



## Statement of Vision

*Lafayette's panoramic view of the Rocky Mountains inspires our view into the future. We value our heritage, our unique neighborhoods, a vibrant economy, and active lifestyles. We envision a future that mixes small-town livability with balanced growth and superior city services.*

### NOTICE OF CITY COUNCIL WORKSHOP

This meeting will be conducted in person and by electronic and telephonic means in order to protect the public health and safety according to a Declaration of Local Disaster Emergency issued by the Mayor of the City of Lafayette on March 17, 2020 and City of Lafayette Resolution No. 2020-23, extending the Mayor's declaration until terminated by Council.

### SEE BELOW THE AGENDA FOR ACCESS OPTIONS

January 23, 2023

## A G E N D A

### 5:30PM CITY COUNCIL WORKSHOP

- I. Opening of Regularly Scheduled Workshop
- II. Diversity, Equity, and Inclusion Conversation
- III. Adjourn

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### OPTIONS FOR ACCESSING THE MEETING

- Attend the meeting in person. City Hall Council Chambers, 1290 S. Public Road.
- Tune to Comcast Channel 8 or HD Channel 881.
- View the meeting on your computer at <https://www.lafayetteco.gov/627/Streaming-Video>
- Listen to the meeting by calling 877-853-5257 (toll free). Once connected, you will be asked for the meeting number. The meeting number is 869 1163 2580. Press # after entering the number.



## CITY COUNCIL WORKSHOP MEMO

**MEETING DATE:** January 23, 2023  
**AGENDA TITLE:** Diversity, Equity, and Inclusion Conversation  
**PREPARED BY:** Fritz Sprague, City Administrator  
Rick Bashor, Chief of Police

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### **Executive Summary**

Lafayette strives to be an inclusive, welcoming community. The City recognizes that advancing diversity, equity, and inclusion builds a healthy and belonging environment for all. City leaders nurture and promote diversity, equity, and inclusion.

As we move to address racism in our community, we strive to ensure everyone is supported, safe, and respected. One fundamental foundation of change is education, combined with conversation. City staff, through professional development opportunities, became acquainted with Dr. Antoinette Allen. Dr. Allen has been invited to come to Lafayette to help with learning more about diversity, equity, and inclusion and to facilitate conversation with City Council and staff.

**City Council Strategic Outcome (most applicable): Safe, Welcoming, and Inclusive**

### **Background Information**

Antoinette Allen, Ph.D., has spent the past 30 years working in the areas of equity, human resources, logistics and leadership development. In 2018, she launched an educational consulting company to share her diverse content and experiences. Dr. Allen has held numerous leadership roles, beginning in the U.S. Air Force (retired Major), continuing as a senior manager in the Federal Bureau of Investigation, before working as full-time faculty at the Office of Personnel Management's Federal Executive Institute, where she perfected the inclusion of creative arts-based learning techniques (art, dance, music, and poetry) into her design and delivery.

Antoinette is an award-winning poet, sought-after international public speaker, trainer, certified life coach, writer, and workshop facilitator known for her energy, storytelling, and facilitation of unique, passionate, thought-provoking topics. In 2020, Dr. Allen coined the term, "systemic forgiveness," and plans to integrate this concept into mainstream leadership concepts. She considers herself a lifelong learner who completed a Ph.D. in Education, M.S. in Behavioral Science, B.A.S. in Human Resource Development, and an A.A.S. in Logistics, with a life motto of, "Keep Moving Forward."

Dr. Allen seeks to connect her audience with the necessity of not only sharing their story but making no apologies for it either. Her recently released poetry book, “Black Girl in the Mirror,” is being used by multiple organizations to help teach leaders how to conduct challenging conversations, while exploring women’s leadership perspectives.

**Next Steps**

Following the council conversation, Dr. Allen will be presenting to all City staff through the week of January 23.

**Attachment(s)**

None.