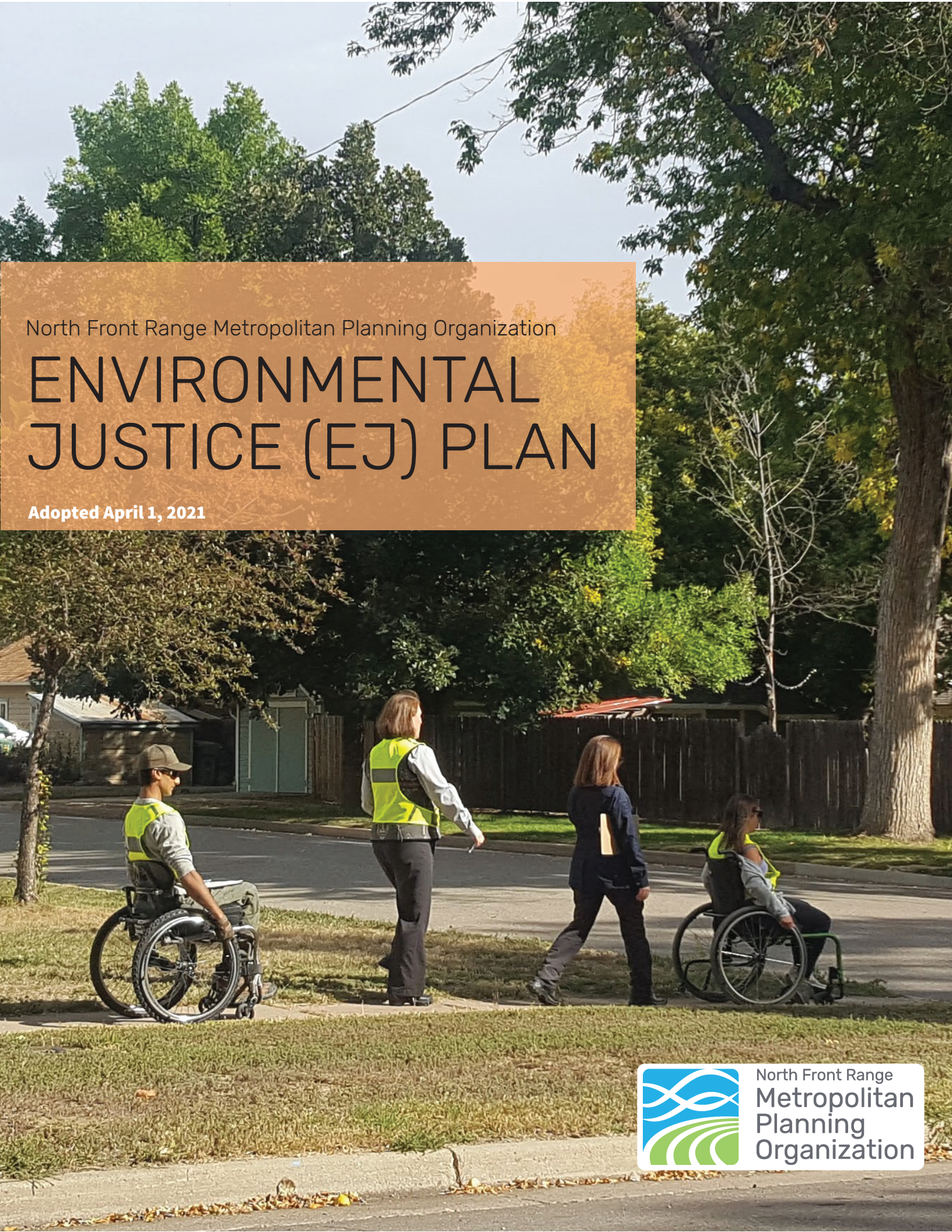


North Front Range Metropolitan Planning Organization

# ENVIRONMENTAL JUSTICE (EJ) PLAN

Adopted April 1, 2021



North Front Range  
Metropolitan  
Planning  
Organization





# North Front Range Metropolitan Planning Organization

## **Environmental Justice (EJ) Plan**

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Adopted:

April 1, 2021

Preparation of this document has been financed in part through grants from the Federal Highway Administration, Federal Transit Administration, the Colorado Department of Transportation, and the local member communities of the NFRMPO.



**RESOLUTION NO. 2021-07**  
**OF THE NORTH FRONT RANGE TRANSPORTATION & AIR QUALITY PLANNING COUNCIL**  
**ADOPTING THE ENVIRONMENTAL JUSTICE (EJ) PLAN**

**WHEREAS**, the North Front Range Transportation and Air Quality Planning Council (dba NFRMPO), is the Metropolitan Planning Organization for the North Front Range of Colorado and receives both Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) in the work programs of the agency, and

**WHEREAS**, the USDOT defines Environmental Justice as the fair treatment and meaningful involvement of all people, regardless of race, ethnicity, income, national origin, or educational level with respect to the development, implementation and enforcement of environmental laws, regulations, and policies; and

**WHEREAS**, *USDOT Order 5610.2(a): Final DOT Environmental Justice Order* applies to all policies, programs, and other activities that are undertaken, funded, or approved by the FHWA, the FTA, or other USDOT components; and

**WHEREAS**, the NFRMPO is committed to following the federal guidance as outlined above and identified in the most recent Certification Review; and

**WHEREAS**, the NFRMPO strives to be a leading partner in the engagement of community members across the region in the transportation planning process.

**NOW, THEREFORE, BE IT RESOLVED** the North Front Range Transportation & Air Quality Planning Council approves the Environmental Justice (EJ) Plan to guide the NFRMPO in satisfying federal EJ requirements and making the transportation planning process more equitable and accessible to all.

Passed and approved at the regular meeting of the North Front Range Transportation & Air Quality Planning Council held this 1<sup>st</sup> day of April 2021.

**William Karspeck**

William Karspeck, Vice Chair

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## Executive Summary

The **Environmental Justice (EJ) Plan** serves as a guide for enhancing EJ considerations in transportation planning initiatives across Northern Colorado. The [Environmental Protection Agency](#) (EPA) defines EJ as “the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.” Development of the EJ Plan began in late 2019, prior to the COVID-19 pandemic and many of the landmark social justice events and movements of 2020. This Plan acknowledges that transportation plays a role in social and environmental equity and challenges the NFRMPO and its member agencies to lead with equity and inclusion.

**Part I** of the EJ Plan describes demographics of the region and identifies current methods for EJ analysis, acknowledging strengths, weaknesses, and targeted areas for improvement.

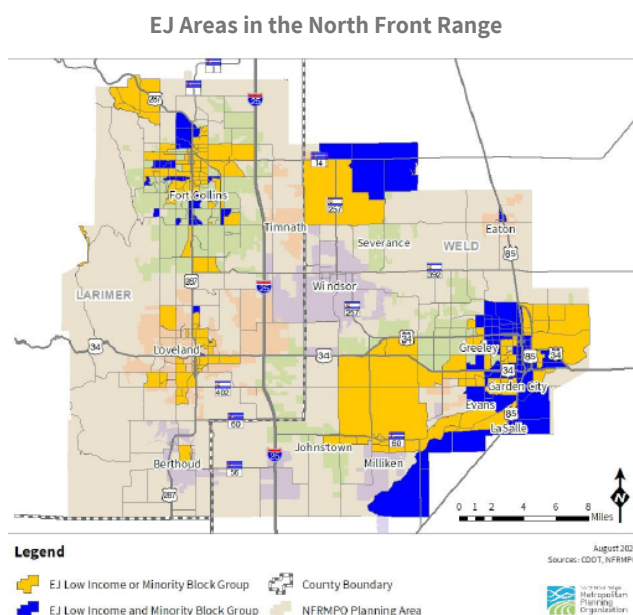
**Part II** contains recommended local and regional actions that can improve EJ in Northern

Colorado. This section includes recommendations for the NFRMPO and its member agencies within various time horizons. Many are adapted from best practices and will require the commitment of additional resources and/or other changes to business as usual.

**Appendix A** highlights various best practices from across the region, state, and nation. These examples focus on improving EJ considerations through engagement and outreach, analysis and assessment, and effective use of technology. It also includes books, guides, groups, articles, and videos for further exploration. These resources can be referenced by local partners and NFRMPO staff to better integrate equity into public processes.

**Appendix B** provides additional information about community-specific resources and stakeholders to engage across the NFRMPO region.

Finally, **Appendix C** lists acronyms commonly used in the field of transportation planning.



## Part I / Environmental Justice Report

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## Section I / Introduction

### NORTH FRONT RANGE MPO

The North Front Range Metropolitan Planning Organization (NFRMPO) is the federally mandated metropolitan planning agency for the Greeley Urbanized Area (UZA) and the Fort Collins Transportation Management Area (TMA) as well as the surrounding areas in Larimer and Weld counties expected to urbanize in the next two decades. The demographics of the area are explored in detail in **Part I, Section III**.

It is important to note the NFRMPO does not cover the entirety of either Larimer or Weld county. Some data is only available for an entire county, which are noted as “(all)” in the tables, while other data can be analyzed for the area within the NFRMPO boundary, which are noted as “(part)”.

Currently, NFRMPO staff completes environmental justice (EJ) analyses for two major planning processes: the **Regional Transportation Plan (RTP)** and the

### Transportation Improvement Program (TIP).

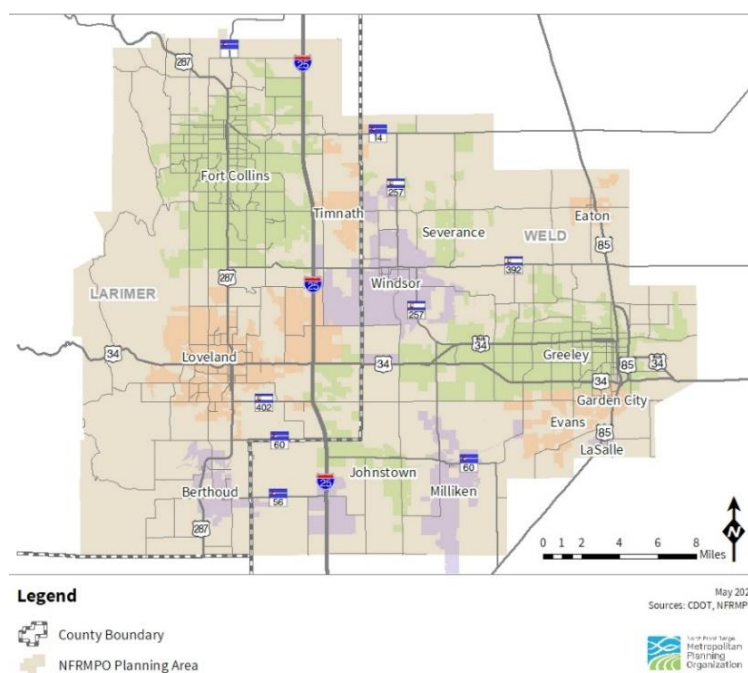
This **EJ Plan** will identify other programs, plans, or efforts that would benefit from inclusion of EJ policies.

The **RTP** is updated every four years with a focus on improvements necessary for all modes of transportation over the next two decades. NFRMPO staff work with partner agencies and stakeholders to include a robust public outreach program as part of this planning effort.

The **TIP** is usually updated every other year in coordination with the Colorado Department of Transportation (CDOT). The TIP is a listing of all programmed projects using state and federal transportation funding as well as locally funded regionally significant projects.

In addition to these two documents, the NFRMPO also addresses EJ in the **Public Involvement Plan (PIP)** and the **Title VI Plan**.

Figure 1: NFRMPO Planning Area



**Community members complete a walk audit in Berthoud, 2019.**



## ENVIRONMENTAL JUSTICE

The EPA defines EJ as “the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.” [Federal Highway Administration](#) (FHWA) expands on this definition by adding EJ “identif[ies] and address[es] disproportionately high and adverse effects of the agency's programs, policies, and activities on minority populations and low-income populations to achieve an equitable distribution of benefits and burdens.” Benefits and burdens are explored more in **Part I, Section II.**

Oftentimes, Title VI of the Civil Rights Act and EJ are conflated. Title VI specifically addresses discrimination on the basis of race, color, or national origin, while EJ addresses the distribution of benefits and burdens on low income and minority residents. While they may

overlap, Title VI and EJ requirements address separate actions and regulations.

According to the Federal Transit Administration (FTA), “Title VI requirements are broader in scope than EJ”<sup>1</sup> but do not address the impact of projects on low-income residents. Though both are required for federal grantees, an analysis for one does not suffice for both.

CDOT provides the following guidelines regarding EJ in its **National Environmental Policy Act (NEPA) Guide:**

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority populations and low-income populations.
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

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<sup>1</sup> <https://www.transit.dot.gov/faq/environmental-justice/what-different-between-title-vi-and-ej>, Accessed 3/3/2020.



## REGULATIONS

[Executive Order 12898](#), *Federal Actions to Address Environmental Justice (EJ) in Minority Populations and Low-Income Populations (1994)*, was enacted to reinforce Title VI of the Civil Rights Act of 1964. **Executive Order 12898** states, “each Federal agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.”

In May 2012, the USDOT issued an updated internal Order 6110.2(a), [Actions to Address EJ in Minority Populations and Low-Income Populations \(DOT](#)

**Order)**. The DOT Order updates the Department’s original EJ Order, which was published April 15, 1997. The DOT Order continues to be a key component of the USDOT’s strategy to promote the principles of EJ in all DOT programs, policies, and activities.

President Biden signed an [Executive Order](#) on January 27, 2021 directing federal agencies to develop programs, policies, and activities to address the disproportionate health, environmental, economic and climate impacts on disadvantaged communities. The order establishes a government-wide Justice40 Initiative to deliver 40 percent of overall benefits of federal investments to disadvantaged communities. These efforts will build on and update **EO 12898**. NFRMPO staff will continue monitoring these federal actions and the implications for Northern Colorado.

## PURPOSE

The overall purpose of the EJ Plan is to be useful to local communities and NFRMPO staff to ensure the agency has plans, programs, and projects that consider the needs of all residents of the region. This should not be a plan that sits on the shelf but is actively used and built upon.

Over the last few years, NFRMPO staff and partner agencies have discussed ways to better integrate EJ analysis into the transportation planning process. These discussions as well as feedback from FHWA and FTA provided the context for the EJ Plan to be included in the NFRMPO’s current Unified Planning Work Program (UPWP), which was approved by the Planning Council in June 2019.

During the NFRMPO’s Certification Review in 2018, FHWA and FTA identified a need for the NFRMPO to evaluate its public outreach and track how the agency interacts with low income and minority populations. Specifically, the recommendation from FHWA and FTA reads,

“The Public Involvement Plan (PIP) should include explicit procedures, strategies, and outcomes for seeking out and considering the needs of those traditionally underserved by existing transportation systems, such as low-income and minority households, who may face challenges accessing employment and other services.”

NFRMPO staff has been working on this project since January 2020, building on the PIP adopted by the Planning Council in March 2019. MPOs and communities across the country have started integrating more EJ into their policies, allowing NFRMPO staff to research existing efforts and include best practices in the EJ Plan. The partnerships built during this project have already helped the NFRMPO get greater and more in-depth feedback on its plans and projects.

## DEMOGRAPHY

This section addresses common terms used when discussing EJ. The definitions are taken from the National Environmental Policy Act (NEPA) Guide, adopted by CDOT in 2017, or from official US Census definitions. Specific application of these terms in Northern Colorado is addressed in **Part I, Section III**.

- **Block Group** – A combination of Census blocks that is a subdivision of a Census tract or block numbering area.
- **Low Income** – Household income is at or below the Department of Health and Human Services (HHS) poverty guidelines.
- **Low-income population** – Any readily identifiable group of low-income persons who live in geographic proximity.
- **Minority population** – Any readily identifiable group of minority persons who live in geographic proximity.
- **Minority** – Populations including:
  - Black – a person having origins in any of the black racial groups of Africa.
  - Hispanic or Latin – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture of origin, regardless of race.
  - Asian American – a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent.
  - American Indian and Alaskan Native – a person having origins in any of the original people of North America, South America (including Central America), and who maintains cultural identification through tribal affiliation or community recognition.
  - Native Hawaiian or Pacific Islander – a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Communities of Concern** – additional populations in the North Front Range region that should be considered with additional resources in the planning process, including:
  - **Limited English Proficiency**
  - **Persons with disabilities**
  - Persons over the age of 60
  - Persons under the age of 18
  - Zero-car households
  - Female-headed households
  - Unhoused populations

These demographics are discussed in **Part I, Section III**.



## HISTORY AND BACKGROUND

Decades of anecdotal reports, case studies, and community activism culminated in the EPA's 1992 finding that, "racial minority and low-income populations experience higher than average exposures to selected air pollutants, hazardous waste facilities, contaminated fish, and agricultural pesticides in the workplace."<sup>2</sup> This includes disproportionately high exposure to facilities with high emission rates such as highways and factories. The specific issues faced by communities across the nation vary widely based on local context, but the patterns of disparity are often discernable.

In Northern Colorado, some of the environmental inequities can be traced back to the region's well-known sugar beet industry in the early 20<sup>th</sup> century. The Great Western Sugar Company assisted in developing neighborhoods to house its field and factory laborers, originally consisting mainly of Germans from Russia. This included areas like Spanish Colony outside

Greeley, laborer colonies on the outskirts of other Weld County communities such as Milliken, Eaton, Johnstown, and Greeley, and the Buckingham, Andersonville, Alta Vista, and Holy Family neighborhoods in Fort Collins.<sup>3</sup> These neighborhoods were intentionally located near fields and factories and away from established centers of commerce and public life. In Fort Collins, the prevailing mindset was that "secluding the neighborhoods across the river from Fort Collins would keep seditious, suspect, and unwelcomed foreign influences from seeping into more established neighborhoods." These secluded neighborhoods were disproportionately exposed to the factory smoke and odors, streams of industrial waste effluent, odors from the city dump, and flood hazards.<sup>4</sup>

As anti-European sentiment grew and immigration policies tightened with World War I, the German from Russia labor force was replaced predominantly by Hispanic immigrants

**Fort Collins Great Western Sugar Factory**



**Image credit:** Fort Collins Museum of Discovery

<sup>2</sup> [https://www.epa.gov/sites/production/files/2015-02/documents/reducing\\_risk\\_com\\_vol2.pdf](https://www.epa.gov/sites/production/files/2015-02/documents/reducing_risk_com_vol2.pdf) (page 3)

<sup>3</sup> <https://www.greeleytribune.com/news/local/welds-untold-story/>

<sup>4</sup> Work Renders Life Sweet: Germans from Russia in Fort Collins, 1902-2000. SWCA Environmental Consultants. Page 9

from Mexico and the southwest United States. The low-paying agricultural, industrial, and mining jobs reinforced the geographic and social disparities by income and race in the aforementioned neighborhoods. This history perpetuated the “other side of the tracks/river” stigma that can still be seen in some Northern Colorado communities. Loveland was notorious as a “Sundown Town,” meaning people of color were formally or informally banned from the city limits after sunset until 1960.<sup>5</sup> Some downtown storefronts in Loveland, Fort Collins, and Greeley included signs indicating “White-Trade Only” and “No Dogs or Mexicans Allowed.” An unnamed Fort Collins Police Officer stated that among the Police Department’s duties in the 1950s and 1960s “was to keep Mexicans on their side of town.” Some low income and minority neighborhoods resorted to self-funding their own road repair due to lack of investment or responsiveness from the cities and counties. As environmental activism grew across the nation in the 1960s and 1970s, it caught on locally as well. Neighborhoods partnered with organizations such as Neighbor to Neighbor to advocate for sewer service and paved roads, which finally came to neighborhoods like Alta Vista in the 1970s and 1980s.<sup>6</sup>

The infrastructure and service disparities have continued to evolve in more recent decades but can be linked back to the strong agricultural roots that largely shaped the built environment across the region. Along most Northern Colorado highways, there are instances of auto-oriented development near or through neighborhoods with higher rates of poverty or minority status, low rates of automobile ownership, and less access to the public decision-making process.

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<sup>5</sup><https://www.reporterherald.com/2016/07/02/loveland-wasnt-immune-to-nations-divided-past/>

Over decades, these development patterns have prioritized vehicle and goods movement over quality of life factors such as noise, pollution, safety, and inclusion. Some of these environmental inequities are captured in the USDOT’s list of potential burdens created by transportation-related activities and are at the heart of EJ. Rapid growth, development, and the resulting rise in cost of living in Northern Colorado are placing increased pressures on all communities of concern, reinforcing the importance of EJ analysis and considerations.

**Hispanic Students Picketing, 1983**



**Image credit:** Greeley History Museum

<sup>6</sup> Hang Your Wagon to a Star: Hispanics in Fort Collins, 1902-2000. SWCA Environmental Consultants. Page 9

## VISION, GOALS, AND APPROACH

The following is the vision created by NFRMPO stakeholders as part of the **2045 RTP**. The **EJ Plan** seeks to ensure this vision applies to all residents of the region, regardless of race, ethnicity, or income.

*We seek to provide a multi-modal transportation system that is safe, as well as socially and environmentally sensitive for all users that protects and enhances the region's quality of life and economic vitality.*

To ensure all populations are included, the NFRMPO is defining the following goals for this **EJ Plan**:

1. **Analyze** access to the decision-making process across the region
2. **Identify** partnerships and engagement strategies
3. **Define** clearly the benefits and burdens that incorporate local and regional context
4. **Consider** additional communities of concern, including those with above average rates of LEP, older adults, youths, individuals with disabilities (ambulatory, self-care, independent living, hearing, vision, or cognitive difficulties), zero-car households, female-headed households, and unhoused populations
5. **Recommend** improvements to local and regional EJ considerations on transportation projects and public involvement

These goals will only be met if the NFRMPO continues to invest staff time and funding into the following approach to EJ. This approach is adapted from the NEPA Guidance.

- Identify the potential burdens and benefits
- Identify the target populations within the study area
- Correlate the identified burdens and benefits to the target populations
- Note possible mitigation strategies for identified disproportionate burdens
- Determine which public participation methodologies to use
- Make EJ recommendations
- Evaluate the implementation of the EJ process

## OUTREACH

Public involvement is the centerpiece of the planning process. Grantees of FTA and FHWA funds are specifically required to “develop explicit procedures, strategies, and desired outcomes for public involvement, make special efforts to engage members of low-income and minority communities, and periodically evaluate the effectiveness of that engagement from visioning to project development and operations.” The Interagency Working Group on EJ (EJ IWG), which is made up of a collection of federal agencies, highlights that outreach should lead to meaningful engagement, which it defines as community participation in agency decision-making that is inclusive, effective, and accessible to all. Outreach should inform and involve community partners and stakeholders early, often, and continuously.

During the development of the **EJ Plan**, NFRMPO staff interviewed residents and community partners working on equitable public engagement around the region. From these discussions, key themes for equitable outreach emerged and are described in the following strategy list. With some of these themes, examples are listed with corresponding page numbers from **Appendix A**, where they are described in further detail alongside several additional best practices. These themes will help guide improvements to NFRMPO outreach efforts.

NFRMPO staff conducted interviews with the following agencies, organizations, groups, or communities as well as created a survey available in English and Spanish.

- City of Evans
- City of Fort Collins
- City of Loveland
- Diverse Fort Collins
- EnFoCo
- The Family Center/La Familia
- Greeley-Evans School District 6
- Immigrant and Refugee Center of Northern Colorado
- Larimer County Department of Health and Environment, Built Environment Program
- Larimer County Mobility Committee
- NoCo Bike & Ped Collaborative
- TAC
- Town of Milliken
- Weld County Mobility Committee
- United Way of Larimer County
- United Way of Weld County
- Weld County

### Get out into the community and build partnerships.

A traditional two-hour Open House at a municipal building will only attract a small, and specific subset of the community. To broaden the reach of a project, planners and project teams need to “meet the people where they are” by going into the community. This is important during and in between major planning initiatives. Meaningful involvement requires building partnerships with, and empowering community-based organizations, local businesses, faith-based institutions, or advocates and building trust over time. This also means bringing interpreters to ensure all residents are heard and invested. Find out if there are ways you can get your name and message into community bulletins or newsletters, so community members become familiar with you before you ask for their time and input.

#### Examples:

Community Engagement Steering Committee (CESC) and Equity Advisory Committee (EAC) – *(page A-9)*

Citizen’s Academy *(page A-7)*

Civic Leadership Academy *(page A-9)*

### Be interactive and have fun.

Many things are vying for people’s attention and interest. Project teams need to find interactive, innovative, and relatable ways to discuss goals and visions, funding, and project deliverables,



among other things. Can you turn engagement into a game or contest? How can you better incorporate arts and culture? Are your strategies or materials lively and engaging or overly formal and technical? Can you get community members to help in the planning? Ask colleagues, friends, or family members who are further removed from the project or process to review your materials and provide honest feedback. Show up to the event with interesting bullet points, be open to pivoting in conversation, and make things relatable. Your residents work hard enough already; do not make their participation feel like work, too.

**Examples:**

Mobile Transit Lab *(page A-9)*

**Take your time.**

Building trust with communities takes time. Traditionally disadvantaged communities may have lost trust in the government over time. Do not expect that trust to be restored after one or two projects and be ready to adjust your strategies.

Allow time for people to understand a process or project. You may need to reevaluate your process along the way and add events, have follow-up conversations, or rethink your messaging. Good public outreach will mean deadlines or timelines need to be extended from time to time. It takes time to identify, evaluate, and mitigate the potential impacts of a policy, program, or project being proposed in a community. Delays can be a chance to improve the project, improve your process the next time around, and enhance relationships with the community.

**Understand and respond to the needs of the community.**

Engage the leaders who live and work in the communities you are engaging with. Each community has different needs. For many, online input opportunities are preferable and more convenient. During the COVID-19 pandemic, online interaction became the norm. Organizations should continue expanding their fluency with digital engagement.

When in-person meetings are possible, do not expect a standard meeting time, size, place, and format to work for everyone. It is difficult for citizens to participate in the public process if they are struggling to meet their own basic needs. Provide childcare, language services, a meal or snacks, transportation and parking vouchers, and small financial incentives if possible. Additionally, preferred learning style varies from person to person. Send a diverse team and keep meetings small to encourage interaction and make the setting less intimidating.

Make sure you have something to offer visual, auditory, reading/writing, and kinesthetic learning styles in a comfortable setting that is not overly formal or large. Ensure these accommodations are identified as allowable expenses in project budgets and requests for proposals (RFPs).

**Examples:**

Free Child Care for City Council Meeting Attendees *(page A-10)*

Municipal Service Center & South Main Biz Hub *(page A-14)*

## Establish and maintain good communication.

The earliest stages of the planning process (long-range planning, visioning, and scenario planning) are crucial to defining community priorities and concerns. It is equally important to continue outreach during design, construction, and operation to ensure the values identified early on are being addressed. Reach out early and often. Being proactive and persistent increases the chances of addressing areas of concern or outright opposition from community members. Make sure you are communicating updates via multiple methods, platforms, and media.

Make the request clear upfront – What feedback do you want from the community? When do you want it? How will that feedback be incorporated into the project? When will you follow up with the community? What is the timeline? What project updates should the community be looking out for, and where? How can they stay involved and contact you later? Questions like these too often go unanswered, making community members feel their voice was not actually heard. Community members are wondering these things, whether they ask you explicitly or not. If you do not address them early on, do not expect the community to engage moving forward. Community organizations and their leaders are invaluable partners for getting started on the right foot.

## Use plain language.

When possible, remove industry jargon from your communications and/or define the terms in a glossary of terms that participants can refer to. While standard industry acronyms and terms are used by professionals in the field every day, they are often unfamiliar, or have an entirely different meaning, to the general public. Be aware of the educational attainment and English proficiency level of your intended audience and adjust or translate your content accordingly. Test your content beforehand by asking people unfamiliar with your project or field of work to review it. Your organization may have someone like a public information officer (PIO) to help you identify if you are writing for your intended audience. The [Plain Language Action and Information Network \(PLAIN\)](#) offers guidance for public agencies. PLAIN is a group of federal employees from different agencies and fields who support the use of clear communication in government writing.

## Be Intentional.

What is the intent of your public engagement? Is it to inform? Involve? Consult? Collaborate? All of the above? The tools and strategies you employ will look a lot different depending on your answer. Be deliberate in your approach. If you are holding a public meeting purely to inform the public of an upcoming construction project breaking ground in a couple weeks, participants may believe it is an opportunity to impact the design. In this instance, a public notice may be more appropriate. Be intentional about choosing a method or medium that is better suited for the desired outcomes. Failing to do so can damage hard-earned trust. It is obvious to community members if you are simply “checking a box” in the public process.

### Examples:

Transportation Outreach Planner *(page A-8)*

Practices in Engagement in the Time of COVID *(page A-8)*

### **Strive for shared decision making and community ownership.**

Some public meetings leave the impression that a decision was made before the meeting ever started. Community members are experts on what their neighborhoods need most. Ask them to show you problem areas and work through solutions alongside them. Tap them to help you plan events and take part in implementation. This could mean handing over or collaborating on public art or other design components to ensure they honor area culture and history.

#### **Examples:**

Tactical Urbanism as Community Engagement *(page A-7)*

Milliken Skatepark – Leading with Youth Engagement *(page A-3)*

### **Get comfortable being uncomfortable.**

Equity conversations can be difficult. This is not a reason to not have them. Expect criticism and push back and follow up with those who provide it. Having these tough conversations internally first is critical. Be prepared to consider perspectives different from your own and encourage your colleagues to do the same. Ask critical questions about the planning process and how it might neglect certain parts of the community. Does your planning process truly align with your community vision and goals? Standardize a set of questions for project team members to answer prior to starting a new project or initiative, then discuss them as a team.

#### **Examples:**

Just-In-Time (JIT) Equity Assessment *(page A-6)*

Local and Regional Government Alliance on Race and Equity (GARE) *(page A-8)*

### **Evaluate the effectiveness of your strategies.**

Equitable values are often reflected in a community's vision and goals but are less often reflected in day-to-day operations. Collect and analyze data to figure out what community members you are or are not reaching along the way. Are there certain demographic groups or neighborhoods that are under- or overrepresented in the feedback you have collected? Agencies set performance measures and targets to measure the success of the transportation system. This can and should be done for your public outreach program(s) as well. National organizations such as [Local and Regional Government Alliance on Race and Equity \(GARE\)](#) specialize in providing assistance in these areas.

#### **Examples**

City Staff Racial Impact Self Assessments *(page A-11)*

Regional Transportation Equity Evaluation *(page A-11)*

### **Commit resources.**

Outreach and engagement strategies that tailor to the needs and preferences of a community require staff time and financial resources. Activities that involve direct expenses may include renting a venue, purchasing refreshments, translating, and printing materials, arranging free transit passes and/or rides, providing translators, and hiring child-care providers. Agencies may also consider allocating funds directly to local organizations to help boost participation in planning studies or other activities focused on EJ populations and other communities of concern.

### **Examples**

Community Partners, Plan Ambassadors, Online Idea Boards, and Virtual Workshops *(page A-2)*



## Section II / Analysis of Benefits and Burdens

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### EJ ANALYSIS

An EJ analysis is completed for all location-specific individual projects included in or amended into the **TIP** and **RTP**. If a project is located in, within ¼ mile of, or adjacent to an area with a substantial EJ population, it is considered to be an EJ project. If it does not, it is considered to be a Non-EJ project. The benefits and burdens of each project must be examined individually, regardless of its EJ status. An overall analysis of the TIP determines if it meets EJ requirements. The analysis process follows three guiding principles outlined in **DOT Order 5610.2(a)**:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority and low-income populations in relation to transportation improvements.
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

Under this DOT Order, an adverse effect means:

- Bodily impairment, infirmity, illness, or death
- Air, noise, and water pollution and soil contamination
- Destruction or disruption of man-made or natural resources
- Destruction or diminution of aesthetic values
- Destruction or disruption of community cohesion or a community's economic vitality
- Destruction or disruption of the availability of public and private facilities and services
- Vibration
- Adverse employment effects
- Displacement of persons, businesses, farms, or non-profit organizations
- Increased traffic congestion, isolation, exclusion, or separation of individuals within a given community or from the broader community
- Denial of, reduction in, or significant delay in the receipt of benefits of USDOT programs, policies, or activities.

An EJ analysis also includes a determination of whether the activity will result in a “disproportionately high and adverse effect on human health or the environment,” defined in *DOT Order 5610.2(a)* as:

- Being predominately borne by a minority population and/or low-income population
- Suffered by the minority population and/or low-income population and is appreciably more severe or greater in magnitude than the adverse effect that will be suffered by the non-minority population and/or non-low-income populations.

According to FHWA, many agencies analyze EJ benefits by overlaying projects onto maps. In these cases, the benefit is shown as investment in a low-income or minority neighborhood or community and the burdens are not acknowledged in detail. FHWA recommends analyzing projects with consideration of overall benefits and burdens, which is explored in this section. EJ analysis by NFRMPO staff is currently conducted using limited information and does not fully leverage available tools.

There is opportunity to collect more project-level EJ information during project solicitation and apply existing tools such as the Regional Travel Demand Model (RTDM) and Multimodal Index (MMI) during EJ analysis, and increase EJ TIP amendment process. Applications of these tools and other in-depth methods for analysis are highlighted in **Appendix A**.

## BENEFITS AND BURDENS

**Table 1** shows example benefits and burdens for general transportation projects. Potential burdens of a project may not be fully understood until preliminary design alignments and concepts are being examined. It is crucial to consult affected communities as well as environmental, health, and social service subject

matter experts in these conversations. As stated by the FHWA and FTA, “Benefits and burdens should be locally determined in collaboration with the low-income and minority population in any given community. There is no one-size-fits-all solution.”<sup>7</sup>

**Table 1: Example Benefits and Burdens**

<b>Benefits</b>	Decrease in travel time
	Improved air quality
	Expanded employment opportunities
	Better access to transit options and alternative modes of transportation (walking and bicycling)
	Improved safety for users
<b>Burdens</b>	Bodily impairment, infirmity, illness, or death
	Air, noise, and water pollution, and soil contamination
	Destruction or disruption of man-made or natural resources, aesthetic values, or availability of public and private facilities and services
	Adverse impacts on community cohesion or economic vitality
	Noise and vibration
	Increased traffic congestion, isolation, exclusion, or separation

To better understand project impacts, **Table 2** outlines common benefits and burdens of various types of projects, as well as possible improvements or mitigation strategies. **Table 2** may serve as a supplement to impacts identified through outreach and studies. The suggested

strategies are explored more and supported by local, state, and national examples in **Appendix A**.

Although the potential benefits, burdens, and improvement or mitigation strategies in **Table 2** can be helpful, the list is not exhaustive, and

<sup>7</sup> <https://www.transit.dot.gov/regulations-and-guidance/environmental-programs/environmental-justice/environmental-justice-faqs#ref28>

nothing substitutes for meaningful engagement of affected communities early and often with any transportation project. Internally implementing a project-level assessment framework that leads with equity and inclusion can be a good way for agencies to proactively identify and address project elements that may impact historically under-represented and under-resourced community members. For example, the City of Fort Collins has chosen to use the [“Just-In-Time” \(JIT\) Equity Assessment](#). The following questions from the JIT framework are worth considering when a project is in its earliest stages, allowing adequate time for the project team to address them:

- What are some unintended consequences that could come from your project? How can your project be modified to enhance positive impacts and reduce negative impacts?
- Who will disproportionately benefit or be burdened by the outcomes and results of this project? Why/how?
- How can you adapt to enhance positive impacts and decrease negative impacts, especially to communities of color? Will these adaptations create other unintended impacts?

**Table 2: Potential Project-Specific Benefits, Burdens, and Mitigation Strategies**

Project Type	Potential Benefits	Potential Burdens	Improvement or Mitigation Strategies
<b>Roadway</b>			
<b>New Road</b>	<ul style="list-style-type: none"> <li>• More connectivity, accessibility, and mobility</li> <li>• Economic development</li> <li>• Reduced neighborhood traffic</li> <li>• Reduced travel times</li> </ul>	<ul style="list-style-type: none"> <li>• Property acquisition</li> <li>• Creates barrier within or between neighborhoods</li> <li>• Increased reliance on automobiles</li> <li>• Limited benefits to those without cars or cannot drive</li> <li>• Air quality concerns</li> <li>• Traffic noise</li> </ul>	<ul style="list-style-type: none"> <li>• Complete streets, including sidewalks, bicycle lanes, crosswalks, and bus stops</li> <li>• Street trees for shade, noise walls, etc.</li> <li>• Right-size the road to the neighborhood and design vehicle</li> </ul>
<b>Roadway Expansion</b>	<ul style="list-style-type: none"> <li>• Reduced travel times (at least in short term)</li> <li>• Possible addition of bicycle lanes or transit/business access lanes</li> <li>• Potential increased separation of users</li> <li>• Potential safety improvements (separation of users, break-down lanes, turn lanes, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Higher Speeds</li> <li>• Removal of street trees</li> <li>• Increased pedestrian crossing distance</li> <li>• Property acquisition</li> <li>• Noise pollution from increased traffic</li> <li>• Temporary construction noise or traffic detours</li> <li>• Air quality issues</li> </ul>	<ul style="list-style-type: none"> <li>• Limited construction hours (daytime)</li> <li>• Increased outreach and construction updates</li> <li>• Protected/leading bike/ped crossing interval</li> <li>• Enhanced multimodal facilities on nearby parallel routes</li> </ul>

Project Type	Potential Benefits	Potential Burdens	Improvement or Mitigation Strategies
<b>Roadway Resurface</b>	<ul style="list-style-type: none"> <li>Promotes system preservation</li> <li>Reduced wear-and-tear on autos and trucks</li> <li>Opportunity to add or enhance bike infrastructure</li> <li>Opportunity for road diet or redistribution of roadway space</li> </ul>	<ul style="list-style-type: none"> <li>Detours and diverted traffic</li> <li>Limited connectivity</li> <li>Noise pollution</li> <li>May not address neglected pedestrian infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Increased outreach and construction updates in affected area</li> <li>Temporary traffic calming for traffic diverted onto lower volume/lower speed roads</li> </ul>
<b>Public Transit</b>			
<b>Fixed-Route Bus Service</b>	<ul style="list-style-type: none"> <li>Improved connectivity/job access</li> <li>Reduced auto traffic and associated pollution</li> <li>Increased frequency of buses</li> <li>Extended hours</li> <li>Benefits residents or visitors without vehicles or ability to drive</li> </ul>	<ul style="list-style-type: none"> <li>Noise pollution</li> <li>Lack of frequency, long headways, inconsistent schedule</li> <li>Type of service (express buses serve suburbs, higher earners)</li> </ul>	<ul style="list-style-type: none"> <li>Better stop amenities, including shelters and signage</li> <li>Ensure sidewalk connections to local neighborhoods and destinations</li> <li>Make bus stops level with bus boarding to help riders with disabilities</li> <li>Invest in electric buses and other transit vehicles</li> </ul>
<b>New rail or bus rapid transit (BRT) service</b>	<ul style="list-style-type: none"> <li>Faster service to key destinations</li> <li>Higher capacity to move more people</li> <li>Economic development</li> </ul>	<ul style="list-style-type: none"> <li>Reduced local service due to high capital cost and competitive routes</li> <li>Cost for low-income passengers</li> <li>Property acquisition</li> <li>Could raise property value, exacerbate affordability issues</li> </ul>	<ul style="list-style-type: none"> <li>Provide low-income subsidized passes</li> <li>Ensure neighborhood/community involvement during planning process</li> </ul>
<b>Demand Response or Paratransit Service</b>	<ul style="list-style-type: none"> <li>Service to individuals with disabilities</li> <li>Enhanced accessibility to EJ populations</li> <li>Increased mobility</li> </ul>	<ul style="list-style-type: none"> <li>Eligibility and approval process</li> <li>Person's mobility related to availability of door-to-door or door-through-door policies</li> <li>Cost for low-income passengers</li> <li>Dependency on driver</li> <li>Potential issues booking ride, availability of ride</li> </ul>	<ul style="list-style-type: none"> <li>Centralized eligibility and approval</li> <li>Partnerships with door-to-door services</li> </ul>



Project Type	Potential Benefits	Potential Burdens	Improvement or Mitigation Strategies
<b>Bicycle and Pedestrian</b>			
<b>New/Repaired Sidewalk or Separated Path</b>	<ul style="list-style-type: none"> <li>• More connectivity, accessibility, and mobility</li> <li>• Increased safety</li> <li>• Compliance with ADA specifications</li> </ul>	<ul style="list-style-type: none"> <li>• May not have logical terminus or may not address crossing issues if dependent on developer/landowner to build (gaps or dead-ends)</li> <li>• May be met with opposition if existing sidewalks /paths nearby have unresolved issues</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure sidewalks/paths meet minimum ADA Accessibility Guidelines (ADAAG)</li> <li>• Ensure other streetscape elements are accounted for as needed (shade, lighting, signage, benches)</li> </ul>
<b>New Bike Lane</b>	<ul style="list-style-type: none"> <li>• More connectivity, accessibility, and mobility</li> <li>• Reduces “barrier to entry” for bicycling by creating dedicated space</li> <li>• Traffic reduction</li> </ul>	<ul style="list-style-type: none"> <li>• Depending on design and available space, may not address driver behavior and common crashes such as right hook</li> <li>• Sudden bike infrastructure improvements in EJ areas may be viewed as gentrification</li> </ul>	<ul style="list-style-type: none"> <li>• Bike lane design (buffered, barrier-separated, etc.) must be appropriate for traffic volume and speeds</li> <li>• Design approaching major intersections should create continuity</li> <li>• Public outreach to identify needs of specific community</li> </ul>
<b>Wayfinding</b>	<ul style="list-style-type: none"> <li>• Helps familiarize and identify best routes</li> <li>• Reduces “barrier to entry” by confirming time, distance, and direction</li> <li>• Provides cue to motorists to expect bikes</li> </ul>	<ul style="list-style-type: none"> <li>• If improperly placed, signs may clutter the right-of-way in denser areas or cause unpredictable decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• Devices should follow MUTCD standards</li> <li>• Legibility, size, simplicity, and placement must allow for quick comprehension and adequate time for response</li> </ul>
<b>Other</b>			
<b>Intelligent Transportation System (ITS) Improvements</b>	<ul style="list-style-type: none"> <li>• Usually have a safety component</li> <li>• Can enhance mobility and accessibility</li> <li>• Reduced or redistributed traffic</li> </ul>	<ul style="list-style-type: none"> <li>• Usually focused on reducing delay and may induce vehicular travel</li> <li>• Not usually community-focused</li> </ul>	<ul style="list-style-type: none"> <li>• Get community invested to identify problem areas</li> <li>• Communicate the benefits of ITS</li> </ul>
<b>Ridesharing</b>	<ul style="list-style-type: none"> <li>• Allows on-demand trips</li> <li>• Rides can be shared with other people to reduce costs</li> <li>• Allows more spur-of-the-moment trips</li> </ul>	<ul style="list-style-type: none"> <li>• Requires technology and internet to use</li> <li>• Often less available in all areas, especially in communities of color or low-income communities</li> </ul>	<ul style="list-style-type: none"> <li>• Create voucher program to reduce costs</li> <li>• Work with ridesharing companies to ensure availability and/or supplement transit service in gap areas</li> </ul>

Project Type	Potential Benefits	Potential Burdens	Improvement or Mitigation Strategies
	<ul style="list-style-type: none"> <li>• Reduced or redistributed traffic</li> <li>• Potentially less parking needed at destination</li> </ul>	<ul style="list-style-type: none"> <li>• May compete with transit service</li> <li>• Not required to be ADA-accessible</li> <li>• Rides can be denied</li> <li>• Can be more expensive during busy periods</li> <li>• Vehicle availability cannot be guaranteed</li> </ul>	<ul style="list-style-type: none"> <li>• Identify potential vehicles to create accessible fleet for ridesharing</li> </ul>
<b>Transportation Demand Management (TDM) Strategies</b>	<ul style="list-style-type: none"> <li>• Can reduce air quality emissions</li> <li>• Can reduce individual transportation costs</li> <li>• Focused on reducing congestion</li> <li>• Decreases vehicle dependence</li> <li>• Reduced traffic and parking needs</li> </ul>	<ul style="list-style-type: none"> <li>• Often focuses solely on commuting trips to a central location or needs of higher income users</li> <li>• Perceived as non-inclusive by many communities of concern</li> <li>• Participation sometimes dependent on gas prices</li> <li>• Costs may impact low-income populations with higher parking or congestion costs</li> <li>• Dependent on availability of resources, which may be lower in minority or lower income neighborhoods</li> </ul>	<ul style="list-style-type: none"> <li>• Work with communities and employers to identify specific and appropriate TDM strategies</li> <li>• Robust education and outreach campaigns</li> </ul>

## Section III / Demographic Analysis

### DEMOGRAPHIC PROFILES

Larimer and Weld Counties are becoming increasingly diverse, though are still less than Colorado and the US as a whole. **Table 3** shows demographic information for Larimer County, Weld County, and the NFRMPO, including population, race, Hispanic or Latinx origin, gender, and age based on the American Community Survey (ACS) 2014-2018 5-Year Estimates. **Figure 2** shows the distribution of EJ populations by Census Block Groups, specifically areas with low income and/or minority residents at higher percentages than the regional average. The data used to create this map is explained throughout this section.

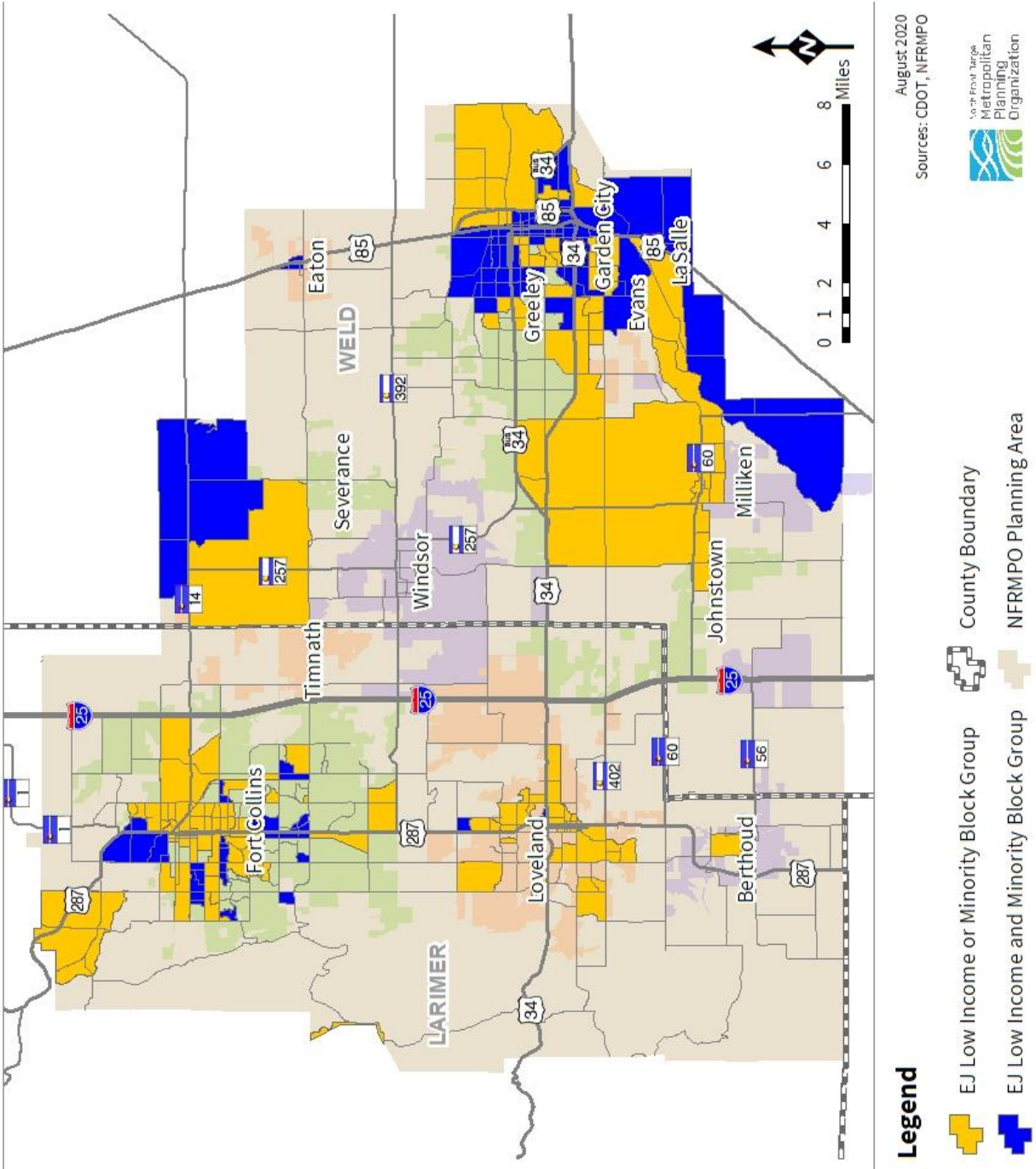
Table 3: Population and Demographics, 2014-2018

	Larimer County (full)		Weld County (full)		NFRMPO	
	Population	Percent	Population	Percent	Population	Percent
<b>Total Population</b>	<b>338,161</b>	<b>100.0%</b>	<b>295,123</b>	<b>100.0%</b>	<b>510,621</b>	<b>100.0%</b>
<b>Population by Race</b>						
<b>American Indian and Alaska Native</b>	2,322	0.7%	2,032	0.7%	3,681	0.7%
<b>Asian</b>	7,505	2.2%	4,327	1.5%	10,099	2.0%
<b>Black or African American</b>	3,275	1.0%	3,499	1.2%	6,066	1.2%
<b>Native Hawaiian and Other Pacific Islander</b>	309	0.1%	280	0.1%	498	0.1%
<b>Some other race</b>	4,949	1.5%	9,158	3.1%	11,177	2.2%
<b>Two or more races</b>	21,064	6.2%	16,762	5.7%	30,510	6.0%
<b>White alone</b>	309,269	91.5%	267,514	90.6%	463,845	90.8%
<b>Population by Hispanic or Latinx Origin</b>						
<b>Persons of Hispanic or Latinx Origin</b>	38,323	11.3%	86,322	29.3%	98,998	19.4%

	Larimer County (full)		Weld County (full)		NFRMPO	
	Population	Percent	Population	Percent	Population	Percent
<b>Persons Not of Hispanic or Latinx Origin</b>	299,838	88.7%	208,801	70.8%	411,623	80.6%
<b>Population by Gender</b>						
<b>Male</b>	168,615	49.9%	148,113	50.4%	254,771	49.9%
<b>Female</b>	169,546	50.1%	145,852	49.6%	255,850	50.1%
<b>Population by Age</b>						
<b>Persons 0 – 17</b>	67,230	20.1%	78,590	26.6%	115,231	22.6%
<b>Persons 18 – 59</b>	199,938	59.1%	165,603	56.1%	298,761	58.5%
<b>Persons 60 – 64</b>	20,824	6.2%	16,626	5.6%	29,198	5.7%
<b>Persons 65+</b>	49,587	14.7%	34,304	11.6%	67,431	13.2%



Figure 2: NFRMPO EJ Areas, 2018



## DEMOGRAPHIC CHANGES

Overall, Colorado has seen significant growth over the last decade. In the North Front Range region, more than 30,000 new residents arrived between 2013 and 2017 alone. **Table 3-1** shows the growth in the region, specifically by race, Hispanic origin, gender, and age. Non-white Hispanic populations have grown faster than the White population, with the largest percentage growth in Native American, Black, and multiracial populations. Also worthy of note is the significant growth in the population over the age of 65, followed by the growth in the population aged 60 to 64.

## Regional Transportation Plan (RTP) Comparisons

Socioeconomic data is the basis for each of the NFRMPO's RTPs. **Table 4** shows the comparison between the previous **2040 RTP** and the current **2045 RTP** for race, and Hispanic or Latinx origin. **Table 5** shows the populations by gender and age. On the right is the absolute and percent change between the two sets of data.

Table 4: Comparison of 2040 and 2045 RTP Race and Ethnicity Data

	2040 RTP		2045 RTP		Change	
	2009-2013 ACS		2013-2017 ACS			
	Population	Percent	Population	Percent	Amount	Percent
Total Population	452,987	100%	486,812	100%	33,825	7.5%
Population by Race						
American Indian and Alaska Native	1,793	0.4%	2,223	0.5%	430	24.0%
Asian alone	7,324	1.6%	8,685	1.8%	1,361	18.6%
Black or African American	4,183	0.9%	5,208	1.1%	1,025	24.5%
Native Hawaiian and Other Pacific Islander	314	0.1%	354	0.1%	40	12.7%
Some other race	944	0.2%	522	0.1%	-422	-44.7%
Two or more races	16,054	3.5%	19,120	3.9%	3,066	19.1%
White alone	345,304	76.2%	365,840	75.2%	20,536	6.0%

	2040 RTP		2045 RTP		Change	
	2009-2013 ACS		2013-2017 ACS			
	Population	Percent	Population	Percent	Population	Percent
Population by Hispanic or Latinx Origin						
Persons of Hispanic or Latinx Origin	85,098	18.8%	94,420	19.4%	9,322	11.0%
Persons Not of Hispanic or Latinx Origin	367,889	81.2%	392,392	80.6%	24,503	6.7%

Table 5: Comparison of 2040 and 2045 RTP Gender and Age Data

	2040 RTP		2045 RTP		Change	
	2009-2013 ACS		2013-2017 ACS			
	Amount	Percent	Amount	Percent	Amount	Percent
Population by Gender						
Male	225,212	49.8%	245,627	49.9%	20,415	9.1%
Female	227,775	50.3%	246,730	50.1%	18,955	8.3%
Population by Age						
Persons 0 – 17	106,597	23.5%	111,804	22.7%	5,207	4.9%
Persons 18 – 59	271,936	60.0%	289,891	58.9%	17,955	6.6%
Persons 60 – 64	24,057	5.3%	27,535	5.6%	3,478	14.5%
Persons 65+	50,397	11.1%	63,127	12.8%	12,730	25.3%

## EJ THRESHOLDS

The NFRMPO updates the data underlying its EJ analysis with each RTP. Prior to the **2045 RTP**, the NFRMPO calculated EJ areas based on Census Tracts. For the **2045 RTP**, the analysis was completed for the Block Group level. To make sure the **EJ Plan** is up-to-date and geographically relevant, EJ areas were recalculated for Block Groups.

### Minority Concentration

The Minority concentration is calculated using the 2014-2018 ACS five-year estimates, the most recent available data. By averaging Block Group-level data, NFRMPO staff determined a regional average 25.44 percent of people identify as minority. Block Groups with a minority percentage above the

regional average are considered EJ areas. Despite a lower total population living within the NFRMPO region, Weld County has 17,470 more minority residents than Larimer County. This data is shown in **Table 6**.

**Table 6: Minority Populations by County and NFRMPO, 2018**

	<b>Larimer County (part)</b>	<b>Weld County (part)</b>	<b>NFRMPO</b>
<b>Total Population</b>	308,521	195,571	504,092
<b>Not Hispanic or Latino – White Alone</b>	254,128	123,708	377,836
<b>Minority – All Others</b>	54,393	71,863	126,256
<b>Average Regional Threshold</b>			<b>25.4%</b>

## Low Income

The Low Income/Poverty threshold for annual household income is based on guidance from CDOT, using their NEPA Manual<sup>8</sup>. CDOT uses the Department of Housing and Urban Development (HUD) county-level thresholds of Extreme Low-Income Levels (ELIL) for varying household sizes. An ELIL threshold is then assigned to each Block Group based on its average household size. If the average annual household income (using 2014-2018 ACS five-year estimates) is below that ELIL threshold for that household size, the Block Group is considered an EJ Area.

For the sake of this report, the two county low-income threshold was combined into the regional threshold shown in **Table 7**. Because of how the data is determined, a low income threshold was calculated for the region. Normally, this calculation would be kept separate by county. As shown **Table 7**, the low-income threshold and median household income are similar between the two counties.

**Table 7: Low Income Populations by County, 2018**

	<b>Larimer County</b>	<b>Weld County</b>
<b>Total Households in NFRMPO region</b>	121,283	67,936
<b>Household Low Income Threshold</b>	\$23,911	\$22,366
<b>Median Household Income</b>	\$67,664	\$70,908
<b>Regional Average Low-Income Threshold Percentage</b>	18.12%	

<sup>8</sup> CDOT NEPA Manual, <https://www.codot.gov/programs/environmental/nepa-program/nepa-manual>. Accessed 2/20/2020.

## **Additional Communities of Concern**

Although the requirements for EJ focus on low income and minority populations, there are additional populations which have been historically disadvantaged, vulnerable, or faced hardships related to transportation. Higher concentrations of these communities often correlate with low income and minority EJ areas. These Communities of Concern (COC) include LEP, older adults and youths, populations with a disability, female-headed households, the homeless and unhoused populations, and zero-car households. Although they are not considered EJ populations, these additional COC should be analyzed and considered alongside the minority and low income EJ categories as part of the TIP and Call for Projects.

This section explains these populations in further detail as well as the population breakdown by County and within the NFRMPO. Although the NFRMPO does not consider these populations in their EJ analyses prior to the development of the **EJ Plan**, these communities will be considered in future efforts by NFRMPO staff.

## **Limited English Proficiency (LEP)**

According to the ACS, 4.4 percent of residents within the NFRMPO boundary indicated they speak English less than very well. This equates to approximately 22,163 residents. Overall, an estimated 13.8 percent of residents speak a language other than English as their native or primary language. The most common language in the region other than English is Spanish. Within the NFRMPO region, 95.6 percent of residents speak English very well. Individuals with limited English proficiency may have difficulties participating in public meetings and other processes and may face challenges if important information is not translated and/or conveyed clearly. A breakdown of English language proficiency is shown in **Table 8**.

As of February 2021, Community Navigators at the Immigrant and Refugee Center of Northern Colorado speak the following languages: Arabic, Burmese, French, Hindi, Malay, Rhohingya, Somali, Spanish, and Swahili. Additionally, Greeley Evans School District 6 stated there are nearly 90 languages spoken other than English in the district.



Table 8: Limited English Proficiency by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Population Over Age Five</b>	320,425	273,535	505,431
<b>English Speakers Only</b>	290,204	220,617	435,470
<b>Population Speaking Language Other than English</b>	30,221	52,918	69,961
<b>LEP Population</b>	8,454	18,376	22,163
<b>As a Percentage of Total Population Over Age 5</b>	2.6%	6.7%	4.4%

### Older Adults (60+)

The older adult population within the NFRMPO region is defined as adults age 60 and over. Older adults are a growing share of the overall population, a trend that is expected to continue. Older adults often face challenges traveling independently, relying on ride services to meet their daily needs. Additionally, a higher percentage of people over the age of 60 have a disability. Currently, around 18.9 percent of residents within the NFRMPO region are over the age of 60. A breakdown by County and the NFRMPO is provided in **Table 9**.

Table 9: Older Adult Population by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Population</b>	338,161	295,123	510,621
<b>Older Adults – Age 60 and Over</b>	70,411	50,930	96,629
<b>As a Percentage of Total Population</b>	20.82%	17.26%	18.92%

### Youth (Under 18)

The population under 18 within the NFRMPO is growing, necessitating new schools and other infrastructure. Individuals under age 18 often face limitations in their ability to travel independently. Those who are of driving age may not have access to a vehicle, and very young children are especially vulnerable when involved in crashes. Currently, the youth population outnumbers the 60+ population in both counties. A breakdown by County and the NFRMPO is provided in **Table 10**.

Table 10: Youth Population by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Population</b>	338,161	295,123	510,621
<b>Age 0 – 17</b>	67,230	76,466	111,804
<b>As a Percentage of Total Population</b>	20.3%	26.8%	22.7%

### Female-Headed Households

Female-headed households are one of three Census-designated family types. Households headed by a female with at least one child have different trip patterns, rely on transit more often, may have distinct perceptions of safety and mobility, and may not have time to participate in public processes. According to the US Census, female-headed households tend to be younger and more diverse than the overall population. A breakdown by County and the NFRMPO is provided in **Table 11**.

Table 11: Female-Headed Households by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Households</b>	133,527	102,101	102,560
<b>Female Headed Households with 1+ Child</b>	9,733	10,497	16,788
<b>As a Percentage of Total Households</b>	7.3%	10.3%	16.4%

### Disability Status

The Census describes disabilities based on six difficulties: **hearing difficulty; vision difficulty; cognitive difficulty; ambulatory difficulty; self-care difficulty;** and **independent living difficulty**. A breakdown by County and NFRMPO is provided in **Table 12**. Disability status is available from the ACS at the Tract level, which leads to a larger total noninstitutionalized population based on the tract boundaries within the NFRMPO compared to Block Groups. Because those living with a disability may also require additional accommodations to ensure fair access to public facilities, programs, and services, individuals with a disability can provide and share valuable experiences and insights into what makes transportation infrastructure and services accessible, safe, and reliable for all.

Table 12: Population with a Disability by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Noninstitutionalized Population</b>	335,713	292,750	533,482
<b>Percentage with Disability</b>	9.8%	10.1%	10.0%
<b>Percentage Under Age 18 with Disability</b>	3.6%	2.8%	3.1%
<b>Percentage Age 18-64 with Disability</b>	7.5%	8.8%	8.0%
<b>Percentage Age 65 and Over with Disability</b>	29.0%	34.4%	31.4%

### Zero Car Households

Much of Northern Colorado's built environment is designed with ease of vehicle access as the top priority. This creates barriers for households with limited or no vehicle access. Parts of the region with the best biking, walking, and transit access often have more expensive housing. Even in these more accessible areas, it can be difficult to meet daily needs without a vehicle. **Table 13** shows the number of households in Larimer County, Weld County, and within the NFRMPO which reported zero vehicles. Larimer County had a slightly higher rate of these households than Weld County, which is partly related to the large student population at Colorado State University (CSU). The NFRMPO region overall had a slightly higher percentage than either County.

Table 13: Households with Zero Vehicles by County and NFRMPO, 2018

	Larimer County (all)	Weld County (all)	NFRMPO Region
<b>Total Households</b>	133,527	102,101	194,197
<b>Households with Zero Vehicles</b>	5,486	3,637	8,441
<b>As a Percentage of Total Households</b>	4.1%	3.6%	4.3%

### Other Communities of Concern

The NFRMPO acknowledges there are other populations which may be harder to quantify, including individuals experiencing homelessness. These individuals are often concentrated where there are services such as food banks, rescue missions, transit centers, shelters, or other publicly accessible places offering similar services or amenities. Access to equitable transportation is important to

reducing the burdens on individuals experiencing homelessness and may require partnerships with human service agencies.

## FUTURE DEMOGRAPHICS

### Looking Forward

The NFRMPO's Land Use Allocation Model (LUAM) allows the NFRMPO to forecast certain socioeconomic changes across the region by simulating the real estate market within the context of local zoning, future land use, and development information, along with local and regional growth projections. These forecasts lead to a better understanding of how spatial socioeconomic patterns may change over time. With these changes in mind, agencies must begin offering a wider range of public participation opportunities that appeal to the diverse needs and preferences of residents. These trends can

also shape plans for infrastructure and service investment.

For information not readily available in the LUAM, Colorado State Demography Office (SDO) projections were used and sourced. For example, the LUAM does not forecast age but assumes based on current percentages. SDO data is used to show County data.

For context, a green or orange arrow with the percentage shows the change compared to current data.

### Forecasts by Race

The SDO provides projections of certain race categories by County. Larimer and Weld counties are expected to continue diversifying into the future. The non-White population, including the Hispanic population, is expected to grow from 7.8 percent in 2018 to 26.4 percent in 2045 in Larimer County, and from 11.2 percent to 49.9 percent in Weld County. A breakdown by Census Race and Ethnicity categories are shown in **Table 14**. The percent change compares the 2014-2018 5-Year ACS estimates to the 2045 SDO projections.

Table 14: Race by County, 2045

	Larimer County (all)	Percent Change	Weld County (all)	Percent Change
<b>White Non-Hispanic</b>	372,664	↑ 33.0%	317,923	↑ 63.2%
<b>As a Percentage of Total Population</b>	73.6%	↓ 17.9 percentage points	50.1%	↓ 40.5 percentage points
<b>Hispanic (White and Non-White)</b>	99,635	↑ 160.0%	287,772	↑ 233.4%
<b>American Indian Non- Hispanic</b>	4,069	↑ 148.1%	4,991	↑ 390.7%
<b>Black Non-Hispanic</b>	6,102	↑ 101.1%	6,747	↑ 107.0%
<b>Asian Non-Hispanic</b>	24,134	↑ 228.0%	16,867	↑ 303.4%

Source: State Demography Office, 2020

## Total households with an annual income below \$60k

It is tough to tell how inflation and poverty rates will impact EJ populations in the future. The NFRMPO's LUAM is not designed to forecast poverty into the future; however, it does estimate household income using 2013 dollars. To understand the model outputs without inflation, information for households earning between \$30,000 to \$60,000 is also provided. For this table, the percent change relates to the difference to the 2018 LUAM outputs for consistency. Although the LUAM cannot accurately forecast poverty into the future, even keeping percentages like 2018 signifies a large increase in the absolute number of people in these income brackets. This data is shown in **Table 3-15**.

**Table 15: Total Households with an Annual Income Below \$60K in the NFRMPO, 2045**

	<b>NFRMPO Region</b>	<b>Percent Change</b>
<b>Total Households</b>	372,672	↑ 67.5%
<b>Households Under \$30k</b>	104,205	↑ 78.0%
<b>Percent of Households Under \$30k</b>	28.0%	↑ 1.7 percentage points
<b>Households Earning between \$30k and \$60K</b>	102,926	↑ 72.0%
<b>Percent of Households Earning between \$30k and \$60k</b>	27.6%	↑ 0.7 percentage points
<b>Median Household Income</b>	\$81,160	↑ 43.4%

Source: NFRMPO Land Use Allocation Model, 2020

## Residential Values

To understand prices in the future based on LUAM outputs, NFRMPO staff applied a 1.5 percent annual growth rate as an exercise. Using this inflation rate, it is expected the average rent in the NFRMPO region will grow to \$2,818, while the average household value will grow to \$756,060. These increases in rent and household value may make areas of the region more unaffordable depending on wage growth, access to jobs and services, housing costs, and other factors. The percent change compares the 2018 LUAM outputs and 2045 LUAM outputs. This data is shown in **Table 16**.

**Table 16: Total Households by Renter and Owner Occupation, 2045**

	<b>NFRMPO Region</b>	<b>Percent Change</b>
<b>Total Households</b>	372,672	↑ 67.5%
<b>Total Renter Households</b>	124,260	↑ 71.9%
<b>Average Residential Rent (uninflated)</b>	\$1,758	↑ 27.9%
<b>Average Residential Rent (inflated)</b>	\$2,818	-

<b>Total Owner-Occupied Households</b>	248,412	↑ 65.3%
<b>Average Household Value (uninflated)</b>	\$471,112	↑ 40.2%
<b>Average Household Value (inflated)</b>	\$756,060	-

Source: NFRMPO Land Use Allocation Model, 2020

### Total population age 60 and above

Based on data from the SDO, there is an expected large increase in the absolute number of the population age 60 and over. Because of population growth in other age brackets, it is not expected for the ratio of older adults to grow as much. The percent change compares the 2014-2018 5-Year ACS estimates to the 2045 SDO projections. This is shown in **Table 17**.

Table 17: Older Adult Population by County, 2045

	<b>Larimer County (all)</b>	<b>Percent Change</b>	<b>Weld County (all)</b>	<b>Percent Change</b>
<b>Total Population</b>	506,604	↑ 49.8%	634,300	↑ 114.9%
<b>Older Adults – Age 60 and Over</b>	130,155	↑ 84.9%	125,752	↑ 146.9%
<b>As a Percentage of Total Population</b>	25.7%	↑ 4.9 percentage points	19.8%	↑ 2.5 percentage points

Source: State Demography Office and 2014-2018 5-Year ACS Estimates, 2020

### Total population age under 18 years old

The ratio of the population under 18 to total population is expected to decrease slightly between 2018 and 2045. The percent change compares the 2014-2018 5-Year ACS estimates to the 2045 SDO outputs. This is shown in **Table 3-16**.

Table 18: Youth Population by County and NFRMPO, 2045

	<b>Larimer County (all)</b>	<b>Percent Change</b>	<b>Weld County (all)</b>	<b>Percent Change</b>
<b>Total Population</b>	506,604	↑ 49.8%	634,300	↑ 114.9%
<b>Age 0 – 17</b>	99,175	↑ 47.5%	147,008	↑ 87.1%
<b>As a Percentage of Total Population</b>	19.6%	↓ 0.5 percentage points	23.2%	↓ 3.4 percentage points

Source: State Demography Office and 2014-2018 5-Year ACS Estimates, 2020



## Part II / Recommendations

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## Section I / Recommendations

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This section contains nine recommendations for improving equity in transportation and public engagement in the NFRMPO region. For each recommendation, an agency, timeline, and additional considerations are identified. Many of the recommendations are dependent on one another and are referenced accordingly.

### **R1: Develop a digital equity planning tool.**

Responsibility: NFRMPO staff | Timeline: 2-3 years

Similar to the Miami-Dade TPO [Public Outreach Strategy page](#), this tool would allow the NFRMPO and its local member agencies to decide on the most effective strategies for reaching various target populations based on factors such as the intent of the outreach (to educate, solicit feedback, promote a program, etc.), the intended audience (general, youth, older adults, communities of concern, etc.), and more. The tool would serve as a starting point, allowing filtration of options to focus on a menu of strategies appropriate for their project. This tool could be expanded to include location based EJ analysis and suggested stakeholders.

#### **Action Steps:**

- Identify a web development tool to create an interactive website that allows visitors to select outreach strategies to learn more about their purpose, successes, and best practices.
- Add the project to the UPWP to set aside funding to develop and maintain the tool.
- Work with the Community Advisory Committee, Mobility Committees, TAC, NoCo Bike & Ped Collaborative, and Planning Council to identify strategies to highlight.

### **R2: Create a Community Advisory Committee.**

Responsibility: NFRMPO staff, TAC, and Planning Council | Timeline 0-1 years

The Community Advisory Committee (CAC) would create a more formalized dialogue between NFRMPO staff and community members across the region. This Committee would advise NFRMPO staff and its committees on issues such as implementing equitable engagement strategies, expanding and strengthening partnerships, building the digital equity planning tool (see R1), and broadening the reach of the NFRMPO's plans and programs. The Committee would include representatives from underserved communities, community-based organizations, citizen groups, multimodal transportation advocates, and other interested stakeholders. It is important the composition of the group is diverse geographically and demographically.

#### **Action Steps:**

- Prepare an application process to solicit members for the Committee.
- Identify a meeting schedule, scope of work, and work plans for the Committee with input from TAC and Planning Council.

### **R3: Integrate EJ and equity into the NFRMPO Call for Projects process.**

Responsibility: NFRMPO staff, TAC, and Planning Council | Timeline: 0-2 years

NFRMPO staff and TAC members should refer to resources such as [Integrating Equity into MPO Project Prioritization](#), specifically the *Equity Criteria for Individual Project Evaluation* and *Equity-Based Project Prioritization* sections, when developing the region's Call for Projects Guidelines. Changes should encourage projects with significant benefits to EJ populations and additional communities of concern.

#### **Action Steps:**

- Include EJ in the Call for Projects process by:
  - Including an EJ map and checklist in the Call for Projects Guidelines and application.
  - Asking applicants to answer what kind of outreach was done to identify the project and potential mitigation strategies to offset undue burdens.
  - Working with applicants to ensure projects identified have been vetted by the public prior to application.
- Discuss EJ and how it is included in the NFRMPO's processes with the Planning Council and ensure Planning Council is aware of EJ's role in the process.
- Ensure an ongoing feedback loop between project sponsors and NFRMPO staff as it relates to the Call for Projects process.
- Create a process to evaluate project impacts on low-income and minority EJ populations as well as Communities of Concern (COC).

### **R4: Conduct more detailed EJ analysis in the NFRMPO Transportation Improvement Program (TIP).**

Responsibility: NFRMPO staff | Timeline: 1-2 years

As outlined in **Part 1, Section II**, the NFRMPO conducts EJ analysis to determine the likely benefits and burdens of each project in the TIP. There is opportunity to perform more robust analysis on the anticipated impacts of planned projects, as well as the observed impacts of completed projects on an annual basis. NFRMPO staff should reference examples such as the [Greater Madison MPO 2021-2025 TIP](#) and others referenced in [Integrating Equity into MPO Project Prioritization](#). NFRMPO staff should expand, leverage, and adapt existing tools such as the Larimer County Multimodal Index (see R9) and the RTDM (see R6) to implement this recommendation.

#### **Action Steps:**

- Update and integrate the EJ and TIP pages on the NFRMPO website.
- Flesh out the role of EJ in development of the TIP and ensure EJ is included in future solicitations and Calls for Projects.
  - An official EJ checklist will be included as an appendix in the TIP.
- Add the EJ and Additional COC project checklist with TIP Amendments to have project sponsors better identify benefits and burdens prior to a regional analysis.
- Work with the Community Advisory Committee to better identify strategies for feedback on projects included in the TIP.

- Work with TAC to identify which projects receive EJ analysis. Some projects, such as the Poudre Express regional bus, do not receive EJ analysis, but have significant impacts on EJ populations and Additional COC.

#### **R5: Develop equity-related performance measures and targets.**

Responsibility: NFRMPO staff, TAC, and Planning Council | Timeline: 1-2 years

NFRMPO staff and TAC members should refer to resources such as [Integrating Equity into MPO Project Prioritization](#), specifically the *Equity-Based Performance Measures and Targets* section, when developing the next RTP. The new performance measures should focus on access to various destinations (jobs, shopping, schools, etc.) for EJ populations and additional Communities of Concern by different modes of transportation. NFRMPO staff should expand, leverage, and adapt existing tools such as the Larimer County Multimodal Index (see R9) to implement this recommendation. Improvements to the RTDM (see R6) could aid in implementation.

##### **Action Steps:**

- Evaluate new equity-related performance measures and targets to include in the next RTP update.
- Work with TAC to ensure data are available to evaluate progress toward achieving these targets.

#### **R6: Incorporate equity-related outputs into the Regional Travel Demand Model (RTDM) and Land Use Allocation Model.**

Responsibility: NFRMPO Staff | Timeline: 1-2 years

MPOs across the nation have used their RTDMs to model anticipated impacts of their planned projects on EJ populations and other COCs relative to the rest of the region (see **Appendix A**). With the next RTDM update, the NFRMPO should request the model consultant include automated output reports, tools, and tutorials for generating equity-related results. These results can be used to inform the Call for Projects, TIP, RTP, RTE, and other important planning initiatives. Practices from regional agencies such as Oregon Metro, NCRTPB, NIRPC, and additional examples in the Integrating Equity into MPO Project Prioritization guide from CUTR should be explored further. These examples are referenced in **Appendix A**.

##### **Action Steps:**

- Identify potential outputs that could help in the analysis of EJ through discussions with TAC, the Community Advisory Committee (CAC), the public, and through further research.
- Work with TAC and other committees to ensure the appropriateness and applicability of the outputs to the transportation planning process.

### **R7: Retain and expand the use of video conferencing and other digital engagement tools for ease of public meeting attendance and involvement.**

Responsibility: NFRMPO Staff and Local Agencies | Timeline: 0-1 year, ongoing

The COVID-19 pandemic limited most in-person meeting and outreach opportunities and reinforced the importance of digital platforms for public involvement. While livestreamed and recorded videos of public meetings became the norm in 2020, they have long been a necessity for many community members whose abilities, schedules, and/or responsibilities prohibit them from attending and participating in person. Agencies and organizations across the region should continue investing in technology that minimizes barriers to public participation, such as GoToMeeting, Facebook Live, Zoom, a mobile-friendly website, and accessible documents.

#### **Action Steps:**

- Develop digital engagement strategies to include in the UPWP and budget.
- Evaluate current and potential tools and strategies for accessibility, inclusivity, efficiency, cost effectiveness, and receptivity from partners.

### **R8: Expand NFRMPO outreach presence around the region.**

Responsibility: NFRMPO staff | Timeline: 0-2 years

Historically, a majority of the NFRMPO's in-person public engagement interactions have taken place at events such as Johnstown BBQ Day, Milliken Beef n' Bean Day, and other similar community-based weekend celebrations and festivals. These events are a wonderful opportunity to engage with the public but are not inclusive of community members who work weekends, have mobility issues, or face other barriers. NFRMPO staff should leverage the Community Advisory Committee (see R5), the Community Resource list (see **Appendix B**), and existing partnerships to seek additional public engagement opportunities that prioritize communities of concern. Opportunities and strategies should also be evaluated with the next **PIP** update.

#### **Action Steps:**

- Identify opportunities and strategies in the next **PIP**.
- Develop and foster partnerships with new and different organizations, community partners, and other members of the public.
- Annually evaluate successes and shortcomings of various outreach strategies and adjust accordingly.

### **R9: Expand the LCDHE's Multimodal Index (MMI) tool and explore other datasets to improve understanding of the nexus between equity and the built environment.**

Responsibility: NFRMPO staff | Timeline: 1-2 years

The Multimodal Index (MMI) tool currently exists for the Loveland and Fort Collins Growth Management Areas (GMAs). The MMI identifies and quantifies areas with inadequate access to safe active transportation modes like bicycling, walking, and riding the bus. It is a compilation of data that uses 11

indicators split between three categories: Health Equity, Crash data, and Proximity to Active Transportation. Replicable methodology exists for updating and expanding the MMI using publicly available data. NFRMPO staff should work with the Larimer County Department of Health and Environment's (LCDHE) Built Environment Program to update the MMI, expand it to incorporate all NFRMPO communities, and explore potential applications of the tool such as the Call for Projects (see R2), the TIP (see R3), performance measurement (see R4), and the RTDM (see R6). The MMI tool can be adjusted and disaggregated for specific geographies and indicator combinations. The Weld County Department of Public Health and Environment (WCDPHE) will be an important partner for expanding the tool in a useful way to Weld County communities. Additionally, regular updates to NFRMPO datasets such as geocoded crash data, bicycle and pedestrian infrastructure GIS data, and the RTDM will provide important indicators for the MMI.

**Action Steps:**

- Continue to engage with the LCDHE Data Working Group, WCDPHE, and other partners to ensure accurate and updated information is being used, and additional applications of the tool are being identified.
- Share data and methods openly through the NFRMPO website and formal data requests to ensure transparency and availability.



## Part III / Appendices

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## Appendix A / Best Practices and Additional Guidance

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## Best Practices

The following resources were identified in a scan of organizational policies, programs, plans, and strategies to improve EJ considerations. Examples are identified from within the NFRMPO region, the rest of Colorado, and the rest of the United States. Many of these examples may be replicable or adaptable to agencies and organizations serving the public across Northern Colorado. Each example is identified as a best practice in at least one of the following three areas: improving engagement and outreach, expanding analysis and assessment of organizational initiatives, and effectively employing technology. The area(s) impacted by the best practice is indicated by the accompanying icons:

- Engagement and Outreach
- Technology
- Analysis and Assessment

### NFRMPO Region

#### Tell Me More / Cuénteme Más ● ● ●

City of Greeley Human Relations Commission – July 15 and September 16, 2020

Two community conversations on race and communities of color were hosted by the Greeley Human Relations Commission. Each virtual forum consisted of a panel of community leaders working on equity and diversity issues in Greeley. The conversations focused on how lived experiences and needs vary by race and ethnicity and suggested action steps for the City. Panelists responded to predetermined questions as well as questions submitted from the audience, with a translator provided. The events were recorded and are available online at any time. Learn more [here](#).



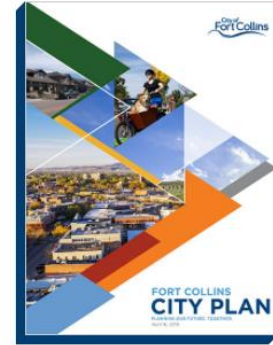
#### Community Partners, Plan Ambassadors, Online Idea Boards, and Virtual Workshops ● ●

City of Fort Collins – 2019-2020

The City centered the *Our Climate Future* planning effort in equity, with a coordinated effort to engage historically underrepresented communities in Fort Collins, including: communities of color, community members under 29, Deferred Action for Childhood Arrivals (DACA) students, individuals within cultural centers, LGBTQIA+ communities, local indigenous communities, migrant communities, people experiencing disabilities, and veterans. The project team allocated funding to

pay individuals or organizations who have culturally relevant expertise and relationships with historically underrepresented communities in the City to assist as partners or ambassadors in the early stages of public engagement. Volunteer Ambassadors were also welcomed.

Over the course of three months, while COVID-19 restrictions were in place, community members could also engage through online idea boards and attend virtual workshops specific to a new focus area each week that was prioritized in the first phase of the planning process.



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### Loveland Youth Advisory Commission ●

#### City of Loveland

Established by City Council to serve as a link between the council and the youth of Loveland. The Youth Advisory Commission (YAC) helps to identify issues pertaining to youth, communicate the concerns of youth and suggest possible action to be taken. The Commissioners work with the City to suggest action to be taken, propose programs and events and advise City Departments on youth issues. The YAC also allows young people to learn how to be civically engaged in their community and share these lessons with their peers.

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### Milliken Skatepark – Leading with Youth Engagement ●

#### Town of Milliken - 2015

To create the vision for a town skate park, the Milliken Town Planner and Parks Director reached out to local school principals to identify students who skateboard. Students, teachers, families, and town staff agreed to allow the students to meet during class time. During the meetings, participants discussed their desires and vision for a skatepark. The team invited Great Outdoors Colorado (GOCO) to a meeting to learn of the grant opportunities and share ideas on the project and how to make it competitive for funding opportunities. Using what they learned through the process, the Town submitted a grant application to GOCO and were selected. The original team worked together to identify other funding opportunities and organize local fundraisers. By rallying behind this project as a community, the team catalyzed the construction of the \$450,000 skatepark, with only a \$100,000 investment by the Town. [Learn more here.](#)





## East Greeley Advisory Services Panel ● ●

City of Greeley, Colorado Health Foundation, Urban Land Institute (ULI) - 2018

In early 2018, the City of Greeley and Colorado Health Foundation enlisted assistance from the Urban Land Institute's (ULI) Advisory Services Panel to develop a set of strategic recommendations to make East Greeley (the East Memorial Neighborhood) a healthier, better connected, and more equitable place. In just one week, panelists interviewed over 100 individuals representing city and county agencies, the business community, community activists, students, and residents. The effort also yielded implementation strategies around capital budget prioritization, partnerships, leveraging underutilized resources, and identifying new revenue sources. [Learn more here.](#)

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## Mi Voz NoCo ●

The Family Center / La Familia – Fort Collins – 2019

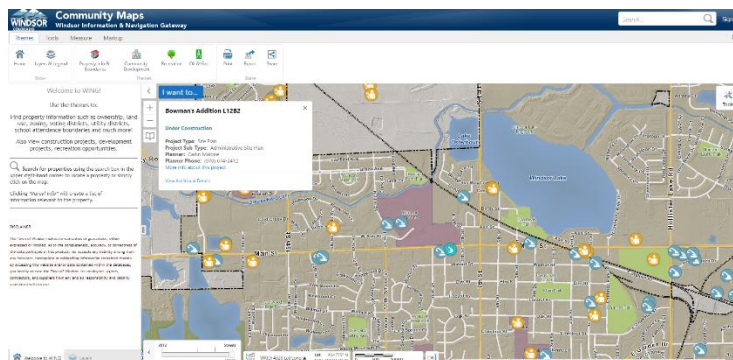
In 2019, the Family Center / La Familia worked with residents and businesses from neighborhoods along the North College Avenue corridor in Fort Collins to discuss the future of land use and connectivity that meets the needs and desires of the Latinx/Hispanic community. Through community-led development (CLD), leaders within the community worked together to set their own vision and priorities. They are prioritizing three major improvements: creating a community hub, increasing access to recreational opportunities, and establishment of culturally appropriate activities and entertainment in the area. North College Avenue community members are unifying around these priorities as it engages in the City's various design, planning, and development efforts along the corridor. [Learn more here.](#)



## Community Development Project Map ● ●

### Town of Windsor

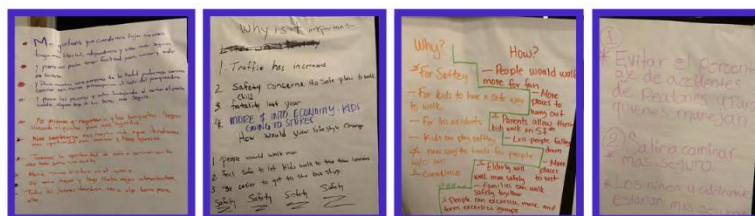
The Town of Windsor maintains an interactive web map showing location and other details for construction projects, development projects, and recreation opportunities with clickable links to learn more and contact Town Staff. The map also includes property information such as ownership, land use, zoning, voting districts, utility districts, and school attendance boundaries. While this map does not include transportation projects, it increases the transparency of the planning process at various stages. [Learn more here.](#)



## 57<sup>th</sup> Street Sidewalks – Community-Led Meeting ●

### Residents Unidos Team – Lago Vista Mobile Home Community – 2020

In support of a 2020 grant application to fund sidewalks near the intersection of US287 and 57<sup>th</sup> Street, a team of community members from the Lago Vista mobile home park called Residents Unidos, held a community meeting to discuss the value sidewalks or a non-motorized path would bring to the historically underserved community. A summary of the meeting and feedback that was collected was included in the grant application to demonstrate the community support for the project. Ultimately, the project was awarded nearly \$1M in funding. While this community meeting was organized and led by area residents, future efforts to identify community and address priorities in neighborhoods like Lago Vista could be led by local government to help foster a more socially and geographically equitable capital budget.



The most common themes that emerged within this conversation highlighted that a sidewalk in this area would result in:

1. Increased safety, reducing accidents
2. The opportunity and ability for people of all ages to walk and exercise more (and safely)
3. Greater independence for youth as parents would feel more comfortable letting them walk to nearby stores and restaurants
4. More transportation options as residents could walk to nearby locations or to the bus stop for further travel
5. Greater access to shopping and local restaurants, resulting in youth having more places to spend their time and more money going into the local economy
6. Improved appearance

## Just-In-Time (JIT) Equity Assessment ●

### City of Fort Collins

Designed for use among project-level teams of City staff, the JIT Assessment is a tool to quickly embed equity and inclusion into their work. The assessment requires project team members to respond to questions about the desired results and outcomes of the proposed project, how the team plans to and should engage with community members in the specific instance, and the potential impacts (intended or unintended) of project development and implementation. The JIT Assessment asks teams to consider historical relationships, the accessibility of certain engagement strategies, and the potential impacts on different focus areas (housing, jobs, food access, criminal justice, education, human services, and more). [Learn more here.](#)

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## Community Champions ●

### Larimer County

Residents of a monolingual Spanish-speaking community at a mobile home park in Fort Collins act as conduits for information into their communities and provide feedback back to bilingual staff at the Larimer County's Built Environment Program. The Community Champions as they are known have provided feedback on things like the Regional Air Quality Council's (RAQC) *Simple Steps. Better Air.* campaign, helping create outreach materials that were culturally aware, not just translations of English materials. Additionally, the Community Champions check in with Built Environment program staff on a consistent basis and help distribute surveys, flyers, and other informational items to their communities.

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## Collective Impact ●

### United Way of Weld County

The United Way of Weld County (UWWC) acts as a major convener in Weld County in four areas: Early Childhood Development; Youth Success; Household Stability; and Older Adults and Healthy Aging. As a convener, UWWC has adopted the collective impact model, acknowledging the organization cannot make as much of an impact as a solo actor. Instead, UWWC has four groups that meet on a consistent schedule, bringing together like-minded agencies with shared measurement and mutually reinforcing activities. An example of the UWWC's success is hiring a full-time staff member to help recruit volunteers for a variety of organizations focused on older adult issues throughout Weld County, including 60+ Ride and Meals on Wheels.

## Elsewhere in Colorado

### Citizen's Academy ●

#### Denver Regional Council of Governments (DRCOG)

A free seven-week academy in which participants learn from local leaders and experts about regional issues and how to develop the own civic capacity. The academy covers topics such as transportation, economic vitality, housing, and civic engagement, and offers a chance for residents to network with their neighbors. Participants complete an individual action plan for increased engagement. The Academy was run by the Transit Alliance from 2007-2017, and DRCOG took over in 2018. [Learn more here.](#)

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### Tactical Urbanism as Community Engagement ● ● ●

#### Town of Avon – 2016

In redesigning Beaver Creek Boulevard to be a more bicycle and pedestrian-friendly corridor, the Town of Avon installed a temporary, mock-up installation and invited community members to test and engage with the design and provide feedback on their experience. The Town used signage, walking tours, public meetings, emails, and digital voting to help guide the final build design. The outreach was targeted to end users of the corridor living and working in the area.



Users evaluated the installation and other alternative strategies. Favored elements and recommendations from users were then carried forward into the final design. These elements were highlighted and communicated back to participants to emphasize the impact of their involvement and inspire ownership in future projects. [Learn more here.](#)

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### Age-Friendly Pikes Peak Portal ● ●

This online portal provides resources for older adults, caregivers, and family members to age in place. The resources mainly include nonprofit and civic organizations and are organized into arts and culture, financial and legal, health and wellness, housing, leisure and recreation, government and advocacy, safety, transportation, and volunteering and employment. The portal also links to a list of Age-Friendly certified businesses from the Better Business Bureau of Southern Colorado. [Learn more here.](#)



## Across the Nation

### Practices in Engagement in the Time of COVID ● ● ●

Salt Lake City Civic Engagement Team, UT – 2020

This guide includes resources for online and traditional (but adapted) engagement that respond to the changing landscape of engagement during a pandemic. The guide is designed to be used by City staff and their consultants. The concise, 11-page guide offers considerations around equity and accessibility of various outreach platforms and methods, as well as resources for further exploration. Although the guide was created to address COVID-19, it also highlights the broader considerations of leveraging technology to increase equity in the public process.

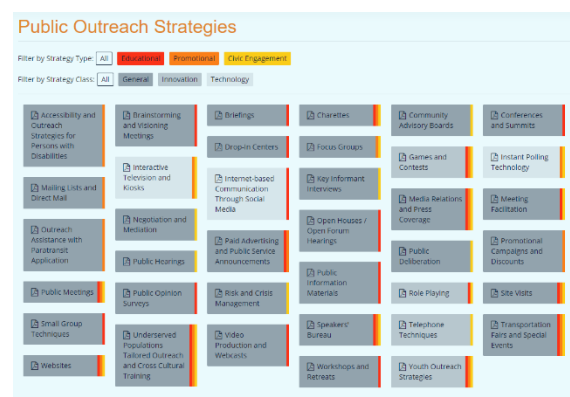
### Local and Regional Government Alliance on Race and Equity (GARE) ● ● ●

GARE is a national network of 237 government agencies working to achieve racial equity and advance opportunities for all. There are 12 GARE members in Colorado, including the City of Fort Collins. The GARE network provides support to its members in identifying gaps and shortcomings in programs, policies, and strategies that are leading to inequitable outcomes in communities. Core GARE membership requires development and implementation of a Racial Equity Work Plan or Strategic Plan, integration of racial equity into other strategic or operational plans, use of a Racial Equity Tool in routine decision making, and/or adoption of legislation that describes the jurisdiction's commitment. Core members can apply for Implementation and Innovation Funding. Individual departments within a jurisdiction can apply as Associate Members. [Learn more here.](#)

### Transportation Outreach Planner ● ● ●

Miami-Dade Transportation Planning Organization (TPO)

In 2003, the FHWA recommended Miami-Dade TPO incorporate “sociocultural effect” features in its planning process to improve equity considerations. In response, the TPO created the Transportation Outreach Planner consisting of customized demographic reports, community background reports, and an interactive public outreach strategies selection tool to identify the most appropriate ways to engage target populations, depending on desired outcomes. [Learn more here.](#)





## Community Engagement Steering Committee (CESC) and Equity Advisory Committee (EAC) ● ●

Metropolitan Council (Minneapolis-St. Paul, MN)

In 2010, the Met Council received grants to create partnerships focused on ensuring that transit investments connected people of all incomes and backgrounds to jobs, housing choices, recreation, and services. The Met Council created the CESC, consisting of 21 community organizations working in these focus areas. The CESC helped develop grant criteria, recommend applicants, build, and sustain engagement capacity. The CESC eventually assisted with the development of the Met Council's 2014 Public Engagement Plan and helped establish the Equity Advisory Committee (EAC). The EAC advises the Met Council on the creation of equitable outcomes for the people who live and work in the region. [Learn more here.](#)

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## Mobile Transit Lab ● ●

Indian Nations Council of Governments (INCOG - Tulsa, OK)

In 2011, INCOG equipped a 40-foot bus with video screens, interactive displays, and other educational tools. It made 117 stops across 12 communities over four months, welcoming more than 2,000 visitors for citizen involvement in a transit master plan. Stops included community events, schools, libraries, and shopping malls with 88 percent of the visitors reporting they had never participated in a transportation planning event. [Learn more here.](#)



## Civic Leadership Academy ●

City of Charlotte, NC

The City's Housing and Neighborhood Services Department offers a free course for residents who want to become more involved in community decision making. The 11-part workshop seeks to enhance understanding of City history, demographics, and decision making; develop relationships among community leaders and local government leaders across departments; teach how to use data to articulate challenges and advocate for resources for their communities; and increase knowledge of the departments and programs within the City. [Learn more here.](#)

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## Student-led Tactical Urbanism ●

Waynesboro, VA – 2020

An interdisciplinary team comprised of public health, planning, and Safe Routes to Schools (SRTS) experts identified a problematic intersection in Waynesboro, Virginia during their participation in a statewide walkability workshop. They received grant funding to make pedestrian-friendly improvements and decided an on-street mural (see note below) could slow vehicles, beautify the streetscape, and create community buy-in around tactical urbanism. The team handed design responsibilities over to a local high school art teacher, who created a class competition for the best mural design. A student's design was chosen, and the block was closed to traffic for four days to paint the mural. Students, staff, and community members of all ages were invited to help paint. Curious passersby were also welcomed. The mural sparked additional interest from the City Council and Public Works Department for future tactical urbanism projects.



[Learn more here.](#)

*Note: Painting or decorating within the road right of way is subject to the design restrictions and allowances in the Manual on Uniform Traffic Control Devices (MUTCD). The MUTCD should be referenced to ensure projects are compliant. More information can be found [here](#).*

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## Speak Up Broward ● ●

Broward MPO, FL – 2013 - Present

A formal, ongoing, interactive, multi-faceted program for public engagement, Speak Up Broward aims to inform the public and raise awareness of the transportation planning process. The program has increased Broward MPO's ability to reach and collaborate with more members of the public and ensure funding decisions reflect the priorities of community members. Creative approaches to engagement include: e-town hall meetings (televised via Beacon TV and streamed via Facebook Live), social media, pop-up meetings, community events, community workshops, [Program for Empowering People](#), [Speakers Bureau](#), Ambassador Program, and [upcoming project storytelling web pages](#). [Learn more here.](#)

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## Free Child Care for City Council Meeting Attendees ●

City of Cuyahoga Falls, OH – 2019 – Present

Parents, guardians, and caregivers wanting to attend City Council meetings in the City of Cuyahoga Falls can check in with the City Clerk ahead of the meeting to access free childcare in the same building as the meeting. The service was designed to encourage civic engagement from younger adults and any individuals without access to childcare, who may otherwise be unable to participate in the public process. The facility can accommodate up to 30 children. [Learn more here.](#)

## City Staff Racial Impact Self Assessments ●

### City of Austin, TX – 2018

City staff completed a racial equity self-assessment of their land use code update using a racial equity assessment tool developed internally, then identified areas of strength and opportunities for improvement with help from Government Alliance for Racial Equity (GARE) and Menu Strategies, LLC. Five key actions were identified. [Learn more here.](#)

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## Regional Transportation Equity Evaluation ●

### Oregon Metro – 2018

As an appendix to its 2018 Regional Transportation Plan (RTP), Oregon Metro conducted an evaluation of equity, EJ, and Title VI outcomes. Elected leadership wanted to understand whether their transportation investments make progress towards addressing inequities and disparities experienced by historically marginalized communities. The evaluation quantified successes and shortcomings related to destination accessibility across neighborhoods. It also identified strategy areas including further investment, better monitoring and research, and complementary land use strategies. [Learn more here.](#)

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## EJ Scoring Criteria in MPO Call for Projects and Robust EJ Analysis ●

### Greater Madison MPO, WI

Within its STBG urban projects evaluation criteria and scoring guidelines, the Greater Madison MPO assigns points to projects based on their locations within and/or impact to EJ areas. The available points vary by project type (roadway, transit infrastructure, transit vehicle, bike and/or pedestrian, and intelligent transportation systems). Maximum points are awarded for projects located in and directly benefiting an EJ area.

Additionally, the 2021-2025 TIP includes a robust EJ Analysis by project type, highlighting benefits, burdens, and factors such as right-of-way constraints that limited further improvements. EJ priority areas were identified as areas with substantially higher proportions of EJ populations than the regional average, and projects were mapped and their specific impacts to these areas discussed in a narrative. [Learn more here.](#)

**Transit Infrastructure Projects**  
(excluding Bus Purchases)

STBG – Urban Projects Evaluation Criteria & Scoring Guidelines

8. Environmental Justice and Public Health – 7 Points Total		
Criterion	Points	Scoring
<p><u>Environmental Justice</u></p> <ul style="list-style-type: none"> <li>The project improves accessibility of the transit system for persons with disabilities through upgrades to existing fixed-route buses or bus stops.</li> <li>The project is located within or directly benefits an MPO-defined environmental justice (EJ) area and provides improved transit access and mobility, and/or otherwise improves the attractiveness of transit service.</li> </ul> <p>[Note: See maps in Attachment D – Environmental Justice Analysis of the TIP.]</p>	0 – 7	Maximum points will be awarded for projects located in and directly benefiting an EJ area.

## Degree of Impact (DOI) Analysis ●

### Charlotte Regional Transportation Planning Organization (CRTPO), NC

“The Degree of Impact (DOI) analysis, adapted for use by CRTPO, is rooted in a need to appropriately identify populations and geographical areas where residents have traditionally not been involved in the planning process, or have been negatively impacted by transportation decisions. These populations have commonly been identified as EJ populations. DOI analysis attempts to illustrate for decision makers where it may be necessary to conduct enhanced study of either the proposed transportation network, or specific projects. It is often the first step in the process to develop further recommendations on plans, programs, and projects. CRTPO typically employs the DOI analysis as one means of providing substantive input during the environmental study phase of project development.” Census Tracts are scored on a scale based on the concentrations off the following populations: minority, poverty, zero car households, and limited English proficiency. [Learn more here.](#)

## Forecasting Changes in Accessibility and Travel Times for Equity Emphasis Areas ● ●

### National Capital Region Transportation Planning Board (NCRTPB)

The NCRTPB defines Equity Emphasis Areas as Census Tracts with above average concentrations of low-income and/or minority populations. Based on the base year and forecast year constrained project lists, they then forecast changes in accessibility to jobs, educational institutions, and hospitals within 45 minutes by transit and automobile, and changes in average travel time to work by transit and automobile. Forecasts are compared between Equity Emphasis Areas and other Census Tracts. The forecast helps planners estimate if the accessibility and travel time benefits and burdens are fairly distributed across Equity Emphasis Areas and the rest of the region. Although the locations of populations groups are unknown into the future, the analysis is useful for assessing how regional planned projects could create disparate impacts based on current information. [Learn more here.](#)

## Future Scenario EJ Benefits and Burden Analysis ● ● ●

Northwestern Indiana Regional Planning Commission (NIRPC) – 2013

Using their Regional Travel Demand Model, NIRPC developed separate 2040 “build” and “no-build” scenarios for an expressway project. The model results were used to analyze the effects of the project on EJ populations compared with the rest of the region, using the following performance measures:

- Average number of jobs within a 20-minute drive
- Average number of shopping destinations within a 20-minute drive
- Average number of other destinations within a 20-minute drive
- Average travel time for work trips
- Average travel time for shopping trips
- Average travel time for other trips
- Average travel time for all trips
- Percent of population within 20 minutes of a livable center
- Percent of population within 20 minutes of a retail center
- Percent of population within 20 minutes of a hospital

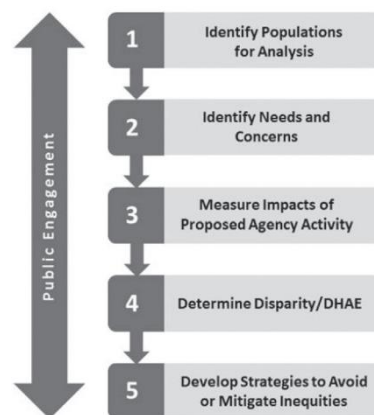
No direct impacts in these areas were identified; however, analysis concluded there is the potential for the expressway project to exacerbate the problems of disinvestment in urban core communities and increase sprawl, both of which could harm EJ communities and would run counter to the region’s goals and objectives. If the project is built, these concerns will need to be addressed. [Learn more here.](#)

## Equity Analysis in Regional Transportation Planning ● ● ●

Transit Cooperative Research Program (TCRP) of the Transportation Research Board (TRB) – 2020

This guide is designed to help MPOs analyze and address equity effectively in their various transportation planning and programming activities. The guide describes a five-step approach to developing and implementing equity analyses that best respond to the unique context of a community. Each step is described in detail, followed by a case study example from an MPO and other key resources for meaningful implementation.

[Learn more here.](#)



## **Integrating Equity into MPO Project Prioritization** ● ● ●

Center for Transportation, Equity, Decisions & Dollars (CTEDD) and Center of Urban Transportation Research (CUTR) at the University of South Florida (USF) – 2019

This report provides a detailed summary of many regional best practices and serves as a resource for MPOs across the nation wishing to better integrate equity considerations into their processes. It is based on a national and Florida-specific review of the project prioritization practices of 35 MPOs relative to equity and access to opportunity for disadvantaged communities. Particularly useful resources within the document include examples of:

- Strategies for Engaging Communities of Concern
- Equity Criteria for Individual Project Evaluation
- Equity-Based Performance Measures and Targets
- Equity-Based Project Prioritization

This resource can serve as a convenient, consolidated menu of options for the NFRMPO to consider when discussing the various organizational areas identified for improvement in this plan. [Learn more here.](#)

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## **Municipal Service Center & South Main Biz Hub** ●

City of Worcester, MA - 2020

In early 2020, Worcester opened a Municipal Services Center to provide a satellite site that improves access for businesses and residents on the south side of the city. The center serves as a second City Hall where community members can register to vote, register a business, speak with a clerk, and file neighborhood quality-of-life complaints, among various other services. The Center is also available for local meeting and events such as ESL and citizenship classes, farmers markets, and business tutoring/consultation. This Center improves access to the public process for a part of the City that has traditionally been underserved. While satellite centers of this magnitude are not realistic for some communities, the concept may be adapted to create partnerships with institutions in underserved neighborhoods wherein local governments hold special office hours for specific services, special planning initiatives, and more.

## Additional Resources

There are many additional resources practitioners can reference to enhance their understanding of equity, EJ, engagement, and how to improve existing systems. The following list includes articles, books, and guides that can provide more context and help start necessary conversations.

### Books

- [Right of Way: Race, Class, and the Silent Epidemic of Pedestrian Deaths in America](#) by Angie Schmitt
- [Highway Robbery: Transportation, Racism & New Routes to Equity](#), by Robert Doyle Bullard, Glenn Steve Johnson, Angel O. Torres
- [How to Be an Anti-Racist](#), by Ibram X. Kendi
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#), by Robin DiAngelo

### Guides

- [Planning for Equity Policy Guide](#), by the American Planning Association (APA)
- [The Innovative MPO: Smart Planning, Strong Communities](#), by Transportation for America
- [Planning in Plain English: Writing Tips for Urban and Environmental Planners 1st Edition](#), by Natalie Macris

### Groups

- [Equity, Diversity, & Inclusion Committee](#) – APA Colorado Chapter
- [Federal Interagency Working Group on Environmental Justice \(EJ IWG\) – Environmental Protection Agency \(EPA\)](#)
- [National Environmental Justice Advisory Council \(NEJAC\) – EPA](#)

### Articles

- [How Transportation Planners Can Advance Racial Equity and Environmental Justice](#), by Gabriella Velasco (2020)
- [Public spaces are essential – but not yet equal](#), by Robin Mazumder (2020)
- [Racial Bias in Driver Yielding Behavior at Crosswalks](#), by Tara Goddard, Kimberly Barsamian Kahn, Arlie Adkins (2015)
- [Where Should We Have the Meeting? Venue Creation for Participation and Collaboration in Planning](#), by Mattijs Van Maasakkers & Jeelson Oh (2020)
- [The changing geography of U.S. poverty](#), by Elizabeth Kneebone (2017)
- [Whiteness and Urban Planning](#), by Edward G. Goetz, Rashad A. Williams, and Anthony Damiano (2020)

## Videos

- [Voice of Equity in Planning Video Series](#), by the American Planning Association (APA)
- [LiveMove Speaker Series: The Intersection of Racism and Transportation](#), by Tamika Butler (October 31, 2020)
- [Pathways Speaker Series - Barriers to Bridges: Centering Equity within Planning and Transportation Decision-Making Processes](#), by Charles T. Brown (May 18, 2017)
- [Power Plenary: Transportation and Equity](#), by Alyssa Rodriguez, Tamika Butler, Emiko Atherton, Meghna Khanna, and the Institute of Transportation Engineers (August 19, 2020)

[History of Enforcement in Transportation](#), Transportation Equity Caucus (December 10, 2020)



## Appendix B / Community Resources Inventory

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As mentioned throughout this plan, establishing and maintaining relationships with community partners across the region is crucial for the NFRMPO and its member agencies to understand which transportation issues are most important to community members. This directory is meant to be an introductory list of community-based organizations, committees, boards, commissions and other groups that local and regional staff and/or planning partners should be aware of, build relationships with, and inform of relevant planning initiatives.

Agencies striving for stronger relationships may benefit from organizing these directories into relationship maps to better visualize how various partners, points of contact, or projects within or adjacent to your networks are connected with one another, with tools such as [Kumu](#).

Please reach out to NFRMPO staff with other suggestions for community partners. The NFRMPO does not endorse any of the following boards and commissions, community-based organizations, transportation providers, or supportive services. These are meant as suggestions of community partners to ensure outreach is robust, inclusive, and equitable.

Please refer to the Table of Contents below to help identify potential community partners.

## Boards, Commissions, and Committees

Town	Name	Meeting Date and Time	Meeting Purpose
<b>Berthoud</b>	<a href="#">Town Board of Trustees</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Tuesday at 6:30 p.m.	The Board is charged with setting policy, passing the budget, and creating the overall vision for the Town of Berthoud
	<a href="#">Planning Commission</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Thursday at 6:00 p.m.	Responsible for making and adopting comprehensive master plans including land use plans, transportation plans, parks and open space plans and other related documents for the municipality.
	<a href="#">Parks, Open Space, Recreation, and Trails (PORT) Advisory Committee</a>	1 <sup>st</sup> Wednesday at 6:00 p.m.	Advises and provides recommendations to the Town staff regarding development and utilization of parks and recreation amenities.
	<a href="#">Youth Advisory Commission</a>	1 <sup>st</sup> Thursday at 6:00 p.m.	Empower young minds through local opportunities and community support and provide the Town of Berthoud insight and access to new ideas from voices currently unheard about important issues facing the community.
<b>Eaton</b>	<a href="#">Town Board</a>	3 <sup>rd</sup> Thursday at 7:00 p.m.	The Board is the town's legislative body, having responsibility for enacting town ordinances, appropriating funds to conduct town business, and providing policy direction to town staff. The town board also serves as the Housing Authority Board of Directors, overseeing the operation of the Benjamin Square facility.
	<a href="#">Planning and Zoning Commission</a>		Responsible for implementing the provisions of the town ordinances regarding zoning and subdivisions, making recommendations to the town board regarding new annexations and variances, recommending changes to the

Town	Name	Meeting Date and Time	Meeting Purpose
			zoning maps, and making updates to the Town's Comprehensive Plan.
<b>Garden City</b>	<a href="#">Town Council</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesday at 7:00 p.m.	Governing body for the Town.
<b>Evans</b>	<a href="#">City Council</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Tuesday at 7:00 p.m.	To deliver sustainable, citizen-driven services for the health, safety, and welfare of the community.
	<a href="#">Planning Commission</a>	4 <sup>th</sup> Tuesday at 6:00 p.m.	Physical development of the city, platting and subdividing land; updates to the city's zoning plan; plans for the clearing and rebuilding of slum district and blighted areas within the city; making and adopting plans for the re-planning, improvements, and re-development of neighborhoods
<b>Fort Collins</b>	<a href="#">City Council</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesdays at 6:00 p.m.	<a href="#">City Council priorities</a>
	<a href="#">Air Quality Advisory Board</a>	3 <sup>rd</sup> Monday at 5:30 p.m.	The Air Quality Advisory Board advises the City Council regarding policies, plans, and programs to improve and maintain the City's air quality.
	<a href="#">Bicycle Advisory Committee</a>	4 <sup>th</sup> Monday at 6:00 p.m.	The Bicycle Advisory Committee (BAC) reviews bicycle plans for capital improvements, provides recommendations to the Transportation Board regarding bicycle policies, and prioritizes bike plan recommendations.
	<a href="#">Commission on Disability</a>	3 <sup>rd</sup> Thursday at 5:30 p.m.	The Commission on Disability serves as an advisor to the City of Fort Collins City Council on issues relating to citizens with disabilities.
	<a href="#">Human Relations Commission</a>	2 <sup>nd</sup> Thursday at 5:30 p.m.	The Human Relations Commission was established by City Council to enhance the acceptance and respect for diversity through educational programs and activities, and to embrace inclusion of individuals reflective of

Town	Name	Meeting Date and Time	Meeting Purpose
			characteristics such as race, ethnicity, gender identity and expression, physical abilities/qualities, sex, sexual /affectional orientation, age, culture, different ideas and perspectives, familial status, immigration status, geographic background, marital status, national origin, religious and spiritual beliefs, socioeconomic status, and veteran status.
	<a href="#">Senior Advisory Board</a>	2 <sup>nd</sup> Wednesday at 11:30 a.m.	The Senior Advisory Board is comprised of individuals of all ages who share a concern for the aging members of the community.
	<a href="#">Transportation Board</a>	3 <sup>rd</sup> Wednesday at 6:00 p.m.	The Board examines issues relating to financing, the development and implementation of master plans pertaining to pedestrian, streets, transit, bicycles, automobiles, congestion, traffic signalization, and transportation facilities, the use of technology, and education of the public and private industry on transportation topics.
	<a href="#">Youth Advisory Board</a>	1 <sup>st</sup> Wednesday at 5:30 p.m.	The Youth Advisory Board gathers information from local youth, other groups, organizations and agencies regarding youth-oriented issues and makes recommendations to City Council in reference to these issues.
Greeley	<a href="#">City Council</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesdays at 6:00 p.m.	<a href="#">City Council strategic vision</a>
	<a href="#">Citizens Transportation Advisory Board</a>	4 <sup>th</sup> Monday at 3:00 p.m.	Studies and makes recommendations related to the City's transportation services, traffic, and transportation related activities.
	<a href="#">Commission on Disabilities</a>	1 <sup>st</sup> Tuesday at 10:00 a.m.	Promotes the full inclusions and integration of persons with disabilities into all parts of society

Town	Name	Meeting Date and Time	Meeting Purpose
	<a href="#">Human Relations Commission</a>	2 <sup>nd</sup> Monday at 4:00 p.m.	The purpose of the Human Relations Commission is to foster mutual respect and understanding among all members of the Greeley community.
	<a href="#">Parks &amp; Recreation Advisory Board</a>	1 <sup>st</sup> Friday at 7:00 a.m.	Makes recommendations concerning best use of recreational facilities, and conducts studies relating to new park, recreation, and trail needs and programming.
	<a href="#">Youth Commission</a>	4 <sup>th</sup> Monday at 6:30 p.m.	Fosters a greater understanding of youth concerns and contributions, and encourages greater youth participation in the community.
Johnstown	<a href="#">Town Council</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Monday at 7:00 p.m.	Governing body for the Town.
	<a href="#">Planning &amp; Zoning Commission</a>	2 <sup>nd</sup> Wednesday at 7:00 p.m.	Consider land use matters, including the Comprehensive Land Use Plan, sub-area specific plans, and to hold public hearings regarding property-specific annexations, special use permits, and subdivisions. The Commission is an advisory body and makes recommendations to the Town Council.
Larimer County	<a href="#">Board of County Commissioners</a>	Tuesday at 9:00 a.m.	The main policy-making body in the County and works to represent the interest of the citizens of Larimer County at local, state and national levels
	<a href="#">LaPorte Area Planning Advisory Commission</a>	3 <sup>rd</sup> Tuesday at 7:00 p.m.	Solicits community involvement, opinion, and active participation; makes recommendations consistent with the LaPorte Area Land Use Plan to Larimer County boards and commissions; advises the Board of County Commissioners on other land use matters of interest to the LaPorte area; and develops, refines and

Town	Name	Meeting Date and Time	Meeting Purpose
			promotes a vision of the future for the LaPorte community.
	<a href="#">Office on Aging Advisory Council</a>	2 <sup>nd</sup> Thursday at 1:30 p.m.	Advises the Board of County Commissioners and the Office on Aging on all matters of planning for older adults.
	<a href="#">Open Lands Advisory Board</a>	4 <sup>th</sup> Thursday at 5:00 p.m.	Make recommendations to the Board of County Commissioners regarding the County's share of the Help Preserve Open Spaces sales and use tax.
	<a href="#">Planning Commission</a>	3 <sup>rd</sup> Wednesday at 6:00 p.m.	Adopting a long-range master plan for the physical development of the unincorporated territory of the County; and reviews and makes recommendations on zoning, rezoning, subdivisions and Special Reviews.
	<a href="#">EnFoCo (Engage Fort Collins)</a>	4 <sup>th</sup> Thursday at 10:30 a.m.	Collecting and analyzing data to better understand community needs related to the Built Environment, and more specifically local disparities that may exist
	<a href="#">Data Working Group</a>	1 <sup>st</sup> Thursday at 9:15 a.m.	Bringing together all partners working on built environment and coordinating work plans and outreach to prevent generating confusion among the community.
LaSalle	<a href="#">Town Board of Trustees</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Tuesday at 7:00 p.m.	Governing body for the Town.
	<a href="#">Planning &amp; Zoning Commission</a>	3 <sup>rd</sup> Tuesday at 5:30 p.m.	Planning and zoning considerations for the Town.
Loveland	<a href="#">City Council</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesday at 6:00 p.m.	<a href="#">City Council strategic plan</a>
	<a href="#">Disabilities Advisory Commission</a>	2 <sup>nd</sup> Monday at 6:00 p.m.	Study problems related to disabled persons and their interaction with the community and to serve as an advisory body to City Council on such matters



Town	Name	Meeting Date and Time	Meeting Purpose
	<a href="#">Human Services Commission</a>	1 <sup>st</sup> Thursday at 6:00 p.m.	Serve as an advisory body to the City Council on all matters pertaining to human services offered by the city
	<a href="#">Open Lands Advisory Commission</a>	2 <sup>nd</sup> Wednesday at 5:30 p.m.	Making recommendations to City Council regarding the attributable revenue share to the city of the Larimer County open space sales and use tax; and recommend the acquisition, disposal, jurisdictional transfers, planning, preservation, development, use, and management of open space, natural areas, wildlife habitat, and other associated open lands issues.
	<a href="#">Senior Advisory Board</a>	1 <sup>st</sup> Wednesday at 10:30 a.m.	Assist senior citizens in the Loveland area to live full and interesting lives, so that they might continue to contribute, participate, and share in the life of the community.
	<a href="#">Transportation Advisory Board</a>	1 <sup>st</sup> Monday at 4:00 p.m.	Serve as an advisory body to the City Council and staff to assist in the planning and development of multimodal transportation systems, other than those considered solely recreational.
	<a href="#">Youth Advisory Commission</a>	1 <sup>st</sup> Wednesday at 5:00 p.m.	Identify issues in the community that concern and relate to the youth in the community.
Milliken	<a href="#">Town Board of Trustees</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Wednesday at 6:30 p.m.	
	<a href="#">Great Outdoors Milliken (GO Mill)</a>	2 <sup>nd</sup> Thursday at 5:50 p.m.	Provide input, make recommendations, help formulate policy and act in an advisory capacity in matters related to preservation, protection and enhancements to parks, trails, open space, trees, outdoors and wildlife generally in the Town.
	<a href="#">Planning Commission</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Wednesdays at 7:00 p.m.	Planning and zoning body for the Town.

Town	Name	Meeting Date and Time	Meeting Purpose
Severance	<a href="#">Town Board</a>	1 <sup>st</sup> and 4 <sup>th</sup> Tuesday at 6:00 p.m.	Governing body for the Town.
	<a href="#">Planning Commission</a>	3 <sup>rd</sup> Wednesday at 6:00 p.m.	Planning and zoning body for the Town.
Timnath	<a href="#">Town Council</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Tuesday at 6:00 p.m.	The Town Council sets the policy and the Town Manager directs the daily operations of the Town.
	<a href="#">Parks Recreation Open Space Trails (PROST) Committee</a>	3 <sup>rd</sup> Wednesday every other month at 5:30 p.m.	Advise the Town on all matters related to Town-owned and controlled parks, trails, open spaces, recreation areas, facilities, programs and services. The Committee will provide recommendations to the Town Council regarding recreational planning, development and operations, and provide additional insight on how Town Council can best serve the related needs of the community.
	<a href="#">Planning Commission</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesday at 6:00 p.m.	The Planning Commission reviews new development requests, re-zonings and most land use requests. The Planning Commission is an advisory board, making recommendations to the Town Council for their approval or denial.
Weld County	<a href="#">Board of County Commissioners</a>	Monday and Wednesday at 9:00 a.m.	Governing body for the County, a home-rule county.
	<a href="#">Weld County Area Agency on Aging Advisory Board</a>	2 <sup>nd</sup> Thursday at 9:00 a.m.	Serves in an advisory capacity to the Area Agency on Aging by helping in the planning, coordination and monitoring of Older Americans Act programs. The Advisory Board also provides feedback on such issues as healthcare, transportation, and housing needs; suggests ideas for improvement in services; assists with public hearings, focus groups, the development of the four-year plan and other agency activities and events.

<b>Town</b>	<b>Name</b>	<b>Meeting Date and Time</b>	<b>Meeting Purpose</b>
	<a href="#">Greeley-Weld Airport Authority Board</a>	3 <sup>rd</sup> Thursday at 3:30 p.m.	Helps direct organization and administration of the airport
	<a href="#">Planning Commission</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Tuesday at 12:30 p.m.	Advising County Commissioners regarding land-use planning, zoning administration, and subdivision development within the county. Reviews and makes recommendations on land-use applications and amendments to policies and regulations.
	<a href="#">Board of Public Health</a>	Fourth Tuesday at 9:00 a.m.	The Board of Public Health members receive reports from the Health Department director and staff on programs and health issues affecting Weld County residents. The Board of Public Health predominantly reviews and makes recommendations regarding biosolids and septage applications, as well as variances for On-Site Wastewater Treatment Systems (septic systems). The Board of Public Health hosts hearings related to those applications and provides recommendations to the Board of Weld County Commissioners.
<b>Windsor</b>	<a href="#">Town Board</a>	2 <sup>nd</sup> and 4 <sup>th</sup> Monday at 7:00 p.m.	The Town Board serves as the community's legislative body, having responsibility for enacting town ordinances, appropriating funds to conduct town business, appointing members to boards and commissions, and providing direction to town staff.
	<a href="#">Parks, Recreation &amp; Culture Advisory Board</a>	1 <sup>st</sup> Tuesday at 6:00 p.m.	Make recommendations to the Town Board concerning: any expenditure or appropriation from the park fund, budget issues related to parks, recreation and open lands; policies relating to the public use and management of

Town	Name	Meeting Date and Time	Meeting Purpose
			those lands, purchase or disposition of park, and recreation and open lands.
	<a href="#">Planning Commission</a>	1 <sup>st</sup> and 3 <sup>rd</sup> Wednesday at 6:00 p.m.	Preparation and maintenance of the Town's Comprehensive Plan, which includes the Town's Land Use Plan; review and implementation of provisions of zoning and subdivision ordinances, investigation and recommendation of amendments to master plans, zoning maps, conditional use grants, and recommendations of appropriate zoning classifications for all annexations.

Other Agency	Name	Meeting Date and Time	Meeting Purpose
NFRMPO	<a href="#">NoCo Bicycle &amp; Pedestrian Collaborative</a>	2 <sup>nd</sup> Wednesday at 10 a.m.	Discuss various topics and share information related to improving biking and walking in northern Colorado.
	<a href="#">Larimer County Mobility Committee</a>	3 <sup>rd</sup> Thursday at 1:30 p.m. (odd months)	Provide a forum for transit providers, human service agencies, and members of the public to discuss needs, to network, and to find creative solutions to mobility issues.
	<a href="#">Weld County Mobility Committee</a>	4 <sup>th</sup> Tuesday at 1:30 p.m. (even months)	Provide a forum for transit providers, human service agencies, and members of the public to discuss needs, to network, and to find creative solutions to mobility issues.
	<a href="#">Technical Advisory Committee</a>	3 <sup>rd</sup> Wednesday at 1:00 p.m.	Reviews, provides comments on, and makes recommendations regarding transportation and air quality planning to the NFRMPO Planning Council.
	<a href="#">Planning Council</a>	1 <sup>st</sup> Thursday at 6:00 p.m.	The Council allows local officials to respond more effectively to regional and state transportation and transportation-related air quality issues and needs.

## Community-Based Organizations

Agency	Service and Focus Areas	Purpose
<a href="#"><u>Adeo</u></a>	Weld County  Disabilities, housing, transportation, supportive services	Offer affordable and accessible housing, home health care, outpatient physical therapy, as well as highly individualized residential services for those with brain injuries.
<a href="#"><u>Arc of Larimer County</u></a>	Larimer County  Intellectual and Developmental Disabilities	Promote and protect the civil rights and overall wellbeing of people with intellectual and developmental disabilities through individual and systems advocacy and education to foster lifelong inclusion in every aspect of community life.
<a href="#"><u>Arc of Weld County</u></a>	Weld County and northeastern Colorado  Intellectual and Developmental Disabilities	Provides programs and events for individuals with intellectual and developmental disabilities and their families that allow them to engage in the life of the community, have fun, and to teach the community more about the Arc and the individuals we serve.
<a href="#"><u>Bike Fort Collins</u></a>	Fort Collins  Active Transportation	Increase participation in active transportation and advance bicycle culture and policy changes, creating safer streets and communities, while also creating an inclusive and empowering culture for all bicyclists, regardless of ability or identity.
<a href="#"><u>Bohemian Foundation</u></a>	Fort Collins-based  Grants, community development	Foundation supporting local, national, and global efforts to build strong communities. Program areas are Community, Music, Global, and Civic. Work to empower citizens and impact communities through grantmaking.
<a href="#"><u>Connections for Independent Living</u></a>	Weld County  Disabilities, inclusion	Be an inclusive place where people with disabilities come together to challenge barriers, become empowered, and live with greater independence. Enrich the communities served with the self-determination, productivity, and leadership of every citizen.
<a href="#"><u>Disabled Resource Services</u></a>	Larimer County  Disabilities, inclusion	Empower individuals with all types of disabilities and all ages to achieve their maximum level of independence at home and in the community through setting and achieving goals, enhancing self-esteem, accessing resources, self-advocacy, peer support and education.

Agency	Service and Focus Areas	Purpose
<a href="#"><u>Diverse Fort Collins</u></a>	Fort Collins  Racial equity, inclusion, antiracism	Diverse Fort Collins is a volunteer-driven community project advocating for antiracism and racial equity. We connect people with resources and each other.
<a href="#"><u>Envision</u></a>	Weld County  Intellectual and developmental disabilities	Enhance the quality of life for people with intellectual and developmental disabilities in Weld County.
<a href="#"><u>Foothills Gateway</u></a>	Larimer County  Intellectual and developmental disabilities	Advocate for and empower individuals with disabilities to lead lives of their choice. Foothills Gateway believes in a life of opportunity, of choice, and of dignity for every individual, regardless of age or ability.
<a href="#"><u>Health District of Northern Colorado</u></a>	Northern Larimer County (Fort Collins, Laporte, Timnath, Wellington, Livermore, and Red Feather Lakes)  Access to healthcare	Provide dental, mental health, prescription assistance, cholesterol and blood pressure testing, quit tobacco, health insurance assistance and advance care planning services to the residents of northern Larimer County. The Health District works with other local organizations to assess and plan for the larger health-care needs of the community.
<a href="#"><u>Immigrant Refugee Center of Northern Colorado</u></a>	Larimer County, Weld County  Advocacy, immigrants, equity, inclusion	Empowering refugees and immigrants, connecting communities, and advocating for successful social integration.
<a href="#"><u>La Familia/The Family Center</u></a>	Larimer County  Early childhood, family supportive services, Latinx population	Provide high quality childcare and supportive services, with an emphasis on cultural attunement with the Latinx community. This work is done with an explicit vision of creating a community in which all families are safe, supported, and thriving.
<a href="#"><u>Northern Colorado Health Alliance</u></a>	Larimer County, Weld County	The Alliance works through collaborative efforts that bring multiple sectors together to address the health of the local community. The Alliance recognizes that



Agency	Service and Focus Areas	Purpose
	Equity, access to healthcare	improving community health requires multiple partners and multiple sectors working in tandem towards a collective goal. Currently NCHA employs 75 people through 11 different grant programs spread across three counties and three office locations.
<a href="#"><u>Northern Colorado Latino Foundation</u></a>	Weld County Equity, inclusion	improve community engagement on a broad range of diversity based issues through education providing a strong Latina/o community in Northern Colorado.
<a href="#"><u>Partnership for Age-Friendly Communities (PAFC)</u></a>	Larimer County Older adults, advocacy, volunteerism, housing, culture, transportation	To foster leadership and strong community collaborations that will plan, design, and implement sustainable strategies to enhance quality of life for older adults in Larimer County.
<a href="#"><u>The BIPOC Alliance</u></a>	Larimer County Racial equity, inclusion, antiracism	Collectively, Black, Indigenous, and People of Color of Larimer County are taking action to decolonize systems and institutions, redefine their relationship to social movements across the board, and liberate themselves and their people. They are dedicated to building trusting relationships and a mutual support network between BIPOC led groups and organizations with aligned values.
<a href="#"><u>United Way of Larimer County</u></a>	Larimer County Education, stability, engagement, non-profit assistance, youths	Provide opportunities for businesses, individuals and organizations to be involved in strengthening Larimer County on the issues that matter most to the community.
<a href="#"><u>United Way of Weld County</u></a>	Weld County Early childhood education, youths, household stability, older adults, healthy aging	Works with businesses, schools and government, non-profit organizations, citizen groups, faith based organizations, volunteers, and contributors to make Weld County a better place for all. Brings the community together to tackle some of the community's most pressing health and human care issues and priority concerns.
<a href="#"><u>Volunteers of America (VOA)</u></a>	Larimer County, Weld County Aging, nutrition, veterans	Enhance the quality of life for the most vulnerable individuals in the community, including families, children, veterans, and seniors.

## Transportation Providers

Agency	Service and Focus Areas	Purpose
<a href="#"><u>60+ Ride</u></a>	Weld County  Older adults, transportation, volunteerism, advocacy	Offer older adults (60+) the opportunity to maintain their physical, emotional, and mental health while living independently. Transportation and grocery assistance.
<a href="#"><u>Berthoud Area Transportation Service (BATS)</u></a>	Berthoud, trips to Longmont and Loveland  Demand response	BATS provides door-to-door service rides within Berthoud and trips to Loveland and Longmont. BATS is open to the public.
<a href="#"><u>City of Loveland Transit (COLT)</u></a>	Loveland  Fixed-route, paratransit, Dial-a-Taxi	Public transportation provider within the City of Loveland, including fixed-route services connecting major destinations and residential areas in Loveland; paratransit service within ¾-mile of a fixed-route; and Dial-a-Taxi programs to Dial-a-Ride users.
<a href="#"><u>Greeley Evans Transit (GET)</u></a>	Greeley, Evans, Garden City  Fixed-route, paratransit, demand-response	Public transportation provider within the cities of Greeley and Evans and the Town of Garden City, including fixed-route services connecting major destinations and residential areas in the area; paratransit service within ¾-mile of a fixed-route; and a Call-n-Ride service outside of normal operating hours. Operates Poudre Express between Greeley, Windsor, and Fort Collins.
<a href="#"><u>Heart&amp;SOUL Paratransit</u></a>	Larimer County, Weld County	Heart&SOUL Paratransit provides individual service to older adults, people with disabilities, and people with mobility needs within Larimer and Weld counties. Heart & Soul Paratransit is a non-emergency medical transportation provider.
<a href="#"><u>Rural Alternative for Transportation (RAFT)</u></a>	Berthoud, southern Larimer County  Older adults, transportation, volunteerism, advocacy	Berthoud RAFT provides transportation for people living in the rural areas of Berthoud that are either 60 years and older or adults with disabilities.
<a href="#"><u>Senior Alternatives in Transportation</u></a>	Fort Collins, Loveland	Provides personal transportation to people sixty years old and older, and people with disabilities that prevent them from driving. SAINT operates through the efforts

Agency	Service and Focus Areas	Purpose
<a href="#">(SAINT)</a>	Older adults, transportation, volunteerism, advocacy	of volunteers who donate their time and the use of their vehicles to help make a difference in the lives of those who cannot drive.
<a href="#">Transfort</a>	Fort Collins, Regional route to Loveland, Berthoud, Longmont, and Boulder  Fixed-route, paratransit, Dial-a-Taxi	Public transportation provider within the City of Fort Collins, including fixed-route services connecting major destinations and residential areas in Loveland; paratransit service within ¾-mile of a fixed-route; and Dial-a-Taxi programs to Dial-a-Ride users. Also operates MAX bus rapid transit along the Mason Corridor. Operates FLEX regional service to Loveland, Berthoud, Longmont, and Boulder.
<a href="#">zTrip</a>	Larimer County, Weld County  Dial-a-Ride, taxi service	zTrip is a taxi provider authorized to provide service in Larimer and Weld counties. It is the contractor for the Fort Collins and Loveland Dial-a-Ride and Dial-a-Taxi services.

## Supportive Services

Agency	Contact	Description/Services Offered
<b>Aging and Disability Resources for Colorado (ADRC)</b>	<p>Larimer County:  <a href="https://larimer.co.networkofcare.org/aging/">https://larimer.co.networkofcare.org/aging/</a>            (970) 498-7750</p> <p>Weld County:  <a href="http://www.weldaaa.org/">http://www.weldaaa.org/</a>            (970) 400-6952</p>	The Aging and Disability Resource Center program is a collaborative effort of the Administration on Aging (AoA), the Administration for Community Living (ACL), the Centers for Medicare and Medicaid Services (CMS) and the Veterans Administration (VA).
<b>ASL Interpreters</b>	<a href="https://www.aslnoco.com/">https://www.aslnoco.com/</a>	Northern CO and Southern WY: Sign language interpreters for the Deaf and hard of hearing in Fort Collins, Loveland, Greeley and Longmont for stage performances, music concerts, visiting dignitaries, business meetings, job interviews/training, workshops and conferences available remotely with Video Remote Interpreting VRI
<b>Be My Eyes</b>	<a href="https://www.bemyeyes.com/">https://www.bemyeyes.com/</a>	Be My Eyes is a free app that connects blind and low-vision people with sighted volunteers and company representatives for visual assistance through a live video call.
<b>Community Language Cooperative</b>	<a href="https://communitylanguagecoop.com/">https://communitylanguagecoop.com/</a>	The Community Language Cooperative (CLC) provides interpretation services, focus groups, and inclusivity/diversity training to make community, academic, and governmental events more accessible for all. We help remove barriers and broaden opportunities for participation and community engagement by non-English speakers, and train organizations on implementation of inclusivity practices.
<b>Disabled Resources Services (DRS)</b>	<a href="https://disabledresourceservices.org/deaf-hard-of-hearing/">https://disabledresourceservices.org/deaf-hard-of-hearing/</a>	DRS provides direct services to individuals that are deaf, hard of hearing, or deafblind, including researching technology and equipment for a more independent life. It can be a challenge to find out and navigating the vast array of local, Colorado and Federal-based services and resources for individuals – DRS Information and Referral assistance.

Agency	Contact	Description/Services Offered
<b>Relay Colorado</b>	<a href="https://www.relaycolorado.com/">https://www.relaycolorado.com/</a>	Relay Colorado is a free public service that enables people with hearing or speech loss who use a teletypewriter (TTY) or other assistive device to communicate with standard telephone users. The conversation is relayed between the two parties by a specially trained Communications Assistant. Relay Colorado is available 24 hours a day 365 days per year.
<b>Rocky Mountain ADA Center (RMADAC)</b>	<a href="https://www.rockymountainada.org/">https://www.rockymountainada.org/</a>	The Rocky Mountain ADA Center (RMADAC) provides information, guidance, and training on the Americans with Disabilities Act (ADA) tailored to meet the needs of individuals and organizations in the region.
<b>Section 508</b>	<a href="https://www.section508.gov/create/universal-design">https://www.section508.gov/create/universal-design</a>	Federal agencies are responsible for developing accessible information and communications technology (ICT) tools, products and websites. Adopting universal design principles can help an agency address and improve accessibility in areas such as digital strategy, procurement, and design and implementation of digital products.
<b>WAVE Evaluation Tool</b>	<a href="https://wave.webaim.org/">https://wave.webaim.org/</a>	WAVE is a suite of evaluation tools that helps authors make their web content more accessible to individuals with disabilities. WAVE can identify many accessibility and Web Content Accessibility Guideline (WCAG) errors, but also facilitates human evaluation of web content.

## Appendix C / List of Acronyms & Glossary

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Included in this section are commonly used acronyms or terms related to the transportation planning process. This list is current as of February 2021. An up-to-date list of terms is located on the NFRMPO website.

### Glossary and List of Terms

<b>\$5303 &amp; \$5304</b>	FTA program funding for multimodal transportation planning (jointly administered with FHWA) in metropolitan areas and States
<b>\$5307</b>	FTA program funding for public transportation in Urbanized Areas (i.e. with populations >50,000)
<b>\$5309</b>	FTA program funding for capital investments
<b>\$5310</b>	FTA program funding for enhanced mobility of seniors and individuals with disabilities
<b>\$5311</b>	FTA program funding for rural and small Urban Areas (Non-Urbanized Areas)
<b>\$5326</b>	FTA program funding to define “state of good repair” and set standards for measuring the condition of capital assets
<b>\$5337</b>	FTA program funding to maintain public transportation in a state of good repair
<b>\$5339</b>	FTA program funding for buses and bus facilities
<b>3C</b>	Continuing, Comprehensive, and Cooperative
<b>7th Pot</b>	CDOT’s Strategic Investment Program and projects—originally using S.B. 97-01 funds
<b>AASHTO</b>	American Association of State Highway & Transportation Officials
<b>ACP</b>	Access Control Plan
<b>ACS</b>	American Community Survey
<b>ADA</b>	Americans with Disabilities Act of 1990
<b>ADT</b>	Average Daily Traffic (also see AWD)
<b>AIS</b>	Agenda Item Summary
<b>AMPO</b>	Association of Metropolitan Planning Organizations
<b>APCD</b>	Air Pollution Control Division (of Colorado Department of Public Health & Environment)
<b>AQCC</b>	Air Quality Control Commission (of Colorado)
<b>ATP</b>	Active Transportation Plan
<b>AWD</b>	Average Weekday Traffic (also see ADT)
<b>BUILD</b>	Better Utilizing Investments to Leverage Development (the competitive federal grant program that replaced TIGER)
<b>CAAA</b>	Clean Air Act Amendments of 1990 (federal)
<b>CBE</b>	Colorado Bridge Enterprise funds
<b>CDOT</b>	Colorado Department of Transportation
<b>CDPHE</b>	Colorado Department of Public Health and Environment
<b>CMAQ</b>	Congestion Mitigation and Air Quality (an FHWA funding program)
<b>CMP</b>	Congestion Management Process
<b>CNG</b>	Compressed Natural Gas
<b>CO</b>	Carbon Monoxide



<b>COC</b>	Communities of Concern
<b>COLT</b>	City of Loveland Transit
<b>CPG</b>	Consolidated Planning Grant (combination of FHWA PL & FTA 5303 planning funds)
<b>CSU</b>	Colorado State University
<b>CFY</b>	Calendar Fiscal Year
<b>DOLA</b>	Department of Local Affairs
<b>DOT</b>	(United States) Department of Transportation
<b>DRCOG</b>	Denver Regional Council of Governments
<b>DTD</b>	CDOT Division of Transportation Development
<b>DTR</b>	CDOT Division of Transit & Rail
<b>EIS</b>	Environmental Impact Statement
<b>EJ</b>	Environmental Justice
<b>ELIL</b>	Extremely Low-Income Levels
<b>EPA</b>	Environmental Protection Agency
<b>FAST ACT</b>	Fixing America's Surface Transportation Act (federal legislation, signed December 2015)
<b>FASTER</b>	Funding Advancements for Surface Transportation and Economic Recovery (Colorado's S.B. 09-108)
<b>FHWA</b>	Federal Highway Administration
<b>FNC</b>	Freight Northern Colorado Plan
<b>FRA</b>	Federal Railroad Administration
<b>FTA</b>	Federal Transit Administration
<b>FY</b>	Fiscal Year (October to September for federal funds; July to June for state funds; January to December for local funds)
<b>FFY</b>	Federal Fiscal Year
<b>GARE</b>	Government Alliance on Race and Equity
<b>GET</b>	Greeley Evans Transit
<b>GMA</b>	Growth Management Area
<b>GOPMT</b>	Goals, Objectives, Performance Measures, and Targets
<b>HOV</b>	High Occupancy Vehicle
<b>HPTE</b>	High-Performance Transportation Enterprise (Colorado)
<b>HTF</b>	Highway Trust Fund (the primary federal funding source for surface transportation)
<b>HUTF</b>	Highway Users Tax Fund (the State's primary funding source for highways)
<b>INFRA</b>	Infrastructure for Rebuilding America (a competitive federal grant program for freight improvements)
<b>I&amp;M or I/M</b>	Inspection and Maintenance program (checking emissions of pollutants from vehicles)
<b>ITS</b>	Intelligent Transportation Systems
<b>JIT</b>	Just-in-Time Equity Assessment
<b>LCMC</b>	Larimer County Mobility Committee
<b>LEP</b>	Limited English Proficiency

<b>LRP or LRTP</b>	Long Range Plan or Long Range Transportation Plan
<b>LUAM</b>	Land Use Allocation Model
<b>MAP-21</b>	Moving Ahead for Progress in the 21st Century (2012 federal transportation legislation)
<b>MAPG</b>	Mobility and Access Priority Group, formerly known as the Senior Transportation Coalition (STC)
<b>MMI</b>	Multimodal Index
<b>MMOF</b>	Multimodal Options Fund (state funds allocated to MPOs and TPRs in SB18-001)
<b>MOA</b>	Memorandum of Agreement
<b>MOU</b>	Memorandum of Understanding
<b>MPO</b>	Metropolitan Planning Organization
<b>MVEB</b>	Motor Vehicle Emissions Budget
<b>NAA</b>	Non-Attainment Area (for certain air pollutants)
<b>NAAQS</b>	National Ambient Air Quality Standards
<b>NARC</b>	National Association of Regional Councils
<b>NEPA</b>	National Environmental Policy Act
<b>NFRT &amp; AQPC</b>	North Front Range Transportation & Air Quality Planning Council (also NFRMPO)
<b>NFRMPO</b>	North Front Range Metropolitan Planning Organization (also NFRT & AQPC)
<b>NHS</b>	National Highway System
<b>NMP</b>	Non-Motorized Plan
<b>NoCo</b>	Northern Colorado Bicycle and Pedestrian Collaborative
<b>NOx</b>	Nitrogen Oxides
<b>OBD</b>	On-Board Diagnostics (of a vehicle's engine efficiency and exhaust)
<b>O<sub>3</sub></b>	Ozone
<b>PL</b>	Federal Planning (funds)
<b>PIO</b>	Public Information Office/Officer
<b>PIP</b>	Public Involvement Plan
<b>POP</b>	Program of Projects
<b>PPP (also P3)</b>	Public Private Partnership
<b>R4 or R-4</b>	Region 4 of the Colorado Department of Transportation
<b>RAQC</b>	Regional Air Quality Council
<b>RFP</b>	Request for Proposals
<b>RNMC</b>	Regional Non-Motorized Corridor
<b>RPP</b>	Regional Priority Program (a funding program of the Colorado Transportation Commission)
<b>RSC</b>	Regionally Significant Corridor
<b>RTC</b>	Regional Transit Corridor
<b>RTD</b>	Regional Transportation District in the Denver Region or Regional Transportation Director for CDOT Regions
<b>RTDM</b>	Regional Travel Demand Model
<b>RTE</b>	Regional Transit Element
<b>RTP</b>	Regional Transportation Plan

<b>SDO</b>	State Demographers Office, part of the Colorado Department of Local Affairs (DOLA)
<b>SH</b>	State Highway
<b>SIP</b>	State Implementation Plan (air quality)
<b>SOV</b>	Single Occupant Vehicle
<b>SPR</b>	State Planning and Research (federal funds)
<b>SRTS</b> <i>(see TA)</i>	Safe Routes to School (a pre-MAP-21 FHWA funding program)
<b>STAC</b>	Statewide Transportation Advisory Committee
<b>STIP</b>	Statewide Transportation Improvement Program
<b>STBG</b> <i>(previously STP-Metro)</i>	Surface Transportation Block Grant (a FAST Act FHWA funding program)
<b>SWC&amp;FRPRC</b>	Southwest Chief & Front Range Passenger Rail Commission
<b>TAC</b>	Technical Advisory Committee (of the NFRMPO)
<b>TA</b> <i>(previously TAP)</i>	Transportation Alternatives program (an FHWA funding program)
<b>TAZ</b>	Transportation Analysis Zone (used in travel demand forecasting)
<b>TC</b>	Transportation Commission of Colorado
<b>TDM</b>	Transportation Demand Management
<b>TIGER</b>	Transportation Investment Generating Economic Recovery (a competitive federal grant program from 2009-2017 replaced by BUILD)
<b>TIP</b>	Transportation Improvement Program
<b>Title VI</b>	U.S. Civil Rights Act of 1964, prohibiting discrimination in connection with programs and activities receiving federal financial assistance
<b>TMA</b>	Transportation Management Area (federally designated place >200,000 population)
<b>TOD</b>	Transit Oriented Development
<b>TPR</b>	Transportation Planning Region (state-designated)
<b>TRAC</b>	Transit & Rail Advisory Committee (for CDOT)
<b>UFR</b>	Upper Front Range TPR
<b>UNC</b>	University of Northern Colorado
<b>UPWP</b>	Unified Planning Work Program
<b>UZA</b>	Urbanized Area
<b>VMT</b>	Vehicle Miles Traveled
<b>VOC</b>	Volatile Organic Compound
<b>WCMC</b>	Weld County Mobility Committee