



**City Manager's Office**

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Since 2015, the Latino Engagement Taskforce (LET), created in partnership with Cultivando, has brought together Latino residents, many of them monolingual Spanish speakers, to learn about city departments and offer recommendations to improve communication, access, inclusion, and trust between the community and the City of Commerce City. Each cohort (1–5) dedicated eight months of learning and produced a set of recommendations for the city.

As part of our commitment to transparency, the city paused the LET program for 2025 in order to review, assess, and update the status of all recommendations from the past ten years. This progress report outlines every recommendation made by LET participants into the following categories:

- Completed
- In Progress
- Not Completed

### **COMPLETED RECOMMENDATIONS**

These recommendations have been fully implemented or are ongoing as permanent practices. The city has incorporated these efforts into standard operations, staffing, programs, and communication.

#### **Translation at City Council meetings**

Live Spanish interpretation is available by phone at every City Council meeting

#### **Increase hiring of fully bilingual staff**

Bilingual staff now support communications, front desk, code enforcement, park ranger services, victim advocacy, resource navigation, and more

#### **Make informational/resource literature available in Spanish**

Most city content, digital and print, is produced in both English and Spanish

#### **Clarity on city code enforcement processes**

The website includes clear explanations of the enforcement process; bilingual officers assist residents directly

#### **Ride-along opportunities with Spanish-speaking officers**

A robust program promotes ride-alongs and encourages Latino community involvement

#### **Effective communication between school districts and the Police Department**

The Commerce City Police Department (CCPD) maintains strong partnerships with Adams 14 and 27J.

At Adams 14, CCPD's Youth Services Unit is not directly involved in the district's daily operations, yet we remain dedicated partners in ensuring the safety and security of all Adams 14 students, staff, and faculty. CCPD is committed to providing the highest level of service in partnership

with our community. While we continue to recognize and advocate for the value of School Resource Officers within our schools, we also respect the district's current approach and look forward to maintaining a strong, cooperative relationship that advances the shared goal of student and staff safety. Crime Prevention and Patrol do respond to any and all calls for service with the Adams 14 schools as requested. Additionally, Crime Prevention is actively involved in after-hour youth engagement within Adams 14.

At 27J, CCPD has an active formal agreement with the 27J School District and has three School Resource Officers (SROs) and a sergeant assigned to various schools within the district. Our positive relationship is governed by an intergovernmental agreement which establishes expectations, boundaries, and procedure. Future, CCPD hopes to add additional SROs into the 27J schools as staffing allows, with the support of the district. Currently, CCPD SROs within 27J provide timely training to staff, conduct youth and parent mediation/ coaching sessions, offer mentorship, and work toward strengthening the relationship between the youth, community, and police department.

### **911 Awareness Marketing Campaign**

The city's 911 service is through a regional dispatch service called ADCOM, which has expanded bilingual hiring and uses translation services for non-English calls.

### **Transparency on the city's relationship with ICE**

A public statement was issued clarifying that the city does not work with federal immigration agencies.

### **Ongoing engagement between the city and the Latino community**

LET and other initiatives continue to guide community-focused outreach.

### **Development of a recommendation and complaint system**

AccessC3 provides a centralized app and reporting tool for residents.

### **Creation of culturally diverse events**

In addition to Hispanic Heritage, Día de los Muertos, the city now also hosts presentations in Spanish with English translation available.

### **Targeted outreach events by the Police Department for the Latino community**

Examples include Día de los Muertos, Churros with the Chief, and Spanish-language forums with detectives.

### **Continued efforts to hire bilingual/bicultural officers**

Approximately 50% of CCPD staff identify as Latino, and active recruitment for new officers/professional staff continues. In 2026, CCPD will hire our second Spanish linguist to assist the department in better serving our victims and helping to promote public safety information in Spanish.

### **Continued outreach from victim services**

BOVA provides accessible, bilingual support to victims of crime and personal tragedy.

### **Involvement of Latino community members on event committees**

Boards and commissions offer residents direct input in shaping select community events.

### **Ongoing engagement and communication with Latino community**

The city continues to expand culturally responsive outreach.

### **Continue supporting legal resources for residents facing unfair evictions**

The Community Well-Being Division connects residents to eviction-prevention resources and partners

### **Program by the Police Department for special needs children**

The event “Cops for Inclusion” supports youth with diverse abilities.

### **Community events and outreach celebrating Latino culture**

Examples include the Hispanic Heritage Celebration and new bilingual presentations from Community Well-Being.

### **Consider innovative housing strategies like tiny homes, resident-owned housing cooperatives on city-owned land, etc.**

The 2025 Land Development Code now includes provisions for tiny homes and accessory dwelling units.

### **General support for Latino Engagement from Economic Development for businesses**

The city has dramatically expanded bilingual support, event inclusion, and outreach to Spanish-speaking entrepreneurs.

## **IN-PROGRESS RECOMMENDATIONS**

These recommendations are partially implemented or underway. Many already feature meaningful improvements since being recommended by LET.

### **Website translation**

Google Translate supports full-site translation; bilingual forms and documents continue to expand.

### **Transparency of city budget**

Budget materials are published annually; however, translation for these publications has not been implemented.

### **Translation of signage in city buildings**

Recreation centers offer bilingual signage; however, not all city facilities have had the opportunity to implement.

### **Use of local Spanish-language media**

Partnerships with Univision, Telemundo, and other continue to grow

### **Alternative community engagement methods**

Staff actively experiment with new formats and outreach models

### **Communications strategies highlighting equity and inclusion work**

Major publications (Recreation Guide, Connected newsletter, social media) are offered in English and Spanish.

### **Improve the permitting process through a unified internal workflow**

The new online permitting system improves transparency, communication, and turnaround times.

### **Cameras, fines, and enhanced police presence near schools**

The new Flock Safety System includes cameras, gunshot detection, drones, and increased fines in high-hazard areas.

### **Support for affordable housing partnerships in South Commerce City**

A Housing Navigator through the Community Well-Being Division provides direct housing assistance to community members in need.

### **Policies that protect rights of renters**

The Community Well-Being Division shares renters' rights resources and supports tenant education.

### **Enforcement of code violations of rental properties**

Code Enforcement uses a consistent process with notification to tenants and property owners.

### **Additional Latino representation in leadership and boards**

Interpretation is offered for meetings; Latino participation continues to rise.

### **Ensure translation availability at all city events**

Live interpretation is provided at most public meetings.

### **Implement a yard work program similar to Snow Guardians during the summer**

The city continues to explore similar assistance programs looking for funding to help support these efforts.

### **Youth engagement programs**

The Youth Commission provides leadership opportunities to young residents.

### **Improve communication and access to city services**

Ongoing, with improvements to digital tools and department workflows.

### **Improved public safety and community policing**

Campaigns and initiatives continue to expand.

### **City staff updates about LET history**

The 10-year celebration marks the beginning of broader staff knowledge of LET's work.

### **Work to resolve issues with safety, stray animals, speeding drivers, lighting, drug use in parks, etc.**

Park Rangers patrol parks and open spaces daily; security patrols parks at night

### **Improve greenery / vegetation / neighborhood gardens**

Tree planting events and community garden efforts continue to grow. The Public Works Department partners with Wildlands Restoration to sponsor tree planting events in our parks and open spaces throughout the year. Our Energy, Equity, and the Environment Division continues to explore opportunities for community gardens.

### **Protection of mobile home parks from rezoning**

Upcoming Legislative Rezoning, following the adoption of the new Land Development Code will formally protect mobile home park zoning.

### **Consider inclusionary zoning ordinance**

The city recently completed a Housing Needs Assessment, and a Housing Action Plan will follow.

### **Recycling education and expanded opportunities**

Annual bilingual recycling guides are mailed to all households, however, the opportunity for year-round material remains.

### **Regulating marijuana use in public spaces / smoking signage**

Signs at parks prohibit smoking; posted in English and Spanish

## **NOT COMPLETED RECOMMENDATIONS**

These recommendations remain outstanding or outside current operational capacity but are documented for future planning.

- **Bilingual voice message on general city information line**
- **Philosophy and stated values for inclusiveness and diversity**
- **Two-way communication training and awareness for all city staff**
- **Pursue efforts to increase number of clinics in the City of Commerce City**  
Economic Development continues to support incoming clinics; a new medical clinic is in the early stages of discussion.
- **Create a city position dedicated to relationship-building with external partners (“Promotora” inspired position for culturally competent outreach)**
- **Salary and hiring process transparency for staff**

## **CLOSING MESSAGE**

For ten years, the Latino Engagement Taskforce has helped reshape how Commerce City listens, learns, and leads. Your recommendations did not sit on a shelf; they changed practices, expanded bilingual access, improved safety efforts, and created a more inclusive city for thousands of residents. We are grateful for your trust, your honesty, and your continued partnership.