

BOARD OF COUNTY COMMISSIONERS BRIEFING PAPER

**Topic: Inclusion, Diversity, Equity and Accessibility Advisory
Commission (IDEA-AC) Policy**

Presented by: Marika Sitz, EDI Manager, Human Resources

Date: 9/10/2024

For Information

For Discussion/Board Direction

Consent to
Place on Business/
Hearing Agenda

Issue: IDEA Advisory Commission

Background: Based on recommendations from the Inclusion, Diversity, Equity and Accessibility (IDEA) taskforce, an IDEA Advisory Commission (IDEA-AC) is being established to encourage and engender a safe, inclusive, and thriving environments for County employees and all members of our diverse community.

Discussion: The IDEA-AC's role will be to advise the Board of County Commissioners (the BCC) on actions and initiatives that promote diversity and inclusion as it relates to the safety, health and well-being of County employees and all members of our diverse community. In this role, the IDEA-AC will identify equity gaps and disparities and advise the BCC on actions and initiatives that foster inclusion, diversity, equity, and accessibility so that these values are incorporated with dignity, authenticity, and accountability into the County's values and mission.

Fiscal Impact: yes no

(If "yes", include bulleted list below with concise descriptions for each. If "no", then the bulleted list may be removed).

- Year of impact:
- TABOR impact:
- Existing grant or project:
- New grant or project:
- Requested in adopted budget:
- Ongoing or one-time:
- General Fund impact:
- Staffing impact:
- ARPA impact:
- Match requirements:
- Mandate/Contractual obligation:

Revenue Limits Impact: yes no

SPA Review: n/a

County Attorney Review: Kym Sorrells, County Attorney

Facilities Review: n/a

BIT Review: n/a

Fleet Review: n/a

Human Resources Review (new FTE only): n/a

Recommendations: That the BCC directs staff to bring the proposed new policy to a future hearing.

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