

Community Connectors-in-Residence Mid-Year Update – November 2024



Mid-year Update Purpose

This Community Connectors-in-Residence (CC-in-R) mid-year update, to Boulder City Council, is designed to elevate the experiences and voices of historically excluded communities – as heard through ongoing dialogue and as summarized by themes of community strengths and community issues – for use in city policymaking. This mid-year update includes:

- 'Building Power & Raising Voices' Sessions – Notes & Themes
- Racial Equity Instrument Step Review and Feedback
- 2025 City Budget Cycle Presentation to Department Directors
- Community Connector Wellbeing Programming
- Community Connector Confluence
- ICMA Equity Summit General Session
- Community Outreach



We welcome City Council’s feedback on this update and encourage you to share any thoughts through this [feedback form](#). Previous CC-in-R updates, including the most recent update in February 2024, may be found on the [CC-in-R webpage](#).

Community Connectors-in-Residence

Community Connectors-in-Residence (CC-in-R) elevate the voices and build the power of historically excluded communities by reducing barriers to community engagement, advancing racial equity, and surfacing the ideas, concerns, and dreams of community members. CC-in-Rs earn a stipend, based on four hours per week, for their commitment, time, and expertise.

The CC-in-R program specifically aligns with meaningful and inclusive engagement practices as included in the city’s Engagement Strategic Framework as well as strategies in the city’s Racial Equity Plan: 4.1 - improve access to decision-makers; 4.3 - focus on high-quality community engagement; and 4.5 - address language, cultural, and engagement access barriers.

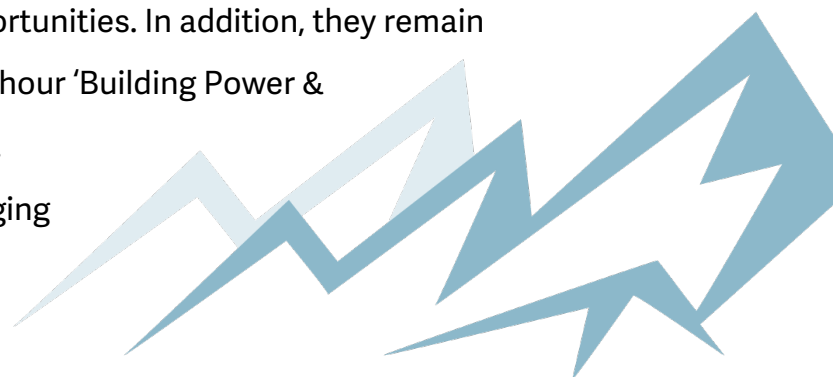
Each bicultural CC-in-R serves as a trusted voice and works closely with a community they are already a natural leader within. This may be geographic or cultural, and throughout 2024 has included community members who identify as Latina, Nepali, Black or African American, Indigenous, older adults, CU students, adults living with disabilities, residents of manufactured home communities, multi-generational households, immigrants, and individuals who are economically disadvantaged.

‘Building Power & Raising Voices’ Update

CC-in-Rs continue to build capacity to participate in local government among historically excluded community members without lived experience in that space. To address this, CC-in-Rs continue to

identify barriers to community engagement opportunities. In addition, they remain committed to facilitating their co-designed, two-hour ‘Building Power & Raising Voices’ session for community members.

These sessions aim to increase a sense of belonging



and trust in city government; build the power and skills of historically excluded communities to share their voices and shape decisions and policy about their community and the common good; increase understanding and education of local government and how to navigate systems; and lift up aspirations, engagement barriers, or issues that communities are experiencing.

In the summer and fall of 2024, CC-in-Rs facilitated three 'Building Power & Raising Voices' sessions, with a total of 45 participants:

- CC-in-R Selasee Atiase's circle
- Climate Justice Collaborative
- Safehouse Progressive Alliance for Nonviolence (SPAN)

Themes of Community Strengths from these sessions include:

- Accessible and free nature, mountains, and creeks
- Some city government services and resources

Themes of Community Issues from these sessions include:

- A need for youth spaces that appreciate who they are, support their mental health, engage them in activities, and better prepare them for their futures as well as increased safety for students in and near schools
- Increasing cost of living, especially with rent and groceries
- Expensive and inaccessible health and medical care
- Further opportunities for community engagement and community building
- A need for more community gardens
- More education about recycling



Analysis of pre/post-assessments found that 85% of participants in these three sessions reported an increase in one or more of the following:

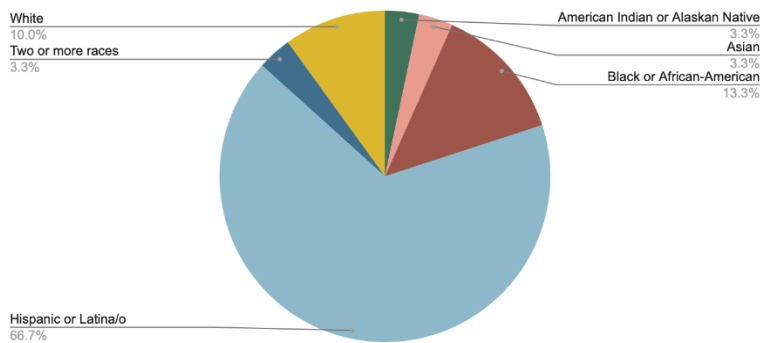
- I feel like I belong as a member of the Boulder community and that my voice/perspective matters to city government.
- I know the various services that the city offers.
- I know at least one way in which I can participate to offer my opinion during a decision-making process at the city.

Additional analysis found that after a 'Building Power & Raising Voices' session:

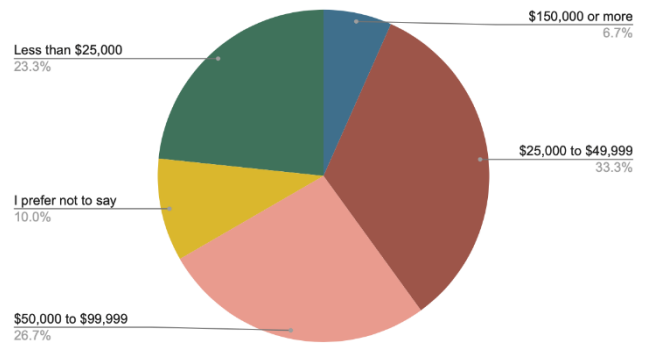
- 40% of participants identified an increase in prompt: "I feel like I belong as a member of the Boulder community and that my voice/perspective matters to city government."
- 75% of participants identified an increase in prompt: "I know the various services that the city offers."
- 60% of participants identified an increase in prompt: "I know at least one way in which I can participate to offer my opinion during a decision-making process at the city."

Participant demographics from these three Building Power & Raising Voices sessions:

Which race or ethnicity do you identify with most?



How would you describe your annual household income?



Racial Equity Instrument Step Review and Feedback

CC-in-Rs and staff facilitate a [Racial Equity Instrument Step Review & Feedback](#) process, to focus CC-in-R feedback on city projects from a racial equity framework, to increase staff use of the city's Racial Equity Instrument throughout projects, and to share a clear pathway for staff to hear feedback that centers the lived experiences of historically excluded communities. Discussions with CC-in-Rs assist staff project teams in identifying gaps and concerns they should be addressing. This valuable feedback supplements more inclusive and accessible city practices, helps guide decision-making processes, and aligns with the city's [Racial Equity Plan](#). Since February 2024, CC-in-Rs reviewed, met with staff for 45 minutes, and shared feedback and perspective on the following city projects:

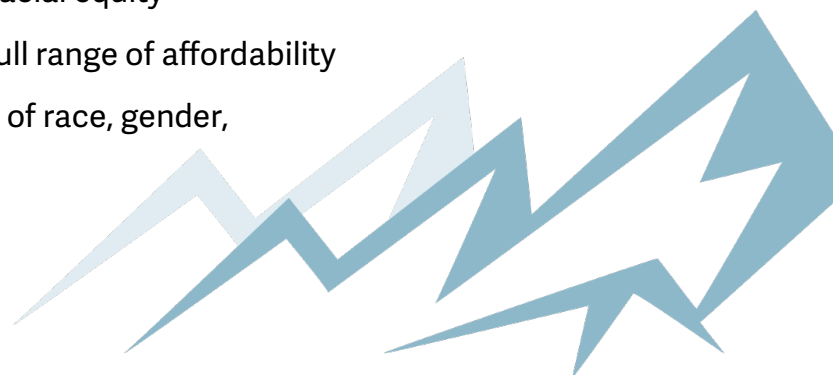
- Civic Area Second Window Engagement Plan
- Chronic Nuisance Ordinance
- Community Broadband
- E-bikes Program
- Natural Medicine
- OSMP Education Programs
- Snow & Ice Removal Team
- What's Up Boulder

2025 City Budget Cycle Community Engagement

Echoing similar priorities shared with council in a March 2023 letter (please see Appendix for full CC-in-R Council Retreat feedback letter) as well as based on community input from multiple budget education and engagement sessions with historically excluded communities in 2023, CC-in-Rs presented community priorities and strengths to department directors in June 2024.

Based on community input from previous and ongoing dialogue with community, CC-in-Rs shared that top community priorities included the following [Sustainability, Equity, and Resilience \(SER\) Framework](#) Objectives:

- Support the City of Boulder in advancing racial equity
- Provide a variety of housing types with a full range of affordability
- Support economic opportunity regardless of race, gender, ability, or socioeconomic status



Reflecting a constrained 2025 budget, with less opportunity citywide for new investments and enhancements, staff also designed feedback sessions within two specific areas of expanded funding: Wildfire Resilience Grants and Arts & Culture Community Culture Plan. In April and May 2024, city staff shared an overview of these programs with CC-in-Rs and sought their feedback on anticipated programming.

Voter Education Postcards

In the fall of 2024, CC-in-Rs designed, printed, and distributed over 500 bilingual voter education postcards that shared details on registering to vote and encouraged community members to learn more about their ballot and to make a specific plan to vote. Postcards also shared opportunities for community members to learn more and participate in city decision-making at any point throughout the year.



We Build Democracy Together!

Your vote, your choice

Your participation strengthens our community, shapes decision-making, and helps to create a better world.

1. Register to Vote
2. Learn More About Your Ballot
3. Make a Plan to Vote

Register to Vote:



Democracy is an every day matter. **ANYONE** can share their voice with the City of Boulder anytime.

A non-partisan project of:
Community Connectors-in-Residence
<https://bit.ly/3vMROH4>

Participate with the City of Boulder:



¡Juntos construimos la democracia!

Su voto, su elección

Su participación fortalece nuestra comunidad, moldea la toma de decisiones y ayuda a crear un mundo mejor.

1. Regístrese para votar
2. Obtenga más información sobre su boleta electoral
3. Haga un plan para poder votar

Regístrese para votar:



La democracia es un asunto de todos los días. **CUALQUIERA** puede compartir su voz con la Ciudad de Boulder en cualquier momento.

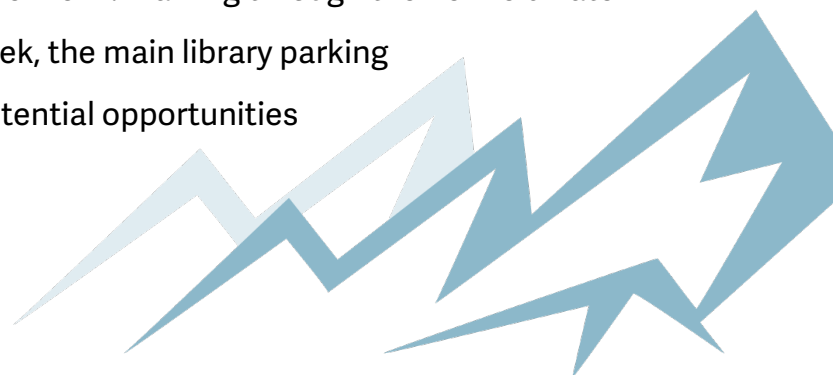
Un proyecto no partidista de:
Los conectores comunitarios en residencia
<https://bit.ly/3vMROH4>

Participe con la Ciudad de Boulder:



Civic Area Phase 2 Project Tour

As part of the second window of engagement on the city's Civic Area Phase 2 project, CC-in-Rs joined staff in a tour of the Civic Area in September 2024. Walking through the Penfield Tate II municipal building, the greens along Boulder Creek, the main library parking lot, 13th Street, and the bandshell, staff shared potential opportunities for designing the future of our Civic Area park.



Themes from CC-in-R feedback during this Civic Area tour included:

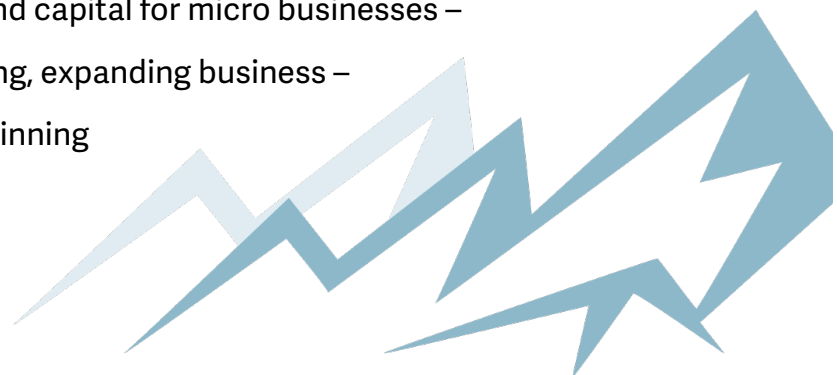
- Ensuring that the history of Indigenous people and their connection to this land is accurately depicted and that there are opportunities for education and action
- Encouraging further cultural activities, including arts, music, and farmers market
- Reflecting that a community desire for a youth center surfaces in every CC-in-R session
- Increasing safety in the area by reducing needles and human/dog waste
- Enhancing multi-modal access and opportunities for leisure
- Welcoming natural beauty in the space, including flowers, plants, and trees



Chat with Council

In May 2024, Community Connector and micro-business owner Ja'mal Gilmore hosted a Chat with Council at his Four Corners Hair Boutique. This chat included 13 micro and small business owners and the following themes were identified through small group conversations:

- Not All Small Businesses are the Same: Distinction between small business and micro business, and the need for the city to have specific strategies for supporting micro businesses.
- Capacity Building and Partnership: A need for mentorship, capacity building, cross sector collaboration and partnership, visibility, and capital for micro businesses – including accounting systems, grant writing, expanding business – especially when not all individuals are beginning from the same point.



- Micro Business Engagement: Engage more with micro businesses on decisions that impact them and the local economy, to help lay the groundwork for future vibrancy.
- Minimum Wage: Micro businesses will face unintended consequences and disproportionate impact if the minimum wage is raised. Specifically, they are struggling to pay employees now, and a raise could result in layoffs and fewer job openings.
- Property Challenges: Corporations are buying up commercial real estate, dividing an offer into smaller offices/space then leasing at very high rates. Additionally, lessees of older commercial buildings are concerned about these buildings being demolished over time.



A complete summary of this Chat with Council may be found [here](#).

Community Connector Confluence

In April 2024, Community Connectors and their families, staff, and council members celebrated Community Connectors who have served our community and are transitioning out of their roles, appreciated current Community Connectors and their accomplishments, and welcomed incoming Community Connectors during an inaugural Community Connectors Confluence event. During this event, Community Connector alum shared reflections with current/incoming Community Connectors as well as with city leadership.

Special thanks to Community Connectors-in-Residence Alum:

- Ana Karina Casas Ibarra, Dinesh Karki, Markisha Key-Hagan

A special welcome to incoming Community Connectors-in-Residence:

- Bholu Katuwal, Emmanuela Nyonkah, Tulia Flores





Community Connector Wellbeing Programming

Responding to a need identified by Community Connectors, and leveraging an increased program budget in 2024, staff and Community Connectors co-designed a menu of wellbeing sessions and activities. These opportunities seek to support Community Connectors who may be experiencing tertiary trauma from their dialogue with community around difficult issues and lived experience. To date, opportunities have included:

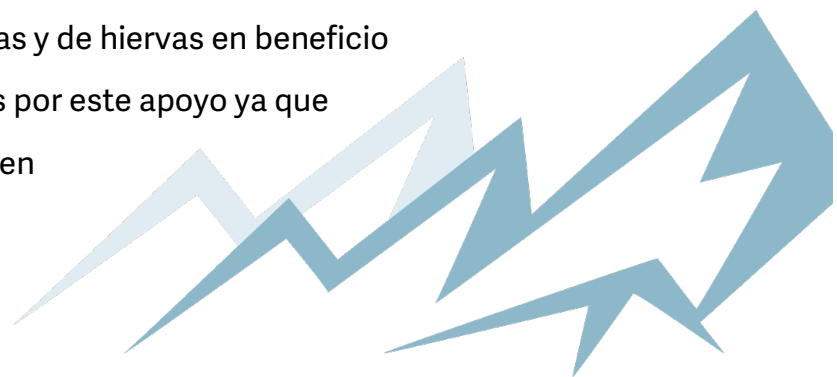
- Monthly Wellness Space with Natural Highs to reduce stress and recharge, including:
 - Acudetox opportunities
 - Wellness herbs and soothing teas
 - Resilience and neuroscience training and information
 - Strategies for addressing stress and anxiety
 - Non-judgmental dialogue about their experiences
- Chair Massage Therapist Opportunities (monthly)



- Healing Internalized Oppression Training, with Nora Alwah, Somatic Psychotherapy & Anti-Oppression Facilitator (one-time training in January 2024)
- Mindful Compassion training series with Naropa University (four Friday mornings in Oct & Nov)

Preliminary evaluation (n=25) of programming through October 2024 has identified that:

- 96% of participants stated that a specific opportunity was “very much” useful in supporting their ability to continue serving as a Community Connector.
- 100% of participants shared that a specific opportunity was “very much” useful in “benefitting your mental health,” “benefitting your well-being,” reducing stress or anxiety,” or “building skills in coping or resilience.”
- When prompted “What was most valuable about this opportunity?” select participant responses included:
 - “Sentí much más relajada y paz” [“I felt much more relaxed and at peace”]
 - “The thing that was the most valuable was when we were addressing a feeling that most of us have, like we are not doing enough, and what we are doing, is not having a big enough impact. The reframing of that, the recognition of how that is from a dominant culture perspective was a lightbulb moment for me. It helped me to shift my mindset in a way that nothing else had done so historically. I genuinely felt seen, heard, understood, and supported in the session with Nora. I'm so glad that this much needed support is now part of our standard practice. It is imperative to have mental health support in order to continue to do our jobs well, without the job itself, causing us harm from trauma, stress and more”
 - “The four main valuable things for me were learning more about the herbs, connecting with other people, the Acu Detox itself, and then the taking home of our own Anxiety Reduction herbal garden.”
 - “Conocer los beneficios de las agujas y de hiervas en beneficio de mi salud mental, muchas gracias por este apoyo ya que también me ayuda en lo personal y en relación al trabajo!!” [“Knowing the



benefits of needles and herbs for the benefit of my mental health, thank you very much for this support as it also helps me personally and in relation to work!!”]

ICMA Equity Summit General Session

In July 2024, Community Connectors and staff presented a session, “Centering Historically Excluded Communities in City Budget Processes,” at the ICMA (International City and County Managers Association) Equity Summit. CC-in-



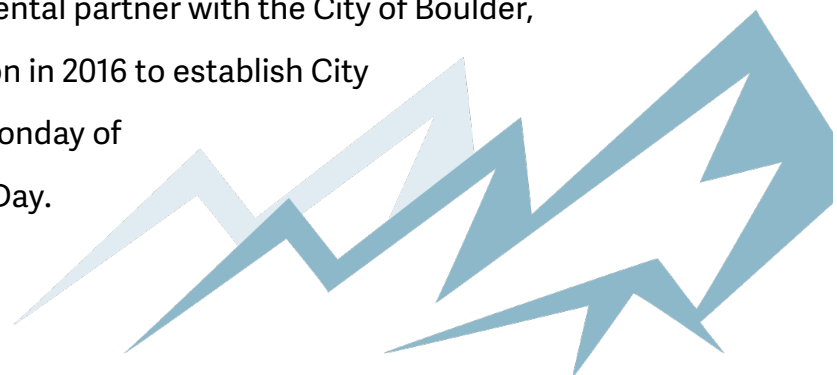
Rs were invited to present a session, which was attended by over 70 participants from across the nation, that focused on how they and city staff transformed the City of Boulder’s annual budget cycle by centering the experiences of historically excluded communities and by welcoming public participation as early as possible within the process. CC-in-Rs shared the culturally-proficient community engagement process they co-designed with city staff, how community input influenced the city’s Executive Budget Team and council, how they creatively trained community members to share their perspectives during council meetings, and how they kept community in the loop all along the way. Their community update from November 2023 may be found [here](#).

Women Who Light the Community

In September 2024, Community Connector Ava Hamilton was honored by the Boulder Chamber as a “Women Who Lights the Community.” As an Arapaho elder and filmmaker, Ava has spent decades educating our community about her ancestral history of this land, advocating for the



protection and restoration of our natural lands, and urging action to address climate change. Ava has also demonstrated leadership as an instrumental partner with the City of Boulder, partnering with the Human Relations Commission in 2016 to establish City Council Resolution 1190, declaring the second Monday of October of each year to be Indigenous Peoples' Day.



Community Outreach

CC-in-Rs tabled at several community events to share information about city services and resources, details about CC-in-R programming, and avenues for community members to connect with city government in addressing issues or questions. Tabling opportunities this past fall included:

- [El Centro AMISTAD Cumbre Compañeras](#) – “The goal of the Cumbre Compañeras is to raise awareness about social justice and equity, develop leadership skills, and increase resilience in our community. This leads to better educational, employment and health access opportunities for women and their families and, consequently, improve the lifestyle of our entire community.”
- [What’s Up Boulder](#) – “This event brings together all city departments to engage in dialogue with you about a variety of plans and projects, family-friendly activities, and opportunities to chat with council members.”



Looking Ahead

Moving further into 2024 and 2025, Community Connectors-in-Residence will continue to:

- Keep City Council updated on community strengths and community issues;
- Review and share feedback with city staff on Racial Equity Instrument steps;
- Partner with a CSU graduate student in designing a 2.0 ‘Building Power & Raising Voices’ session, focused on supporting community members to take action; and
- Engage in ongoing dialogue with community members.



Questions

Please don't hesitate to reach out with any questions or to learn more!

- Ryan Hanschen, Community Engagement Manager, hanschenr@bouldercolorado.gov
- Ana Silvia Avendaño-Curiel, Equity Policy Advisor, avendano-curiela@bouldercolorado.gov



Appendix

- 'Building Power & Raising Voices' session notes – Community Strengths and Community Issues
- What's Up Boulder activity notes – Community Strengths & Community Issues
- Council Retreat Community Priorities Letter – March 2024

'Building Power & Raising Voices' Session Notes – Community Strengths and Community Issues

Community Connector-in-Residence Selasee Atiasee's Circle June 2024

Notes on Participant Feedback

- Support wealth tax in the city
- See consistently that community engagement continues to be under-funded
 - Time from staff/partners in the community to engagement work but often goes underpaid
 - Shift power sharing and not having to go through council "process" for decision-making and bring council TO community
 - Example – Superior Community Center
- Safe injection sites for people who use drugs
 - If a safe space can be provided, this could mitigate some of the issues we see with drug use
- Youth spaces
 - Drug-free space, to gather and build community, offer supports that are healthy, caring, cool, inviting, engaging
 - Safe spaces to be themselves and be celebrated
 - Community embracing and also watching over youth is important so that message is strong from both sides
- Support love and community building where multi-family and multi-age communities are created
- When city says "community," very important to invest in the communities that have been disenfranchised for so long



- Support each others spaces, support and funding for community building, leadership capacity, social justice efforts
- Reparations for Black and Indigenous and Latinx communities, fund fund fund community engagement and leadership

Climate Justice Collaborative

September 2024

Love about Boulder

- Nature
- Change of seasons
- Boulder Creek
- Nature and bike culture
- Summer and green and mountain access
- Green nature areas
- Nature and Carolina!
- Intent of being more progressive
- Close to Longmont
- Culture lazy/relaxed/down to earth/chill/informal
- Walk in the mountains
- Has everything – mountains, pathways, hikes, animals, water, from top of mountains to here
- Free nature for us to enjoy
- Weather fresh and cool. Allergies no bueno!
- So many people to make Boulder a better place
- All of those and biking
- Do things like this and make difference in the world

Group Dialogue

- More prepared youth, more therapy so they don't abandon their studies, students don't continue with education after high school because they want to earn money first and go back but once they earn money they don't go back to school
- Improving economy
- Humans are destroying nature, this also destroys our health and we won't be able to survive



- In some neighborhoods people don't know how to recycle or compost or dispose of furniture, we need improvements for future generations
- Inform more to people – where to recycle when they don't need things at home, less elevated prices for recycling items like metal or vary price by income
- BHP well known for failing to share resources, lived there for a long time, staff underresourced, very hard to navigate
- Equity – students don't have the same resources, insurance, for what the community needs
- Boulder is the Beverly Hills of California, the lifestyle and economy are segregating people, people cannot buy housing, renting housing is very expensive, residents pay \$800 to rent land for manufactured home, San Lazaro has a clear petition for annexation and power for land, people will leave, resources are wonderful but people are needing to move away. Many people live outside Boulder but work in Boulder, the city just wants the workforce, I'm talking about equitable housing, housing for undocumented community to be able to buy property
- It's a constant struggle everyday. It's a big system that doesn't work and we need radical change not Band-Aid solutions. Access to food, food sovereignty, space to cultivate to share, more community gardens.
- City needs to change their own systems, small example would be to start with gardens and access to land, owning land
- Community gardens that can feed neighborhoods, able to sustain through farming for 20-25 people. The foundation of Boulder is Indigenous people moving them away, 63rd and Jay farm was in talks for land back. Policies avoid sovereignty, for example at Ponderosa we planned garden and chickens, the city was opposed because of public health, people cannot live in a sense of community, more people of color and natives in governance, systems change,
- Elevated costs for children's sports, way to expensive for children, we cannot afford after school sports activities
- Sports are very expensive, if a mother has 3-4 children, \$250 each is already \$1,000. Has to be more accessible for families, we want to start them in sports
- My kid has a scholarship, but only one-time, membership is for 3 months, \$75, PlayPass limited to \$250
- Aerobics classes are very expensive, I'm paying the same as families with more money
- SL – organizing in community, one person teach to swim, park rangers will take us to mountains once a month, one to teach art, Marta is helping us to get help, we don't have access to discount at rec center, we're making our own resources in our San Lazaro community . Third year we're organizing community gardens in SL, we need more funding for more gardens. Also to learn how to recycle, beautiful to bring large garbage bin once or twice per year, we



benefit from community gardens and less expensive vegetables. Coupons for fruits and veggies help a lot

- We live in very individualistic society, white fence, moving away from that and more community-based thinking, how can we come together as families and communities, how can city empower for skills shares or resources, community at city council meetings, not having to have communities continue asking for basic needs
- We want the style of program of CC is cool, the freedom to have freedom we have to have time to participate in decision-making process, changes in city council, a lot of power there but doesn't represent all members of community, leaves a lot of people out that cannot speak up. I would like to see, some people don't have decision making power to say what kind of businesses we'd like to see here, the building owners say what business here, housing limited in what art we can have, many policies decide what we can and cannot do, more focus on education, learning how to change policy, workshops for community members to better understand the impact of their lifestyles and how harming environment and lifestyles of others. Many people spend their lives in the city, work in city but leave after, how to share resources with them, share the vision of who belongs here in the city
- My neighbor moved out, retired and received her pension, they moved away because it's more expensive
- In community right now there is funding to help with wind damage, lots of money given to families to repair housing, they're doing a bad job, discrimination, only two people working on that, they gave me a window smaller than the one I had, charging \$6k for just painting, a lot of money they're investing in repairs, sometimes contractors not communicating and they're not doing everything
- We are well-connected with resources but want to know reports
- How can the city be funding more Community Connectors
- Have CCs had real systemic impact? CCs have connected to resources, moments when I've been annoyed because I want more radical changes, I have a pessimistic view, an author we need, author says to identify, then good attitude to change things

Safehouse Progressive Alliance for Nonviolence (SPAN)

October 2024

Love about Boulder

- Views
- Close to the mountains
- More and more resources for Hispanics
- Mountains
- Landscapes



- Quiet area
- Physical Activity
- Food
- The rivers
- Safe Space

Group Dialogue

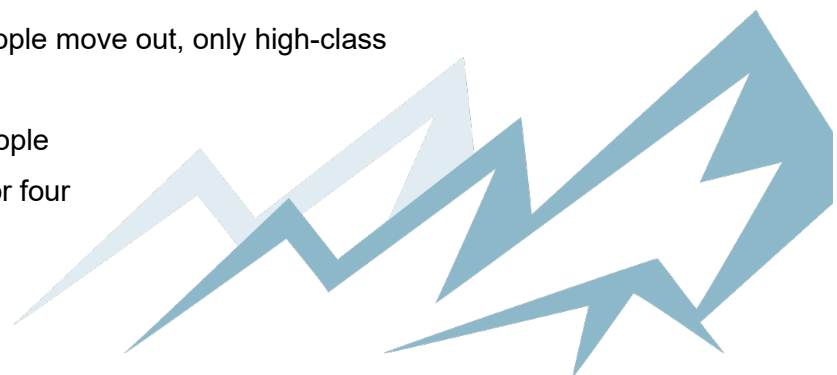
- Boulder streets are chaotic now, lots of traffic and honking cars
- I like to see that all the kids can go to school
- I don't want to see contaminated rivers

Continue what is working

- Connection to nature
- Equality
- A lot of trees and nature
- Continue in unity with everyone around us

What we don't want to happen, don't want

- See affordable housing, lower prices
- Frustrating situation with a lack of trains or more buses, so we don't have to use our cars for everything
- With health, it's complicated, many of us don't know how to get health insurance, that's also a right
- With education, we're working to improve
- I don't want to see so much garbage in creeks or in avenues. We need to plant more trees
- I don't see regard for employees in Boulder anymore, employees used to have class, care for workforce supporting. Boulder, we need to see more support back
- More support, there used to be Medicaid for families not from here
- Medical appointments are so expensive
- Rent very expensive so we can all afford to live here
- At the grocery store, we go home with less because groceries are expensive
- What are we going to do in this city it's so expensive
- Raise in prices if rent, making middle class people move out, only high-class people can be here
- Keep bringing more resources for Hispanic people
- Waiting time for street construction, stopped for four years in Lafayette



- I like this presentation, I didn't know a lot of this before, like the workforce, this is through the city of Boulder?
- It's my first time in a meeting like this, a lot of info for me to process, I need to study to understand what it all means. Grateful for this opportunity to be informed and know that we're not alone
- This information is very useful so thank you
- I don't want violence, we need to help people in need
- To live in harmony, in green spaces, no guns, no increase in prices, no violence or pollution
- Regarding the clinics, medical appts you have to wait two weeks - in two weeks you could die. My grandchildren get sick and they need medicine
- Some people are rude and need more empathy
- To stop violence, guns, prices of things, rent, continue to see programs like this to help immigrants, more health care
- We can spread the word to share what we've learned here, share the supports that we've heard about
- It's very dangerous to legalize drugs, when driving you don't know other drivers are high
- Some people have lost hope, and are sleeping on the street, please for them to be educated and to have some hope and to have housing again
- Safe place for kids so they don't follow those steps
- Some kids go to schools with guns, it should not be legal to sell guns to anyone, security door to check for guns, students have access to hunting rifles, metal detectors like in court, check bags
- Weapons need to be stored in a safe place at home, kids can be in danger, we have the right to have weapons but they need to be secured at home
- The rent is very very expensive, a way to make it more accessible
- We see homeless people using drugs and when walking by it's unsafe
- If increase cost of food please increase minimum wage

What's Up Boulder Outreach Notes

Sept 7 2024

Community Strengths

- I'm thrilled to live in North Boulder 'dogpatch' no more, the 19th Street improvements are fabulous
- Nice people
- Bike trails and paths
- Access to nature
- Parks and Open Space
- Beauty



- Parks, bike paths [Los parques, senderos de bici]
- Community
- Everything!
- South Boulder Rec Center
- Playgrounds / kid-friendly town
- Open Space, awesome libraries, dedicated bike paths
- Environment preservation
- School
- I like how we go somewhere everyday
- The people
- Mental health
- Tennis indoors
- Open Spaces [Espacios Abiertos]
- Beautiful place
- Bike paths
- Community Connectors!
- Sunshine & Gratitude
- Friendly community
- Community library events
- Lots of skateparks
- We are safe
- Bike-ability!
- Open Space
- A dedicated city team working for justice with integrity!
- Boulder Creek path
- Strong engagement with public
- Open Space and children's programs
- People are so nice
- Parks/bike paths
- A lot of community help
- Bike paths
- Community
- In the vanguard of developing programs for the residents-needs
- Friendly
- Nice people
- Kid-friendly



- Ti's includev (sic)
- Water
- Transparency
- Hiking
- Everyone spreads joy!
- Neighbors
- The libraye (sic), the food
- Mountains x3 + trees + hiking trails & schools
- Connections to nature
- Kind people
- Activities for kids
- Beautiful nature
- Inclusivity of ppl w/ autism in community
- Beauty
- Shade in parks
- Parks
- Inclusivity
- Tolerance for different viewpoints
- Scool (sic)

Community Issues

- Housing, homeless, wildfires
- Housing
- You need so much muny (sic) to live here
- Affordability
- Housing prices
- Parking
- Affordable housing
- College kids – they're trouble
- Taxation is too high – reduce services targeted at over managing certain areas – reduce it
- Dog park – separate area for unsocial dogs
- Security
- Too much survelence (sic), not locally-based – so you can not feel big
brother is on every corner
- Affordability



- Housing, more school funding, substance use outreach
- Affordability
- More public transit going east of Boulder
- Affordable housing
- Excessive residential construction, which at certain times of day, overwhelms our roads in town.
Parking too
- Affordable housing, esp for seniors
- Traffic, construction [El trafico, construcción]
- I think we should use more electric (sic) car.
- The outdoor pool closes during the winter
- People running red lights
- Safety on bike paths + parks with unhoused individuals
- Expensive
- Housing affordability, price is too high
- Parking
- Litter, cars running over animals
- Traffic
- Safety
- The pollution
- Managing growth / affordable, accessible

Council Retreat Community Priorities Letter

Council Retreat Feedback Letter

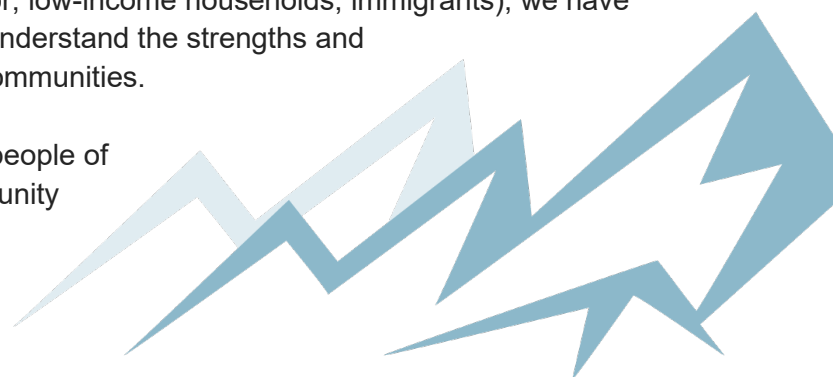
March 22, 2024

Dear City Councilmembers,

Thank you for the invitation for Community Connectors-in-Residence to share perspective on the community issues and community opportunities most impacting our historically excluded communities.

Over the past two years, through our 'Building Power & Raising Voices' sessions as well as in dialogue with historically excluded communities (e.g., people of color, low-income households, immigrants), we have engaged hundreds of community members to better understand the strengths and issues they experience as individuals, families, and communities.

Community strengths include our natural setting, the people of Boulder, and some local government services. Community

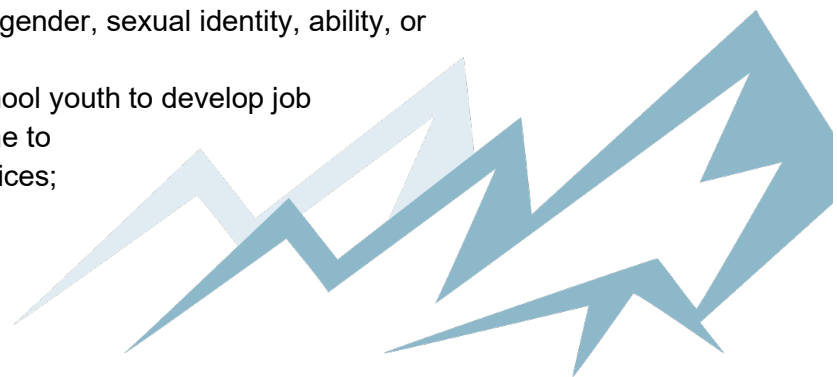


issues include racial equity, economic opportunity, affordable housing, youth opportunity, and healthcare/mental health.

We've aligned each of the community strengths and community issues we hear with objectives in the City of Boulder's [Sustainability, Equity, and Resilience \(SER\) Framework](#) as well as included specific quotes heard by Community Connectors-in-Residence while engaging community:

Top Community Issues

- Supports financial security, economic opportunity, and social mobility for all people regardless of their race, ethnicity, age, gender, ability, or socioeconomic status.
 - “My husband has two jobs, he does not have time to spend with my kids, they grew up calling their uncle dad, because they never saw my husband and that makes me extremely sad, it is unjust.”
- Provides a variety of housing types with a full range of affordability.
 - “Compared to the past, the city of Boulder is becoming increasingly difficult for the lower middle class. The availability of comfortable housing is becoming increasingly difficult. That is why the people here have to be displaced. Convenient housing is very important to me and my community.”
- Builds organizational capacity for advancing racial equity by normalizing conversations about race, developing a shared understanding of institutional and structural racism, confronting oppression, and operationalizing equity strategies.
 - "Mexicans, we are everywhere, cleaning, cooking, building, everywhere. We are the ones who work the hardest, but they don't see us enjoying the city, they just want to see us working.“
- Supports the physical and mental well-being of its community members.
 - “There are not enough mental health services, we cannot find them in our language, there are very long waiting lists, and there are no people who understand our culture.”
 - “Wellness is a multidimensional category – physical and mental health is closely related to the subjective perception and objective material expression of the eight dimensions of well-being in people's daily lives. For a healthy balance to exist, we must care for nature, the community, and people. It is not about charity, but about strengthening capacities and skills in our communities to face the challenges that are presented to us and to seek and work for common solutions, the sense of achievement in people is a fundamental element for mental health, achieving therefore, the needs in the different areas of wellness directly affects the physical and mental well-being of people, which is why it is important to create programs and projects that positively impact our communities with a comprehensive well-being approach.”
- Cultivates a wide range of recreational, cultural, educational, civic, and social opportunities for all people regardless of their race, ethnicity, age, gender, sexual identity, ability, or socioeconomic status.
 - “Summer work alternatives for high school youth to develop job skills, community leadership and income to support their access to goods and services;



scholarships for low-income college students.”

- “Leisure is the mother of all arts. We all need safe, healthy, and friendly spaces to develop creativity, enjoy life, and social, cultural, and civic participation. Unfortunately, some spaces are not culturally relevant or welcoming to all people. The city government has the great power to create inclusive recreational spaces. Cultural exchanges under equitable conditions, from an intercultural approach, and spaces for participation that respond to the context of the people. We know that not all people feel comfortable participating in all spaces in the city, and that is something that can be changed by including various activities, larger or free, accessible to all people, and fun. We need to integrate more joy and healthy enjoyment into all the actions of life. Friendly and healthy environments for all people in all parts of the city.”

Top Community Strengths

- Supports the natural environment and its ecosystems so they are better able to resist damage and recover quickly.
 - “My favorite thing about Boulder is the access to nature.”
 - “This community Boulder and my motherland Nepal naturally look the same. I love both countries. This is how I want to define both countries. Nepal is my homeland and Boulder (USA) is my homeland.”
- Enhances and facilitates transparency, accuracy, efficiency, effectiveness, and quality customer service in all city business.
 - “For city to want to listen to our voices and continue to engage, encourage for us to come to safe spaces to interact with the city and have language access too.”

Top Items on Existing Work Plan

Community Connectors-in-Residence are prioritizing the following work during 2024:

- Include historically excluded communities in 2025 city budget cycle engagement opportunities
- Keep City Council updated on community strengths and community issues
- Leverage additional General Fund program funding allocated at council’s request by recommending and participating in Community Connector Mental Health & Well-being sessions
- Co-facilitate ‘Building Power & Raising Voices’ sessions and explore expanding training offerings
- Review and share feedback with city staff on Racial Equity Instrument steps

Community Connectors-in-Residence elevate the voices and build the power of historically excluded communities by reducing barriers to community engagement, advancing racial equity, and surfacing the ideas, concerns, and dreams of community members. Community Connectors-in-Residence earn a stipend, based on four hours per week, for their commitment, time, and expertise.

For more information on Community Connectors-in-Residence, as well as past updates to City Council, please visit our webpage: <https://bouldercolorado.gov/services/community-connectors-in-residence>

Thank you,
Community Connectors-in-Residence
Adela Aguirre, Adriana Paola Palacios Luna, Ava Hamilton,
Ja’mal Gilmore, Lenora Cooper, and Selasee Atiase

