

## WORK SESSION AGENDA

CITY COUNCIL WORK SESSION  
TUESDAY  
JANUARY 26, 2021

STAFF CONFERENCE ROOM  
SECOND FLOOR - CITY HALL  
211 WEST ASPEN AVENUE  
3:00 P.M.

## ATTENTION

**IN-PERSON AUDIENCES AT CITY COUNCIL MEETINGS HAVE BEEN SUSPENDED UNTIL FURTHER NOTICE**

The meetings will continue to be live streamed on the city's website  
(<https://www.flagstaff.az.gov/1461/Streaming-City-Council-Meetings>)

## PUBLIC COMMENT PROTOCOL

**The process for submitting a public comment has changed and public comments will no longer be read by staff during the Council Meetings.**

All public comments will be taken either telephonically or accepted as a written comment.

**Public comments may be submitted to [publiccomment@flagstaffaz.gov](mailto:publiccomment@flagstaffaz.gov)**

If you wish to address the City Council with a public comment by phone you must submit the following information:

First and Last Name  
Phone Number  
Agenda Item number you wish to speak on

If any of this information is missing, you will not be called. We will attempt to call you only one time. We are unable to provide a time when you may be called.

All comments submitted otherwise will be considered written comments and will be documented into the record as such.

If you wish to email Mayor and Council directly you may do so at [council@flagstaffaz.gov](mailto:council@flagstaffaz.gov).

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## **AGENDA**

### **1. Call to Order**

#### **NOTICE OF OPTION TO RECESS INTO EXECUTIVE SESSION**

*Pursuant to A.R.S. §38-431.02, notice is hereby given to the members of the City Council and to the general public that, at this work session, the City Council may vote to go into executive session, which will not be open to the public, for legal advice and discussion with the City's attorneys for legal advice on any item listed on the following agenda, pursuant to A.R.S. §38-431.03(A)(3).*

**2. Pledge of Allegiance and Mission Statement**

**MISSION STATEMENT**

*The mission of the City of Flagstaff is to protect and enhance the quality of life for all.*

**3. ROLL CALL**

*NOTE: One or more Councilmembers may be in attendance telephonically or by other technological means.*

MAYOR DEASY  
VICE MAYOR DAGGETT  
COUNCILMEMBER ASLAN  
COUNCILMEMBER MCCARTHY

COUNCILMEMBER SALAS  
COUNCILMEMBER SHIMONI  
COUNCILMEMBER SWEET

**4. Public Participation**

*Public Participation enables the public to address the council about items that are not on the prepared agenda. Public Participation appears on the agenda twice, at the beginning and at the end of the work session. You may speak at one or the other, but not both. Anyone wishing to comment at the meeting is asked to fill out a speaker card and submit it to the recording clerk. When the item comes up on the agenda, your name will be called. You may address the Council up to three times throughout the meeting, including comments made during Public Participation. Please limit your remarks to three minutes per item to allow everyone to have an opportunity to speak. At the discretion of the Chair, ten or more persons present at the meeting and wishing to speak may appoint a representative who may have no more than fifteen minutes to speak.*

**5. Review of Draft Agenda for the February 2, 2021 City Council Meeting**

*Citizens wishing to speak on agenda items not specifically called out by the City Council may submit a speaker card for their items of interest to the recording clerk.*

**6. Commission on Diversity Awareness Survey Presentation**

**7. Community Development Division Introduction**

**8. Update to the Comprehensive and Neighborhood Planning and Zoning and Subdivision Code Work Programs**

**9. Fiscal Year 2021/2022 Budget Orientation for the Engineering & Capital Improvements Division and Active Capital Projects presentation featuring the Rio de Flag Flood Control Project**

**10. Public Participation**

**11. Informational Items To/From Mayor, Council, and City Manager; future agenda item requests**



**12. Adjournment**

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Flagstaff City Hall on \_\_\_\_\_, at \_\_\_\_\_ a.m./p.m. in accordance with the statement filed by the City Council with the City Clerk.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Stacy Saltzburg, MMC, City Clerk

## Commission on Diversity Awareness Survey Presentation

## EXECUTIVE SUMMARY:

**INFORMATION:**

**Attachments:**      Presentation  
                              Survey Results - Written Report  
                              Survey Questions  
                              Appendix A  
                              Appendix B

# Findings from Survey on Climate for Diversity in Flagstaff Arizona City Council January 26, 2021

Commission on Diversity Awareness

Dr. Jean Toner, MSW, PhD

Ms. DeAnn Wegwert, MS, RN



# Introduction

- Previously we have presented to Council on our overall Commission outcomes; this presentation will focus specifically on the survey on climate for diversity in Flagstaff

# Agenda

- Dr. Toner will provide an overview of the survey on climate for diversity in Flagstaff
  - History
  - Purpose
  - Delivery
  - Disclaimer regarding timing of data collection
- Methodology
- Ms. Wegwert will provide a summary of key findings
- Dr. Toner and Ms. Wegwert will provide discussion and recommendations

# Overview

Thank you for the opportunity and privilege to serve the Flagstaff community, a diverse and rich community





# History

- In discussions on the Commission, we recognized that there was a dearth of community-wide data on the general climate for diversity in Flagstaff with which to establish our priorities and recommendations to forward to Council



# Purpose

- We determined that to establish data-driven efforts on the Commission, we needed to begin a process of community-wide gathering of residents' views on the climate for diversity.





# Delivery

- We were granted permission to load the survey into the HR Department's Survey Monkey program and post the online survey on the Commission on Diversity Awareness page on the City website.



# Disclaimer

- Data were collected prior to COVID pandemic and pre-George Floyd and Black Lives Matter demonstrations

# Methodology

- Research questions:
  1. Discover the general climate toward diversity among city residents
  2. Gain insight into how that climate is expressed in specific settings and venues
  3. Investigate any association between residents' demographics and experience of climate for diversity
  4. Field suggestions from residents for future work for the Commission for Diversity Awareness



# Methodology

- Research design and data collection
  - 15 question survey focused on welcoming and comfort in various settings and venues, and suggestions for future work
  - utilized a scale from “very comfortable” to “very uncomfortable”
  - Scaled questions were followed by open-ended questions exploring the question’s content



# Methodology

- Sample strategy
  - Non-probability, convenience sample open to any Flagstaff resident
    - Appropriate for early exploratory stages of research where clarification is sought, but generalizability is not achievable; helpful in clarification of issues to inform future research
  - Samples respondents who are available and able to participate
  - Can be delivered quickly, generally easily, and at low cost



# Methodology

- Quantitative data analysis
  - Survey Monkey analytic tools calculated frequencies and graphic representations were created
  - Ranges were calculated and missing data reported
- Qualitative
  - Thematic analysis was conducted on qualitative data, with two analysts coding separately, then comparing for confirmation and trustworthiness



## Methodology

- Limitations to the research design
  - Placement of survey on Commission website, rather than the public survey area of the City website front page
  - Researchers not having access to the survey because of not being an employee with administrative status
  - No availability of cross-tab analytic tool in this version of Survey Monkey, so associations could not be drawn among categories



## Methodology

- However, even given the study limitations, the response rate was sufficiently robust to be useful, the demographic correspondence between the respondents and overall City population is significant, and the descriptive data provide a great deal of insight.



# Quantitative Findings

- Total of 154 respondents to the online survey.
- Frequencies were calculated, presented with frequency charts and bar graphs which appear in the written report.
- The demographic profiles of respondents were compared to the demographics for the city of Flagstaff as reported by the US Census Quick Facts, 2018 when comparisons were available (<https://www.census.gov/quickfacts/fact/table/flagstaffcityarizona,US/PST045219>).

# Race/Ethnicity of Respondents

Race/ethnicity	respondents	City 2018	Frequency
	percentage	percentage	
Caucasian/white	57	77	78
African American	.75	2.3	1
Latino/a	20	19	27
Native American	16	8.5	21
Asian/Pacific	3	2.7	5
Two+	7	4.6	10
Not listed	3		5

# Gender of Respondents

Gender	respondents	City 2018	frequency
	percentage	percentage	
Female	63	50.5	88
Male	31		43
Intersex	1		1
Genderqueer	1		2
Transgender	2		4

# Age of Respondents

age	respondents	City 2018	Frequency
	percentage	percentage	
18-25 years	11	36	16
26-40 years	40	28	57
41-60 years	41	20	60
61+ years	9	8.3	13

# Primary Language of Respondents

Primary Language	respondents	City 2018	Frequency
	percentage	percentage	
American Sign	.5	n/avail	3
English	96	n/avail	137
Hopi	0	n/avail	0
Navajo	.5	n/avail	2
Spanish	1	n/avail	5

# Living Situation of Respondents

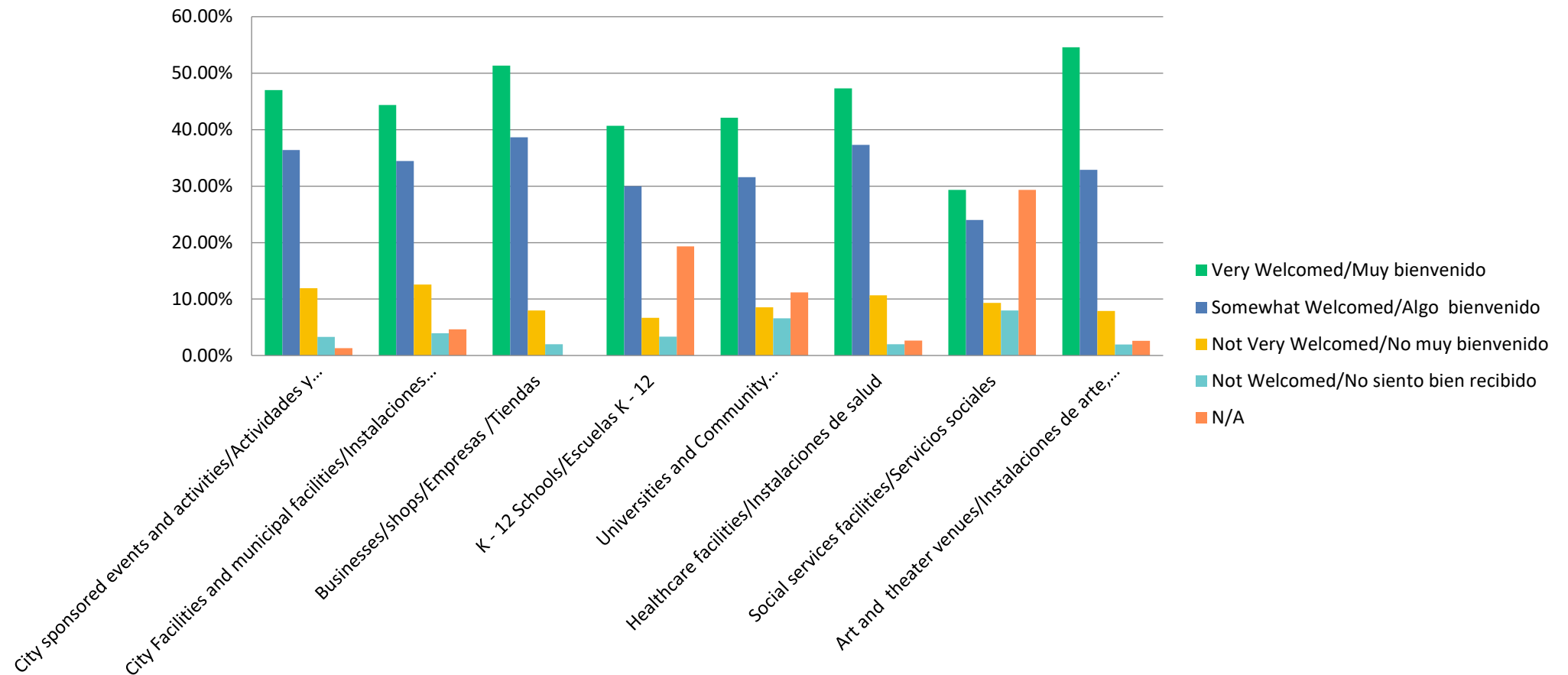
Living situation	respondents	City 2018	Frequency
	percentage	percentage	
<b>Own home</b>	50	77	71
<b>Rent home</b>	37	19	52
<b>Live with family</b>	10	n/avail	14
<b>Temporary with family/friends</b>	.7	n/avail	1

## Length of Residence in Flagstaff

Years residing in Flagstaff	respondents	City 2018	Frequency
	percentage	percentage	
1-4 years	20	n/avail	29
5-9 years	10	n/avail	15
10-14 years	15	n/avail	21
15-19 years	11	n/avail	16
20+ years	44	n/avail	62

# How welcome do you feel in Flagstaff?

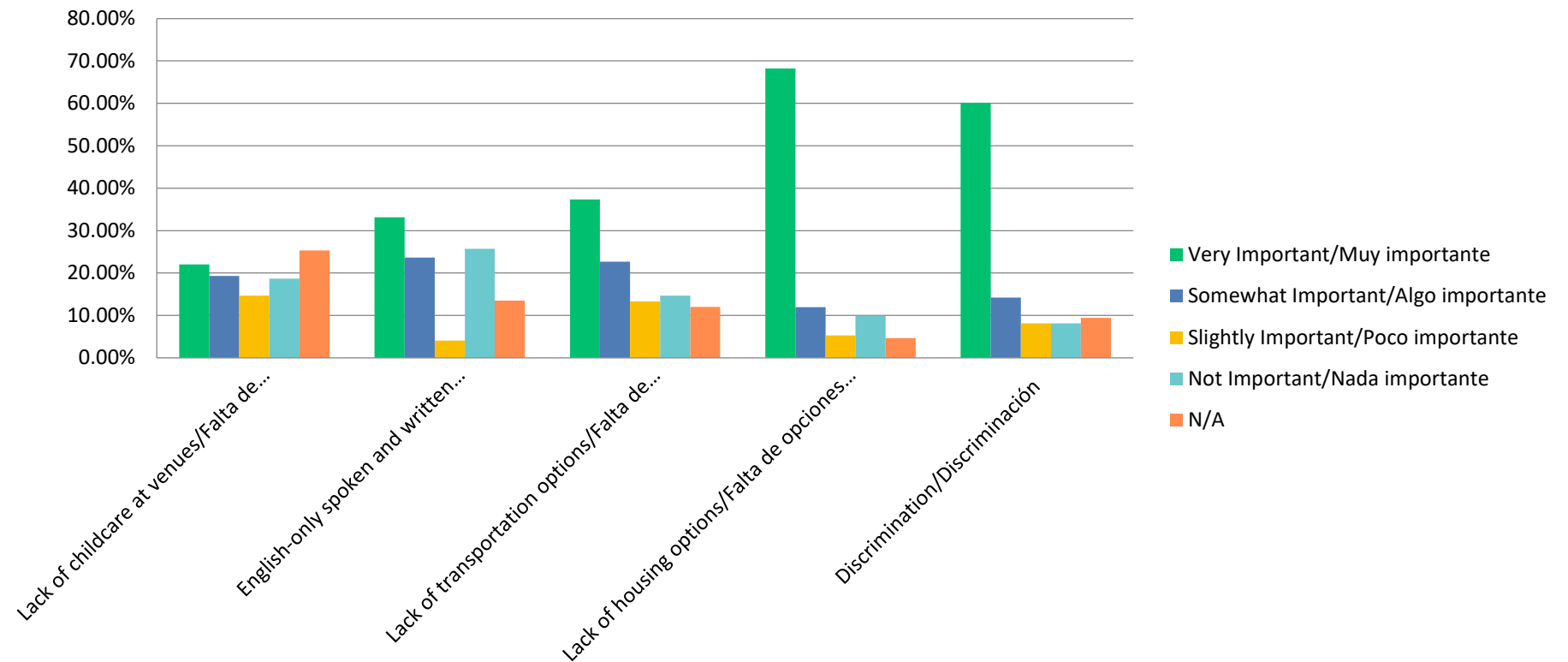
How welcome do you feel at/¿Cómo se ha sentido usted en...?:





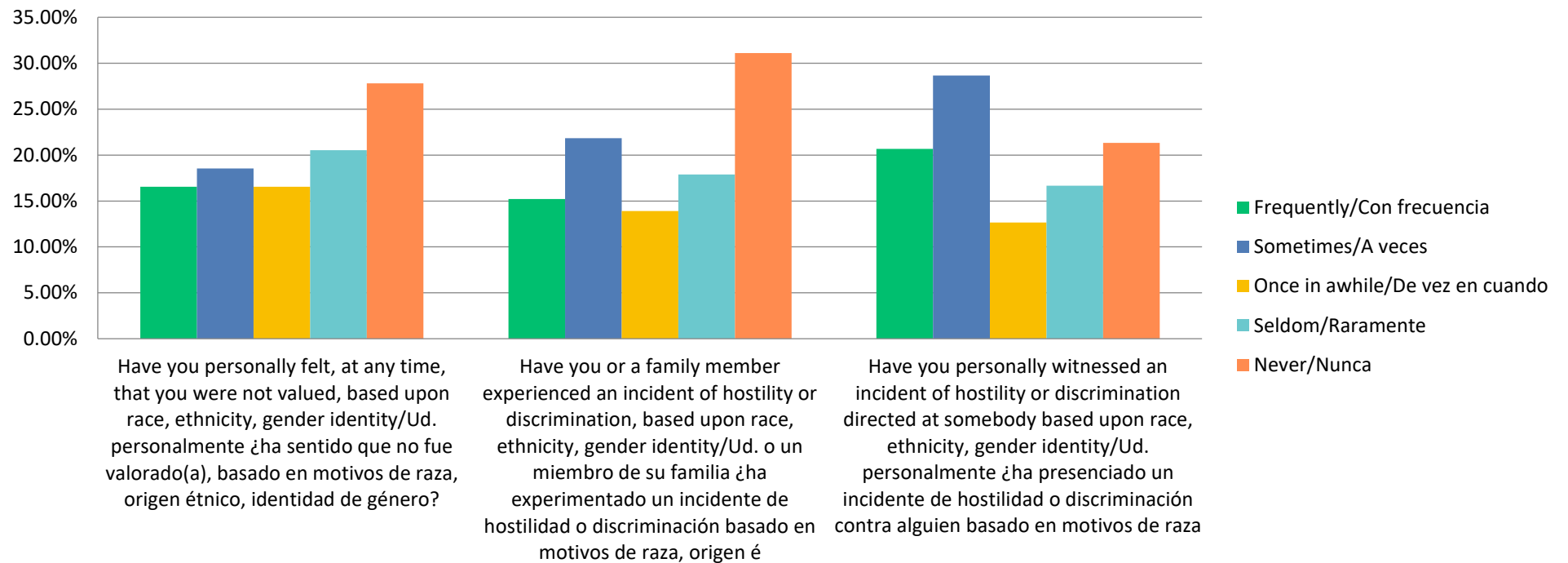
# Barriers to a welcoming climate in Flagstaff

**Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:**



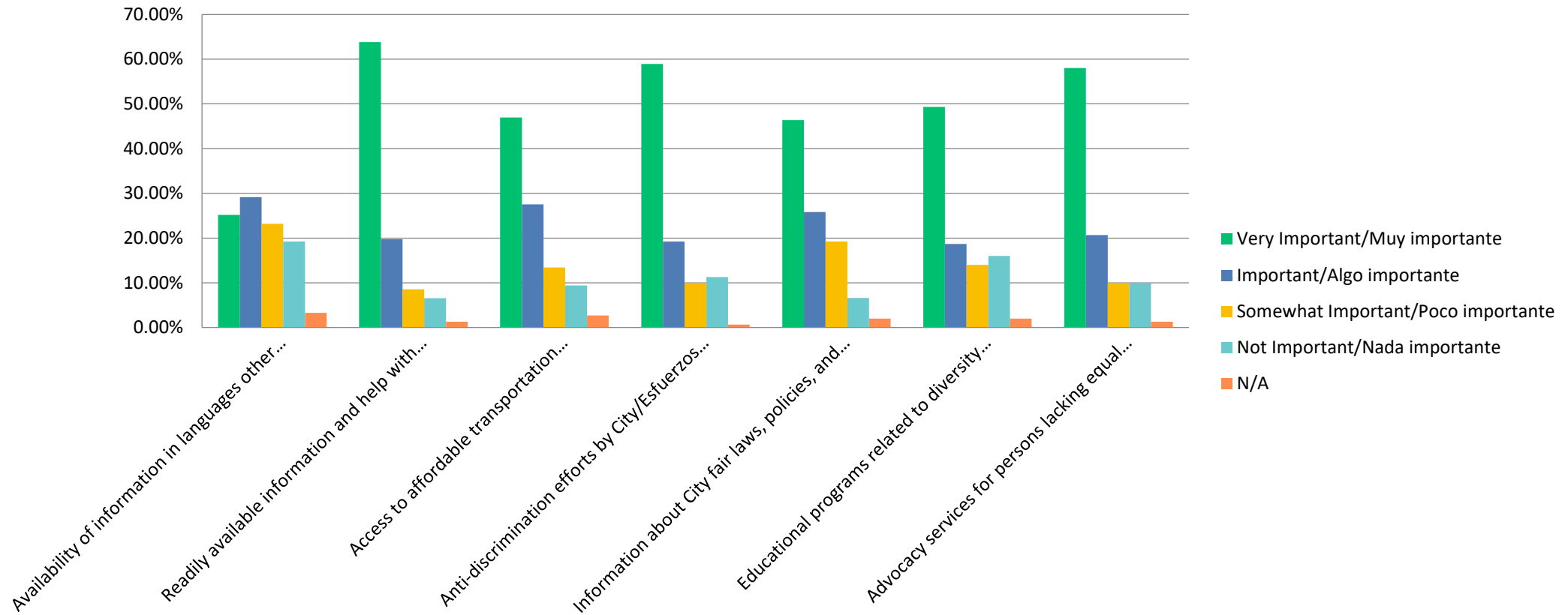
# Feelings, Experiences, or Things Witnessed

**The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:**



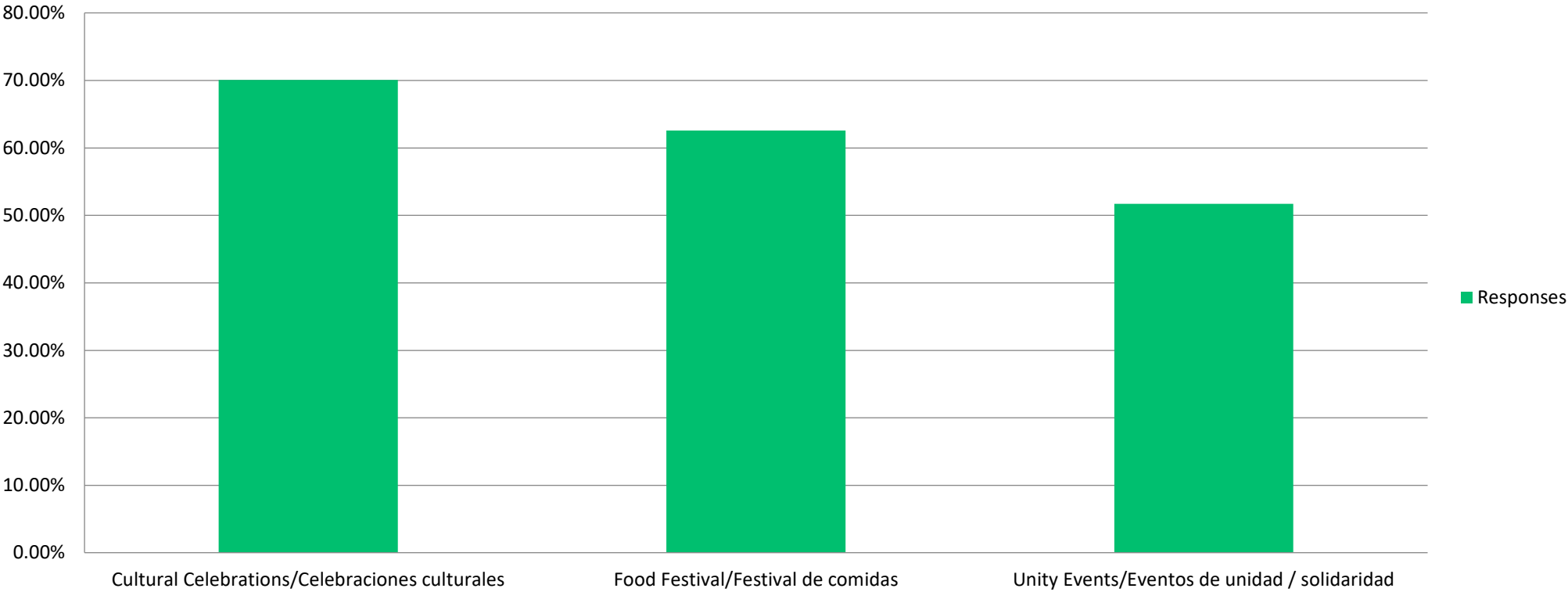
# Important issues for CODA

**What are the most important issues for the Commission on Diversity Awareness to focus upon?1. ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?**



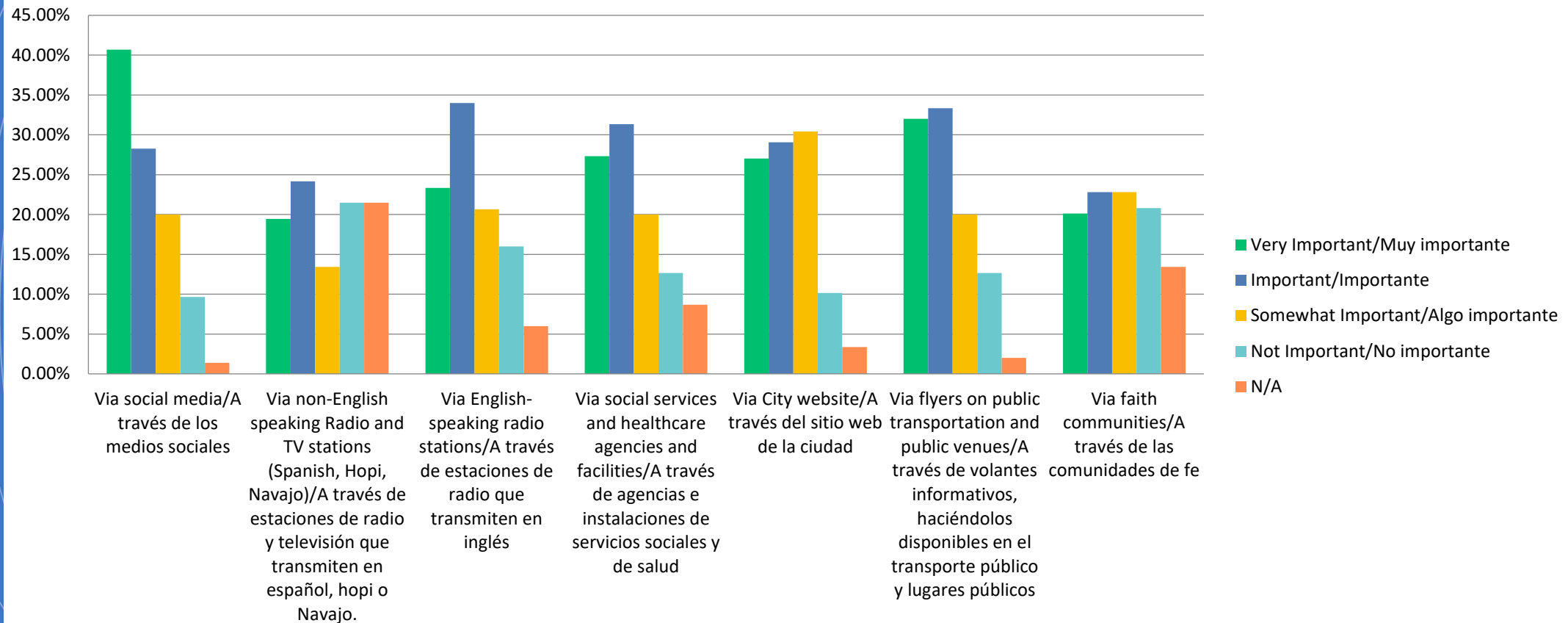
# Activities to Encourage Cultural Exchange

**What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?**



# How could the City best communicate with you?

**How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?**



# Qualitative Findings

- Thematic analysis was conducted by two coders and compared for confirmation and trustworthiness
- The themes drawn from the analysis of qualitative questions and supplemental, clarifying answers to survey questions are arranged into three categories, divided into strengths and challenges:
  - structural concerns
  - attitudes
  - concerns about behaviors



# Structural Concerns

## Strengths

- Generally welcoming environment



# Structural Concerns

## Challenges and Barriers

- Housing; specifically, the limited availability of affordable or low-income housing
- Wealth diversity
- Challenging employment market
- Expensive healthcare





# Attitudes

## Strengths

- People are generally friendly
- Free or low-cost activities available
- Many officials in Flagstaff encourage, defend, and respect diversity



# Attitudes

## Challenges and Barriers

- Racism, including profiling by police and business owners
- Mixed attitudes about sexual orientation/gender identity: “heterosexism” vs. “too many gays here”
- Accessibility for persons with disabilities
- Political tensions, including “town and gown” tension between the city and NAU



# Concerns About Behaviors

## Strengths

- Diversity of low cost or free activities
- Diversity awareness of City officials and the generally useful methods of communication provided by the city
- Helpful actions of healthcare providers



# Concerns About Behaviors

## Challenges and Barriers

- Racially motivated surveillance by law enforcement and local businesses
- Microaggressions

# Discussion of input for City Council

- Discussion of findings
  - Housing is cited as the primary barrier to diversity
  - Racism is prominent
  - There are notable failures to full accessibility
  - There are experiences of heterosexism and homophobia noted
  - These findings are embedded in a context of increasing wealth disparities
- Limitation of unavailability of cross-tab analysis

# Housing

- The expense of housing and the types of housing available are barriers to diversity
  - Rapid increase in student housing rather than for potential families
  - Median and mean housing costs are significantly higher than the national median and mean (the new Housing Commission has produced an excellent infographic on this)
  - Relationship to public transportation routes in all city regions was noted

# Racism

- Respondents noted prominence of racism that fell into the three dimensions noted by Ms. Wegwert:
  - Structural factors
  - Overt behaviors
  - Subtle microaggressions
- These data were limited by our inability to perform cross-tab analysis that could have provided insight into the relationship between demographic profiles and responses

# Accessibility

- Qualitative comments identified lacking in
  - Certain City facilities
  - Educational services
  - Employment
  - Consistent interpretation services
  - Downtown parking, especially critical during inclement weather



# Heterosexism/ homophobia

- Heterosexism and homophobia
  - Moving PRIDE to Thorpe Park even as other festivals remained in Wheeler Park created a perception of discriminatory treatment
  - Stares and “cat calls” when in public with partner/spouse
  - The PRIDE flag flown in front of City Hall in PRIDE month of June is deeply appreciated



## Embedded in context of wealth disparities

- There was a sense that the increasing disparity in wealth creates further distancing among diverse groups of people
- The sense was that this “Aspen” economy is not sustainable for our Flagstaff community or for a vibrantly diverse culture city-wide
- Health care was noted within the context of wealth disparities and availability of services

# Discussion of guidance for Commission

- We will now discuss of how these data will guide our work on the Commission for Diversity Awareness
  - Creates an agenda for the Commission to carry forward
  - Provides impetus to explore racism with a focus on reduction in structural components that can be addressed through policy
    - Possibly establish liaison with FPD Citizens Liaison Committee and the Downtown Business Alliance
  - Be available to be at the table with other commissions and departments and work with Legal Department as necessary

# Recommendations

- In two types – 1) from survey respondents and 2) from Commission authors/researchers
- We encourage Council to keep these insights in mind and infuse in all areas/policies



## Respondents' recommendations

- Must address equitable housing first
- Must acknowledge the reality of racism and other oppressions
- Should sponsor more forums such as the Indigenous Circle or other forums that allow for direct communication with City Council



## Researcher/ Commissioner recommendations

- Modeling matters – many positive actions by Council
- Deep and urgent need for dialog about diversity and equality and equity
- Prioritize accessibility design
- Further research along the lines of the December 2013 Citizens Survey
- Implement an explicit inclusion policy statement that can be infused into City policy-making
- Consciousness-shifting

# Finally . . .

- **Thank you** for the opportunity to share!
- Questions?



**Climate for Diversity in Flagstaff, AZ:**  
**Findings from Survey by Commission on Diversity Awareness**

Jean Toner, Ph.D., MSW

DeAnn Wegwert, MS, RN

February 17, 2020



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## Executive Summary

### Background and methods

In May of 2018 discussions were held within the Commission on Diversity Awareness about the need to have a clearer view of the climate for diversity in Flagstaff, AZ. The Commission recognized that there was a dearth of data-derived information concerning the views of citizens of Flagstaff on diversity issues ranging from sense of inclusion, sense of safety, levels of comfort in various venues, and inclusivity of city services. The Commission recognized that to fulfill their mandate to provide recommendations to City Council, they needed to have a deeper understanding of the views of citizens of Flagstaff regarding diversity. The purpose of the survey project was to address the need for data-derived understanding of the city's diversity climate in order to fulfill our Commission charge. A detailed description of the methodology follows in the report.

### Key findings

*Demographics of respondents were roughly representational.* In spite of the convenience sampling strategy of survey delivery via the City Commission on Diversity Awareness homepage, the rate of response was respectable and the demographics were fairly representative of the Flagstaff's population.

*People report an experience of a generally welcoming climate.* Respondents reported a sense of a generally welcoming climate for diversity in Flagstaff that was consistent across questions. While respondents did not shy away from critique, they expressed views indicating strengths in multiple sectors, venues, and fields within the city.

## CODA Diversity Survey Report

*People reported significant structural, attitudinal, and behavioral challenges and barriers.*

Structural barriers and challenges to a welcoming climate included lack of affordable housing, increasing wealth disparity within Flagstaff, high cost of living, employment market limitations, concerns about transportation and healthcare.

Attitudinal challenges and barriers included racism, heterosexism and homophobia, limitations with disability accessibility, political tension, and “town and gown” tensions between the city and the university (NAU).

Behavioral challenges and barriers included surveillance of persons of color (particularly indigenous people) by law enforcement and by businesses. Microaggressions were mentioned in multiple sites and venues.

*Recommendations.* The report concludes with recommendations for the City for ways to build upon aspects of a positive climate for diversity reported in the survey, and actions that can be taken to address challenges and barriers to a welcoming climate for diversity. Two appendices follow with the sample survey and the raw data from the collection via SurveyMonkey.

## **Introduction**

In May of 2018 discussions were held within the Commission on Diversity Awareness about the need to have a clearer view of the climate for diversity in Flagstaff, AZ. The Commission recognized that there was a dearth of data-derived information concerning the views of citizens of Flagstaff on diversity issues ranging from sense of inclusion, sense of safety, levels of comfort in various venues, and inclusivity of city services. The Commission recognized that to fulfill their mandate to provide recommendations to City Council, they needed to have a deeper understanding of the views of citizens of Flagstaff regarding diversity. The purpose of the survey project was to address the need for data-derived understanding of the city's diversity climate in order to fulfill our Commission charge.

The Commission convened a working group of Commissioners (Jean Toner, DeAnn Wegwert, and Emily Devalos) to draft and deliver a survey measuring the climate for diversity in Flagstaff. Since there was not available funding for research, the working group designed a survey that could be delivered for “free” through the webpage for the Commission on the City of Flagstaff website, utilizing the City's existing subscription to SurveyMonkey software. Additionally, the survey was translated into Spanish and was hand-distributed in paper form (both English and Spanish) to designated public places. This survey was intended to be a starting point only, and the decision was made to not include one-on-one interviews or focus groups at this initial step in a more robust research process. Instead, this starting point of measuring climate for diversity was intended to provide insight to guide further research and exploration.

## **Methodology**

### Research questions

The research questions focused on climate for diversity are four-fold: 1) discover the general climate toward diversity among city residents, 2) gain insight into how that climate expressed in specific settings and venues, 3) investigate any association between residents' demographics and experience of climate for diversity, and 4) field suggestions respondents have for the Commission on Diversity Awareness for future work. Unfortunately, because of the unavailability of cross tabs analysis in the version of SurveyMonkey in use at the City, research question #3 could not be addressed.

### Research Design

An exploratory 15-question survey was developed by the working group, incorporating questions that directly asked about welcome and comfort levels in selected settings and venues in Flagstaff, and barriers to welcome and comfort. The questions asked respondents to rate their comfort and sense of welcome on a scale from very comfortable to very uncomfortable. The scale questions were followed by an open-ended question exploring specific occurrences or phenomena that engendered a sense of welcome and/or comfort. Questions about diversity-related experiences, either personal or witnessed, were asked. Each question had a follow-up open-ended question inviting respondents to describe experiences they (or family members or other significant persons) have had relative to the scale questions. The comfort and experiences questions were followed by a request for suggestions for the Commission and by demographic profile questions. A copy of the survey as delivered appears in Appendix A.

## CODA Diversity Survey Report

### Sample Strategy

In keeping with the exploratory nature of this first effort at surveying for diversity climate, the sample was a non-probability, convenience model (Schutt, 2012). Non-probability sampling acknowledges that not all persons in the relevant population (all Flagstaff residents) have an equal opportunity to respond. Such a model is useful for early stages of research, where clarification of issues is sought, but a rigorous representative and generalizable sample is not achievable or necessary for the exploratory nature of the research (Schutt, 2012). The specific non-probability sample method employed was convenience sampling, wherein the survey is conducted with respondents who are available and able to participate. This model allows for data to be collected quickly, reasonably easily, and at low cost. The limitations of the model are the lack of representativeness and generalizability to larger populations (Schutt, 2012).

### Data collection

The 15-question survey was entered into the City of Flagstaff SurveyMonkey software ([www.surveymonkey.com](https://www.surveymonkey.com)). An announcement and invitation to participate was posted on the Commission webpage (<https://www.flagstaff.az.gov/2783/Commission-on-Diversity-Awareness>) and was subsequently picked up and published by the Daily Sun. Social media announcements were also posted (<https://www.facebook.com/CityofFlagstaff/posts/the-citys-commission-on-diversity-awareness-wants-feedback-from-the-community-to/2253127198050467/>).

Unfortunately, Commission survey was not approved to appear on the Flagstaff Community Forum page (<https://www.flagstaff.az.gov/3284/Flagstaff-Community-Forum>), which may have affected the level of survey response. Commission funds were used to provide professional translation services for the survey and paper copies were distributed to select public locations;

## CODA Diversity Survey Report

the completed paper surveys were collected by a Commissioner and the surveys were entered into the SurveyMonkey software by a City staff-person. The survey was conducted between the dates of August 2018 and August 2019.

### Data analysis

A total of 154 people responded to the online survey. Once the data collection was completed, SurveyMonkey analytics tools were used for analysis. Frequencies were run for all quantitative, scaled questions, and graphic representations of the data were created to accompany numeric reports. Ranges (high and low) response sets were accounted for and missing data responses were calculated. Unfortunately, cross tab analysis could not be utilized to display associations between demographic variables and comfort and welcome variables to determine possible relationship because that analytic tool is not available on the City's version of SurveyMonkey. Investigating the cost of the software upgrade required for more powerful analytics was said to exceed \$900, which was outside our CODA budget (Commission meeting, January 21, 2020). Tests for statistical significance were not appropriate, and therefore were not run. Full text of survey raw data are presented in Appendix B, with bar graph, frequencies, and percentages.

Thematic analysis was performed by two Commissioners, separately coding the qualitative (open-ended) question responses, and comparing coding to arrive at themes from the qualitative responses.

## Quantitative Findings

### *Demographics*

The demographic profiles of respondents were compared to the demographics for the city of Flagstaff as reported by the US Census Quick Facts, 2018 when comparisons were available (<https://www.census.gov/quickfacts/fact/table/flagstaffcityarizona,US/PST045219>). It is notable that the greatest number of missing data/non-responses occurred in the demographic questions.

Table 1

### *Race/ethnicity of Respondents*

Race/ethnicity	respondents	City 2018	Frequency
	percentage	percentage	
Caucasian/white	57	77	78
African American	.75	2.3	1
Latino/a	20	19	27
Native American	16	8.5	21
Asian/Pacific	3	2.7	5
Two+	7	4.6	10
Not listed	3		5

Missing 14



## CODA Diversity Survey Report

White respondents occurred at less than the City population, as did African-American respondents. Latino/a percentages were roughly equal to the City population, and Native American respondents occurred somewhat higher than the City population. Mixed race also occurred somewhat higher than City population. The question of race had the largest number of “missing” responses at 14.

The gender profile is as follows:

Table 2  
*Gender of Respondents*

Gender	respondents	City 2018	frequency
	percentage	percentage	
Female	63	50.5	88
Male	31		43
Intersex	1		1
Genderqueer	1		2
Transgender	2		4

### Missing 13

The survey responses skewed higher for female respondents. As with race, missing responses were high, reported to be 13.

The next demographic reports on age range of respondents.

Table 3  
*Age of Respondents*

age	respondents	City 2018	Frequency
	percentage	percentage	
18-25	11	36	16
26-40	40	28	57
41-60	41	20	60
61+	9	8.3	13

Missing 12

Response percentages skewed somewhat older than the City population. Again, missing responses number 12. The responses reflect a normal bell curve for adult population.

## CODA Diversity Survey Report

Primary language spoken is reported as English, with Navajo, Spanish, and American Sign Language (ASL) reported by some respondents. As with earlier questions, there were 12 missing responses.

Table 4

*Primary Languages of Respondents*

Primary Language	respondents	City 2018	Frequency
	percentage	percentage	
American Sign	.5	n/avail	3
English	96	n/avail	137
Hopi	0	n/avail	0
Navajo	.5	n/avail	2
Spanish	1	n/avail	5

Missing 12

Living situation reflects a large majority either of respondents own or rent a home, with owning predominant in this particular sample.

Table 5  
*Living Situation of Respondents*

Living situation	respondents	City 2018	Frequency
	percentage	percentage	
Own home	50	77	71
Rent home	37	19	52
Live with family	10	n/avail	14
Temporary with family/frie	.7	n/avail	1

Missing 12

As with other demographic questions, there were 12 missing.

Finally, respondents recorded their length of residence in Flagstaff, with most residing in Flagstaff for 15 years or more. This finding indicates that respondents were significantly stable, long-term residents. That response factor could be explained by the fact that access to the survey was via the City website, so that persons would need to be knowledgeable with accessing the site.

Table 6

*Length of Residence in Flagstaff: Reported in Years*

Years residing in Flagstaff	respondents	City 2018	Frequency
	percentage	percentage	
1-4	20	n/avail	29
5-9	10	n/avail	15
10-14	15	n/avail	21
15-19	11	n/avail	16
20+	44	n/avail	62

Missing 12

*Welcoming Climate*

Respondents reporting feeling generally welcome at most places, services, and venues around Flagstaff, with the majority rating very welcome or somewhat welcome at the identified categories of city sponsored events, city facilities, businesses/shops, universities and post-secondary, healthcare, social services, and arts and theater. The notable exceptions to a generally sense of welcome were in social services, K-12 education, and Aquaplex. (Missing data: 2).

*Specific Barriers to Welcoming Climate*

There was an overwhelming response identifying lack of housing as the key barrier to a welcoming climate. Close behind housing, discrimination was identified a key barrier to welcoming climate. These key responses to the scaled question were elaborated upon in open-

ended questions, which will be discussed under Qualitative Findings later in this report. Lack of transportation, childcare, and language diversity were also identified as barriers (missing data: 2).

*Feelings, Experiences, and/or Witnessed Events or Occurrences*

This question asked respondents to rate their experiences in regard to feeling valued relative to race, gender identity, and ethnicity. The question was posed in three contexts: 1) personal feelings and experiences of being valued, 2) family or friends being valued, and 3) witnessing incidents of hostility or devaluing because of race, gender identity, or ethnicity. The findings were striking in that respondents' rates personal or family experiences of discrimination or devaluing as relatively low (less than 50%), but witnessing discrimination or devaluing toward others as very high (over 50%). Without cross tabs analysis, it is impossible to associate racial, ethnic, or gender identities with these responses. But one can speculate that the divide validates the presence of discriminatory behavior in Flagstaff, if not personally experienced, then witnessed. Deeper description of these experiences will be presented in the Qualitative Findings. (Missing 3-4).

*Most Important Issues for the Commission to Focus Upon*

There were very clear responses to the question of issue focus for the Commission. The highest response rate identified affordable housing as the most needed focus. Second to housing, respondents identified anti-discrimination efforts. Finally, respondents identified advocacy on behalf of accessibility for persons with disabilities as a key need. Other scaled responses emphasized needs for language diversity accommodation, readily available information

regarding laws and governmental policies, and educational programs on diversity. (Missing data: 2)

*Suggested City Activities to Encourage Cultural Exchange*

Cultural events such as dance and art were the most frequently recommended activity to encourage cultural exchange. Second to cultural celebrations and events were food-offering events. The least identified event was Unity events. While Unity events were the least suggested, one could speculate that there was not sufficient definition for what exactly a Unity event entails and might therefore contribute to a less robust response. (Missing data: 7).

*Best Communication Method with City and Commission*

Respondents identified social media communication as the most favored method of communication. Second to social media, respondents identified flyers in public places as effective. Third rated methods were tied between English-speaking radio announcements and notifications from social services agencies. Nominal responses mentioned city website, non-English radio announcements, and via faith communities. (missing data: 3-5)

## **Qualitative Findings**

The themes drawn from thematic analysis of qualitative questions and supplemental, clarifying answers to survey questions arranged into three categories: structural concerns, attitudes, and concerns about behaviors. Within each of the three categories, several sub-themes emerged, including notable strengths, limitations, challenges, and barriers in Flagstaff's climate for diversity. Under structural concerns those sub-themes included strengths, wealth diversity, housing, transportation, cost of living, employment, and healthcare. Under attitudes, sub-themes included strengths, racism, heterosexism, accessibility for persons with disabilities, political tensions, and "town and gown" tensions (tensions between the university and the town). Finally, under behaviors, sub-themes include strengths, surveillance (law enforcement and retail businesses) and the occurrence of microaggressions. Microaggressions are defined by diversity expert Dr. Derald Wing Sue as "everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership" (Sue, 2010.)

### *Structural*

#### Strengths

The most prominent finding in terms of strengths is the identification of the climate for diversity as generally welcoming. This was highlighted in key finding from the quantitative data. However, respondents took the time to provide detailed descriptions of challenges and barriers faced in regard to a welcoming climate.

#### Challenges and Barriers



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Respondents' comments regarding structural concerns underly the climate for diversity through the context they create for people's lived experience. The most frequent structural issue mentioned was housing and the impact of the limited availability of affordable or low-income housing. This not only affects young families, service sector workers and first-time home buyers, but our entire community served by persons needing housing. This theme is related to a second structural theme mentioned several times, the fundamental wealth diversity in Flagstaff and the impact it has upon the citizenry. Some respondents referred to gentrification and others bemoaned the increasing wealth disparity as a process of "turning Flagstaff into Aspen." Further related to the housing and wealth disparities was the increasing cost of living in Flagstaff that is literally driving people away. It may be noted that these findings are consistent with the Lone Tree Study prepared for the City by National Research Center, Inc. in 2013

(<https://www.flagstaff.az.gov/DocumentCenter/View/43854/Survey-Flagstaff-Report-of-Results-2013?bidId=> ).

Finally, two related structural issues identified by respondents were employment and healthcare. Employment was mentioned as Flagstaff's challenging employment market and expensive healthcare.

### *Attitudes*

#### Strengths

One respondent said that, "people are generally friendly in Flagstaff" and another said that "I feel pretty welcome everywhere." A respondent said that, "The fact that I know many officials in Flagstaff encourage, defend, and respect diversity helps me to feel comfortable across Flagstaff." One respondent commended the activities available in Flagstaff by stating that "One thing that

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makes me feel comfortable in the city is how much there is to do that is free or at a low cost.”

These comments and other similar comments speak to the welcoming attitude that many people in the survey reported.

### Challenges and Barriers

However, many respondents went to great lengths to discuss the challenges and barriers they encountered to a welcoming attitude toward diversity. The most frequent attitude limiting a welcoming diversity climate was identified as racism. Across various questions respondents made statements similar to this one: “I have personally experienced racism,” And “police trespass on my elderly neighbor’s property without warrants,” and “I have witnessed so much discrimination and hostility toward POC (person of color) – downtown, at restaurants, at the hospital, and many places of business.” Discrimination against Native American/indigenous people was repeated throughout the survey in answer to multiple questions. Negative assumption made about indigenous persons were identified as particularly distressing, and profiling by police and business owners were identified as problematic many times.

Other respondents identified heterosexism as prominent, including comments about the move of PRIDE in the Pines away from downtown to Thorpe Park, when Hullabaloo (heterosexual) was allowed to stay downtown in Wheeler Park. Multiple respondents noted that they were stared at or cat-called when in public with a same-sex partner. It is interesting to note that a microaggression against LGBTQ+ persons was expressed by a survey respondent’s statement that there are “too many gays here.”

A repeated concern expressed by respondents was that of accessibility for persons with disabilities. Many comments identified an unwelcoming climate for persons with disabilities that

## CODA Diversity Survey Report

spanned city facilities, schools, downtown in general, employment practices, and attitudes in general. One respondent addressed the City in their comment, saying “But even YOU exclude disabilities from your own concern.” Another specifically addressed the difficulty of negotiating downtown in a wheelchair, especially in the winter. One respondent stated that “Discrimination in this town is hidden . . . this discrimination is real and I would rate accessible employers as being the most significant barrier I have encountered.” Another stated “I most often feel welcome – my young adult son does not feel this way. He is on the spectrum (autism).” Another simply said, “Disability access.” Multiple respondents noted the lack of ASL interpreters at City events and meetings.

Political tensions were mentioned as a limitation to a welcoming climate. Comments referring negatively to ideological stances on either side of the political spectrum from conservative to progressive were cited. Some comments, reflecting the national political climate, were rude and without actionable substance. Some of the comments regarding tensions included frustration with the way NAU and City policy have changed the landscape of Flagstaff for the worse, reflecting a “town and gown” tension.

### *Behaviors*

#### Strengths

Some behavioral or action strengths mentioned included the diversity of low cost or free activities provided for Flagstaff residents and visitors. Other behavioral strengths identified included the diversity awareness of City officials and the generally useful methods of communication provided by the City. Helpful actions of healthcare providers were also identified as behavioral strengths.

## CODA Diversity Survey Report

### Challenges and Barriers

Racism emerged from the data as a key behavioral challenge or barrier to a welcoming diversity climate. There were many comments and stories about racially motivated surveillance by law enforcement and by local merchants and businesses. Several stories were reported that specifically illustrated incidents of racism from law enforcement or business owners, such as this one in which the respondent stated that “having four police officers to handle one brown teenager.” Several respondents reported stories of being welcome as a white person, but surveilled by business staff when with a friend or family member of color.

The second behavioral challenge or barrier was identified as the practice of microaggressions. As the above definition indicated, microaggressions can be defined as “everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership” (Sue, 2010). Some examples included stories of not being served in businesses as a person of color or being followed around the store. Stories were shared of witnessing persons of color being targeted by businesses for the same behaviors for which white college kids do not get removed from an establishment. Similarly, in regard to welcoming behaviors, persons of color reported being ignored when going into an establishment, while white persons were greeted. One respondent said this: “I’ve been in multiple situations with African American friends where servers, cashiers, and other customer service employees seem to deliberately misunderstand their requests.”

### Limitations

As earlier stated, the limited reach of this survey because of its placement on the Commission homepage, requiring multiple “clicks” to get to, is a significant limitation in response rate. In spite of that fact, a response level of 154 completed surveys is respectable. Additionally, the demographic percentages of the respondents were closely consistent with the demographic percentages of the general population of Flagstaff is encouraging. That fact speaks to the value and usefulness of the survey’s findings. The greatest limitation to the study was the absence of cross tab analysis that would have enabled more depth in data analysis.

### Discussion

The key findings show a mixed picture of the climate for diversity in Flagstaff. While there were over half of respondents that report feeling that the climate for diversity is welcoming, there were a large percentage who found the climate unwelcoming. Without the availability of cross tab analysis we cannot determine if there are associations with demographic groups or determine where the most effective targeting of intervention can be initiated. But some facts very clearly emerge.

First, housing continues to be identified as the most critical barrier to a positive diversity climate. Many people simply cannot live in Flagstaff because the expense and scarcity of appropriate housing. Second, racism is prominent in Flagstaff in structural factors, overt behaviors, and subtle microaggressions. Third, a sizable respondent pool reported significant failures in accessibility for persons with disabilities, including physical access, employment barriers, interpreter needs unmet, and educational services. Fourth, reports of heterosexism and

homophobia were significant. Finally, all of this is embedded in a context of increasing wealth disparity, which is not sustainable if we are to be a city that vibrantly diverse.

## **Recommendations**

First, recommendations from survey respondents will be reported, then recommendations from the authors. Respondents repeatedly said the City need to focus on the housing crisis. One respondent said “You want real diversity in Flagstaff, implement rent control.” Respondents further suggested that the City must acknowledge that there is racism and other oppressions in the City. One respondent said, “quite pretending it’s not here.” Another suggestion from a respondent was “put people from oppressed communities in positions of power currently occupied by privileged people.” Another suggestion was to sponsor more forums such as the Indigenous Circle, or other venues in which citizens can speak directly with City staff.

As researchers, the authors believe that “modeling matters.” The City can model behaviors that are anti-oppressive, as they have already been doing (proposal for Diversity Flagpole, new Commission on Housing, conversation about Commission for Women). One respondent stated that City Hall is sterile and not welcoming. Modeling more warmth could be considered.

Building on a respondent’s suggestion for more forums in the model of Indigenous Circle, the authors believe there is urgent and deep need for dialog in the community among various groups regarding racism, surveillance, and microaggressions, in the model of Community Roundtable or Roundtable for Inclusion and Diversity. It will be of particular interest to create a robust dialog with the law enforcement community. Talking to each other in a meaningful way is the starting point of every voice in Flagstaff being heard.

## CODA Diversity Survey Report

The City, possibly through the Commission on Inclusion could be empowered to study a prioritized plan for greater accessibility, if that is not already underway. One of the most consistent findings of this survey was the need for more robust accessibility for persons with disabilities.

Finally, future research into the climate for diversity in Flagstaff, with robust research design that includes focus groups, key stakeholder interviews, and more powerful data analytics is recommended to build upon the work begun with this exploratory inquiry. The authors recommend contracting with a research service such as National Research Center, Inc. or NAU Social Research Lab to conduct a comprehensive diversity climate study.

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City of Flagstaff Community Forum Website:

<https://www.flagstaff.az.gov/3284/Flagstaff-Community-Forum>)

City of Flagstaff social media: <https://www.facebook.com/CityofFlagstaff/posts/the-citys-commission-on-diversity-awareness-wants-feedback-from-the-community-to/2253127198050467/>

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Appendix A:  
Survey Questionnaire



City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

City of Flagstaff Commission on Diversity Awareness Survey  
Encuesta por la comisión para

The City of Flagstaff created the Commission on Diversity Awareness in 2001 for the purposes of advising the City Council on issues of diversity and advocating for the fostering of a climate of inclusion in Flagstaff. The full ordinance can be found at: <http://www.flagstaff.az.gov/DocumentCenter/View/41733/Diversity-Awareness-Commission-Authority>

Your answers to this survey are very important. We are working to gain feedback from all parts of our community, so we can set our priorities as a Commission and best advise the City Council. Please take this survey and help us make Flagstaff the best place for all of us to live!

All responses are optional, and your responses to this survey are anonymous. You can skip any question you do not want to answer. This survey should take approximately 10 minutes. Thank you for taking time to be part of this exciting opportunity. You must be over 18 years of age and a Flagstaff resident to participate.

En 2001 la ciudad de Flagstaff creó la comisión para la concienciación de diversidad a los efectos de asesorar al Concejo Municipal en temas de diversidad y para promover la instauración de un clima de inclusión en Flagstaff. La ordenanza completa se puede leer en: <http://www.flagstaff.az.gov/DocumentCenter/View/41733/Diversity-Awareness-Commission-Authority>

Sus respuestas a esta encuesta son muy importantes. Estamos trabajando para recaudar comentario de todos aspectos de nuestra comunidad de tal manera que podamos establecer nuestras prioridades como comisión y para proporcionar las mejores recomendaciones al Concejo Municipal. Le agradecemos sus respuestas a la encuesta, para que podamos hacer la ciudad de Flagstaff el mejor lugar para vivir ¡para todos!

Todas las respuestas son opcionales y sus respuestas son anónimas. Puede omitir cualquier pregunta que no quiere contestar. Esta encuesta le tomará aproximadamente 10 minutos. Gracias por tomar el tiempo para ser parte de esta gran oportunidad. Se requiere que sea mayor de 18 años de edad y residente de Flagstaff para participar.

1. How welcome do you feel at/¿Cómo se ha sentido usted en...?:

	Very Welcomed/Muy bienvenido	Somewhat Welcomed/Algo bienvenido	Not Very Welcomed/No muy bienvenido	Not Welcomed/No siento bien recibido	N/A
City sponsored events and activities/Actividades y eventos patrocinados por la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
City Facilities and municipal facilities/Instalaciones municipals a través de la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Businesses/shops/Empresas /Tiendas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K - 12 Schools/Escuelas K - 12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Universities and Community Colleges/Universidades y colegios universitarios de la comunidad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthcare facilities/Instalaciones de salud	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social services facilities/Servicios sociales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Art and theater venues/Instalaciones de arte, teatros	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other places not mentioned/Otros lugares no mencionados:

2. What makes you feel comfortable or uncomfortable?/¿Qué es lo que le hace a Ud. sentirse cómodo o incómodo?

3. Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:

	Very Important/Muy importante	Somewhat Important/Algo importante	Slightly Important/Poco importante	Not Important/Nada importante	N/A
Lack of childcare at venues/Falta de guarderías para niños en los lugares de eventos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English-only spoken and written materials/Comunicación oral y materiales exclusivamente en inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of transportation options/Falta de opciones para transporte	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of housing options/Falta de opciones para vivienda	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination/Discriminación	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please describe specific barriers chosen above/Sírvase describir sus razones por elegir cualquier barrera citada arriba:

4. Other barriers not mentioned above (please describe and rate)/Otras barreras no mencionadas arriba (favor de describir y asignar una valoración):

5. The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:

	Frequently/Con frecuencia	Sometimes/A veces	Once in awhile/De vez en cuando	Seldom/Raramente	Never/Nunca
Have you personally <i>felt</i> , at any time, that you were not valued, based upon race, ethnicity, gender identity/Ud. personalmente ¿ha sentido que no fue valorado(a), basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you or a family member <i>experienced</i> an incident of hostility or discrimination, based upon race, ethnicity, gender identity/Ud. o un miembro de su familia ¿ha experimentado un incidente de hostilidad o discriminación basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
--	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Have you personally <i>witnessed</i> an incident of hostility or discrimination directed at somebody based upon race, ethnicity, gender identity/Ud. personalmente ¿ha presenciado un incidente de hostilidad o discriminación contra alguien basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Can you describe any of the incidents or situations referred to in the previous three questions?/¿Puede Ud. describir cualquier de los incidentes o situaciones mencionadas en las tres preguntas anteriores?

6. What are the most important issues for the Commission on Diversity Awareness to focus upon?<sup>1</sup>  
 ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?

	Very Important/Muy importante	Important/Algo importante	Somewhat Important/Poco importante	Not Important/Nada importante	N/A
Availability of information in languages other than English/Disponibilidad de información en idiomas distintos del inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Readily available information and help with affordable housing/Información y ayuda fácilmente disponible con la vivienda asequible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to affordable transportation options/Acceso a opciones para transporte asequible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-discrimination efforts by City/Esfuerzos de antidiscriminación por parte de la Ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about City fair laws, policies, and practices/Información sobre las leyes, políticas y prácticas equitativas de la Ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Important/Muy importante	Important/Algo importante	Somewhat Important/Poco importante	Not Important/Nada importante	N/A
Educational programs related to diversity awareness, equity, and inclusion/Programas educativos sobre la concienciación de la diversidad, la equidad y la inclusión	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Advocacy services for persons lacking equal access to services and resources/Servicios de apoyo para las personas que carecen de acceso equitativo a servicios y recursos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Other issues for Commission on Diversity Awareness to focus on not mentioned above/Otros temas no mencionados arriba en que podría concentrarse la comisión para la concienciación de diversidad:

7. What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?

- ☐ Cultural Celebrations/Celebraciones culturales ☐ Unity Events/Eventos de unidad / solidaridad
- ☐ Food Festival/Festival de comidas

Please suggest and describe other activities/Sírvase hacer sugerencias para otras actividades:

8. How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?

	Very Important/Muy importante	Important/Importante	Somewhat Important/Algo importante	Not Important/No importante	N/A
Via social media/A través de los medios sociales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	Very Important/Muy importante	Important/Importante	Somewhat Important/Algo importante	Not Important/No importante	N/A
Via non-English speaking Radio and TV stations (Spanish, Hopi, Navajo)/A través de estaciones de radio y televisión que transmiten en español, hopi o Navajo.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via English-speaking radio stations/A través de estaciones de radio que transmiten en inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via social services and healthcare agencies and facilities/A través de agencias e instalaciones de servicios sociales y de salud	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via City website/A través del sitio web de la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via flyers on public transportation and public venues/A través de volantes informativos, haciéndolos disponibles en el transporte público y lugares públicos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via faith communities/A través de las comunidades de fe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other methods of communication/Otros métodos de comunicación:





City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

**Optional Demographic Section**  
**Información demográfica ~ opcional**

**These questions are optional for you to complete regarding your demographic information.**

**Estas preguntas son opcionales para contestar con respecto a su información demográfica.**

**9. Race/ethnicity/Raza/origen étnico:**

- |   |   |
|---|---|
| <input type="checkbox"/> African American/Black/Africano-americano /Negro | <input type="checkbox"/> Asian or Pacific Islander/Asiático o de las islas del Pacífico                             |
| <input type="checkbox"/> Caucasian/White/Caucasiano/Blanco                | <input type="checkbox"/> Two or More, please specify below/Dos o más, especifique a continuación                    |
| <input type="checkbox"/> Latino/Hispanic/Latino/Hispano                   | <input type="checkbox"/> Please specify if not listed below/Especifique a continuación si no se enumera en la lista |
| <input type="checkbox"/> Native American/Indígena-norteamericano          |   |

Please specify race/ethnicity if you checked two or more races or not listed above./Por favor proporcione más detalle si Ud. marcó dos o más razas o si su raza no está enumerada arriba.

**10. Gender and identity/Género e identidad:**

- |   |   |
|---|---|
| <input type="checkbox"/> Female/Femenino      | <input type="checkbox"/> Genderqueer/No conformista a base de género (en inglés, Genderqueer) |
| <input type="checkbox"/> Intersex/Intersexual | <input type="checkbox"/> Transgender/Transgénero  |
| <input type="checkbox"/> Male/Masculino       |   |

Please specify if not listed/Por favor especifique si no aparece en la lista:

11. Age/Edad:

- ☐ 18 - 25
- ☐ 26 - 40
- ☐ 41 - 60
- ☐ 61+

12. Primary language/Idioma principal:

- ☐ American Sign Language/Lengua de signos Americana (ASL) ☐ Navajo
- ☐ English/Inglés ☐ Spanish/Español
- ☐ Hopi

Please specify if not listed/ Por favor especifique si no aparece en la lista:

13. Current living situation/Situación actual de vivienda:

- |  |   |
|--|---|
| <input type="checkbox"/> Own my own home/Mi propia casa                            | <input type="checkbox"/> Temporarily staying with family or friends/Temporalmente con familiares y/o amigos |
| <input type="checkbox"/> Rent my home/Pago renta/alquiler                          | <input type="checkbox"/> Staying at a shelter or hotel/Alojado en un albergue o un hotel                    |
| <input type="checkbox"/> Live with spouse or partner/Vivo con cónyuge o pareja     | <input type="checkbox"/> Living in vehicle/Vivo en un vehículo  |
| <input type="checkbox"/> Live with family and friends/Vivo con familiares y amigos | <input type="checkbox"/> Currently homeless/Actualmente indigente   |

Please specify if not listed/ Por favor especifique si no aparece en la lista:

14. Years residing in Flagstaff/Número de años de residencia en Flagstaff

- |   |  |
|---|--|
| <input type="checkbox"/> 1 - 4 years/años   | <input type="checkbox"/> 15 - 19 years/años          |
| <input type="checkbox"/> 5 - 9 years/años   | <input type="checkbox"/> 20 or more years/años o más |
| <input type="checkbox"/> 10 - 14 years/años |  |

15. Have you heard of the City of Flagstaff Commission on Diversity Awareness prior to this survey? If so, where?/Antes de esta encuesta, ¿había oído Ud. de la comisión para la concienciación de diversidad para la Ciudad de Flagstaff? Y si es así, ¿dónde?

☐ Yes/Sí

☐ No

If yes, where?/Si es así, ¿dónde?



City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

**Thank you for taking the time to complete this survey.**

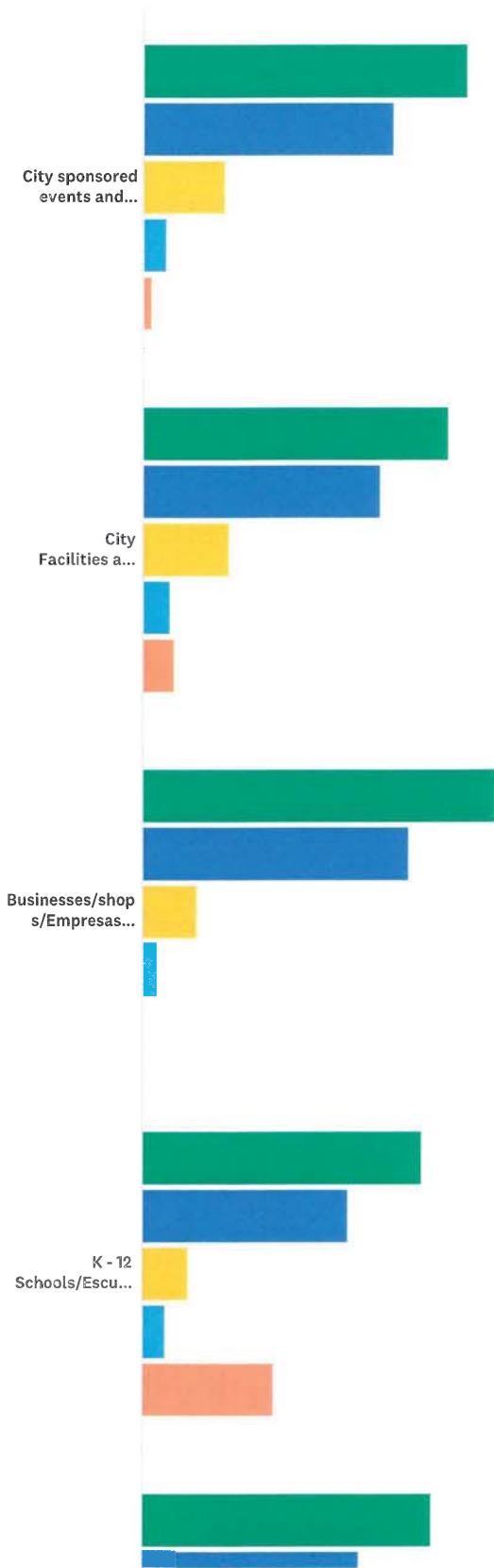
**Gracias por tomarse el tiempo para completar esta encuesta**

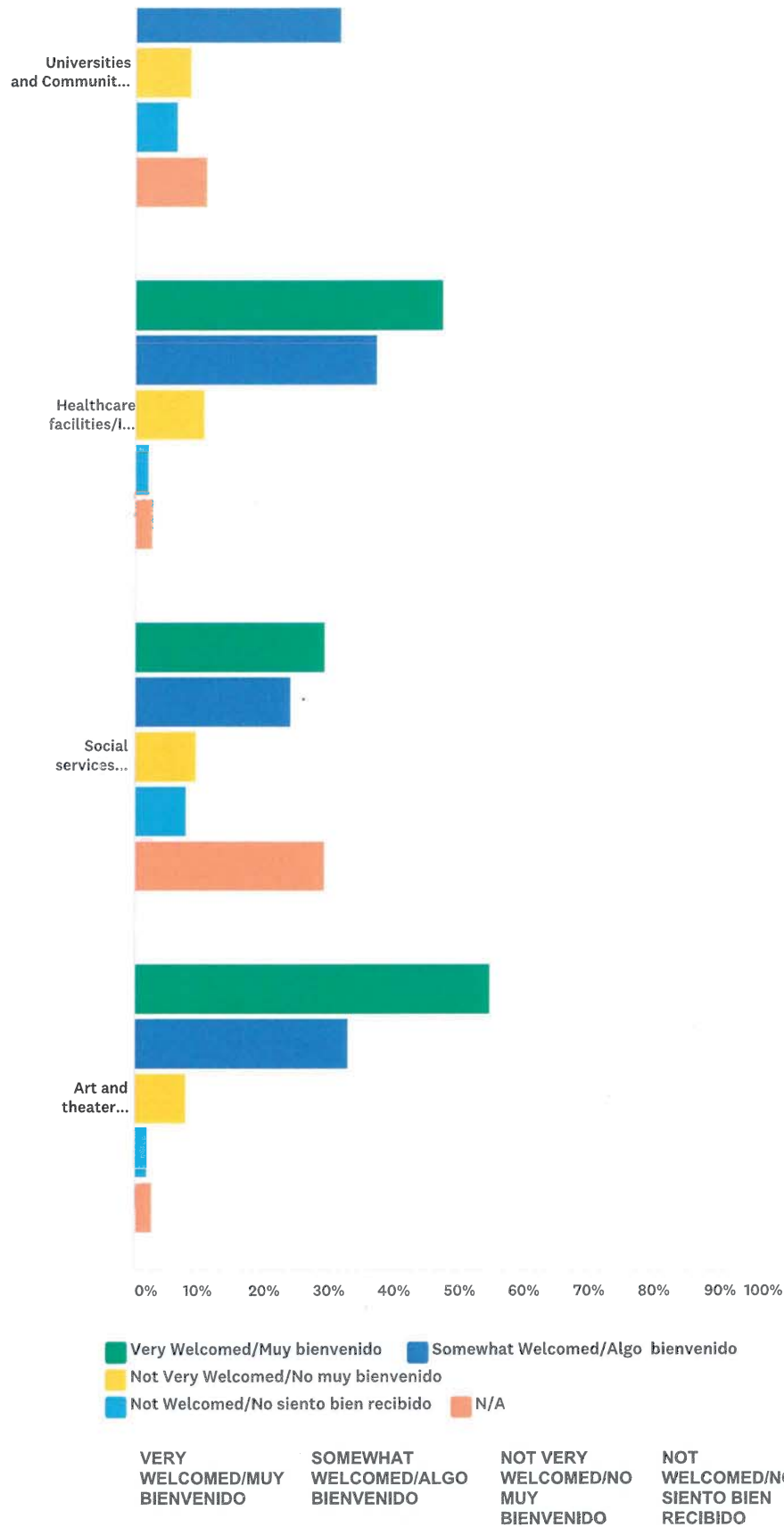
## Appendix B:

### Raw Data

Q1 How welcome do you feel at/¿Cómo se ha sentido usted en...?:

Answered: 152 Skipped: 2





# City of Flagstaff Commission on Diveristy Awareness Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

SurveyMonkey

City sponsored events and activities/Actividades y eventos patrocinados por la ciudad	47.02% 71	36.42% 55	11.92% 18	3.31% 5	1.32% 2	151
City Facilities and municipal facilities/Instalaciones municipales a través de la ciudad	44.37% 67	34.44% 52	12.58% 19	3.97% 6	4.64% 7	151
Businesses/shops/Empresas /Tiendas	51.33% 77	38.67% 58	8.00% 12	2.00% 3	0.00% 0	150
K - 12 Schools/Escuelas K - 12	40.67% 61	30.00% 45	6.67% 10	3.33% 5	19.33% 29	150
Universities and Community Colleges/Universidades y colegios universitarios de la comunidad	42.11% 64	31.58% 48	8.55% 13	6.58% 10	11.18% 17	152
Healthcare facilities/Instalaciones de salud	47.33% 71	37.33% 56	10.67% 16	2.00% 3	2.67% 4	150
Social services facilities/Servicios sociales	29.33% 44	24.00% 36	9.33% 14	8.00% 12	29.33% 44	150
Art and theater venues/Instalaciones de arte, teatros	54.61% 83	32.89% 50	7.89% 12	1.97% 3	2.63% 4	152

#	OTHER PLACES NOT MENTIONED/OTROS LUGARES NO MENCIONADOS:	DATE
1	The AquaPlex is the least welcoming facility. I have been a resident of Flagstaff since 1996. I was a "rec center kid" My oldest children spent countless hours at Cogdill prior to its closing. I have great love for the City of Flagstaff and most programs put on by the City. The staff at the Aquaplex are disconnected, unorganized and unperson able. The Pod is dirty and the whole place feels out of touch and mismanaged. I have had unpleasant interactions over the phone and seen the mistreatment of staff and public by management.	8/2/2019 6:39 AM
2	Restaurants. In flagstaff are welcoming with the exception of a few mom and pop places	1/23/2019 10:39 AM
3	On the city streets, as a cyclist. - Not welcome at all. Especially on Milton Rd.	1/22/2019 11:46 PM
4	Church	1/22/2019 11:01 PM
5	Soc sec office security is horrendously rude and condescending.	1/22/2019 11:38 AM
6	None that I can think of.	1/22/2019 10:47 AM
7	Improvement of staff training at the Aquaplex. Understandably they are young staff with a high turnover, however i have observed and heard of incidences of less than courteous interactions from staff and have seen a lack of understanding of how free passes work/the payment system they have. It contributes to not wanting to support this facility, especially as the cost of the facility has increased over the years.	1/22/2019 10:47 AM
8	Downtown. It seems like people deemed undesirable are policed downtown.	1/14/2019 12:22 PM
9	All.	11/27/2018 9:34 AM
10	You spelled diversity wrong in the title	9/4/2018 1:24 PM
11	In Public spaces & especially downtown, I am made to feel that I need to "move along" and "go back to the Rez". The attitudes of police officers is also scary. I only feel welcomed in the Sunnyside.	9/4/2018 12:11 AM
12	Orpheum downtown.	8/31/2018 9:38 AM
13	I feel welcome anywhere in Flagstaff.	8/29/2018 2:11 PM
14	Churches? N/A with me but could be a good addition.	8/29/2018 1:44 PM
15	I speak as a person with disabilities. Many open establishments still have inaccessible sales floors and bathroom ingress egress not wide enough. Some stores still have so many racks I cannot get through.	8/28/2018 6:54 AM



16	Although generaiiy i feel welcome in Flagstaff, there is a lack of engagement, programming it inclusion for Latinos in Flagstaff. At some places, they just assume that I don't speak English and dismiss me. Recently, at the local Youth Arts and Music festival put on by the city at Bushmaster Park, they forgot to include Ballet Folklorico de Colores, a local non profit, all inclusive dance group for kids in Flagstaff. This happened last year and the year before and I personally spoke to the organizers both years. It's the subtle things and oversight that makes one not feel a bit welcome here.	8/28/2018 12:07 AM
17	Just wanted to mention that we have had Pride at Thorpe park for years now. We wer initially told that we needed to change venues because of noise, etc. But Hulabaloo has been at Wheeler for a while now. It is things like these that show us there is something wrong.	7/19/2018 10:37 PM
18	Parks and trails Gas stations Restaurants	7/19/2018 4:18 PM
19	Apartment complexes – Somewhat welcomed	7/19/2018 3:11 AM
20	south side neighborhood is being gentrified. people of color and older residents are not feeling welcome. we are being oppressed by the construction of 3-4 story buildings, the increased amount of traffic, the inability to park in front of our own houses, the noise of parties. you can argue that flagstaff is growing, but our neighborhood is being destroyed for this growth.	7/14/2018 1:22 AM
21	Parks: Somewhat welcome Felt not very welcome as a teenager/young adult of color.	7/12/2018 3:44 AM
22	The reason I don't feel welcomed at these establishments is because people assume my gender and then make assumptions based on that. The people who work at these facilities need to go through gender 101 classes and understand that the people who need services the most tend to be minorities, including gender minorities such as transgender, nonbinary, and gender non conforming folx.	7/11/2018 8:07 AM

## Q2 What makes you feel comfortable or uncomfortable?/¿Qué es lo que le hace a Ud. sentirse cómodo o incómodo?

Answered: 118 Skipped: 36

#	RESPONSES	DATE
1	That I'm talked too. Not saying anything to me.	8/2/2019 6:31 AM
2	The response of some non-minority business owners and venues. (Their level of comfortability)	8/2/2019 6:27 AM
3	People are generally friendly in Flagstaff	8/2/2019 6:18 AM
4	Drugs/Violence Unfriendly service professionals	8/2/2019 6:15 AM
5	Most often I feel welcome - my young adult son does not feel this way. He is on the spectrum.	8/2/2019 6:12 AM
6	friendly/employees helpful	8/2/2019 5:56 AM
7	Not knowing people or knowing people	8/2/2019 5:52 AM
8	The way people are is always a determining factor. Attitude is key.	8/1/2019 6:43 AM
9	Healthcare tends to be a place than can be intimidating to people in the LGBTQ+ community.	6/25/2019 9:58 AM
10	I felt uncomfortable when I tried to apply for help with my heater, the lady was very demeaning and I felt like she was looking down on me. Instead we used portable heaters to heat the house she didn't seem to care that we are raising a grandchild and at the time had two one was 16 and the other 9	1/25/2019 2:40 AM
11	Sometimes people can get carried away with their talk about cis white men. I've seen people be told not to speak and to be silent during discussion both online and in person just because they are white males. I think its important we work to lift up marginalized groups and we should do so without maligning another.	1/24/2019 1:40 AM
12	??	1/23/2019 2:02 PM
13	Happy, safe, kind, helpful people.	1/23/2019 1:53 PM
14	Flagstaff used to be a down home American community. The current City Council is trying to complete the socialist transformation that all the California transplants started.	1/23/2019 12:33 PM
15	A smile or lack of one with the look and the why are you here attitude	1/23/2019 10:39 AM
16	Snotty retail people	1/23/2019 10:14 AM
17	The staff	1/23/2019 6:30 AM
18	Eye contact & greet	1/23/2019 3:09 AM
19	Awareness of events before they happen (usually via social media or newspaper) and being a community member for 20 years makes me feel comfortable.	1/23/2019 2:15 AM
20	rude people? i don't know	1/23/2019 2:04 AM
21	I feel comfortable when people approach me and speak my language or when I can speak my language and not feel ashamed or out of place.	1/23/2019 1:49 AM
22	Rude behavior, comments indicating immigrants are not welcome	1/23/2019 1:00 AM
23	The openness of the place or event makes it comfortable. Police presence makes it uninviting and uncomfortable. Police should not be patrolling events.	1/22/2019 11:53 PM
24	I feel welcome when my friends feel welcome. I'm white, straight, and cisgender, and relatively financially stable, but many of my friends are not. I also feel welcome at events when public transportation connects me to them.	1/22/2019 11:46 PM
25	Uncomfortable: Walking into a venue and knowing no one.	1/22/2019 11:01 PM
26	I am racially profiled for entertaining a facility	1/22/2019 10:53 PM
27	I feel uncomfortable with the left leaning bias of our City Council and their supported activities.	1/22/2019 2:40 PM
28	Disability accessibility	1/22/2019 2:19 PM
29	The greeting I get from the first people I meet in a place. It sets the tone.	1/22/2019 1:05 PM

30	I come from California where Mexican Americans are generally well accepted. I contrast that to Phoenix, where I lived for 10 years, where we've had negative experiences that I attribute to racism. Flsgstaff is much more closely to California than Phoenix in that regard. I am glad we moved here. I love Puente de Hozho bilingual magnet school and I wish there were more schools like it.	1/22/2019 1:01 PM
31	Friendly people	1/22/2019 12:46 PM
32	It's more about noticing how one is treated compared to others in same situation. Ex: Rainbows End store-i have noticed over years of experience, degrees of my attire fr casual to dressed up and I always get followed by sales poeple- i've watched for customers to see if same happens to them-doesn't happen unless they look like me. I have been with anglo friends and that is only time this behavior is minimized. it's never absent.	1/22/2019 11:38 AM
33	As a gay man, being with my partner in public often garners stares or comments.	1/22/2019 11:18 AM
34	People being friendly	1/22/2019 10:47 AM
35	I feel pretty welcome everywhere. The arts/theater scene is just not my type of environment.	1/22/2019 10:47 AM
36	Racism	1/14/2019 12:22 PM
37	Homeless make me uncomfortable.	1/14/2019 12:14 PM
38	Mostly, I think it's because I am and appear to be a white, middle class, middle aged man.	11/27/2018 9:34 AM
39	Uncomfortable with the improper use of pronouns	9/20/2018 8:43 AM
40	I feel out of place on school campuses, it's not that I'm not welcome necessarily. And some medical places use the wrong name or pronouns for me if I'm on the phone.	9/18/2018 5:33 AM
41	The affect of those staffing the venues	9/14/2018 3:26 PM
42	Kindness makes me feel safe and comfortable. (Same for the opposite)	9/13/2018 4:39 PM
43	The tone of people's voices.	9/13/2018 3:08 PM
44	Smiles & eye contact	9/13/2018 2:19 PM
45	In general there is a sense that as a person of color I am "the Other" anywhere I go. Whether this is presented as a positive or negative, it's still a sense of not quite belonging here.	9/11/2018 3:37 PM
46	xxxx	9/11/2018 12:44 AM
47	Why would you leave this as free response? I could put that this survey makes me uncomfortable.	9/9/2018 3:03 PM
48	Body language, tone of voice, facial expression and interreiations with staff, people .	9/9/2018 4:37 AM
49	Staff members are caring and accommodating.	9/7/2018 4:58 PM
50	Government makes me feel uncomfortable.	9/6/2018 9:51 AM
51	The fact that I know many officials in Flagstaff encourage, defend, and respect diversity helps me to feel comfortable across Flagstaff.	9/5/2018 6:06 AM
52	Nothing really in flagstaff	9/4/2018 2:36 PM
53	Being stared at or being followed in public spaces & stores. People are talking loudly about what a nuisance 'Indians' are when they're drunk, whilst looking at me.	9/4/2018 12:11 AM
54	Acknowledgement of presence, welcome greeting, connection	9/3/2018 9:21 PM
55	Son is disabled. FUSD not inclusive and this town supports them without question.	9/3/2018 2:45 PM
56	Small businesses are suffering from then minimum wage. This town is not friendly at all. Police revenue enhance all the time and the city council only works on there own personal agenda. Flagstaff is turining into an Aspen, Colorado.	9/3/2018 1:52 PM
57	I am new to Flagstaff and have yet to experience some of these questions.	9/3/2018 1:22 PM
58	I am comfortable with most businesses whether it is government, institution, or other public gatherings including congregation.	9/3/2018 5:02 AM
59	Lack of community in this town. Its all about gaining profits from tourists and university students. The local residents dont matter.	9/2/2018 8:16 AM
60	Friendly smiles and communication	9/2/2018 3:37 AM
61	Intolerant Liberals	9/2/2018 1:22 AM
62	Eye contact and a smile	9/2/2018 12:40 AM
63	When I as a brown person enter a business or government facility and nobody greets me yet they greet white people who come in after me - this is uncomfortable.	8/31/2018 3:46 PM
64	Comfortable - smiles, greetings, good lighting. Uncomfortable - glares, harsh tones, tight spaces.	8/31/2018 1:25 PM
65	Atmosphere of racial profiling, especially in businesses.	8/31/2018 11:32 AM

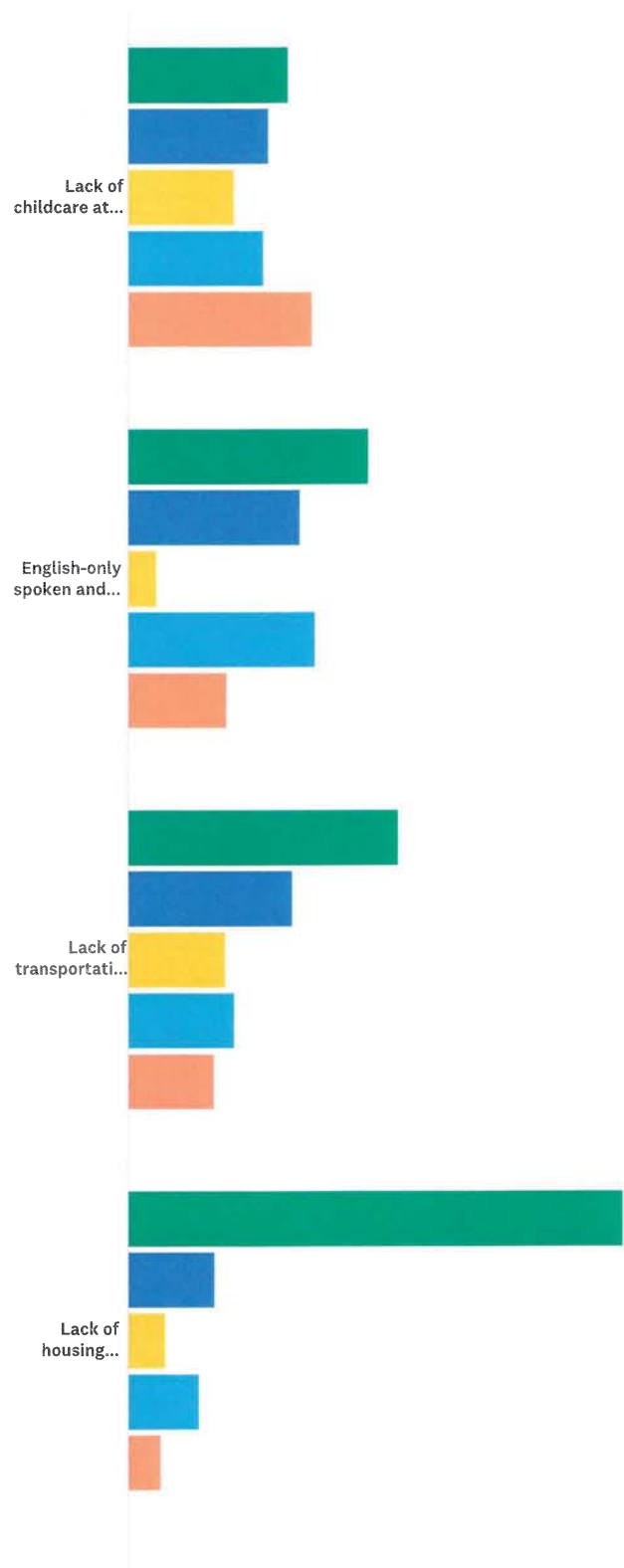
66	Went to a show downtown and every person getting escorted out of the venue, Orpheum, was a Native American. There were other folks causing a ruckus but they only given warnings while the security team grabbed the Native Americans with no warnings. Not fair, and I was not under the influence.	8/31/2018 9:38 AM
67	When people hate or treat people differently only because they have an opposing view.	8/31/2018 8:13 AM
68	Comfortable: Being in a familiar situation/environment Uncomfortable: Being with people who are very different from me.	8/31/2018 7:18 AM
69	The pressure to interact with humans.	8/30/2018 6:11 PM
70	Rude people and folks that do not look both ways when crossing streets in downtown.	8/29/2018 8:40 PM
71	One thing that always makes me feel comfortable in the city is how much there is to do that is free or at a low cost. I think it really helps brings the community together when everyone can participate! Would like more family-based events as well, sometimes it can feel uncomfortable to be a non-college-aged Flagstaffian.	8/29/2018 3:32 PM
72	Nothing	8/29/2018 2:11 PM
73	I feel comfortable and welcomed when i am greeted with a sincere smile when i enter a business. Uncomfortable if i feel i am being ignored. I usually leave if no one offers to help me within the first 5 minutes.	8/29/2018 1:44 PM
74	Homeless, intoxicated, and pan handlers make me feel uncomfortable.	8/29/2018 8:02 AM
75	For healthcare & schools, there are more minorities working there. So, you feel more welcome. City Hall is stale and unwelcoming. There is little diversity there.	8/29/2018 7:37 AM
76	Some businesses have displays of right-wing symbology such as flags that indicate the support of police officers indiscriminately murdering people of color.	8/29/2018 1:40 AM
77	Comfortable- a smile, eye contact, being helpful without being overbearing Uncomfortable- avoiding eye contact, avoiding interaction, ignoring people that don't appear important.	8/29/2018 1:25 AM
78	smiles	8/28/2018 1:59 PM
79	I'm a Republican President Trump supporter.	8/28/2018 12:47 PM
80	There is a very comfortable feeling in almost every establishment I find myself in.	8/28/2018 10:16 AM
81	uncomfortable that we r restricted from carrying firearms in the open. and that there are too many liberal socialist in town	8/28/2018 9:16 AM
82	Calm, smiling greeters; eye contact; a person to answer questions	8/28/2018 7:44 AM
83	The personal preferences of others being forced upon me. We are all different. Respect that.	8/28/2018 7:12 AM
84	Going into a business where they have thought about me as a customer. Grocery stores have the lowered wheelchair writing surface but the walkway between registers isn't wide enough for a chair. That's just ADA "lip service".	8/28/2018 6:54 AM
85	Overt patriotism currently and hate speech make me feel uncomfortable. Representation from lots of different groups makes me feel comfortable.	8/28/2018 4:27 AM
86	I've never felt uncomfortable.	8/28/2018 4:18 AM
87	Lack of programming or having to translate as a patient for other patients in a healthcare setting.	8/28/2018 12:07 AM
88	Being treated fairly and equitably.	8/4/2018 11:15 AM
89	I have always been welcome at all venues in Flag. On the other hand, I have felt unwelcome at some places in other states, especially the South.	7/24/2018 8:39 AM
90	I find Flagstaff to be a fairly safe city, and enjoy living here. I would like to see more venues and options and social events for those of us that identify within the broad LGBT spectrum. Having Pride in the Pines once a year isn't exactly a full support system as that is a one time event. We don't need events of the caliber of Pride in the Pines, but consistent city events would be nice to see. Things like small groups, or even a library day to read to folks queer children's books or things like that. Being able to interact in everyday life is more important than huge once a year signature events.	7/23/2018 4:14 AM
91	Depends on the situation	7/20/2018 11:27 AM
92	I'm in fear of being berated for conservative political views.	7/20/2018 8:47 AM
93	when people assume something about me and when they state the obvious about my physical appearance	7/20/2018 6:59 AM
94	Uncomfortable as an LGBT person: weird looks when my partner and i are holding hands, "Trump/Pence" signs (it doesn't mean the person hates LGBT, but it means they support someone who actively doesn't support LGBT), dark allies downtown at night.	7/20/2018 3:40 AM

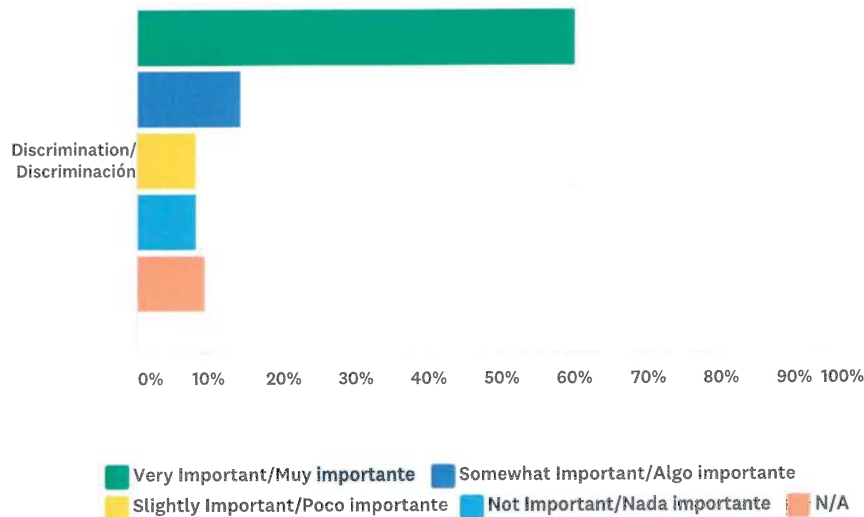
95	I often feel uncomfortable when I walk in to a place of business because it feels like I am being watched. It feels like I am being watched because I am Native American. But, growing up in Flagstaff, I've learned to just deal with it	7/20/2018 3:20 AM
96	Ah, the feels. Seriously? People are too sensitive these days and get their precious feelings hurt over the most trivial of things.	7/20/2018 1:00 AM
97	When people leave threatening notes aty family's door	7/19/2018 10:37 PM
98	I've never felt uncomfortable. What makes me feel comfortable is when I am greeted with a hello and smile, and that when I ask for help/assistance I am treated how I expect to be treated.	7/19/2018 10:10 PM
99	being judged on my cover.	7/19/2018 6:12 PM
100	I feel comfortable when I feel represented, and am with people who share similar interests.	7/19/2018 4:24 PM
101	Free parking, family friendly- Changing tables in men's and women's restrooms, people greet you, clean steets, sidewalk, no dog poop everywhere in the grass, affordable things to do and see.	7/19/2018 4:18 PM
102	People in cliques.	7/19/2018 4:15 PM
103	Too many gays here	7/19/2018 4:00 PM
104	Being treated with respect and kindness.	7/19/2018 3:56 PM
105	Flag waving MAGA supporters that support the division Trump and the GOP espouse	7/19/2018 3:55 PM
106	Acceptance makes me feel comfortable! People with big trucks and confederate flags make me feel uncomfortable!	7/19/2018 3:50 PM
107	Diverse attendees, many familiar faces	7/19/2018 3:28 AM
108	People are generally friendly and welcoming	7/14/2018 7:16 AM
109	feeling welcomed, safe and secure in any place. at this time I do not know if my neighborhood will even be here in ten years	7/14/2018 1:22 AM
110	Acknowledged. Hello. How are you. Have a nice day	7/12/2018 12:59 PM
111	It depends on the group I'm with, but physical accessibility, and access to information or translation can be important to our group experiences. Disrespect or appropriation for local indigenous culture quickly turns us away.	7/12/2018 3:44 AM
112	It's hit and miss at most places. Arizona is a very racist state so sometimes or some people are cool and some are not.	7/12/2018 12:58 AM
113	Smiles and attitude	7/12/2018 12:47 AM
114	I feel some people may feel a little intimated by me because of the way I look and dress. I feel it's pretty obvious that I was raised in a lower income environment	7/11/2018 12:38 PM
115	Not always accepting of minorities with tattoos but little know with two degrees	7/11/2018 12:37 PM
116	Being invited	7/11/2018 11:33 AM
117	How people stare. The uncomfortable body language. Sometimes the blatant disgust on faces. The way police stare, watch and way overly pay attention almost waiting for us to do something.	7/11/2018 11:02 AM
118	it makes me feel comfortable when people ask me my pronouns or when there are more than two (boy/girl) options for gender on these forms.	7/11/2018 8:07 AM



Q3 Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:

Answered: 152 Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	SLIGHTLY IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A
Lack of childcare at venues/Falta de guarderías para niños en los lugares de eventos	22.00% 33	19.33% 29	14.67% 22	18.67% 28	25.33% 38
English-only spoken and written materials/Comunicación oral y materiales exclusivamente en inglés	33.11% 49	23.65% 35	4.05% 6	25.68% 38	13.51% 20
Lack of transportation options/Falta de opciones para transporte	37.33% 56	22.67% 34	13.33% 20	14.67% 22	12.00% 18
Lack of housing options/Falta de opciones para vivienda	68.21% 103	11.92% 18	5.30% 8	9.93% 15	4.64% 7
Discrimination/Discriminación	60.14% 89	14.19% 21	8.11% 12	8.11% 12	9.46% 14

#	PLEASE DESCRIBE SPECIFIC BARRIERS CHOSEN ABOVE/SÍRVASE DESCRIBIR SUS RAZONES POR ELEGIR CUALQUIER BARRERA CITADA ARRIBA:	DATE
1	I have see the Aquaplex maintained better but the other centers have better, nicer, friendly, more welcoming staff.	8/2/2019 6:39 AM
2	Information in English	8/2/2019 6:31 AM
3	Children often have to translate for their parents and it makes sense for us to provide literature in Spanish as well as English	8/2/2019 6:27 AM
4	Training and awareness re: diversity and tolerance (gender and Bias awareness training for individuals who work with students and public) Disability awareness training.	8/2/2019 6:07 AM
5	Housing - I think that the housing is outrageously ridiculous. If you make enough money you don't qualify for assistance but you can't really afford anything else.	8/2/2019 6:01 AM
6	Cost of living. Flagstaff needs more housing but cheaper at the same time. Change zoning to allow micro homes on small lots.	1/24/2019 1:40 AM
7	Poverty and housing crisis in the area are forcing families, elders, nurses, teachers, counselors and other essential people out of the community. If we keep it up all the caring "Flagstaff" people will be gone replace with rich college kids, tourists(who leave trash in the woods, and rich people from other places. At what point do we protect the essential people in our community. Flagstaff is ruined because the gentrification is complete. It's a sad thing to watch your beloved community members leave to greener pastures while you know you will soon need to leave as well.	1/23/2019 1:53 PM
8	Quit taxing the hell out of the citizens of this community.	1/23/2019 12:33 PM
9	Stereotypes or presumed illegal	1/23/2019 10:39 AM
10	Age	1/23/2019 10:14 AM

11	I don't understand the wording of the question. I'd like to think we have an exclusive community. However, some city functions the attendees are primarily white. I don't know if that's discrimination or not. Lack of housing is important but it doesn't really relate to the topic. Transportation is fine with the option of the bus and uber. Events will be primary English, i dont suppose that doesn't include Navajo and Spanish speakers, but realistically there can't be interpreters at every event. Childcare is the responsibility of each individual parent, not necessarily a community issue.	1/23/2019 2:15 AM
12	It is hard to go to events when childcare isn't available. Also having child activities during the week after 5p would be really beneficial to the community. Events in the am are only attended by those who don't work. We should absolutely have multi-lingual written and spoken materials at events...beyond just spanish also navajo, chinese, etc. The bus system desperately needs to be expanded. We need to increase property taxes in order to fund a free city-wide bus system for residents that goes to the outskirts of the city. People in Kachina, Doney Park, Baderville, Lake Mary need to be able to take the bus. We desperately need housing in the \$200K or less range, that is affordable housing. We do not need more apartments in this city. We need to create a city that people can live and work in. We need working family neighborhoods where people can afford to buy a home not just rent one. I feel that people in Flagstaff discriminate heavily against Native Americans, that needs to change. I would love to see more native peoples at city events, you hardly ever see them and their families attend city events.	1/23/2019 2:04 AM
13	Affordable housing is Flagstaff's biggest problem.	1/23/2019 1:00 AM
14	Communication is key to breaking down barriers.	1/22/2019 11:53 PM
15	The lack of affordable housing options is making things tough for folks in Flagstaff. One measure I've chosen in order to make more room in my budget for housing is to get rid of my car. For the most part, I think the bus system in town is fantastic, but there are some limitations. As a car-free single mom, there are some things we just can't do realistically without paying for a taxi or rideshare app. For example, the lack of bus service to DeMiguel School. My son has several after-school activities that meet there (AYSO soccer, Boy Scouts, etc.), and I usually have to pay about \$20 round trip for a ride or ask friends/co-parent for help with transportation to those events. We mostly bike, walk, and take the bus, but the hill in that neighborhood and the late evening timing of the activities make this unrealistic. It would be really great if the buses served all of the public schools in town. I know that for some families, these transportation issues exclude them entirely from some after-school activities. We've had to opt out of some activities, simply because of transportation challenges.	1/22/2019 11:46 PM
16	Having materials translated for Spanish speakers is important.	1/22/2019 11:01 PM
17	Little to no housing. The City caters to wealth and NAU	1/22/2019 10:53 PM
18		1/22/2019 1:05 PM
19	I wish there were more housing developments in the mid 200,000s, just like you can find in Phoenix and other places.	1/22/2019 1:01 PM
20	If things are only available in English it leaves a major part of our community that is not represented. The same with housing affordability, it is an automatic discriminatory practice. It stops making our community diversified. All you end up promoting is a wealthy white community.	1/22/2019 10:47 AM
21	There is a lack of affordable housing.	1/14/2019 12:22 PM
22	Housing is a huge issue in Flagstaff. Not enough affordable.	1/14/2019 12:14 PM
23	I have friends and colleagues who have described each of these barriers to me.	11/27/2018 9:34 AM
24	Flagstaff is a very expensive place to live, and they keep building more apartments which helps, except they're all luxury apartments that const too much. We need affordable housing!	9/18/2018 5:33 AM
25	Flagstaff is very unwelcoming to those who aren't incredibly wealthy	9/14/2018 3:26 PM
26	Flagstaff needs to consistently work to make its self more accessible to more people. When there is snow and ice it is often a physical and mental barrier to leave home. Sidewalks and drive ways become less accessible. Living downtown with a child ina wheelchair I have felt very uncomfortable as of late with the combination of increasing traffic with things like the hub I feel trapped inside my neighborhood. I was more comfortable in this town 5 years ago. I am uncomfortable as a counselor to children constantly helping families who are losing homes due to our housing crisis. I am very uncomfortable as I have also lost many coworkers due to our housings crisis and need to now work harder while letting families down.	9/13/2018 4:39 PM
27	Numerous POC tell me how discrimination in Flagstaff is significant. Particularly my Native American friends. Housing is a problem and we all know it. Families don't live in shared living spaces, we're tired of seeing student housing built where low-income housing should be.	9/13/2018 3:08 PM
28	I feel very welcome in Flagstaff	9/13/2018 2:19 PM
29	I have a vehicle so transportation is not a barrier for me. Flagstaff housing rental rates!!!!....	9/9/2018 4:37 AM
30	Native & Indigenous people are simply barred from these places by silence, or people telling us their is no room, or they are closing, etc. we are silenced and made to feel extremely uncomfortable, so we leave on our own.	9/4/2018 12:11 AM



31	it is expensive to live here in,Flagstaff. Traffic is horrible. City council is so terrible	9/3/2018 1:52 PM
32	No comment.	9/3/2018 5:02 AM
33	How can someone pay \$1950 in rent when they are paid \$1650 here? The rent is out of control here for families, especially when the university employees so many people and doesnt have to keep up with national wages. I started a position that was 10k below the last university I worked at (same title) and haven't received a cost of living increase in over 5 years, though the rent and utility costs go up regularly. The rentals near That uni go for half the rate here. That makes it impossible to participate in local businesses and events.	9/2/2018 8:16 AM
34	Childcare - not a parent so unable to really give input regarding childcare. It does seem to be an issue though for many families. English-only - I'm open to people being able to speak in their language freely. Being multilingual is a skill many overlook. I think having written materials in other languages help as well. Let's people really understand what is being communicated. Transportation and Housing options - lack of these can make keeping people in the city of Flagstaff difficult. Housing right now is crazy being unaffordable and having people move away. Flagstaff is pretty good with transportation options allowing people to get around. Discrimination - can be found anywhere, especially in the current political climate of our country. Need to find ways that promote inclusion and understanding instead of fear and judgment.	8/31/2018 1:25 PM
35	Getting emergency dental care, appt when u have no vehicle. Lack of timely emergency dental care due to type of insurance. Lack of means to get new glasses because insurance doesn't cover.	8/31/2018 11:32 AM
36	There are hundreds of homes for sale in the Flagstaff area, for over \$300K, however renting or purchasing a home for a family of four is overpriced for working families in Flagstaff. Lack of housing = discrimination against working families. There are too many "businesses" for lease and not enough housing for working families and single adults.	8/31/2018 9:38 AM
37	This question is confusing, what are you actually asking for? None of the above effect me personally.	8/31/2018 8:13 AM
38	I think transportation and housing are very large barriers in our community particularly. I have watched the families in our complex and the surrounding building slow be pushed out by students over the years, and in fact, we are moving further out of the city soon, because the students are so insufferable to live with. More affordable housing is important to keep the base of Flagstaff here and working. Students come and go, but Flagstaffians are what will keep the town running. Similarly for the buses, I have heard so many families that have to live far from the center of town that wish they could be more involved and support local businesses more, but are put off by having to take an hour plus bus ride for what would usually be a 15 minute car ride.	8/29/2018 3:32 PM
39	Lack of reasonably priced housing	8/28/2018 12:47 PM
40	The lack of affordable housing in this community is one of the glaring needs that needs to be addressed in the very near future. "haves" will almost always feel welcome, and "have nots" will almost undoubtedly feel the opposite.	8/28/2018 10:16 AM
41	the downtown parking is a crap shoot....shouldnt have to pay for it. council waste our on those dumb art in the street and mass of junk metal that decorates 4th street	8/28/2018 9:16 AM
42	Housing os unaffordable for most. Stop pandering to NAU and apartment developers.	8/28/2018 7:12 AM
43	NAIPTA buses are disability friendly and there's also mountain lift. However, bus passengers are resistant to move from the special seats and the left drivers show up so EARLY for scheduled pick ups that I am in fear of being left behind as I cannot move quickly enough to get out the door. Section 8 housing may or may not be ADA compliant.	8/28/2018 6:54 AM
44	I have a young child, so I do feel excluded when I do not have childcare readily available because I never know how my child will react to a situation. Having things on hand to entertain my child does help with this. Having English-only spoken and written materials is a huge barrier to non-English speaking people and I would like to see more opportunities for translators, including ASL translators at public events. I put transportation as somewhat important, because Flagstaff is walkable most of the year. Housing is a definite issue in Flagstaff, and the cost of housing and lack of opportunity is not just forcing out minorities, but the younger generation in my opinion. I have faced some discrimination in Flagstaff for what I am, but it is minor in comparison to what I left in Georgia. I would say discrimination has gotten more pronounced in the last two or three years, but I still feel that Flagstaff is better than a lot of places and is more of the less discriminatory towns in Arizona.	8/28/2018 4:27 AM
45	If materials are only presented in one language in a healthcare facility, how does a person know what they're signing. There is a crisis in affordable housing in this town and we are pushing locals out for college students.	8/28/2018 12:07 AM
46	Although I recognize the importance of providing languages other than English, I also recognize that when this IS provided, it is usually just English and Spanish. There are many other languages spoken in our community and it would be difficult or impossible to provide spoken and written materials at all events in all languages.	8/4/2018 11:15 AM

47	Our bus system is pretty good in the sense that it is well connected and convenient. However, it can be challenging to make the bus system an integral part of your life. Many people choose to drive instead of bus because it's faster and more convenient. Maybe a way to promote using buses more, I'm not sure. Housing is likely the biggest issue in Flagstaff. It's a great town to live in, but is also prohibitively pricey, especially since wages in the area do not match cost of living. I'm sure city folks are already aware of this and are working on solutions.	7/23/2018 4:14 AM
48	Money I think it's the biggest barrier in Flagstaff societal invitations	7/20/2018 11:27 AM
49	I feel like the city is only concerned about NAU students and housing them instead of the City's own local population.	7/20/2018 6:59 AM
50	I see public meetings and such at MNA or all on the west side. That means that group is unlikely to have low income folks attending. More events should also have an east side venue. Housing is a huge issue in that I think it is discriminating against income all the time and income aligns with minority groups so much.	7/20/2018 3:40 AM
51	Lack of transportation and housing is a large issue for Flagstaff. The bus system runs okay, but there are large gaps in service times so it makes it difficult to be on time. Housing is a major concern as I would like to live here and purchase a home or an apartment but there is often a lack of affordable and adequate housing.	7/20/2018 3:20 AM
52	So addressing the English only option... We live in the USA. English is our language. If you're here, at least try and speak it. Not sure how many other countries you've been to, but all of them I've visited (and that's a lot) don't cater to English speakers. They actually appreciate it if you try and speak their language, as they see it an attempt to relate to them. Discrimination... This is a natural human thing. At our very core we are animals and we inherently run with our like kind and look down on others.	7/20/2018 1:00 AM
53	I haven't experienced the 3 I marked N/A, however, even with a high paying job in Flagstaff and being the only person in my household that I am responsible for, my house options were limited due to high cost and the type of dog I own (husky-Rottweiler mix).	7/19/2018 10:10 PM
54	I think more signs should include Spanish. It would help not only our Spanish speaking neighbors but also tourists. Maybe even mandarin. Our public transportation is good but it could be improved. Shuttles from doney, munds Park. Extended weekend hours. More buses to have more runs per hour. These things make the bus system unusable and under utilized for a good majority of people. There is no affordable housing in this town. You either are week off financially or you work too much and still struggle. Creates classism. U	7/19/2018 4:24 PM
55	The barriers are cost of living and affordable options for families, single income, and elderly. Also having more businesses that meet the needs of people of color. Flagstaff needs more opportunities for ethnic food, shopping, art, and culture! The Native American culture should be more present and predominate in Flagstaff.	7/19/2018 4:18 PM
56	Rent too high and forcing families to leave	7/19/2018 4:00 PM
57	Better transportation with infill projects on the east side for low income housing	7/19/2018 3:55 PM
58	The bus schedule makes it difficult to attend events that last late into the evening, especially on weekends, when the buses stop running very early.	7/19/2018 3:28 AM
59	These have not been barriers for me personally, but I imagine they are major barriers for others. This question is a little vague.	7/14/2018 7:16 AM
60	we must include in this lack of good paying jobs. we must invest in affordable housing. if developers want to build, they must include more affordable housing. what ever the current percentage is right now needs to be increased significantly.	7/14/2018 1:22 AM
61	Attitude of staff in certain service areas	7/12/2018 12:59 PM
62	We have a high cost of living here in flagstaff. If money is an issue in something as simple as affordable housing than of course child care and transportation are also issues. Those are extra expenses for people that are living on the poverty line. Affordability is very important in flagstaff and allows for diverse neighborhoods. Gentrification breeds environments of segregation and socioeconomic conformity. Flagstaff is not very language accessible considering proximity to native lands & languages. Spanish language options should also be available. Access to gender friendly bathrooms can prove to be a barrier	7/12/2018 3:44 AM
63	Lack of housing options: well, it's getting worse and worse!! You guys are little by little, actually it's starting to happen a bit more and faster these days catering to the students of NAU and to only the wealthy!	7/12/2018 12:58 AM
64	Same as I said before, I feel it's pretty obvious I'm was raised in a lower income environment and it feels as though it triggers some negative stereotypes in the average middle class white persons mind	7/11/2018 12:38 PM
65	All of the above are seriously lacking in FLG, I would emphasize the lack of housing options is seriously homogenizing the kind of people that can live in FLG (i.e. only rich, white people can afford to live here, thus we get very little cultural diversity)	7/11/2018 8:07 AM

## Q4 Other barriers not mentioned above (please describe and rate)/Otras barreras no mencionadas arriba (favor de describir y asignar una valoración):

Answered: 52 Skipped: 102

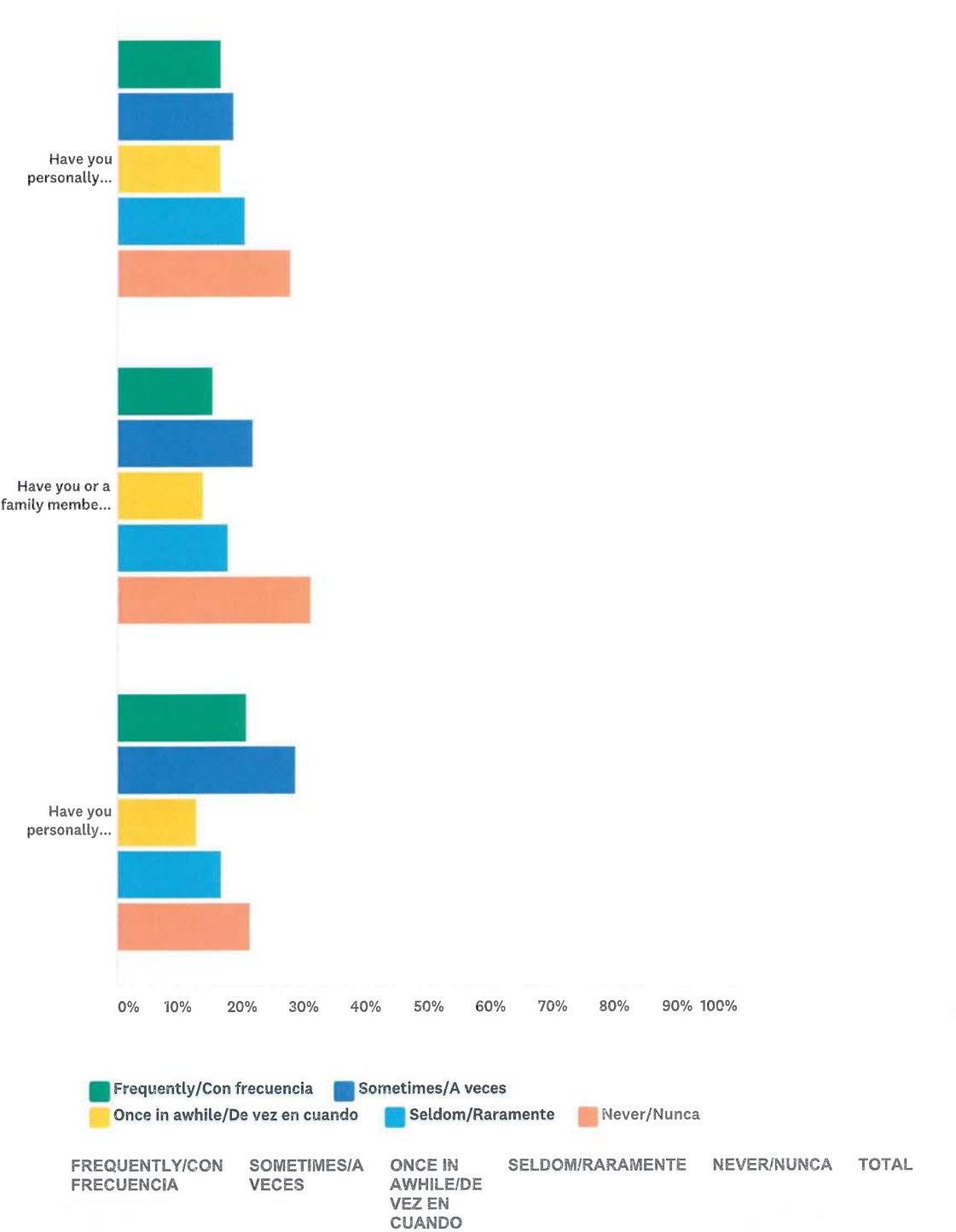
#	RESPONSES	DATE
1	Lack of cultural sensitivity and education	8/2/2019 6:27 AM
2	Lack of access to social services (limited resources) - mental health	8/2/2019 6:12 AM
3	Being a Christian	8/2/2019 5:52 AM
4	Employment opportunities. The city needs to project a more business friendly attitude so we can attract more employers	1/24/2019 1:40 AM
5	That is all	1/23/2019 1:53 PM
6	Looked down at certain events	1/23/2019 10:39 AM
7	The way staff treats you	1/23/2019 6:30 AM
8	N/a	1/23/2019 2:15 AM
9	Lack of interpreters or interpreters that are fluent not just in the language but in the culture/origin/traditions/expectations of the person needing translations.	1/23/2019 1:49 AM
10	Access to all for drivers license, voting(including prisoners and ex felons), and credit/bank loans. All are Very Important	1/22/2019 11:53 PM
11	My partner is deaf. I've NEVER seen a sign language interpreter at any city events, city-approved festivals, or any of the other local concerts, plays, or art events. We often skip these events, because there's no way for him to participate. When we've called to request an interpreter, most organizers say that they can't afford it. Which I'm pretty sure is illegal. I'd love to see the city require ASL interpretation for permits at large events in town that include public speaking. The deaf community is big in Arizona, and the community is well-connected. More people would travel to more events in Flagstaff from around the state if this was a regular part of those events.	1/22/2019 11:46 PM
12	NAU is out of control	1/22/2019 10:53 PM
13	The higher minimum wage is a huge barrier to small businesses	1/22/2019 2:40 PM
14	Disability accessibility	1/22/2019 2:19 PM
15	Just the continued lack of cultural and humanity respect to the diversity of this city, the people and it's Border town customers. Ignorance is not bliss, it's a teachable opportunity.	1/22/2019 11:38 AM
16	Lack of middle-income jobs; Very Important. Lack of accommodations for people with physical disabilities (this becomes exponentially more problematic in the winter); Very Important. Lack of viable mental health facilities. Very Important.	11/27/2018 9:34 AM
17	The cost of simply existing in this area is suffocating	9/14/2018 3:26 PM
18	Housing crisis, lack of economic resources and industry, poverty statistics in relation to flagstaff children, economic instability	9/13/2018 4:39 PM
19	Overall, I do not appreciate the direction the city is heading, but I understand this is a tourist-based city.	9/13/2018 3:08 PM
20	Venues for large community events are very expensive and always booked	9/9/2018 4:37 AM
21	Working at NAU... I feel barriers to town. I understand the town's resentment--but I wish there was a way to make that relationship better.	9/5/2018 6:06 AM
22	high cost for parking in town and on campus; high cost of entry to events.	9/3/2018 9:21 PM
23	Lack of access....not wheelchair compatible	9/3/2018 2:45 PM
24	Don't bring race into living here in Flagstaff. That is out of line.	9/3/2018 1:52 PM
25	None. If I am discriminated, I make it known to what ever the situation might be. Good.	9/3/2018 5:02 AM
26	None	9/2/2018 12:40 AM
27	Retail/Food Establishment placement (Very Important) - I feel keeping these type of business on one side of town causes traffic congestion and doesn't promote economic equality.	8/31/2018 1:25 PM
28	Only allopathic medicine somewhat uses most insurance but alternative options are unavailable to this as viable choice.	8/31/2018 11:32 AM

29	If the city can build for university students, they can build housing for students in the community college too, teaching, and afford to live here.	8/31/2018 9:38 AM
30	Parking - very important Cost - very important	8/31/2018 8:13 AM
31	None	8/29/2018 2:11 PM
32	Transient and intoxicated persons in city parks make me feel uncomfortable	8/29/2018 8:02 AM
33	na	8/28/2018 1:59 PM
34	None I can think of.	8/28/2018 10:16 AM
35	the fact that the city paid 96k in hush money to a certian individual but we cant pay parks and streets employee any money or give them pay	8/28/2018 9:16 AM
36	NA	8/28/2018 7:12 AM
37	Discrimination in this town is hidden. For example: Farmers Market on 4th street refuses to hire folks with disabilities. You have to fight with her to get a job application. Fratellis pizza tosses out applications from folks with disabilities and the dining rooms are not accessible. The hospital will not let anyone volunteer who has a stutter. Its subtle but exclusion is all over flagstaff. This discrimination is real and I would rate accessible employers as being the most significant barrier I have encountered.	8/28/2018 6:54 AM
38	Employment opportunities and low salaries	8/28/2018 4:27 AM
39	Inequity in educational opportunities	8/4/2018 11:15 AM
40	Businesses and functions are often during normal business hours of operation so it's impossible to go to several places I'd like because they're closed when I'm off work and able to get places around 6pm like most people.	7/20/2018 11:27 AM
41	Gendered bathrooms. Homophobia. Transphobia. Racism. Police racism and aggression.	7/20/2018 3:26 AM
42	.	7/20/2018 3:20 AM
43	N/A	7/19/2018 10:10 PM
44	There is a lot of racism, gentrification, and harrasment happening in Flagstaff, but the local government and police don't seem to address it. Also there are tons of drugs and no enforcement.	7/19/2018 4:18 PM
45	UK	7/19/2018 4:15 PM
46	Housing, a second time.	7/19/2018 4:01 PM
47	n/a	7/19/2018 3:28 AM
48	increase home ownership programs like habitat for humanity. no one can afford to live here. if you an afford to buy a house (\$300,000 and up) in flagstaff you don't need any help from programs. but most people in flagstaff don't make that kind of money.	7/14/2018 1:22 AM
49	I think having police accountability is important in a town that is quickly growing into a city. I think that issues such as racial profiling and excessive violence have been present in flagstaff PD for a long time and should be addressed.	7/12/2018 3:44 AM
50	Discrimination: I am a native to New Mexico and when I grew up it was predominantly "Brown". I moved to Flagstaff in 1995 and it was a huge culture shock for me. I ran into and still run into racist comments and looks!	7/12/2018 12:58 AM
51	Political beliefs and assumptions	7/11/2018 12:38 PM
52	Price	7/11/2018 11:33 AM



Q5 The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:

Answered: 151   Skipped: 3



Have you personally felt, at any time, that you were not valued, based upon race, ethnicity, gender identity/Ud. personalmente ¿ha sentido que no fue valorado(a), basado en motivos de raza, origen étnico, identidad de género?	16.56% 25	18.54% 28	16.56% 25	20.53% 31	27.81% 42	151
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Have you or a family member experienced an incident of hostility or discrimination, based upon race, ethnicity, gender identity/Ud. o un miembro de su familia ¿ha experimentado un incidente de hostilidad o discriminación basado en motivos de raza, origen étnico, identidad de género?	15.23% 23	21.85% 33	13.91% 21	17.88% 27	31.13% 47	151
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Have you personally witnessed an incident of hostility or discrimination directed at somebody based upon race, ethnicity, gender identity/Ud. personalmente ¿ha presenciado un incidente de hostilidad o discriminación contra alguien basado en motivos de raza, origen étnico, identidad de género?	20.67% 31	28.67% 43	12.67% 19	16.67% 25	21.33% 32	150
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#	CAN YOU DESCRIBE ANY OF THE INCIDENTS OR SITUATIONS REFERRED TO IN THE PREVIOUS THREE QUESTIONS?/¿PUEDE UD. DESCRIBIR CUALQUIER DE LOS INCIDENTES O SITUACIONES MENCIONADAS EN LAS TRES PREGUNTAS ANTERIORES?	DATE
1	in a restaurant eating and the customer was waiting longer than I was and he left.	8/2/2019 6:31 AM
2	Parents being looked down at for using the reduced user programs. racial profiling, ageism	8/2/2019 6:27 AM
3	Witnessed 3 to 4 afro American youth boys being questioned by police because of clothing they were wearing.	8/2/2019 6:21 AM
4	I have a gay family member - he has been mistreated in public/businesses in Flagstaff. He is very conservative.	8/2/2019 6:12 AM
5	Just some racial epithets during arguments. And of course anti-caucasian rhetoric is often seen on campus and protests.	1/24/2019 1:40 AM
6	Lived here for a long time and things that happened happened many years ago.....in the 70's and 80's.	1/23/2019 2:02 PM
7	I have personally experienced racism. I work in the community actively helping those experiencing racism. It's a hard life living in the wild Wild West. I hate to say it but this is a racist town.	1/23/2019 1:53 PM
8	You are forgetting age	1/23/2019 10:14 AM
9	N/a)	1/23/2019 2:15 AM

10	i am a white middle class woman so I don't have specific experience with discrimination BUT I have experienced people's assumptions based on my skin color and dress. I dress and act well but I come from a drug addicted home and grew up poor most of my life. My skin color and the way I act and dress makes people assume that I don't know where they are coming from but that is not the case. People assume my life is wonderful but it hasn't always been. I think we need to look beyond the color of skin, we should not leave white people out in the code. This isn't a race issue, this is an equality issue and an issue of class. Yes there are people that discriminate based on race but I don't think that is underlying issue. The underlying issue is that there are too many people in this world that make way too much money and our middle class is shrinking. We need to pull our poor and working class families up into the middle class and we need to tax the rich in this city heavily in order to accomplish that. We need less millionaires in the Flagstaff. We need to send a statement that if you want to buy a second home or a million dollar home here, then you are going to pay high taxes so that we can take care of the people that live and work here every day. Let's take care of the systemic issues in Flagstaff rather than creating a group or issuing a statement that has absolutely no meaning whatsoever and will do nothing other than say Flagstaff as a city is against discrimination.	1/23/2019 2:04 AM
11	About five years ago I was working as a cashier at a local Circle K, a white elderly man came in and bought some items, as he was leaving he asked me about my accent and wanted to know where I was from. I informed him that I was from Mexico, born in Mexico, and that English was not my first language, he then proceeded to ask me if I had a "green card", I told him that I didn't. He then asked if I didn't have a green card how was it that I was working at Circle K. I then told him that if he knew his own country's immigration laws he would know what to ask me next, he did not.	1/23/2019 1:49 AM
12	Police trespassing on my elderly neighbors property without warrants, threatening them and refusing to leave the property. A store owner refusing service to a Native American.	1/22/2019 11:53 PM
13	I've been in multiple situations with African American friends where servers, cashiers, and other customer service employees seem to deliberately misunderstand their requests for very normal customer requests. A few times, I've stepped in to try to advocate for my friend, and then suddenly everyone understands exactly what's needed. It's never overt like, "I won't serve you," but it's more like, not engaging, listening, or taking the person seriously enough to understand what they're asking. I've seen this in situations with Flagstaff Police as well when asking an officer for information (NOT during a traffic stop or other situation involving a violation of some kind). Same with parking enforcement. My friend was asking one of the enforcement folks about something related to the new parking rules (neither of us had a car parked downtown, so it was purely informational - not disputing a ticket), and the uniformed parking enforcement officer ignored my friend's question until I asked exactly the same question in exactly the same words and got an answer.	1/22/2019 11:46 PM
14	My work site ushered a drunk Native American man from the building without offering assistance even though that's one of our programs we offer. Overheard staff say derogatory comments about the person.	1/22/2019 10:53 PM
15	People don't call 911 when they see transient residents unconscious or being harassed.	1/22/2019 2:19 PM
16	Trans person being harassed at mall by young people. I've seen more harassment based on religion, political choices. The above incident was a mixed racial group of kids shouting Bible quotes.	1/22/2019 1:05 PM
17	Being followed at stores. My college students have told me stories about part time jobs where business managers tell them to watch out for brown people because they tend to steal. This matches my experiences at some places as a customer.	1/22/2019 1:01 PM
18	At the Xmas Light parade 2018. Nice anglo couple to my right, a ma, pa & kids on my left. Young blonde (high sch or college age) is passing out coupons for Himalayan Grill. She hands coupons to my left, gives a split second side glance toward me, steps past and hand family on my left coupons as well.	1/22/2019 11:38 AM
19	There are common stereotypes of Native Americans within Flagstaff, especially individuals who are homeless or frequent the downtown area. While there is an issue with people who are transient downtown, this is not exclusive to the NA population but stereotypes of that group are prevalent and openly verbalized in the downtown area. I have witnessed hostile reactions and comments often directed toward homeless individuals in the downtown area.	1/22/2019 10:47 AM
20	White kids asked my white kid why he hang out with some native kids.	1/14/2019 12:14 PM
21	I have seen business owners chase away potential customers who are Native American. Restaurants refuse to serve people who "look homeless." Some residents are strongly opposed to affordable housing solutions and that opposition has come out as prejudices that include a "fear of increased crime."	11/27/2018 9:34 AM
22	I have witnessed so much discrimination and hostility toward POC - downtown, at restaurants, at the hospital, and many other places of business.	9/20/2018 2:59 PM
23	Discrimination at job, more county than city.	9/20/2018 8:43 AM
24	Open your eyes and you will see. Pay attention.	9/14/2018 3:26 PM

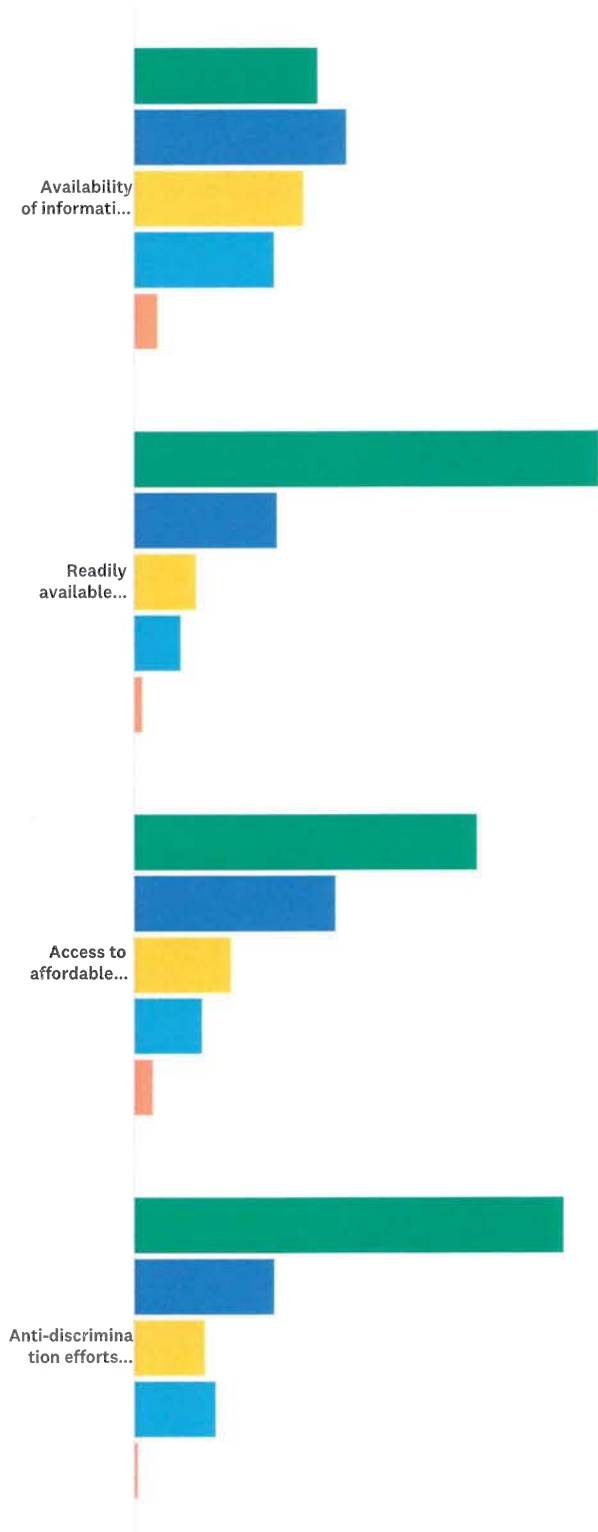
25	In a select few mom & pop restaurants, poor customer service & slow to be waited on. Glad department store staff seem more diverse. Before my siblings were always watched, as if they were going to steal something..	9/9/2018 4:37 AM
26	Every time I visit a government facility.	9/6/2018 9:51 AM
27	I have felt "unnecessary" (as I should) at Tribal meetings. I have witnessed discrimination against Native Americans and non-English speakers.	9/5/2018 6:06 AM
28	Being downtown we are regularly discriminated against. Last to be served, ignored, treated or talked to badly, stared at, and have to hear discriminatory views about Native people. Often we are asked to confirm we are not drunk, or won't fight.	9/4/2018 12:11 AM
29	Why are you concerned with race. Stop this.	9/3/2018 1:52 PM
30	None.	9/3/2018 5:02 AM
31	The schools saying they can't offer services needed to children because they only have enough money to assist the children coming from the reservation.	9/2/2018 8:16 AM
32	Conservatives are being attacked daily	9/2/2018 1:22 AM
33	This is still a male dominated society	9/2/2018 12:40 AM
34	A few incidents have occurred. One involved a police officer that was very demeaning in the tone of his voice and words used. I feel it was based due to my family being Native American and Hispanic. Another involved a physician in the Emergency Room. The physician stereotyped me as an alcoholic knowing I was Native American. When trying to ask questions or find info regarding being drugged, it was brushed off that those tests are expensive. Made me feel uncomfortable and sad.	8/31/2018 1:25 PM
35	Frys market- young lady before me in line. Watched checker greet, chat pleasantly with 2 customers in a row, then with this young Indigenous woman, the checker went cold, treated the lady coolly and curtly. I reported it to manager, and so did this young woman. See this too often around town at so many businesses. Been here in Flag 29 yrs and still going on.	8/31/2018 11:32 AM
36	Yes, i went to a music show at the Orpheum theater last week, and the security team kept escorting out the Native American folks, which had a huge turnout, but only gave warnings to the non-native american folks. I also think, the venue was over serving alcohol to everyone, including those that looked out of it and did not get kicked out. Flagstaff needs some serious training on positive cultural diversity, gender, and racial understanding. More than cultural awareness but cultural communication, beyond just words but body language too.	8/31/2018 9:38 AM
37	Many Native Americans hate white people (understandably) but I personally have not harmed them and have had derogatory things said in my direction about being white. And the same directed at other people. I wish we could all celebrate our backgrounds, but that race wasn't even a thing.	8/31/2018 8:13 AM
38	Youth girls softball does NOT get treated the same as boys baseball. They may get equal playing time, but the priority has always fallen with boys baseball vs. girls softball. Boys baseball even has fields that have been built specifically for their exclusive use.	8/31/2018 7:18 AM
39	Intoxicated homeless people down town pestering and shouting at foreigners	8/29/2018 8:02 AM
40	My hispanic 12 year old cousin regularly experiences hostility when I take her shopping, because shop keepers assume she is stealing. I am white and have a very different experience when I shop with her vs alone.	8/29/2018 1:40 AM
41	I witness blatant and overt hostility towards Native Americans on a regular basis	8/28/2018 12:47 PM
42	Women bicyclists could be more respected. <a href="http://bikeyface.com/2014/04/23/asking-for-it/">http://bikeyface.com/2014/04/23/asking-for-it/</a>	8/28/2018 7:44 AM
43	I am a conservative, white Male. I do not flaunt it, or advertise my political beliefs. Yet, I no longer go downtown due to the open hostility I have seen and experienced from activists, or those who ASSUME they know what I think, feel and believe.	8/28/2018 7:12 AM
44	Why does THIS survey exclude disability from THIS question? You ask about race, ethnicity, and gender..... But even YOU exclude disabilities from your own concern.	8/28/2018 6:54 AM
45	I have seen a lot of hostility towards Navajo people when downtown in emergency situations, and I feel that I have had to diffuse it. For example, I was downtown with some friends and we saw a Navajo girl get attacked in the street. My friend had just received his wilderness first responder certification, and was first on the scene. The girl had several head lacerations and we called 911 to get help for her. When the police and EMTs arrived, they would not believe my friends when they stated they did not know the girl who had been attacked since my friends were Navajo as well until I spoke to them (I felt that they listened to me only because I was an older white woman). They then started thanking my friend for his help and stopped questioning him on the girl's identity since she did not want to self identify for fear of medical bills. Also, as a Jewish America, I have heard some antisemitic rhetoric around town, but I fear that's a sign of the times lately.	8/28/2018 4:27 AM

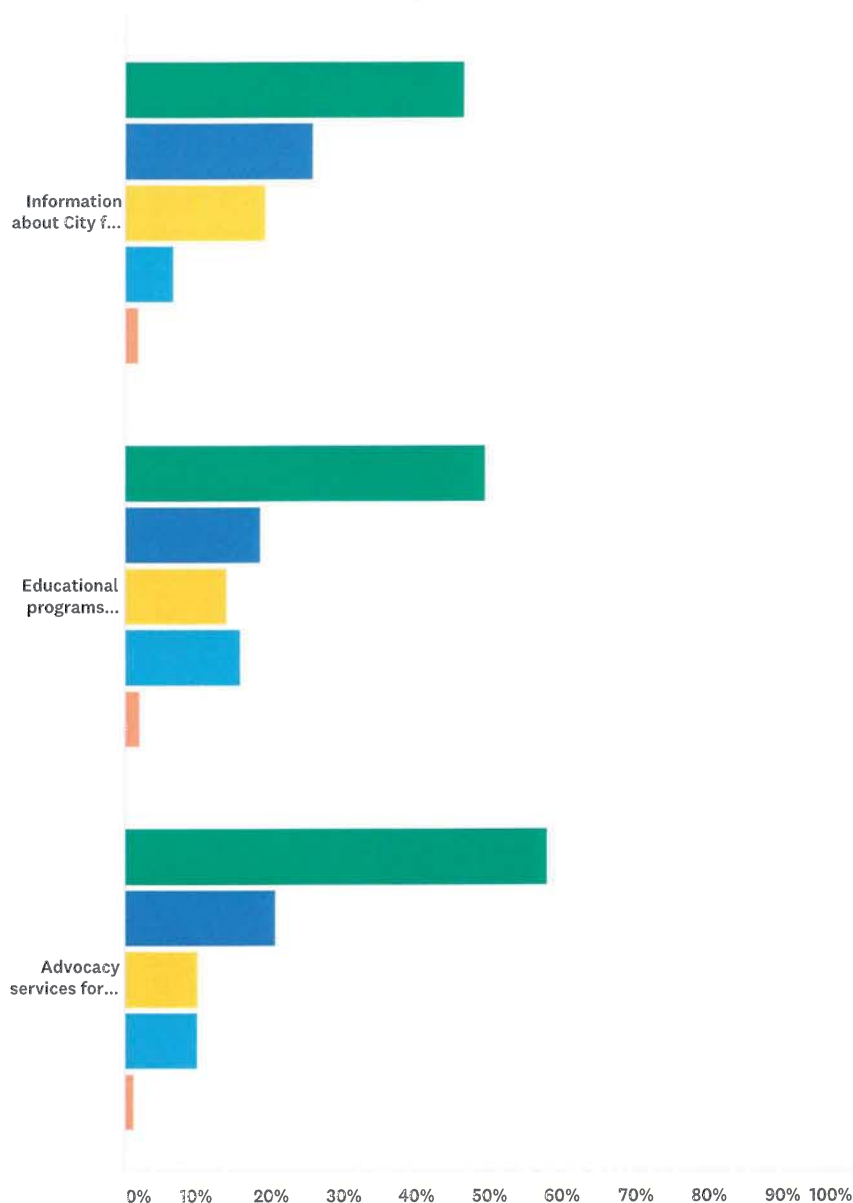


46	When I first moved to Flagstaff 20 years ago, I was pulled over 7 times in a year. Not once was I cited or even given a ticket. Once the officer even called my employer to verify that I worked at the building I was at because it was at night. I've had to translate for patients when I myself have been a patient in healthcare facilities.	8/28/2018 12:07 AM
47	As a teacher, I have witnessed several incidents of hostility and discrimination in our local schools. Mostly between students, but occasionally involving teachers and/or parents.	8/4/2018 11:15 AM
48	The one that comes to mind is someone called President Obama a "nigger." I gave him a lecture you would not believe. I told him that he was old and that I would be glad when he died because his prejudice would die with him.	7/24/2018 8:39 AM
49	Age discrimination is something I've seen a lot of in Flagstaff and should be included in this list of discrimination.	7/20/2018 11:27 AM
50	I hear people talk about the drunk natives all the time. I had someone publicly bemoan how government spending on ambulances goes towards picking up drunk natives. First of all, not cool to say---we also get our own ambulance care and those people have a right to it even if its repetitive and exhausting. .... but what else are we doing to work on this with innovative ideas?	7/20/2018 3:40 AM
51	Police target natives and people of color. Citizens often are more likely to call the police on native men. I've been homophobically harassed by NAU students downtown several times. I've been kicked out of bars downtown for kissing my partner.	7/20/2018 3:26 AM
52	Police have been somewhat of an issue on the east side of Flagstaff. Whether it is a suspicious look or having 4 police officers to handle one brown teenager. Its hard to trust that police will not stop you for no reason and if they do they assume you have drugs or a weapon. One officer was pressed hard to find drugs in our vehicle that he continually questioned us and it felt like we had to say yes just to get out of the situation. Thankfully we did not because you can't admit to something you don't have. Now, not all police are an issue but it's troublesome the majority I have encountered have had this less than attitude when interacting with myself or other Natives or minorities I know.	7/20/2018 3:20 AM
53	It take a LOT to hurt my feelings. Why? Because I'm not a pansy baby. Life isn't fair. It never has been and never will be. The sooner you learn that, the easier your life will be.	7/20/2018 1:00 AM
54	Everytime we go into a store. Everytime, I see faces looking at me like I shouldn't be there.	7/19/2018 10:37 PM
55	This has been evident at some area parks	7/19/2018 9:36 PM
56	My car has been damaged several times here in Flagstaff. People are not friendly downtown. Many times I have seen brown families treated differently at shops, stores, and restaurants.	7/19/2018 4:18 PM
57	See #metoo for starters then multiply for LGBTQT	7/19/2018 3:55 PM
58	Natives in this area	7/19/2018 3:50 PM
59	NAU has big problems with how they hold their students accountable for behaviors on and especially off campus. safeway on 89a is a glimpse of what discrimination looks like here in flagstaff. ask the employees of color how they are treated. I have witnessed a woman using her ebtc card and being told that bread and sandwich meat was not food. and bless another customer for buying the food for her.	7/14/2018 1:22 AM
60	Staff at city looking down at citizens. Better that you attitude	7/12/2018 12:59 PM
61	I've had people ignore me, follow me, speak with hostility and make personal assumptions towards my family, friends, and self.	7/12/2018 3:44 AM
62	I ALWAYS receive looks that are not very welcoming. When I first moved here I was fired from a job because I punched a kid because he was non stop making very racist comments to me. I put up with it for weeks but I had enough. I worked at another place answering phones and I received awesome reviews of my courtesy, professionalism and outstanding customer service. I was later put into an outside sales position and about 70% of my customers all changed their minds about me based on my race!	7/12/2018 12:58 AM
63	Nothing to outstanding but I find it to be very common in my personal experiences, that it is hard from me to interact with the common middle class person, at first anyways, because both mine and their preconceived ideas of each other	7/11/2018 12:38 PM
64	My son being questioned when he was walking home after work in his work uniform (Starbucks) because he is brown. The police pulled out in front of him in the vehicle to stop him from walking. Then asked what he was doing. When my son said walking home, which was only 2 houses away at that point, the officer said "we have a description similar to you of someone vandalizing" My son said I'm not I'm just going home. The officer proceeded to ask what gang he affiliates with. Mind you he is wearing a green polo that says Starbucks.	7/11/2018 11:02 AM
65	I constantly CONSTANTLY see the police harassing people of color for doing the same things white college kids do, (i.e. being drunk and belligerent on the streets)	7/11/2018 8:07 AM

Q6 What are the most important issues for the Commission on Diversity Awareness to focus upon?1. ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?

Answered: 152 Skipped: 2





■ Very important/Muy importante 
 ■ Important/Algo importante 
 ■ Somewhat important/Poco importante 
 ■ Not important/Nada importante 
 ■ N/A

	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/ALGO IMPORTANTE	SOMEWHAT IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A	TOTAL
Availability of information in languages other than English/Disponibilidad de información en idiomas distintos del inglés	25.17% 38	29.14% 44	23.18% 35	19.21% 29	3.31% 5	151
Readily available information and help with affordable housing/Información y ayuda fácilmente disponible con la vivienda asequible	63.82% 97	19.74% 30	8.55% 13	6.58% 10	1.32% 2	152

# City of Flagstaff Commission on Diversity Awareness Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

SurveyMonkey

Access to affordable transportation options/Acceso a opciones para transporte asequible	46.98% 70	27.52% 41	13.42% 20	9.40% 14	2.68% 4	149
Anti-discrimination efforts by City/Esfuerzos de antidiscriminación por parte de la Ciudad	58.94% 89	19.21% 29	9.93% 15	11.26% 17	0.66% 1	151
Information about City fair laws, policies, and practices/Información sobre las leyes, políticas y prácticas equitativas de la Ciudad	46.36% 70	25.83% 39	19.21% 29	6.62% 10	1.99% 3	151
Educational programs related to diversity awareness, equity, and inclusion/Programas educativos sobre la concienciación de la diversidad, la equidad y la inclusión	49.33% 74	18.67% 28	14.00% 21	16.00% 24	2.00% 3	150
Advocacy services for persons lacking equal access to services and resources/Servicios de apoyo para las personas que carecen de acceso equitativo a servicios y recursos	58.00% 87	20.67% 31	10.00% 15	10.00% 15	1.33% 2	150

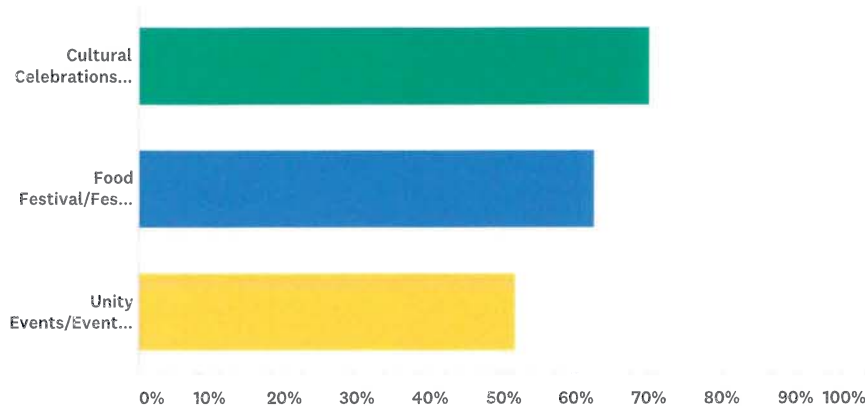
#	OTHER ISSUES FOR COMMISSION ON DIVERSITY AWARENESS TO FOCUS ON NOT MENTIONED ABOVE/OTROS TEMAS NO MENCIONADOS ARRIBA EN QUE PODRÍA CONCENTRARSE LA COMISIÓN PARA LA CONCIENCIACIÓN DE DIVERSIDAD:	DATE
1	The gentrification is complete in Flagstaff. Do whatever you can do to fix that please. I would think 10 to 15 years ago would have been a good place to start. But start today. Do whatever you can. People are hurting.	1/23/2019 1:53 PM
2	If the commission on diversity is supposed to help us all feel like Americans instead of a bunch of hyphenated bunch of different races, I support you. If your job is to get us to dwell on how different we are (DIVERSE) then you are wasting money and time trying to divide us and your organization should be dissolved. We do not need a government to teach us who we are.	1/23/2019 12:33 PM
3	Inclusiveness of people with mental health issues and more support getting them comfortable within the community.	1/23/2019 2:15 AM
4	I don't think this Commission will accomplish much other than to state the obvious that we don't discriminate in Flagstaff. We need the city council to actually do something about it. Raise property taxes and tax the wealthy so we can actually live in Flagstaff rather than just survive in Flagstaff.	1/23/2019 2:04 AM
5	Bilateral education degrees, if someone has a professional degree from another country, accept it and reissue a similar degree based on credit transcripts and exams.	1/23/2019 1:49 AM
6	More meetings are fine but take some action	1/22/2019 10:53 PM
7	Disability awareness	1/22/2019 2:19 PM
8	Being inclusive. People are weird about programs to help others who are not them. The "why are my taxes being given to them for free and nobody is helping me with what I need?" mindset. Be open. Explanations are great Be mindful.	1/22/2019 1:05 PM
9	It's good to gather info, feedback but if nothing is actually done, what's your purpose. Be the change, step up, stand up, call it out. All this I've share is fr 29 yrs in flag and it's worse now. I've only recounted recent events. The outright brazen behavior in this city now is up-had a maga type almost hit me crossing st downtown in Nov 2018 when I clearly had the right of way before he could make his turn. Had another Anglo man walk into and slam me sideways on sidewalk-i was on right and he refused to give way even tho he was on wrong side of walkway. He saw me coming fr way off and had plenty of time to get into his line of pedestrian traffic zone. I even attempted to move off cement at last moment when i realized he wasn't going to move over. He hit me pretty good and when I turned around he made no attempt to apologize or acknowledge what happened.	1/22/2019 11:38 AM
10	To partner with local non profits in connection to similar goals	9/20/2018 8:43 AM

11	Maybe the commission can begin by looking at how gentrified our town is and the systemic reasons for this.	9/13/2018 4:39 PM
12	Yes, need a multicomplex to hold big cultural events that have all services, like a full kitchen. Low cost to rent.	9/9/2018 4:37 AM
13	It should not exist because government is the sole body able to act on racism and fascism.	9/6/2018 9:51 AM
14	Native Americans are not simply a diverse population, we are a political group. Although we are a minority, we are Members of sovereign nations. Our tribal leaders must be consulted and included in these studies or efforts.	9/4/2018 12:11 AM
15	None.	9/3/2018 5:02 AM
16	Making sure WHO you hire for this commission is really Aware and supportively pro-active to the issues.	8/31/2018 11:32 AM
17	Folks need an office to go to when they are discriminated against, or targeted for civil rights violations.	8/31/2018 9:38 AM
18	I really do not see much discrimination in my day to day life in Flagstaff specifically, so I can't give issues to focus on. However, I do think if someone is being descriminated on, they should have an easy avenue to report on it, and it should be addressed. As far as diversity, I don't quite know how to tackle it. Everyone backgrounds are equally as important, however if you are going to celebrate one group of people (Black Pride, Gay Pride, etc....) then you should also celebrate everyone, even if that includes the less favorite, white people. At the end of the day we are ALL people, and WE are who create the community as a whole, and I feel like a lot of time these things cause bigger wedges between people when they were intended to bring them together. Maybe celebrating the things we ALL have in common. It also seems like the whole town hates NAU, but NAU is a big part of us. The community should be more involved in NAU events. Tucson is a great example of this, every store you walk into has UofA swag, some places offer discounts if the football team wins a game, etc! Hope this helps, I love Flagstaff dearly.	8/31/2018 8:13 AM
19	we shouldnt be paying for housing for those that cant afford housing on thier own because they want to live off the government til	8/28/2018 9:16 AM
20	How about you guys redesign this Commission to Include disabilities?	8/28/2018 6:54 AM
21	Perhaps partnering with local schools to make sure teachers get appropriate training about how to handle discrimination and bullying in the classroom and also speakers to talk to students about the importance of diversity and tolerance so that all students feel welcome, safe and valued.	8/4/2018 11:15 AM
22	There should be an LGBT specific work force or focus group. Although LGBT people face a ton of the same barriers as other minority people, there are very specific barriers that LGBT people face that others will not. For example, health care for trans people, mental health resources for LGBT youth, and the lack of social venues for LGBT people to go and know that they will be surrounded by other LGBT people.	7/23/2018 4:14 AM
23	I believe our legal system is very flawed in Flagstaff as it's very motivated by money and less motivated by justice, which is terrible. AWD is ran now by someone solely caring for his own advancement and not motivated by making large, positive differences in the community. They do some beneficial with but it's based on financial gains.	7/20/2018 11:27 AM
24	Criminalizing homelessness. Lack of access to healthcare and legal aid for opteaad communities.	7/20/2018 3:26 AM
25	How about working on helping people realize life isn't fair? Or maybe try teaching folks that failing isn't negative, but a positive thing, as it's a tool to help you learn, try harder, and succeed the next time?	7/20/2018 1:00 AM
26	There is a lot of work to be done. Maybe trach out ti the larger businesses? Gore, NAU and others should be involved.	7/19/2018 10:37 PM
27	There needs to be some community events at NAU for free for the Flagstaff community. There needs to be more coordination between the city and University. Look at Tucson for ideas! The University of Arionza and the city are one community. Flagstaff seems like an overpriced dying city.	7/19/2018 4:18 PM
28	AFFORDABLE HOUSING!	7/19/2018 4:15 PM
29	Supporting a living wage for all people in Flagstaff	7/19/2018 3:28 AM
30	discrimination of the poor	7/14/2018 1:22 AM
31	Hiring for upper management in city government. Look at stats.	7/12/2018 12:59 PM
32	Non gendered bathrooms. Inclusive programs for kids in low income housing.	7/12/2018 3:44 AM
33	Police training on diversity awareness, equity, and inclusion	7/11/2018 11:02 AM
34	I would love to see all facets of the city government go through gender 101 classes so that they can be better servants to people in FLG. The police really need to do more about gender and racial discrimination. They are horrible to our indigenous population. It's disgusting.	7/11/2018 8:07 AM



## Q7 What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?

Answered: 147 Skipped: 7



### ANSWER CHOICES

### RESPONSES

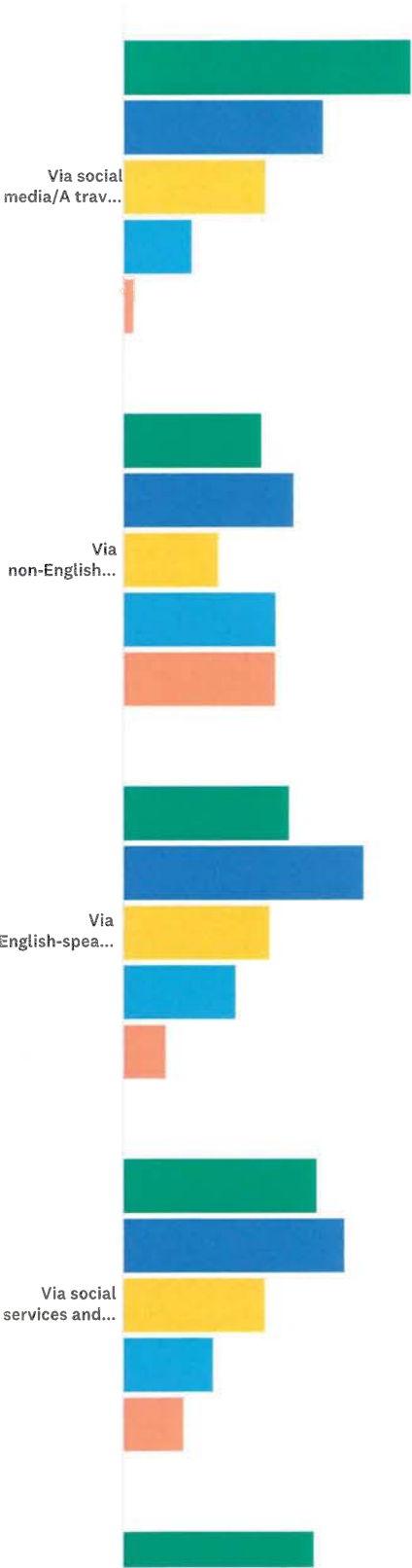
Cultural Celebrations/Celebraciones culturales	70.07%	103
Food Festival/Festival de comidas	62.59%	92
Unity Events/Eventos de unidad / solidaridad	51.70%	76
Total Respondents: 147		

#	PLEASE SUGGEST AND DESCRIBE OTHER ACTIVITIES/SÍRVASE HACER SUGERENCIAS PARA OTRAS ACTIVIDADES:	DATE
1	training staff and longtime employees - connection to community	8/2/2019 6:39 AM
2	Education for people in power positions, training on cultural sensitivity for supervisors	8/2/2019 6:27 AM
3	All of the above	8/2/2019 6:12 AM
4	Informational cultural events/lectures	8/1/2019 6:51 AM
5	Art exhibits. Cultural musical performances.	1/24/2019 1:40 AM
6	Great ideas!	1/23/2019 2:15 AM
7	Latin American Festival-Fiestas Mexicanas Festival	1/23/2019 1:49 AM
8	Eating tacos is not going to help me understand Latinx culture. Rather than token events, actual practices need to change. I'd rather see the city spend money on education and inclusivity programs.	1/22/2019 11:46 PM
9	We have tons of activities already	1/22/2019 10:42 PM
10	Any of the above	1/22/2019 1:05 PM
11	Museum expos, art, music, interactive activities celebrating cultures	1/22/2019 1:01 PM
12	These are available and still not much exchange happens. How about you each attend already established cultural events in town? How about u all reach out to a liason to educate u on these events and do a live-feed. Share your learning moments to invite others in. Remember, let the cultural speaker have the mic, do some research, avoid white privilege/savior behaviors-now now, look that up before you shut down. Be uncomfortable and embrace the teaching moments. U are definitely NOT going to gather those you seek when your behavior repels said goal.	1/22/2019 11:38 AM
13	Events that further justice rather than pretending injustice does not exist.	1/14/2019 12:22 PM
14	A dia de Los muertos celebration in downtown flagstaff would be nice	9/13/2018 4:39 PM
15	I think the city does fine.	9/13/2018 2:19 PM
16	A multicultural festival like Salt Lake City's May event	9/9/2018 4:37 AM

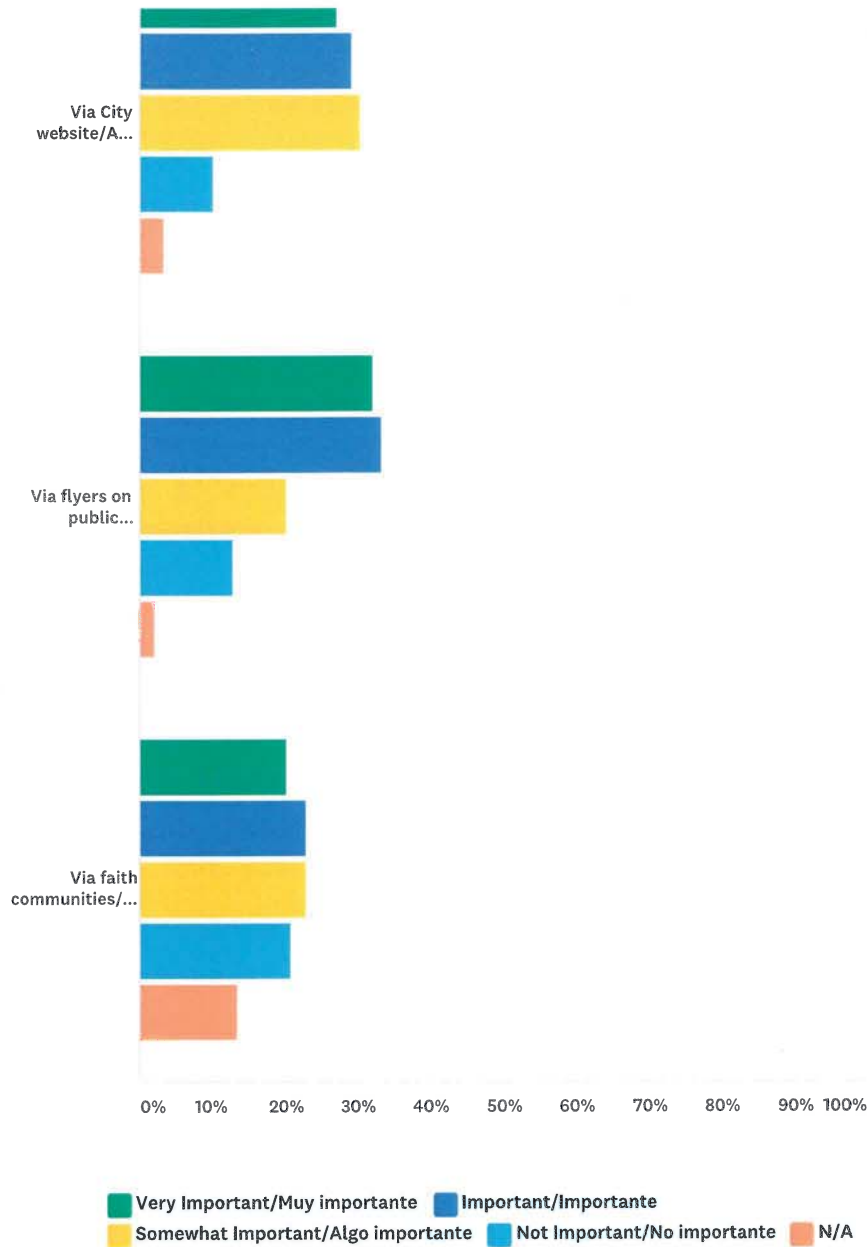
17	Getting rid of the City of Flagstaff Government.	9/6/2018 9:51 AM
18	Creating a Native American community center!	9/4/2018 12:11 AM
19	Stop the race card. This is what causes division.	9/3/2018 1:52 PM
20	Recreational activities.	9/3/2018 5:02 AM
21	I think people need to see City Leaders promote/lead/participate in these type of activities.	8/31/2018 1:25 PM
22	City, county, and state officials attend a diversity training specific to flagstaff and northern arizona.	8/31/2018 9:38 AM
23	more that promotes Pride in being an American and citizen of this great country	8/28/2018 9:16 AM
24	.	8/28/2018 7:12 AM
25	How about a Diversity Prom?	8/28/2018 6:54 AM
26	I would love to see some LGBT seminars dealing with anything from how to engage with a person who is trans and what pronouns to use to sexual health.	8/28/2018 4:27 AM
27	Other LGBT events other than Pride in the Pines. Things like a queer children's book reading day at the library, a LGBT community member mixer hosted by the city, various days to raise awareness of the LGBT community, things like that	7/23/2018 4:14 AM
28	World and Cultural Awareness & Outreach Day	7/20/2018 11:27 AM
29	More international performances that are low cost. CCfA events tend to be \$25. I would like to see African dancing in Heritage sq, erthiopian food for purchase in the back. I would like to see irish dancing. I would like to see things I don't even know exist!?	7/20/2018 3:40 AM
30	Put people from oppressed communities in positions of power currently occupied by privileged people	7/20/2018 3:26 AM
31	More parades and street parties	7/19/2018 4:24 PM
32	Music concerts, cultural movies/ documentary, book clubs with diverse authors, party with NAU Arab students! There are so many opportunities to do little things. Native American Art and crafts fair!!!	7/19/2018 4:18 PM
33	These three suggestions are extremely weak. You want real diversity in Flagstaff, implement rent control.	7/19/2018 4:01 PM
34	Festival that aren't centered around drinking alcohol	7/19/2018 4:00 PM
35	Crawl through glass if needed to vote this midterm	7/19/2018 3:55 PM
36	Educational events. Something along the lines of the "human library" that took place at Cline Library this past year would be great.	7/19/2018 3:28 AM
37	Similar to the model/opportunities for students on NAU's campus to have a plethora of groups/club to join and engage with, the City of Flagstaff might consider efforts towards making more organizations/groups for the greater Flagstaff population to participate in.	7/19/2018 3:11 AM
38	because of the poitical divide in our nation, we must focus on what is important to all of us. family oriented events	7/14/2018 1:22 AM
39	Art and culture expos	7/12/2018 12:59 PM
40	History/cultural awareness lessons at the square.	7/12/2018 3:44 AM
41	Mandatory diversity training for the population of flagstaff	7/12/2018 12:58 AM
42	Forums that allow members of the community to speak directly to city staff, like the indigenous circles of flagstaff forums, those were awesome	7/11/2018 8:07 AM

Q8 How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?

Answered: 152   Skipped: 2







	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	NOT IMPORTANT/NO IMPORTANTE	N/A	TOTAL
Via social media/A través de los medios sociales	40.69% 59	28.28% 41	20.00% 29	9.66% 14	1.38% 2	145
Via non-English speaking Radio and TV stations (Spanish, Hopi, Navajo)/A través de estaciones de radio y televisión que transmiten en español, hopi o Navajo.	19.46% 29	24.16% 36	13.42% 20	21.48% 32	21.48% 32	149

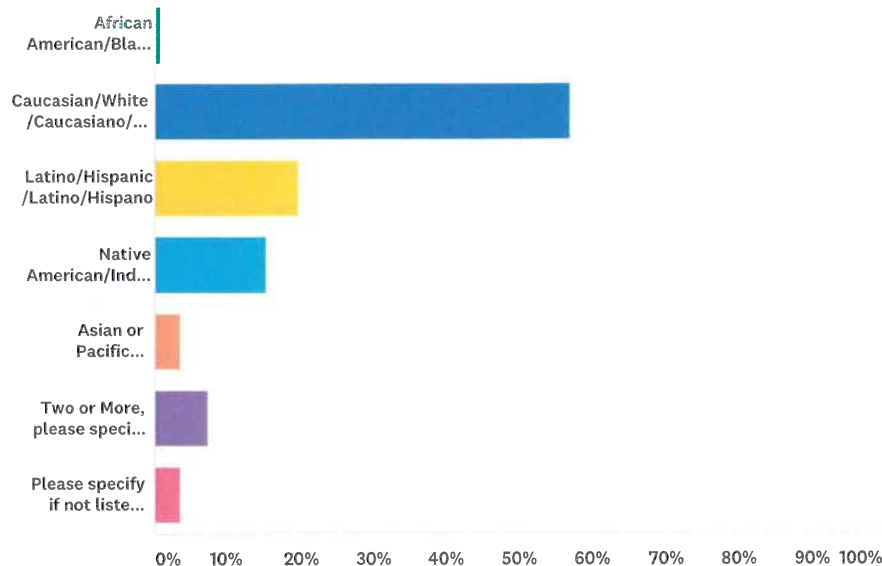
Via English-speaking radio stations/A través de estaciones de radio que transmiten en inglés	23.33% 35	34.00% 51	20.67% 31	16.00% 24	6.00% 9	150
Via social services and healthcare agencies and facilities/A través de agencias e instalaciones de servicios sociales y de salud	27.33% 41	31.33% 47	20.00% 30	12.67% 19	8.67% 13	150
Via City website/A través del sitio web de la ciudad	27.03% 40	29.05% 43	30.41% 45	10.14% 15	3.38% 5	148
Via flyers on public transportation and public venues/A través de volantes informativos, haciéndolos disponibles en el transporte público y lugares públicos	32.00% 48	33.33% 50	20.00% 30	12.67% 19	2.00% 3	150
Via faith communities/A través de las comunidades de fe	20.13% 30	22.82% 34	22.82% 34	20.81% 31	13.42% 20	149

#	OTHER METHODS OF COMMUNICATION/OTROS MÉTODOS DE COMUNICACIÓN:	DATE
1	Community forums, face to face interactions in various places and neighborhoods throughout the community	8/2/2019 6:27 AM
2	K-12 and University	8/2/2019 6:07 AM
3	Everyone is on social media and it's free. Put flyers around the community. Limit your paper waste. (It's 2019)	1/23/2019 1:53 PM
4	Local television station. Oh, that right, we don't have one here any more!	1/23/2019 12:33 PM
5	There needs to be more of an openness to information. Break down the stigma and fear of communication on this issue.	1/22/2019 11:53 PM
6	Newspapers!	1/22/2019 11:46 PM
7	Businesses in the community helping to spread the word. Mail and door flyers still work. Mostly social media though.	1/22/2019 1:05 PM
8	I would caution over extending the attempt here. Until the city does it's own soul searching, repatriation, healing and willingness to face the hurdles of racism, discrimination, racial profiling, it will be diversity and not in a good way.	1/22/2019 11:38 AM
9	Schools, bus advertising, banners, flyers, word of mouth, banners that hang downtown	9/13/2018 4:39 PM
10	I think the city does fine.	9/13/2018 2:19 PM
11	Community town hall	9/9/2018 4:37 AM
12	Don't waste my money trying to propagandize me.	9/6/2018 9:51 AM
13	Word of mouth!	9/4/2018 12:11 AM
14	Newspaper.	9/3/2018 5:02 AM
15	Email list-serves	9/2/2018 8:16 AM
16	We need our own tv station like NBC channel 2, we are not part of the phoenix or tucson valley. our politics and news differ than the news stations 100-150 miles away. Give us our tv station back, or try to provide information on it for northern az. not prescott valley either.	8/31/2018 9:38 AM
17	Email, Facebook, Instagram, Twitter, radio	8/31/2018 8:13 AM
18	Flagstaff365 website	8/29/2018 8:40 PM

19	Banners on the banner sign support structures have been very helpful.	8/28/2018 4:27 AM
20	I believe every public institution in Flagstaff should display a well designed/clear sign to show opportunities within the businesses, so that all townspeople can see offerings and opportunities.	7/20/2018 11:27 AM
21	I'm actually a fan of "Live and let live". The current city government and staff are the opposite of this. They feel the need to inject themselves into my life in ways that are, quite frankly, offensive. You all are a lot like Microsoft; you seem to know what I want better than I do. I despise Microsoft.	7/20/2018 1:00 AM
22	I keep noticing questions about other languages but this survey monkey is english. I didn't see another option.	7/19/2018 10:37 PM
23	Newspaper and NAU, public library, billboard	7/19/2018 4:18 PM
24	flyers in mail. older citizens check their mail	7/14/2018 1:22 AM
25	Cityscape	7/12/2018 12:59 PM
26	forums	7/11/2018 8:07 AM

## Q9 Race/ethnicity/Raza/origen étnico:

Answered: 137 Skipped: 17



### ANSWER CHOICES

### RESPONSES

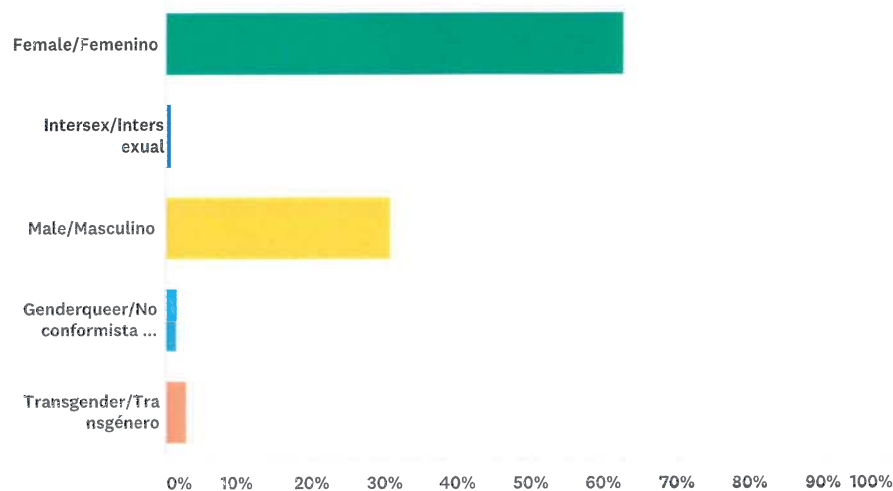
African American/Black/Africano-americano /Negro	0.73%	1
Caucasian/White/Caucasiano/Blanco	56.93%	78
Latino/Hispanic/Latino/Hispano	19.71%	27
Native American/Indígena-norteamericano	15.33%	21
Asian or Pacific Islander/Asiático o de las islas del Pacífico	3.65%	5
Two or More, please specify below/Dos o más, especifique a continuación	7.30%	10
Please specify if not listed below/Especifique a continuación si no se enumera en la lista	3.65%	5
Total Respondents: 137		

#	PLEASE SPECIFY RACE/ETHNICITY IF YOU CHECKED TWO OR MORE RACES OR NOT LISTED ABOVE./POR FAVOR PROPORCIONE MÁS DETALLE SI UD. MARCÓ DOS O MÁS RAZAS O SI SU RAZA NO ESTÁ ENUMERADA ARRIBA.	DATE
1	White, African-American	8/1/2019 6:52 AM
2	American mutt.	1/24/2019 1:42 AM
3	I am an American! I am offended that you have not included this option under your heading of race and ethnicity. You should be fired!	1/23/2019 12:38 PM
4	Biracial	1/23/2019 2:17 AM
5	Mexican and Mexican-American	1/23/2019 1:50 AM
6	Pass.	1/22/2019 11:41 AM
7	Jewish	9/6/2018 9:52 AM
8	Irish American	9/4/2018 2:38 PM
9	Race should not be an option.	9/3/2018 1:53 PM
10	Caucasian, NA	9/2/2018 8:18 AM
11	Filipino, French, Irish	9/2/2018 2:39 AM
12	Irish	9/2/2018 1:23 AM
13	Very mixed race: Native American, Caucasian, Irish, Austrian, Canadian, etc.	7/20/2018 11:39 AM

14	Race White/Ethnicity American and Jewish	7/20/2018 3:41 AM
15	I prefer to identify as an homogeneous badass.	7/20/2018 1:03 AM
16	First nation, indigenous, of the land. Nahual	7/19/2018 10:40 PM
17	Asian/caucasian	7/19/2018 9:37 PM
18	I don't know Spanish and I am a fourth generation Arizona Hispanic	7/11/2018 12:42 PM
19	Chicano, Native	7/11/2018 11:03 AM
20	german, mexican	7/11/2018 8:09 AM

## Q10 Gender and identity/Género e identidad:

Answered: 140 Skipped: 14



### ANSWER CHOICES

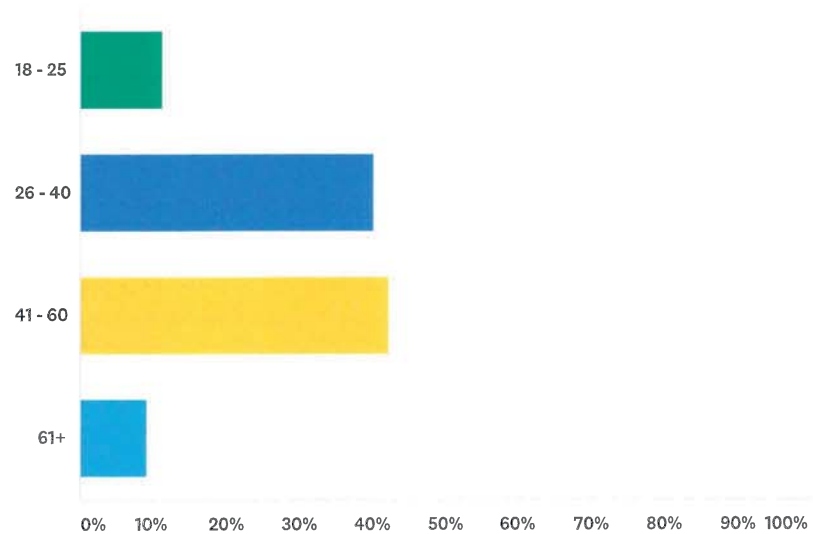
### RESPONSES

Female/Femenino	62.86%	88
Intersex/Intersexual	0.71%	1
Male/Masculino	30.71%	43
Genderqueer/No conformista a base de género (en inglés, Genderqueer)	1.43%	2
Transgender/Transgénero	2.86%	4
Total Respondents: 140		

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Pass	1/22/2019 11:41 AM
2	Why so many gender questions. Male of female period. Penis or vagina	9/3/2018 1:53 PM
3	man	9/3/2018 5:08 AM
4	There are only 2 Genders	9/2/2018 1:23 AM
5	Prefer no answer	8/31/2018 11:34 AM
6	There are only two sexes. The rest are seriously, scientifically false.	7/20/2018 1:03 AM
7	Asexual - there really isn't a community here for it.	7/19/2018 10:11 PM
8	genderless	7/11/2018 8:09 AM

Q11 Age/Edad:

Answered: 142 Skipped: 12



ANSWER CHOICES

18 - 25  
26 - 40  
41 - 60  
61+

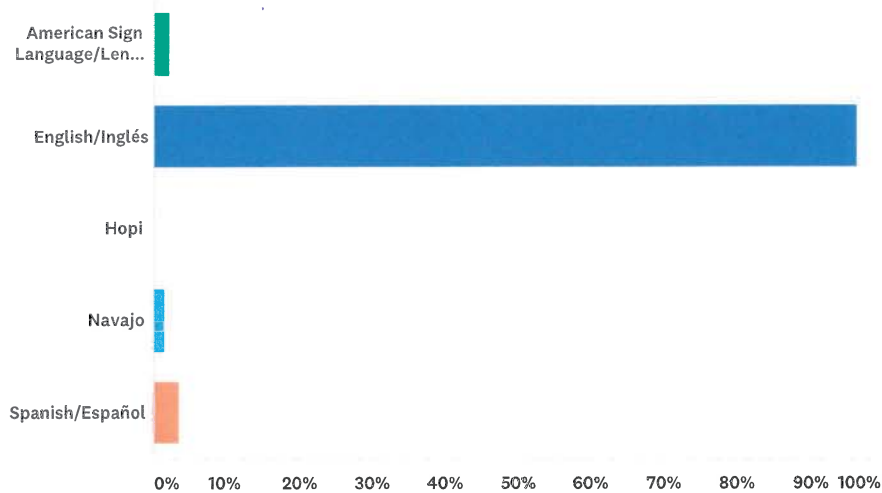
RESPONSES

11.27%	16
40.14%	57
42.25%	60
9.15%	13

Total Respondents: 142

## Q12 Primary language/Idioma principal:

Answered: 142 Skipped: 12



### ANSWER CHOICES

### RESPONSES

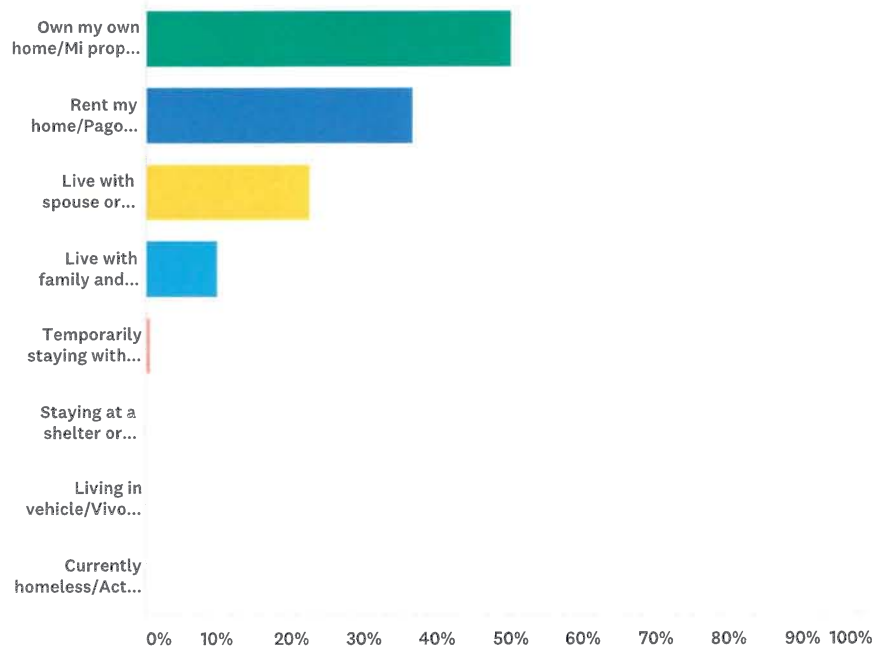
American Sign Language/Lengua de signos Americana (ASL)	2.11%	3
English/Inglés	96.48%	137
Hopi	0.00%	0
Navajo	1.41%	2
Spanish/Español	3.52%	5
Total Respondents: 142		

#	PLEASE SPECIFY IF NOT LISTED/ POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Ebonics	1/24/2019 1:42 AM
2	Hindi	1/23/2019 1:01 AM
3	Pass	1/22/2019 11:41 AM
4	Hebrew	9/6/2018 9:52 AM
5	(I speak some Spanish tambien)	7/24/2018 8:41 AM
6	It is rare that I speak Spanish in public	7/19/2018 10:40 PM
7	Armenian	7/19/2018 6:14 PM



## Q13 Current living situation/Situación actual de vivienda:

Answered: 142 Skipped: 12



### ANSWER CHOICES

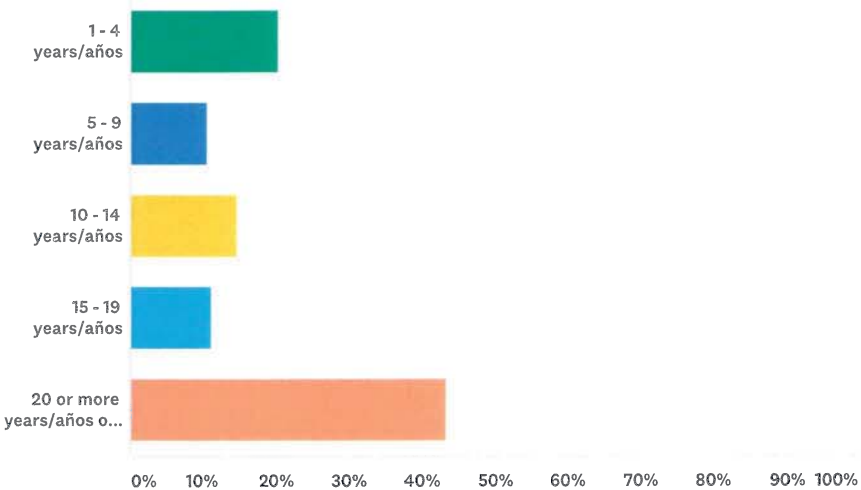
### RESPONSES

Own my own home/Mi propia casa	50.00%	71
Rent my home/Pago renta/alquiler	36.62%	52
Live with spouse or partner/Vivo con cónyuge o pareja	22.54%	32
Live with family and friends/Vivo con familiares y amigos	9.86%	14
Temporarily staying with family or friends/Temporalmente con familiares y/o amigos	0.70%	1
Staying at a shelter or hotel/Alojado en un albergue o un hotel	0.00%	0
Living in vehicle/Vivo en un vehículo	0.00%	0
Currently homeless/Actualmente indigente	0.00%	0
Total Respondents: 142		

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	I rent an apartment	8/2/2019 6:02 AM
2	My tree house.	8/1/2019 6:37 AM
3	Pass	1/22/2019 11:41 AM
4	We live with our kid in a one bedroom home. We both have great jobs, so it isn't a lack of drive.	7/19/2018 10:40 PM
5	-Renting apartment	7/19/2018 3:12 AM
6	I rent a room in an apartment	7/11/2018 8:09 AM

Q14 Years residing in Flagstaff/Número de años de residencia en Flagstaff

Answered: 143 Skipped: 11



ANSWER CHOICES

1 - 4 years/años

5 - 9 years/años

10 - 14 years/años

15 - 19 years/años

20 or more years/años o más

Total Respondents: 143

RESPONSES

20.28% 29

10.49% 15

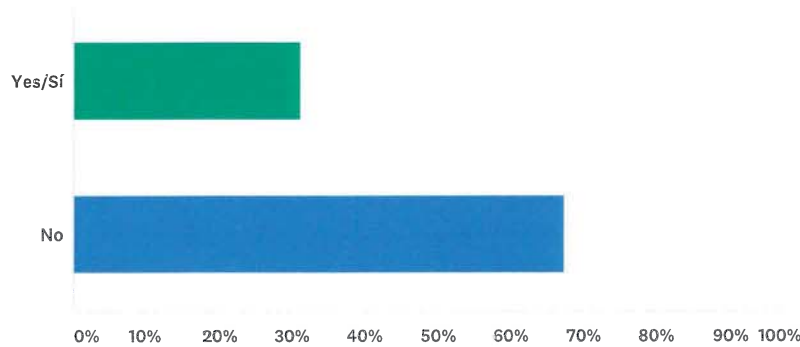
14.69% 21

11.19% 16

43.36% 62

**Q15 Have you heard of the City of Flagstaff Commission on Diversity Awareness prior to this survey? If so, where?/Antes de esta encuesta, ¿había oído Ud. de la comisión para la concienciación de diversidad para la Ciudad de Flagstaff? Y si es así, ¿dónde?**

Answered: 144 Skipped: 10



**ANSWER CHOICES**

**RESPONSES**

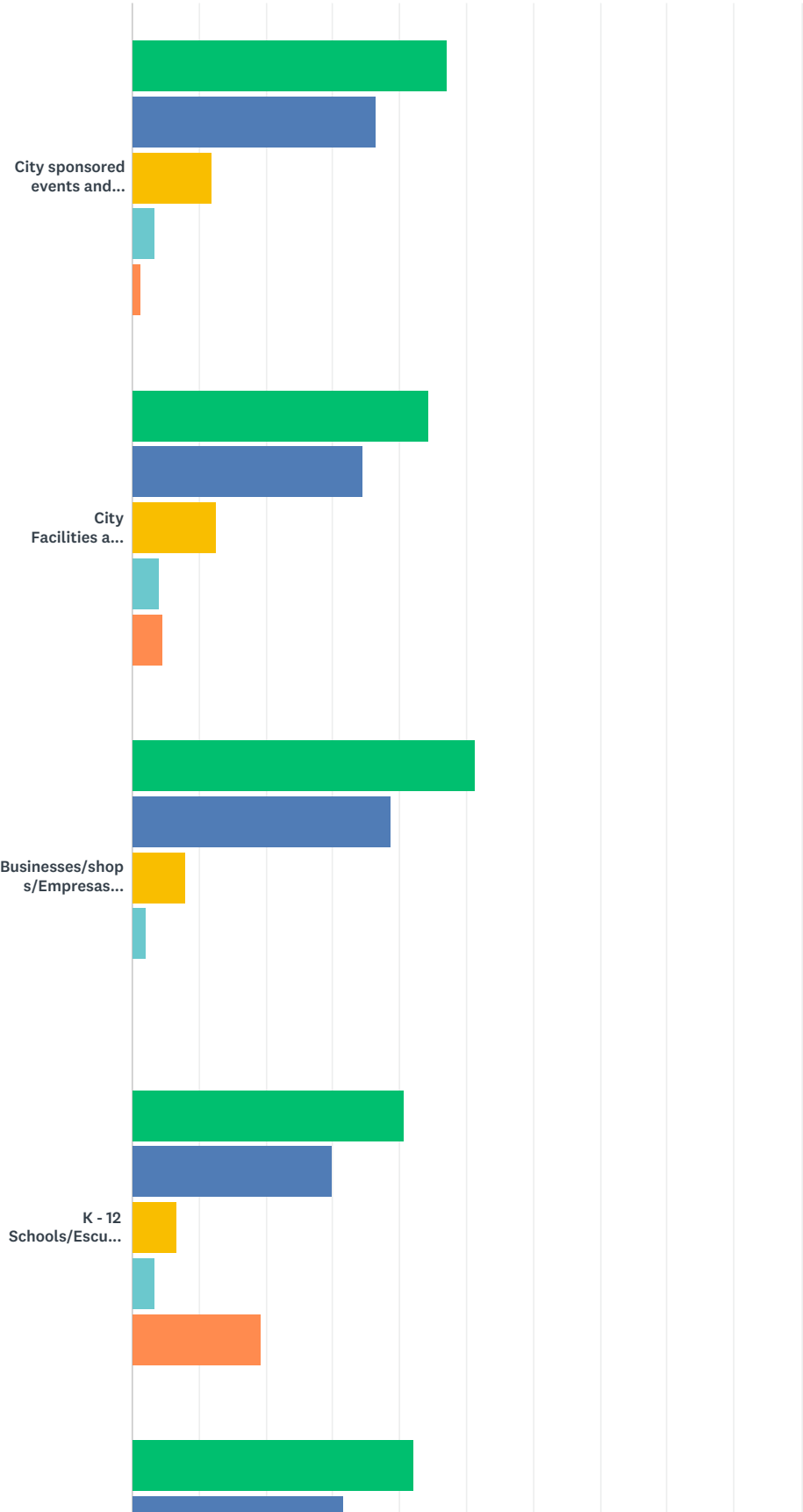
Yes/Sí	31.25%	45
No	67.36%	97
Total Respondents: 144		

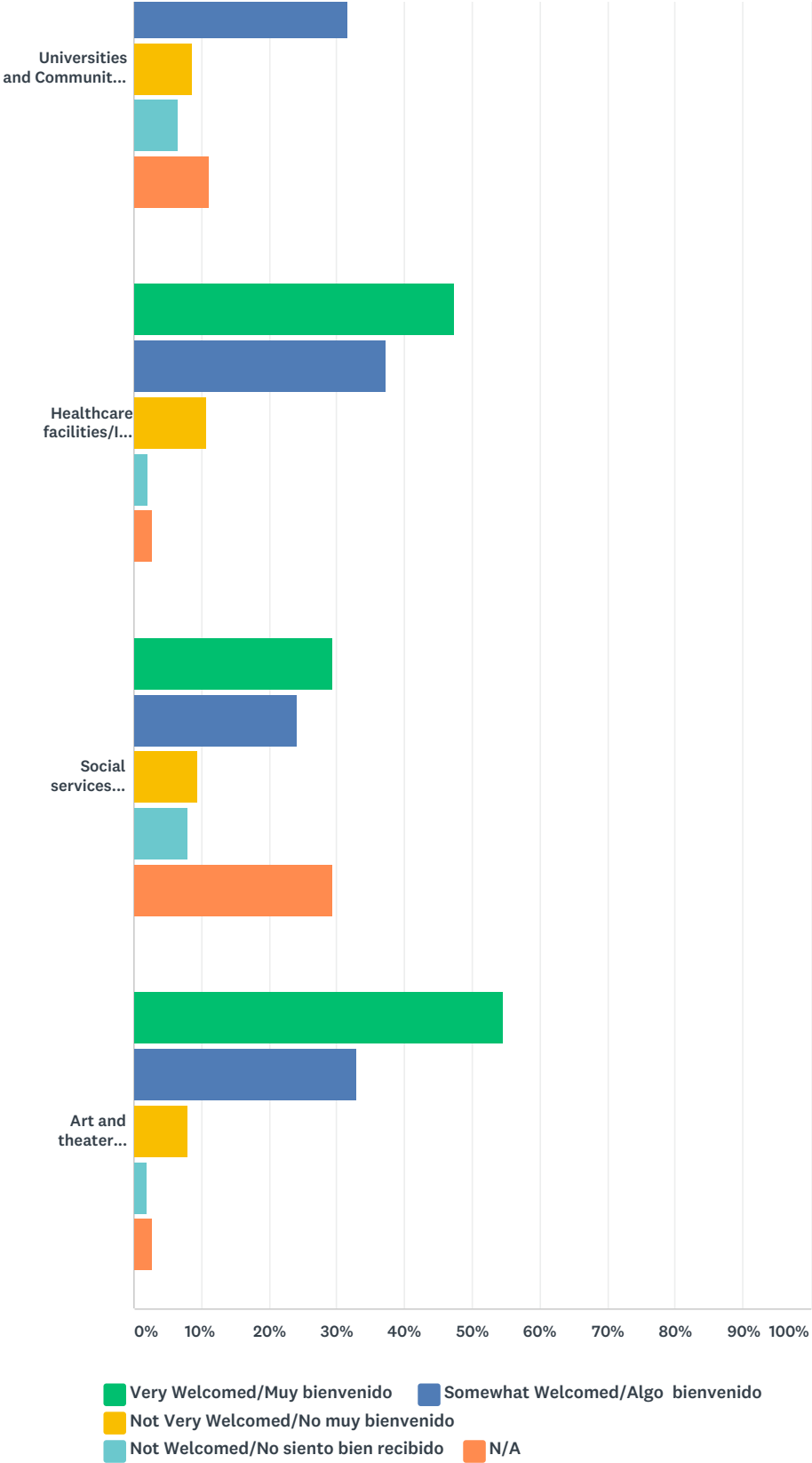
#	IF YES, WHERE?/SI ES ASÍ, ¿DÓNDE?	DATE
1	I used to serve on the commission	8/2/2019 6:28 AM
2	Growing up in Flagstaff	8/2/2019 6:21 AM
3	Daniel Williamson	8/2/2019 5:53 AM
4	Facebook	1/24/2019 1:42 AM
5	Have been to a meeting along time ago	1/23/2019 10:40 AM
6	Newspaper	1/23/2019 10:15 AM
7	Last yeae	1/23/2019 3:10 AM
8	Friends	1/22/2019 10:54 PM
9	Social media	1/22/2019 2:40 PM
10	See, and I saw it on FB.	1/22/2019 1:07 PM
11	Vaguely	1/22/2019 11:41 AM
12	Through social media	1/22/2019 10:49 AM
13	City Council meetings and etc.	11/27/2018 9:35 AM
14	Common partners	9/20/2018 8:44 AM
15	Social media & newspapers	9/13/2018 2:20 PM
16	Facebook	9/11/2018 12:44 AM
17	A little	9/9/2018 4:38 AM
18	When it was first publicized, years ago in Flagstaff, AZ.	9/3/2018 5:08 AM
19	City of Flagstaff website	8/31/2018 3:47 PM
20	Maybe, but not any real event or issues that help me remember them	8/31/2018 11:34 AM
21	I listen to City Council meetings and read information on the City's website	8/29/2018 3:33 PM
22	its a socialist town they have commision comittity for everything	8/28/2018 9:18 AM
23	In a posting looking for Commission Members	8/28/2018 6:55 AM

24	City website	8/28/2018 4:28 AM
25	I heard about this survey on social media and that was the first I've heard of the Commission.	8/4/2018 11:17 AM
26	My wife is in a wheelchair so I met some commission members because of that.	7/24/2018 8:41 AM
27	LGBTQIA Commission at NAU	7/23/2018 4:17 AM
28	Based upon searching available resources for loved ones in trouble.	7/20/2018 11:39 AM
29	Sadly. It's a huge waste of time and my tax money. People just need to realize that life's not fair.	7/20/2018 1:03 AM
30	But I would love to know more	7/19/2018 10:40 PM
31	Dan Duke does a fabulous job on Facebook promoting it.	7/19/2018 10:11 PM
32	Heard of it but have not seen any movement from it.	7/19/2018 4:16 PM
33	Juneteenth Celebration at the Murdoch Center	7/14/2018 7:17 AM
34	Attended meeting	7/12/2018 1:00 PM
35	One of my friends is on the Commission	7/11/2018 8:09 AM

Q1 How welcome do you feel at/¿Cómo se ha sentido usted en...?:

Answered: 152 Skipped: 2





	VERY WELCOMED/MUY BIENVENIDO	SOMEWHAT WELCOMED/ALGO BIENVENIDO	NOT VERY WELCOMED/NO MUY BIENVENIDO	NOT WELCOMED/NO SIENTO BIEN RECIBIDO	N/A	TOTAL
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City sponsored events and actividades/Actividades y eventos patrocinados por la ciudad	47.02% 71	36.42% 55	11.92% 18	3.31% 5	1.32% 2	151
City Facilities and municipal facilities/Instalaciones municipales a través de la ciudad	44.37% 67	34.44% 52	12.58% 19	3.97% 6	4.64% 7	151
Businesses/shops/Empresas /Tiendas	51.33% 77	38.67% 58	8.00% 12	2.00% 3	0.00% 0	150
K - 12 Schools/Escuelas K - 12	40.67% 61	30.00% 45	6.67% 10	3.33% 5	19.33% 29	150
Universities and Community Colleges/Universidades y colegios universitarios de la comunidad	42.11% 64	31.58% 48	8.55% 13	6.58% 10	11.18% 17	152
Healthcare facilities/Instalaciones de salud	47.33% 71	37.33% 56	10.67% 16	2.00% 3	2.67% 4	150
Social services facilities/Servicios sociales	29.33% 44	24.00% 36	9.33% 14	8.00% 12	29.33% 44	150
Art and theater venues/Instalaciones de arte, teatros	54.61% 83	32.89% 50	7.89% 12	1.97% 3	2.63% 4	152

#	OTHER PLACES NOT MENTIONED/OTROS LUGARES NO MENCIONADOS:	DATE
1	The AquaPlex is the least welcoming facility. I have been a resident of Flagstaff since 1996. I was a "rec center kid" My oldest children spent countless hours at Cogdill prior to its closing. I have great love for the City of Flagstaff and most programs put on by the City. The staff at the Aquaplex are disconnected, unorganized and unperson able. The Pod is dirty and the whole place feels out of touch and mismanaged. I have had unpleasant interactions over the phone and seen the mistreatment of staff and public by management.	8/2/2019 6:39 AM
2	Restaurants. In flagstaff are welcoming with the exception of a few mom and pop places	1/23/2019 10:39 AM
3	On the city streets, as a cyclist. - Not welcome at all. Especially on Milton Rd.	1/22/2019 11:46 PM
4	Church	1/22/2019 11:01 PM
5	Soc sec office security is horrendously rude and condescending.	1/22/2019 11:38 AM
6	None that I can think of.	1/22/2019 10:47 AM
7	Improvement of staff training at the Aquaplex. Understandably they are young staff with a high turnover, however I have observed and heard of incidences of less than courteous interactions from staff and have seen a lack of understanding of how free passes work/the payment system they have. It contributes to not wanting to support this facility, especially as the cost of the facility has increased over the years.	1/22/2019 10:47 AM
8	Downtown. It seems like people deemed undesirable are policed downtown.	1/14/2019 12:22 PM
9	All.	11/27/2018 9:34 AM
10	You spelled diversity wrong in the title	9/4/2018 1:24 PM
11	In Public spaces & especially downtown, I am made to feel that I need to "move along" and "go back to the Rez". The attitudes of police officers is also scary. I only feel welcomed in the Sunnyside.	9/4/2018 12:11 AM
12	Orpheum downtown.	8/31/2018 9:38 AM
13	I feel welcome anywhere in Flagstaff.	8/29/2018 2:11 PM
14	Churches? N/A with me but could be a good addition.	8/29/2018 1:44 PM
15	I speak as a person with disabilities. Many open establishments still have inaccessible sales floors and bathroom ingress egress not wide enough. Some stores still have so many racks I cannot get through.	8/28/2018 6:54 AM

16	Although generally I feel welcome in Flagstaff, there is a lack of engagement, programming it inclusion for Latinos in Flagstaff. At some places, they just assume that I don't speak English and dismiss me. Recently, at the local Youth Arts and Music festival put on by the city at Bushmaster Park, they forgot to include Ballet Folklorico de Colores, a local non profit, all inclusive dance group for kids in Flagstaff. This happened last year and the year before and I personally spoke to the organizers both years. It's the subtle things and oversight that makes one not feel a bit welcome here.	8/28/2018 12:07 AM
17	Just wanted to mention that we have had Pride at Thorpe park for years now. We wer initially told that we needed to change venues because of noise, etc. But Hulabaloo has been at Wheeler for a while now. It is things like these that show us there is something wrong.	7/19/2018 10:37 PM
18	Parks and trails Gas stations Restaurants	7/19/2018 4:18 PM
19	Apartment complexes – Somewhat welcomed	7/19/2018 3:11 AM
20	south side neighborhood is being gentrified. people of color and older residents are not feeling welcome. we are being oppressed by the construction of 3-4 story buildings, the increased amount of traffic, the inability to park in front of our own houses, the noise of parties. you can argue that flagstaff is growing, but our neighborhood is being destroyed for this growth.	7/14/2018 1:22 AM
21	Parks: Somewhat welcome Felt not very welcome as a teenager/young adult of color.	7/12/2018 3:44 AM
22	The reason I don't feel welcomed at these establishments is because people assume my gender and then make assumptions based on that. The people who work at these facilities need to go through gender 101 classes and understand that the people who need services the most tend to be minorities, including gender minorities such as transgender, nonbinary, and gender non conforming folx.	7/11/2018 8:07 AM



## Q2 What makes you feel comfortable or uncomfortable?/¿Qué es lo que le hace a Ud. sentirse cómodo o incómodo?

Answered: 118 Skipped: 36

#	RESPONSES	DATE
1	That I'm talked too. Not saying anything to me.	8/2/2019 6:31 AM
2	The response of some non-minority business owners and venues. (Their level of comfortability)	8/2/2019 6:27 AM
3	People are generally friendly in Flagstaff	8/2/2019 6:18 AM
4	Drugs/Violence Unfriendly service professionals	8/2/2019 6:15 AM
5	Most often I feel welcome - my young adult son does not feel this way. He is on the spectrum.	8/2/2019 6:12 AM
6	friendly/employees helpful	8/2/2019 5:56 AM
7	Not knowing people or knowing people	8/2/2019 5:52 AM
8	The way people are is always a determining factor. Attitude is key.	8/1/2019 6:43 AM
9	Healthcare tends to be a place than can be intimidating to people in the LGBTQ+ community.	6/25/2019 9:58 AM
10	I felt uncomfortable when I tried to apply for help with my heater, the lady was very demeaning and I felt like she was looking down on me. Instead we used portable heaters to heat the house she didn't seem to care that we are raising a grandchild and at the time had two one was 16 and the other 9	1/25/2019 2:40 AM
11	Sometimes people can get carried away with their talk about cis white men. I've seen people be told not to speak and to be silent during discussion both online and in person just because they are white males. I think its important we work to lift up marginalized groups and we should do so without maligning another.	1/24/2019 1:40 AM
12	??	1/23/2019 2:02 PM
13	Happy, safe, kind, helpful people.	1/23/2019 1:53 PM
14	Flagstaff used to be a down home American community. The current City Council is trying to complete the socialist transformation that all the California transplants started.	1/23/2019 12:33 PM
15	A smile or lack of one with the look and the why are you here attitude	1/23/2019 10:39 AM
16	Snotty retail people	1/23/2019 10:14 AM
17	The staff	1/23/2019 6:30 AM
18	Eye contact & greet	1/23/2019 3:09 AM
19	Awareness of events before they happen (usually via social media or newspaper) and being a community member for 20 years makes me feel comfortable.	1/23/2019 2:15 AM
20	rude people? i don't know	1/23/2019 2:04 AM
21	I feel comfortable when people approach me and speak my language or when I can speak my language and not feel ashamed or out of place.	1/23/2019 1:49 AM
22	Rude behavior, comments indicating immigrants are not welcome	1/23/2019 1:00 AM
23	The openness of the place or event makes it comfortable. Police presence makes it uninviting and uncomfortable. Police should not be patrolling events.	1/22/2019 11:53 PM
24	I feel welcome when my friends feel welcome. I'm white, straight, and cisgender, and relatively financially stable, but many of my friends are not. I also feel welcome at events when public transportation connects me to them.	1/22/2019 11:46 PM
25	Uncomfortable: Walking into a venue and knowing no one.	1/22/2019 11:01 PM
26	I am racially profiled for entertaining a facility	1/22/2019 10:53 PM
27	I feel uncomfortable with the left leaning bias of our City Council and their supported activities.	1/22/2019 2:40 PM
28	Disability accessibility	1/22/2019 2:19 PM
29	The greeting I get from the first people I meet in a place. It sets the tone.	1/22/2019 1:05 PM

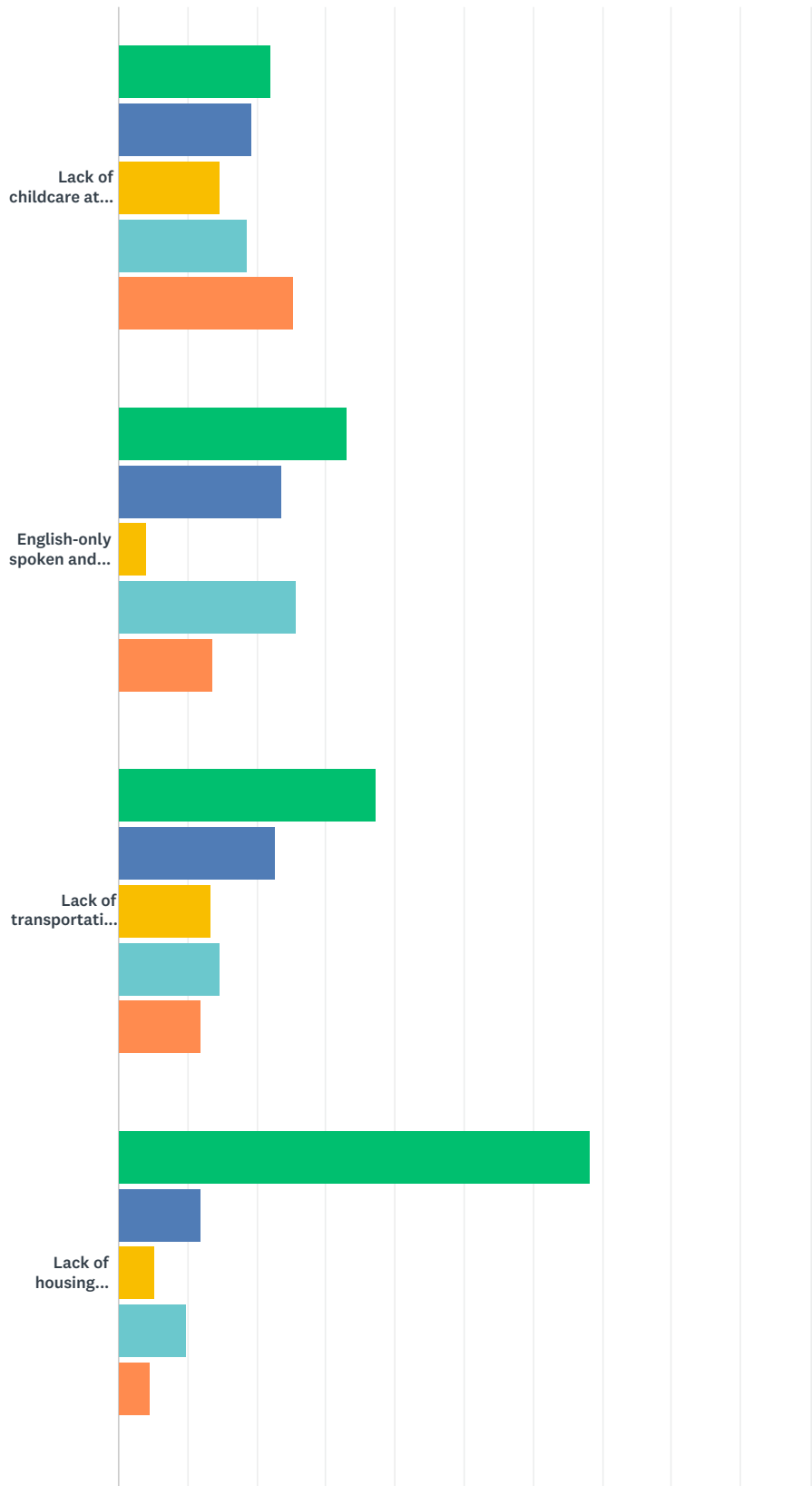
30	I come from California where Mexican Americans are generally well accepted. I contrast that to Phoenix, where I lived for 10 years, where we've had negative experiences that I attribute to racism. Flagstaff is much more closely to California than Phoenix in that regard. I am glad we moved here. I love Puente de Hozho bilingual magnet school and I wish there were more schools like it.	1/22/2019 1:01 PM
31	Friendly people	1/22/2019 12:46 PM
32	It's more about noticing how one is treated compared to others in same situation. Ex: Rainbows End store-i have noticed over years of experience, degrees of my attire fr casual to dressed up and I always get followed by sales poeple- i've watched for customers to see if same happens to them-doesn't happen unless they look like me. I have been with anglo friends and that is only time this behavior is minimized. It's never absent.	1/22/2019 11:38 AM
33	As a gay man, being with my partner in public often garners stares or comments.	1/22/2019 11:18 AM
34	People being friendly	1/22/2019 10:47 AM
35	I feel pretty welcome everywhere. The arts/theater scene is just not my type of environment.	1/22/2019 10:47 AM
36	Racism	1/14/2019 12:22 PM
37	Homeless make me uncomfortable.	1/14/2019 12:14 PM
38	Mostly, I think it's because I am and appear to be a white, middle class, middle aged man.	11/27/2018 9:34 AM
39	Uncomfortable with the improper use of pronouns	9/20/2018 8:43 AM
40	I feel out of place on school campuses, it's not that I'm not welcome necessarily. And some medical places use the wrong name or pronouns for me if I'm on the phone.	9/18/2018 5:33 AM
41	The affect of those staffing the venues	9/14/2018 3:26 PM
42	Kindness makes me feel safe and comfortable. (Same for the opposite)	9/13/2018 4:39 PM
43	The tone of people's voices.	9/13/2018 3:08 PM
44	Smiles & eye contact	9/13/2018 2:19 PM
45	In general there is a sense that as a person of color I am "the Other" anywhere I go. Whether this is presented as a positive or negative, it's still a sense of not quite belonging here.	9/11/2018 3:37 PM
46	xxxx	9/11/2018 12:44 AM
47	Why would you leave this as free response? I could put that this survey makes me uncomfortable.	9/9/2018 3:03 PM
48	Body language, tone of voice, facial expression and interrelations with staff, people .	9/9/2018 4:37 AM
49	Staff members are caring and accommodating.	9/7/2018 4:58 PM
50	Government makes me feel uncomfortable.	9/6/2018 9:51 AM
51	The fact that I know many officials in Flagstaff encourage, defend, and respect diversity helps me to feel comfortable across Flagstaff.	9/5/2018 6:06 AM
52	Nothing really in flagstaff	9/4/2018 2:36 PM
53	Being stared at or being followed in public spaces & stores. People are talking loudly about what a nuisance 'Indians' are when they're drunk, whilst looking at me.	9/4/2018 12:11 AM
54	Acknowledgement of presence, welcome greeting, connection	9/3/2018 9:21 PM
55	Son is disabled. FUSD not inclusive and this town supports them without question.	9/3/2018 2:45 PM
56	Small businesses are suffering from then minimum wage. This town is not friendly at all. Police revenue enhance all the time and the city council only works on there own personal agenda. Flagstaff is turning into an Aspen, Colorado.	9/3/2018 1:52 PM
57	I am new to Flagstaff and have yet to experience some of these questions.	9/3/2018 1:22 PM
58	I am comfortable with most businesses whether it is government, institution, or other public gatherings including congregation.	9/3/2018 5:02 AM
59	Lack of community in this town. Its all about gaining profits from tourists and university students. The local residents dont matter.	9/2/2018 8:16 AM
60	Friendly smiles and communication	9/2/2018 3:37 AM
61	Intolerant Liberals	9/2/2018 1:22 AM
62	Eye contact and a smile	9/2/2018 12:40 AM
63	When I as a brown person enter a business or government facility and nobody greets me yet they greet white people who come in after me - this is uncomfortable.	8/31/2018 3:46 PM
64	Comfortable - smiles, greetings, good lighting. Uncomfortable - glares, harsh tones, tight spaces.	8/31/2018 1:25 PM
65	Atmosphere of racial profiling, especially in businesses.	8/31/2018 11:32 AM

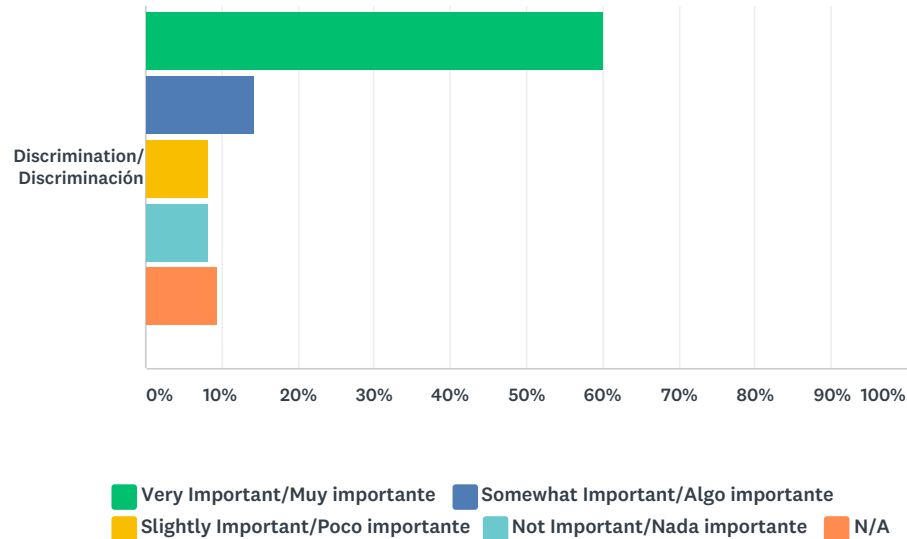
66	Went to a show downtown and every person getting escorted out of the venue, Orpheum, was a Native American. There were other folks causing a ruckus but they only given warnings while the security team grabbed the Native Americans with no warnings. Not fair, and I was not under the influence.	8/31/2018 9:38 AM
67	When people hate or treat people differently only because they have an opposing view.	8/31/2018 8:13 AM
68	Comfortable: Being in a familiar situation/environment Uncomfortable: Being with people who are very different from me.	8/31/2018 7:18 AM
69	The pressure to interact with humans.	8/30/2018 6:11 PM
70	Rude people and folks that do not look both ways when crossing streets in downtown.	8/29/2018 8:40 PM
71	One thing that always makes me feel comfortable in the city is how much there is to do that is free or at a low cost. I think it really helps brings the community together when everyone can participate! Would like more family-based events as well, sometimes it can feel uncomfortable to be a non-college-aged Flagstaffian.	8/29/2018 3:32 PM
72	Nothing	8/29/2018 2:11 PM
73	I feel comfortable and welcomed when i am greeted with a sincere smile when i enter a business. Uncomfortable if i feel i am being ignored. I usually leave if no one offers to help me within the first 5 minutes.	8/29/2018 1:44 PM
74	Homeless, intoxicated, and pan handlers make me feel uncomfortable.	8/29/2018 8:02 AM
75	For healthcare & schools, there are more minorities working there. So, you feel more welcome. City Hall is stale and unwelcoming. There is little diversity there.	8/29/2018 7:37 AM
76	Some businesses have displays of right-wing symbology such as flags that indicate the support of police officers indiscriminately murdering people of color.	8/29/2018 1:40 AM
77	Comfortable- a smile, eye contact, being helpful without being overbearing Uncomfortable- avoiding eye contact, avoiding interaction, ignoring people that don't appear important.	8/29/2018 1:25 AM
78	smiles	8/28/2018 1:59 PM
79	I'm a Republican President Trump supporter.	8/28/2018 12:47 PM
80	There is a very comfortable feeling in almost every establishment I find myself in.	8/28/2018 10:16 AM
81	uncomfortable that we r restricted from carrying firearms in the open. and that there are too many liberal socialist in town	8/28/2018 9:16 AM
82	Calm, smiling greeters; eye contact; a person to answer questions	8/28/2018 7:44 AM
83	The personal preferences of others being forced upon me. We are all different. Respect that.	8/28/2018 7:12 AM
84	Going into a business where they have thought about me as a customer. Grocery stores have the lowered wheelchair writing surface but the walkway between registers isn't wide enough for a chair. That's just ADA "lip service".	8/28/2018 6:54 AM
85	Overt patriotism currently and hate speech make me feel uncomfortable. Representation from lots of different groups makes me feel comfortable.	8/28/2018 4:27 AM
86	I've never felt uncomfortable.	8/28/2018 4:18 AM
87	Lack of programming or having to translate as a patient for other patients in a healthcare setting.	8/28/2018 12:07 AM
88	Being treated fairly and equitably.	8/4/2018 11:15 AM
89	I have always been welcome at all venues in Flag. On the other hand, I have felt unwelcome at some places in other states, especially the South.	7/24/2018 8:39 AM
90	I find Flagstaff to be a fairly safe city, and enjoy living here. I would like to see more venues and options and social events for those of us that identify within the broad LGBT spectrum. Having Pride in the Pines once a year isn't exactly a full support system as that is a one time event. We don't need events of the caliber of Pride in the Pines, but consistent city events would be nice to see. Things like small groups, or even a library day to read to folks queer children's books or things like that. Being able to interact in everyday life is more important than huge once a year signature events.	7/23/2018 4:14 AM
91	Depends on the situation	7/20/2018 11:27 AM
92	I'm in fear of being berated for conservative political views.	7/20/2018 8:47 AM
93	when people assume something about me and when they state the obvious about my physical appearance	7/20/2018 6:59 AM
94	Uncomfortable as an LGBT person: weird looks when my partner and I are holding hands, "Trump/Pence" signs (it doesn't mean the person hates LGBT, but it means they support someone who actively doesn't support LGBT), dark allies downtown at night.	7/20/2018 3:40 AM

95	I often feel uncomfortable when I walk in to a place of business because it feels like I am being watched. It feels like I am being watched because I am Native American. But, growing up in Flagstaff, I've learned to just deal with it	7/20/2018 3:20 AM
96	Ah, the feels. Seriously? People are too sensitive these days and get their precious feelings hurt over the most trivial of things.	7/20/2018 1:00 AM
97	When people leave threatening notes aty family's door	7/19/2018 10:37 PM
98	I've never felt uncomfortable. What makes me feel comfortable is when I am greeted with a hello and smile, and that when I ask for help/assistance I am treated how I expect to be treated.	7/19/2018 10:10 PM
99	being judged on my cover.	7/19/2018 6:12 PM
100	I feel comfortable when I feel represented, and am with people who share similar interests.	7/19/2018 4:24 PM
101	Free parking, family friendly- Changing tables in men's and women's restrooms, people greet you, clean steets, sidewalk, no dog poop everywhere in the grass, affordable things to do and see.	7/19/2018 4:18 PM
102	People in cliques.	7/19/2018 4:15 PM
103	Too many gays here	7/19/2018 4:00 PM
104	Being treated with respect and kindness.	7/19/2018 3:56 PM
105	Flag waving MAGA supporters that support the division Trump and the GOP espouse	7/19/2018 3:55 PM
106	Acceptance makes me feel comfortable! People with big trucks and confederate flags make me feel uncomfortable!	7/19/2018 3:50 PM
107	Diverse attendees, many familiar faces	7/19/2018 3:28 AM
108	People are generally friendly and welcoming	7/14/2018 7:16 AM
109	feeling welcomed, safe and secure in any place. at this time I do not know if my neighborhood will even be here in ten years	7/14/2018 1:22 AM
110	Acknowledged. Hello. How are you. Have a nice day	7/12/2018 12:59 PM
111	It depends on the group I'm with, but physical accessibility, and access to information or translation can be important to our group experiences. Disrespect or appropriation for local indigenous culture quickly turns us away.	7/12/2018 3:44 AM
112	It's hit and miss at most places. Arizona is a very racist state so sometimes or some people are cool and some are not.	7/12/2018 12:58 AM
113	Smiles and attitude	7/12/2018 12:47 AM
114	I feel some people may feel a little intimidated by me because of the way I look and dress. I feel it's pretty obvious that I was raised in a lower income environment	7/11/2018 12:38 PM
115	Not always accepting of minorities with tattoos but little know with two degrees	7/11/2018 12:37 PM
116	Being invited	7/11/2018 11:33 AM
117	How people stare. The uncomfortable body language. Sometimes the blatant disgust on faces. The way police stare, watch and way overly pay attention almost waiting for us to do something.	7/11/2018 11:02 AM
118	It makes me feel comfortable when people ask me my pronouns or when there are more than two (boy/girl) options for gender on these forms.	7/11/2018 8:07 AM

Q3 Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:

Answered: 152   Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	SLIGHTLY IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A
Lack of childcare at venues/Falta de guarderías para niños en los lugares de eventos	22.00% 33	19.33% 29	14.67% 22	18.67% 28	25.33% 38
English-only spoken and written materials/Comunicación oral y materiales exclusivamente en inglés	33.11% 49	23.65% 35	4.05% 6	25.68% 38	13.51% 20
Lack of transportation options/Falta de opciones para transporte	37.33% 56	22.67% 34	13.33% 20	14.67% 22	12.00% 18
Lack of housing options/Falta de opciones para vivienda	68.21% 103	11.92% 18	5.30% 8	9.93% 15	4.64% 7
Discrimination/Discriminación	60.14% 89	14.19% 21	8.11% 12	8.11% 12	9.46% 14

#	PLEASE DESCRIBE SPECIFIC BARRIERS CHOSEN ABOVE/SÍRVASE DESCRIBIR SUS RAZONES POR ELEGIR CUALQUIER BARRERA CITADA ARRIBA:	DATE
1	I have see the Aquaplex maintained better but the other centers have better, nicer, friendly, more welcoming staff.	8/2/2019 6:39 AM
2	Information in English	8/2/2019 6:31 AM
3	Children often have to translate for their parents and it makes sense for us to provide literature in Spanish as well as English	8/2/2019 6:27 AM
4	Training and awareness re: diversity and tolerance (gender and Bias awareness training for individuals who work with students and public) Disability awareness training.	8/2/2019 6:07 AM
5	Housing - I think that the housing is outrageously ridiculous. If you make enough money you don't qualify for assistance but you can't really afford anything else.	8/2/2019 6:01 AM
6	Cost of living. Flagstaff needs more housing but cheaper at the same time. Change zoning to allow micro homes on small lots.	1/24/2019 1:40 AM
7	Poverty and housing crisis in the area are forcing families, elders, nurses, teachers, counselors and other essential people out of the community. If we keep it up all the caring "Flagstaff" people will be gone replace with rich college kids, tourists(who leave trash in the woods, and rich people from other places. At what point do we protect the essential people in our community. Flagstaff is ruined because the gentrification is complete. It's a sad thing to watch your beloved community members leave to greener pastures while you know you will soon need to leave as well.	1/23/2019 1:53 PM
8	Quit taxing the hell out of the citizens of this community.	1/23/2019 12:33 PM
9	Stereotypes or presumed illegal	1/23/2019 10:39 AM
10	Age	1/23/2019 10:14 AM

11	I don't understand the wording of the question. I'd like to think we have an exclusive community. However, some city functions the attendees are primarily white. I don't know if that's discrimination or not. Lack of housing is important but it doesn't really relate to the topic. Transportation is fine with the option of the bus and uber. Events will be primary English, I don't suppose that doesn't include Navajo and Spanish speakers, but realistically there can't be interpreters at every event. Childcare is the responsibility of each individual parent, not necessarily a community issue.	1/23/2019 2:15 AM
12	It is hard to go to events when childcare isn't available. Also having child activities during the week after 5p would be really beneficial to the community. Events in the am are only attended by those who don't work. We should absolutely have multi-lingual written and spoken materials at events...beyond just spanish also navajo, chinese, etc. The bus system desperately needs to be expanded. We need to increase property taxes in order to fund a free city-wide bus system for residents that goes to the outskirts of the city. People in Kachina, Doney Park, Baderville, Lake Mary need to be able to take the bus. We desperately need housing in the \$200K or less range, that is affordable housing. We do not need more apartments in this city. We need to create a city that people can live and work in. We need working family neighborhoods where people can afford to buy a home not just rent one. I feel that people in Flagstaff discriminate heavily against Native Americans, that needs to change. I would love to see more native peoples at city events, you hardly ever see them and their families attend city events.	1/23/2019 2:04 AM
13	Affordable housing is Flagstaff's biggest problem.	1/23/2019 1:00 AM
14	Communication is key to breaking down barriers.	1/22/2019 11:53 PM
15	The lack of affordable housing options is making things tough for folks in Flagstaff. One measure I've chosen in order to make more room in my budget for housing is to get rid of my car. For the most part, I think the bus system in town is fantastic, but there are some limitations. As a car-free single mom, there are some things we just can't do realistically without paying for a taxi or rideshare app. For example, the lack of bus service to DeMiguel School. My son has several after-school activities that meet there (AYSO soccer, Boy Scouts, etc.), and I usually have to pay about \$20 round trip for a ride or ask friends/co-parent for help with transportation to those events. We mostly bike, walk, and take the bus, but the hill in that neighborhood and the late evening timing of the activities make this unrealistic. It would be really great if the buses served all of the public schools in town. I know that for some families, these transportation issues exclude them entirely from some after-school activities. We've had to opt out of some activities, simply because of transportation challenges.	1/22/2019 11:46 PM
16	Having materials translated for Spanish speakers is important.	1/22/2019 11:01 PM
17	Little to no housing. The City caters to wealth and NAU	1/22/2019 10:53 PM
18		1/22/2019 1:05 PM
19	I wish there were more housing developments in the mid 200,000s, just like you can find in Phoenix and other places.	1/22/2019 1:01 PM
20	If things are only available in English it leaves a major part of our community that is not represented. The same with housing affordability, it is an automatic discriminatory practice. It stops making our community diversified. All you end up promoting is a wealthy white community.	1/22/2019 10:47 AM
21	There is a lack of affordable housing.	1/14/2019 12:22 PM
22	Housing is a huge issue in Flagstaff. Not enough affordable.	1/14/2019 12:14 PM
23	I have friends and colleagues who have described each of these barriers to me.	11/27/2018 9:34 AM
24	Flagstaff is a very expensive place to live, and they keep building more apartments which helps, except they're all luxury apartments that cost too much. We need affordable housing!	9/18/2018 5:33 AM
25	Flagstaff is very unwelcoming to those who aren't incredibly wealthy	9/14/2018 3:26 PM
26	Flagstaff needs to consistently work to make its self more accessible to more people. When there is snow and ice it is often a physical and mental barrier to leave home. Sidewalks and drive ways become less accessible. Living downtown with a child in a wheelchair I have felt very uncomfortable as of late with the combination of increasing traffic with things like the hub I feel trapped inside my neighborhood. I was more comfortable in this town 5 years ago. I am uncomfortable as a counselor to children constantly helping families who are losing homes due to our housing crisis. I am very uncomfortable as I have also lost many coworkers due to our housing crisis and need to now work harder while letting families down.	9/13/2018 4:39 PM
27	Numerous POC tell me how discrimination in Flagstaff is significant. Particularly my Native American friends. Housing is a problem and we all know it. Families don't live in shared living spaces, we're tired of seeing student housing built where low-income housing should be.	9/13/2018 3:08 PM
28	I feel very welcome in Flagstaff	9/13/2018 2:19 PM
29	I have a vehicle so transportation is not a barrier for me. Flagstaff housing rental rates!!!!....	9/9/2018 4:37 AM
30	Native & Indigenous people are simply barred from these places by silence, or people telling us there is no room, or they are closing, etc. we are silenced and made to feel extremely uncomfortable, so we leave on our own.	9/4/2018 12:11 AM



31	It is expensive to live here in,Flagstaff. Traffic is horrible. City council is so terrible	9/3/2018 1:52 PM
32	No comment.	9/3/2018 5:02 AM
33	How can someone pay \$1950 in rent when they are paid \$1650 here? The rent is out of control here for families, especially when the university employees so many people and doesnt have to keep up with national wages. I started a position that was 10k below the last university I worked at (same title) and haven't received a cost of living increase in over 5 years, though the rent and utility costs go up regularly. The rentals near That uni go for half the rate here. That makes it impossible to participate in local businesses and events.	9/2/2018 8:16 AM
34	Childcare - not a parent so unable to really give input regarding childcare. It does seem to be an issue though for many families. English-only - I'm open to people being able to speak in their language freely. Being multilingual is a skill many overlook. I think having written materials in other languages help as well. Let's people really understand what is being communicated. Transportation and Housing options - lack of these can make keeping people in the city of Flagstaff difficult. Housing right now is crazy being unaffordable and having people move away. Flagstaff is pretty good with transportation options allowing people to get around. Discrimination - can be found anywhere, especially in the current political climate of our country. Need to find ways that promote inclusion and understanding instead of fear and judgment.	8/31/2018 1:25 PM
35	Getting emergency dental care, appt when u have no vehicle. Lack of timely emergency dental care due to type of insurance. Lack of means to get new glasses because insurance doesn't cover.	8/31/2018 11:32 AM
36	There are hundreds of homes for sale in the Flagstaff area, for over \$300K, however renting or purchasing a home for a family of four is overpriced for working families in Flagstaff. Lack of housing = discrimination against working families. There are too many "businesses" for lease and not enough housing for working families and single adults.	8/31/2018 9:38 AM
37	This question is confusing, what are you actually asking for? None of the above effect me personally.	8/31/2018 8:13 AM
38	I think transportation and housing are very large barriers in our community particularly. I have watched the families in our complex and the surrounding building slow be pushed out by students over the years, and in fact, we are moving further out of the city soon, because the students are so insufferable to live with. More affordable housing is important to keep the base of Flagstaff here and working. Students come and go, but Flagstaffians are what will keep the town running. Similarly for the buses, I have heard so many families that have to live far from the center of town that wish they could be more involved and support local businesses more, but are put off by having to take an hour plus bus ride for what would usually be a 15 minute car ride.	8/29/2018 3:32 PM
39	Lack of reasonably priced housing	8/28/2018 12:47 PM
40	The lack of affordable housing in this community is one of the glaring needs that needs to be addressed in the very near future. "Haves" will almost always feel welcome, and "have nots" will almost undoubtedly feel the opposite.	8/28/2018 10:16 AM
41	the downtown parking is a crap shoot....shouldnt have to pay for it. council waste our on those dumb art in the street and mass of junk metal that decorates 4th street	8/28/2018 9:16 AM
42	Housing os unaffordable for most. Stop pandering to NAU and apartment developers.	8/28/2018 7:12 AM
43	NAIPTA buses are disability friendly and there's also mountain lift. However, bus passengers are resistant to move from the special seats and the left drivers show up so EARLY for scheduled pick ups that I am in fear of being left behind as I cannot move quickly enough to get out the door. Section 8 housing may or may not be ADA compliant.	8/28/2018 6:54 AM
44	I have a young child, so I do feel excluded when I do not have childcare readily available because I never know how my child will react to a situation. Having things on hand to entertain my child does help with this. Having English-only spoken and written materials is a huge barrier to non-English speaking people and I would like to see more opportunities for translators, including ASL translators at public events. I put transportation as somewhat important, because Flagstaff is walkable most of the year. Housing is a definite issue in Flagstaff, and the cost of housing and lack of opportunity is not just forcing out minorities, but the younger generation in my opinion. I have faced some discrimination in Flagstaff for what I am, but it is minor in comparison to what I left in Georgia. I would say discrimination has gotten more pronounced in the last two or three years, but I still feel that Flagstaff is better than a lot of places and is more of the less discriminatory towns in Arizona.	8/28/2018 4:27 AM
45	If materials are only presented in one language in a healthcare facility, how does a person know what they're signing. There is a crisis in affordable housing in this town and we are pushing locals out for college students.	8/28/2018 12:07 AM
46	Although I recognize the importance of providing languages other than English, I also recognize that when this IS provided, it is usually just English and Spanish. There are many other languages spoken in our community and it would be difficult or impossible to provide spoken and written materials at all events in all languages.	8/4/2018 11:15 AM



47	Our bus system is pretty good in the sense that it is well connected and convenient. However, it can be challenging to make the bus system an integral part of your life. Many people choose to drive instead of bus because it's faster and more convenient. Maybe a way to promote using buses more, I'm not sure. Housing is likely the biggest issue in Flagstaff. It's a great town to live in, but is also prohibitively pricey, especially since wages in the area do not match cost of living. I'm sure city folks are already aware of this and are working on solutions.	7/23/2018 4:14 AM
48	Money I think it's the biggest barrier in Flagstaff societal invitations	7/20/2018 11:27 AM
49	I feel like the city is only concerned about NAU students and housing them instead of the City's own local population.	7/20/2018 6:59 AM
50	I see public meetings and such at MNA or all on the west side. That means that group is unlikely to have low income folks attending. More events should also have an east side venue. Housing is a huge issue in that I think it is discriminating against income all the time and income aligns with minority groups so much.	7/20/2018 3:40 AM
51	Lack of transportation and housing is a large issue for Flagstaff. The bus system runs okay, but there are large gaps in service times so it makes it difficult to be on time. Housing is a major concern as I would like to live here and purchase a home or an apartment but there is often a lack of affordable and adequate housing.	7/20/2018 3:20 AM
52	So addressing the English only option... We live in the USA. English is our language. If you're here, at least try and speak it. Not sure how many other countries you've been to, but all of them I've visited (and that's a lot) don't cater to English speakers. They actually appreciate it if you try and speak their language, as they see it an attempt to relate to them. Discrimination... This is a natural human thing. At our very core we are animals and we inherently run with our like kind and look down on others.	7/20/2018 1:00 AM
53	I haven't experienced the 3 I marked N/A, however, even with a high paying job in Flagstaff and being the only person in my household that I am responsible for, my house options were limited due to high cost and the type of dog I own (husky-Rottweiler mix).	7/19/2018 10:10 PM
54	I think more signs should include Spanish. It would help not only our Spanish speaking neighbors but also tourists. Maybe even mandarin. Our public transportation is good but it could be improved. Shuttles from doney, munds Park. Extended weekend hours. More buses to have more runs per hour. These things make the bus system unusable and under utilized for a good majority of people. There is no affordable housing in this town. You either are week off financially or you work too much and still struggle. Creates classism. U	7/19/2018 4:24 PM
55	The barriers are cost of living and affordable options for families, single income, and elderly. Also having more businesses that meet the needs of people of color. Flagstaff needs more opportunities for ethnic food, shopping, art, and culture! The Native American culture should be more present and predominate in Flagstaff.	7/19/2018 4:18 PM
56	Rent too high and forcing families to leave	7/19/2018 4:00 PM
57	Better transportation with infill projects on the east side for low income housing	7/19/2018 3:55 PM
58	The bus schedule makes it difficult to attend events that last late into the evening, especially on weekends, when the buses stop running very early.	7/19/2018 3:28 AM
59	These have not been barriers for me personally, but I imagine they are major barriers for others. This question is a little vague.	7/14/2018 7:16 AM
60	we must include in this lack of good paying jobs. we must invest in affordable housing. if developers want to build, they must include more affordable housing. what ever the current percentage is right now needs to be increased significantly.	7/14/2018 1:22 AM
61	Attitude of staff in certain service areas	7/12/2018 12:59 PM
62	We have a high cost of living here in flagstaff. If money is an issue in something as simple as affordable housing than of course child care and transportation are also issues. Those are extra expenses for people that are living on the poverty line. Affordability is very important in flagstaff and allows for diverse neighborhoods. Gentrification breeds environments of segregation and socioeconomic conformity. Flagstaff is not very language accessible considering proximity to native lands & languages. Spanish language options should also be available. Access to gender friendly bathrooms can prove to be a barrier	7/12/2018 3:44 AM
63	Lack of housing options: well, it's getting worse and worse!! You guys are little by little, actually it's starting to happen a bit more and faster these days catering to the students of NAU and to only the wealthy!	7/12/2018 12:58 AM
64	Same as I said before, I feel it's pretty obvious I'm was raised in a lower income environment and it feels as though it triggers some negative stereotypes in the average middle class white persons mind	7/11/2018 12:38 PM
65	All of the above are seriously lacking in FLG, I would emphasize the lack of housing options is seriously homogenizing the kind of people that can live in FLG (i.e. only rich, white people can afford to live here, thus we get very little cultural diversity)	7/11/2018 8:07 AM

## Q4 Other barriers not mentioned above (please describe and rate)/Otras barreras no mencionadas arriba (favor de describir y asignar una valoración):

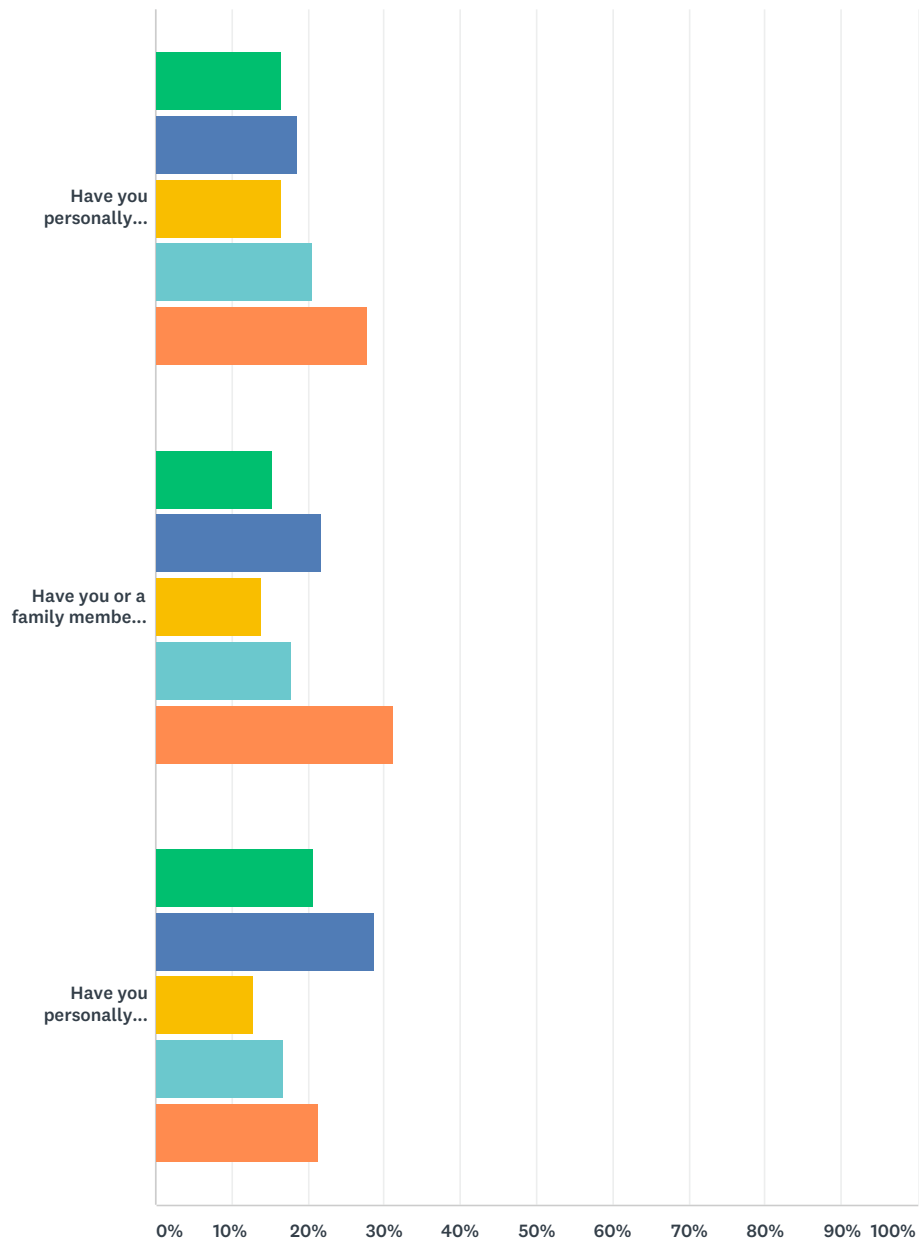
Answered: 52 Skipped: 102

#	RESPONSES	DATE
1	Lack of cultural sensitivity and education	8/2/2019 6:27 AM
2	Lack of access to social services (limited resources) - mental health	8/2/2019 6:12 AM
3	Being a Christian	8/2/2019 5:52 AM
4	Employment opportunities. The city needs to project a more business friendly attitude so we can attract more employers	1/24/2019 1:40 AM
5	That is all	1/23/2019 1:53 PM
6	Looked down at certain events	1/23/2019 10:39 AM
7	The way staff treats you	1/23/2019 6:30 AM
8	N/a	1/23/2019 2:15 AM
9	Lack of interpreters or interpreters that are fluent not just in the language but in the culture/origin/traditions/expectations of the person needing translations.	1/23/2019 1:49 AM
10	Access to all for drivers license, voting(including prisoners and ex felons), and credit/bank loans. All are Very Important	1/22/2019 11:53 PM
11	My partner is deaf. I've NEVER seen a sign language interpreter at any city events, city-approved festivals, or any of the other local concerts, plays, or art events. We often skip these events, because there's no way for him to participate. When we've called to request an interpreter, most organizers say that they can't afford it. Which I'm pretty sure is illegal. I'd love to see the city require ASL interpretation for permits at large events in town that include public speaking. The deaf community is big in Arizona, and the community is well-connected. More people would travel to more events in Flagstaff from around the state if this was a regular part of those events.	1/22/2019 11:46 PM
12	NAU is out of control	1/22/2019 10:53 PM
13	The higher minimum wage is a huge barrier to small businesses	1/22/2019 2:40 PM
14	Disability accessibility	1/22/2019 2:19 PM
15	Just the continued lack of cultural and humanity respect to the diversity of this city, the people and it's Border town customers. Ignorance is not bliss, it's a teachable opportunity.	1/22/2019 11:38 AM
16	Lack of middle-income jobs; Very Important. Lack of accommodations for people with physical disabilities (this becomes exponentially more problematic in the winter); Very Important. Lack of viable mental health facilities. Very Important.	11/27/2018 9:34 AM
17	The cost of simply existing in this area is suffocating	9/14/2018 3:26 PM
18	Housing crisis, lack of economic resources and industry, poverty statistics in relation to flagstaff children, economic instability	9/13/2018 4:39 PM
19	Overall, I do not appreciate the direction the city is heading, but I understand this is a tourist-based city.	9/13/2018 3:08 PM
20	Venues for large community events are very expensive and always booked	9/9/2018 4:37 AM
21	Working at NAU... I feel barriers to town. I understand the town's resentment--but I wish there was a way to make that relationship better.	9/5/2018 6:06 AM
22	high cost for parking in town and on campus; high cost of entry to events.	9/3/2018 9:21 PM
23	Lack of access....not wheelchair compatible	9/3/2018 2:45 PM
24	Don't bring race into living here in Flagstaff. That is out of line.	9/3/2018 1:52 PM
25	None. If I am discriminated, I make it known to what ever the situation might be. Good.	9/3/2018 5:02 AM
26	None	9/2/2018 12:40 AM
27	Retail/Food Establishment placement (Very Important) - I feel keeping these type of business on one side of town causes traffic congestion and doesn't promote economic equality.	8/31/2018 1:25 PM
28	Only allopathic medicine somewhat uses most insurance but alternative options are unavailable to this as viable choice.	8/31/2018 11:32 AM

29	If the city can build for university students, they can build housing for students in the community college too, teaching, and afford to live here.	8/31/2018 9:38 AM
30	Parking - very important Cost - very important	8/31/2018 8:13 AM
31	None	8/29/2018 2:11 PM
32	Transient and intoxicated persons in city parks make me feel uncomfortable	8/29/2018 8:02 AM
33	na	8/28/2018 1:59 PM
34	None I can think of.	8/28/2018 10:16 AM
35	the fact that the city paid 96k in hush money to a certian individual but we cant pay parks and streets employee any money or give them pay	8/28/2018 9:16 AM
36	NA	8/28/2018 7:12 AM
37	Discrimination in this town is hidden. For example: Farmers Market on 4th street refuses to hire folks with disabilities. You have to fight with her to get a job application. Fratellis pizza tosses out applications from folks with disabilities and the dining rooms are not accessible. The hospital will not let anyone volunteer who has a stutter. Its subtle but exclusion is all over flagstaff. This discrimination is real and I would rate accessible employers as being the most significant barrier I have encountered.	8/28/2018 6:54 AM
38	Employment opportunities and low salaries	8/28/2018 4:27 AM
39	Inequity in educational opportunities	8/4/2018 11:15 AM
40	Businesses and functions are often during normal business hours of operation so it's impossible to go to several places I'd like because they're closed when I'm off work and able to get places around 6pm like most people.	7/20/2018 11:27 AM
41	Gendered bathrooms. Homophobia. Transphobia. Racism. Police racism and aggression.	7/20/2018 3:26 AM
42	.	7/20/2018 3:20 AM
43	N/A	7/19/2018 10:10 PM
44	There is a lot of racism, gentrification, and harrasment happening in Flagstaff, but the local government and police don't seem to address it. Also there are tons of drugs and no enforcement.	7/19/2018 4:18 PM
45	UK	7/19/2018 4:15 PM
46	Housing, a second time.	7/19/2018 4:01 PM
47	n/a	7/19/2018 3:28 AM
48	increase home ownership programs like habitat for humanity. no one can afford to live here. if you an afford to buy a house (\$300,000 and up) in flagstaff you don't need any help from programs. but most people in flagstaff don't make that kind of money.	7/14/2018 1:22 AM
49	I think having police accountability is important in a town that is quickly growing into a city. I think that issues such as racial profiling and excessive violence have been present in flagstaff PD for a long time and should be addressed.	7/12/2018 3:44 AM
50	Discrimination: I am a native to New Mexico and when I grew up it was predominantly "Brown". I moved to Flagstaff in 1995 and it was a huge culture shock for me. I ran into and still run into racist comments and looks!	7/12/2018 12:58 AM
51	Political beliefs and assumptions	7/11/2018 12:38 PM
52	Price	7/11/2018 11:33 AM

Q5 The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:

Answered: 151   Skipped: 3



Frequently/Con frecuencia   Sometimes/A veces  
Once in awhile/De vez en cuando   Seldom/Raramente   Never/Nunca

	FREQUENTLY/CON FRECUENCIA	SOMETIMES/A VECES	ONCE IN AWHILE/DE VEZ EN CUANDO	SELDOM/RARAMENTE	NEVER/NUNCA	TOTAL
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Have you personally felt, at any time, that you were not valued, based upon race, ethnicity, gender identity/Ud. personalmente ¿ha sentido que no fue valorado(a), basado en motivos de raza, origen étnico, identidad de género?	16.56% 25	18.54% 28	16.56% 25	20.53% 31	27.81% 42	151
Have you or a family member experienced an incident of hostility or discrimination, based upon race, ethnicity, gender identity/Ud. o un miembro de su familia ¿ha experimentado un incidente de hostilidad o discriminación basado en motivos de raza, origen étnico, identidad de género?	15.23% 23	21.85% 33	13.91% 21	17.88% 27	31.13% 47	151
Have you personally witnessed an incident of hostility or discrimination directed at somebody based upon race, ethnicity, gender identity/Ud. personalmente ¿ha presenciado un incidente de hostilidad o discriminación contra alguien basado en motivos de raza, origen étnico, identidad de género?	20.67% 31	28.67% 43	12.67% 19	16.67% 25	21.33% 32	150

#	CAN YOU DESCRIBE ANY OF THE INCIDENTS OR SITUATIONS REFERRED TO IN THE PREVIOUS THREE QUESTIONS?/¿PUEDA UD. DESCRIBIR CUALQUIER DE LOS INCIDENTES O SITUACIONES MENCIONADAS EN LAS TRES PREGUNTAS ANTERIORES?	DATE
1	in a restaurant eating and the customer was waiting longer than I was and he left.	8/2/2019 6:31 AM
2	Parents being looked down at for using the reduced user programs. racial profiling, ageism	8/2/2019 6:27 AM
3	Witnessed 3 to 4 afro American youth boys being questioned by police because of clothing they were wearing.	8/2/2019 6:21 AM
4	I have a gay family member - he has been mistreated in public/businesses in Flagstaff. He is very conservative.	8/2/2019 6:12 AM
5	Just some racial epithets during arguments. And of course anti-caucasian rhetoric is often seen on campus and protests.	1/24/2019 1:40 AM
6	Lived here for a long time and things that happened happened many years ago.....in the 70's and 80's.	1/23/2019 2:02 PM
7	I have personally experienced racism. I work in the community actively helping those experiencing racism. It's a hard life living in the wild Wild West. I hate to say it but this is a racist town.	1/23/2019 1:53 PM
8	You are forgetting age	1/23/2019 10:14 AM
9	N/a)	1/23/2019 2:15 AM

10	I am a white middle class woman so I don't have specific experience with discrimination BUT I have experienced people's assumptions based on my skin color and dress. I dress and act well but I come from a drug addicted home and grew up poor most of my life. My skin color and the way I act and dress makes people assume that I don't know where they are coming from but that is not the case. People assume my life is wonderful but it hasn't always been. I think we need to look beyond the color of skin, we should not leave white people out in the code. This isn't a race issue, this is an equality issue and an issue of class. Yes there are people that discriminate based on race but I don't think that is underlying issue. The underlying issue is that there are too many people in this world that make way too much money and our middle class is shrinking. We need to pull our poor and working class families up into the middle class and we need to tax the rich in this city heavily in order to accomplish that. We need less millionaires in the Flagstaff. We need to send a statement that if you want to buy a second home or a million dollar home here, then you are going to pay high taxes so that we can take care of the people that live and work here every day. Let's take care of the systemic issues in Flagstaff rather than creating a group or issuing a statement that has absolutely no meaning whatsoever and will do nothing other than say Flagstaff as a city is against discrimination.	1/23/2019 2:04 AM
11	About five years ago I was working as a cashier at a local Circle K, a white elderly man came in and bought some items, as he was leaving he asked me about my accent and wanted to know where I was from. I informed him that I was from Mexico, born in Mexico, and that English was not my first language, he then proceeded to ask me if I had a "green card", I told him that I didn't. He then asked if I didn't have a green card how was it that I was working at Circle K. I then told him that if he knew his own country's immigration laws he would know what to ask me next, he did not.	1/23/2019 1:49 AM
12	Police trespassing on my elderly neighbors property without warrants, threatening them and refusing to leave the property. A store owner refusing service to a Native American.	1/22/2019 11:53 PM
13	I've been in multiple situations with African American friends where servers, cashiers, and other customer service employees seem to deliberately misunderstand their requests for very normal customer requests. A few times, I've stepped in to try to advocate for my friend, and then suddenly everyone understands exactly what's needed. It's never overt like, "I won't serve you," but it's more like, not engaging, listening, or taking the person seriously enough to understand what they're asking. I've seen this in situations with Flagstaff Police as well when asking an officer for information (NOT during a traffic stop or other situation involving a violation of some kind). Same with parking enforcement. My friend was asking one of the enforcement folks about something related to the new parking rules (neither of us had a car parked downtown, so it was purely informational - not disputing a ticket), and the uniformed parking enforcement officer ignored my friend's question until I asked exactly the same question in exactly the same words and got an answer.	1/22/2019 11:46 PM
14	My work site ushered a drunk Native American man from the building without offering assistance even though that's one of our programs we offer. Overheard staff say derogatory comments about the person.	1/22/2019 10:53 PM
15	People don't call 911 when they see transient residents unconscious or being harassed.	1/22/2019 2:19 PM
16	Trans person being harassed at mall by young people. I've seen more harassment based on religion, political choices. The above incident was a mixed racial group of kids shouting Bible quotes.	1/22/2019 1:05 PM
17	Being followed at stores. My college students have told me stories about part time jobs where business managers tell them to watch out for brown people because they tend to steal. This matches my experiences at some places as a customer.	1/22/2019 1:01 PM
18	At the Xmas Light parade 2018. Nice anglo couple to my right, a ma, pa & kids on my left. Young blonde (high school or college age) is passing out coupons for Himalayan Grill. She hands coupons to my left, gives a split second side glance toward me, steps past and hand family on my left coupons as well.	1/22/2019 11:38 AM
19	There are common stereotypes of Native Americans within Flagstaff, especially individuals who are homeless or frequent the downtown area. While there is an issue with people who are transient downtown, this is not exclusive to the NA population but stereotypes of that group are prevalent and openly verbalized in the downtown area. I have witnessed hostile reactions and comments often directed toward homeless individuals in the downtown area.	1/22/2019 10:47 AM
20	White kids asked my white kid why he hang out with some native kids.	1/14/2019 12:14 PM
21	I have seen business owners chase away potential customers who are Native American. Restaurants refuse to serve people who "look homeless." Some residents are strongly opposed to affordable housing solutions and that opposition has come out as prejudices that include a "fear of increased crime."	11/27/2018 9:34 AM
22	I have witnessed so much discrimination and hostility toward POC - downtown, at restaurants, at the hospital, and many other places of business.	9/20/2018 2:59 PM
23	Discrimination at job, more county than city.	9/20/2018 8:43 AM
24	Open your eyes and you will see. Pay attention.	9/14/2018 3:26 PM

25	In a select few mom & pop restaurants, poor customer service & slow to be waited on. Glad department store staff seem more diverse. Before my siblings were always watched, as if they were going to steal something..	9/9/2018 4:37 AM
26	Every time I visit a government facility.	9/6/2018 9:51 AM
27	I have felt "unnecessary" (as I should) at Tribal meetings. I have witnessed discrimination against Native Americans and non-English speakers.	9/5/2018 6:06 AM
28	Being downtown we are regularly discriminated against. Last to be served, ignored, treated or talked to badly, stared at, and have to hear discriminatory views about Native people. Often we are asked to confirm we are not drunk, or won't fight.	9/4/2018 12:11 AM
29	Why are you concerned with race. Stop this.	9/3/2018 1:52 PM
30	None.	9/3/2018 5:02 AM
31	The schools saying they can't offer services needed to children because they only have enough money to assist the children coming from the reservation.	9/2/2018 8:16 AM
32	Conservatives are being attacked daily	9/2/2018 1:22 AM
33	This is still a male dominated society	9/2/2018 12:40 AM
34	A few incidents have occurred. One involved a police officer that was very demeaning in the tone of his voice and words used. I feel it was based due to my family being Native American and Hispanic. Another involved a physician in the Emergency Room. The physician stereotyped me as an alcoholic knowing I was Native American. When trying to ask questions or find info regarding being drugged, it was brushed off that those tests are expensive. Made me feel uncomfortable and sad.	8/31/2018 1:25 PM
35	Frys market- young lady before me in line. Watched checker greet, chat pleasantly with 2 customers in a row, then with this young Indigenous woman, the checker went cold, treated the lady coolly and curtly. I reported it to manager, and so did this young woman. See this too often around town at so many businesses. Been here in Flag 29 yrs and still going on.	8/31/2018 11:32 AM
36	Yes, i went to a music show at the Orpheum theater last week, and the security team kept escorting out the Native American folks, which had a huge turnout, but only gave warnings to the non-native american folks. I also think, the venue was over serving alcohol to everyone, including those that looked out of it and did not get kicked out. Flagstaff needs some serious training on positive cultural diversity, gender, and racial understanding. More than cultural awareness but cultural communication, beyond just words but body language too.	8/31/2018 9:38 AM
37	Many Native Americans hate white people (understandably) but I personally have not harmed them and have had derogatory things said in my direction about being white. And the same directed at other people. I wish we could all celebrate our backgrounds, but that race wasn't even a thing.	8/31/2018 8:13 AM
38	Youth girls softball does NOT get treated the same as boys baseball. They may get equal playing time, but the priority has always fallen with boys baseball vs. girls softball. Boys baseball even has fields that have been built specifically for their exclusive use.	8/31/2018 7:18 AM
39	Intoxicated homeless people down town pestering and shouting at foreigners	8/29/2018 8:02 AM
40	My hispanic 12 year old cousin regularly experiences hostility when I take her shopping, because shop keepers assume she is stealing. I am white and have a very different experience when I shop with her vs alone.	8/29/2018 1:40 AM
41	I witness blatant and overt hostility towards Native Americans on a regular basis	8/28/2018 12:47 PM
42	Women bicyclists could be more respected. <a href="http://bikeyface.com/2014/04/23/asking-for-it/">http://bikeyface.com/2014/04/23/asking-for-it/</a>	8/28/2018 7:44 AM
43	I am a conservative, white Male. I do not flaunt it, or advertise my political beliefs. Yet, I no longer go downtown due to the open hostility I have seen and experienced from activists, or those who ASSUME they know what I think, feel and believe.	8/28/2018 7:12 AM
44	Why does THIS survey exclude disability from THIS question? You ask about race, ethnicity, and gender..... But even YOU exclude disabilities from your own concern.	8/28/2018 6:54 AM
45	I have seen a lot of hostility towards Navajo people when downtown in emergency situations, and I feel that I have had to diffuse it. For example, I was downtown with some friends and we saw a Navajo girl get attacked in the street. My friend had just received his wilderness first responder certification, and was first on the scene. The girl had several head lacerations and we called 911 to get help for her. When the police and EMTs arrived, they would not believe my friends when they stated they did not know the girl who had been attacked since my friends were Navajo as well until I spoke to them (I felt that they listened to me only because I was an older white woman). They then started thanking my friend for his help and stopped questioning him on the girl's identity since she did not want to self identify for fear of medical bills. Also, as a Jewish America, I have heard some antisemitic rhetoric around town, but I fear that's a sign of the times lately.	8/28/2018 4:27 AM

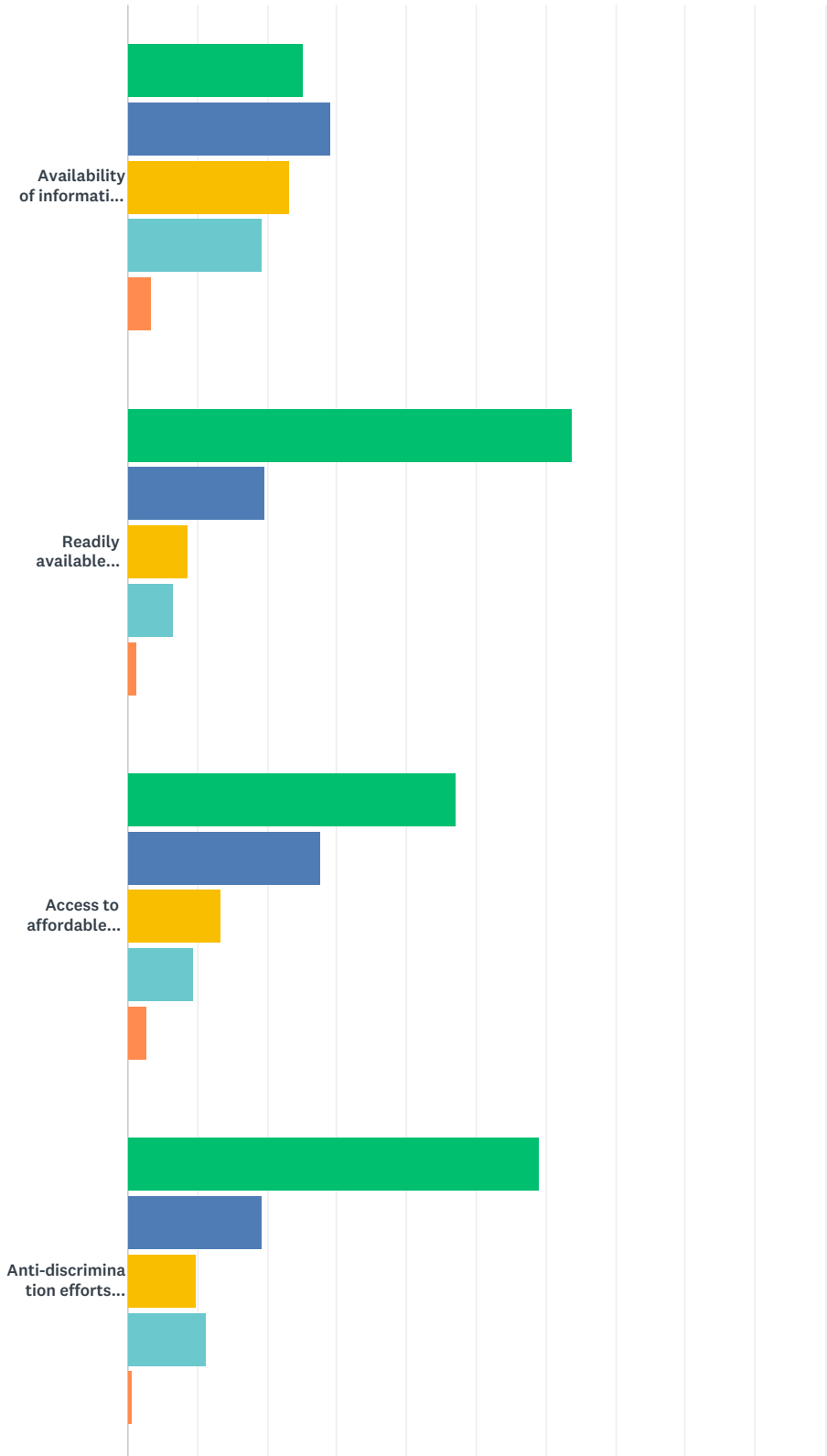


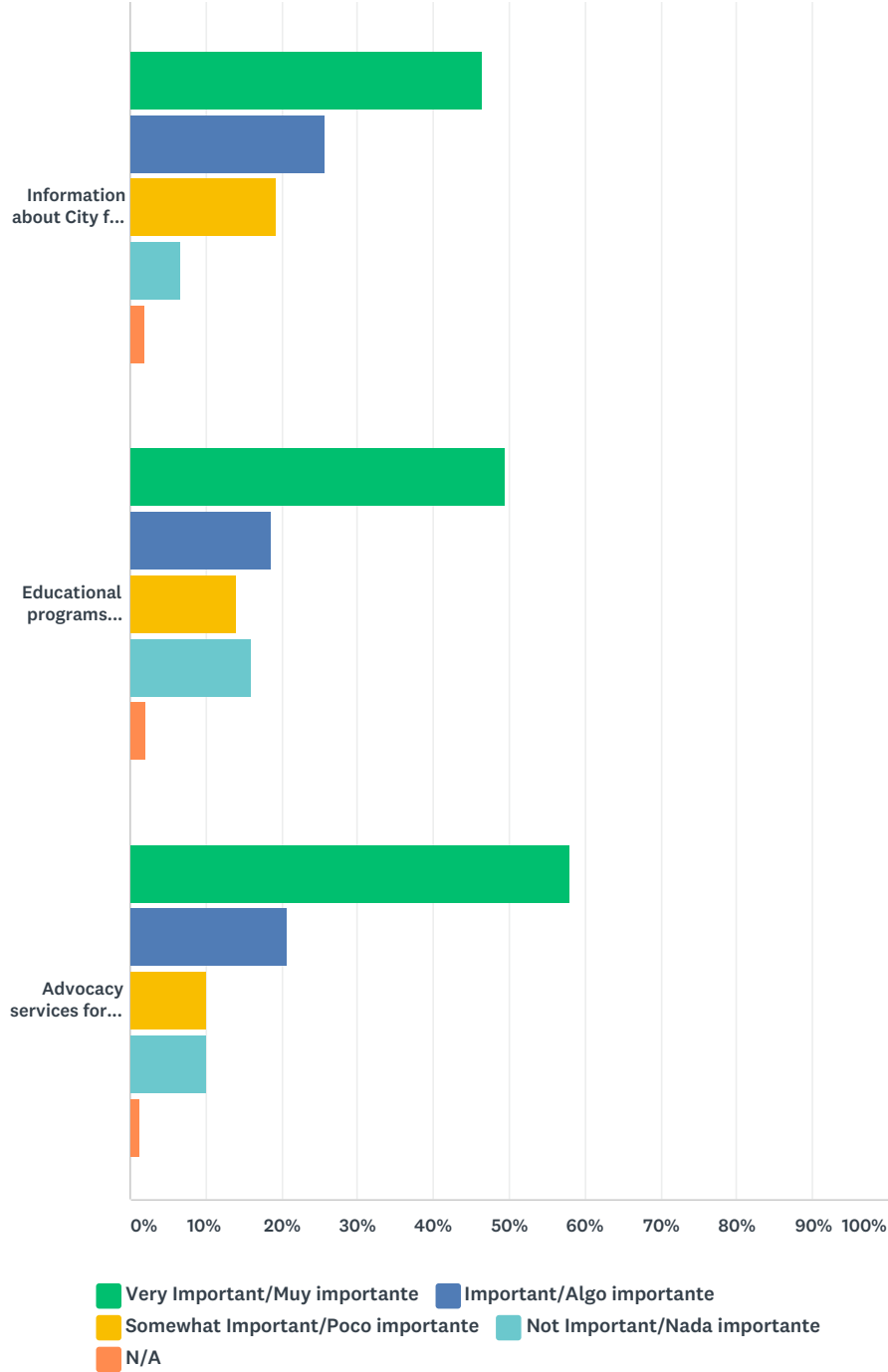
46	When I first moved to Flagstaff 20 years ago, I was pulled over 7 times in a year. Not once was I cited or even given a ticket. Once the officer even called my employer to verify that I worked at the building I was at because it was at night. I've had to translate for patients when I myself have been a patient in healthcare facilities.	8/28/2018 12:07 AM
47	As a teacher, I have witnessed several incidents of hostility and discrimination in our local schools. Mostly between students, but occasionally involving teachers and/or parents.	8/4/2018 11:15 AM
48	The one that comes to mind is someone called President Obama a "nigger." I gave him a lecture you would not believe. I told him that he was old and that I would be glad when he died because his prejudice would die with him.	7/24/2018 8:39 AM
49	Age discrimination is something I've seen allot of in Flagstaff and should be included in this list of discrimination.	7/20/2018 11:27 AM
50	I hear people talk about the drunk natives allllll the time. I had someone publicly bemoan how government spending on ambulances goes towards picking up drunk natives. First of all, not cool to say---we also get our own ambulance care and those people have a right to it even if its repetitive and exhausting. .... but what else are we doing to work on this with innovative ideas?	7/20/2018 3:40 AM
51	Police target natives and people of color. Citizens often are more likely to call the police on native men. I've been homophobically harassed by NAU students downtown several times. I've been kicked out of bars downtown for kissing my partner.	7/20/2018 3:26 AM
52	Police have been somewhat of an issue on the east side of Flagstaff. Whether it is a suspicious look or having 4 police officers to handle one brown teenager. Its hard to trust that police will not stop you for no reason and if they do they assume you have drugs or a weapon. One officer was pressed hard to find drugs in our vehicle that he continually questioned us and it felt like we had to say yes just to get out of the situation. Thankfully we did not because you can't admit to something you dont have. Now, not all police are an issue but it's troublesome the majority I have encountered have had this less than attitude when interacting with myself or other Natives or minorities I know.	7/20/2018 3:20 AM
53	It take a LOT to hurt my feelings. Why? Because I'm not a panzy baby. Life isn't fair. It never has been and never will be. The sooner you learn that, the easier your life will be.	7/20/2018 1:00 AM
54	Everytime we go into a store. Everytime, I see faces looking at me like I shouldn't be there.	7/19/2018 10:37 PM
55	This has been evident at some area parks	7/19/2018 9:36 PM
56	My car has been damaged several times here in Flagstaff. People are not friendly downtown. Many times I have seen brown families treated differently at shops, stores, and restaurants.	7/19/2018 4:18 PM
57	See #metoo for starters then multiply for LGBTQT	7/19/2018 3:55 PM
58	Natives in this area	7/19/2018 3:50 PM
59	NAU has big problems with how they hold their students accountable for behaviors on and especially off campus. safeway on 89a is a glimpse of what discrimination looks like here in flagstaff. ask the employees of color how they are treated. I have witnessed a woman using her ebt card and being told that bread and sandwich meat was not food. and bless another customer for buying the food for her.	7/14/2018 1:22 AM
60	Staff at city looking down at citizens. Better that you attitude	7/12/2018 12:59 PM
61	I've had people ignore me, follow me, speak with hostility and make personal assumptions towards my family, friends, and self.	7/12/2018 3:44 AM
62	I ALWAYS receive looks that are not very welcoming. When I first moved here I was fired from a job because i punched a kid because he was non stop making very racist comments to me. I put up with it for weeks but I had enough. I worked at another place answering phones and I received awesome reviews of my courtesy, professionalism and outstanding customer service. I was later put into an outside sales position and about 70% of my customers all changed their minds about me based on my race!	7/12/2018 12:58 AM
63	Nothing to outstanding but I find it to be very common in my personal experiences, that it is hard from me to interact with the common middle class person, at first anyways, because both mine and their preconceived ideas of each other	7/11/2018 12:38 PM
64	My son being questioned when he was walking home after work in his work uniform (Starbucks) because he is brown. The police pulled out in front of him in the vehicle to stop him from walking. Then asked what he was doing. When my son said walking home, which was only 2 houses away at that point, the officer said "we have a description similar to you of someone vandalizing" My son said I'm not I'm just going home. The officer proceeded to ask what gang he affiliates with. Mind you he is wearing a green polo that says Starbucks.	7/11/2018 11:02 AM
65	I constantly CONSTANTLY see the police harassing people of color for doing the same things white college kids do, (i.e. being drunk and belligerent on the streets)	7/11/2018 8:07 AM



Q6 What are the most important issues for the Commission on Diversity Awareness to focus upon?1. ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?

Answered: 152 Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/ALGO IMPORTANTE	SOMEWHAT IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A	TOTAL
Availability of information in languages other than English/Disponibilidad de información en idiomas distintos del inglés	25.17% 38	29.14% 44	23.18% 35	19.21% 29	3.31% 5	151
Readily available information and help with affordable housing/Información y ayuda fácilmente disponible con la vivienda asequible	63.82% 97	19.74% 30	8.55% 13	6.58% 10	1.32% 2	152

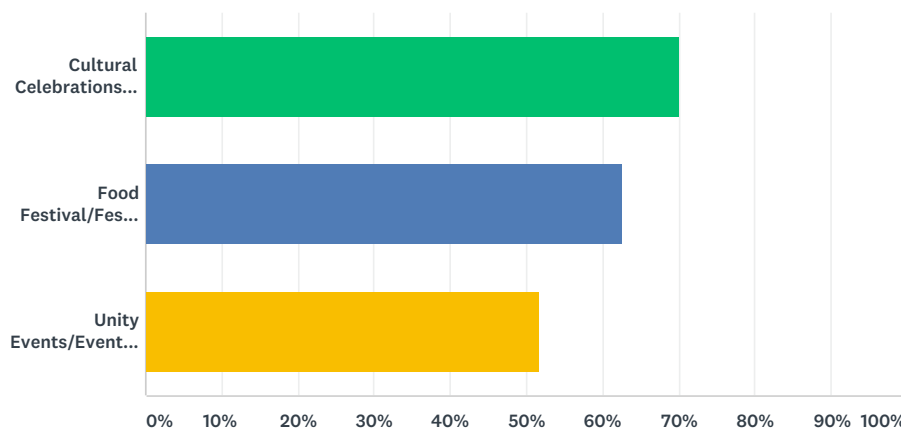
Access to affordable transportation options/Acceso a opciones para transporte asequible	46.98% 70	27.52% 41	13.42% 20	9.40% 14	2.68% 4	149
Anti-discrimination efforts by City/Esfuerzos de antidiscriminación por parte de la Ciudad	58.94% 89	19.21% 29	9.93% 15	11.26% 17	0.66% 1	151
Information about City fair laws, policies, and practices/Información sobre las leyes, políticas y prácticas equitativas de la Ciudad	46.36% 70	25.83% 39	19.21% 29	6.62% 10	1.99% 3	151
Educational programs related to diversity awareness, equity, and inclusion/Programas educativos sobre la concienciación de la diversidad, la equidad y la inclusión	49.33% 74	18.67% 28	14.00% 21	16.00% 24	2.00% 3	150
Advocacy services for persons lacking equal access to services and resources/Servicios de apoyo para las personas que carecen de acceso equitativo a servicios y recursos	58.00% 87	20.67% 31	10.00% 15	10.00% 15	1.33% 2	150

#	OTHER ISSUES FOR COMMISSION ON DIVERSITY AWARENESS TO FOCUS ON NOT MENTIONED ABOVE/OTROS TEMAS NO MENCIONADOS ARRIBA EN QUE PODRÍA CONCENTRARSE LA COMISIÓN PARA LA CONCIENCIACIÓN DE DIVERSIDAD:	DATE
1	The gentrification is complete in Flagstaff. Do whatever you can do to fix that please. I would think 10 to 15 years ago would have been a good place to start. But start today. Do whatever you can. People are hurting.	1/23/2019 1:53 PM
2	If the commission on diversity is supposed to help us all feel like Americans instead of a bunch of hyphenated bunch of different races, I support you. If your job is to get us to dwell on how different we are (DIVERSE) then you are wasting money and time trying to divide us and your organization should be dissolved. We do not need a government to teach us who we are.	1/23/2019 12:33 PM
3	Inclusiveness of people with mental health issues and more support getting them comfortable within the community.	1/23/2019 2:15 AM
4	I don't think this Commission will accomplish much other than to state the obvious that we don't discriminate in Flagstaff. We need the city council to actually do something about it. Raise property taxes and tax the wealthy so we can actually live in Flagstaff rather than just survive in Flagstaff.	1/23/2019 2:04 AM
5	Bilateral education degrees, if someone has a professional degree from another country, accept it and reissue a similar degree based on credit transcripts and exams.	1/23/2019 1:49 AM
6	More meetings are fine but take some action	1/22/2019 10:53 PM
7	Disability awareness	1/22/2019 2:19 PM
8	Being Inclusive. People are weird about programs to help others who are not them. The "why are my taxes being given to them for free and nobody is helping me with what I need?" mindset. Be open. Explanations are great Be mindful.	1/22/2019 1:05 PM
9	It's good to gather info, feedback but if nothing is actually done, what's your purpose. Be the change, step up, stand up, call it out. All this I've share is fr 29 yrs in flag and it's worse now. I've only recounted recent events. The outright brazen behavior in this city now is up-had a maga type almost hit me crossing st downtown in Nov 2018 when I clearly had the right of way before he could make his turn. Had another Anglo man walk into and slam me sideways on sidewalk-i was on right and he refused to give way even tho he was on wrong side of walkway. He saw me coming fr way off and had plenty of time to get into his line of pedestrian traffic zone. I even attempted to move off cement at last moment when i realized he wasn't going to move over. He hit me pretty good and when I turned around he made no attempt to apologize or achknowledge what happened.	1/22/2019 11:38 AM
10	To partner with local non profits in connection to similar goals	9/20/2018 8:43 AM

11	Maybe the commission can begin by looking at how gentrified our town is and the systemic reasons for this.	9/13/2018 4:39 PM
12	Yes, need a multicomplex to hold big cultural events that have all services, like a full kitchen. Low cost to rent.	9/9/2018 4:37 AM
13	It should not exist because government is the sole body able to act on racism and fascism.	9/6/2018 9:51 AM
14	Native Americans are not simply a diverse population, we are a political group. Although we are a minority, we are Members of sovereign nations. Our tribal leaders must be consulted and included in these studies or efforts.	9/4/2018 12:11 AM
15	None.	9/3/2018 5:02 AM
16	Making sure WHO you hire for this commission is really Aware and supportively pro-active to the issues.	8/31/2018 11:32 AM
17	Folks need an office to go to when they are discriminated against, or targeted for civil rights violations.	8/31/2018 9:38 AM
18	I really do not see much discrimination in my day to day life in Flagstaff specifically, so I can't give issues to focus on. However, I do think if someone is being discriminated on, they should have an easy avenue to report on it, and it should be addressed. As far as diversity, I don't quite know how to tackle it. Everyone backgrounds are equally as important, however if you are going to celebrate one group of people (Black Pride, Gay Pride, etc....) then you should also celebrate everyone, even if that includes the less favorite, white people. At the end of the day we are ALL people, and WE are who create the community as a whole, and I feel like a lot of time these things cause bigger wedges between people when they were intended to bring them together. Maybe celebrating the things we ALL have in common. It also seems like the whole town hates NAU, but NAU is a big part of us. The community should be more involved in NAU events. Tucson is a great example of this, every store you walk into has UofA swag, some places offer discounts if the football team wins a game, etc! Hope this helps, I love Flagstaff dearly.	8/31/2018 8:13 AM
19	we shouldnt be paying for housing for those that cant afford housing on thier own because they want to live off the government tit	8/28/2018 9:16 AM
20	How about you guys redesign this Commission to Include disabilities?	8/28/2018 6:54 AM
21	Perhaps partnering with local schools to make sure teachers get appropriate training about how to handle discrimination and bullying in the classroom and also speakers to talk to students about the importance of diversity and tolerance so that all students feel welcome, safe and valued.	8/4/2018 11:15 AM
22	There should be an LGBT specific work force or focus group. Although LGBT people face a ton of the same barriers as other minority people, there are very specific barriers that LGBT people face that others will not. For example, health care for trans people, mental health resources for LGBT youth, and the lack of social venues for LGBT people to go and know that they will be surrounded by other LGBT people.	7/23/2018 4:14 AM
23	I believe our legal system is very flawed in Flagstaff as it's very motivated by money and less motivated by justice, which is terrible. AWD is ran now by someone solely caring for his own advancement and not motivated by making large, positive differences in the community. They do some beneficial with but it's based on financial gains.	7/20/2018 11:27 AM
24	Criminalizing homelessness. Lack of access to healthcare and legal aid for opteaad communities.	7/20/2018 3:26 AM
25	How about working on helping people realize life isn't fair? Or maybe try teaching folks that failing isn't negative, but a positive thing, as it's a tool to help you learn, try harder, and succeed the next time?	7/20/2018 1:00 AM
26	There is a lot of work to be done. Maybe trach out ti the larger businesses? Gore, NAU and others should be involved.	7/19/2018 10:37 PM
27	There needs to be some community events at NAU for free for the Flagstaff community. There needs to be more coordination between the city and University. Look at Tucson for ideas! The University of Arionza and the city are one community. Flagstaff seems like an overpriced dying city.	7/19/2018 4:18 PM
28	AFFORDABLE HOUSING!	7/19/2018 4:15 PM
29	Supporting a living wage for all people in Flagstaff	7/19/2018 3:28 AM
30	discrimination of the poor	7/14/2018 1:22 AM
31	Hiring for upper management in city government. Look at stats.	7/12/2018 12:59 PM
32	Non gendered bathrooms. Inclusive programs for kids in low income housing.	7/12/2018 3:44 AM
33	Police training on diversity awareness, equity, and inclusion	7/11/2018 11:02 AM
34	I would love to see all facets of the city government go through gender 101 classes so that they can be better servants to people in FLG. The police really need to do more about gender and racial discrimination. They are horrible to our indigenous population. It's disgusting.	7/11/2018 8:07 AM

## Q7 What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?

Answered: 147 Skipped: 7



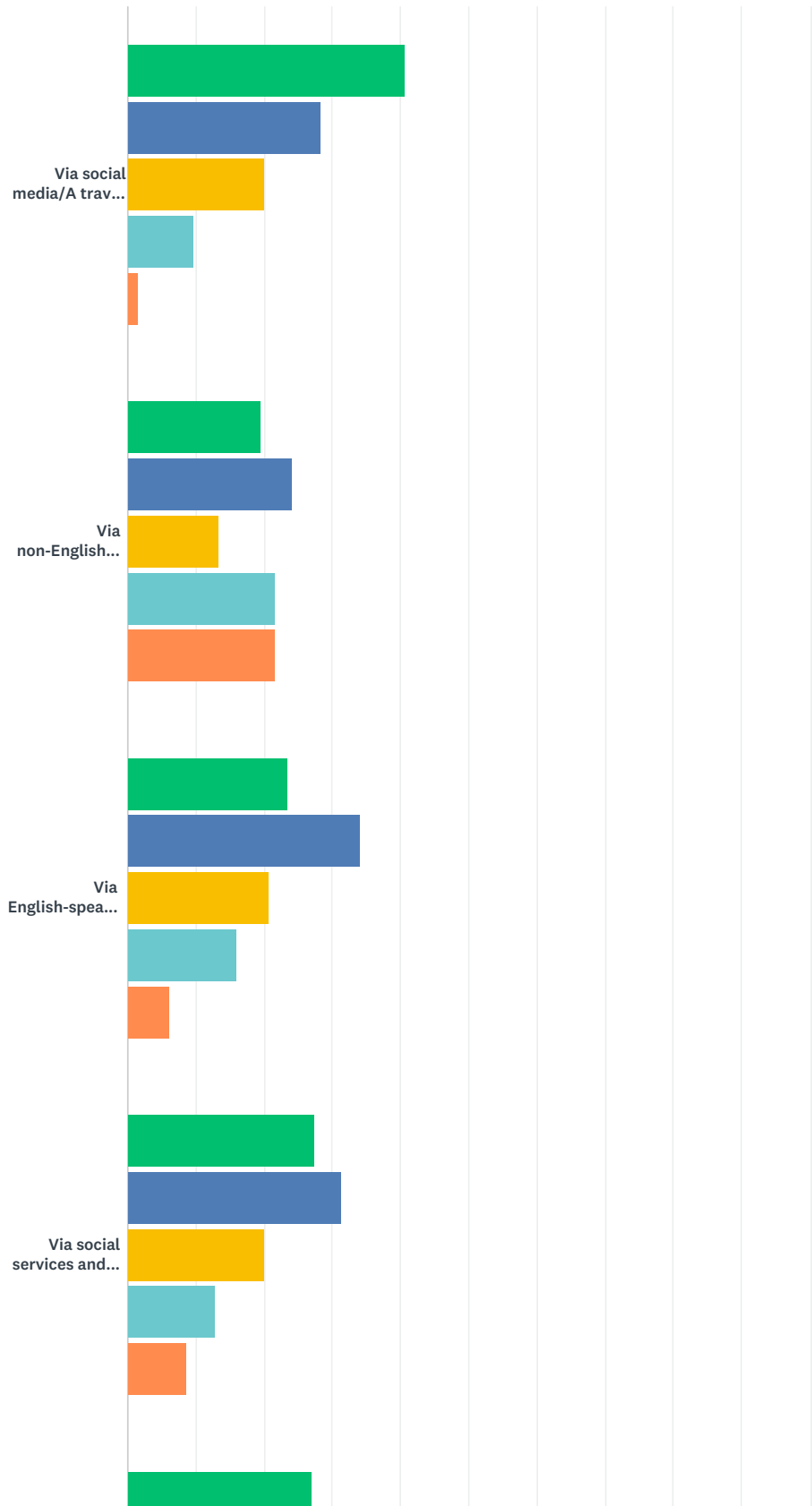
ANSWER CHOICES	RESPONSES	
Cultural Celebrations/Celebraciones culturales	70.07%	103
Food Festival/Festival de comidas	62.59%	92
Unity Events/Eventos de unidad / solidaridad	51.70%	76
Total Respondents: 147		

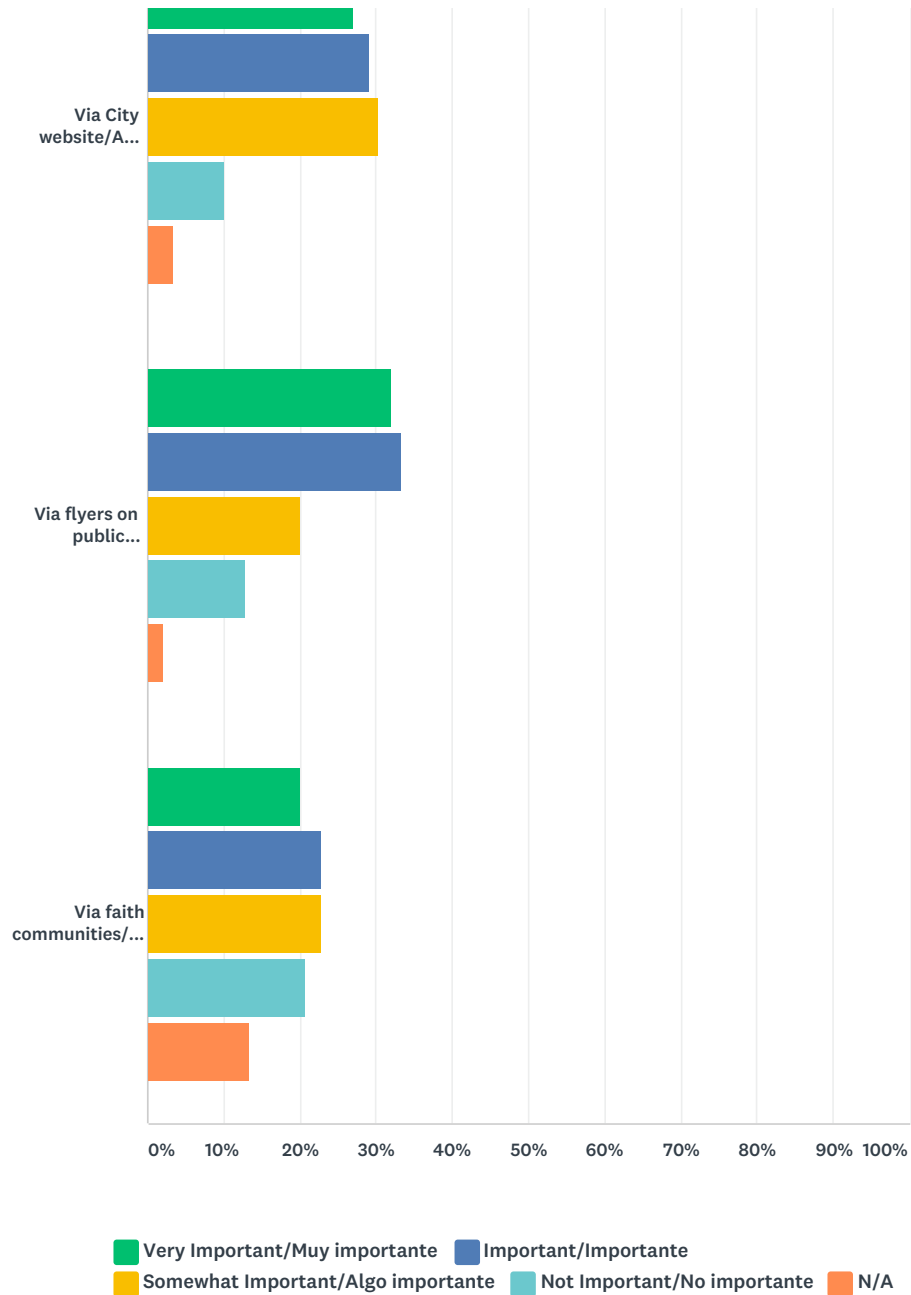
#	PLEASE SUGGEST AND DESCRIBE OTHER ACTIVITIES/SÍRVASE HACER SUGERENCIAS PARA OTRAS ACTIVIDADES:	DATE
1	training staff and longtime employees - conectiton to community	8/2/2019 6:39 AM
2	Education for people in power positions, training on cultural sensitivity for supervisors	8/2/2019 6:27 AM
3	All of the above	8/2/2019 6:12 AM
4	Informational cultural events/lectures	8/1/2019 6:51 AM
5	Art exhibits. Cultural musical performances.	1/24/2019 1:40 AM
6	Great ideas!	1/23/2019 2:15 AM
7	Latin American Festival-Fiestas Mexicanas Festival	1/23/2019 1:49 AM
8	Eating tacos is not going to help me understand Latinx culture. Rather than token events, actual practices need to change. I'd rather see the city spend money on education and inclusivity programs.	1/22/2019 11:46 PM
9	We have tons of activities already	1/22/2019 10:42 PM
10	Any of the above	1/22/2019 1:05 PM
11	Museum expos, art, music, interactive activities celebrating cultures	1/22/2019 1:01 PM
12	These are available and still not much exchange happens. How about you each attend already established cultural events in town? How about u all reaxh out to a liason to educate u on these events and do a live-feed. Share your learning moments to invite others in. Remember, let the cultural speaker have the mic, do some research, avoid white privelage/savior behaviors-now now, look that up before you shut down. Be uncomfortable and embrace the teaching moments. U are definitely NOT going to gather those you seek when your behavior repels said goal.	1/22/2019 11:38 AM
13	Events that further justice rather than pretending injustice does not exist.	1/14/2019 12:22 PM
14	A día de Los muertos celebration in downtown flagstaff would be nice	9/13/2018 4:39 PM
15	I think the city does fine.	9/13/2018 2:19 PM
16	A multicultural festival like Salt Lake City's May event	9/9/2018 4:37 AM

17	Getting rid of the City of Flagstaff Government.	9/6/2018 9:51 AM
18	Creating a Native American community center!	9/4/2018 12:11 AM
19	Stop the race card. This is what causes division.	9/3/2018 1:52 PM
20	Recreational activities.	9/3/2018 5:02 AM
21	I think people need to see City Leaders promote/lead/participate in these type of activities.	8/31/2018 1:25 PM
22	City, county, and state officials attend a diversity training specific to flagstaff and northern arizona.	8/31/2018 9:38 AM
23	more that promotes Pride in being an American and citizen of this great country	8/28/2018 9:16 AM
24	.	8/28/2018 7:12 AM
25	How about a Diversity Prom?	8/28/2018 6:54 AM
26	I would love to see some LGBT seminars dealing with anything from how to engage with a person who is trans and what pronouns to use to sexual health.	8/28/2018 4:27 AM
27	Other LGBT events other than Pride in the Pines. Things like a queer children's book reading day at the library, a LGBT community member mixer hosted by the city, various days to raise awareness of the LGBT community, things like that	7/23/2018 4:14 AM
28	World and Cultural Awareness & Outreach Day	7/20/2018 11:27 AM
29	More international performances that are low cost. CCfA events tend to be \$25. I would like to see African dancing in Heritage sq, erthiopian food for purchase in the back. I would like to see irish dancing. I would like to see things I don't even know exist!?	7/20/2018 3:40 AM
30	Put people from oppressed communities in positions of power currently occupied by privileged people	7/20/2018 3:26 AM
31	More parades and street parties	7/19/2018 4:24 PM
32	Music concerts, cultural movies/ documentary, book clubs with diverse authors, party with NAU Arab students! There are so many opportunities to do little things. Native American Art and crafts fair!!!	7/19/2018 4:18 PM
33	These three suggestions are extremely weak. You want real diversity in Flagstaff, implement rent control.	7/19/2018 4:01 PM
34	Festival that aren't centered around drinking alcohol	7/19/2018 4:00 PM
35	Crawl through glass if needed to vote this midterm	7/19/2018 3:55 PM
36	Educational events. Something along the lines of the "human library" that took place at Cline Library this past year would be great.	7/19/2018 3:28 AM
37	Similar to the model/opportunities for students on NAU's campus to have a plethora of groups/club to join and engage with, the City of Flagstaff might consider efforts towards making more organizations/groups for the greater Flagstaff population to participate in.	7/19/2018 3:11 AM
38	because of the political divide in our nation, we must focus on what is important to all of us. family oriented events	7/14/2018 1:22 AM
39	Art and culture expos	7/12/2018 12:59 PM
40	History/cultural awareness lessons at the square.	7/12/2018 3:44 AM
41	Mandatory diversity training for the population of flagstaff	7/12/2018 12:58 AM
42	Forums that allow members of the community to speak directly to city staff, like the indigenous circles of flagstaff forums, those were awesome	7/11/2018 8:07 AM

Q8 How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?

Answered: 152 Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	NOT IMPORTANT/NO IMPORTANTE	N/A	TOTAL
Via social media/A través de los medios sociales	40.69% 59	28.28% 41	20.00% 29	9.66% 14	1.38% 2	145
Via non-English speaking Radio and TV stations (Spanish, Hopi, Navajo)/A través de estaciones de radio y televisión que transmiten en español, hopi o Navajo.	19.46% 29	24.16% 36	13.42% 20	21.48% 32	21.48% 32	149



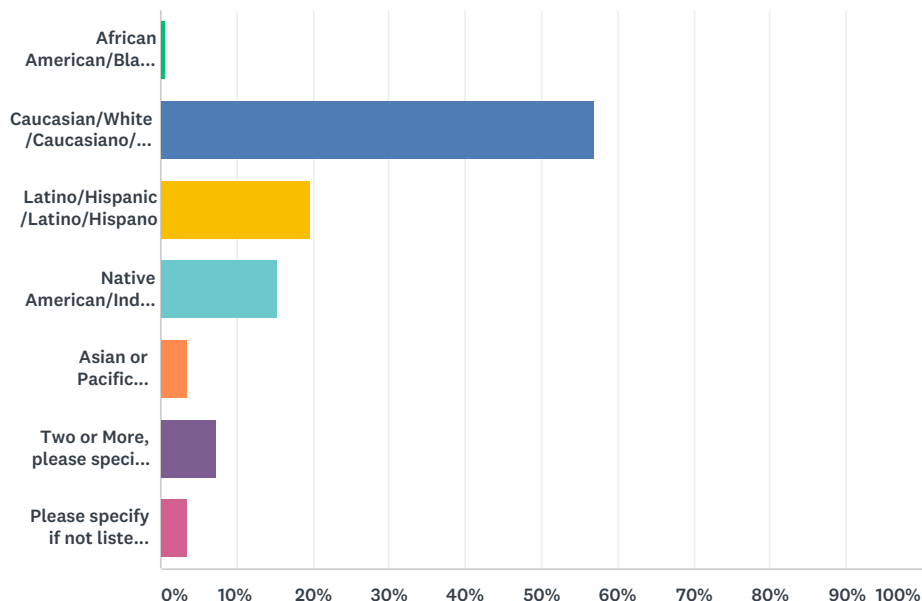
Via English-speaking radio stations/A través de estaciones de radio que transmiten en inglés	23.33% 35	34.00% 51	20.67% 31	16.00% 24	6.00% 9	150
Via social services and healthcare agencies and facilities/A través de agencias e instalaciones de servicios sociales y de salud	27.33% 41	31.33% 47	20.00% 30	12.67% 19	8.67% 13	150
Via City website/A través del sitio web de la ciudad	27.03% 40	29.05% 43	30.41% 45	10.14% 15	3.38% 5	148
Via flyers on public transportation and public venues/A través de volantes informativos, haciéndolos disponibles en el transporte público y lugares públicos	32.00% 48	33.33% 50	20.00% 30	12.67% 19	2.00% 3	150
Via faith communities/A través de las comunidades de fe	20.13% 30	22.82% 34	22.82% 34	20.81% 31	13.42% 20	149

#	OTHER METHODS OF COMMUNICATION/OTROS MÉTODOS DE COMUNICACIÓN:	DATE
1	Community forums, face to face interactions n various places and neighborhoods throughout the community	8/2/2019 6:27 AM
2	K-12 and University	8/2/2019 6:07 AM
3	Everyone is on social media and it's free. Put flyers around the community. Limit your paper waste. (It's 2019)	1/23/2019 1:53 PM
4	Local television station. Oh, that right, we don't have one here any more!	1/23/2019 12:33 PM
5	There needs to be more of an openness to information. Break down the stigma and fear of communication on this issue.	1/22/2019 11:53 PM
6	Newspapers!	1/22/2019 11:46 PM
7	Businesses in the community helping to spread the word. Mail and door flyers still work. Mostly social media though.	1/22/2019 1:05 PM
8	I would caution over extending the attempt here. Until the city does it's own soul searching, repatriation, healing and willingness to face the hurdles of racism, discrimination, racial profiling, it will be diversity and not in a good way.	1/22/2019 11:38 AM
9	Schools, bus advertising, banners, flyers, word of mouth, banners that hang downtown	9/13/2018 4:39 PM
10	I think the city does fine.	9/13/2018 2:19 PM
11	Community town hall	9/9/2018 4:37 AM
12	Don't wast my money trying to propagandize me.	9/6/2018 9:51 AM
13	Word of mouth!	9/4/2018 12:11 AM
14	Newspaper.	9/3/2018 5:02 AM
15	Email list-servs	9/2/2018 8:16 AM
16	We need our own tv station like NBC channel 2, we are not part of the phoenix or tucson valley. our politics and news differ than the news stations 100-150 miles away. Give us our tv station back, or try to an provide information on it for northern az. not prescott valley either.	8/31/2018 9:38 AM
17	Email, Facebook, Instagram, Twitter, radio	8/31/2018 8:13 AM
18	Flagstaff365 website	8/29/2018 8:40 PM

19	Banners on the banner sign support structures have been very helpful.	8/28/2018 4:27 AM
20	I believe every public institution in Flagstaff should display a well designed/clear sign to show opportunities within the businesses, so that all townspeople can see offerings and opportunities.	7/20/2018 11:27 AM
21	I'm actually a fan of "Live and let live". The current city government and staff are the opposite of this. They feel the need to inject themselves into my life in ways that are, quite frankly, offensive. You all are a lot like Microsoft; you seem to know what I want better than I do. I despise Microsoft.	7/20/2018 1:00 AM
22	I keep noticing questions about other languages but this survey monkey is english. I didn't see another option.	7/19/2018 10:37 PM
23	Newspaper and NAU, public library, billboard	7/19/2018 4:18 PM
24	flyers in mail. older citizens check their mail	7/14/2018 1:22 AM
25	Cityscape	7/12/2018 12:59 PM
26	forums	7/11/2018 8:07 AM

## Q9 Race/ethnicity/Raza/origen étnico:

Answered: 137 Skipped: 17



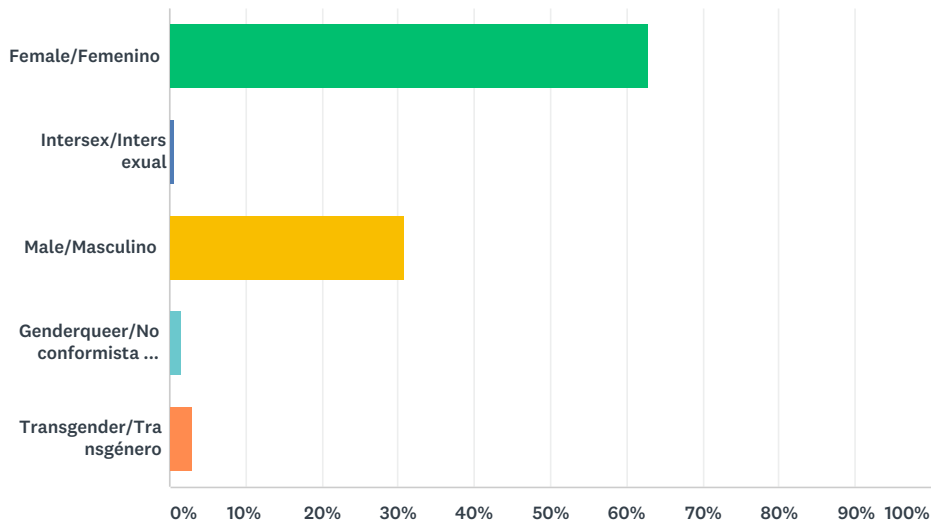
ANSWER CHOICES	RESPONSES	
African American/Black/Africano-americano /Negro	0.73%	1
Caucasian/White/Caucasiano/Blanco	56.93%	78
Latino/Hispanic/Latino/Hispano	19.71%	27
Native American/Indígena-norteamericano	15.33%	21
Asian or Pacific Islander/Asiático o de las islas del Pacífico	3.65%	5
Two or More, please specify below/Dos o más, especifique a continuación	7.30%	10
Please specify if not listed below/Especifique a continuación si no se enumera en la lista	3.65%	5
Total Respondents: 137		

#	PLEASE SPECIFY RACE/ETHNICITY IF YOU CHECKED TWO OR MORE RACES OR NOT LISTED ABOVE./POR FAVOR PROPORCIONE MÁS DETALLE SI UD. MARCÓ DOS O MÁS RAZAS O SI SU RAZA NO ESTÁ ENUMERADA ARRIBA.	DATE
1	White, African-American	8/1/2019 6:52 AM
2	American mutt.	1/24/2019 1:42 AM
3	I am an American! I am offended that you have not included this option under your heading of race and ethnicity. You should be fired!	1/23/2019 12:38 PM
4	Biracial	1/23/2019 2:17 AM
5	Mexican and Mexican-American	1/23/2019 1:50 AM
6	Pass.	1/22/2019 11:41 AM
7	Jewish	9/6/2018 9:52 AM
8	Irish American	9/4/2018 2:38 PM
9	Race should not be an option.	9/3/2018 1:53 PM
10	Caucasian, NA	9/2/2018 8:18 AM
11	Filipino, French, Irish	9/2/2018 2:39 AM
12	Irish	9/2/2018 1:23 AM
13	Very mixed race: Native American, Caucasian, Irish, Austrian, Canadian, etc.	7/20/2018 11:39 AM

14	Race White/Ethnicity American and Jewish	7/20/2018 3:41 AM
15	I prefer to identify as an homogeneous badass.	7/20/2018 1:03 AM
16	First nation, indigenous, of the land. Nahual	7/19/2018 10:40 PM
17	Asian/caucasian	7/19/2018 9:37 PM
18	I don't know Spanish and I am a fourth generation Arizona Hispanic	7/11/2018 12:42 PM
19	Chicano, Native	7/11/2018 11:03 AM
20	german, mexican	7/11/2018 8:09 AM

## Q10 Gender and identity/Género e identidad:

Answered: 140 Skipped: 14

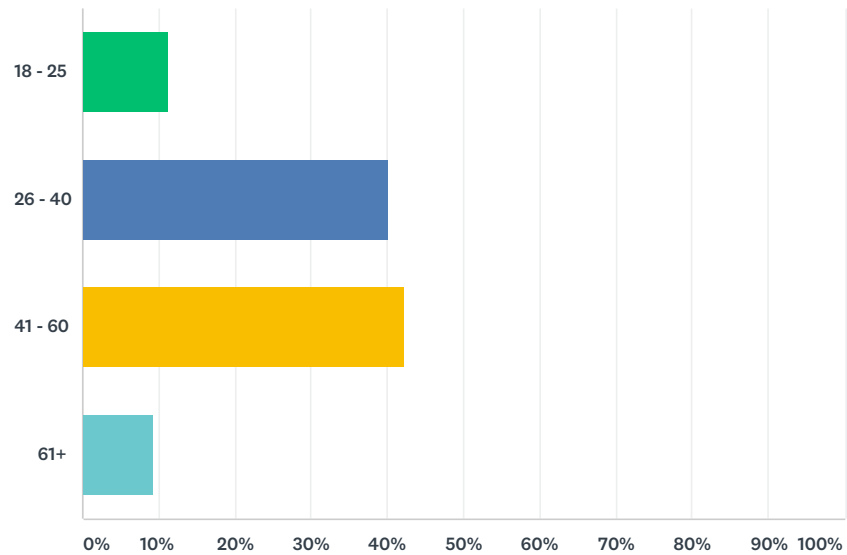


ANSWER CHOICES	RESPONSES	
Female/Femenino	62.86%	88
Intersex/Intersexual	0.71%	1
Male/Masculino	30.71%	43
Genderqueer/No conformista a base de género (en inglés, Genderqueer)	1.43%	2
Transgender/Transgénero	2.86%	4
Total Respondents: 140		

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Pass	1/22/2019 11:41 AM
2	Why so many gender questions. Male of female period. Penis or vagina	9/3/2018 1:53 PM
3	man	9/3/2018 5:08 AM
4	There are only 2 Genders	9/2/2018 1:23 AM
5	Prefer no answer	8/31/2018 11:34 AM
6	There are only two sexes. The rest are seriously, scientifically false.	7/20/2018 1:03 AM
7	Asexual - there really isn't a community here for it.	7/19/2018 10:11 PM
8	genderless	7/11/2018 8:09 AM

Q11 Age/Edad:

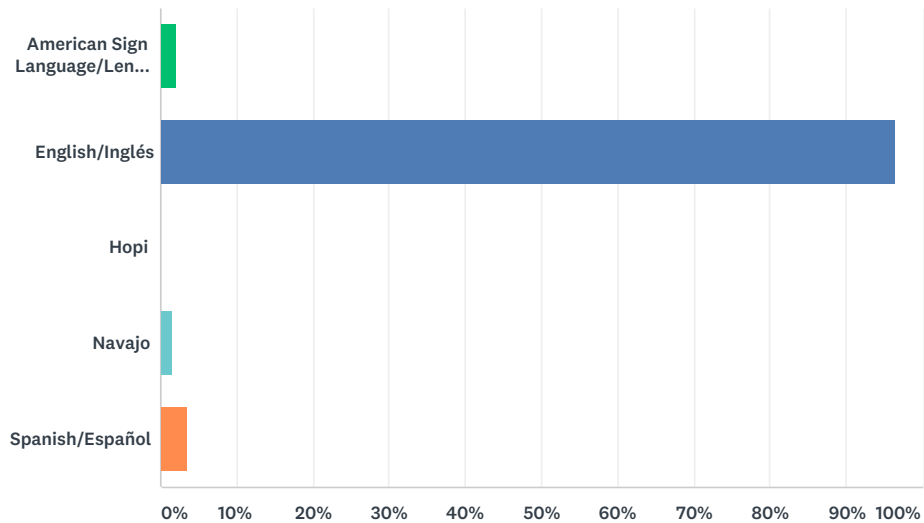
Answered: 142   Skipped: 12



ANSWER CHOICES	RESPONSES	
18 - 25	11.27%	16
26 - 40	40.14%	57
41 - 60	42.25%	60
61+	9.15%	13
Total Respondents: 142		

Q12 Primary language/Idioma principal:

Answered: 142    Skipped: 12

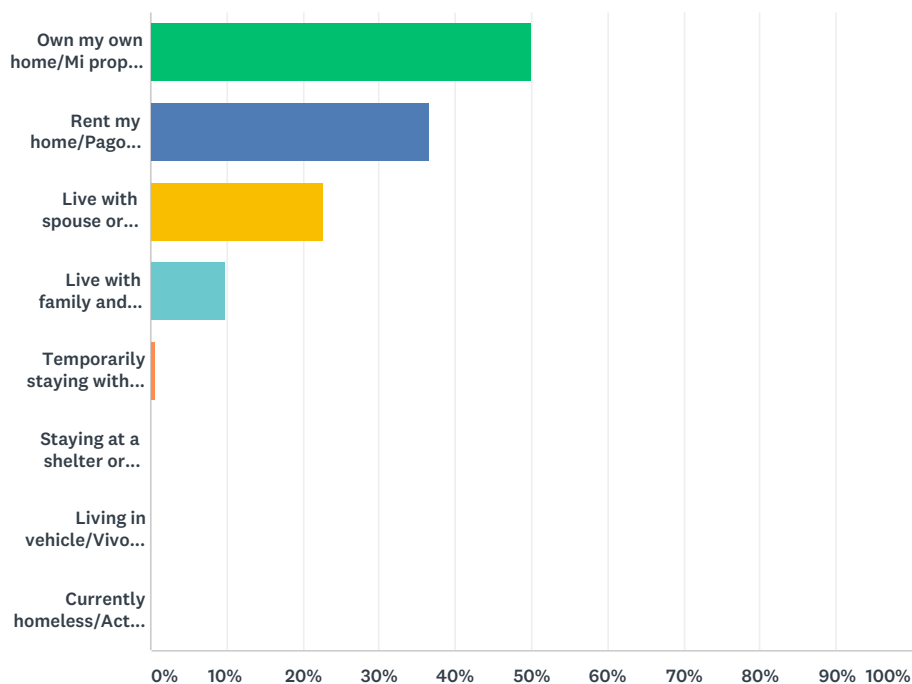


ANSWER CHOICES		RESPONSES	
American Sign Language/Lengua de signos Americana (ASL)		2.11%	3
English/Inglés		96.48%	137
Hopi		0.00%	0
Navajo		1.41%	2
Spanish/Español		3.52%	5
Total Respondents: 142			

#	PLEASE SPECIFY IF NOT LISTED/ POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Ebonics	1/24/2019 1:42 AM
2	Hindi	1/23/2019 1:01 AM
3	Pass	1/22/2019 11:41 AM
4	Hebrew	9/6/2018 9:52 AM
5	(I speak some Spanish tambien)	7/24/2018 8:41 AM
6	It is rare that I speak Spanish in public	7/19/2018 10:40 PM
7	Armenian	7/19/2018 6:14 PM

## Q13 Current living situation/Situación actual de vivienda:

Answered: 142 Skipped: 12



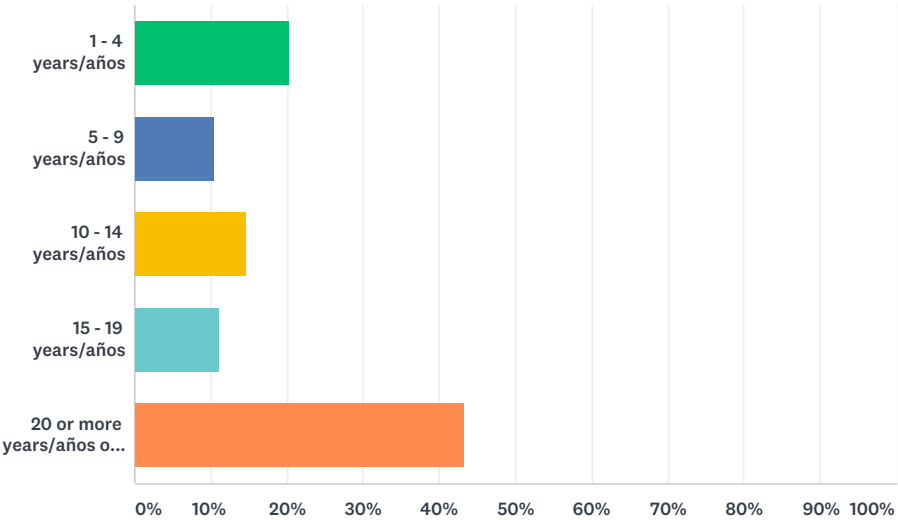
ANSWER CHOICES		RESPONSES	
Own my own home/Mi propia casa		50.00%	71
Rent my home/Pago renta/alquiler		36.62%	52
Live with spouse or partner/Vivo con cónyuge o pareja		22.54%	32
Live with family and friends/Vivo con familiares y amigos		9.86%	14
Temporarily staying with family or friends/Temporalmente con familiares y/o amigos		0.70%	1
Staying at a shelter or hotel/Alojado en un albergue o un hotel		0.00%	0
Living in vehicle/Vivo en un vehículo		0.00%	0
Currently homeless/Actualmente indigente		0.00%	0
Total Respondents: 142			

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	I rent an apartment	8/2/2019 6:02 AM
2	My tree house.	8/1/2019 6:37 AM
3	Pass	1/22/2019 11:41 AM
4	We live with our kid in a one bedroom home. We both have great jobs, so it isn't a lack of drive.	7/19/2018 10:40 PM
5	-Renting apartment	7/19/2018 3:12 AM
6	I rent a room in an apartment	7/11/2018 8:09 AM



Q14 Years residing in Flagstaff/Número de años de residencia en Flagstaff

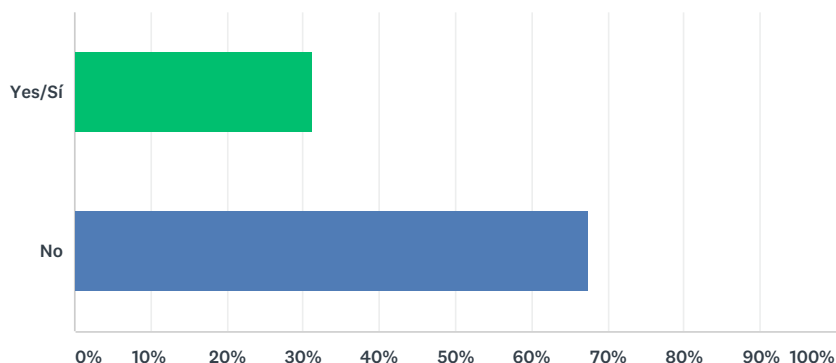
Answered: 143 Skipped: 11



ANSWER CHOICES	RESPONSES	
1 - 4 years/años	20.28%	29
5 - 9 years/años	10.49%	15
10 - 14 years/años	14.69%	21
15 - 19 years/años	11.19%	16
20 or more years/años o más	43.36%	62
Total Respondents: 143		

**Q15 Have you heard of the City of Flagstaff Commission on Diversity Awareness prior to this survey? If so, where?/Antes de esta encuesta, ¿había oído Ud. de la comisión para la concienciación de diversidad para la Ciudad de Flagstaff? Y si es así, ¿dónde?**

Answered: 144 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes/Sí	31.25%	45
No	67.36%	97
Total Respondents: 144		

#	IF YES, WHERE?/SI ES ASÍ, ¿DÓNDE?	DATE
1	I used to serve on the commission	8/2/2019 6:28 AM
2	Growing up in Flagstaff	8/2/2019 6:21 AM
3	Daniel Williamson	8/2/2019 5:53 AM
4	Facebook	1/24/2019 1:42 AM
5	Have been to a meeting along time ago	1/23/2019 10:40 AM
6	Newspaper	1/23/2019 10:15 AM
7	Last yeae	1/23/2019 3:10 AM
8	Friends	1/22/2019 10:54 PM
9	Social media	1/22/2019 2:40 PM
10	See, and I saw it on FB.	1/22/2019 1:07 PM
11	Vaguely	1/22/2019 11:41 AM
12	Through social media	1/22/2019 10:49 AM
13	City Council meetings and etc.	11/27/2018 9:35 AM
14	Common partners	9/20/2018 8:44 AM
15	Social media & newspapers	9/13/2018 2:20 PM
16	Facebook	9/11/2018 12:44 AM
17	A little	9/9/2018 4:38 AM
18	When it was first publicized, years ago in Flagstaff, AZ.	9/3/2018 5:08 AM
19	City of Flagstaff website	8/31/2018 3:47 PM
20	Maybe, but not any real event or issues that help me remember them	8/31/2018 11:34 AM
21	I listen to City Council meetings and read information on the City's website	8/29/2018 3:33 PM
22	its a socialist town they have commision comittity for everything	8/28/2018 9:18 AM
23	In a posting looking for Commission Members	8/28/2018 6:55 AM

24	City website	8/28/2018 4:28 AM
25	I heard about this survey on social media and that was the first I've heard of the Commission.	8/4/2018 11:17 AM
26	My wife is in a wheelchair so I met some commission members because of that.	7/24/2018 8:41 AM
27	LGBTQIA Commission at NAU	7/23/2018 4:17 AM
28	Based upon searching available resources for loved ones in trouble.	7/20/2018 11:39 AM
29	Sadly. It's a huge waste of time and my tax money. People just need to realize that life's not fair.	7/20/2018 1:03 AM
30	But I would love to know more	7/19/2018 10:40 PM
31	Dan Duke does a fabulous job on Facebook promoting it.	7/19/2018 10:11 PM
32	Heard of it but have not seen any movement from it.	7/19/2018 4:16 PM
33	Juneteenth Celebration at the Murdoch Center	7/14/2018 7:17 AM
34	Attended meeting	7/12/2018 1:00 PM
35	One of my friends is on the Commission	7/11/2018 8:09 AM

Appendix A:  
Survey Questionnaire



City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

City of Flagstaff Commission on Diversity Awareness Survey  
Encuesta por la comisión para

The City of Flagstaff created the Commission on Diversity Awareness in 2001 for the purposes of advising the City Council on issues of diversity and advocating for the fostering of a climate of inclusion in Flagstaff. The full ordinance can be found at: <http://www.flagstaff.az.gov/DocumentCenter/View/41733/Diversity-Awareness-Commission-Authority>

Your answers to this survey are very important. We are working to gain feedback from all parts of our community, so we can set our priorities as a Commission and best advise the City Council. Please take this survey and help us make Flagstaff the best place for all of us to live!

All responses are optional, and your responses to this survey are anonymous. You can skip any question you do not want to answer. This survey should take approximately 10 minutes. Thank you for taking time to be part of this exciting opportunity. You must be over 18 years of age and a Flagstaff resident to participate.

En 2001 la ciudad de Flagstaff creó la comisión para la concienciación de diversidad a los efectos de asesorar al Concejo Municipal en temas de diversidad y para promover la instauración de un clima de inclusión en Flagstaff. La ordenanza completa se puede leer en: <http://www.flagstaff.az.gov/DocumentCenter/View/41733/Diversity-Awareness-Commission-Authority>

Sus respuestas a esta encuesta son muy importantes. Estamos trabajando para recaudar comentario de todos aspectos de nuestra comunidad de tal manera que podamos establecer nuestras prioridades como comisión y para proporcionar las mejores recomendaciones al Concejo Municipal. Le agradecemos sus respuestas a la encuesta, para que podamos hacer la ciudad de Flagstaff el mejor lugar para vivir ¡para todos!

Todas las respuestas son opcionales y sus respuestas son anónimas. Puede omitir cualquier pregunta que no quiere contestar. Esta encuesta le tomará aproximadamente 10 minutos. Gracias por tomar el tiempo para ser parte de esta gran oportunidad. Se requiere que sea mayor de 18 años de edad y residente de Flagstaff para participar.

1. How welcome do you feel at/¿Cómo se ha sentido usted en...?:

	Very Welcomed/Muy bienvenido	Somewhat Welcomed/Algo bienvenido	Not Very Welcomed/No muy bienvenido	Not Welcomed/No siento bien recibido	N/A
City sponsored events and activities/Actividades y eventos patrocinados por la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
City Facilities and municipal facilities/Instalaciones municipals a través de la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Businesses/shops/Empresas /Tiendas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K - 12 Schools/Escuelas K - 12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Universities and Community Colleges/Universidades y colegios universitarios de la comunidad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthcare facilities/Instalaciones de salud	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social services facilities/Servicios sociales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Art and theater venues/Instalaciones de arte, teatros	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other places not mentioned/Otros lugares no mencionados:

2. What makes you feel comfortable or uncomfortable?/¿Qué es lo que le hace a Ud. sentirse cómodo o incómodo?

3. Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:

	Very Important/Muy importante	Somewhat Important/Algo importante	Slightly Important/Poco importante	Not Important/Nada importante	N/A
Lack of childcare at venues/Falta de guarderías para niños en los lugares de eventos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English-only spoken and written materials/Comunicación oral y materiales exclusivamente en inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of transportation options/Falta de opciones para transporte	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of housing options/Falta de opciones para vivienda	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination/Discriminación	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please describe specific barriers chosen above/Sírvase describir sus razones por elegir cualquier barrera citada arriba:

4. Other barriers not mentioned above (please describe and rate)/Otras barreras no mencionadas arriba (favor de describir y asignar una valoración):

5. The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:

	Frequently/Con frecuencia	Sometimes/A veces	Once in awhile/De vez en cuando	Seldom/Raramente	Never/Nunca
Have you personally <i>felt</i> , at any time, that you were not valued, based upon race, ethnicity, gender identity/Ud. personalmente ¿ha sentido que no fue valorado(a), basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you or a family member <i>experienced</i> an incident of hostility or discrimination, based upon race, ethnicity, gender identity/Ud. o un miembro de su familia ¿ha experimentado un incidente de hostilidad o discriminación basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Have you personally <i>witnessed</i> an incident of hostility or discrimination directed at somebody based upon race, ethnicity, gender identity/Ud. personalmente ¿ha presenciado un incidente de hostilidad o discriminación contra alguien basado en motivos de raza, origen étnico, identidad de género?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Can you describe any of the incidents or situations referred to in the previous three questions?/¿Puede Ud. describir cualquier de los incidentes o situaciones mencionadas en las tres preguntas anteriores?



6. What are the most important issues for the Commission on Diversity Awareness to focus upon?<sup>1</sup>  
 ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?

	Very Important/Muy importante	Important/Algo importante	Somewhat Important/Poco importante	Not Important/Nada importante	N/A
Availability of information in languages other than English/Disponibilidad de información en idiomas distintos del inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Readily available information and help with affordable housing/Información y ayuda fácilmente disponible con la vivienda asequible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to affordable transportation options/Acceso a opciones para transporte asequible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-discrimination efforts by City/Esfuerzos de antidiscriminación por parte de la Ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about City fair laws, policies, and practices/Información sobre las leyes, políticas y prácticas equitativas de la Ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Important/Muy importante	Important/Algo importante	Somewhat Important/Poco importante	Not Important/Nada importante	N/A
Educational programs related to diversity awareness, equity, and inclusion/Programas educativos sobre la concienciación de la diversidad, la equidad y la inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Advocacy services for persons lacking equal access to services and resources/Servicios de apoyo para las personas que carecen de acceso equitativo a servicios y recursos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Other issues for Commission on Diversity Awareness to focus on not mentioned above/Otros temas no mencionados arriba en que podría concentrarse la comisión para la concienciación de diversidad:

7. What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?

- ☐ Cultural Celebrations/Celebraciones culturales ☐ Unity Events/Eventos de unidad / solidaridad
- ☐ Food Festival/Festival de comidas

Please suggest and describe other activities/Sírvase hacer sugerencias para otras actividades:

8. How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?

	Very Important/Muy importante	Important/Importante	Somewhat Important/Algo importante	Not Important/No importante	N/A
Via social media/A través de los medios sociales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Important/Muy importante	Important/Importante	Somewhat Important/Algo importante	Not Important/No importante	N/A
Via non-English speaking Radio and TV stations (Spanish, Hopi, Navajo)/A través de estaciones de radio y televisión que transmiten en español, hopi o Navajo.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via English-speaking radio stations/A través de estaciones de radio que transmiten en inglés	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via social services and healthcare agencies and facilities/A través de agencias e instalaciones de servicios sociales y de salud	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via City website/A través del sitio web de la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via flyers on public transportation and public venues/A través de volantes informativos, haciéndolos disponibles en el transporte público y lugares públicos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Via faith communities/A través de las comunidades de fe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other methods of communication/Otros métodos de comunicación:



City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

**Optional Demographic Section**  
**Información demográfica ~ opcional**

**These questions are optional for you to complete regarding your demographic information.**

**Estas preguntas son opcionales para contestar con respecto a su información demográfica.**

**9. Race/ethnicity/Raza/origen étnico:**

☐ African American/Black/Africano-americano /Negro

☐ Asian or Pacific Islander/Asiático o de las islas del Pacífico

☐ Caucasian/White/Caucasiano/Blanco

☐ Two or More, please specify below/Dos o más, especifique a continuación

☐ Latino/Hispanic/Latino/Hispano

☐ Please specify if not listed below/Especifique a continuación si no se enumera en la lista

☐ Native American/Indígena-norteamericano

Please specify race/ethnicity if you checked two or more races or not listed above./Por favor proporcione más detalle si Ud. marcó dos o más razas o si su raza no está enumerada arriba.

**10. Gender and identity/Género e identidad:**

☐ Female/Femenino

☐ Genderqueer/No conformista a base de género (en inglés, Genderqueer)

☐ Intersex/Intersexual

☐ Transgender/Transgénero

☐ Male/Masculino

Please specify if not listed/Por favor especifique si no aparece en la lista:

11. Age/Edad:

- ☐ 18 - 25
- ☐ 26 - 40
- ☐ 41 - 60
- ☐ 61+

12. Primary language/Idioma principal:

- ☐ American Sign Language/Lengua de signos Americana (ASL) ☐ Navajo
- ☐ English/Inglés ☐ Spanish/Español
- ☐ Hopi

Please specify if not listed/ Por favor especifique si no aparece en la lista:

13. Current living situation/Situación actual de vivienda:

- ☐ Own my own home/Mi propia casa ☐ Temporarily staying with family or friends/Temporalmente con familiares y/o amigos
- ☐ Rent my home/Pago renta/alquiler ☐ Staying at a shelter or hotel/Alojado en un albergue o un hotel
- ☐ Live with spouse or partner/Vivo con cónyuge o pareja ☐ Living in vehicle/Vivo en un vehículo
- ☐ Live with family and friends/Vivo con familiares y amigos ☐ Currently homeless/Actualmente indigente

Please specify if not listed/ Por favor especifique si no aparece en la lista:

14. Years residing in Flagstaff/Número de años de residencia en Flagstaff

- ☐ 1 - 4 years/años ☐ 15 - 19 years/años
- ☐ 5 - 9 years/años ☐ 20 or more years/años o más
- ☐ 10 - 14 years/años

15. Have you heard of the City of Flagstaff Commission on Diversity Awareness prior to this survey? If so, where?/Antes de esta encuesta, ¿había oído Ud. de la comisión para la concienciación de diversidad para la Ciudad de Flagstaff? Y si es así, ¿dónde?

☐ Yes/Sí

☐ No

If yes, where?/Si es así, ¿dónde?



City of Flagstaff Commission on Diversity Awareness  
Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

**Thank you for taking the time to complete this survey.**

**Gracias por tomarse el tiempo para completar esta encuesta**

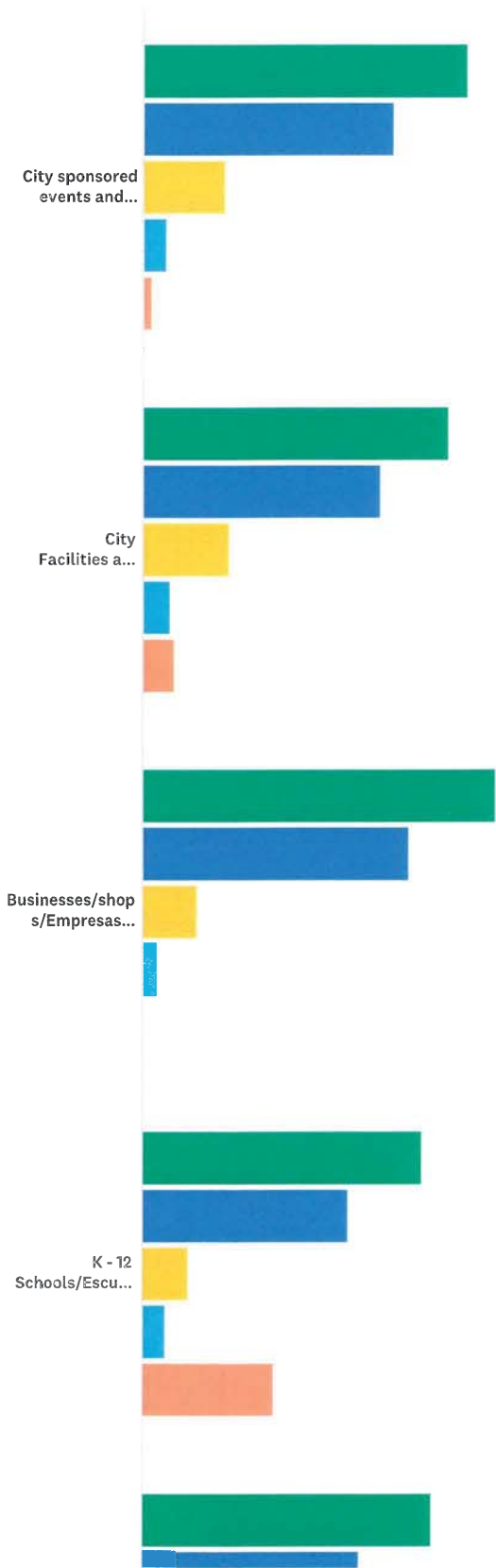
## Appendix B:

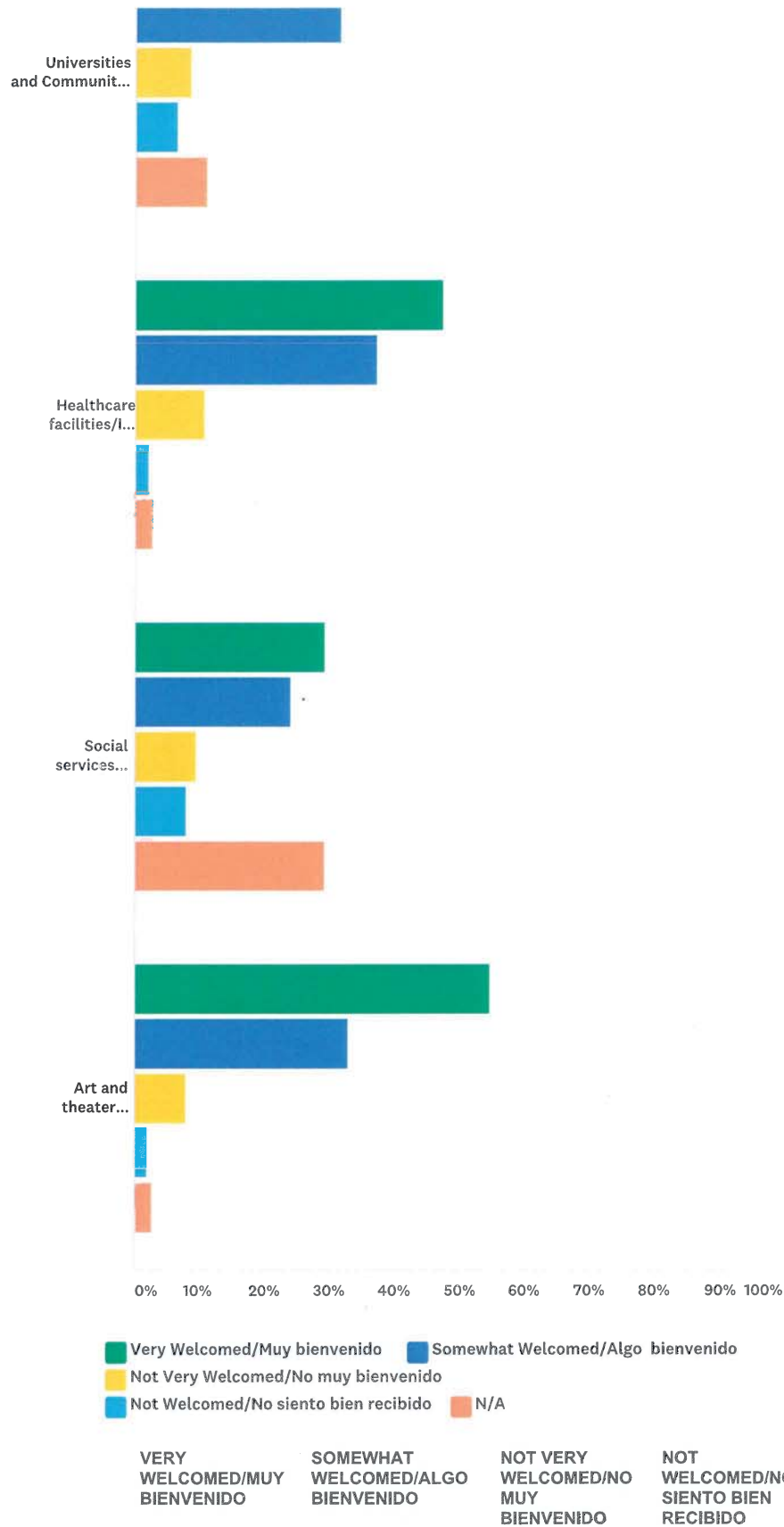
### Raw Data



Q1 How welcome do you feel at/¿Cómo se ha sentido usted en...?:

Answered: 152 Skipped: 2





# City of Flagstaff Commission on Diversity Awareness Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

SurveyMonkey

City sponsored events and activities/Actividades y eventos patrocinados por la ciudad	47.02% 71	36.42% 55	11.92% 18	3.31% 5	1.32% 2	151
City Facilities and municipal facilities/Instalaciones municipales a través de la ciudad	44.37% 67	34.44% 52	12.58% 19	3.97% 6	4.64% 7	151
Businesses/shops/Empresas /Tiendas	51.33% 77	38.67% 58	8.00% 12	2.00% 3	0.00% 0	150
K - 12 Schools/Escuelas K - 12	40.67% 61	30.00% 45	6.67% 10	3.33% 5	19.33% 29	150
Universities and Community Colleges/Universidades y colegios universitarios de la comunidad	42.11% 64	31.58% 48	8.55% 13	6.58% 10	11.18% 17	152
Healthcare facilities/Instalaciones de salud	47.33% 71	37.33% 56	10.67% 16	2.00% 3	2.67% 4	150
Social services facilities/Servicios sociales	29.33% 44	24.00% 36	9.33% 14	8.00% 12	29.33% 44	150
Art and theater venues/Instalaciones de arte, teatros	54.61% 83	32.89% 50	7.89% 12	1.97% 3	2.63% 4	152

#	OTHER PLACES NOT MENTIONED/OTROS LUGARES NO MENCIONADOS:	DATE
1	The AquaPlex is the least welcoming facility. I have been a resident of Flagstaff since 1996. I was a "rec center kid" My oldest children spent countless hours at Cogdill prior to its closing. I have great love for the City of Flagstaff and most programs put on by the City. The staff at the Aquaplex are disconnected, unorganized and unperson able. The Pod is dirty and the whole place feels out of touch and mismanaged. I have had unpleasant interactions over the phone and seen the mistreatment of staff and public by management.	8/2/2019 6:39 AM
2	Restaurants. In flagstaff are welcoming with the exception of a few mom and pop places	1/23/2019 10:39 AM
3	On the city streets, as a cyclist. - Not welcome at all. Especially on Milton Rd.	1/22/2019 11:46 PM
4	Church	1/22/2019 11:01 PM
5	Soc sec office security is horrendously rude and condescending.	1/22/2019 11:38 AM
6	None that I can think of.	1/22/2019 10:47 AM
7	Improvement of staff training at the Aquaplex. Understandably they are young staff with a high turnover, however I have observed and heard of incidences of less than courteous interactions from staff and have seen a lack of understanding of how free passes work/the payment system they have. It contributes to not wanting to support this facility, especially as the cost of the facility has increased over the years.	1/22/2019 10:47 AM
8	Downtown. It seems like people deemed undesirable are policed downtown.	1/14/2019 12:22 PM
9	All.	11/27/2018 9:34 AM
10	You spelled diversity wrong in the title	9/4/2018 1:24 PM
11	In Public spaces & especially downtown, I am made to feel that I need to "move along" and "go back to the Rez". The attitudes of police officers is also scary. I only feel welcomed in the Sunnyside.	9/4/2018 12:11 AM
12	Orpheum downtown.	8/31/2018 9:38 AM
13	I feel welcome anywhere in Flagstaff.	8/29/2018 2:11 PM
14	Churches? N/A with me but could be a good addition.	8/29/2018 1:44 PM
15	I speak as a person with disabilities. Many open establishments still have inaccessible sales floors and bathroom ingress egress not wide enough. Some stores still have so many racks I cannot get through.	8/28/2018 6:54 AM

16	Although generaiiy i feel welcome in Flagstaff, there is a lack of engagement, programming it inclusion for Latinos in Flagstaff. At some places, they just assume that I don't speak English and dismiss me. Recently, at the local Youth Arts and Music festival put on by the city at Bushmaster Park, they forgot to include Ballet Folklorico de Colores, a local non profit, all inclusive dance group for kids in Flagstaff. This happened last year and the year before and I personally spoke to the organizers both years. It's the subtle things and oversight that makes one not feel a bit welcome here.	8/28/2018 12:07 AM
17	Just wanted to mention that we have had Pride at Thorpe park for years now. We wer initially told that we needed to change venues because of noise, etc. But Hulabaloo has been at Wheeler for a while now. It is things like these that show us there is something wrong.	7/19/2018 10:37 PM
18	Parks and trails Gas stations Restaurants	7/19/2018 4:18 PM
19	Apartment complexes – Somewhat welcomed	7/19/2018 3:11 AM
20	south side neighborhood is being gentrified. people of color and older residents are not feeling welcome. we are being oppressed by the construction of 3-4 story buildings, the increased amount of traffic, the inability to park in front of our own houses, the noise of parties. you can argue that flagstaff is growing, but our neighborhood is being destroyed for this growth.	7/14/2018 1:22 AM
21	Parks: Somewhat welcome Felt not very welcome as a teenager/young adult of color.	7/12/2018 3:44 AM
22	The reason I don't feel welcomed at these establishments is because people assume my gender and then make assumptions based on that. The people who work at these facilities need to go through gender 101 classes and understand that the people who need services the most tend to be minorities, including gender minorities such as transgender, nonbinary, and gender non conforming folx.	7/11/2018 8:07 AM

## Q2 What makes you feel comfortable or uncomfortable?/¿Qué es lo que le hace a Ud. sentirse cómodo o incómodo?

Answered: 118 Skipped: 36

#	RESPONSES	DATE
1	That I'm talked too. Not saying anything to me.	8/2/2019 6:31 AM
2	The response of some non-minority business owners and venues. (Their level of comfortability)	8/2/2019 6:27 AM
3	People are generally friendly in Flagstaff	8/2/2019 6:18 AM
4	Drugs/Violence Unfriendly service professionals	8/2/2019 6:15 AM
5	Most often I feel welcome - my young adult son does not feel this way. He is on the spectrum.	8/2/2019 6:12 AM
6	friendly/employees helpful	8/2/2019 5:56 AM
7	Not knowing people or knowing people	8/2/2019 5:52 AM
8	The way people are is always a determining factor. Attitude is key.	8/1/2019 6:43 AM
9	Healthcare tends to be a place than can be intimidating to people in the LGBTQ+ community.	6/25/2019 9:58 AM
10	I felt uncomfortable when I tried to apply for help with my heater, the lady was very demeaning and I felt like she was looking down on me. Instead we used portable heaters to heat the house she didn't seem to care that we are raising a grandchild and at the time had two one was 16 and the other 9	1/25/2019 2:40 AM
11	Sometimes people can get carried away with their talk about cis white men. I've seen people be told not to speak and to be silent during discussion both online and in person just because they are white males. I think its important we work to lift up marginalized groups and we should do so without maligning another.	1/24/2019 1:40 AM
12	??	1/23/2019 2:02 PM
13	Happy, safe, kind, helpful people.	1/23/2019 1:53 PM
14	Flagstaff used to be a down home American community. The current City Council is trying to complete the socialist transformation that all the California transplants started.	1/23/2019 12:33 PM
15	A smile or lack of one with the look and the why are you here attitude	1/23/2019 10:39 AM
16	Snotty retail people	1/23/2019 10:14 AM
17	The staff	1/23/2019 6:30 AM
18	Eye contact & greet	1/23/2019 3:09 AM
19	Awareness of events before they happen (usually via social media or newspaper) and being a community member for 20 years makes me feel comfortable.	1/23/2019 2:15 AM
20	rude people? i don't know	1/23/2019 2:04 AM
21	I feel comfortable when people approach me and speak my language or when I can speak my language and not feel ashamed or out of place.	1/23/2019 1:49 AM
22	Rude behavior, comments indicating immigrants are not welcome	1/23/2019 1:00 AM
23	The openness of the place or event makes it comfortable. Police presence makes it uninviting and uncomfortable. Police should not be patrolling events.	1/22/2019 11:53 PM
24	I feel welcome when my friends feel welcome. I'm white, straight, and cisgender, and relatively financially stable, but many of my friends are not. I also feel welcome at events when public transportation connects me to them.	1/22/2019 11:46 PM
25	Uncomfortable: Walking into a venue and knowing no one.	1/22/2019 11:01 PM
26	I am racially profiled for entertaining a facility	1/22/2019 10:53 PM
27	I feel uncomfortable with the left leaning bias of our City Council and their supported activities.	1/22/2019 2:40 PM
28	Disability accessibility	1/22/2019 2:19 PM
29	The greeting I get from the first people I meet in a place. It sets the tone.	1/22/2019 1:05 PM

30	I come from California where Mexican Americans are generally well accepted. I contrast that to Phoenix, where I lived for 10 years, where we've had negative experiences that I attribute to racism. Flsgstaff is much more closely to California than Phoenix in that regard. I am glad we moved here. I love Puente de Hozho bilingual magnet school and I wish there were more schools like it.	1/22/2019 1:01 PM
31	Friendly people	1/22/2019 12:46 PM
32	It's more about noticing how one is treated compared to others in same situation. Ex: Rainbows End store-i have noticed over years of experience, degrees of my attire fr casual to dressed up and I always get followed by sales poeple- i've watched for customers to see if same happens to them-doesn't happen unless they look like me. I have been with anglo friends and that is only time this behavior is minimized. it's never absent.	1/22/2019 11:38 AM
33	As a gay man, being with my partner in public often garners stares or comments.	1/22/2019 11:18 AM
34	People being friendly	1/22/2019 10:47 AM
35	I feel pretty welcome everywhere. The arts/theater scene is just not my type of environment.	1/22/2019 10:47 AM
36	Racism	1/14/2019 12:22 PM
37	Homeless make me uncomfortable.	1/14/2019 12:14 PM
38	Mostly, I think it's because I am and appear to be a white, middle class, middle aged man.	11/27/2018 9:34 AM
39	Uncomfortable with the improper use of pronouns	9/20/2018 8:43 AM
40	I feel out of place on school campuses, it's not that I'm not welcome necessarily. And some medical places use the wrong name or pronouns for me if I'm on the phone.	9/18/2018 5:33 AM
41	The affect of those staffing the venues	9/14/2018 3:26 PM
42	Kindness makes me feel safe and comfortable. (Same for the opposite)	9/13/2018 4:39 PM
43	The tone of people's voices.	9/13/2018 3:08 PM
44	Smiles & eye contact	9/13/2018 2:19 PM
45	In general there is a sense that as a person of color I am "the Other" anywhere I go. Whether this is presented as a positive or negative, it's still a sense of not quite belonging here.	9/11/2018 3:37 PM
46	xxxx	9/11/2018 12:44 AM
47	Why would you leave this as free response? I could put that this survey makes me uncomfortable.	9/9/2018 3:03 PM
48	Body language, tone of voice, facial expression and interreiations with staff, people .	9/9/2018 4:37 AM
49	Staff members are caring and accommodating.	9/7/2018 4:58 PM
50	Government makes me feel uncomfortable.	9/6/2018 9:51 AM
51	The fact that I know many officials in Flagstaff encourage, defend, and respect diversity helps me to feel comfortable across Flagstaff.	9/5/2018 6:06 AM
52	Nothing really in flagstaff	9/4/2018 2:36 PM
53	Being stared at or being followed in public spaces & stores. People are talking loudly about what a nuisance 'Indians' are when they're drunk, whilst looking at me.	9/4/2018 12:11 AM
54	Acknowledgement of presence, welcome greeting, connection	9/3/2018 9:21 PM
55	Son is disabled. FUSD not inclusive and this town supports them without question.	9/3/2018 2:45 PM
56	Small businesses are suffering from then minimum wage. This town is not friendly at all. Police revenue enhance all the time and the city council only works on there own personal agenda. Flagstaff is turining into an Aspen, Colorado.	9/3/2018 1:52 PM
57	I am new to Flagstaff and have yet to experience some of these questions.	9/3/2018 1:22 PM
58	I am comfortable with most businesses whether it is government, institution, or other public gatherings including congregation.	9/3/2018 5:02 AM
59	Lack of community in this town. Its all about gaining profits from tourists and university students. The local residents dont matter.	9/2/2018 8:16 AM
60	Friendly smiles and communication	9/2/2018 3:37 AM
61	Intolerant Liberals	9/2/2018 1:22 AM
62	Eye contact and a smile	9/2/2018 12:40 AM
63	When I as a brown person enter a business or government facility and nobody greets me yet they greet white people who come in after me - this is uncomfortable.	8/31/2018 3:46 PM
64	Comfortable - smiles, greetings, good lighting. Uncomfortable - glares, harsh tones, tight spaces.	8/31/2018 1:25 PM
65	Atmosphere of racial profiling, especially in businesses.	8/31/2018 11:32 AM



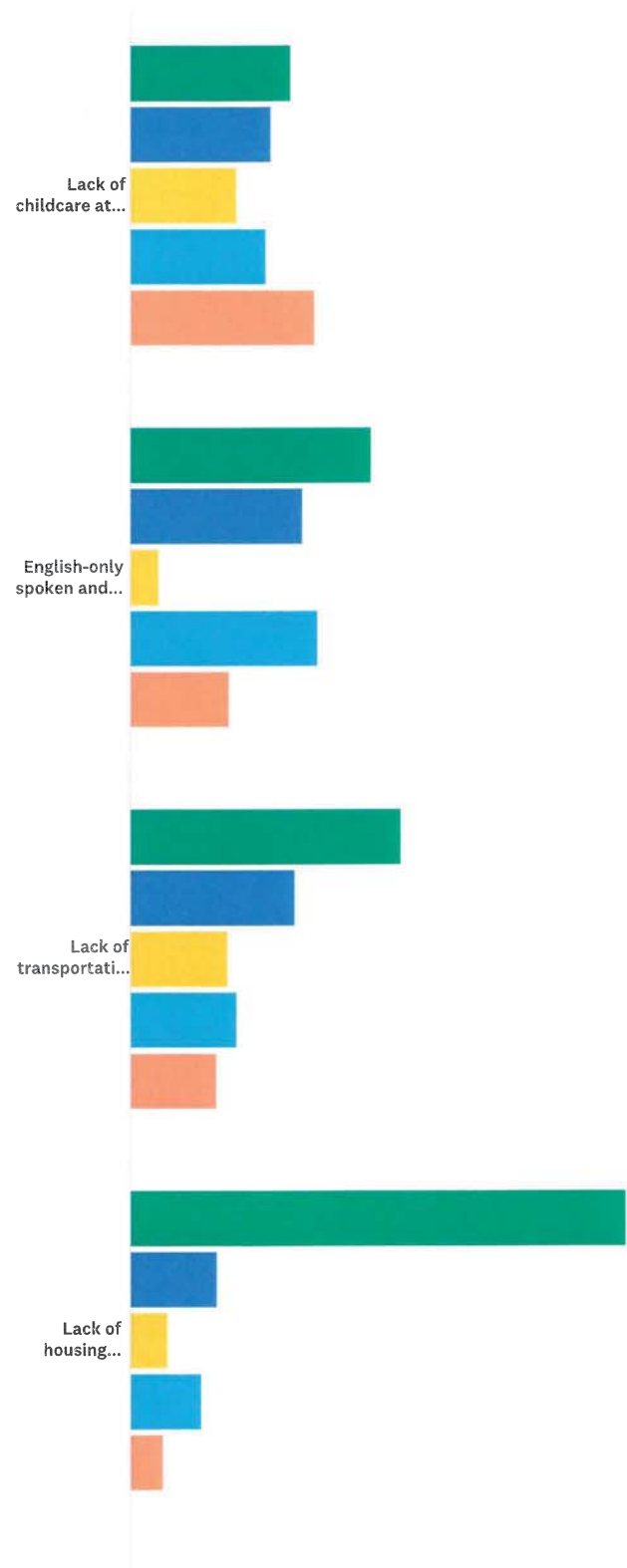
66	Went to a show downtown and every person getting escorted out of the venue, Orpheum, was a Native American. There were other folks causing a ruckus but they only given warnings while the security team grabbed the Native Americans with no warnings. Not fair, and I was not under the influence.	8/31/2018 9:38 AM
67	When people hate or treat people differently only because they have an opposing view.	8/31/2018 8:13 AM
68	Comfortable: Being in a familiar situation/environment Uncomfortable: Being with people who are very different from me.	8/31/2018 7:18 AM
69	The pressure to interact with humans.	8/30/2018 6:11 PM
70	Rude people and folks that do not look both ways when crossing streets in downtown.	8/29/2018 8:40 PM
71	One thing that always makes me feel comfortable in the city is how much there is to do that is free or at a low cost. I think it really helps brings the community together when everyone can participate! Would like more family-based events as well, sometimes it can feel uncomfortable to be a non-college-aged Flagstaffian.	8/29/2018 3:32 PM
72	Nothing	8/29/2018 2:11 PM
73	I feel comfortable and welcomed when i am greeted with a sincere smile when i enter a business. Uncomfortable if i feel i am being ignored. I usually leave if no one offers to help me within the first 5 minutes.	8/29/2018 1:44 PM
74	Homeless, intoxicated, and pan handlers make me feel uncomfortable.	8/29/2018 8:02 AM
75	For healthcare & schools, there are more minorities working there. So, you feel more welcome. City Hall is stale and unwelcoming. There is little diversity there.	8/29/2018 7:37 AM
76	Some businesses have displays of right-wing symbology such as flags that indicate the support of police officers indiscriminately murdering people of color.	8/29/2018 1:40 AM
77	Comfortable- a smile, eye contact, being helpful without being overbearing Uncomfortable- avoiding eye contact, avoiding interaction, ignoring people that don't appear important.	8/29/2018 1:25 AM
78	smiles	8/28/2018 1:59 PM
79	I'm a Republican President Trump supporter.	8/28/2018 12:47 PM
80	There is a very comfortable feeling in almost every establishment I find myself in.	8/28/2018 10:16 AM
81	uncomfortable that we r restricted from carrying firearms in the open. and that there are too many liberal socialist in town	8/28/2018 9:16 AM
82	Calm, smiling greeters; eye contact; a person to answer questions	8/28/2018 7:44 AM
83	The personal preferences of others being forced upon me. We are all different. Respect that.	8/28/2018 7:12 AM
84	Going into a business where they have thought about me as a customer. Grocery stores have the lowered wheelchair writing surface but the walkway between registers isn't wide enough for a chair. That's just ADA "lip service".	8/28/2018 6:54 AM
85	Overt patriotism currently and hate speech make me feel uncomfortable. Representation from lots of different groups makes me feel comfortable.	8/28/2018 4:27 AM
86	I've never felt uncomfortable.	8/28/2018 4:18 AM
87	Lack of programming or having to translate as a patient for other patients in a healthcare setting.	8/28/2018 12:07 AM
88	Being treated fairly and equitably.	8/4/2018 11:15 AM
89	I have always been welcome at all venues in Flag. On the other hand, I have felt unwelcome at some places in other states, especially the South.	7/24/2018 8:39 AM
90	I find Flagstaff to be a fairly safe city, and enjoy living here. I would like to see more venues and options and social events for those of us that identify within the broad LGBT spectrum. Having Pride in the Pines once a year isn't exactly a full support system as that is a one time event. We don't need events of the caliber of Pride in the Pines, but consistent city events would be nice to see. Things like small groups, or even a library day to read to folks queer children's books or things like that. Being able to interact in everyday life is more important than huge once a year signature events.	7/23/2018 4:14 AM
91	Depends on the situation	7/20/2018 11:27 AM
92	I'm in fear of being berated for conservative political views.	7/20/2018 8:47 AM
93	when people assume something about me and when they state the obvious about my physical appearance	7/20/2018 6:59 AM
94	Uncomfortable as an LGBT person: weird looks when my partner and i are holding hands, "Trump/Pence" signs (it doesn't mean the person hates LGBT, but it means they support someone who actively doesn't support LGBT), dark allies downtown at night.	7/20/2018 3:40 AM

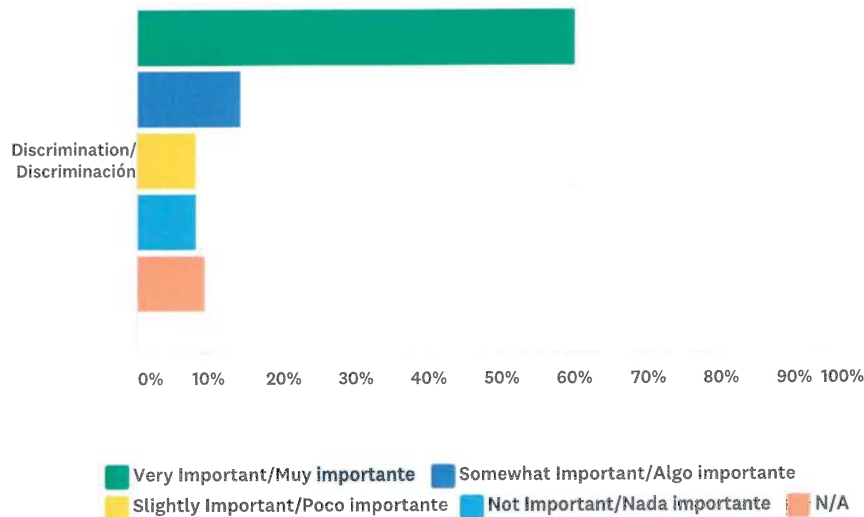
95	I often feel uncomfortable when I walk in to a place of business because it feels like I am being watched. It feels like I am being watched because I am Native American. But, growing up in Flagstaff, I've learned to just deal with it	7/20/2018 3:20 AM
96	Ah, the feels. Seriously? People are too sensitive these days and get their precious feelings hurt over the most trivial of things.	7/20/2018 1:00 AM
97	When people leave threatening notes aty family's door	7/19/2018 10:37 PM
98	I've never felt uncomfortable. What makes me feel comfortable is when I am greeted with a hello and smile, and that when I ask for help/assistance I am treated how I expect to be treated.	7/19/2018 10:10 PM
99	being judged on my cover.	7/19/2018 6:12 PM
100	I feel comfortable when I feel represented, and am with people who share similar interests.	7/19/2018 4:24 PM
101	Free parking, family friendly- Changing tables in men's and women's restrooms, people greet you, clean steets, sidewalk, no dog poop everywhere in the grass, affordable things to do and see.	7/19/2018 4:18 PM
102	People in cliques.	7/19/2018 4:15 PM
103	Too many gays here	7/19/2018 4:00 PM
104	Being treated with respect and kindness.	7/19/2018 3:56 PM
105	Flag waving MAGA supporters that support the division Trump and the GOP espouse	7/19/2018 3:55 PM
106	Acceptance makes me feel comfortable! People with big trucks and confederate flags make me feel uncomfortable!	7/19/2018 3:50 PM
107	Diverse attendees, many familiar faces	7/19/2018 3:28 AM
108	People are generally friendly and welcoming	7/14/2018 7:16 AM
109	feeling welcomed, safe and secure in any place. at this time I do not know if my neighborhood will even be here in ten years	7/14/2018 1:22 AM
110	Acknowledged. Hello. How are you. Have a nice day	7/12/2018 12:59 PM
111	It depends on the group I'm with, but physical accessibility, and access to information or translation can be important to our group experiences. Disrespect or appropriation for local indigenous culture quickly turns us away.	7/12/2018 3:44 AM
112	It's hit and miss at most places. Arizona is a very racist state so sometimes or some people are cool and some are not.	7/12/2018 12:58 AM
113	Smiles and attitude	7/12/2018 12:47 AM
114	I feel some people may feel a little intimated by me because of the way I look and dress. I feel it's pretty obvious that I was raised in a lower income environment	7/11/2018 12:38 PM
115	Not always accepting of minorities with tattoos but little know with two degrees	7/11/2018 12:37 PM
116	Being invited	7/11/2018 11:33 AM
117	How people stare. The uncomfortable body language. Sometimes the blatant disgust on faces. The way police stare, watch and way overly pay attention almost waiting for us to do something.	7/11/2018 11:02 AM
118	it makes me feel comfortable when people ask me my pronouns or when there are more than two (boy/girl) options for gender on these forms.	7/11/2018 8:07 AM



Q3 Rate specific barriers to a welcoming climate you are aware of/Según su conocimiento, indique las barreras específicas a un ambiente hospitalario:

Answered: 152 Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	SLIGHTLY IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A
Lack of childcare at venues/Falta de guarderías para niños en los lugares de eventos	22.00% 33	19.33% 29	14.67% 22	18.67% 28	25.33% 38
English-only spoken and written materials/Comunicación oral y materiales exclusivamente en inglés	33.11% 49	23.65% 35	4.05% 6	25.68% 38	13.51% 20
Lack of transportation options/Falta de opciones para transporte	37.33% 56	22.67% 34	13.33% 20	14.67% 22	12.00% 18
Lack of housing options/Falta de opciones para vivienda	68.21% 103	11.92% 18	5.30% 8	9.93% 15	4.64% 7
Discrimination/Discriminación	60.14% 89	14.19% 21	8.11% 12	8.11% 12	9.46% 14

#	PLEASE DESCRIBE SPECIFIC BARRIERS CHOSEN ABOVE/SÍRVASE DESCRIBIR SUS RAZONES POR ELEGIR CUALQUIER BARRERA CITADA ARRIBA:	DATE
1	I have see the Aquaplex maintained better but the other centers have better, nicer, friendly, more welcoming staff.	8/2/2019 6:39 AM
2	Information in English	8/2/2019 6:31 AM
3	Children often have to translate for their parents and it makes sense for us to provide literature in Spanish as well as English	8/2/2019 6:27 AM
4	Training and awareness re: diversity and tolerance (gender and Bias awareness training for individuals who work with students and public) Disability awareness training.	8/2/2019 6:07 AM
5	Housing - I think that the housing is outrageously ridiculous. If you make enough money you don't qualify for assistance but you can't really afford anything else.	8/2/2019 6:01 AM
6	Cost of living. Flagstaff needs more housing but cheaper at the same time. Change zoning to allow micro homes on small lots.	1/24/2019 1:40 AM
7	Poverty and housing crisis in the area are forcing families, elders, nurses, teachers, counselors and other essential people out of the community. If we keep it up all the caring "Flagstaff" people will be gone replace with rich college kids, tourists(who leave trash in the woods, and rich people from other places. At what point do we protect the essential people in our community. Flagstaff is ruined because the gentrification is complete. It's a sad thing to watch your beloved community members leave to greener pastures while you know you will soon need to leave as well.	1/23/2019 1:53 PM
8	Quit taxing the hell out of the citizens of this community.	1/23/2019 12:33 PM
9	Stereotypes or presumed illegal	1/23/2019 10:39 AM
10	Age	1/23/2019 10:14 AM

11	I don't understand the wording of the question. I'd like to think we have an exclusive community. However, some city functions the attendees are primarily white. I don't know if that's discrimination or not. Lack of housing is important but it doesn't really relate to the topic. Transportation is fine with the option of the bus and uber. Events will be primary English, i dont suppose that doesn't include Navajo and Spanish speakers, but realistically there can't be interpreters at every event. Childcare is the responsibility of each individual parent, not necessarily a community issue.	1/23/2019 2:15 AM
12	It is hard to go to events when childcare isn't available. Also having child activities during the week after 5p would be really beneficial to the community. Events in the am are only attended by those who don't work. We should absolutely have multi-lingual written and spoken materials at events...beyond just spanish also navajo, chinese, etc. The bus system desperately needs to be expanded. We need to increase property taxes in order to fund a free city-wide bus system for residents that goes to the outskirts of the city. People in Kachina, Doney Park, Baderville, Lake Mary need to be able to take the bus. We desperately need housing in the \$200K or less range, that is affordable housing. We do not need more apartments in this city. We need to create a city that people can live and work in. We need working family neighborhoods where people can afford to buy a home not just rent one. I feel that people in Flagstaff discriminate heavily against Native Americans, that needs to change. I would love to see more native peoples at city events, you hardly ever see them and their families attend city events.	1/23/2019 2:04 AM
13	Affordable housing is Flagstaff's biggest problem.	1/23/2019 1:00 AM
14	Communication is key to breaking down barriers.	1/22/2019 11:53 PM
15	The lack of affordable housing options is making things tough for folks in Flagstaff. One measure I've chosen in order to make more room in my budget for housing is to get rid of my car. For the most part, I think the bus system in town is fantastic, but there are some limitations. As a car-free single mom, there are some things we just can't do realistically without paying for a taxi or rideshare app. For example, the lack of bus service to DeMiguel School. My son has several after-school activities that meet there (AYSO soccer, Boy Scouts, etc.), and I usually have to pay about \$20 round trip for a ride or ask friends/co-parent for help with transportation to those events. We mostly bike, walk, and take the bus, but the hill in that neighborhood and the late evening timing of the activities make this unrealistic. It would be really great if the buses served all of the public schools in town. I know that for some families, these transportation issues exclude them entirely from some after-school activities. We've had to opt out of some activities, simply because of transportation challenges.	1/22/2019 11:46 PM
16	Having materials translated for Spanish speakers is important.	1/22/2019 11:01 PM
17	Little to no housing. The City caters to wealth and NAU	1/22/2019 10:53 PM
18		1/22/2019 1:05 PM
19	I wish there were more housing developments in the mid 200,000s, just like you can find in Phoenix and other places.	1/22/2019 1:01 PM
20	If things are only available in English it leaves a major part of our community that is not represented. The same with housing affordability, it is an automatic discriminatory practice. It stops making our community diversified. All you end up promoting is a wealthy white community.	1/22/2019 10:47 AM
21	There is a lack of affordable housing.	1/14/2019 12:22 PM
22	Housing is a huge issue in Flagstaff. Not enough affordable.	1/14/2019 12:14 PM
23	I have friends and colleagues who have described each of these barriers to me.	11/27/2018 9:34 AM
24	Flagstaff is a very expensive place to live, and they keep building more apartments which helps, except they're all luxury apartments that const too much. We need affordable housing!	9/18/2018 5:33 AM
25	Flagstaff is very unwelcoming to those who aren't incredibly wealthy	9/14/2018 3:26 PM
26	Flagstaff needs to consistently work to make its self more accessible to more people. When there is snow and ice it is often a physical and mental barrier to leave home. Sidewalks and drive ways become less accessible. Living downtown with a child ina wheelchair I have felt very uncomfortable as of late with the combination of increasing traffic with things like the hub I feel trapped inside my neighborhood. I was more comfortable in this town 5 years ago. I am uncomfortable as a counselor to children constantly helping families who are losing homes due to our housing crisis. I am very uncomfortable as I have also lost many coworkers due to our housings crisis and need to now work harder while letting families down.	9/13/2018 4:39 PM
27	Numerous POC tell me how discrimination in Flagstaff is significant. Particularly my Native American friends. Housing is a problem and we all know it. Families don't live in shared living spaces, we're tired of seeing student housing built where low-income housing should be.	9/13/2018 3:08 PM
28	I feel very welcome in Flagstaff	9/13/2018 2:19 PM
29	I have a vehicle so transportation is not a barrier for me. Flagstaff housing rental rates!!!!....	9/9/2018 4:37 AM
30	Native & Indigenous people are simply barred from these places by silence, or people telling us their is no room, or they are closing, etc. we are silenced and made to feel extremely uncomfortable, so we leave on our own.	9/4/2018 12:11 AM

31	it is expensive to live here in,Flagstaff. Traffic is horrible. City council is so terrible	9/3/2018 1:52 PM
32	No comment.	9/3/2018 5:02 AM
33	How can someone pay \$1950 in rent when they are paid \$1650 here? The rent is out of control here for families, especially when the university employees so many people and doesnt have to keep up with national wages. I started a position that was 10k below the last university I worked at (same title) and haven't received a cost of living increase in over 5 years, though the rent and utility costs go up regularly. The rentals near That uni go for half the rate here. That makes it impossible to participate in local businesses and events.	9/2/2018 8:16 AM
34	Childcare - not a parent so unable to really give input regarding childcare. It does seem to be an issue though for many families. English-only - I'm open to people being able to speak in their language freely. Being multilingual is a skill many overlook. I think having written materials in other languages help as well. Let's people really understand what is being communicated. Transportation and Housing options - lack of these can make keeping people in the city of Flagstaff difficult. Housing right now is crazy being unaffordable and having people move away. Flagstaff is pretty good with transportation options allowing people to get around. Discrimination - can be found anywhere, especially in the current political climate of our country. Need to find ways that promote inclusion and understanding instead of fear and judgment.	8/31/2018 1:25 PM
35	Getting emergency dental care, appt when u have no vehicle. Lack of timely emergency dental care due to type of insurance. Lack of means to get new glasses because insurance doesn't cover.	8/31/2018 11:32 AM
36	There are hundreds of homes for sale in the Flagstaff area, for over \$300K, however renting or purchasing a home for a family of four is overpriced for working families in Flagstaff. Lack of housing = discrimination against working families. There are too many "businesses" for lease and not enough housing for working families and single adults.	8/31/2018 9:38 AM
37	This question is confusing, what are you actually asking for? None of the above effect me personally.	8/31/2018 8:13 AM
38	I think transportation and housing are very large barriers in our community particularly. I have watched the families in our complex and the surrounding building slow be pushed out by students over the years, and in fact, we are moving further out of the city soon, because the students are so insufferable to live with. More affordable housing is important to keep the base of Flagstaff here and working. Students come and go, but Flagstaffians are what will keep the town running. Similarly for the buses, I have heard so many families that have to live far from the center of town that wish they could be more involved and support local businesses more, but are put off by having to take an hour plus bus ride for what would usually be a 15 minute car ride.	8/29/2018 3:32 PM
39	Lack of reasonably priced housing	8/28/2018 12:47 PM
40	The lack of affordable housing in this community is one of the glaring needs that needs to be addressed in the very near future. "haves" will almost always feel welcome, and "have nots" will almost undoubtedly feel the opposite.	8/28/2018 10:16 AM
41	the downtown parking is a crap shoot....shouldnt have to pay for it. council waste our on those dumb art in the street and mass of junk metal that decorates 4th street	8/28/2018 9:16 AM
42	Housing os unaffordable for most. Stop pandering to NAU and apartment developers.	8/28/2018 7:12 AM
43	NAIPTA buses are disability friendly and there's also mountain lift. However, bus passengers are resistant to move from the special seats and the left drivers show up so EARLY for scheduled pick ups that I am in fear of being left behind as I cannot move quickly enough to get out the door. Section 8 housing may or may not be ADA compliant.	8/28/2018 6:54 AM
44	I have a young child, so I do feel excluded when I do not have childcare readily available because I never know how my child will react to a situation. Having things on hand to entertain my child does help with this. Having English-only spoken and written materials is a huge barrier to non-English speaking people and I would like to see more opportunities for translators, including ASL translators at public events. I put transportation as somewhat important, because Flagstaff is walkable most of the year. Housing is a definite issue in Flagstaff, and the cost of housing and lack of opportunity is not just forcing out minorities, but the younger generation in my opinion. I have faced some discrimination in Flagstaff for what I am, but it is minor in comparison to what I left in Georgia. I would say discrimination has gotten more pronounced in the last two or three years, but I still feel that Flagstaff is better than a lot of places and is more of the less discriminatory towns in Arizona.	8/28/2018 4:27 AM
45	If materials are only presented in one language in a healthcare facility, how does a person know what they're signing. There is a crisis in affordable housing in this town and we are pushing locals out for college students.	8/28/2018 12:07 AM
46	Although I recognize the importance of providing languages other than English, I also recognize that when this IS provided, it is usually just English and Spanish. There are many other languages spoken in our community and it would be difficult or impossible to provide spoken and written materials at all events in all languages.	8/4/2018 11:15 AM



47	Our bus system is pretty good in the sense that it is well connected and convenient. However, it can be challenging to make the bus system an integral part of your life. Many people choose to drive instead of bus because it's faster and more convenient. Maybe a way to promote using buses more, I'm not sure. Housing is likely the biggest issue in Flagstaff. It's a great town to live in, but is also prohibitively pricey, especially since wages in the area do not match cost of living. I'm sure city folks are already aware of this and are working on solutions.	7/23/2018 4:14 AM
48	Money I think it's the biggest barrier in Flagstaff societal invitations	7/20/2018 11:27 AM
49	I feel like the city is only concerned about NAU students and housing them instead of the City's own local population.	7/20/2018 6:59 AM
50	I see public meetings and such at MNA or all on the west side. That means that group is unlikely to have low income folks attending. More events should also have an east side venue. Housing is a huge issue in that I think it is discriminating against income all the time and income aligns with minority groups so much.	7/20/2018 3:40 AM
51	Lack of transportation and housing is a large issue for Flagstaff. The bus system runs okay, but there are large gaps in service times so it makes it difficult to be on time. Housing is a major concern as I would like to live here and purchase a home or an apartment but there is often a lack of affordable and adequate housing.	7/20/2018 3:20 AM
52	So addressing the English only option... We live in the USA. English is our language. If you're here, at least try and speak it. Not sure how many other countries you've been to, but all of them I've visited (and that's a lot) don't cater to English speakers. They actually appreciate it if you try and speak their language, as they see it an attempt to relate to them. Discrimination... This is a natural human thing. At our very core we are animals and we inherently run with our like kind and look down on others.	7/20/2018 1:00 AM
53	I haven't experienced the 3 I marked N/A, however, even with a high paying job in Flagstaff and being the only person in my household that I am responsible for, my house options were limited due to high cost and the type of dog I own (husky-Rottweiler mix).	7/19/2018 10:10 PM
54	I think more signs should include Spanish. It would help not only our Spanish speaking neighbors but also tourists. Maybe even mandarin. Our public transportation is good but it could be improved. Shuttles from doney, munds Park. Extended weekend hours. More buses to have more runs per hour. These things make the bus system unusable and under utilized for a good majority of people. There is no affordable housing in this town. You either are week off financially or you work too much and still struggle. Creates classism. U	7/19/2018 4:24 PM
55	The barriers are cost of living and affordable options for families, single income, and elderly. Also having more businesses that meet the needs of people of color. Flagstaff needs more opportunities for ethnic food, shopping, art, and culture! The Native American culture should be more present and predominate in Flagstaff.	7/19/2018 4:18 PM
56	Rent too high and forcing families to leave	7/19/2018 4:00 PM
57	Better transportation with infill projects on the east side for low income housing	7/19/2018 3:55 PM
58	The bus schedule makes it difficult to attend events that last late into the evening, especially on weekends, when the buses stop running very early.	7/19/2018 3:28 AM
59	These have not been barriers for me personally, but I imagine they are major barriers for others. This question is a little vague.	7/14/2018 7:16 AM
60	we must include in this lack of good paying jobs. we must invest in affordable housing. if developers want to build, they must include more affordable housing. what ever the current percentage is right now needs to be increased significantly.	7/14/2018 1:22 AM
61	Attitude of staff in certain service areas	7/12/2018 12:59 PM
62	We have a high cost of living here in flagstaff. If money is an issue in something as simple as affordable housing than of course child care and transportation are also issues. Those are extra expenses for people that are living on the poverty line. Affordability is very important in flagstaff and allows for diverse neighborhoods. Gentrification breeds environments of segregation and socioeconomic conformity. Flagstaff is not very language accessible considering proximity to native lands & languages. Spanish language options should also be available. Access to gender friendly bathrooms can prove to be a barrier	7/12/2018 3:44 AM
63	Lack of housing options: well, it's getting worse and worse!! You guys are little by little, actually it's starting to happen a bit more and faster these days catering to the students of NAU and to only the wealthy!	7/12/2018 12:58 AM
64	Same as I said before, I feel it's pretty obvious I'm was raised in a lower income environment and it feels as though it triggers some negative stereotypes in the average middle class white persons mind	7/11/2018 12:38 PM
65	All of the above are seriously lacking in FLG, I would emphasize the lack of housing options is seriously homogenizing the kind of people that can live in FLG (i.e. only rich, white people can afford to live here, thus we get very little cultural diversity)	7/11/2018 8:07 AM

## Q4 Other barriers not mentioned above (please describe and rate)/Otras barreras no mencionadas arriba (favor de describir y asignar una valoración):

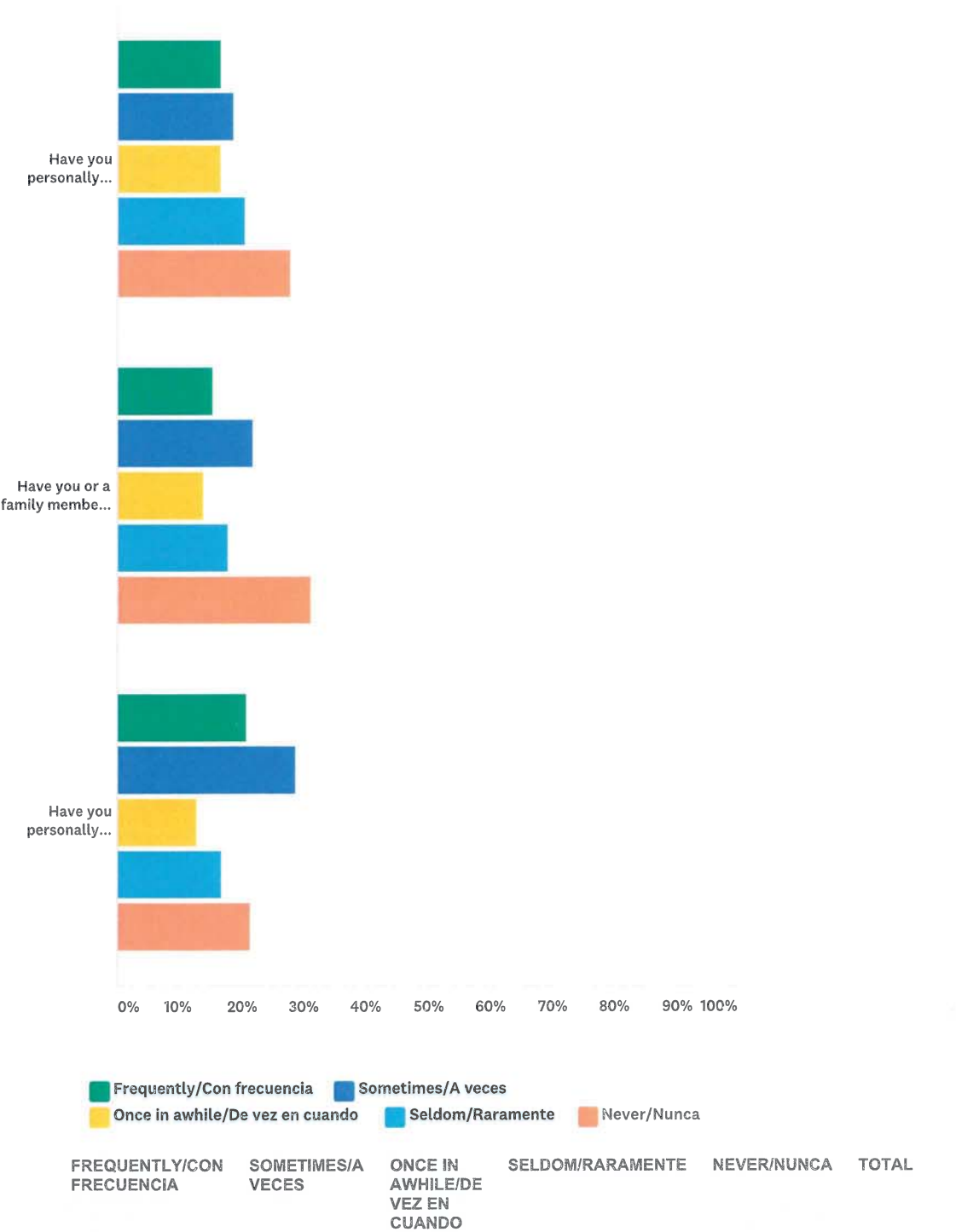
Answered: 52 Skipped: 102

#	RESPONSES	DATE
1	Lack of cultural sensitivity and education	8/2/2019 6:27 AM
2	Lack of access to social services (limited resources) - mental health	8/2/2019 6:12 AM
3	Being a Christian	8/2/2019 5:52 AM
4	Employment opportunities. The city needs to project a more business friendly attitude so we can attract more employers	1/24/2019 1:40 AM
5	That is all	1/23/2019 1:53 PM
6	Looked down at certain events	1/23/2019 10:39 AM
7	The way staff treats you	1/23/2019 6:30 AM
8	N/a	1/23/2019 2:15 AM
9	Lack of interpreters or interpreters that are fluent not just in the language but in the culture/origin/traditions/expectations of the person needing translations.	1/23/2019 1:49 AM
10	Access to all for drivers license, voting(including prisoners and ex felons), and credit/bank loans. All are Very Important	1/22/2019 11:53 PM
11	My partner is deaf. I've NEVER seen a sign language interpreter at any city events, city-approved festivals, or any of the other local concerts, plays, or art events. We often skip these events, because there's no way for him to participate. When we've called to request an interpreter, most organizers say that they can't afford it. Which I'm pretty sure is illegal. I'd love to see the city require ASL interpretation for permits at large events in town that include public speaking. The deaf community is big in Arizona, and the community is well-connected. More people would travel to more events in Flagstaff from around the state if this was a regular part of those events.	1/22/2019 11:46 PM
12	NAU is out of control	1/22/2019 10:53 PM
13	The higher minimum wage is a huge barrier to small businesses	1/22/2019 2:40 PM
14	Disability accessibility	1/22/2019 2:19 PM
15	Just the continued lack of cultural and humanity respect to the diversity of this city, the people and it's Border town customers. Ignorance is not bliss, it's a teachable opportunity.	1/22/2019 11:38 AM
16	Lack of middle-income jobs; Very Important. Lack of accommodations for people with physical disabilities (this becomes exponentially more problematic in the winter); Very Important. Lack of viable mental health facilities. Very Important.	11/27/2018 9:34 AM
17	The cost of simply existing in this area is suffocating	9/14/2018 3:26 PM
18	Housing crisis, lack of economic resources and industry, poverty statistics in relation to flagstaff children, economic instability	9/13/2018 4:39 PM
19	Overall, I do not appreciate the direction the city is heading, but I understand this is a tourist-based city.	9/13/2018 3:08 PM
20	Venues for large community events are very expensive and always booked	9/9/2018 4:37 AM
21	Working at NAU... I feel barriers to town. I understand the town's resentment--but I wish there was a way to make that relationship better.	9/5/2018 6:06 AM
22	high cost for parking in town and on campus; high cost of entry to events.	9/3/2018 9:21 PM
23	Lack of access....not wheelchair compatible	9/3/2018 2:45 PM
24	Don't bring race into living here in Flagstaff. That is out of line.	9/3/2018 1:52 PM
25	None. If I am discriminated, I make it known to what ever the situation might be. Good.	9/3/2018 5:02 AM
26	None	9/2/2018 12:40 AM
27	Retail/Food Establishment placement (Very Important) - I feel keeping these type of business on one side of town causes traffic congestion and doesn't promote economic equality.	8/31/2018 1:25 PM
28	Only allopathic medicine somewhat uses most insurance but alternative options are unavailable to this as viable choice.	8/31/2018 11:32 AM

29	If the city can build for university students, they can build housing for students in the community college too, teaching, and afford to live here.	8/31/2018 9:38 AM
30	Parking - very important Cost - very important	8/31/2018 8:13 AM
31	None	8/29/2018 2:11 PM
32	Transient and intoxicated persons in city parks make me feel uncomfortable	8/29/2018 8:02 AM
33	na	8/28/2018 1:59 PM
34	None I can think of.	8/28/2018 10:16 AM
35	the fact that the city paid 96k in hush money to a certian individual but we cant pay parks and streets employee any money or give them pay	8/28/2018 9:16 AM
36	NA	8/28/2018 7:12 AM
37	Discrimination in this town is hidden. For example: Farmers Market on 4th street refuses to hire folks with disabilities. You have to fight with her to get a job application. Fratellis pizza tosses out applications from folks with disabilities and the dining rooms are not accessible. The hospital will not let anyone volunteer who has a stutter. Its subtle but exclusion is all over flagstaff. This discrimination is real and I would rate accessible employers as being the most significant barrier I have encountered.	8/28/2018 6:54 AM
38	Employment opportunities and low salaries	8/28/2018 4:27 AM
39	Inequity in educational opportunities	8/4/2018 11:15 AM
40	Businesses and functions are often during normal business hours of operation so it's impossible to go to several places I'd like because they're closed when I'm off work and able to get places around 6pm like most people.	7/20/2018 11:27 AM
41	Gendered bathrooms. Homophobia. Transphobia. Racism. Police racism and aggression.	7/20/2018 3:26 AM
42	.	7/20/2018 3:20 AM
43	N/A	7/19/2018 10:10 PM
44	There is a lot of racism, gentrification, and harrasment happening in Flagstaff, but the local government and police don't seem to address it. Also there are tons of drugs and no enforcement.	7/19/2018 4:18 PM
45	UK	7/19/2018 4:15 PM
46	Housing, a second time.	7/19/2018 4:01 PM
47	n/a	7/19/2018 3:28 AM
48	increase home ownership programs like habitat for humanity. no one can afford to live here. if you an afford to buy a house (\$300,000 and up) in flagstaff you don't need any help from programs. but most people in flagstaff don't make that kind of money.	7/14/2018 1:22 AM
49	I think having police accountability is important in a town that is quickly growing into a city. I think that issues such as racial profiling and excessive violence have been present in flagstaff PD for a long time and should be addressed.	7/12/2018 3:44 AM
50	Discrimination: I am a native to New Mexico and when I grew up it was predominantly "Brown". I moved to Flagstaff in 1995 and it was a huge culture shock for me. I ran into and still run into racist comments and looks!	7/12/2018 12:58 AM
51	Political beliefs and assumptions	7/11/2018 12:38 PM
52	Price	7/11/2018 11:33 AM

Q5 The following questions refer to your feelings, experiences, or things you have witnessed in Flagstaff/Las siguientes preguntas se refieren a los sentimientos, experiencias o incidentes que Ud. haya presenciado en Flagstaff:

Answered: 151    Skipped: 3





Have you personally felt, at any time, that you were not valued, based upon race, ethnicity, gender identity/Ud. personalmente ¿ha sentido que no fue valorado(a), basado en motivos de raza, origen étnico, identidad de género?	16.56% 25	18.54% 28	16.56% 25	20.53% 31	27.81% 42	151
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Have you or a family member experienced an incident of hostility or discrimination, based upon race, ethnicity, gender identity/Ud. o un miembro de su familia ¿ha experimentado un incidente de hostilidad o discriminación basado en motivos de raza, origen étnico, identidad de género?	15.23% 23	21.85% 33	13.91% 21	17.88% 27	31.13% 47	151
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Have you personally witnessed an incident of hostility or discrimination directed at somebody based upon race, ethnicity, gender identity/Ud. personalmente ¿ha presenciado un incidente de hostilidad o discriminación contra alguien basado en motivos de raza, origen étnico, identidad de género?	20.67% 31	28.67% 43	12.67% 19	16.67% 25	21.33% 32	150
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#	CAN YOU DESCRIBE ANY OF THE INCIDENTS OR SITUATIONS REFERRED TO IN THE PREVIOUS THREE QUESTIONS?/¿PUEDE UD. DESCRIBIR CUALQUIER DE LOS INCIDENTES O SITUACIONES MENCIONADAS EN LAS TRES PREGUNTAS ANTERIORES?	DATE
1	in a restaurant eating and the customer was waiting longer than I was and he left.	8/2/2019 6:31 AM
2	Parents being looked down at for using the reduced user programs. racial profiling, ageism	8/2/2019 6:27 AM
3	Witnessed 3 to 4 afro American youth boys being questioned by police because of clothing they were wearing.	8/2/2019 6:21 AM
4	I have a gay family member - he has been mistreated in public/businesses in Flagstaff. He is very conservative.	8/2/2019 6:12 AM
5	Just some racial epithets during arguments. And of course anti-caucasian rhetoric is often seen on campus and protests.	1/24/2019 1:40 AM
6	Lived here for a long time and things that happened happened many years ago.....in the 70's and 80's.	1/23/2019 2:02 PM
7	I have personally experienced racism. I work in the community actively helping those experiencing racism. It's a hard life living in the wild Wild West. I hate to say it but this is a racist town.	1/23/2019 1:53 PM
8	You are forgetting age	1/23/2019 10:14 AM
9	N/a)	1/23/2019 2:15 AM

10	i am a white middle class woman so I don't have specific experience with discrimination BUT I have experienced people's assumptions based on my skin color and dress. I dress and act well but I come from a drug addicted home and grew up poor most of my life. My skin color and the way I act and dress makes people assume that I don't know where they are coming from but that is not the case. People assume my life is wonderful but it hasn't always been. I think we need to look beyond the color of skin, we should not leave white people out in the code. This isn't a race issue, this is an equality issue and an issue of class. Yes there are people that discriminate based on race but I don't think that is underlying issue. The underlying issue is that there are too many people in this world that make way too much money and our middle class is shrinking. We need to pull our poor and working class families up into the middle class and we need to tax the rich in this city heavily in order to accomplish that. We need less millionaires in the Flagstaff. We need to send a statement that if you want to buy a second home or a million dollar home here, then you are going to pay high taxes so that we can take care of the people that live and work here every day. Let's take care of the systemic issues in Flagstaff rather than creating a group or issuing a statement that has absolutely no meaning whatsoever and will do nothing other than say Flagstaff as a city is against discrimination.	1/23/2019 2:04 AM
11	About five years ago I was working as a cashier at a local Circle K, a white elderly man came in and bought some items, as he was leaving he asked me about my accent and wanted to know where I was from. I informed him that I was from Mexico, born in Mexico, and that English was not my first language, he then proceeded to ask me if I had a "green card", I told him that I didn't. He then asked if I didn't have a green card how was it that I was working at Circle K. I then told him that if he knew his own country's immigration laws he would know what to ask me next, he did not.	1/23/2019 1:49 AM
12	Police trespassing on my elderly neighbors property without warrants, threatening them and refusing to leave the property. A store owner refusing service to a Native American.	1/22/2019 11:53 PM
13	I've been in multiple situations with African American friends where servers, cashiers, and other customer service employees seem to deliberately misunderstand their requests for very normal customer requests. A few times, I've stepped in to try to advocate for my friend, and then suddenly everyone understands exactly what's needed. It's never overt like, "I won't serve you," but it's more like, not engaging, listening, or taking the person seriously enough to understand what they're asking. I've seen this in situations with Flagstaff Police as well when asking an officer for information (NOT during a traffic stop or other situation involving a violation of some kind). Same with parking enforcement. My friend was asking one of the enforcement folks about something related to the new parking rules (neither of us had a car parked downtown, so it was purely informational - not disputing a ticket), and the uniformed parking enforcement officer ignored my friend's question until I asked exactly the same question in exactly the same words and got an answer.	1/22/2019 11:46 PM
14	My work site ushered a drunk Native American man from the building without offering assistance even though that's one of our programs we offer. Overheard staff say derogatory comments about the person.	1/22/2019 10:53 PM
15	People don't call 911 when they see transient residents unconscious or being harassed.	1/22/2019 2:19 PM
16	Trans person being harassed at mall by young people. I've seen more harassment based on religion, political choices. The above incident was a mixed racial group of kids shouting Bible quotes.	1/22/2019 1:05 PM
17	Being followed at stores. My college students have told me stories about part time jobs where business managers tell them to watch out for brown people because they tend to steal. This matches my experiences at some places as a customer.	1/22/2019 1:01 PM
18	At the Xmas Light parade 2018. Nice anglo couple to my right, a ma, pa & kids on my left. Young blonde (high sch or college age) is passing out coupons for Himalayan Grill. She hands coupons to my left, gives a split second side glance toward me, steps past and hand family on my left coupons as well.	1/22/2019 11:38 AM
19	There are common stereotypes of Native Americans within Flagstaff, especially individuals who are homeless or frequent the downtown area. While there is an issue with people who are transient downtown, this is not exclusive to the NA population but stereotypes of that group are prevalent and openly verbalized in the downtown area. I have witnessed hostile reactions and comments often directed toward homeless individuals in the downtown area.	1/22/2019 10:47 AM
20	White kids asked my white kid why he hang out with some native kids.	1/14/2019 12:14 PM
21	I have seen business owners chase away potential customers who are Native American. Restaurants refuse to serve people who "look homeless." Some residents are strongly opposed to affordable housing solutions and that opposition has come out as prejudices that include a "fear of increased crime."	11/27/2018 9:34 AM
22	I have witnessed so much discrimination and hostility toward POC - downtown, at restaurants, at the hospital, and many other places of business.	9/20/2018 2:59 PM
23	Discrimination at job, more county than city.	9/20/2018 8:43 AM
24	Open your eyes and you will see. Pay attention.	9/14/2018 3:26 PM

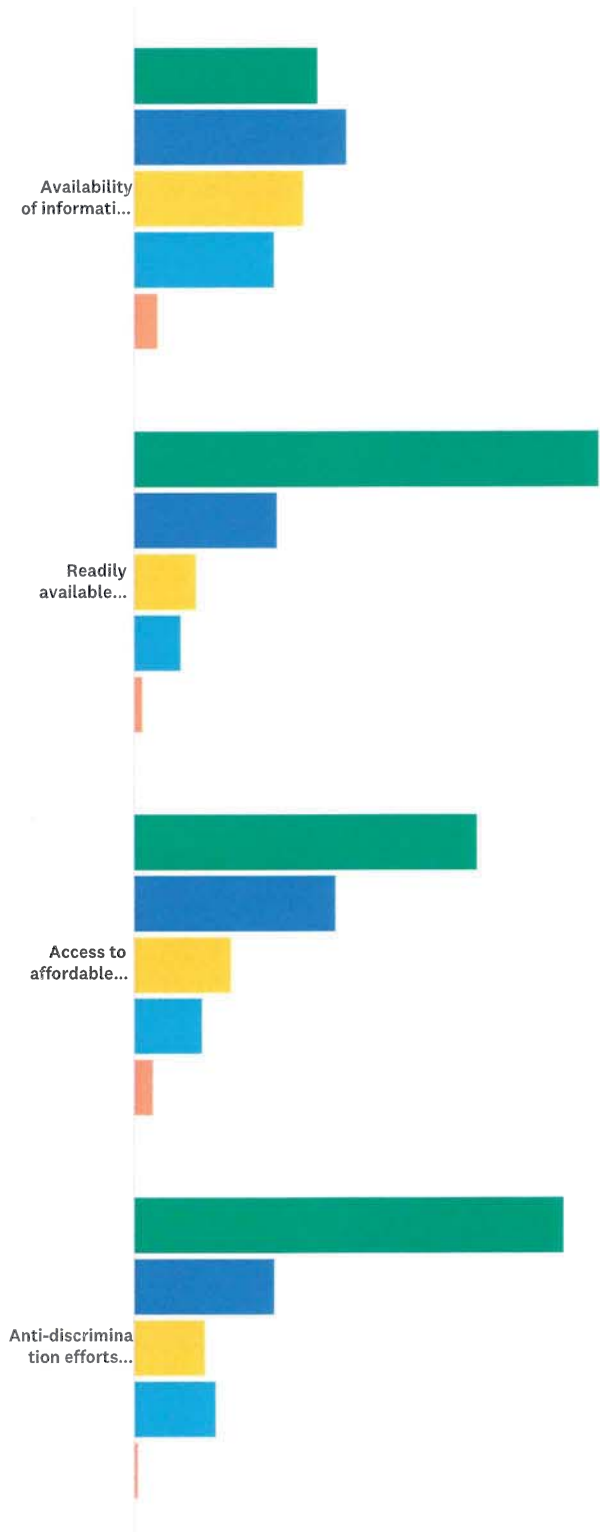
25	In a select few mom & pop restaurants, poor customer service & slow to be waited on. Glad department store staff seem more diverse. Before my siblings were always watched, as if they were going to steal something..	9/9/2018 4:37 AM
26	Every time I visit a government facility.	9/6/2018 9:51 AM
27	I have felt "unnecessary" (as I should) at Tribal meetings. I have witnessed discrimination against Native Americans and non-English speakers.	9/5/2018 6:06 AM
28	Being downtown we are regularly discriminated against. Last to be served, ignored, treated or talked to badly, stared at, and have to hear discriminatory views about Native people. Often we are asked to confirm we are not drunk, or won't fight.	9/4/2018 12:11 AM
29	Why are you concerned with race. Stop this.	9/3/2018 1:52 PM
30	None.	9/3/2018 5:02 AM
31	The schools saying they can't offer services needed to children because they only have enough money to assist the children coming from the reservation.	9/2/2018 8:16 AM
32	Conservatives are being attacked daily	9/2/2018 1:22 AM
33	This is still a male dominated society	9/2/2018 12:40 AM
34	A few incidents have occurred. One involved a police officer that was very demeaning in the tone of his voice and words used. I feel it was based due to my family being Native American and Hispanic. Another involved a physician in the Emergency Room. The physician stereotyped me as an alcoholic knowing I was Native American. When trying to ask questions or find info regarding being drugged, it was brushed off that those tests are expensive. Made me feel uncomfortable and sad.	8/31/2018 1:25 PM
35	Frys market- young lady before me in line. Watched checker greet, chat pleasantly with 2 customers in a row, then with this young Indigenous woman, the checker went cold, treated the lady coolly and curtly. I reported it to manager, and so did this young woman. See this too often around town at so many businesses. Been here in Flag 29 yrs and still going on.	8/31/2018 11:32 AM
36	Yes, i went to a music show at the Orpheum theater last week, and the security team kept escorting out the Native American folks, which had a huge turnout, but only gave warnings to the non-native american folks. I also think, the venue was over serving alcohol to everyone, including those that looked out of it and did not get kicked out. Flagstaff needs some serious training on positive cultural diversity, gender, and racial understanding. More than cultural awareness but cultural communication, beyond just words but body language too.	8/31/2018 9:38 AM
37	Many Native Americans hate white people (understandably) but I personally have not harmed them and have had derogatory things said in my direction about being white. And the same directed at other people. I wish we could all celebrate our backgrounds, but that race wasn't even a thing.	8/31/2018 8:13 AM
38	Youth girls softball does NOT get treated the same as boys baseball. They may get equal playing time, but the priority has always fallen with boys baseball vs. girls softball. Boys baseball even has fields that have been built specifically for their exclusive use.	8/31/2018 7:18 AM
39	Intoxicated homeless people down town pestering and shouting at foreigners	8/29/2018 8:02 AM
40	My hispanic 12 year old cousin regularly experiences hostility when I take her shopping, because shop keepers assume she is stealing. I am white and have a very different experience when I shop with her vs alone.	8/29/2018 1:40 AM
41	I witness blatant and overt hostility towards Native Americans on a regular basis	8/28/2018 12:47 PM
42	Women bicyclists could be more respected. <a href="http://bikeyface.com/2014/04/23/asking-for-it/">http://bikeyface.com/2014/04/23/asking-for-it/</a>	8/28/2018 7:44 AM
43	I am a conservative, white Male. I do not flaunt it, or advertise my political beliefs. Yet, I no longer go downtown due to the open hostility I have seen and experienced from activists, or those who ASSUME they know what I think, feel and believe.	8/28/2018 7:12 AM
44	Why does THIS survey exclude disability from THIS question? You ask about race, ethnicity, and gender..... But even YOU exclude disabilities from your own concern.	8/28/2018 6:54 AM
45	I have seen a lot of hostility towards Navajo people when downtown in emergency situations, and I feel that I have had to diffuse it. For example, I was downtown with some friends and we saw a Navajo girl get attacked in the street. My friend had just received his wilderness first responder certification, and was first on the scene. The girl had several head lacerations and we called 911 to get help for her. When the police and EMTs arrived, they would not believe my friends when they stated they did not know the girl who had been attacked since my friends were Navajo as well until I spoke to them (I felt that they listened to me only because I was an older white woman). They then started thanking my friend for his help and stopped questioning him on the girl's identity since she did not want to self identify for fear of medical bills. Also, as a Jewish America, I have heard some antisemitic rhetoric around town, but I fear that's a sign of the times lately.	8/28/2018 4:27 AM

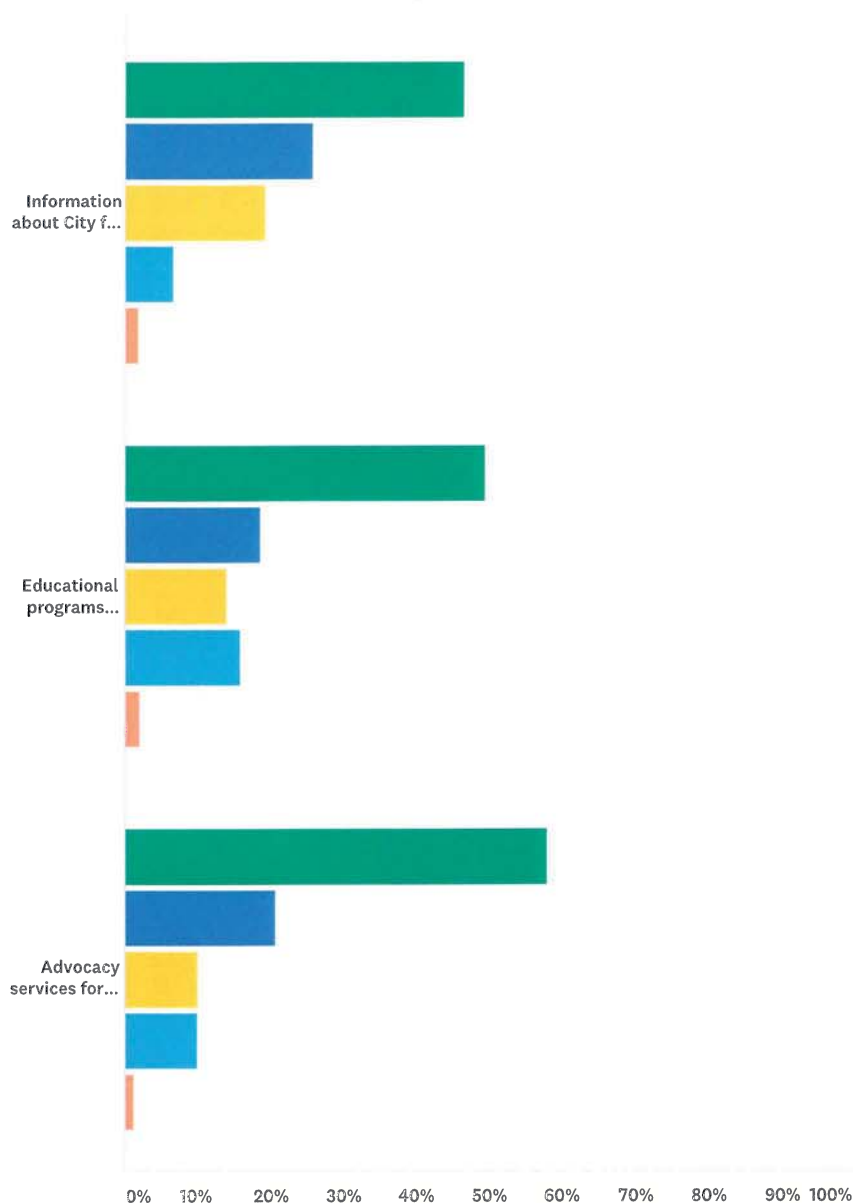
46	When I first moved to Flagstaff 20 years ago, I was pulled over 7 times in a year. Not once was I cited or even given a ticket. Once the officer even called my employer to verify that I worked at the building I was at because it was at night. I've had to translate for patients when I myself have been a patient in healthcare facilities.	8/28/2018 12:07 AM
47	As a teacher, I have witnessed several incidents of hostility and discrimination in our local schools. Mostly between students, but occasionally involving teachers and/or parents.	8/4/2018 11:15 AM
48	The one that comes to mind is someone called President Obama a "nigger." I gave him a lecture you would not believe. I told him that he was old and that I would be glad when he died because his prejudice would die with him.	7/24/2018 8:39 AM
49	Age discrimination is something I've seen a lot of in Flagstaff and should be included in this list of discrimination.	7/20/2018 11:27 AM
50	I hear people talk about the drunk natives all the time. I had someone publicly bemoan how government spending on ambulances goes towards picking up drunk natives. First of all, not cool to say---we also get our own ambulance care and those people have a right to it even if its repetitive and exhausting. .... but what else are we doing to work on this with innovative ideas?	7/20/2018 3:40 AM
51	Police target natives and people of color. Citizens often are more likely to call the police on native men. I've been homophobically harassed by NAU students downtown several times. I've been kicked out of bars downtown for kissing my partner.	7/20/2018 3:26 AM
52	Police have been somewhat of an issue on the east side of Flagstaff. Whether it is a suspicious look or having 4 police officers to handle one brown teenager. Its hard to trust that police will not stop you for no reason and if they do they assume you have drugs or a weapon. One officer was pressed hard to find drugs in our vehicle that he continually questioned us and it felt like we had to say yes just to get out of the situation. Thankfully we did not because you can't admit to something you don't have. Now, not all police are an issue but it's troublesome the majority I have encountered have had this less than attitude when interacting with myself or other Natives or minorities I know.	7/20/2018 3:20 AM
53	It take a LOT to hurt my feelings. Why? Because I'm not a pansy baby. Life isn't fair. It never has been and never will be. The sooner you learn that, the easier your life will be.	7/20/2018 1:00 AM
54	Everytime we go into a store. Everytime, I see faces looking at me like I shouldn't be there.	7/19/2018 10:37 PM
55	This has been evident at some area parks	7/19/2018 9:36 PM
56	My car has been damaged several times here in Flagstaff. People are not friendly downtown. Many times I have seen brown families treated differently at shops, stores, and restaurants.	7/19/2018 4:18 PM
57	See #metoo for starters then multiply for LGBTQT	7/19/2018 3:55 PM
58	Natives in this area	7/19/2018 3:50 PM
59	NAU has big problems with how they hold their students accountable for behaviors on and especially off campus. safeway on 89a is a glimpse of what discrimination looks like here in flagstaff. ask the employees of color how they are treated. I have witnessed a woman using her ebtc card and being told that bread and sandwich meat was not food. and bless another customer for buying the food for her.	7/14/2018 1:22 AM
60	Staff at city looking down at citizens. Better that you attitude	7/12/2018 12:59 PM
61	I've had people ignore me, follow me, speak with hostility and make personal assumptions towards my family, friends, and self.	7/12/2018 3:44 AM
62	I ALWAYS receive looks that are not very welcoming. When I first moved here I was fired from a job because I punched a kid because he was non stop making very racist comments to me. I put up with it for weeks but I had enough. I worked at another place answering phones and I received awesome reviews of my courtesy, professionalism and outstanding customer service. I was later put into an outside sales position and about 70% of my customers all changed their minds about me based on my race!	7/12/2018 12:58 AM
63	Nothing to outstanding but I find it to be very common in my personal experiences, that it is hard from me to interact with the common middle class person, at first anyways, because both mine and their preconceived ideas of each other	7/11/2018 12:38 PM
64	My son being questioned when he was walking home after work in his work uniform (Starbucks) because he is brown. The police pulled out in front of him in the vehicle to stop him from walking. Then asked what he was doing. When my son said walking home, which was only 2 houses away at that point, the officer said "we have a description similar to you of someone vandalizing" My son said I'm not I'm just going home. The officer proceeded to ask what gang he affiliates with. Mind you he is wearing a green polo that says Starbucks.	7/11/2018 11:02 AM
65	I constantly CONSTANTLY see the police harassing people of color for doing the same things white college kids do, (i.e. being drunk and belligerent on the streets)	7/11/2018 8:07 AM



Q6 What are the most important issues for the Commission on Diversity Awareness to focus upon?1. ¿Cuáles son los temas más importantes en que debería concentrarse la comisión para la concienciación de diversidad?

Answered: 152 Skipped: 2





■ Very important/Muy importante 
 ■ Important/Algo importante 
 ■ Somewhat important/Poco importante 
 ■ Not important/Nada importante 
 ■ N/A

	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/ALGO IMPORTANTE	SOMEWHAT IMPORTANT/POCO IMPORTANTE	NOT IMPORTANT/NADA IMPORTANTE	N/A	TOTAL
Availability of information in languages other than English/Disponibilidad de información en idiomas distintos del inglés	25.17% 38	29.14% 44	23.18% 35	19.21% 29	3.31% 5	151
Readily available information and help with affordable housing/Información y ayuda fácilmente disponible con la vivienda asequible	63.82% 97	19.74% 30	8.55% 13	6.58% 10	1.32% 2	152

# City of Flagstaff Commission on Diversity Awareness Comisión para la concienciación de diversidad en la Ciudad de Flagstaff

SurveyMonkey

Access to affordable transportation options/Acceso a opciones para transporte asequible	46.98% 70	27.52% 41	13.42% 20	9.40% 14	2.68% 4	149
Anti-discrimination efforts by City/Esfuerzos de antidiscriminación por parte de la Ciudad	58.94% 89	19.21% 29	9.93% 15	11.26% 17	0.66% 1	151
Information about City fair laws, policies, and practices/Información sobre las leyes, políticas y prácticas equitativas de la Ciudad	46.36% 70	25.83% 39	19.21% 29	6.62% 10	1.99% 3	151
Educational programs related to diversity awareness, equity, and inclusion/Programas educativos sobre la concienciación de la diversidad, la equidad y la inclusión	49.33% 74	18.67% 28	14.00% 21	16.00% 24	2.00% 3	150
Advocacy services for persons lacking equal access to services and resources/Servicios de apoyo para las personas que carecen de acceso equitativo a servicios y recursos	58.00% 87	20.67% 31	10.00% 15	10.00% 15	1.33% 2	150

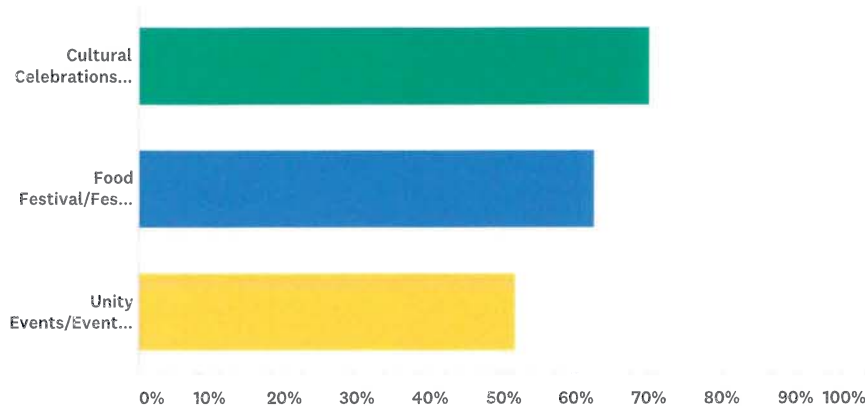
#	OTHER ISSUES FOR COMMISSION ON DIVERSITY AWARENESS TO FOCUS ON NOT MENTIONED ABOVE/OTROS TEMAS NO MENCIONADOS ARRIBA EN QUE PODRÍA CONCENTRARSE LA COMISIÓN PARA LA CONCIENCIACIÓN DE DIVERSIDAD:	DATE
1	The gentrification is complete in Flagstaff. Do whatever you can do to fix that please. I would think 10 to 15 years ago would have been a good place to start. But start today. Do whatever you can. People are hurting.	1/23/2019 1:53 PM
2	If the commission on diversity is supposed to help us all feel like Americans instead of a bunch of hyphenated bunch of different races, I support you. If your job is to get us to dwell on how different we are (DIVERSE) then you are wasting money and time trying to divide us and your organization should be dissolved. We do not need a government to teach us who we are.	1/23/2019 12:33 PM
3	Inclusiveness of people with mental health issues and more support getting them comfortable within the community.	1/23/2019 2:15 AM
4	I don't think this Commission will accomplish much other than to state the obvious that we don't discriminate in Flagstaff. We need the city council to actually do something about it. Raise property taxes and tax the wealthy so we can actually live in Flagstaff rather than just survive in Flagstaff.	1/23/2019 2:04 AM
5	Bilateral education degrees, if someone has a professional degree from another country, accept it and reissue a similar degree based on credit transcripts and exams.	1/23/2019 1:49 AM
6	More meetings are fine but take some action	1/22/2019 10:53 PM
7	Disability awareness	1/22/2019 2:19 PM
8	Being inclusive. People are weird about programs to help others who are not them. The "why are my taxes being given to them for free and nobody is helping me with what I need?" mindset. Be open. Explanations are great Be mindful.	1/22/2019 1:05 PM
9	It's good to gather info, feedback but if nothing is actually done, what's your purpose. Be the change, step up, stand up, call it out. All this I've share is fr 29 yrs in flag and it's worse now. I've only recounted recent events. The outright brazen behavior in this city now is up-had a maga type almost hit me crossing st downtown in Nov 2018 when I clearly had the right of way before he could make his turn. Had another Anglo man walk into and slam me sideways on sidewalk-i was on right and he refused to give way even tho he was on wrong side of walkway. He saw me coming fr way off and had plenty of time to get into his line of pedestrian traffic zone. I even attempted to move off cement at last moment when i realized he wasn't going to move over. He hit me pretty good and when I turned around he made no attempt to apologize or acknowledge what happened.	1/22/2019 11:38 AM
10	To partner with local non profits in connection to similar goals	9/20/2018 8:43 AM

11	Maybe the commission can begin by looking at how gentrified our town is and the systemic reasons for this.	9/13/2018 4:39 PM
12	Yes, need a multicomplex to hold big cultural events that have all services, like a full kitchen. Low cost to rent.	9/9/2018 4:37 AM
13	It should not exist because government is the sole body able to act on racism and fascism.	9/6/2018 9:51 AM
14	Native Americans are not simply a diverse population, we are a political group. Although we are a minority, we are Members of sovereign nations. Our tribal leaders must be consulted and included in these studies or efforts.	9/4/2018 12:11 AM
15	None.	9/3/2018 5:02 AM
16	Making sure WHO you hire for this commission is really Aware and supportively pro-active to the issues.	8/31/2018 11:32 AM
17	Folks need an office to go to when they are discriminated against, or targeted for civil rights violations.	8/31/2018 9:38 AM
18	I really do not see much discrimination in my day to day life in Flagstaff specifically, so I can't give issues to focus on. However, I do think if someone is being descriminated on, they should have an easy avenue to report on it, and it should be addressed. As far as diversity, I don't quite know how to tackle it. Everyone backgrounds are equally as important, however if you are going to celebrate one group of people (Black Pride, Gay Pride, etc....) then you should also celebrate everyone, even if that includes the less favorite, white people. At the end of the day we are ALL people, and WE are who create the community as a whole, and I feel like a lot of time these things cause bigger wedges between people when they were intended to bring them together. Maybe celebrating the things we ALL have in common. It also seems like the whole town hates NAU, but NAU is a big part of us. The community should be more involved in NAU events. Tucson is a great example of this, every store you walk into has UofA swag, some places offer discounts if the football team wins a game, etc! Hope this helps, I love Flagstaff dearly.	8/31/2018 8:13 AM
19	we shouldnt be paying for housing for those that cant afford housing on thier own because they want to live off the government til	8/28/2018 9:16 AM
20	How about you guys redesign this Commission to Include disabilities?	8/28/2018 6:54 AM
21	Perhaps partnering with local schools to make sure teachers get appropriate training about how to handle discrimination and bullying in the classroom and also speakers to talk to students about the importance of diversity and tolerance so that all students feel welcome, safe and valued.	8/4/2018 11:15 AM
22	There should be an LGBT specific work force or focus group. Although LGBT people face a ton of the same barriers as other minority people, there are very specific barriers that LGBT people face that others will not. For example, health care for trans people, mental health resources for LGBT youth, and the lack of social venues for LGBT people to go and know that they will be surrounded by other LGBT people.	7/23/2018 4:14 AM
23	I believe our legal system is very flawed in Flagstaff as it's very motivated by money and less motivated by justice, which is terrible. AWD is ran now by someone solely caring for his own advancement and not motivated by making large, positive differences in the community. They do some beneficial with but it's based on financial gains.	7/20/2018 11:27 AM
24	Criminalizing homelessness. Lack of access to healthcare and legal aid for opteaad communities.	7/20/2018 3:26 AM
25	How about working on helping people realize life isn't fair? Or maybe try teaching folks that failing isn't negative, but a positive thing, as it's a tool to help you learn, try harder, and succeed the next time?	7/20/2018 1:00 AM
26	There is a lot of work to be done. Maybe trach out ti the larger businesses? Gore, NAU and others should be involved.	7/19/2018 10:37 PM
27	There needs to be some community events at NAU for free for the Flagstaff community. There needs to be more coordination between the city and University. Look at Tucson for ideas! The University of Arionza and the city are one community. Flagstaff seems like an overpriced dying city.	7/19/2018 4:18 PM
28	AFFORDABLE HOUSING!	7/19/2018 4:15 PM
29	Supporting a living wage for all people in Flagstaff	7/19/2018 3:28 AM
30	discrimination of the poor	7/14/2018 1:22 AM
31	Hiring for upper management in city government. Look at stats.	7/12/2018 12:59 PM
32	Non gendered bathrooms. Inclusive programs for kids in low income housing.	7/12/2018 3:44 AM
33	Police training on diversity awareness, equity, and inclusion	7/11/2018 11:02 AM
34	I would love to see all facets of the city government go through gender 101 classes so that they can be better servants to people in FLG. The police really need to do more about gender and racial discrimination. They are horrible to our indigenous population. It's disgusting.	7/11/2018 8:07 AM



## Q7 What activities could the City of Flagstaff offer to encourage and enhance a cultural exchange?/1. ¿Cuáles actividades podría la Ciudad de Flagstaff ofrecer para alentar y fortalecer un intercambio cultural?

Answered: 147 Skipped: 7



### ANSWER CHOICES

### RESPONSES

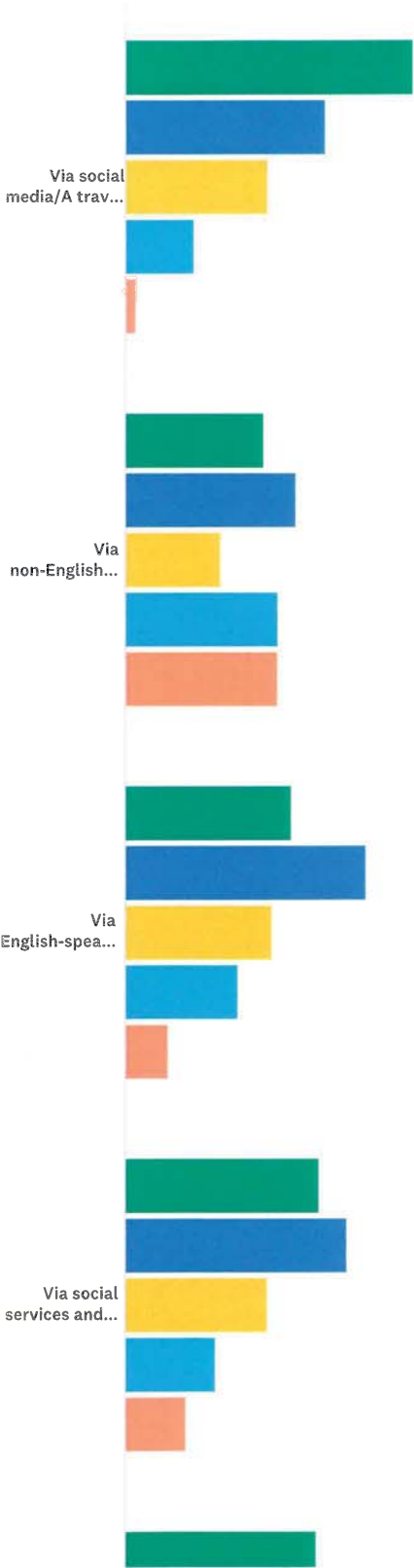
Cultural Celebrations/Celebraciones culturales	70.07%	103
Food Festival/Festival de comidas	62.59%	92
Unity Events/Eventos de unidad / solidaridad	51.70%	76
Total Respondents: 147		

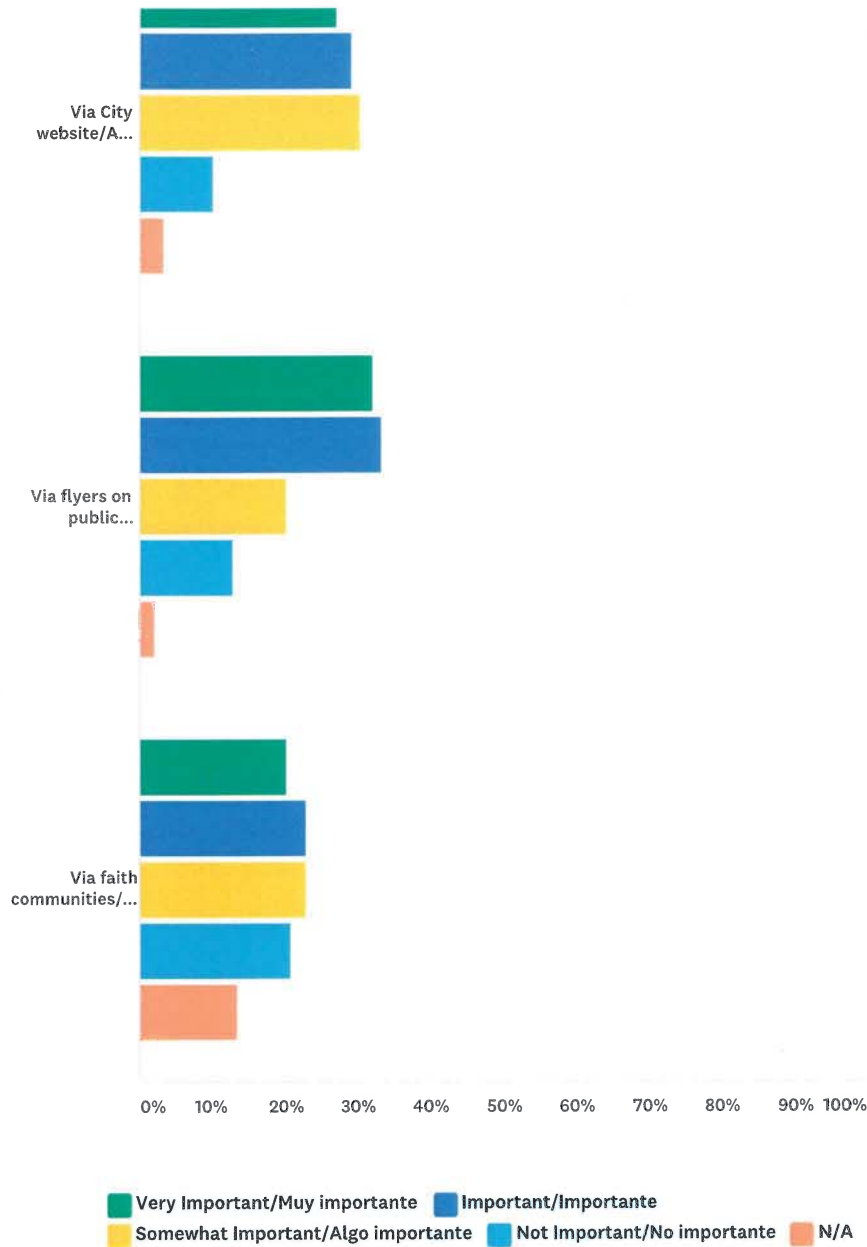
#	PLEASE SUGGEST AND DESCRIBE OTHER ACTIVITIES/SÍRVASE HACER SUGERENCIAS PARA OTRAS ACTIVIDADES:	DATE
1	training staff and longtime employees - connection to community	8/2/2019 6:39 AM
2	Education for people in power positions, training on cultural sensitivity for supervisors	8/2/2019 6:27 AM
3	All of the above	8/2/2019 6:12 AM
4	Informational cultural events/lectures	8/1/2019 6:51 AM
5	Art exhibits. Cultural musical performances.	1/24/2019 1:40 AM
6	Great ideas!	1/23/2019 2:15 AM
7	Latin American Festival-Fiestas Mexicanas Festival	1/23/2019 1:49 AM
8	Eating tacos is not going to help me understand Latinx culture. Rather than token events, actual practices need to change. I'd rather see the city spend money on education and inclusivity programs.	1/22/2019 11:46 PM
9	We have tons of activities already	1/22/2019 10:42 PM
10	Any of the above	1/22/2019 1:05 PM
11	Museum expos, art, music, interactive activities celebrating cultures	1/22/2019 1:01 PM
12	These are available and still not much exchange happens. How about you each attend already established cultural events in town? How about u all reach out to a liason to educate u on these events and do a live-feed. Share your learning moments to invite others in. Remember, let the cultural speaker have the mic, do some research, avoid white privilege/savior behaviors-now now, look that up before you shut down. Be uncomfortable and embrace the teaching moments. U are definitely NOT going to gather those you seek when your behavior repels said goal.	1/22/2019 11:38 AM
13	Events that further justice rather than pretending injustice does not exist.	1/14/2019 12:22 PM
14	A dia de Los muertos celebration in downtown flagstaff would be nice	9/13/2018 4:39 PM
15	I think the city does fine.	9/13/2018 2:19 PM
16	A multicultural festival like Salt Lake City's May event	9/9/2018 4:37 AM

17	Getting rid of the City of Flagstaff Government.	9/6/2018 9:51 AM
18	Creating a Native American community center!	9/4/2018 12:11 AM
19	Stop the race card. This is what causes division.	9/3/2018 1:52 PM
20	Recreational activities.	9/3/2018 5:02 AM
21	I think people need to see City Leaders promote/lead/participate in these type of activities.	8/31/2018 1:25 PM
22	City, county, and state officials attend a diversity training specific to flagstaff and northern arizona.	8/31/2018 9:38 AM
23	more that promotes Pride in being an American and citizen of this great country	8/28/2018 9:16 AM
24	.	8/28/2018 7:12 AM
25	How about a Diversity Prom?	8/28/2018 6:54 AM
26	I would love to see some LGBT seminars dealing with anything from how to engage with a person who is trans and what pronouns to use to sexual health.	8/28/2018 4:27 AM
27	Other LGBT events other than Pride in the Pines. Things like a queer children's book reading day at the library, a LGBT community member mixer hosted by the city, various days to raise awareness of the LGBT community, things like that	7/23/2018 4:14 AM
28	World and Cultural Awareness & Outreach Day	7/20/2018 11:27 AM
29	More international performances that are low cost. CCfA events tend to be \$25. I would like to see African dancing in Heritage sq, erthiopian food for purchase in the back. I would like to see irish dancing. I would like to see things I don't even know exist!?	7/20/2018 3:40 AM
30	Put people from oppressed communities in positions of power currently occupied by privileged people	7/20/2018 3:26 AM
31	More parades and street parties	7/19/2018 4:24 PM
32	Music concerts, cultural movies/ documentary, book clubs with diverse authors, party with NAU Arab students! There are so many opportunities to do little things. Native American Art and crafts fair!!!	7/19/2018 4:18 PM
33	These three suggestions are extremely weak. You want real diversity in Flagstaff, implement rent control.	7/19/2018 4:01 PM
34	Festival that aren't centered around drinking alcohol	7/19/2018 4:00 PM
35	Crawl through glass if needed to vote this midterm	7/19/2018 3:55 PM
36	Educational events. Something along the lines of the "human library" that took place at Cline Library this past year would be great.	7/19/2018 3:28 AM
37	Similar to the model/opportunities for students on NAU's campus to have a plethora of groups/club to join and engage with, the City of Flagstaff might consider efforts towards making more organizations/groups for the greater Flagstaff population to participate in.	7/19/2018 3:11 AM
38	because of the political divide in our nation, we must focus on what is important to all of us. family oriented events	7/14/2018 1:22 AM
39	Art and culture expos	7/12/2018 12:59 PM
40	History/cultural awareness lessons at the square.	7/12/2018 3:44 AM
41	Mandatory diversity training for the population of flagstaff	7/12/2018 12:58 AM
42	Forums that allow members of the community to speak directly to city staff, like the indigenous circles of flagstaff forums, those were awesome	7/11/2018 8:07 AM

Q8 How could the City best communicate with you?/¿Cómo podría la ciudad mejor comunicarse con usted?

Answered: 152 Skipped: 2





	VERY IMPORTANT/MUY IMPORTANTE	IMPORTANT/IMPORTANTE	SOMEWHAT IMPORTANT/ALGO IMPORTANTE	NOT IMPORTANT/NO IMPORTANTE	N/A	TOTAL
Via social media/A través de los medios sociales	40.69% 59	28.28% 41	20.00% 29	9.66% 14	1.38% 2	145
Via non-English speaking Radio and TV stations (Spanish, Hopi, Navajo)/A través de estaciones de radio y televisión que transmiten en español, hopi o Navajo.	19.46% 29	24.16% 36	13.42% 20	21.48% 32	21.48% 32	149

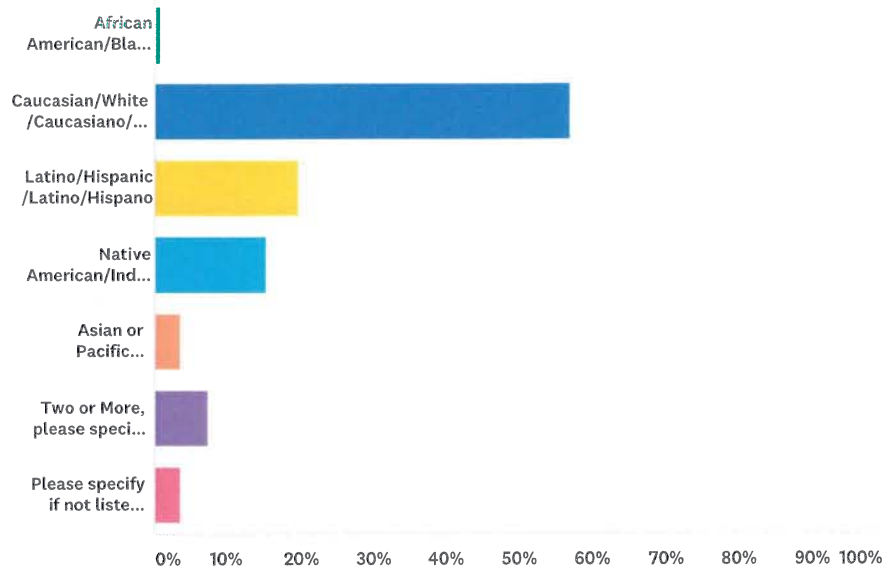
Via English-speaking radio stations/A través de estaciones de radio que transmiten en inglés	23.33% 35	34.00% 51	20.67% 31	16.00% 24	6.00% 9	150
Via social services and healthcare agencies and facilities/A través de agencias e instalaciones de servicios sociales y de salud	27.33% 41	31.33% 47	20.00% 30	12.67% 19	8.67% 13	150
Via City website/A través del sitio web de la ciudad	27.03% 40	29.05% 43	30.41% 45	10.14% 15	3.38% 5	148
Via flyers on public transportation and public venues/A través de volantes informativos, haciéndolos disponibles en el transporte público y lugares públicos	32.00% 48	33.33% 50	20.00% 30	12.67% 19	2.00% 3	150
Via faith communities/A través de las comunidades de fe	20.13% 30	22.82% 34	22.82% 34	20.81% 31	13.42% 20	149

#	OTHER METHODS OF COMMUNICATION/OTROS MÉTODOS DE COMUNICACIÓN:	DATE
1	Community forums, face to face interactions in various places and neighborhoods throughout the community	8/2/2019 6:27 AM
2	K-12 and University	8/2/2019 6:07 AM
3	Everyone is on social media and it's free. Put flyers around the community. Limit your paper waste. (It's 2019)	1/23/2019 1:53 PM
4	Local television station. Oh, that right, we don't have one here any more!	1/23/2019 12:33 PM
5	There needs to be more of an openness to information. Break down the stigma and fear of communication on this issue.	1/22/2019 11:53 PM
6	Newspapers!	1/22/2019 11:46 PM
7	Businesses in the community helping to spread the word. Mail and door flyers still work. Mostly social media though.	1/22/2019 1:05 PM
8	I would caution over extending the attempt here. Until the city does it's own soul searching, repatriation, healing and willingness to face the hurdles of racism, discrimination, racial profiling, it will be diversity and not in a good way.	1/22/2019 11:38 AM
9	Schools, bus advertising, banners, flyers, word of mouth, banners that hang downtown	9/13/2018 4:39 PM
10	I think the city does fine.	9/13/2018 2:19 PM
11	Community town hall	9/9/2018 4:37 AM
12	Don't waste my money trying to propagandize me.	9/6/2018 9:51 AM
13	Word of mouth!	9/4/2018 12:11 AM
14	Newspaper.	9/3/2018 5:02 AM
15	Email list-servs	9/2/2018 8:16 AM
16	We need our own tv station like NBC channel 2, we are not part of the phoenix or tucson valley. our politics and news differ than the news stations 100-150 miles away. Give us our tv station back, or try to provide information on it for northern az. not prescott valley either.	8/31/2018 9:38 AM
17	Email, Facebook, Instagram, Twitter, radio	8/31/2018 8:13 AM
18	Flagstaff365 website	8/29/2018 8:40 PM

19	Banners on the banner sign support structures have been very helpful.	8/28/2018 4:27 AM
20	I believe every public institution in Flagstaff should display a well designed/clear sign to show opportunities within the businesses, so that all townspeople can see offerings and opportunities.	7/20/2018 11:27 AM
21	I'm actually a fan of "Live and let live". The current city government and staff are the opposite of this. They feel the need to inject themselves into my life in ways that are, quite frankly, offensive. You all are a lot like Microsoft; you seem to know what I want better than I do. I despise Microsoft.	7/20/2018 1:00 AM
22	I keep noticing questions about other languages but this survey monkey is english. I didn't see another option.	7/19/2018 10:37 PM
23	Newspaper and NAU, public library, billboard	7/19/2018 4:18 PM
24	flyers in mail. older citizens check their mail	7/14/2018 1:22 AM
25	Cityscape	7/12/2018 12:59 PM
26	forums	7/11/2018 8:07 AM

## Q9 Race/ethnicity/Raza/origen étnico:

Answered: 137 Skipped: 17



### ANSWER CHOICES

### RESPONSES

African American/Black/Africano-americano /Negro	0.73%	1
Caucasian/White/Caucasiano/Blanco	56.93%	78
Latino/Hispanic/Latino/Hispano	19.71%	27
Native American/Indígena-norteamericano	15.33%	21
Asian or Pacific Islander/Asiático o de las islas del Pacífico	3.65%	5
Two or More, please specify below/Dos o más, especifique a continuación	7.30%	10
Please specify if not listed below/Especifique a continuación si no se enumera en la lista	3.65%	5
Total Respondents: 137		

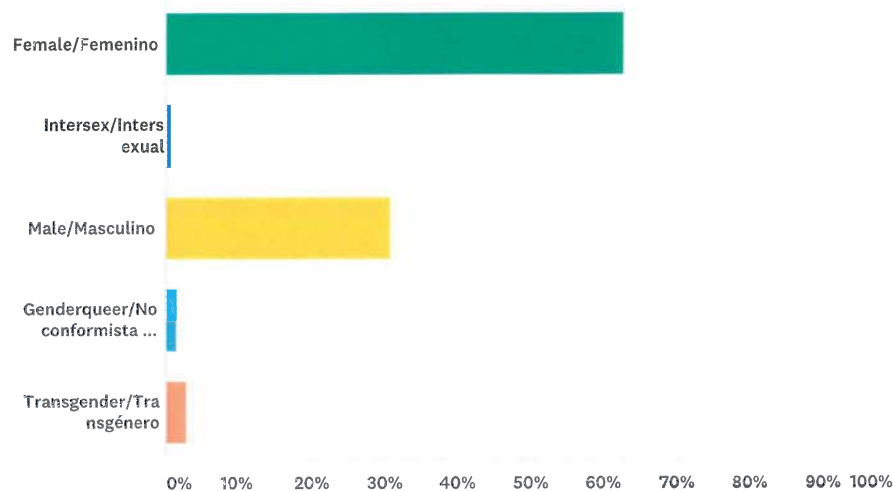
#	PLEASE SPECIFY RACE/ETHNICITY IF YOU CHECKED TWO OR MORE RACES OR NOT LISTED ABOVE./POR FAVOR PROPORCIONE MÁS DETALLE SI UD. MARCÓ DOS O MÁS RAZAS O SI SU RAZA NO ESTÁ ENUMERADA ARRIBA.	DATE
1	White, African-American	8/1/2019 6:52 AM
2	American mutt.	1/24/2019 1:42 AM
3	I am an American! I am offended that you have not included this option under your heading of race and ethnicity. You should be fired!	1/23/2019 12:38 PM
4	Biracial	1/23/2019 2:17 AM
5	Mexican and Mexican-American	1/23/2019 1:50 AM
6	Pass.	1/22/2019 11:41 AM
7	Jewish	9/6/2018 9:52 AM
8	Irish American	9/4/2018 2:38 PM
9	Race should not be an option.	9/3/2018 1:53 PM
10	Caucasian, NA	9/2/2018 8:18 AM
11	Filipino, French, Irish	9/2/2018 2:39 AM
12	Irish	9/2/2018 1:23 AM
13	Very mixed race: Native American, Caucasian, Irish, Austrian, Canadian, etc.	7/20/2018 11:39 AM

14	Race White/Ethnicity American and Jewish	7/20/2018 3:41 AM
15	I prefer to identify as an homogeneous badass.	7/20/2018 1:03 AM
16	First nation, indigenous, of the land. Nahual	7/19/2018 10:40 PM
17	Asian/caucasian	7/19/2018 9:37 PM
18	I don't know Spanish and I am a fourth generation Arizona Hispanic	7/11/2018 12:42 PM
19	Chicano, Native	7/11/2018 11:03 AM
20	german, mexican	7/11/2018 8:09 AM



## Q10 Gender and identity/Género e identidad:

Answered: 140 Skipped: 14



### ANSWER CHOICES

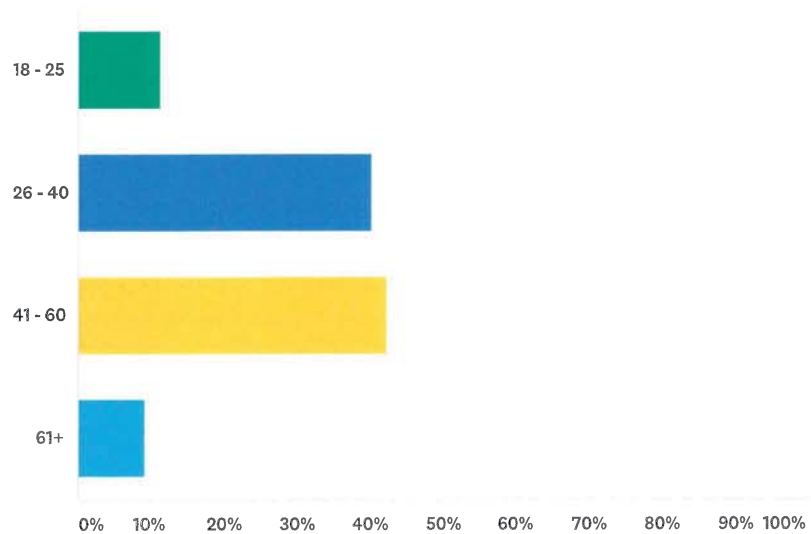
### RESPONSES

Female/Femenino	62.86%	88
Intersex/Intersexual	0.71%	1
Male/Masculino	30.71%	43
Genderqueer/No conformista a base de género (en inglés, Genderqueer)	1.43%	2
Transgender/Transgénero	2.86%	4
Total Respondents: 140		

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Pass	1/22/2019 11:41 AM
2	Why so many gender questions. Male of female period. Penis or vagina	9/3/2018 1:53 PM
3	man	9/3/2018 5:08 AM
4	There are only 2 Genders	9/2/2018 1:23 AM
5	Prefer no answer	8/31/2018 11:34 AM
6	There are only two sexes. The rest are seriously, scientifically false.	7/20/2018 1:03 AM
7	Asexual - there really isn't a community here for it.	7/19/2018 10:11 PM
8	genderless	7/11/2018 8:09 AM

Q11 Age/Edad:

Answered: 142    Skipped: 12



ANSWER CHOICES

18 - 25

26 - 40

41 - 60

61+

Total Respondents: 142

RESPONSES

11.27%      16

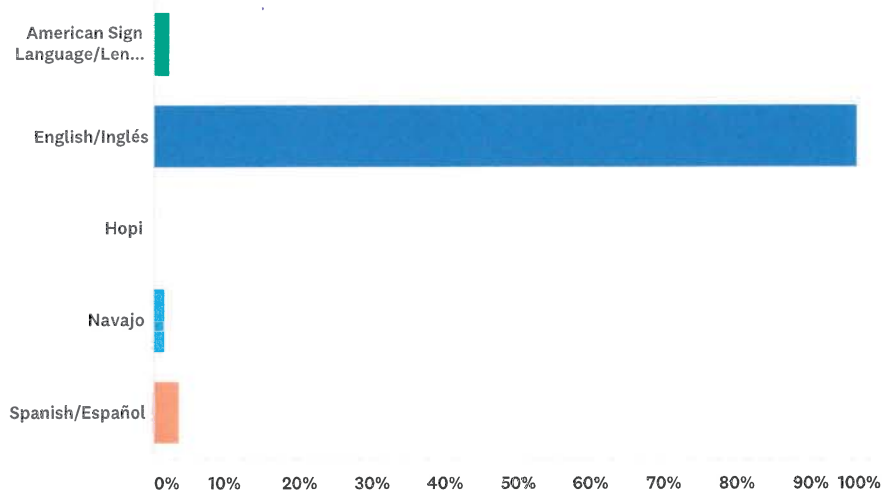
40.14%      57

42.25%      60

9.15%      13

## Q12 Primary language/Idioma principal:

Answered: 142 Skipped: 12



### ANSWER CHOICES

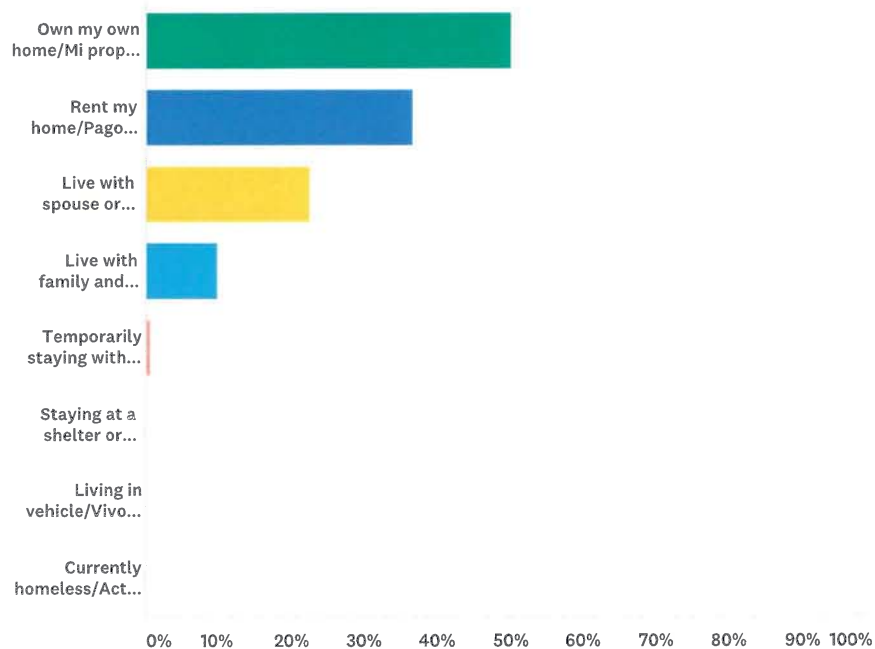
### RESPONSES

American Sign Language/Lengua de signos Americana (ASL)	2.11%	3
English/Inglés	96.48%	137
Hopi	0.00%	0
Navajo	1.41%	2
Spanish/Español	3.52%	5
Total Respondents: 142		

#	PLEASE SPECIFY IF NOT LISTED/ POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	Ebonics	1/24/2019 1:42 AM
2	Hindi	1/23/2019 1:01 AM
3	Pass	1/22/2019 11:41 AM
4	Hebrew	9/6/2018 9:52 AM
5	(I speak some Spanish tambien)	7/24/2018 8:41 AM
6	It is rare that I speak Spanish in public	7/19/2018 10:40 PM
7	Armenian	7/19/2018 6:14 PM

## Q13 Current living situation/Situación actual de vivienda:

Answered: 142 Skipped: 12



### ANSWER CHOICES

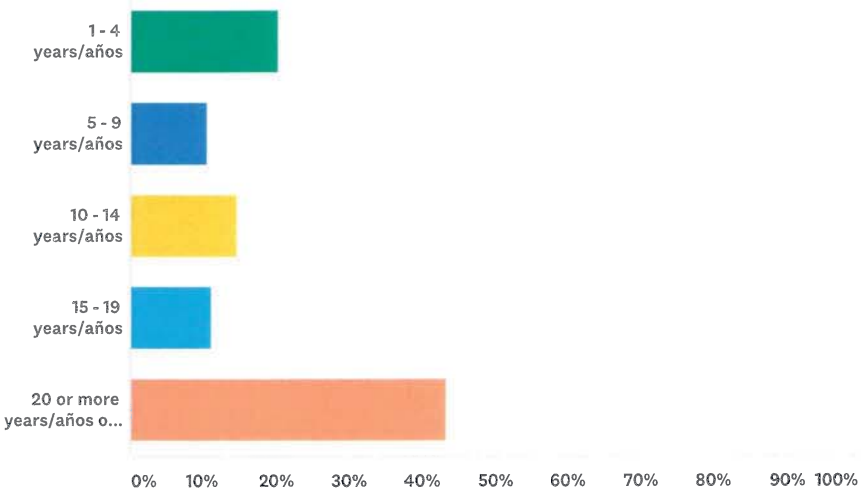
### RESPONSES

Own my own home/Mi propia casa	50.00%	71
Rent my home/Pago renta/alquiler	36.62%	52
Live with spouse or partner/Vivo con cónyuge o pareja	22.54%	32
Live with family and friends/Vivo con familiares y amigos	9.86%	14
Temporarily staying with family or friends/Temporalmente con familiares y/o amigos	0.70%	1
Staying at a shelter or hotel/Alojado en un albergue o un hotel	0.00%	0
Living in vehicle/Vivo en un vehículo	0.00%	0
Currently homeless/Actualmente indigente	0.00%	0
Total Respondents: 142		

#	PLEASE SPECIFY IF NOT LISTED/POR FAVOR ESPECIFIQUE SI NO APARECE EN LA LISTA:	DATE
1	I rent an apartment	8/2/2019 6:02 AM
2	My tree house.	8/1/2019 6:37 AM
3	Pass	1/22/2019 11:41 AM
4	We live with our kid in a one bedroom home. We both have great jobs, so it isn't a lack of drive.	7/19/2018 10:40 PM
5	-Renting apartment	7/19/2018 3:12 AM
6	I rent a room in an apartment	7/11/2018 8:09 AM

Q14 Years residing in Flagstaff/Número de años de residencia en Flagstaff

Answered: 143 Skipped: 11



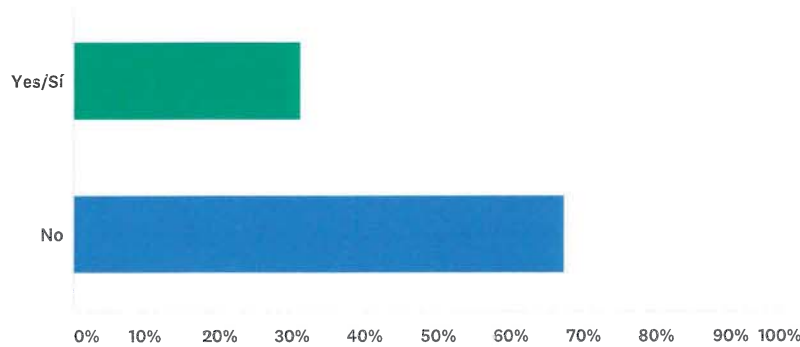
ANSWER CHOICES

RESPONSES

1 - 4 years/años	20.28%	29
5 - 9 years/años	10.49%	15
10 - 14 years/años	14.69%	21
15 - 19 years/años	11.19%	16
20 or more years/años o más	43.36%	62
Total Respondents: 143		

**Q15 Have you heard of the City of Flagstaff Commission on Diversity Awareness prior to this survey? If so, where?/Antes de esta encuesta, ¿había oído Ud. de la comisión para la concienciación de diversidad para la Ciudad de Flagstaff? Y si es así, ¿dónde?**

Answered: 144 Skipped: 10



**ANSWER CHOICES**

**RESPONSES**

Yes/Sí	31.25%	45
No	67.36%	97
Total Respondents: 144		

#	IF YES, WHERE?/SI ES ASÍ, ¿DÓNDE?	DATE
1	I used to serve on the commission	8/2/2019 6:28 AM
2	Growing up in Flagstaff	8/2/2019 6:21 AM
3	Daniel Williamson	8/2/2019 5:53 AM
4	Facebook	1/24/2019 1:42 AM
5	Have been to a meeting along time ago	1/23/2019 10:40 AM
6	Newspaper	1/23/2019 10:15 AM
7	Last yeae	1/23/2019 3:10 AM
8	Friends	1/22/2019 10:54 PM
9	Social media	1/22/2019 2:40 PM
10	See, and I saw it on FB.	1/22/2019 1:07 PM
11	Vaguely	1/22/2019 11:41 AM
12	Through social media	1/22/2019 10:49 AM
13	City Council meetings and etc.	11/27/2018 9:35 AM
14	Common partners	9/20/2018 8:44 AM
15	Social media & newspapers	9/13/2018 2:20 PM
16	Facebook	9/11/2018 12:44 AM
17	A little	9/9/2018 4:38 AM
18	When it was first publicized, years ago in Flagstaff, AZ.	9/3/2018 5:08 AM
19	City of Flagstaff website	8/31/2018 3:47 PM
20	Maybe, but not any real event or issues that help me remember them	8/31/2018 11:34 AM
21	I listen to City Council meetings and read information on the City's website	8/29/2018 3:33 PM
22	its a socialist town they have commision comittity for everything	8/28/2018 9:18 AM
23	In a posting looking for Commission Members	8/28/2018 6:55 AM

24	City website	8/28/2018 4:28 AM
25	I heard about this survey on social media and that was the first I've heard of the Commission.	8/4/2018 11:17 AM
26	My wife is in a wheelchair so I met some commission members because of that.	7/24/2018 8:41 AM
27	LGBTQIA Commission at NAU	7/23/2018 4:17 AM
28	Based upon searching available resources for loved ones in trouble.	7/20/2018 11:39 AM
29	Sadly. It's a huge waste of time and my tax money. People just need to realize that life's not fair.	7/20/2018 1:03 AM
30	But I would love to know more	7/19/2018 10:40 PM
31	Dan Duke does a fabulous job on Facebook promoting it.	7/19/2018 10:11 PM
32	Heard of it but have not seen any movement from it.	7/19/2018 4:16 PM
33	Juneteenth Celebration at the Murdoch Center	7/14/2018 7:17 AM
34	Attended meeting	7/12/2018 1:00 PM
35	One of my friends is on the Commission	7/11/2018 8:09 AM

## CITY OF FLAGSTAFF

### STAFF SUMMARY REPORT

**To:** The Honorable Mayor and Council  
**From:** Dan Folke, Community Development Director  
**Date:** 01/17/2021  
**Meeting Date:** 01/26/2021



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#### TITLE:

**Community Development Division Introduction**

#### DESIRED OUTCOME:

The presentation is provided for information purposes only.

#### EXECUTIVE SUMMARY:

The Community Development Division includes the Housing section, Planning & Development Services section, and the Real Estate program. The Division has 64 approved full-time equivalent positions and a total approved 2020-2021 budget of \$16,162,642. Programs within the division include Community Development Administration, Real Estate, Current Planning, Comprehensive & Neighborhood Planning, Building Safety, Code Compliance, Code Administration, Housing programs, and the Housing Authority. Community Development also staffs a number of Boards and Commissions including the Planning & Zoning Commission, Heritage Preservation Commission, Board of Adjustments, Board of Appeals, Housing Commission and the Housing Authority Board.

#### INFORMATION:

Community Development staff will make a presentation introducing the division programs and personnel.

Monthly development reports can be found here:

<https://www.flagstaff.az.gov/3474/Development-Status-Reports>

Monthly permit activity reports can be found here:

<https://www.flagstaff.az.gov/516/Monthly-Construction-Permit-Statistics>

Development Approvals can be found here: <https://www.flagstaff.az.gov/3374/Development-Approvals>

Information on the Flagstaff Housing Authority can be found here:

<https://www.flagstaff.az.gov/2342/Housing-Authority>

Information on the Flagstaff Housing Section programs can be found here:

<https://www.flagstaff.az.gov/4372/Housing-Section>

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**Attachments:** Presentation





CITY COUNCIL - DIVISION INTRODUCTION

# Community Development

JANUARY 26, 2021





# Community Development

- Mission, Personnel and Budget
- Division Accomplishments
- Division Initiatives
- Real Estate Introduction
- Planning & Development Services Introduction
- Housing Introduction



# Community Development



## Mission Statement

Creating Community Together: Community Development is a client focused team that enables quality development, reinvestment and conservation of the built environment through publicly adopted policies.



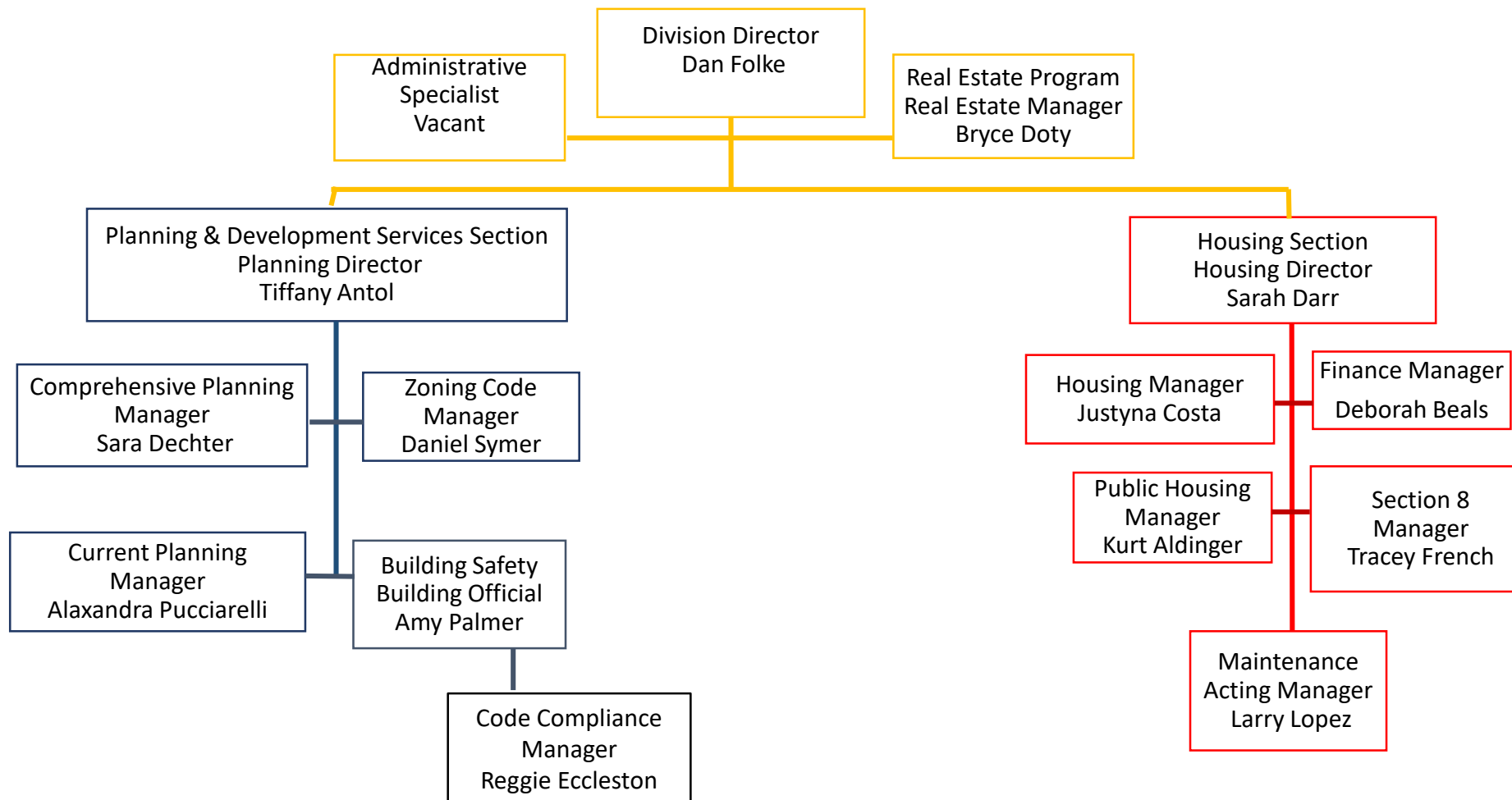
# Division Overview

## Community Development (64 FTE)

- Administration: 4 Full time equivalent (FTE)
  - Real Estate
- Planning & Development Services Section: 31 FTE
  - Comprehensive & Neighborhood Planning
  - Current Planning
  - Building Safety & Code Compliance
  - Code Administration
- Housing Section: 28.8 FTE
  - Housing Programs
  - Housing Authority



# Community Development







# Community Development

## 2020-2021 Approved Budget

Community Development Administration:	\$ 473,863
Planning & Development Services:	\$ 3,109,608
Housing	
Housing Programs:	\$ 1,125,270
Housing Grants:	\$ 900,000
Community Development Block Grants:	\$ 1,311,285
Housing Authority:	<u>\$ 9,242,616</u>
Total	\$16,162,642



# Community Development

## Division Accomplishments

- Continuity of Service
- Integrated Real Estate & Heritage Preservation
- Adoption 2018 Suite of Building Codes
- Creation Dark Sky Specialist
- Housing Authority (837+ Households served annually)
- Community Development Block Grant Funds
- Creation of Housing Commission



# Community Development

## Upcoming Initiatives 2021

- Residential Assistance Demonstration (RAD)
- Consolidated Housing Plan
- Review of Housing Incentives
- Launch of Citizen Portal
- Property Maintenance Ordinance
- Community Listening Tour





CITY COUNCIL - DIVISION INTRODUCTION

# Real Estate

Bryce Doty, Real Estate Manager





# Real Estate Program



## Program Summary

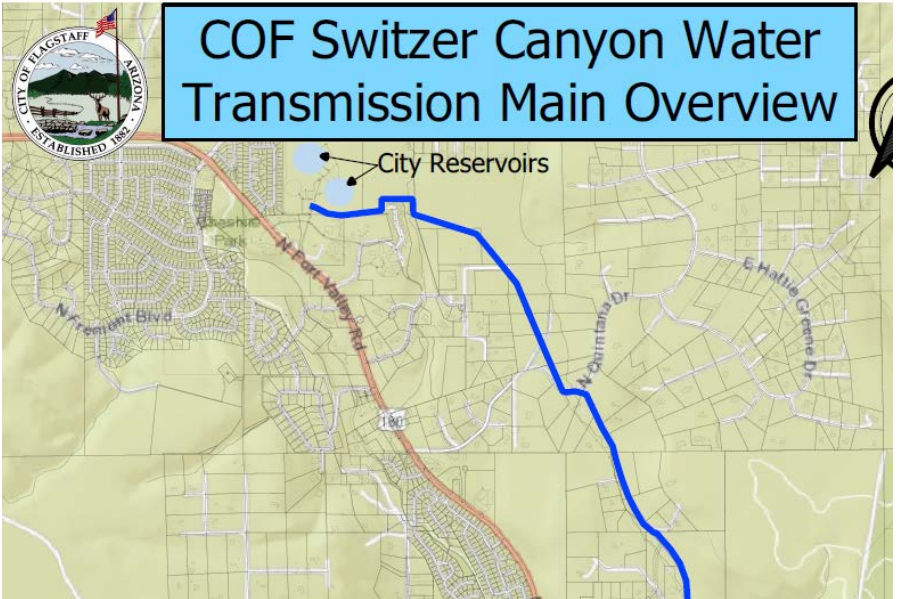
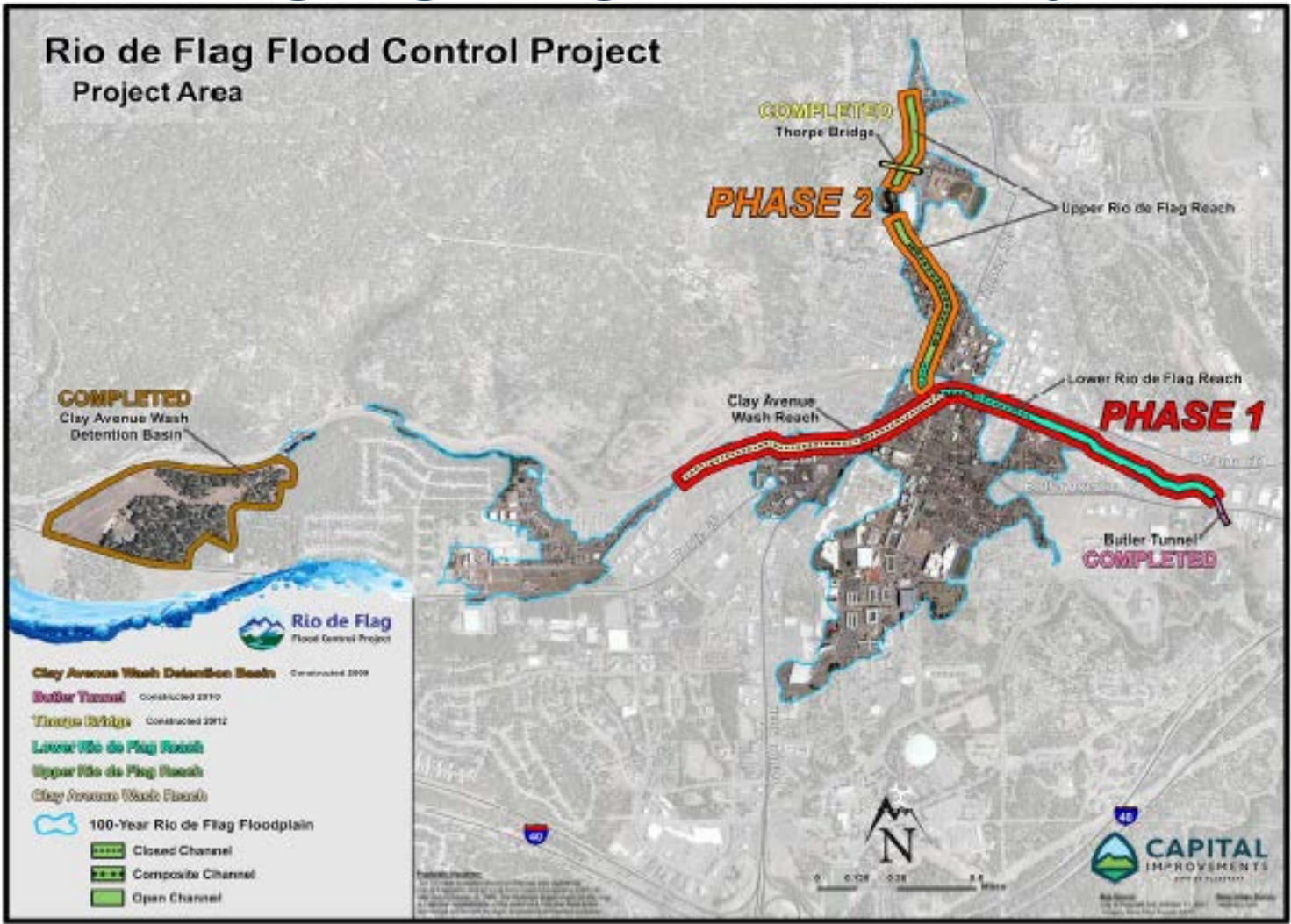
The Real Estate Program serves the City Council, all City Departments and the Public. It provides the followings services:

- Property acquisition
- Property management
- ROW and Easement Dedications to the City
- Abandonment, easements, and dispositions on City property





## 2021 Highlighting Current Projects



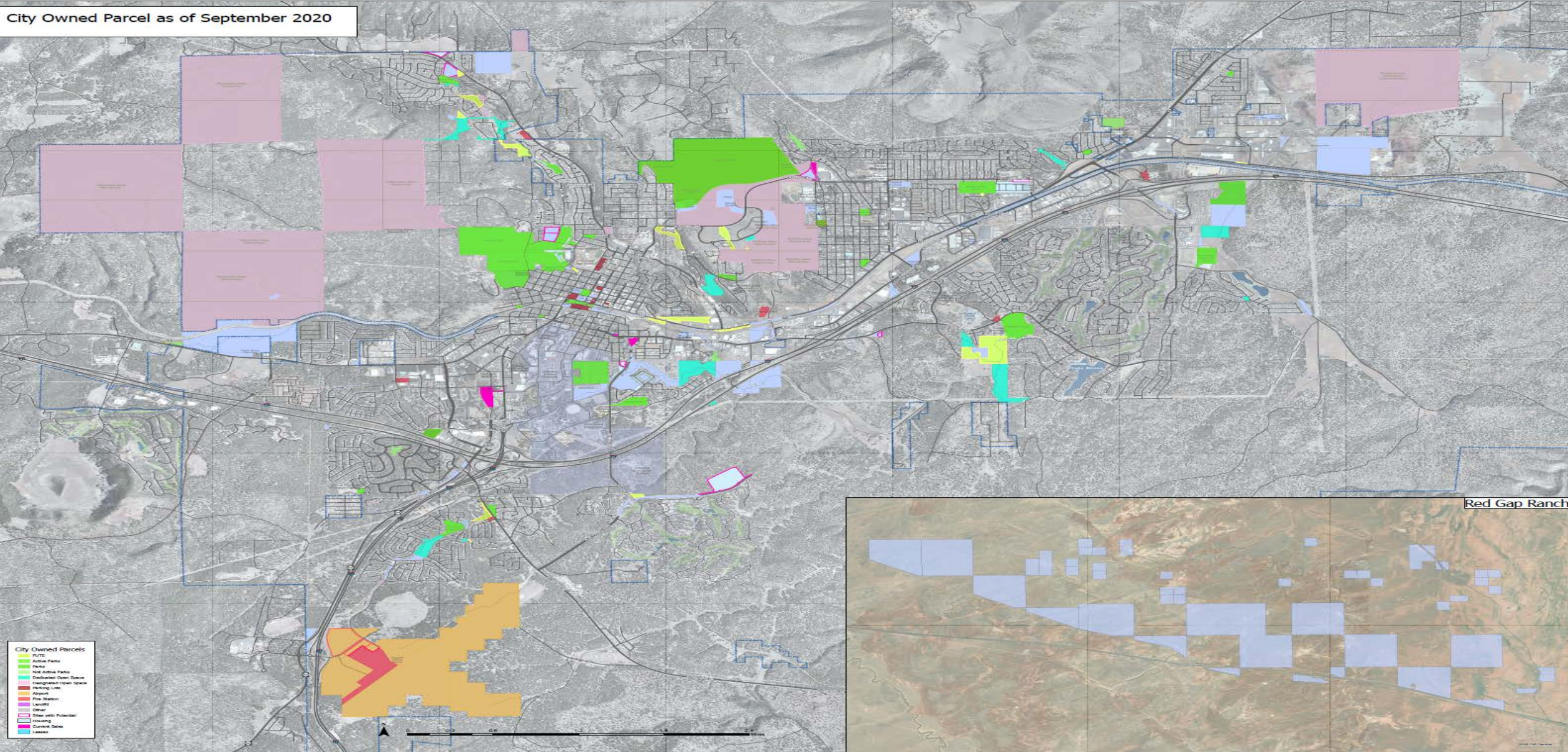




# Real Estate Program



City Owned Parcel as of September 2020







# Real Estate Program

6 217 S. O'Leary Street:  
104-01-045A

Warranty Deed: Book 1312, Page 439

- Parcel size: .031 acres
- Zoning: High Density Residential
- Acquired: 12/1/1989
- No deed restrictions
- Purpose for Acquisition: Butler and Lone Tree Project
- Infrastructure needed
- Funding Source: HURF Funds, 1988 Revenue Bond.



RECORDING REQUESTED BY: Parcel 39

WHEN RECORDED MAIL TO:  
City of Flagstaff  
211 West Aspen  
Flagstaff, AZ 86001

HELEN I. HUGGINS  
COCONINO COUNTY RECORDER  
OFFICIAL RECORDS OF  
COCONINO COUNTY

INST: 89-24789 FEE: \$ 13.00  
AT THE REQUEST OF:  
FIRST AMERICAN TITLE  
DATE: 12/01/89 TIME: 11:45  
DKT: 1312 PG: 439 #PAGES: 2

Escrow No. 002-0081653

WARRANTY DEED

For the consideration of Ten and NO/100 Dollars, and other valuable considerations, I or we, MARIO N. VASQUEZ AND JULIA H. VASQUEZ, husband and wife, Trustees of the Revocable Living Trust Agreement of Mario N. Vasquez and Julia H. Vasquez, husband and wife, the GRANTOR dated April 3, 1981, do hereby convey to

CITY OF FLAGSTAFF, a Municipal corporation the GRANTEE

the following described real property situate in COCONINO County, Arizona

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF

ARS 33-404  
BENEFICIARIES:  
Mario N. Vasquez and Julia H. Vasquez  
P.O. Box 1521, Flagstaff, Az. 86002

SUBJECT TO: Existing taxes, assessments, liens, encumbrances, covenants, conditions, restrictions, rights of way and easements of record.

And the Grantor does warrant the title against all persons whomsoever, subject to the matters above set forth.

DATED: September 29, 1989

Mario N. Vasquez, Trustee  
Julia H. Vasquez, Trustee

STATE OF ARIZONA )  
County of Coconino ) ss.

This instrument was acknowledged and executed before me this 29th day of November, 1989, by MARIO N. VASQUEZ AND JULIA H. VASQUEZ, Trustees.

Notary Public

My commission expires

STATE OF ARIZONA )  
County of ) ss.

This instrument was acknowledged and executed before me this day of 19 by

Notary Public

My commission expires

1312-439

FATCDA 4251 (Rev. 2/88)  
Previous Editions Obsolete







CITY COUNCIL - DIVISION INTRODUCTION

# Planning & Development Services

Tiffany Antol, Planning Director





# Overview of Planning & Development Services



## 5 Programs

- Building Safety & Code Compliance
  - Amy Palmer, Building Official
- Comprehensive & Neighborhood Planning & Heritage Preservation
  - Sara Dechter, Comprehensive Planning Manager
- Current Planning
  - Alaxandra Pucciarelli, Current Planning Manager
- Zoning & Subdivision Code
  - Dan Symer, Zoning Code Manager



# Building Safety & Code Compliance

It is the Building Official's responsibility to protect public health, safety and welfare in relationship to the built environment through effective plan review, inspections and code enforcement.

This program is comprised of the following staff:

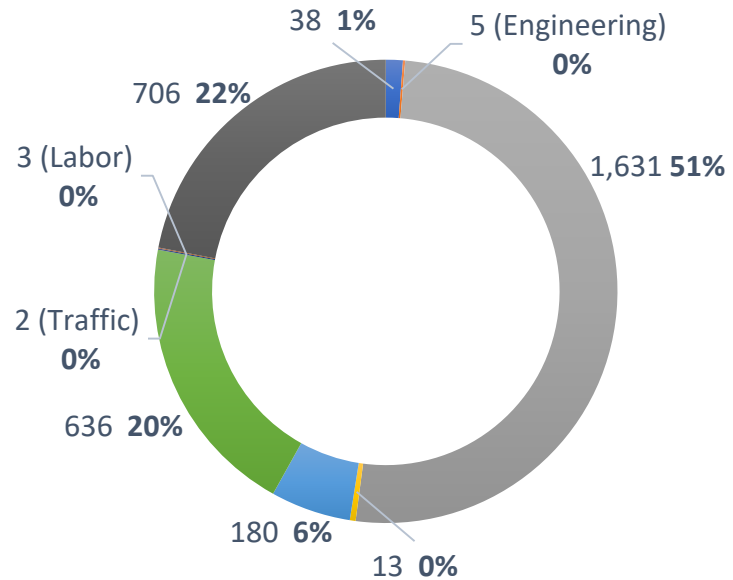
- 1 Building Official
- 1 Building Inspection Manager
- 7 Building Inspectors
- 3 Building Plan Reviewers
- 1 Building Permit Technician
- 1 Code Compliance Manager
- 2 Code Compliance Officer II (Includes Dark Sky Specialist)
- 1 Code Compliance Officer I



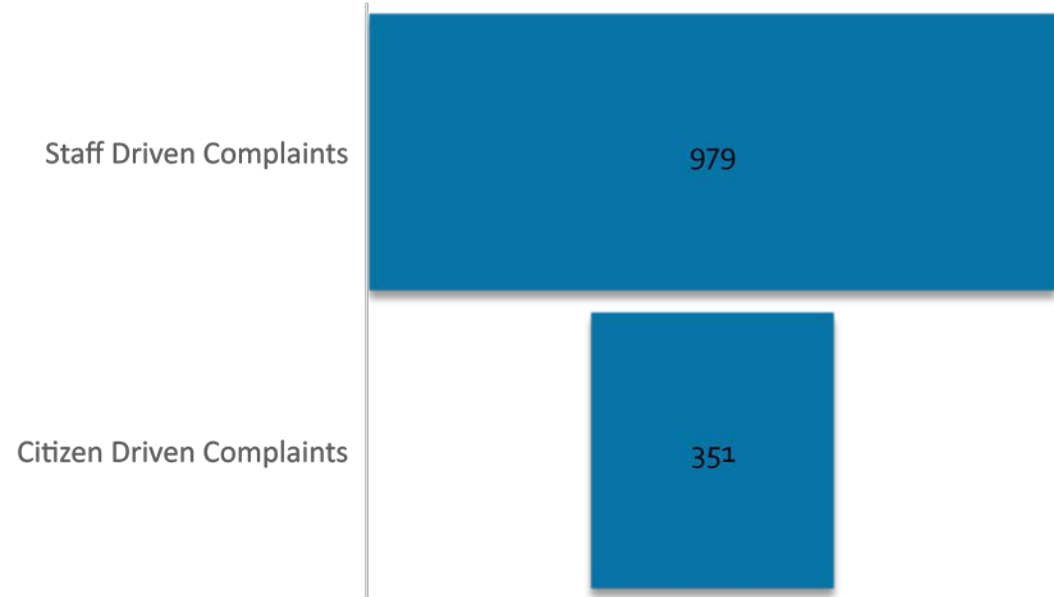


# City of Flagstaff Code Compliance Enforcement Cases by Type & Origin

**Case Types 1/1/19 - 1/1/21**



**Complaint Sources 2020**

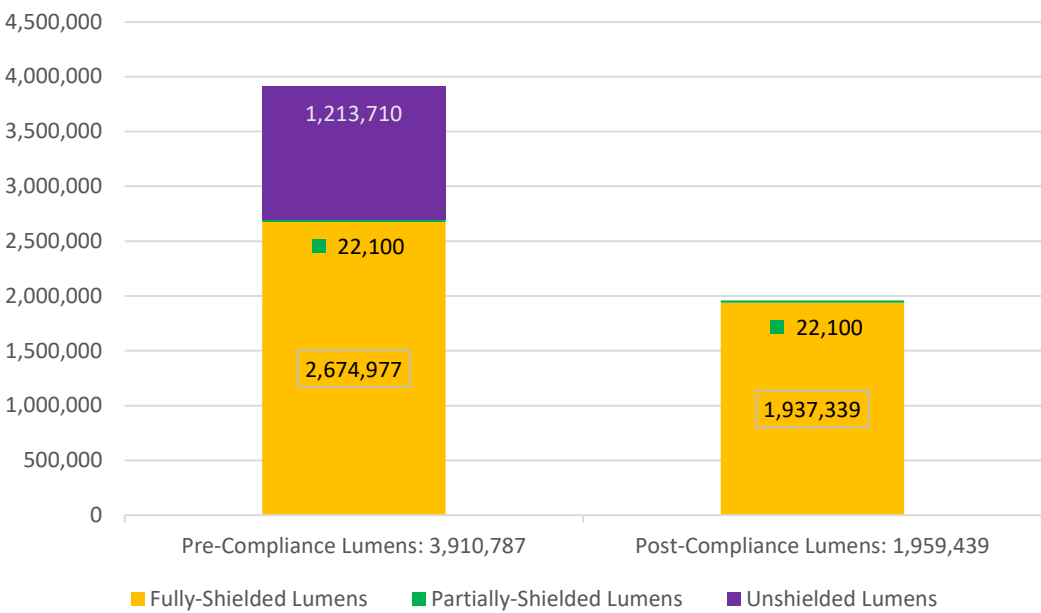




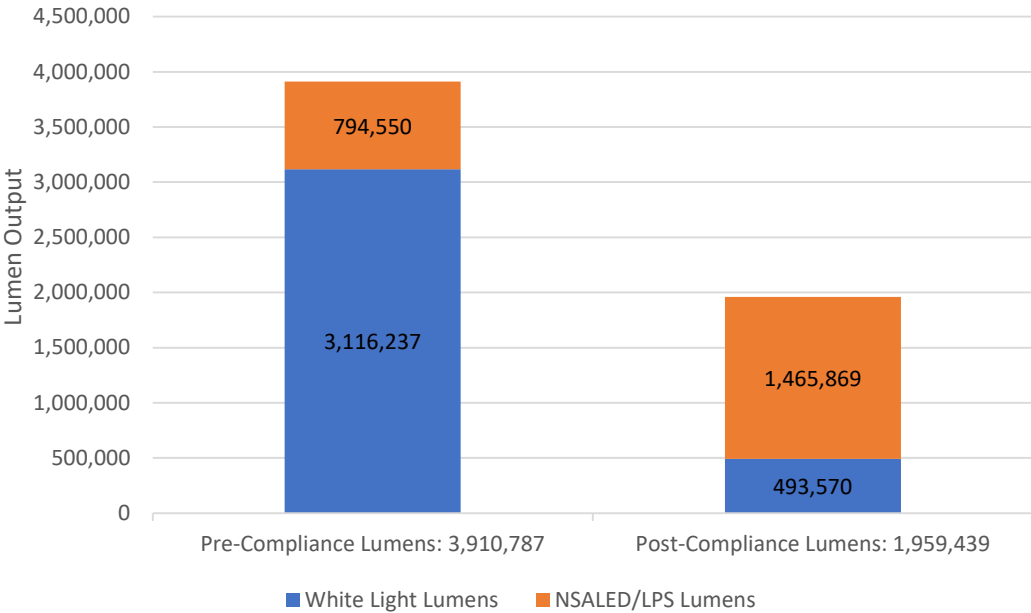
# City of Flagstaff Code Compliance Lighting Standards Enforcement Impact Analysis: 2020

- 1,213,710 unshielded lumen reduction citywide, or 100% reduction in unshielded exterior light from properties subject to compliance action.
- 2,622,667 white light lumen reduction citywide, or 84.16% reduction in white light lumens from properties subject to compliance action.

Changes in Total Lumen Output and Shielding for Lighting Violation Cases: 2020



Changes in Total Lumen Output and Lumen Type for Lighting Violation Cases: 2020



# BUILDING SAFETY BY THE NUMBERS 2020

2087 TOTAL PERMITS ISSUED

289

SINGLE FAMILY DWELLING  
PERMITS ISSUED (ALL TYPES)



36

ACCESSORY DWELLING UNIT (ADU)  
PERMITS ISSUED



166

COMMERCIAL BUILDING  
PERMITS ISSUED



332

REMODEL/ADDITION/T.I.  
PERMITS ISSUED



68

PHOTOVOLTAIC PERMITS ISSUED



1844

PLAN REVIEWS COMPLETED



16548

BUILDING INSPECTIONS PERFORMED



\$3,276,141 TOTAL FEES COLLECTED  
\$235,395,255 CONSTRUCTION VALUATION





# Comprehensive and Neighborhood Planning

- Update and amend the Regional Plan (Flagstaff's General Plan)
- Neighborhood Planning
- Heritage Preservation
- Inter and Intra- governmental Coordination
  - Census Coordinator
  - Federal Land Management Plans
  - Transportation Planning with MetroPlan and the State
- Monitor Regional Plan Implementation
- Support robust and inclusive Public Participation



# Comprehensive Planning

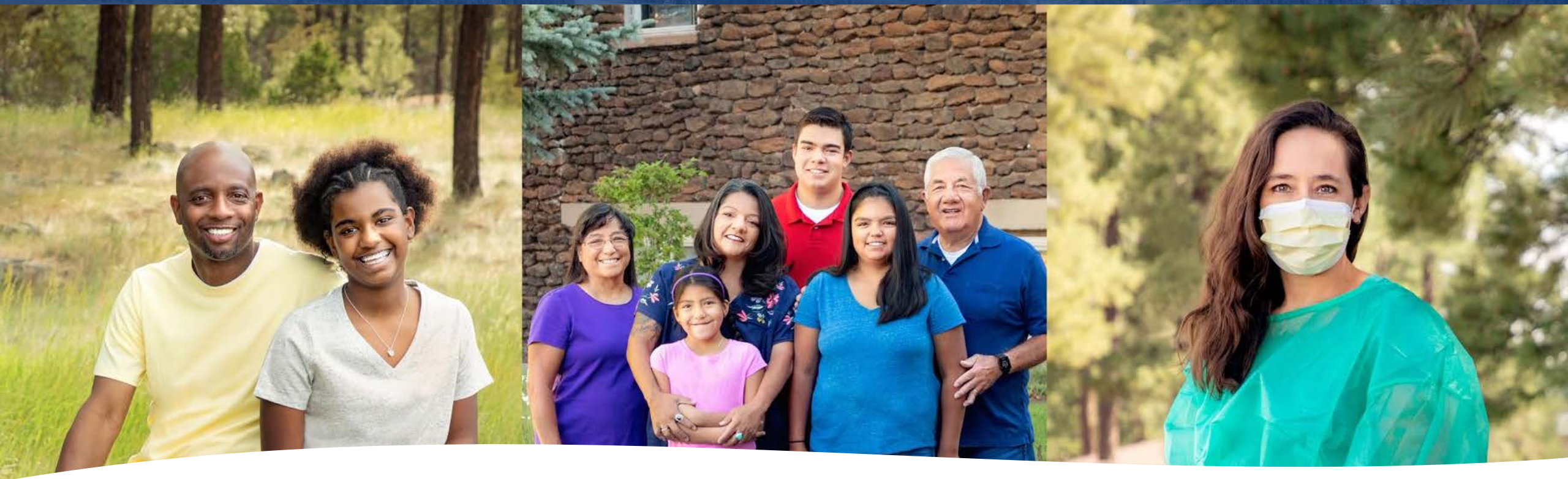
Since 2015:

- 2 major plan amendments
- 8 minor plan amendments
- 3 minor plan amendments that were associated with Specific Plans
- Participated on behalf of the City in 14 planning efforts conducted by Metroplan, Mountain line, ADOT, Coconino County, the Coconino National Forest, Federal Aviation Administration, Department of Defense, and the Flagstaff National Monuments.





# Census 2020 Outreach



- Corrected almost 14,000 addresses and several rounds of data quality control in preparation for Census operations
- Co-Lead on the Flagstaff- Coconino County Complete County Committee
- Produced original paid and unpaid social media, digital display banners, promotional items, bus, newspaper and radio ads in English Spanish and Dine.
- Estimated 2,733,356 impressions across all measurable media platforms and 0.11% click through rate (above industry average of 0.08%)
- Redesigned the media campaign 3 times over 6 months for changing conditions
- Hosted a County-wide telephone town hall and held limited in person outreach due to COVID-19.



# Heritage Preservation

Since 2015:

- 477 historic resources inventoried , 13 have been preserved
- Updated 2 historic contexts for historic neighborhoods
- 2 Landmark Overlays have been enacted for individual properties and historic signs
- Historic Facades and Signs Grant: 48 restoration and adaptive reuse projects
- National Historic Preservation Act, the Antiquities Act, and the Native American Grave Protection and Repatriation Act

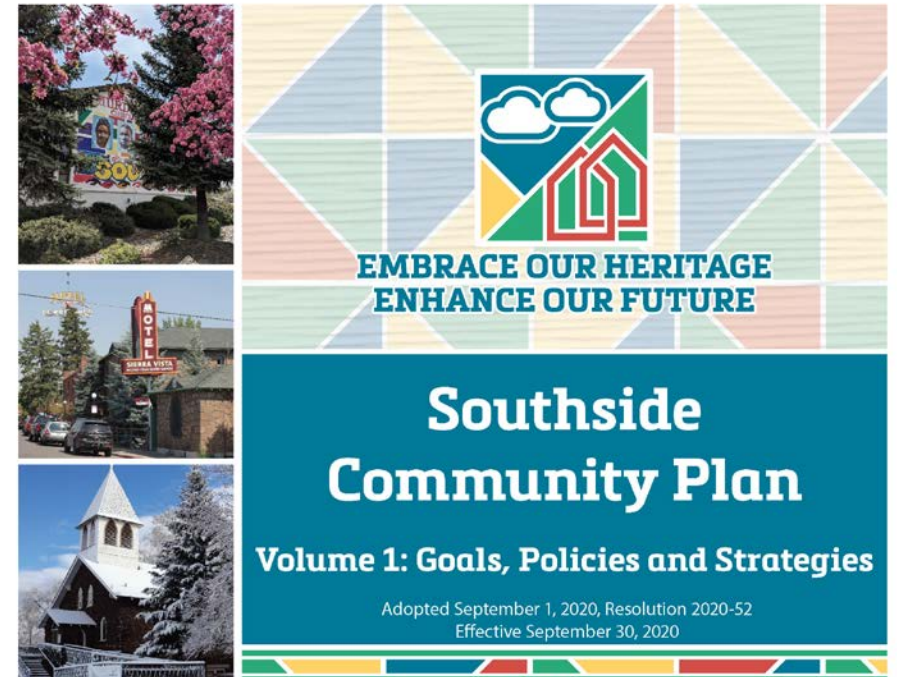




# Neighborhood Planning

- Directed to work on Title VI neighborhoods
- La Plaza Vieja and Southside neighborhoods have completed plans.
- Work on Pine Knoll Brannen and Sunnyside plans have been put on hold due to COVID-19.

*The Southside Community Specific Plan has won a National and International Award for public participation from IAP2*



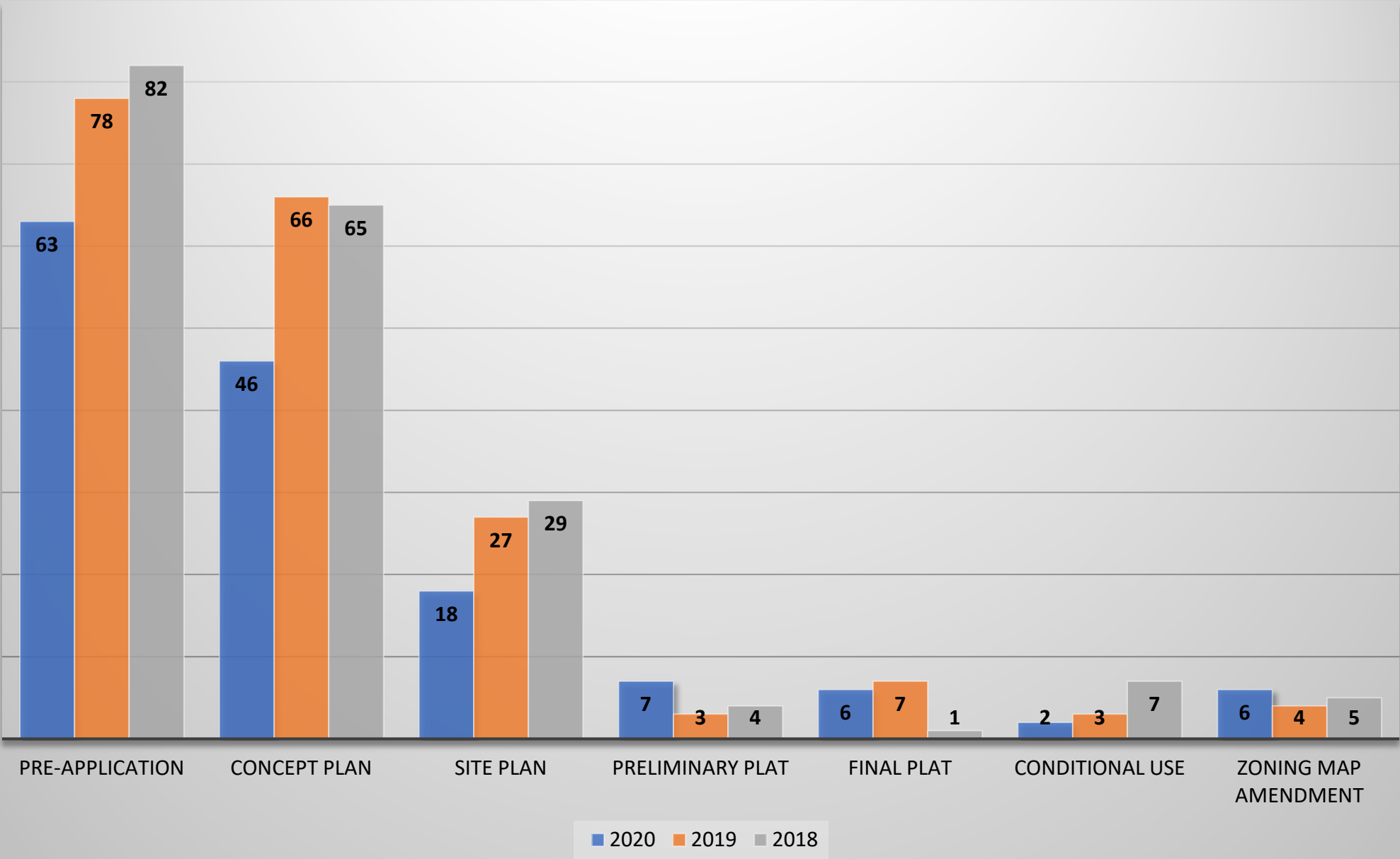




# Current Planning Program

- Implements the Flagstaff Zoning Code
- Manages proposed development plans ranging from a duplex to a new multifamily or commercial development.
- Project Manager: Inter-Divisional Staff (development review), Planning and Zoning Commission, and City Council
- Application Process: Concept and Site Plans, Conditional Use Permits, Re-Zonings, Subdivisions, and Annexations
- Administrative permits: Signs, outdoor lighting, fences, temporary uses, and lot splits
- Administer technical standards: uses, site plan layouts, parking and circulation, landscaping, fences/ screening, outdoor lighting, signage, and architectural design guidelines

# Current Planning Cases



## 2020 Zoning Map Amendment Cases:

- Flagstaff at 4<sup>th</sup> Apartments
- Aura (Version2)
- Apartments at Lone Tree and Pine Knoll
- McMillian Mesa
- Wildcat Industrial Park
- Sky Cottages

## Case Trends:

- Complexity and size of projects is increasing

**Alaxandra Pucciarelli,**  
Current Planning Manager  
**Vacant,**  
Planning Development Manager  
**Vacant,**  
Planning Development Manager  
**Patrick St. Clair,**  
Planning Development Manager  
**Genevieve Pearthree,**  
Planning Development Manager  
**Vacant,**  
Associate Planner

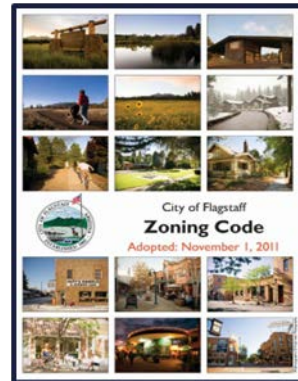
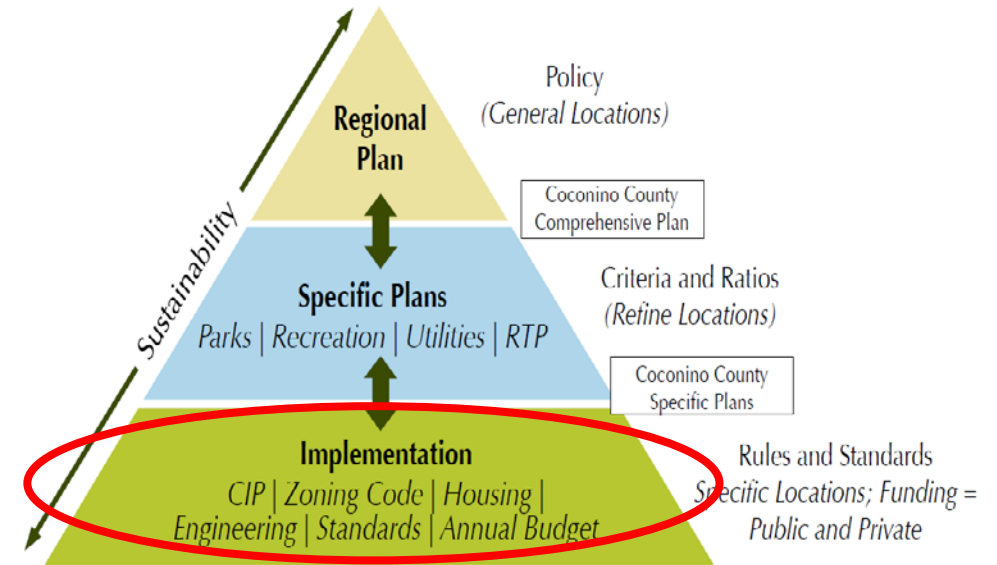


# Zoning and Subdivision Code Program



## Program Summary

- **Zoning Code Administrator for Zoning and Subdivision Codes:**
  - **Support: Comprehensive and Current Planning, and Code Enforcement**
  - **Intra-City Coordination and Assistance**
  - **Public Assistance**
  - **Board of Adjustment Liaison**
  - **Zoning and Subdivision Code Interpretations**
- **Zoning and Subdivision Code Amendments**
- **Project Management:**
  - **Variance applications**
  - **Zoning Verification**
  - **Minor Modification to Development Standards**



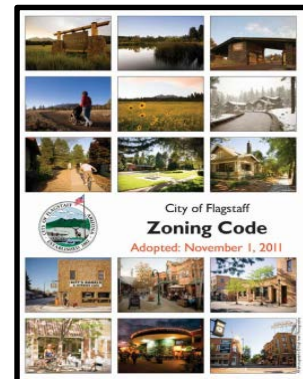


# Zoning and Subdivision Code Work Program



## 2020 Program Accomplishments

- **Zoning Code Amendments Adopted: 3**
  - A modification to the Rural Floodplain map
  - A variety of miscellaneous amendments
  - The incorporation of provisions for High Occupancy Housing
- **Zoning Verification Letters: 31**
- **Minor Modification to Development Standards: 16**
- **Variances: 1**







## CITY COUNCIL - DIVISION INTRODUCTION



# Housing

SARAH DARR







# Housing Vocabulary

- HUD - U.S. Department of Housing and Urban Development
- ADOH – AZ Department of Housing
- LIHTC – Low Income Housing Tax Credit
- AMI - Area Median Income





# Area Median Income - AMI

- Annually adjusted by HUD (2021 limits not yet published)
- Applies to the entire Metropolitan Statistical Area (MSA)
- Adjusted for household size – example below is for a 3 person household

HUD Area Median Income (AMI) Limits		
Income Category	AMI %	AMI Income Ranges*
Extremely Low	0 - 30%	\$0 - \$21,720
Very Low	30 - 50%	\$21,720 - \$33,850
Low	50 - 80%	\$33,850 - \$40,620
Low to Moderate	80 - 120%	\$40,620 - \$64,980
Moderate to High	120% >	\$64,980 >

\* Income ranges based on three person household





# City of Flagstaff Housing Programs



Public Housing

Property  
Management  
(Maintenance)

Voucher  
Programs

CDBG

Housing  
Planning

Owner Occupied  
Housing Rehab

Developer  
Negotiations

Incentive Policy  
for Affordable  
Housing

Permanent  
Affordability  
Program

Down Payment  
Programs  
Employer  
Assisted Housing

Loan  
Management

Community  
Participation



# Housing Commissions



## Housing Authority Board (1942)

- Federally mandated
- Required Resident / Participant member(s)
- 6 members + Mayor
- Members appointed by Mayor – per Az State Law



Meets 3<sup>rd</sup> Wednesday of the Month



# Housing Commissions

## Housing Commission (2019)

- 13 voting members:
  - 12 members appointed by the City Council and 1 representative from the Flagstaff Housing Authority Board of Commissioners
  - Members from the following categories:
    - Building and Real Estate Professionals
    - Low Income Housing Experts
    - Community Representatives

Meets 4<sup>th</sup> Thursday of the Month



# Budget – Housing Authority

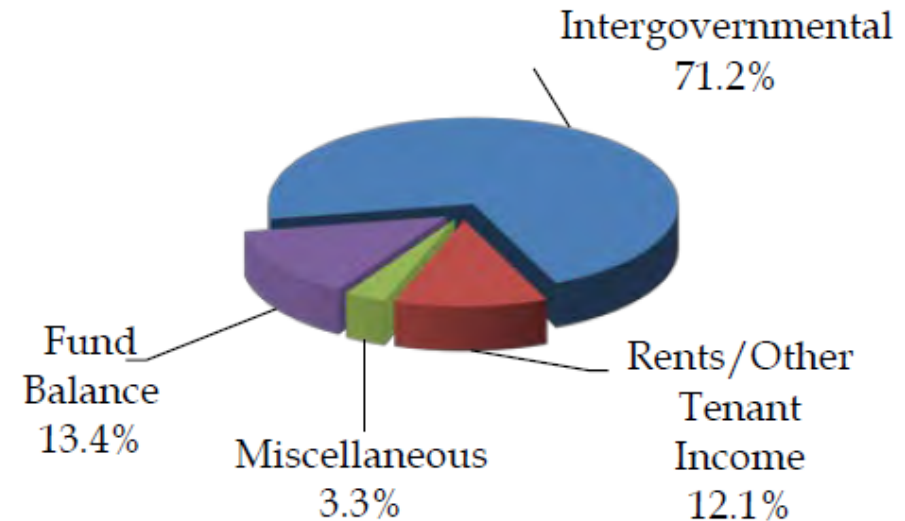
## Revenues/Other Sources

Intergovernmental	\$	8,532,570
Rents/Other Tenant Income		1,447,000
Miscellaneous		397,698
Fund Balance		1,600,487
	\$	<u>11,977,755</u>

## Appropriations

Community Development	\$	9,242,616
Contingency		1,001,250
	\$	<u>10,243,866</u>

## Flagstaff Housing Authority Revenues/Other Sources







# Housing Authority

Flagstaff Housing Authority was created by City Code in 1941

## Three offices:

- Siler Homes – Main office – Serves Siler, east scattered units & vouchers
- Brannen Homes – Serves Brannen Homes and west scattered units
- Clark Homes – Serves Clark Homes

## Public Housing – 265 units (up to 80% AMI)

- Brannen Homes – 127 units
- Siler Homes – 100 units
- Scattered Sites – 38 units



**Clark Homes – Management Contract – 80 units (up to 80% AMI)**



# Housing Authority



## Voucher Programs – 492+ vouchers (up to 50% AMI)

- Section 8 Housing Choice Vouchers – 333 vouchers
- Veterans Affairs Supportive Housing Vouchers (VASH) – 106 vouchers
- Single Room Occupancy (SRO) vouchers for Seriously Mentally Ill (SMI) – 12 vouchers
- **NEW!!** Foster Youth Initiative Voucher Program – Flexible number
- **NEW!!** Mainstream Vouchers - 40 NEW vouchers





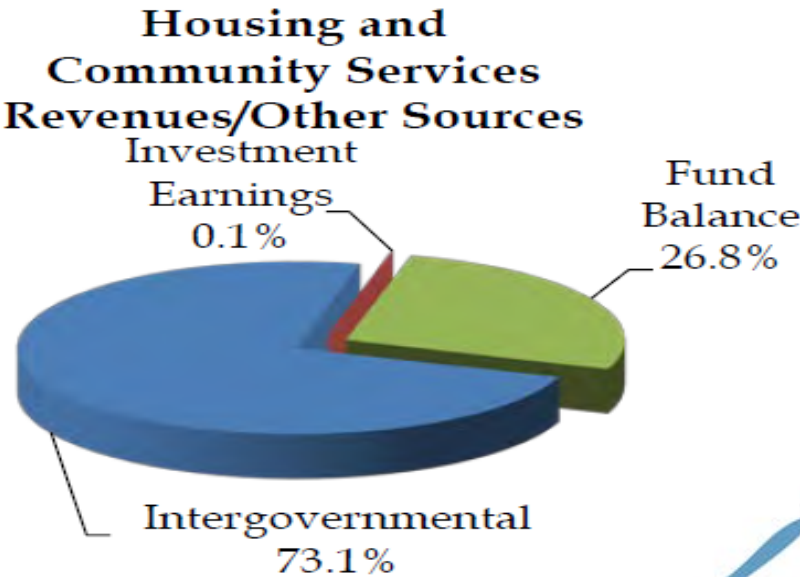


# Budget – Housing Section



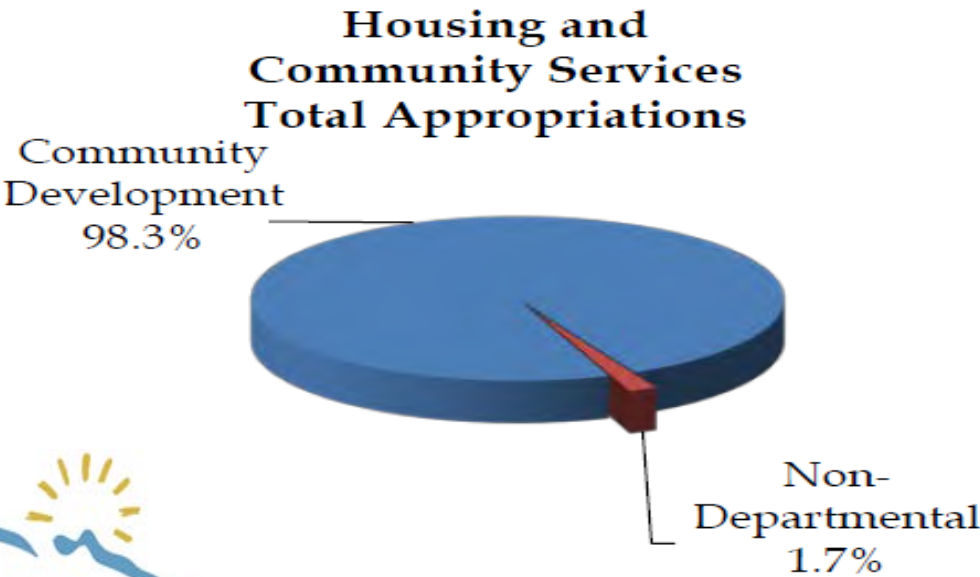
## Revenues/Other Sources

Intergovernmental	\$	2,259,953
Investment Earnings		4,000
Fund Balance		830,901
	\$	<u>3,094,854</u>



## Appropriations

Community Development	\$	2,886,877
Non-Departmental		48,668
	\$	<u>2,935,545</u>





# Housing Section

## **First staffed in 1993 with one staff person**

- Second staff person added in 2000
- Now 6 staff and 8+ programs
- Office located in Water Services Administration Building
- **Community Development Block Grant (CDBG) Program**
  - Annual entitlement award from HUD and associated compliance
- **Permanent Affordability Program**
  - Long-term compliance management
- **Down Payment Assistance Programs**
  - Employer Assisted Housing Program (EAH)
  - Community Homebuyer Assistance Program (CHAP)





# Housing Section

- **Housing Planning / Developer Negotiations**
- **Incentive Policy for Affordable Housing (IPAH)**
- **Owner Occupied Housing Rehabilitation Program (OOHR)**
  - Program suspended due to COVID and reallocation of funding
- **OOHR and First Time Home Buyer loan management**
- **Community Participation**







# Coming Attractions



## February 9<sup>th</sup> Work Session

featuring

## Deep(er) Dive into Housing

Including 2021 look ahead

starring

*Housing Staff*





# Community Development



Thank you and Good Evening!

## **CITY OF FLAGSTAFF**

### **STAFF SUMMARY REPORT**

**To:** The Honorable Mayor and Council  
**From:** Dan Symer, Zoning Code Manager  
**Co-Submitter:** Sara Dechter, AICP  
**Date:** 01/12/2021  
**Meeting Date:** 01/26/2021



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#### **TITLE**

**Update to the Comprehensive and Neighborhood Planning and Zoning and Subdivision Code Work Programs**

#### **STAFF RECOMMENDED ACTION:**

Discuss and provide direction to staff on the Comprehensive and Neighborhood Planning and Zoning Code and Subdivision Code recommended work programs and allow for public comments.

#### **EXECUTIVE SUMMARY:**

For the last several years, the Planning and Development Services staff has provided an update to the City Council on its work programs for the Comprehensive and Neighborhood Planning staff and Zoning Code Manager. The recommended (2021-2022) work programs pertain to the Flagstaff Regional Plan 2030 (Regional Plan), Specific Plans, related strategic planning documents, and the Zoning and Subdivision Codes (Development Codes). The policies and requirements of these documents are typically treated as “living” provisions; and, it is a generally accepted practice to regularly evaluate and update them to maintain contemporary provisions that address the community’s input and expectations, development trends, legal decisions, and state and federal requirements. Furthermore, planning related initiatives, such as the 2020 Census, Climate Action & Adaption Plan, and the Arizona Department of Transportation’s (ADOT) Milton Road Corridor Master Plan have the potential to significantly affect city-wide policies, resource decisions, and Development Code requirements. Therefore, it is essential to accommodate the planning-related initiatives into the Comprehensive and Neighborhood Planning Work Program and Zoning and Subdivision Code Work Program (Attachments 2 and 3).

The recommended work programs are intended to address priorities to update and incorporate new plan components to the Regional Plan, related Specific Plans and strategic planning documents, Development Codes, and planning-related initiatives. The work program of the Comprehensive and Neighborhood Planning staff and Zoning Code Manager are closely related, and the amount of work completed by the Comprehensive and Neighborhood Planning staff in any given year typically causes an increase in the Zoning Code Manager’s work plan for the following year. A good example of the work program correlation between the Comprehensive and Neighborhood Planning staff and Zoning Code Manager is Comprehensive and Neighborhood Planning’s completion of the High Occupancy Housing Specific Plan, and the La Plaza Vieja Neighborhood and Southside Specific Plans. These plans have been ‘transferred’ into the implementation phase and have impacted the Zoning Code Manager’s work program.



## **INFORMATION:**

### **I. City Council Questions:**

- Staff is seeking the City Council's comments and direction on the following questions:
- Does the City Council desire to reprioritize any of the projects on the Comprehensive and Neighborhood Planning Work Program or Zoning and Subdivision Code Work Program?
- Does the City Council desire to add any projects to the Comprehensive and Neighborhood Planning Work Program or Zoning and Subdivision Code Work Program?
- Does the City Council have questions or comments on any of the Comprehensive and Neighborhood Planning Work Program or Zoning and Subdivision Code Work Program projects, scopes or approaches?

### **II. Comprehensive and Neighborhood Planning Program**

The Comprehensive and Neighborhood Planning Program is supported by three Full-Time Employees (FTE); they are primarily responsible for updating, revising, and assisting in implementing the Regional Plan, related Specific Plans, and strategic planning documents. Even though the Comprehensive and Neighborhood Planning staff typically leads these efforts, they may be led by other City and County programs.

The Comprehensive and Neighborhood Planning program also houses Flagstaff's Heritage Preservation program and carries out the City's responsibilities as a Certified Local Government. As a Certified Local Government, Flagstaff receives access to funding, technical assistance, the ability to take part in consultation on federal projects in our jurisdiction, and other preservation successes under the guidance of the National Park Service and the State Historic Preservation Office. It should be noted that Mark Reavis, Flagstaff's Heritage Preservation Officer/Neighborhood Planner, is a National Council of Architectural Registration Boards (NCARB) certified architect, and he has extensive historic preservation experience. Currently, Mark is in the process of getting his reciprocal license in Arizona.

Lastly, the Comprehensive and Neighborhood Planning Manager is the local government representative for the US Census Bureau, and, as such, is responsible for organizing data responses to the Bureau and providing support to the 2020 Census efforts.

It should be noted that when other City divisions or governmental agencies have work programs that may impact or influence the City's long-range planning efforts, Comprehensive and Neighborhood Planning staff provides assistance and analysis to ensure that the work program products correlate and further implement the Regional Plan, Specific Plans, and related strategic planning documents. Also, Comprehensive and Neighborhood Planning staff has extensive expertise in public participation and is regularly requested to assist and provide guidance to other project managers that are overseeing complex and challenging public participation efforts.

#### What is the Regional Plan?

The Regional Plan is the broadest planning policy document in the policy hierarchy for the city; and, it is the only city policy that is ratified by the voters directly (Please review Attachment 1, Comprehensive Planning and Neighborhood Program – What We Do for graphic?). As a requirement of the Arizona Revised Statutes (ARS) and the Flagstaff City Charter, the Regional Plan serves as the City's general plan/comprehensive plan. Also, it serves as a Coconino County area plan for the county's areas that are adjacent to the city.

Chapter III of the Regional Plan states that the plan is to be "...used for decision making so that Flagstaff city government is accountable for publicly derived policy outcomes and goals...." Furthermore, the Regional Plan and related specific plans are "...not static documents; they recognize that growth is a dynamic process..." and community expectations and conditions "...may require revisions to the plan as circumstances or changes warrant." Examples of such amendments, modifications, and new plans that the City Council has directed staff to create and/or amend include: La Plaza Vieja Neighborhood Specific

Plan; High Occupancy Housing Specific Plan; Southside Community Specific Plan; and related Regional Plan amendments. These documents and amendments provide more specific direction on the methods to implement the Regional Plan's goals and policies.

The Regional Plan was ratified by the Flagstaff voters in 2014. Since its ratification, the Comprehensive and Neighborhood Planning staff has processed eleven amendments to the plan. A list of these amendments is available in Chapter XVI of the Regional Plan. Over the past several years, the Comprehensive and Neighborhood Planning program has recommended pursuing additional amendments to keep the Regional Plan up to date. The outstanding amendments primarily pertain to community character, Great Streets, and miscellaneous edits to text and maps that provide clarification. Based on the need to prioritize other work with limited resources, the Comprehensive and Neighborhood Planning Program recommends folding these potential amendments into the 2022-2024 Regional Plan update.

#### Comprehensive and Neighborhood Planning Work Program and Additional Responsibilities

Staff's recommended Comprehensive and Neighborhood Planning Work Program is included as Attachment 2. The Comprehensive and Neighborhood Planning Work Program lists and describes the projects that are anticipated over the next five years. The list and order of projects in the Comprehensive and Neighborhood Planning Work Program is the focus of the work session discussion. Staff is seeking City Council's direction on the recommended priorities.

In addition to the Comprehensive and Neighborhood Planning Work Program, there are also tasks and work assignments that are ongoing, recurring, or by request of other City divisions and partner agencies that fall within the Comprehensive and Neighborhood Planning's responsibilities. Since staff time is the primary resource of the Comprehensive and Neighborhood Planning program, the intensity and complexity of the tasks below influences the ability to complete projects listed in the Comprehensive and Neighborhood Planning Work Program that City Council has provided direction. The ongoing tasks and work assignments include:

- Building teams - establish a process, charter & scoping, and budget for work programs;
- Providing public participation and facilitation support for other programs and City divisions;
- Providing comments to interdivision staff pertaining to concept and site plan reviews;
- Assisting Census and State with annual demographic data collection;
- Providing Regional Plan policy interpretations;
- Creating and providing the Regional Plan Annual Report;
- Coordinating property owner initiated Major Plan Amendments and Specific Plans
- Assisting the Community Development front counter staff with public questions, and Planner of the Day activities;
- Being the liaison to the Heritage Preservation Commission;
- Coordinating Zoning Map Amendment applications for Landmark Overlays and Historic Overlays;
- Coordinating Heritage Preservation applications and provide consultation to property owners;
- Providing National Historic Preservation Act Section 106 consultations;
- Providing support for the Native American Grave Protection and Repatriation Act;
- Responding to inadvertent discoveries under the Antiquities Act and related laws;
- Coordinating with other Planning and Development Services managers across processes;
- Co-administrating the Flagstaff Community Forum website with the Public Affairs staff;
- Monitoring of grants and approved Historic Preservation work;
- Monitoring inventory and evaluations for National Register properties and districts;
- Assessing and evaluating amendments to City regulations and policies, e.g., Zoning Code, Engineering Standards, etc.;
- Coordinating and responding to requests for comments from federal land managers, Coconino County, and other agency partners related to land use and demographic issues, plans, and data quality controls; and
- Supporting other City divisions in implementing neighborhood plans and carrying out ongoing

community partnerships developed through those planning efforts.

## **II. Zoning and Subdivision Code Program**

The Zoning and Subdivision Code Program is supported by the Zoning Code Manager (1 FTE). The Zoning Code Manager is primarily responsible for administering and interpreting the Development Codes. In addition, the Zoning Code Manager is responsible for coordinating and overseeing revisions to the Development Codes to implement the Regional Plan, Specific Plans, and other City Council adopted policy documents. Furthermore, the Zoning Code Manager is responsible for coordinating and reviewing private applications to amend the Development Codes.

When other City divisions have work programs that may impact or influence the City's Development Codes, the Zoning Code Manager provides assistance and analysis to ensure that the work program products correlate with the codes. Also, the Zoning Code Manager coordinates and assists staff of other divisions to update the Development Codes, guidelines, specifications, and other City Codes to ensure the modifications implement the Regional Plan, Specific Plans, and other City Council adopted policies. Examples of such work programs include the updates to Heritage Preservation design guidelines and code, engineering specifications and requirements, and implementation tasks related to the Climate Action and Adaption Plan.

### What is the Zoning and Subdivision Codes?

The Zoning Code is one of the primary City Code provisions that assists in the effective implementation of the City's Flagstaff Regional Plan 2030. Through its regulations, the Zoning Code implements the goals, policies, and objectives of the Regional Plan related to land development.

The Subdivision Code regulates the division and assemblage of land and air space (condominiums). This code is implemented in conjunction with the City's zoning code, engineering code, fire code, etc. In addition to land use and development, the subdivision and related City Code requirements ensure adequate infrastructure and municipal service needs are provided.

### Zoning and Subdivision Code Work Program and Additional Responsibilities

Staff's recommended Zoning and Subdivision Code Work Program is included as Attachment 3. The Zoning and Subdivision Code Work Program lists and describes staff's recommended project priorities that are anticipated to be completed over the next three years, and beyond. The Zoning and Subdivision Code Work Program project list, and the order of priority, is the focus of the work session discussion. Staff is seeking the City Council's direction pertaining to the project list and order of priority.

In addition to the Zoning and Subdivision Code Work Program, the Zoning Code Manager has work assignments that are ongoing, recurring, or by request from other City divisions and partner agencies that fall within the Zoning and Subdivision Code Program responsibilities. Since staff time is the Zoning and Subdivision Code Work Program's primary resource, the intensity and complexity of the tasks below influences the Zoning Code Manager's ability to complete projects listed in the ZSC Work Program projects promptly. The Zoning Code Manager's responsibilities include:

- Being the liaison to the Board of Adjustment;
- Coordinating applications for the Board of Adjustment (variances);
- Coordinating applications for Minor Amendment to Development Standards;
- Coordinating requests for Zoning Verification Letters;
- Coordinating with the Comprehensive and Neighborhood Planning staff on amendments to the Regional Plan, Specific Plans, and other planning documents to ensure sufficient direction, goals, and policies are incorporated to effectuate the necessary modifications to the City Code; and implementing the plans;
- Assisting Current Planning and Historic Preservation staff with the interpretation and implementation of the Subdivision and Zoning Coding provisions;
- Assisting the Community Development front counter staff with public questions, and Planner of the Day activities;

- Assisting and evaluating amendments to the City regulations and policies related to Engineering Standards, etc.; and
- Coordinating with the Code Enforcement staff pertaining to Zoning Code enforcement considerations.

### **III. Comprehensive and Neighborhood Planning and Zoning and Subdivision Code Program Resources**

Financial resources to complete the recommended Comprehensive and Neighborhood Planning and ZSC Work Programs are necessary and funding to support City Council priorities will be requested as part of the 2021-2022 budget. It should also be noted that the Comprehensive and Neighborhood Planning staff and Zoning Code Manager routinely rely on staff from the City Attorney's Office, Current Planning, Development Engineering, Housing, Information Technology, Stormwater Engineering, Parks and Recreation, and Public Affairs to complete their work programs.

Comprehensive Planning: [www.flagstaff.az.gov/comprehensiveplanning](http://www.flagstaff.az.gov/comprehensiveplanning)

Flagstaff Community Forum: [www.flagstaff.az.gov/fcf](http://www.flagstaff.az.gov/fcf)

Heritage Preservation: [www.flagstaff.az.gov/901/Heritage-Preservation](http://www.flagstaff.az.gov/901/Heritage-Preservation)

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**Attachments:**     Zoning Code Program 2021  
                         Comp Planning Program 2021  
                         1. Comprehensive Planning Program – What we do  
                         Staff Presentation

## 2021 Zoning and Subdivision Code Work Program Prioritization Summary

Program Manager: Dan Symer, Zoning Code Manager

Staff: Dan Symer, Zoning Code Manager

### Project Funding and Resources

The Zoning and Subdivision Code has approximately \$5,000 in annual funding available for notices, advertising, postage, equipment, materials, printing, and codification. Some projects can be stretched over time to stay within the program's annual allotment or funded separately by other divisions, partnerships, or grants. Staff may be precluded or delayed from working on projects with a high cost and require additional funds unless the City Council approves one-time or multi-year funding requests. Approximately \$3,672 of the annual funding has been utilized in the fiscal year 2020-2021; the reference dollar amount excludes Zoning Code printing and codification costs that have been paid for with one-time funding in fiscal year 2020-2021. Through the budget process, Staff will seek funds to support City Council priorities.

### Projects

The following table outlines the staff's recommended Zoning and Subdivision Code Work Program priorities for the current and future fiscal years. This list is not inclusive of all projects and work programs that the Zoning Code Manager provides support. For instance, the Zoning Code Manager assists the Comprehensive and Neighborhood Planning (CNP) staff with amendments to the Regional Plan and other related specific planning documents to ensure sufficient direction, goals, and policies are incorporated to effectuate the necessary modifications to the City Code and implement the plans; e.g., the Zoning Code Manager assisted the CNP staff with the Southside Specific Plan. Also, it is anticipated that assistance will continue to be provided for the John Wesley Powell project and other upcoming CNP projects.

Project Priority	Within Staffing Capacity	Urgent	State or Legal Requirement	Public Interest	PBB Priorities	Proposed Strategy	Funded	Proposed Fiscal Year	Priority Tier
A. Prop 207 – Smart and Safe Act (Recreational Marijuana)	Yes	Yes	Yes	Medium	Safe and Healthy Community and Robust Resilient Economy	Staff primary	Yes	2020 – 2021	1
B. High Occupancy Housing Amendment – Part 1 and 1a	Yes	Yes	No	High	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Environmental Stewardship	Staff primary	Yes	2020 – 2021	1
C. Incentives for Providing Affordable Housing (IPAH)	Yes	Yes	No	High	Safe and Healthy Community, Inclusive &	Staff primary <sup>1</sup>	No	2020 – 2022	1

Project Priority	Within Staffing Capacity	Urgent	State or Legal Requirement	Public Interest	PBB Priorities	Proposed Strategy	Funded	Proposed Fiscal Year	Priority Tier
					Engaged Community and Livable Community				
D. Forty-Five-Foot Building Height (NCC zone)	No	Yes	No	High	High Performing Governance, Inclusive & Engaged Community, and Livable Community	Staff primary - consultant support	No	2020 – 2022	1
E. Outdoor Lighting	Yes	Yes	No	Medium	High Performing Governance, Safe & Healthy Community, Livable Community, Environmental Stewardship	Staff primary <sup>1</sup>	No	2020 – 2022	1
F. La Plaza Vieja Specific Plan Implementation	Yes	Yes	No	High	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Livable Community	Staff primary	No	2020 – 2022	2
G. Transect Zone Remapping and Zone Modifications	Yes	Yes	No	Medium	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Livable Community, Environmental Stewardship	Staff primary - consultant support	Yes	2020 – 2022	2
H. Resource and Wildlife Protection	Yes	Yes	Yes	Medium	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Environmental Stewardship	Staff primary - consultant support	No	2020 – 2023	2
I. Southside Specific Plan Implementation	Yes	Yes	No	High	All PBB Priorities apply	Staff primary - consultant support	No	2021 – 2024	2
j. Zoning Code Miscellaneous Modifications	Yes	No	No	Low	All PBB Priorities apply	Staff primary	Yes	On-going	3
K. Chapter 11 Subdivision Code, and	Yes	No	Yes	Low	All PBB Priorities apply	Staff primary	Yes	On-going	3



Project Priority	Within Staffing Capacity	Urgent	State or Legal Requirement	Public Interest	PBB Priorities	Proposed Strategy	Funded	Proposed Fiscal Year	Priority Tier
Related Engineering Standards									
L. Chapter 11 Planning Policy Plan Requirements (General, Specific, Master, and Development Plans)	Yes	No	No	Low	All PBB Priorities apply	Staff primary	Yes	On-going	3
M. Heritage Preservation	No	No	No	Low	All PBB Priorities apply	Staff primary	No	On-going	3
N. Transfer of Development Rights	Yes	No	Yes	Low	All PBB Priorities apply	Staff primary	No	TBD	4
O. Planned Area Zone	Yes	No	No	Low	All PBB Priorities apply	Staff primary	No	TBD	4 <sup>2</sup>
P. High Occupancy Housing Amendment – Part 2 and 3	No	No	No	Medium	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Environmental Stewardship	Delay to future work program	No	TBD – 2023	4
Q. Resource Protection Overlay	No	No	No	High	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Environmental Stewardship	Delay to future work program	No	TBD	4
R. Design Guides	No	No	No	Low	High Performing Governance, Safe & Healthy Community, Inclusive & Engaged Community, Environmental Stewardship	Delay to future work program	No	TBD	4
<b>Staffing</b> Staff primary – no consultant Staff primary – consultant support (i.e., consultant, interns, or volunteers) Consultant primary – staff support					<b>Recommended Priority Tier</b> Tier 1 – Urgent Tier 2 – Priority Tier 3 – Work will be done as staff and/or funding are available Tier 4 – Delay to future work program				

Project Priority	Within Staffing Capacity	Urgent	State or Legal Requirement	Public Interest	PBB Priorities	Proposed Strategy	Funded	Proposed Fiscal Year	Priority Tier
1. A consultant may be needed in the future, but it is not foreseen at this time.									
2. The planned area zone may need to be reprioritized depending on the John Wesley Powell applicable specific plan provisions.									

### Project Description Summary

- A. Proposition 207 – Smart and Safe Act (Recreational Sales of Marijuana) – In November 2020, Arizona voters approved the Proposition 207 – Smart and Safe Act. In summary, the Act allows for the recreational sale, cultivation, manufacture, and testing of marijuana. In addition, the Act allows the City to prohibit or incorporate zoning provisions related to the time, place, and manner for Marijuana Establishments (location for sale of marijuana products to consumers, cultivating marijuana, and manufacture marijuana products) and Marijuana Testing Facilities. If City Council chooses to allow these uses, the Act prohibits regulations that are more strict than Medical Marijuana Dispensaries or unduly burdensome.
- B. High Occupancy Housing Amendment – A Zoning Code Text Amendment to:
- Part 1 – A zoning code amendment to implement the High Occupancy Housing Specific Plan. Approved November 17, 2020.
  - Part 1a. – Technical corrections to the City Council’s modifications that were incorporated on November 17, 2020 related to exceptions for affordable housing.
- C. Incentives Policy for Affordable Housing (IPAH) – An update to the IPAH and corresponding revisions to the Zoning Code. The modifications to the Zoning Code are anticipated to address other code provisions that undermine the utilization of the IPAH incentives.
- D. Forty-five-foot building height (Neighborhood Community Commercial (NCC) zone) – In accordance with the High Occupancy Housing Plan’s implementation tasks, the building height of the Community Commercial (CC) zone is to be changed to 45 feet. To address this implementation task and previous discussions with the public, Planning and Zoning Commission, and City Council, a new zone (Neighborhood Community Commercial (NCC)) is proposed. The purpose of the Neighborhood Community Commercial (NCC) zone is to enable the City Council the flexibility to determine which areas of the city with the Community Commercial (CC) zone should maintain the allowed maximum building height of 60 feet, and which areas should have a maximum building height of 45 feet. To implement the 45-foot building height, the City Council would need to rezone the desired areas to the Neighborhood Community Commercial (NCC) zone.
- There are three neighborhoods in the city that have the Community Commercial (CC) zone. These neighborhoods are the Southside (south of Downtown), North End (north of Downtown), and Sunnyside (an irregularly shaped area north of Route 66, and either side of North Fourth Street and East Cedar Boulevard). At the August 25, 2020 City Council meeting, staff was directed to conduct additional public outreach.
- E. Outdoor lighting – A Zoning Code Text Amendment to:
- Part 1 – Implement the applicable Joint Land Use Study recommendations pertaining to the total outdoor lighting lumens that may be used on a property.
  - Part 2 – A comprehensive update to address conflicts and implementation and code enforcement issues, remove redundancy, and simplify the code.

- Part 3 – Incorporate provisions for small parcels and downtown businesses.
- F. La Plaza Vieja Specific Plan Implementation – A Zoning Code Text Amendment and Zoning Map Amendment to implement the applicable La Plaza Vieja Specific Plan provisions. The amendments are anticipated to include a Character Overlay zone with an associated building pattern book and architectural guidelines.
- G. Transect Zone Remapping and Zone Modifications – A Zoning Code Text Amendment and Zoning Map Amendment to incorporate revisions to the Transect Zones provisions and locations. This amendment is intended to modify the requirements to be consistent with areas of the city where the Transect Zone applies, address conflicts and implementation issues, remove redundancy, and simplify the code.
- H. Resource and Wildlife Protection – November 2017 Citizen Petition. Multiple Zoning Code Text Amendments and a City Code amendment to incorporate provisions that:
- Require the relocation of prairie dog colonies on new development sites
  - Protect rock outcroppings
  - Protect wildlife corridors
  - Protect seep and springs
- I. Southside Specific Plan Implementation – A Zoning Code Text Amendment and Zoning Map Amendment to implement the applicable Southside Specific Plan provisions. The amendments are anticipated to include a new zone and associated subzones and guidelines.
- J. Zoning Code Miscellaneous Modification (Summary) – Multiple Zoning Code Text Amendments to address the following:
- Miscellaneous modifications and simplification of the Zoning Code
  - Conformance with Arizona Revised Statutes
  - Southside parking reduction
  - Accessory Dwelling Unit Setbacks and Height
  - Planned Residential Development; clarification when PRDs are allowed with and without a Conditional Use Permit
  - Miscellaneous High Occupancy Housing related implementation tasks
  - Update provision related to when a Concept Plan or Minor Improvement Plan is required
  - Landscape requirements
  - Landscape plant list
  - Noxious weeds
  - Non-conforming provisions
  - Conditional Use Permit provisions
  - Street setbacks – Milton and commercial corridors
  - Mixed Use – Development standards and guidelines

- Residential parking in yards, including recreational vehicle parking
  - Development incentives and standards to promote climate change resiliency and emission reductions
- K. Chapter 11 Subdivision Code, and Related Engineering Standards – A City Code and Zoning Code Text Amendment to remove conflicts, clarify, and update the subdivision code, related engineering standards, and zoning code requirements. In addition, the modifications are anticipated to incorporate provisions related to dedication acceptance, release of easements, and the Arizona Revised Statutes. It is anticipated that modifications will be completed in multiple amendments.
- L. Chapter 11 Policy Plan Requirements (General, Specific, Master, and Development Plans) – A City Code and Zoning Code Text Amendment to clarify, simplify, and update the requirements.
- M. Heritage Preservation – A Zoning Code Text Amendment to remove conflicts and redundancy, and update, clarify, and simplify the code.
- N. Transfer of Development Rights – A Zoning Code Text Amendment to address the Transfer of Development Rights (i.e., density, floor area, etc.) in accordance with the Arizona Revised Statutes. The Zoning Code allows the property development standards to be calculated across multiple properties (a Development Site); but, each lot or parcel shall separately comply with its Zoning Code requirements. In accordance with the Arizona Revised Statutes, the related provisions need to be updated to allow density, floor area, and other related provisions to be transferred from one property to another that are within, or outside of, a Development Site.
- O. Planned Area Zone – A Zoning Code Text Amendment to incorporate provisions for planned areas that have modifications to, or additional property development standards, transfer of development rights, and Zoning Map Amendments that may accompany specific plans (throughout Arizona, specific plans are also referred to as development master plans, master plans, character area plans, etc.). Subsequent to the adoption of the specific plan provisions as part of the Arizona Revised Statutes in 1973, a vast majority of Arizona cities have adopted accompanying zoning regulations to implement development standards, regulations, and related specific plan provisions. Commonly referred to as Community Master Plan, Planned Community Development, Planned Area Development, Planned Area Overlay Planned Development, Planned Residential District, Planned Unit Development, Specific Plan Zone, etc., or districts/zones in other Arizona cities, the planned area zone methodology is a more appropriate method of addressing and implementing zoning regulations that are allowed to accompany specific plans. The proposed methodology allows for the associated regulations to be handled at the regulatory level as part of the Zoning Code and Zoning Map regulations instead of at the policy level of a specific plan. Also, a planned zone may also be used to address Regional Plan (General Plan) implementation items that are smaller in scale or area, are only Zoning Code related, or do not rise to the need for a specific plan.
- P. High Occupancy Housing Amendment: Parts 2 and 3 – A Zoning Code Text Amendment to implement the High Occupancy Housing Specific Plan's implementation tasks that are to be completed by 2023.
- Q. Resource Protection Overlay – A Zoning Code Text Amendment to address:
- Updating and simplifying requirements
  - The locations of Floodplain provisions within the City Code
  - Transfer of Development Right (possible incorporation)

- Amendment to Development Standards (possible incorporation)

R. Design Guides – A Zoning Code Text Amendment to update, simplify, and clarify requirements and remove conflicts.

## 2021 Comprehensive and Neighborhood Planning Work Program Prioritization Summary

Program Manager: Sara Dechter, Comprehensive and Neighborhood Planning Manager

Staff: Mark Reavis, Heritage Preservation Officer/ Neighborhood Planner

Vacant, Associate Planner

### Project Funding and Resources

The Comprehensive and Neighborhood Planning (CNP) base budget has approximately \$13,470 in funding available for notices, advertising, postage, equipment, materials, and printing as ongoing funding. Some projects can be stretch over time to stay within the annual allotment for the program or can be funded separately by other divisions, partnerships, or grants. Through the budget process, Staff will seek funds to support City Council priorities.

### Projects

The following table outlines projects that have been identified for current or future CNP priorities. This list is not inclusive of projects for which the CNP staff is a team member supporting a project being conducted primarily by another division unless our staff is providing work beyond attending public meetings and reviewing material. For instance, neighborhood plans for La Plaza Vieja and Southside have numerous implementation strategies and staff responsible for that work regularly include CNP staff to ensure that they are involving the community members who participated in the neighborhood plan and to carry forward the project in line with the community's intent.

Project	Within Staffing Capacity	Urgent	State or Legal Requirement	Public Interest	PBB Priorities	Proposed Strategy	Funded	Proposed FY	Priority Tier
A. JW Powell Public Facilities and Infrastructure Plan	Yes	No	No	Medium	Sustainable and Innovative Infrastructure; Safe and Healthy Community	Consultant primary - staff support	Yes	2020-2023	1
B. Thorpe Park Annex	Yes	No	No	High	Livable Community; Inclusive and Engaged Community	Staff primary-consultant support	No	2022	1
C. 2020 Census Count Question Appeal	Yes	Yes	Yes	Low	All PBB Priorities apply	Staff primary-consultant support	Yes	2021	1
D. Regional Plan Update	Yes	Yes	Yes	Medium	All PBB Priorities apply	Staff primary-consultant support	No	2022-2026	1



[illegible]

## Project Descriptions

- A. JW Powell Public Facilities and Infrastructure Plan – This is a specific plan with two phases. Phase 1 is being led by David Pederson of Capital Engineering and Phase 2 will be led by CNP. The project is a specific plan for greenfield development in the southern portion of Flagstaff. The planning effort is being funded by the 2018 Proposition 419 tax and is being led by Peak Engineering and their subconsultants with City staff supporting the effort. More information can be found at [www.flagstaff.az.gov/jwpspecificplan](http://www.flagstaff.az.gov/jwpspecificplan).
- B. Thorpe Park Annex – This is a public participation effort for conceptual designs for the former Mogollon Yard. Parks and Recreation is the lead division for this project and CNP is providing public participation, heritage preservation, and design expertise as part of the core team. The project is unfunded and is therefore working within the existing Parks and Recreation program budget; work is proceeding as staff time is available and the prioritization and resources for this project are evolving.
- C. 2020 Census Count Question Appeal – The Count Question appeal is the City's opportunity to evaluate the count for Flagstaff and to appeal any numbers that we believe are incorrect. The appeal is expected to begin in April 2021 and will likely have a mandatory timeline of 90 or 120 days for the City to respond. Remaining funding from the 2020 Census outreach is being held to provide additional support during this period if needed.
- D. Regional Plan Update – The Flagstaff Regional Plan was ratified in 2014 and, by State law, should be revised and sent back to voters by 2024. The Regional Plan is the City's General Plan plus an area plan for Coconino County within the Metroplan area. The Regional Plan process requires advanced geospatial, economic, and demographic analyses, extensive public participation, and broad intergovernmental coordination to complete. City and County staff are developing a draft public participation plan and budget alternatives for City and County work sessions in February 2021. City Council and the Board of Supervisors will have an opportunity to provide direction on this project.
- E. Southside Historic Inventory Update – The Southside National Register Historic District was established in 2010 with an inventory that was originally conducted in 1998. The Southside was the heart of the Civil Rights movement in Flagstaff and the City funded an update to its historic context in 2019 to capture the history necessary to support evaluation of the Civil Rights era buildings for inclusion in the district. That work was completed in 2020 and the State Historic Preservation Office has provided a grant to update the inventory and district boundary. This will be the basis for the federal grants related to African American Civil Rights Historic Preservation for which several buildings in the district are eligible.
- F. Historic Overlays in the Southside – The Southside Community Plan called for working with property owners in targeted areas of the neighborhood to create historic overlays that protect resources within the larger historic district. There is currently a limited number of Landmark Overlays on individual properties. This process was recommended as a high priority from the Southside Community Plan.
- G. Pine Knoll Brannen Neighborhood Plan – This project would develop a neighborhood plan for the third of five Title IV neighborhoods in the community. The timing for this work should be before the engineering and design plans for widening Lone Tree Road are completed. There is a line item in the 2018 Proposition 419 for neighborhood planning in existing neighborhoods that may be impacted by major transportation capital projects that may be used for this plan. There has never been a neighborhood plan created for this area and it is not expected to be an eligible historic district though it may have eligible individual buildings in the area.
- H. Sunnyside Neighborhood Plan – This project would develop a neighborhood plan for south Sunnyside, north Sunnyside, and the Fourth Street corridor. There was a neighborhood plan prepared for the area in 2012 that was not approved by the City Council. The Sunnyside area is not expected to be impacted by any major transportation projects in the next ten years. The area is likely to have eligible historic resources and may have enough integrity to establish a historic district. Staff would recommend preparation of a historic context as part of the preparation for this neighborhood plan. This is the largest neighborhood in the City of Flagstaff with over 2,000 properties to be notified. In addition, this area would require translation services to be

accessible to all residents as the largest concentration of Spanish speakers are located in this community. There would be additional funding needed to conduct the required public engagement and to create the data necessary to create a neighborhood plan for this area.

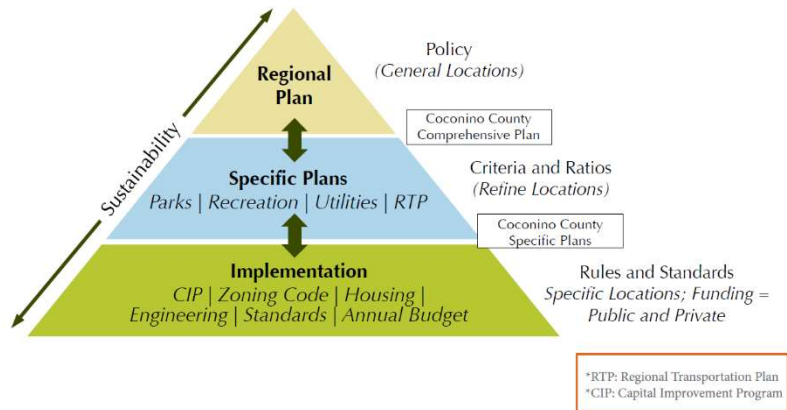
- I. Update the Townsite and Downtown Historic Overlay Standards and Guidelines – The Townsite and Downtown Historic Overlays were adopted more than 15 years ago and property owners in both areas have inquired when a review and update could be completed. The Heritage Preservation Officer has assessed the ordinances and believes that there are several ways that the district’s standards and guidelines could be improved in terms of clarity for property owners and preservation of the historic resources. This work is not urgent but should be planned for in the next 3-5 years.
- J. Historic Context and Inventory Creation – Create historic contexts, themes, and inventories for neighborhoods and commercial corridors developed between 1945 and 1970. There are at least five neighborhoods that merit additional heritage preservation evaluation, including Sunnyside, Coconino Estates, Bow and Arrow, and the neighborhood north of the hospital. Maintaining and updating a Local Register of Historic Places is an obligation of our Certified Local Government agreement with the State Historic Preservation Office. Developing a historic context costs approximately \$15,000 and \$20,000 and an inventory with volunteer assistance costs around \$10,000.

## Comprehensive Planning Program – What we do

Exceptional cities, and the great neighborhoods within them, don't just happen. Cities constantly grow and change, and we can ensure that these changes are positive through the plans we make today. The Comprehensive Planning program coordinates changes to the Regional Plan and its implementation, builds partnership to ensure sustainable growth with other government agencies, supports the stewardship of neighborhoods and historic resources, and develop Specific Plans that identify, preserve, and build on the positive qualities of different places; acknowledge and identify solutions for existing problems; and set goals and priorities that will shape the future of the area in the years to come.

### Regional Plan Implementation and Update Preparation

- Pre-application meetings
- Major Plan Amendment applications point of contact
- Regional Plan review assistance for Current Planning applications
- Regional Plan compliance findings for rezoning cases and annexations
- Preparation for the Regional Plan Update and City-initiated plan amendments



### Neighborhood Planning and Heritage Preservation

- Process Heritage Preservation applications and provide community education
- Management of the Heritage Preservation Commission and the role of Flagstaff as a Certified Local Government
- Review and assistance with local grants and the Federal Historic Preservation Tax Act for Certified Rehabilitations investment tax credit
- Review design of and monitor specific requirements for Historic Districts, overlay zones
- Neighborhood Plans, such as La Plaza Vieja and Southside
- Historic Contexts and Inventories

### Inter- and Intra-governmental Coordination and Regional Plan Implementation

- Census 2020 coordination with federal, state and regional partners
- Coordination with the County about the Regional Plan
- Bicycle and Pedestrian Master Plan (City and Metroplan)
- Bus Rapid Transit Study (Mountain Line)
- Reviews federal land management plans for the City

### Public Participation

- Support of public participation design and techniques for other City Departments and efforts
- Manage and support online public participation opportunities on the Flagstaff Community Forum



# 2021 Comprehensive Planning Program and Zoning Code Update

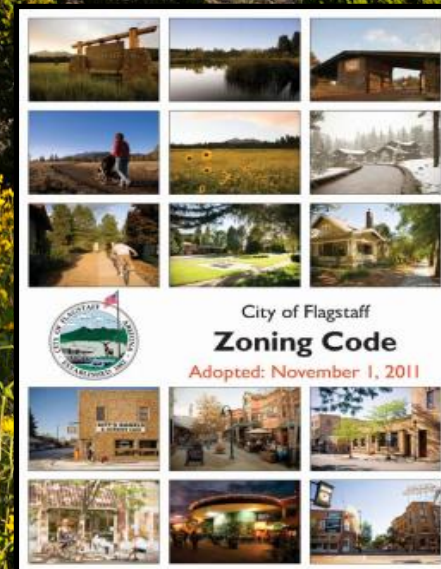
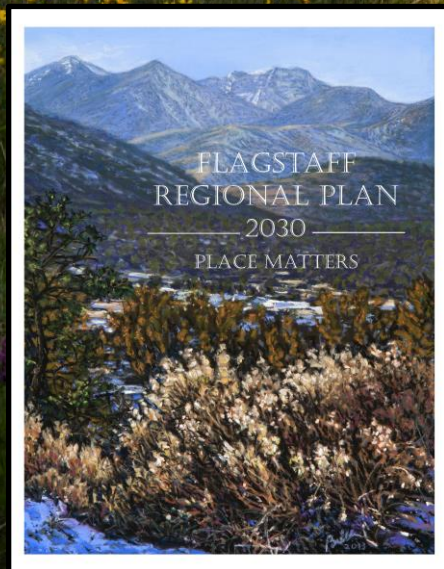
Sara Dechter, AICP, CP3

Comprehensive and Neighborhood

Planning Manager

Dan Symer, AICP

Zoning Code Manager







# 2021 Program Update



## Work Session Objectives

- **Increase familiarity with Comprehensive Planning and Zoning Code Managers' job duties**
- **Review projects and plans that are underway and those that may start in the next 2 years**
- **Receive feedback on program priorities from Council**





# 2021 Program Update



## Order of Presentation

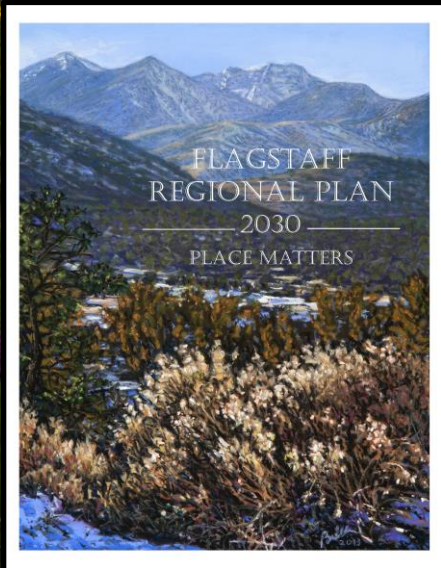
- 1. Comprehensive Planning work program**
- 2. Council questions and direction**
- 3. Zoning Code work program**
- 4. Council questions and direction**



# 2021 Comprehensive Planning Program Update

Sara Dechter, AICP

Comprehensive Planning Manager





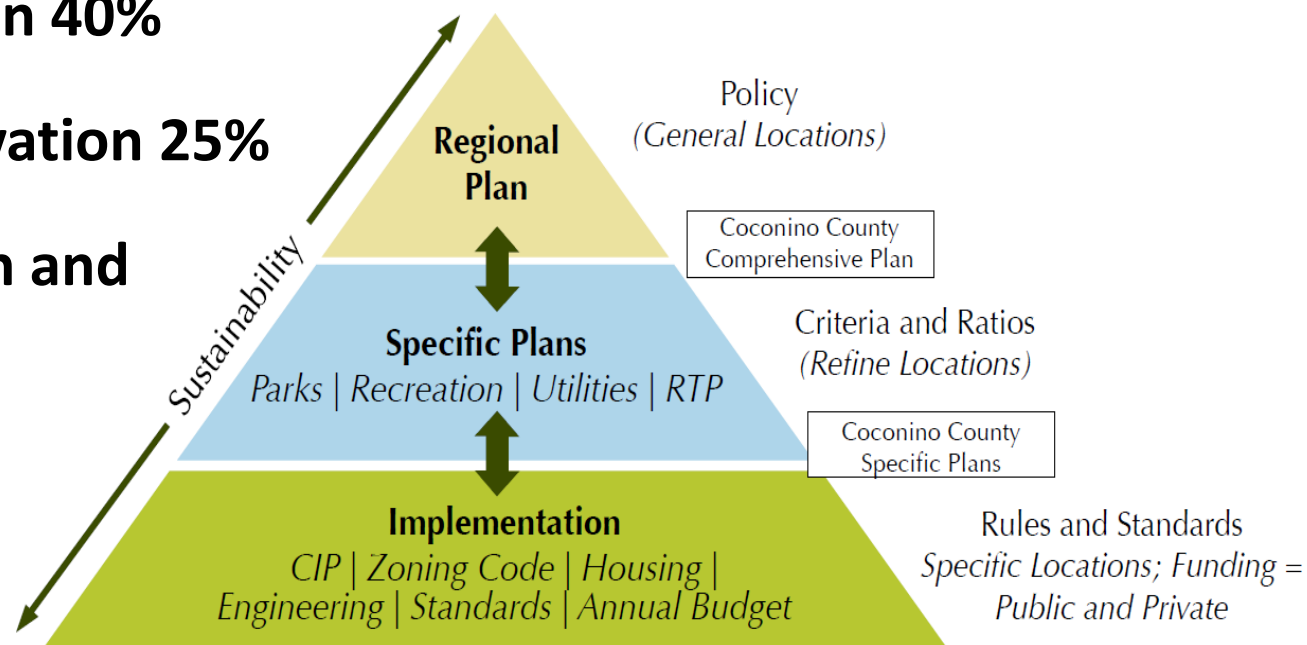


# Comprehensive Planning Work Program



## 2021-2022 Work Allocation

- **Regional Plan Update and Implementation 40%**
- **Neighborhood Planning/Heritage Preservation 25%**
- **Inter- and Intra-government Coordination and Census 20%**
- **Other Public Participation 20%**





# Comprehensive Planning Work Program



## How are the Recommended Work Priorities established?

- Mandatory projects (usually State law)
- Previous Council direction
- Availability of resources
- Staff capacity in the program and programs that support the project
- Time sensitivity or sequencing with other projects
- Readiness of community partners to participate



# 2021 Comprehensive Planning Work Program



## Recommended Work Plan Priorities



### TIER 1 (URGENT)

**A** JW Powell Specific Plan

**B** Thorpe Park Annex

**C** 2020 Census Count Question Appeal

**D** Regional Plan Update

**E** Southside Historic District Update



### TIER 2 (WHEN AVAILABLE)

**F** Historic Overlays in the Southside

**G** Pine Knoll Brannen Neighborhood Plan



### TIER 3 (DELAY)

**H** Sunnyside Neighborhood Plan

**I** Update to Townsite and Downtown Overlays

**J** Historic Context and Overlay Creation



# 2021 Comprehensive Planning Work Program



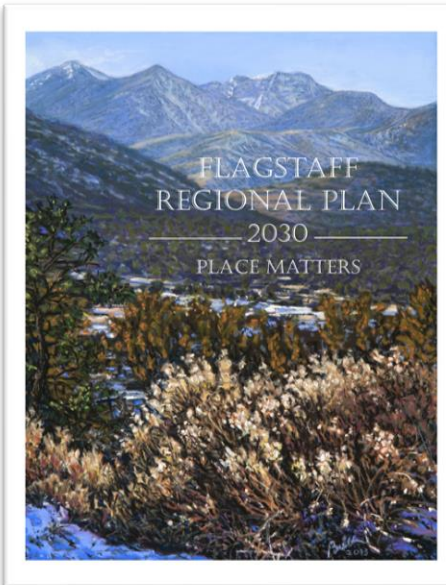
## City Council Direction

Are there any projects that the City Council would like to:

- Reprioritize? If so, which Tier and prioritization order?
- Add to the list? If so, which Tier?
- Concerns or Questions about a projects' scope or approach

**NOTES:** 1) *There is a work session scheduled to discuss the next Regional Plan update in more detail on February 16th.*

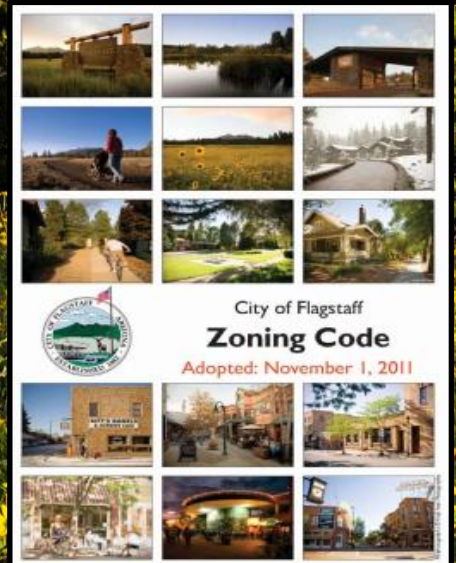
2) *The pace of work in Comprehensive and Neighborhood Planning is directly tied to the workload of the Zoning Code program.*





# 2021 Zoning Code Program Update

Dan Symer, AICP  
Zoning Code Manager





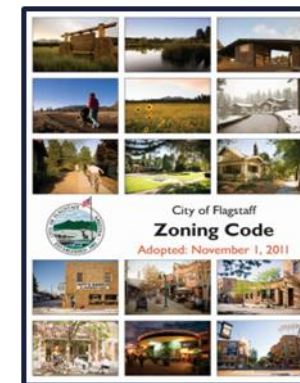
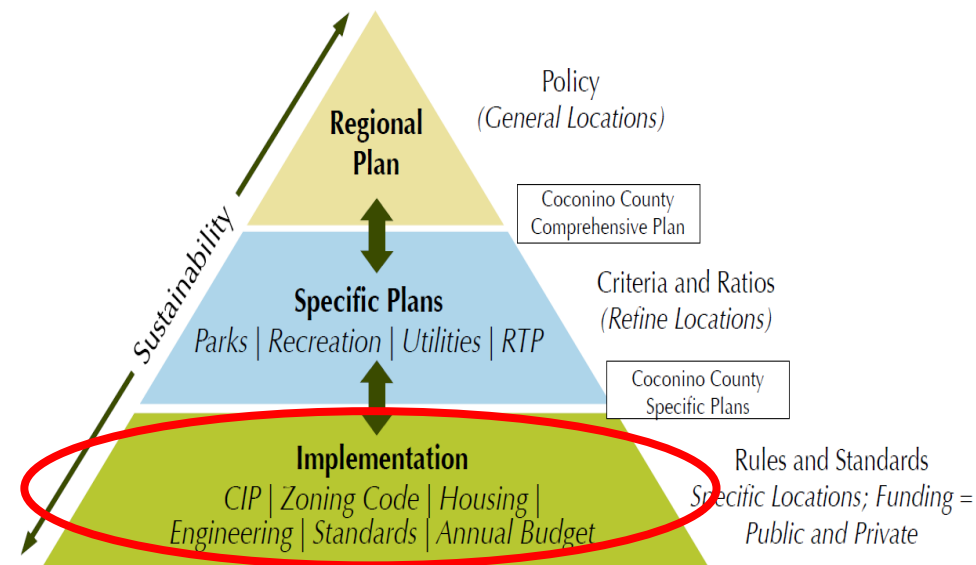


# Zoning and Subdivision Code Work Program



## 2020-2021 Work Allocations

- **Zoning Code Administrator for Zoning and Subdivision Codes ( $\pm 25\%$ ):**
  - Support: Comprehensive and Current Planning, and Code Enforcement
  - Intra-City Coordination and Assistance
  - Public Assistance
  - Board of Adjustment Liaison
  - Zoning and Subdivision Code Interpretations
- **Zoning and Subdivision Code Amendments ( $\pm 65\%$ )**
- **Project Management ( $\pm 10\%$ ):**
  - Variance applications
  - Zoning Verification
  - Minor Modification to Development Standards





# 2021 Zoning Code Work Program



## Recommended Work Plan Priorities

### TIER 1 (URGENT)

**A** Smart and Safe Act  
(Recreational Marijuana)

**B** High Occupancy  
Housing – Part 1a

**C** Affordable Housing  
Incentives and IPAH

**D** Forty-Five Foot  
Building Height

**E** Outdoor Lighting

### TIER 2 (PRIORITY)

**F** La Plaza Viejas Specific  
Plan Implementation

**G** Transect Zones

**H** Resource and Wildlife  
Protection

**I** Southside Specific  
Plan Implementation

### TIER 3 (WHEN AVAILABLE)

**J** Zoning Code Misc.  
Modifications

**K** Subdivision Code

**L** Planning Policy Plan  
Requirements

**M** Heritage Preservation

### TIER 4 (DELAY)

**N** Transfer of  
Development Rights

**O** Planned Area Zone

**P** High Occupancy  
Housing – Part 2 and 3

**Q** Resource Protection  
Overlay

**R** Design Guides



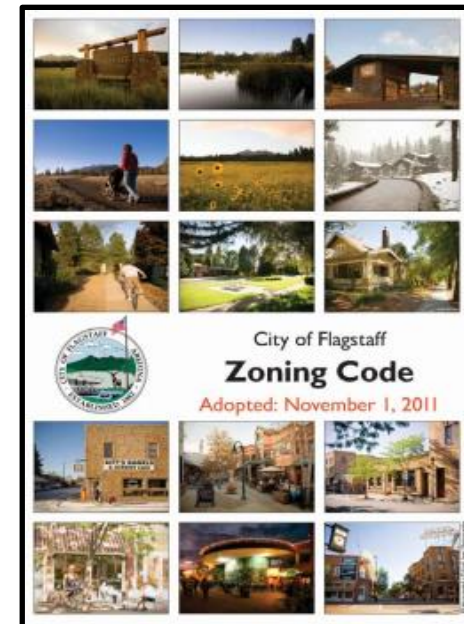
# 2021 Zoning Code Work Program



## City Council Direction

- Are there any projects that the City Council would like to:
- Reprioritize? If so, which Tier and prioritization order?
- Add to the list? If so, which Tier?
- Concerns or Questions about a projects' scope or approach?

*NOTES: 1)The pace of work in Comprehensive and Neighborhood Planning is directly tied to the workload of the Zoning Code program.*





# 2021 Comprehensive Planning Program and Zoning Code Update



THANK YOU  
and good evening! 😊

## **CITY OF FLAGSTAFF**

### **STAFF SUMMARY REPORT**

**To:** The Honorable Mayor and Council  
**From:** Rick Barrett, City Engineer  
**Date:** 01/14/2021  
**Meeting Date:** 01/26/2021



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#### **TITLE**

**Fiscal Year 2021/2022 Budget Orientation for the Engineering & Capital Improvements Division and Active Capital Projects presentation featuring the Rio de Flag Flood Control Project**

#### **STAFF RECOMMENDED ACTION:**

This item is for discussion only (see attached presentation).

#### **EXECUTIVE SUMMARY:**

This item is intended to help orient Council to the recently reorganized Engineering & Capital Improvements Division. This Division used to be a Section within Community Development and its workgroups remain unchanged including Transportation Engineering, Development Engineering, Inspection & Testing, and Capital Improvements.

#### **INFORMATION:**

The Engineering & Capital Improvements Division presentation will provide information including:

- Organizational Structure
- Staffing
- External and internal customers
- Examples of work performed
- Budget
- Key Community Priorities
- Values/Goals/Competencies
- Overview of active Capital Improvements projects

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**Attachments:** Presentation





CITY COUNCIL - DIVISION INTRODUCTION

# Engineering & Capital Improvements Division

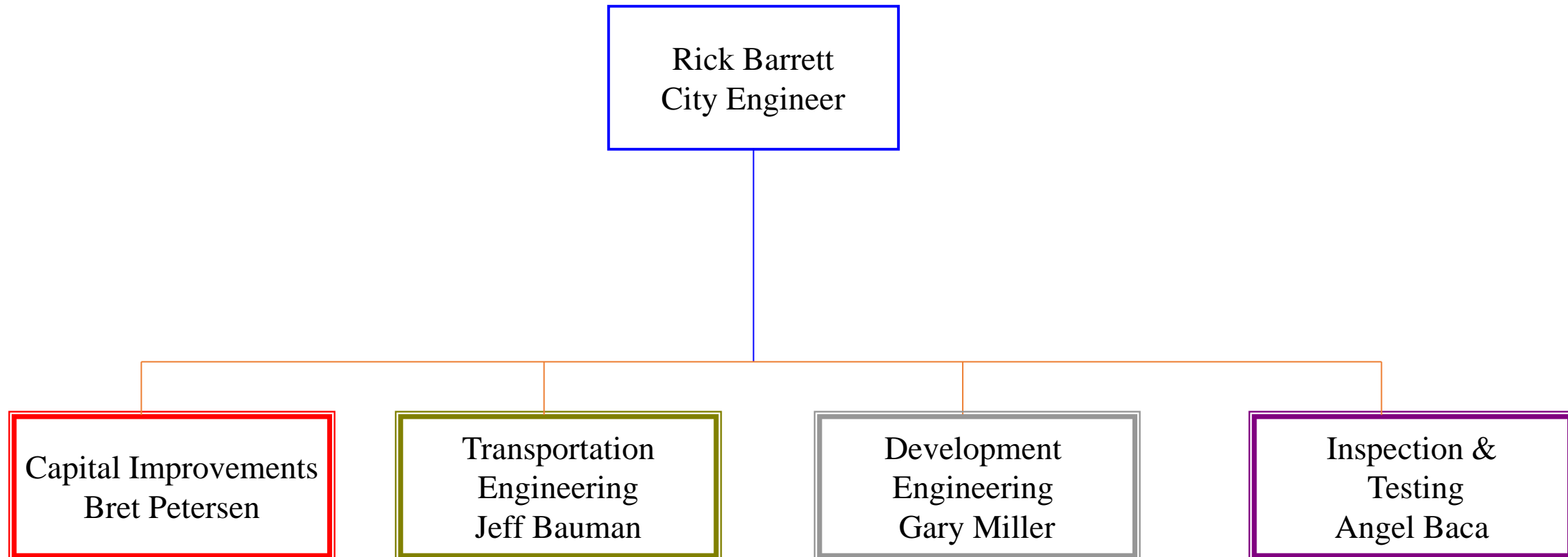
JANUARY 26, 2021





# Organization Chart

## Engineering & Capital Improvements Division





# Director's Overview

## Engineering & Capital Improvements Division

- 29 staff
  - 1 Administrative Specialist
  - 4 Professional Engineers (required by job description)
  - 1 Construction Manager
  - 17 Project Managers (8 Professional Engineers)
  - 5 Inspectors
  - 1 Engineering Specialist

A group of five professionals (three men and two women) are standing in a large control room. The room is filled with rows of computer workstations and large display screens. One screen on the left shows the BNSF Railway logo and text about dispatchers. The group is dressed in business casual attire. A vertical white line is positioned to the left of the bulleted text.

# Director's Overview

- External Stakeholders
  - Citizens
    - Public outreach for capital projects
    - Concerns regarding transportation network
    - Concerns regarding construction sites
  - Consulting Engineering firms
  - Contractors (heavy civil)
  - Developers
  - Franchise Utility Companies



# Director's Overview

- External Stakeholders (continued)
  - Agency Collaboration
    - Arizona Department of Transportation (ADOT)
    - Northern Arizona University (NAU)
    - Flagstaff Unified School District (FUSD)
    - Coconino County
    - BNSF Railway (specific to projects)
    - Mountain Line (NAIPTA)
    - MetroPlan (FMPO)



# Director's Overview

- Team Flagstaff – Making Flagstaff Better
  - General – day to day
    - City Council
    - City Manager's Office
    - Community Development
    - Attorney's Office (counsel)
    - Purchasing (Procurement Manual)
    - Grants
    - Finance (capital programming)
    - Economic Vitality (Park Flagstaff coordination)
    - Sustainability (Climate Action and Adaptation Plan)
    - Capital Project "owners"





# Director's Overview

- Team Flagstaff – Making Flagstaff Better
  - Relationship through Engineering Standards
    - Police Department (Transportation Commission & sub-committees)
    - Fire Department (development review)
    - Water Services
    - Public Works



# Director's Overview

## Engineering Design and Construction Standards & Specifications for New Infrastructure

- City Code – Title 13
- Traffic Operations (City Code - Title 9)
  - Transportation Engineering
- Review plans to be in compliance with Engineering Standards
  - Development Engineering
- Ensure built infrastructure complies with Engineering Standards and approved plans/permits
  - Construction Inspection & Testing





# Director's Overview

- Priority Based Budget
  - \$3,280,293
    - 95% of budget is personnel
  - \$2,580,575 in revenue generated
  - Key Community Priorities (strong alignments)
    - High Performing Governance
    - Safe & Healthy Community
      - Promote physical health through providing recreation opportunities, parks, open space & multiple transportation options
      - Ensure the built environment is safe through the use of consistent standards, rules & regulations & land use practices





# Director's Overview

## Priority Based Budget (continued)

- Key Community Priorities (strong alignments)
  - Inclusive & Engaged Community
    - Enhance community involvement , education & regional partnerships to strengthen the level of public trust
  - Sustainable, Innovative Infrastructure
    - Deliver outstanding services to residents through a healthy, well maintained infrastructure system
    - Utilize existing long-range plan(s) that identify the community's future infrastructure needs and all associated costs
    - Provide effective management of and infrastructure for all modes of transportation
  - Robust Resilient Economy
    - Enhance understanding between the development community and residents
  - Livable Community
    - Create a welcoming community through partnerships, resilient neighborhoods & civic engagement
    - Achieve a well-maintained community through comprehensive and equitable code compliance that is compatible with community values
  - Environmental Stewardship
    - Implement sustainable building practices, enhance waste diversion programs, alternative energy programs and multi-modal transportation options
    - Implement, maintain and further the Climate Action and Adaptation Plan (CAAP) with awareness of social inequities

A group of people, including men and women in business casual attire, are standing outdoors in what appears to be a parking lot or a public area. They are gathered around a white vehicle. The scene is overlaid with a dark, semi-transparent layer to facilitate text placement. A metal railing is visible in the foreground, and several cars are parked in the background.

# Director's Overview

- Construction Inspection & Testing
  - Home office at Water Service's East Flagstaff Facility on Commerce Avenue
  - Primarily work out of their vehicles on job sites throughout the city
- All other staff work out of City Hall
  - currently working remotely
- All staff work 8 hours/day, Monday - Friday





# Director's Overview

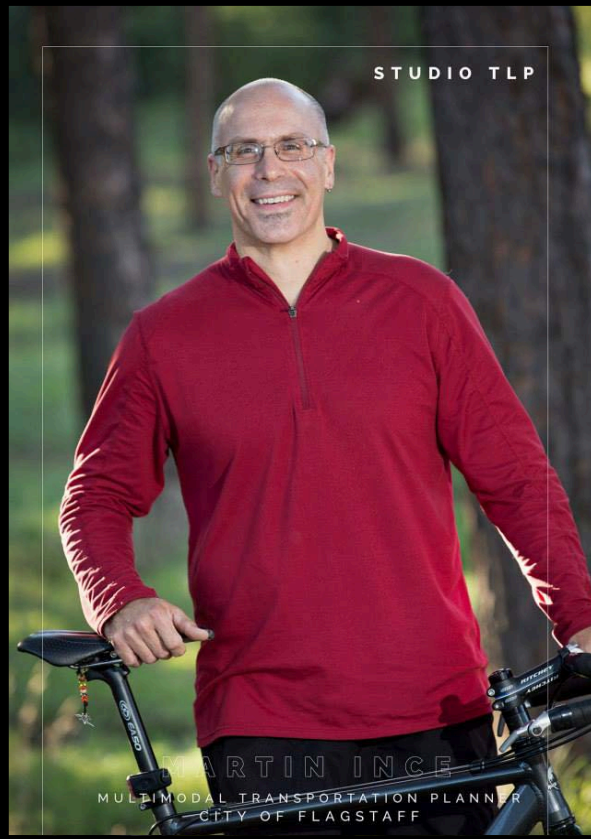
- Our Values
  - Progressive
  - Community First
  - Integrity
  - Diversity
  - Communication
  - Dedication
- Goal
  - Provide excellent customer service to our clients and Team Flagstaff
  - Be as helpful as you can
- Our Professional Work Place
  - Always provide benefit of the doubt, engage in two-way communication and seek information/clarification if you have questions or concerns

# Director's Overview

- Ethics & Integrity
  - Registered Professionals adhere to Arizona State Board of Technical Registration Rules & Regulations and Code of Ethics
- Analysis /Reasoning
  - Expertise
  - Objective, measurable data driven recommendations
- Fiscal Accountability
- Strategic Vision
- Enforcing Laws, Rules & Regulations
  - Well trained team-centered, knowledgeable and skillful staff
- Thoroughness
- Results Focus
- Safety Awareness







# Transportation Engineering

## Meet the Group





# Transportation Commission



## Neighborhood Traffic Calming Projects

- Boulder Pointe
- Woodland Drive
- Mt. Pleasant Road
- Country Club Drive
- Meadow Brook Drive

Concept Drawing - Center Island Narrowing







# Transportation Commission



## Other Projects

- Truck Prohibition on Linda Vista
- E-Bike Ordinance
- Distracted Driving
- Review Transportation Capital Improvement Program



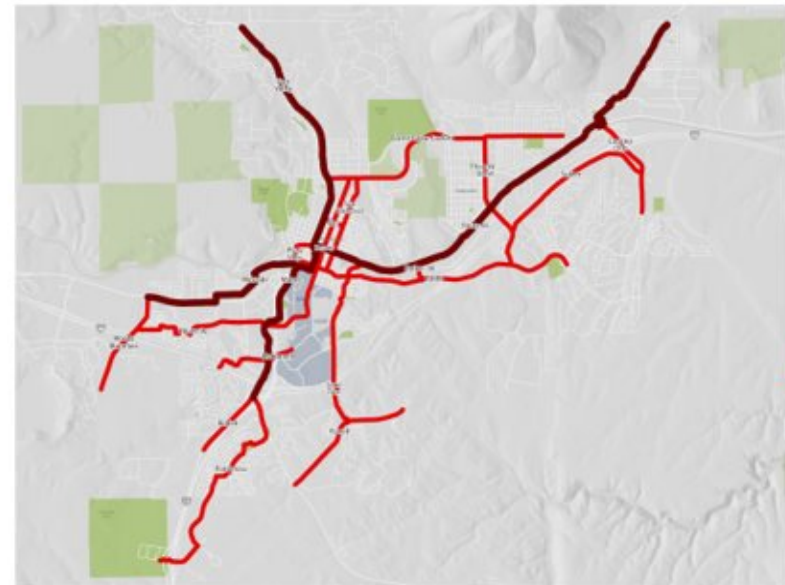
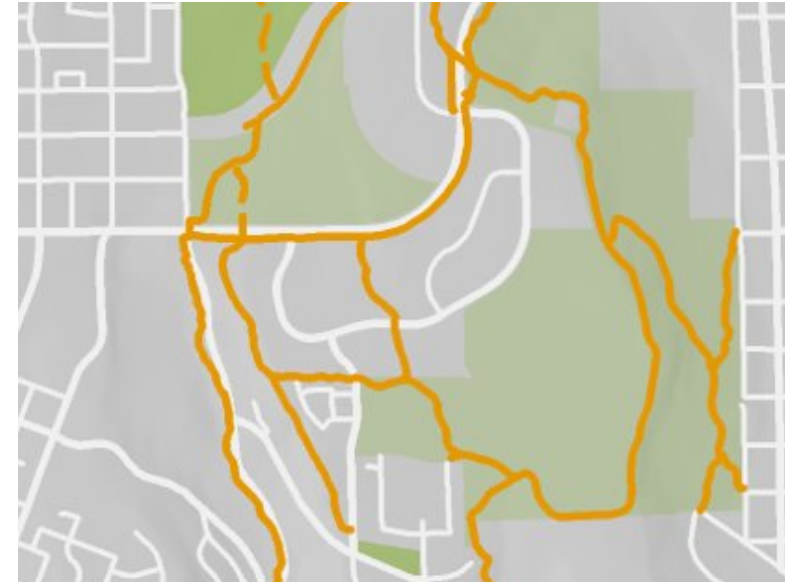




# Bicycle and Pedestrian Advisory Committees



- E Bike rules
- Active Transportation Master Plan
- FUTS master Plan
- Bikeways Plan







# Transportation Engineering Studies



## Steps for a typical study:

- Starts with a citizen concern
- Conduct study using tubes or Turning Movement Board
- Analyze data; calculate 85th %tile and average speeds, review truck percentages, etc.
- City of Flagstaff's Guidebook for Residential Traffic Management





# Transportation Operations



Signing

Striping



Beacons



Lighting

Traffic Calming



Signals





# Transportation Engineering Development Review



- Participate in the Inter-Divisional Staff process
- In Review or Recently Approved Transportation Impact Analyses:
  - Old Kohls site
  - The Shops on Butler
  - Apartments at Lone Tree & Pine Knoll
  - Park Place Flagstaff
  - Sky Cottages
  - Towns on Lone Tree
  - Northern Arizona Health
- Review Construction Plans for Development Engineering & Capital Improvements Engineering





# Development Engineering

## Introductions



**Gary Miller, P.E.**



**Dana Cole**



**James Boyer**



**Dave Millis, P.E.**



**Brian Gall, P.E.**



# Development Engineering

- Engineering Standards
- Development Review
- Plan Review
- Private Development Project Management
- Permitting
  - Capital
  - Private
  - Franchise
  - Adjacent Property
    - Water/sewer services
    - Driveways



# Construction Inspecting & Testing

- A construction inspector performs inspection tasks on projects to ensure they comply with plans, specifications, and standards.
- Duties include inspecting the quality of work and quality of materials used in construction.
- Maintaining detailed records of work and taking part of various stages as an active participant of the project.
- Coordinates all material testing with CMT Engineering Laboratories.
- Provides technical guidance when the need arises.
- Help our contractors be successful.







# Capital Improvements

- Project Delivery
  - Planning/Programming
  - Design
    - Property Acquisition
  - Construction
  - 5-Year Capital Improvement Program (Streets/Transportation)
  - Public Outreach
  - Delivery Methods



# Capital Improvements

**Bret Petersen**  
**Christine Cameron**  
**Trevor Henry**  
**David Pedersen**  
**Eli Reisner**  
**Jeremy DeGeyter**  
**Mac McNamara**  
**Gloria Cervantez**





# Capital Improvements

Paving in Sunnyside







# Capital Improvements

Post Museum  
Fire – flows in  
the Spruce Ave.  
Wash



# Capital Improvements

Demolition of  
the ADOT Buildings  
in anticipation of the  
Beulah/University  
project







# Capital Improvements

## Industrial Drive roadway improvements during construction







# Capital Improvements

## Municipal Court Facility - 2020





# Capital Improvements

## Fourth Street Reconstruction





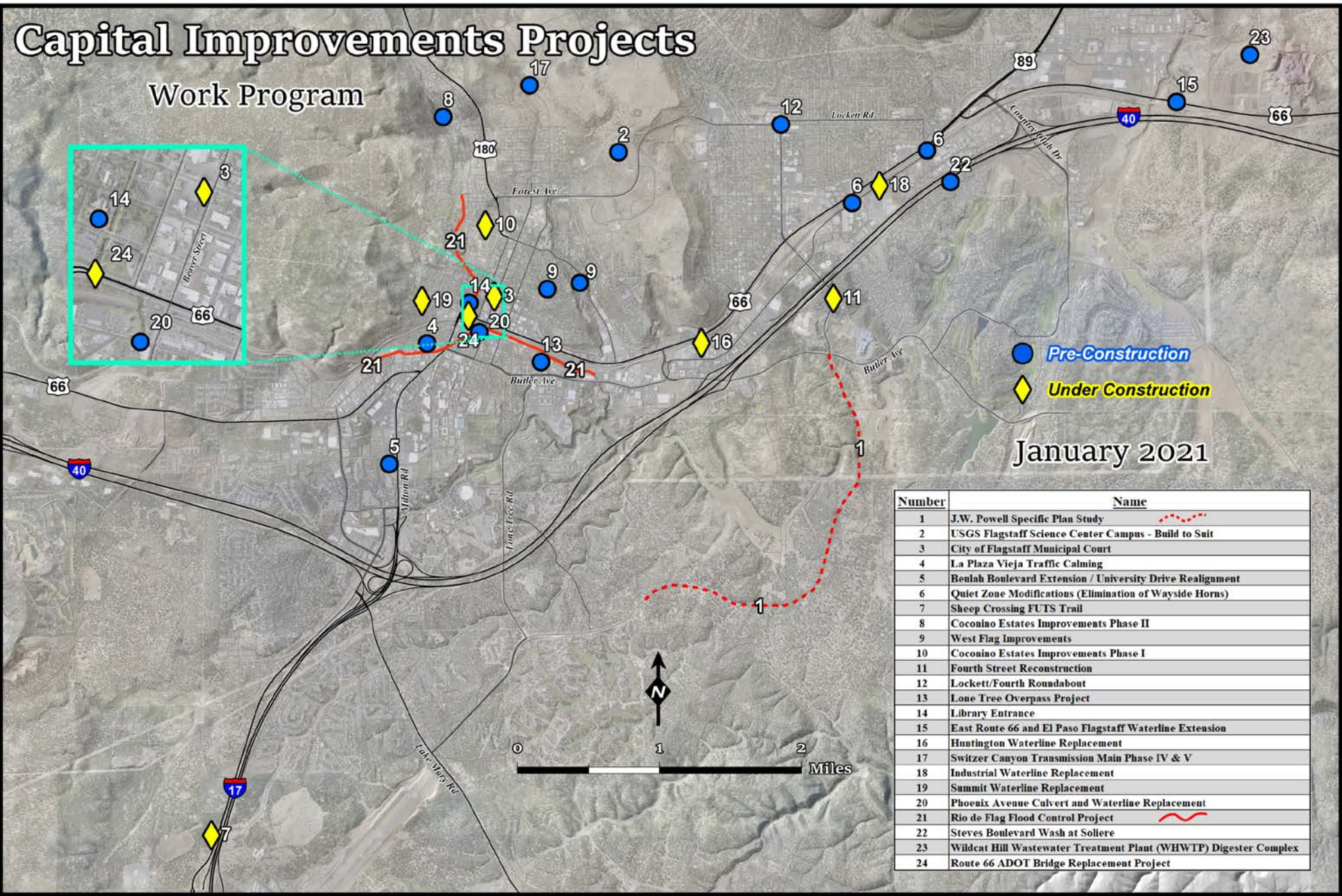


# Capital Improvements

## Lone Tree Overpass







# Capital Improvements Projects

## Work Program

● Pre-Construction  
◆ Under Construction

January 2021

Number	Name
1	J.W. Powell Specific Plan Study
2	USGS Flagstaff Science Center Campus - Build to Suit
3	City of Flagstaff Municipal Court
4	La Plaza Vieja Traffic Calming
5	Beulah Boulevard Extension / University Drive Realignment
6	Quiet Zone Modifications (Elimination of Wayside Horns)
7	Sheep Crossing FUTS Trail
8	Coconino Estates Improvements Phase II
9	West Flag Improvements
10	Coconino Estates Improvements Phase I
11	Fourth Street Reconstruction
12	Lockett/Fourth Roundabout
13	Lone Tree Overpass Project
14	Library Entrance
15	East Route 66 and El Paso Flagstaff Waterline Extension
16	Huntington Waterline Replacement
17	Switzer Canyon Transmission Main Phase IV & V
18	Industrial Waterline Replacement
19	Summit Waterline Replacement
20	Phoenix Avenue Culvert and Waterline Replacement
21	Rio de Flag Flood Control Project
22	Steves Boulevard Wash at Sollere
23	Wildcat Hill Wastewater Treatment Plant (WHWTP) Digester Complex
24	Route 66 ADOT Bridge Replacement Project





# Rio de Flag Flood Control Project



- Purpose and Scope
- History
- Current Design Activity
- Real Estate Acquisition
- BNSF Railway
- Public Involvement
- Next steps



# PROJECT PURPOSE



- A significant flood would result in damage to approximately **1,500 structures** valued at over **\$916M** and cause **\$93M** in economic damages for a **total impact of over \$1 Billion dollars**.
- **Improvements will provide:**
  - Reduction of flooding damage and safety hazards.
  - Opportunity for Downtown and Southside redevelopment.
  - Elimination of flood insurance requirements and restrictive floodplain management regulations.









# PROJECT HISTORY



- Feasibility Study conducted in the late 1990s.
- Project Cooperation Agreement (PCA) with the US Army Corps (USACE) - 2004.
- **City Responsibilities in PCA -**
  - Contribute 35% of project cost.
  - Provide all Land, Easements, Rights-Of-Way, Relocations & Disposals, including BNSF land (LERRDS).
    - Property, utility relocations, environmental clearance.
  - City share funding - Stormwater Fee - July 2019.



# PROJECT HISTORY



- **USACE Responsibilities in PCA -**
  - Project design, construction, and project management.
  - Contribute 65% of project cost
  - Environmental Impact Analysis
- Challenge with federal funding over time - impacted progress
- Final design funding - FFY 2018
- Full USACE share funding - FFY 2020
- Current total Project Estimate - \$122M



# CURRENT DESIGN ACTIVITIES



- Utility relocation plans
- Real Estate legal descriptions and exhibits
- Coordination with ADOT for the Milton/Butler/Clay intersection encroachment permit
- BNSF Railway coordination



# REAL ESTATE ACQUISITION



- Development of final property legal exhibits, encumbrance documents, and plans for final verification of project limits.
- Once these are approved by USACE, the City is cleared to complete appraisals and make offers.
- Approximately 12-18 months to complete property acquisitions.





# BNSF RAILWAY



- Design Plan Review
- Mitigation measure information was received January 19 and is under review.
- Coordination of our legal staff for the Construction and Maintenance agreement.
- Utility Relocation Plan





# PUBLIC INVOLVEMENT



- Project Website
  - <https://www.flagstaff.az.gov/4189/Rio-De-Flag-Flood-Control-Project>
    - Virtual Meeting Room
    - Southside Video
    - Before and After Visualization Presentation
- Beta PR
- Public meetings



# NEXT STEPS



- Final real estate acquisition - 12-18 months
- BNSF Railway
  - Construction and Maintenance Agreement
  - Property agreement
  - Resolution of mitigation measures
- Completion of design
- Phase I Award - Lower and Clay Wash Reaches



# Thank you for your time!

- Upcoming projects at Council (Working Calendar)
  - LTO Design/Build Contract Award
  - IGA w/ADOT for data access/exchange
  - Switzer Canyon Water Transmission Main “out of city” water service policy
  - Fourth/Lockett/Cedar Roundabout Alternatives
  - Consideration of Construction Contract Award – David & Hutchison Project
  - Consideration of Construction Contract Award – Canyon Terrace Project
  - Street Lighting to Enhance Dark Skies (SLEDs) compliant street lighting replacement
  - Active Transportation Master Plan Specific Plan
- Project Websites
  - Rio de Flag <https://www.flagstaff.az.gov/4189/Rio-De-Flag-Flood-Control-Project>
  - Coconino Estates <https://www.flagstaff.az.gov/4471/Coconino-Estates-Improvements>
  - JW Powell Specific Plan <https://www.flagstaff.az.gov/jwpspecificplan>
  - Water Services <https://www.flagstaff.az.gov/4237/Capital-Improvement-Map>
- Questions comments?