



# COLORADO SPRINGS **diversity forum**

## EVERYBODY WELCOME

**connect include, engage**

*Winner of the National League of Cities 2010 NBC-LEO Cultural Diversity Award*

COMPONENT OF THE PIKES PEAK COMMUNITY FOUNDATION

### **2010 Programs and Accomplishments**

In March of 2010 the **City of Colorado Springs** was honored to receive a **first place 2010 NBC-LEO City Cultural Diversity Award from the National League of Cities** for the Colorado Springs Diversity Forum's **Everybody Welcome: A Celebration of Culture and Diversity**

The **Colorado Springs Diversity Forum** was selected to partner with the **City of Fujiyoshida, City of Colorado Springs, Japan America Society of Southern Colorado, and Colorado Springs Sister City Committee** to celebrate **50 years of friendship and collaboration**. The celebration will feature a re-creation of the Yoshida (Fire) Himatsuri Festival, considered one of Japan's most unique historical commemorations at the Everybody Welcome: A Celebration of Culture and Diversity. Colorado Springs Diversity Forum has worked with the above partners to put together a planning committee consisting of representatives from organizations with the resources to execute the event.

#### **Community Roundtables**

In our effort to move our community toward CSDF's vision of "Everybody Welcome" we have facilitated roundtable dialogue's with young professionals and students, African American, Latino/a, LGBTQ, Men, Women and Asian communities.

#### **Food for Thought - A Listening Project, Dialogue Series Pilot**

The dialogue series is intended to engage people with diverse backgrounds from a variety of communities and experiences in conversation during a shared meal. The program was successfully piloted in the spring. Plans are underway for a two year program set to begin in January of 2011. A November fund raising launch was focused on Cultural and Holiday Traditions giving opportunity for frank and open discussion about the background and beliefs behind the traditions.

#### **Educational Workshops**

February "Lessons from the History of Black Economic Empowerment" in partnership with UCCS

May - "No More Myths: Poverty in Colorado Springs Today" Lynda F. Dickson, Ph.D., and panel of local experts

October - How I Found Out I was Black and Afropuff Lederhosen in partnership with Matrix Center for Advancement of Social Equity and Inclusion

#### **Public Affairs and Government Relations**

Working to encourage application for Boards and Commissions by diverse populations

Worked with a coalition to propose the establishment of a Human Relations Commission for the City of Colorado Springs - passed June 8<sup>th</sup> formal vote by end of month

Studied the effects of the fiscal initiatives 60, 61 and amendment 101 to determine the impact on diverse and minority populations, have taken a position of opposition. CSDF Hosted a public forum and a train the trainer series to help get information on the impact of these issues to minority communities.

Considering how CSDF can be involved in the solution for bullying: ADL Program No Place for Hate, taking a stand in support of new/existing programs or legislation.

#### **Speakers**

January - Greg Mitchell "Diversity from the Executive Suite"

March - Patricia McMahon, Program Analyst, EEOC - Denver Field Office, "Disabilities in the workplace"

May - Con Coyhis, White Bison "Native American Culture: A Traditional Approach to Honoring Diversity"

July - Presentation on the programming for Everybody Welcome Week - Paula Miller and Shirley Martinez

September - Dr. Charlita Shelton, President of the University of the Rockies and Dr. Amy Kahn, Director of Diversity Bridgepoint Education "Superior Business Results through Diversity and Inclusion"

November - Summary of CSDF Roundtable discussions, Carol Scott, Everyday Democracy



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### Everybody Welcome: A Celebration of Culture and Diversity Week

Kicking off the week **The Cotton Club** celebrated our historic leaders for inclusion in the style of Fannie Mae Duncan's Cotton Club, namesake of the event. Vice Mayor Small presented a proclamation designating August 7-15<sup>th</sup> Everybody Welcome: A Celebration of Culture and Diversity week. Fannie Mae Duncan's niece, Claudean Brooks was joined by honoree Peggy Marshall's son Ford Sayre for an eloquent recognition of Peggy's contributions to the disabilities community and our community at large. Attendees danced into the night to the sounds of Sheryl Renee.

The celebration continued with the **Diversity and Inclusion Awards Luncheon** hosted by the Colorado Springs Business Journal to recognize businesses and organizations in the Pikes Peak Region demonstrating and promoting diversity and inclusion in internal operations and civic engagement. Awards were given in three categories, one to a for-profit and one to a non-profit. Daring to Dream winners were The Matrix Center for Advancement of Social Equity and Inclusion and Jan Pro of Southern Colorado; Steady and Strong performers included Goodwill Industries and Colorado Technical University; and finally The Greenberg Center for Learning and Tolerance and University of the Rockies were recognized for Raising the Bar.

Participants in the **roundtables for men and for women** delved into the feelings and experiences related to being male or female in the Pikes Peak region.

**Step Up Your Game, Diversity Conference** covered timely and practical information addressing current topics.

Presentations included, keynote speakers Craig B. Clayton, "Is Your Organization Suffering from the BS Gap" and Craig Zablocki – "Changing Times Demand - Innovation - Using Humor and Creativity in Business"; Workshops: Get in the Game: Getting Off the Bench to Become an Active Social Network Player - Angela Hamilton, SPHR ; Fair Compensation Systems - Why Every Organization Must care About Workforce Diversity - Robert J. Greene (Reward Systems, Inc.); Medical Marijuana: What are we doing About It! - Kathy Balu and Sandra Miller; Mentoring Circles - Stacy Dvergsdal, Performance Consultant with EPI, Colorado SHRM State Council, Diversity Director; Diversity in Violence - What to Look for and What to Do! - Work Place Violence (Bullying) –Dr. John Nicoletti (Nicoletti-Flater & Associates); Update on ADA and COBRA Laws - ADA Panel of professionals (Bill Moench, Senior Trial Attorney - EEOC, Denver Field Office, Brenda L. Jordahl - Employment Law Attorney -MSEC, Candice Brandt, Training Coordinator, & ADA Information Specialist - DBTAC Rocky Mountain ADA Center); Romero Theater Troupe; and From the Recruitment to Hire: Avoiding Pitfalls in the Employment Process - OFCCP - Justin Boehm, Compliance Officer – Denver Office U.S. DOL)

Panelists Wade Buchanan, President of the Bell Policy Center, Carol Hedges, Senior Fiscal Analyst for Colorado Fiscal Policy Institute, Cody Belzley, Vice President of the Colorado Children's Campaign and Senator, John Morse presented information about November ballot issues at the **Public Issues Forum**. The audience lined up for the opportunity to ask questions about the ballot language, expected impact and resources for information about proposed amendments 60 and 61 and proposition 101.

The **Immigration Symposium** moved from experiencing the human impact of our immigration laws to enjoying the contribution of immigrants to the permanent collection at the Colorado Springs Fine Arts Center to a demonstration of how the rhetoric espoused by hate groups has moved into the mainstream. This broad view created an awareness that left participants hungry to learn more about immigration law, immigrant rights and the real versus perceived impacts of our policies.

More than 10,000 community members took part in celebrating the best of who we are as a community at the **Festival**. Area residents turned out in droves to enjoy the experiences, food, and entertainment presented by the diverse and cultural communities of Colorado Springs and the organizations that serve them. Festival-goers comments say it best in completing the sentence, My favorite part of the event is: *Everything about it! All of it! The event was GREAT! All the activities Different cultures, foods, activities FREE Kids of various origins performing enthusiastically Entertainment Dancers The volunteers Entertainment and food*



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*Seeing variety of cultures Networking All the People and great entertainment The performances and their variety and, how interested people were in the event and booths.*

Colorado Springs Diversity Forum was selected to participate in the second annual Give! Campaign featuring forty local charities. Colorado Springs Diversity Forum in partnership with NAMI, Suicide Prevention Partnership and Cheyenne Village won the collaboration challenge to fund Film for Thought - a film festival/dialogue series focused on the stigma of being different as it relates to mental health, developmental and intellectual disabilities, suicide, homelessness and aging.