas), mas personal que habla español en la ciudad/departamentos, aprecio a todas las culturas, recursos asequibles,

Comité de Involucramiento Latino de Commerce City: Encuesta 2016

Gracias por acompañarnos en esta experiencia y apoyar a Community Enterprise, la ciudad de Commerce City, y últimamente, la comunidad Latin@ de Commerce City. Esta encuesta sirve para apoyar la ciudad de Commerce City en crecer y mejorar los servicios que ofrece a la comunidad. Valoramos su opinión honesta acerca de su experiencias con la ciudad y queremos oír sus opiniones.

1. Cuantos años a vivido en Commerce City? _____ Cual es la intersección de calle de su casa? _____
2. Cual es su idioma de preferencia (Hablar/Leer)? _____ Habla Otro Idioma? _____ Si _____ No _____ Cual? _____
3. Aprendiendo lo que aprendió en los 6 meses de LET; siente que la ciudad de Commerce City cumple las necesidades de la comunidad? _____ Si _____ No _____
¿Por favor explique? _____
4. ¿Sabiendo lo que aprendió en los 6 meses de LET; como se entera ahora de eventos/noticias de la ciudad?
(Marque todos que aplique): Correo Electrónico _____ Correo _____ Periódico _____ Volantes _____
Por voz (Familia, Vecinos, Amigos, etc.) _____ Televisión/Radio _____ Otro _____
Que método considera ser mas eficaz para que la comunidad se mantenga informada? _____
5. ¿En el tiempo que ha participado en LET, ha participado/atendido eventos patrocinado por la ciudad de Commerce City?
_____ Si _____ No _____
¿Por favor explique? _____
6. ¿En el tiempo que ha participado en LET piensa que tiene el conocimiento en como utilizar y/o que departamento dirigirse para los servicios de la ciudad de Commerce City? _____ Si _____ No _____
¿Por favor explique? _____
7. ¿En el tiempo que ha participado en LET, se siente cómodo/a yendo/entrando al centro cívico (Civic Center) de la ciudad de Commerce City? _____ Si _____ No _____
¿Por favor explique? _____
8. ¿En el tiempo que ha participado en LET si ha ido al Centro Cívico de Commerce City afuera de LET...se siente que el personal puede contestar sus preguntas en una manera amable y respetosa? _____ Si _____ No _____
¿Por favor explique? _____
9. ¿En el tiempo que ha participado en LET a recibido el periódico de la ciudad de Commerce City? _____ Si _____ No _____
Usted ha leído el periódico? _____ Si _____ No _____ Siente que la información es útil? _____ Si _____ No _____
¿Cuales temas le gustaría ver en el periódico? _____
¿Como participante de LET que cambios le gustaría mirar en el periódico? _____
10. ¿En el tiempo que ha participado en LET; en sus palabras cuales son las barreras que la comunidad Latina enfrenta en teniendo acceso a servicios de la ciudad de Commerce City?

11. ¿En el tiempo que ha participado en LET; siente que la policía en Commerce City le da importancia a la seguridad de usted, su familia, y comunidad? _____ Si _____ No _____
¿Por favor explique? _____
12. ¿En el tiempo que ha participado en LET; piensa que los líderes de la ciudad de Commerce City se han preocupado por las necesidades de la comunidad Latina? _____ Si _____ No _____
El Personal de la Ciudad? _____ Si _____ No _____ El Consejo de la Ciudad? _____ Si _____ No _____ Departamento de Policía? _____ Si _____ No _____
13. ¿ En el tiempo que ha participado en LET; cuales son los temas que son de importancia para usted en Commerce City? _____
14. ¿En el tiempo que ha participado en LET que ha aprendido sobre la ciudad de Commerce City? _____
15. ¿En el tiempo que ha participado en LET que le gustaría que líderes de la ciudad conozcan? _____
15. ¿En el tiempo que ha participado en LET que le gustaría ver aprendido (mas o nuevo)? _____
17. ¿Que recomendaciones tiene usted para la ciudad de Commerce City? _____
18. ¿Que próximos pasos le gustaría que la ciudad tome para colaborar con la comunidad Latin@ de Commerce City? _____
19. ¿En **UNA** palabra como identifica su comunidad? _____
20. ¿En el tiempo que ha participado en LET ha aprendido mucho sobre la ciudad de Commerce City. Cuales serán sus próximos pasos en continuar el trabajo que empezó siendo parte de LET? _____
21. Comentarios Adicionales _____

Comité de Involucramiento Latino de Commerce City *Resultados de las Encuesta 5/19/16* (9 surveys collected total)

1. Cuantos anos viviendo en Commerce City: 2-20 años Promedio- 13.6 años

2. Idioma: Primer idioma (Español, 11), (Ingles, 1), (Bilingüe, 5)

3. Siente que la ciudad de CC cumple las necesidades de la comunidad? (Si, 1) (No, 8) (No contestadas, 0)

Porque: Falta muchas interacción y convivencia con la comunidad hispana, faltan muchos servicios en Español, .

4. How do you find out about city events/news? Correo Electrónico (1), Correo (2), Periódico (6), Volantes (3), Por voz (5), Televisión/Radio (1), Otro (Facebook, school).

Métodos recomendados: T.V., radio, por medio de palabra/volantes

5. Ha participado/atendido eventos patrocinado por la ciudad: (Si, 1) (No, 8)

Porque no: no he tenido suficiente información, no sabia de los eventos, no me ha sentido bienvenida, barrera de idioma

6. Departamentos de la ciudad: (Si, 9) (No, 0)

Porque: Lla sabemos donde están los departamentos por el recorrido.

7. Comod@ en yendo/entrando al Centro Cívico: (Si, 9) (No, 0)

Porque: Me han tratado muy bien, mas confianza por medio de LET.

8. Centro Cívico y Preguntas: (Si, 7) (No, 2) (No contestadas: 0)

Porque: Por falta de interpretación y barrera al idioma.

9. Recibido el Periódico de Commerce City: (Si, 8) (No, 1)

Lo lee? (Si, 7) (No, 2) Lo encuentra útil? (Si, 5) (No, 2) (No contestadas, 2)

Que tema le gustaría leer? Los eventos, ofertas, recursos, que están haciendo los lideras de la comunidad, información sobre las escuela, que esta haciendo la comunidad Latina en Commerce City.

10. Cuales son las barreras que enfrentan a la comunidad Latin@ en CC:

Barreras al idioma/comunicación, falta de información de la ciudad, inclusividad

11. Policía de Commerce City e importancia a usted y su familia: (Si, 4) (No, 4) (Sin contestar, 1)

Porque? No siento que los conozco, siento que sigue igual como siempre.

12. Lideres de la comunidad se preocupan por las necesidades de la comunidad Latin@: (Si, 5) (No, 3) (Sin contestar, 1)

El personal de la ciudad? (Si, 5) (No, 2) (Sin contestar, 2)

El consejo de la ciudad? (Si, 6) (No, 1) (Sin contestar, 2)

Departamento de Policía? (Si, 6) (No, 1) (Sin contestar, 2)

13. Temas importante para usted en Commerce City?

Relaciones entre la comunidad Latina y la ciudad, seguridad publica, comunicación (idioma) entre la ciudad y la comunidad.

14. Que ha aprendido sobre la ciudad?

Que esta pasando con los proyectos de la ciudad, regulaciones entre la ciudad, que existen varios departamentos, que los miembros del consejo están preocupados por nosotros.

15. Que le gustaría que lideres de la ciudad conozcan?

Que sepan de las barreras de la comunidad Latina, poner un comité de Latinos permanente porque es bueno para la relaciones (que siga LET), que la comunidad Latina es buena y quiere ayudar a la comunidad.

16. Que le gustaría ver aprendido (mas o nuevo)?

Como poder ayudar la comunidad mas, comunicación con los sheriffs, como involucrarme mas en la ciudad, el transito en CC, como comunicarme mas con los lideres de la ciudad.

17. Recomendaciones para la ciudad de Commerce City?

Una línea de ayuda en español, que no se termine LET, mas limpieza para la comunidad, que contracten mas personas bilingües, construir/establecer mas parques y actividades para los jóvenes, compartir mas información con la comunidad.

18. Siguiente pasos en colaborar con la comunidad Latina en CC?

Que sigan con LET, sigan creciendo oportunidades para relaciones con la comunidad Latina y la ciudad, contractar mas gente bilingüe, mas eventos culturales.

19. En una palabra como identifica su comunidad?

Fuerte, trabajadora, dividida, atrasada, organizada, excelente, crecimiento, bonita.

20. Cuales serán sus próximos pasos?

Compartir la información que aprendí, seguir apoyando mi comunidad, continuar trabajando con la ciudad para lograr las metas recomendaciones, apoyar en cualquier manera que puedo.

21. Comentarios adicionales?

Agradecimiento a Community Enterprise por haber creado este comité porque aprendí mucho. Gracias por crear el comité. Me gustaría que el comité lo hubiera terminado. Agradecimiento que nuestras voces sean escuchadas.