

# Boulder County Department of Human Services

## Leadership Team

June 24<sup>th</sup>, 2024



# We are using the VIABLE model



Your **VISION** is clear and compelling



You have articulated **IDEALS** that will inform choices and guide behavior



Your **APPROACH** is well defined and broadly understood



You have identified **BARRIERS** that might get in your way and planned for how to overcome them

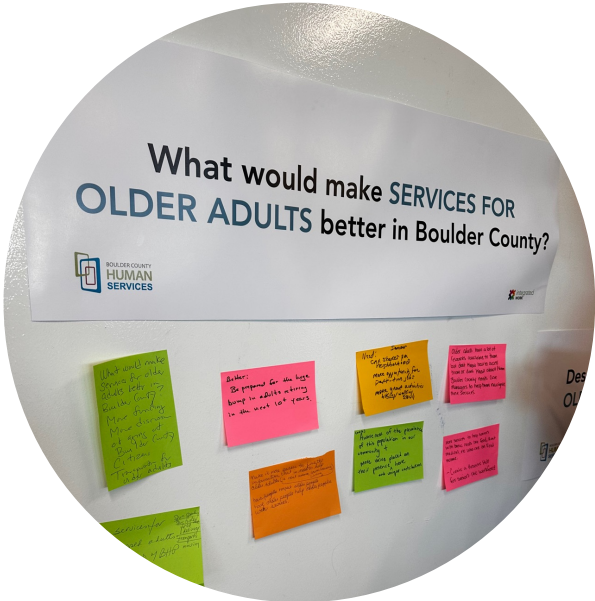


You have named the **LESSONS** you want to learn along the way so you can turn setbacks into success



You have built robust **EVALUATION** into your process to gather real-time feedback

# Community Engagement



Gathering Qualitative Information



Engaging with the community



Gathering Demographic Data



Synthesizing the data

# Community Engagement



Deliverable: Host a community engagement through the design process to inform the strategic plan for BCDHS

Sessions we scheduled for 90 minutes.

Participants created small groups of 8 to 12 people.

Each group engaged the essential services of DHS. We asked them to reflect on **what could be better** about the services and why/does does "better" matter for their future in Boulder County.

# Headline: Women are Key to a Thriving County



**Women are not just key participants but pivotal stakeholders whose perspectives and experiences are crucial for policy and program development.**

## **Today we want to highlight:**

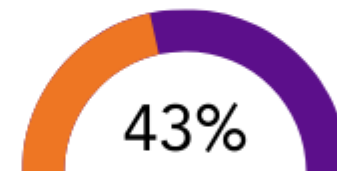
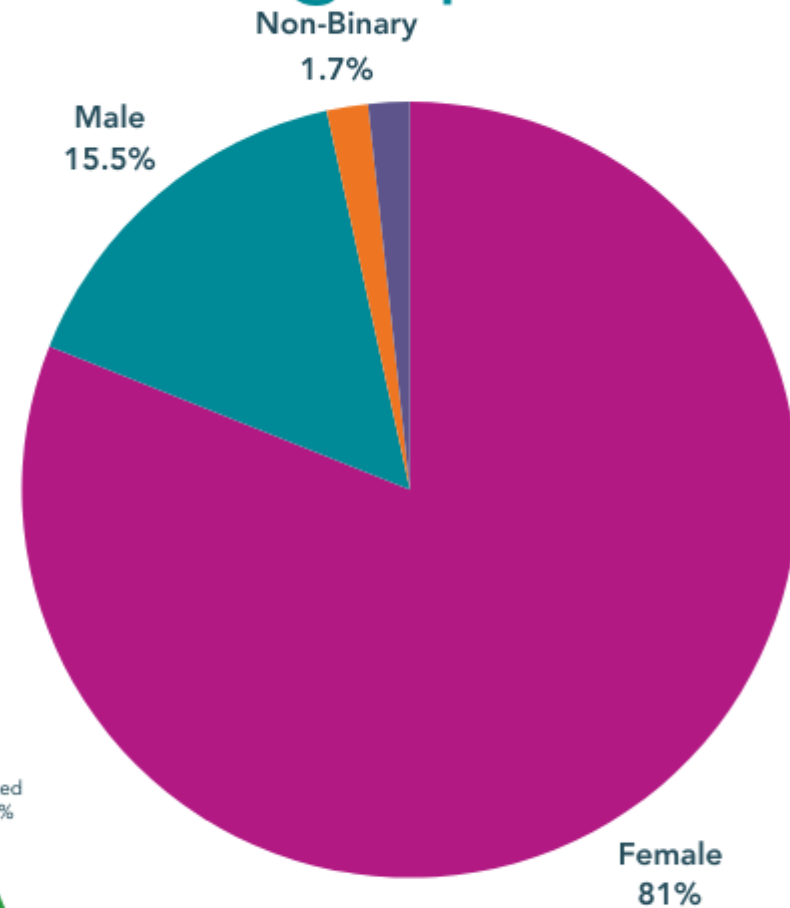
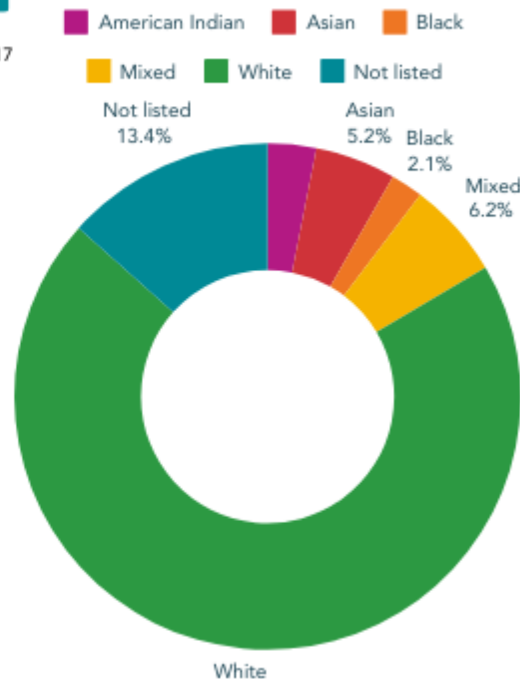
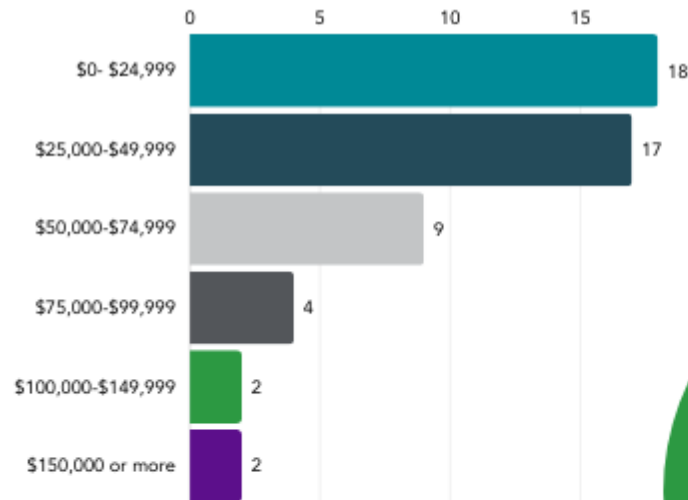
- **Diverse Challenges, Gendered Barriers**
  - Education and Skill Building,
  - Food Services,
  - Health Coverage,
  - Children and Family Services,
  - Older Adult Care, and
  - Financial Assistance
- **Intersectionality: Race and Ethnicity**
  - Gendered dynamics are *compounded* by race, ethnicity, language, and immigration status

# Community Engagement Demographics

An overview of the demographic information Integrated Work gathered for Boulder County DHS during the first round of 2024 community engagements for the five-year Strategic Plan.

We had a total of 89 total participants.  
58 shared demographic information

June 7th-June 15th

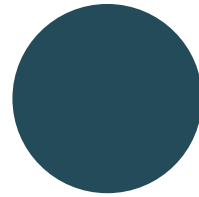


Identified as Hispanic.  
Out of this group 48% also identified as white.

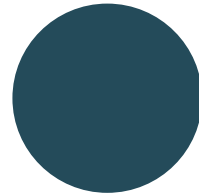


# The Role of Caretaker

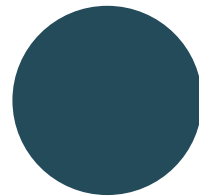
Spanning from parental care to elder care.



Caretaking services predominantly fall on women.



Caretaking impacts **educational and employment opportunities** significantly



Attendees also attribute the burden of **ensuring food security and healthcare** to women in caretaking roles.

## Demographic Information

We asked participants to share their demographic information during the event using an anonymous form using a phone or laptop computer. The demographic information we asked for:

- What Racial Category do you most identify with (American Indian/Alaska Native, Asian, Black/African American, Mixed Race, Native Hawaiian or Pacific Islander, White/Caucasian, Not Listed, Prefer Not to Answer)  
Do you Identify as Hispanic or LatinX
- What Gender Category do you most closely identify with (Male, Female, Non-Binary, Transgender Male, Transgender Female, Agender, Two-Spirit, Not Listed)
- Please Share your Zip Code
- Are you Currently Employed (Yes/No)  
What is your individual income per year (Less, than 10K, 10-14.9K, 15-24.9K, 25-34.9K --- 200K or more)  
Age (18-24, 25-34, 35-44, 45-54 -- 100 years or older)  
Are you currently a care-giver for someone (Yes/No - Conditional to age ranges Under 18, 18-64, 65 or older)



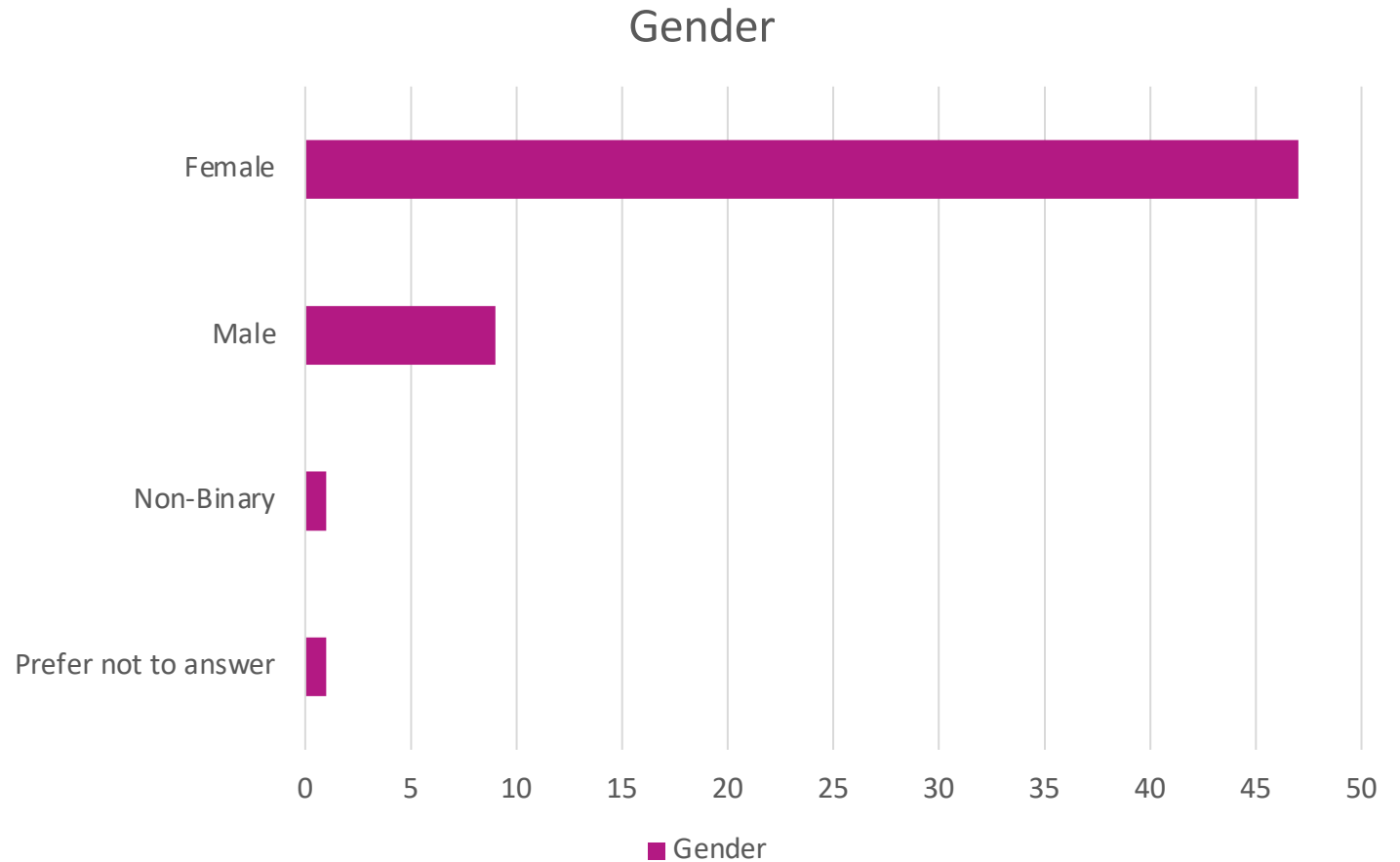
# Demographic Information: Gender

## Gender

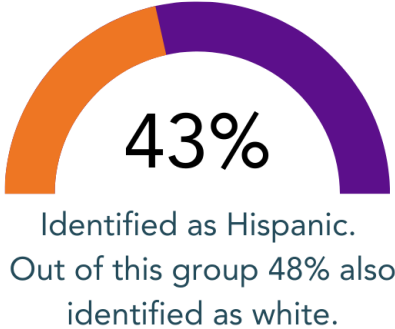
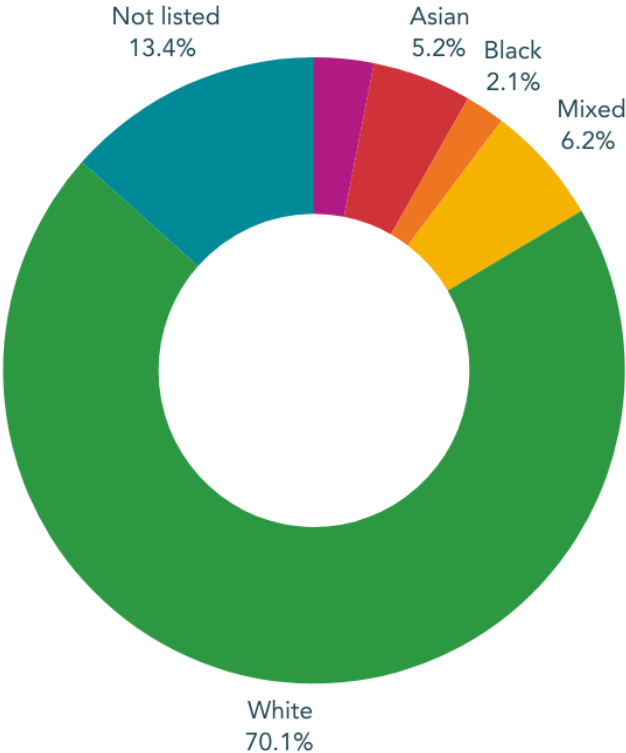
During community engagement efforts, women constituted a significant 81% of attendees, and reflected a central role in shaping the discourse around critical human services.

Boulder county, according to US Census data is 50% Male

Who is accessing BC DHS services?



# Intersectionality: Race and Ethnicity



The role of women in human services is further impacted by the intersection of race and ethnicity.

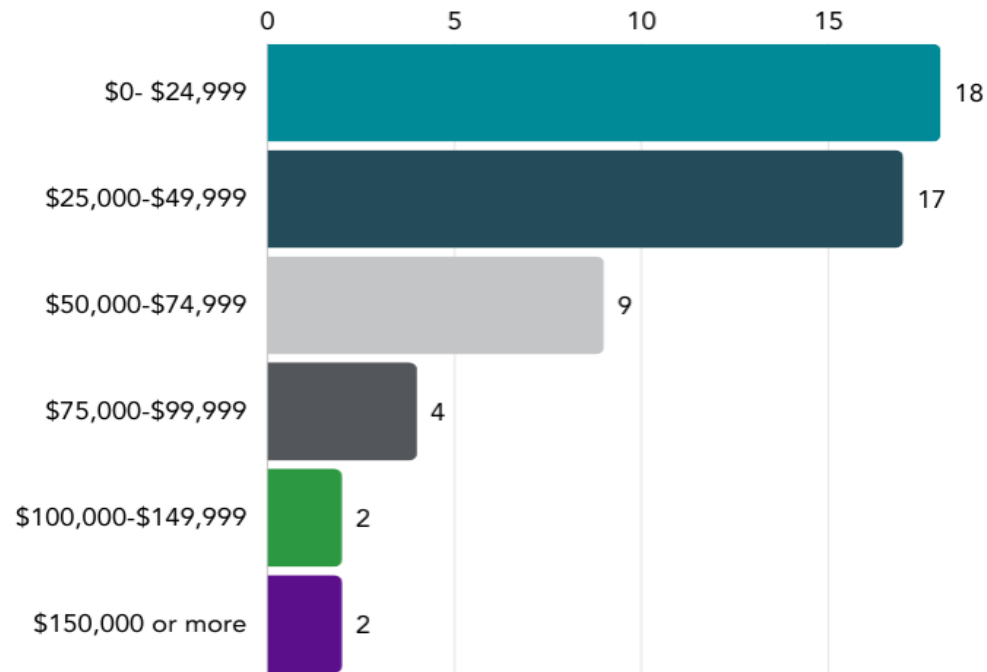
For instance, 43% of participants identified as Hispanic and about 27% identified as a race other than white.

This highlights the diverse cultural contexts in which services are delivered. These intersections show the need for culturally competent approaches that acknowledge and respect varying needs and experiences.

(US census data: Boulder County is 14% Hispanic and 75% white.)

# Demographic Information: Income

## Individual Annual Income



## Income

In 2022, Boulder, CO had a population of 329k people with a median age of 37 and a median household income of \$99,770. Between 2021 and 2022 the population of Boulder, CO declined from 328,713 to 328,658, a  $-0.0167\%$  decrease and its median household income grew from \$92,466 to \$99,770, a 7.9% increase.

The population of Boulder below the federal poverty line is approximately 12.3%

### Data Overview

We have a high-level overview of the demographic information gathered for Boulder County Department of Human Services from the community meetings for the strategic planning process.

There were 200 potential opportunities for participation from the community.

177 number of people signed up and were assigned to a meeting time, with another 36 who wanted to participate but couldn't make out assigned times.

89 total participants, 58 participants shared demographic information