

DEI Commission
2026 Goals Planning Document

Subcommittees:

- Community Listening & Advocacy – Joanne, Dee Dee, Bianca, Michelle, Chrissy
- Events, Education, & Partnerships – Deana, Iona, Ashley

2026 DEI Commission Goals

1. Goal #1: Develop and administer survey to gather community feedback on local issues.

- *Identify any existing data*
- *Distribute survey to Adams City Gym, King Soopers, schools, library, Food Bank, Connected (include QR code & demographic questions).*
- *Collect and analyze survey data to inform a city ordinance recommended to City Council next year.*
- *Conduct community engaged qualitative data (gallery walk, focus groups, etc)*
- *Begin forming our recommendation to City Council in 2026.*

2. Goal #2: Increase attendance and diversity across all events

- *Continue to host Movie Night Events (Black History Month, Women's History Month, AAPI Month, & Native American Heritage Month).*
- *Continue to host Juneteenth Flag Raising & Celebration*

3. Goal #3: Make regular meetings accessible and educational for community members to attend.

- *Guest speaker at meetings on varied DEI topics (Gender diverse education night, event done in Spanish with English translation, ASL/language class, know your rights/civic engagement, defining DEI) - March, May, August, October*
- *Host DEI meetings at varied locations out in the community, with an emphasis of events in core Commerce City (Greyhound Ground, Reunion Coffee House).*
- *Attend City Council meetings to understand legislation, and bring awareness to the community. Act as advisory board on DEI agenda items.*
- *Continue to provide proclamations at City Council meetings.*

4. Goal #4: Build partnerships with community-based organizations

- *Support in administering survey*
- *Support in gathering a volunteer base or enhancing events.*
- *Supporting work of partner organizations in return. Identify purpose of attending event to tailor interactions.*
- *Act as a resource for building inclusive environments for community events & partners.*
- *CWB, Cultivando, Sikh & Asian communities, Indivisible string, Islesias/churches, Colorado Fiscal Institute, Anythink Library, Adams County Poet Laureate, Rec Centers/PRG, Boards & Commissions (Youth Commission, Veterans Commission, Senior Commission/Active Adults)*

DEI Commission Long Term Goals

5. **Goal #1: Educate the community about current events and legislation, community resources, DEI principles, and culture.**
 - *Proclamations, tabling, resource tool/database, Connected newsletter, City Council partnership*
6. **Goal #2: Advocate for and support diverse voices, community awareness, legislation, kindness, and inclusive practices.**
 - *Incorporate learning into the agendas that leads to action*
 - *Visibility breeds awareness, providing diverse perspectives while being out in the community.*
 - *Fundraise?*
7. **Goal #3: Collaborate with community partners to achieve common goals.**
 - *Gather and distribute resources (live link on website, printed pamphlet)*
 - *Partnering in events with other boards and organizations.*

Adopted by the DEI Commission on, January 29, 2025.