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THE CHAMBER Impact NEWSLETTER

JAN/FEB 2018

Save the DATE

...and make your reservation for the

Annual Chamber Awards Dinner



March 16, 5-10 pm
DoubleTree
by Hilton - Denver
3203 Quebec St.,
Denver, CO 80207



facebook

Amplifying Healthcare Job Opportunities

The Greater Metro Denver Healthcare Partnership (The Partnership) received an award for its trailblazing efforts in amplifying apprenticeships as an innovative workforce solution.

Stephanie Veck, Director of the Colorado Workforce Development Council, presented the award to Elerie Archer, co-chair of the Partnership and Jeana Capel-Jones, project convener, at the Talent Found Sector Summit in Keystone, CO. The award recognizes The Partnership's efforts as the sector partnerships awardee for the expansion of career training: Learning at Work.

"The biggest achievement of the Partnership is that in one year's time we were able to influence the Metro area healthcare industry to consider registered apprenticeships," said Capel-Jones. "One hospital system and one integrated ambulatory care system have adopted the apprenticeship model with another two exploring the possibility of developing and implementing apprenticeships to help strengthen their talent pipelines."



The apprenticeship model is a viable workforce solution for both the employer and the job seeker. Currently, Kaiser Permanente is in its second year of the apprenticeship model. For the second year, another four incumbent workers were accepted into the Medical Lab Technical apprenticeship, August 2017. Kaiser and Labor Partners, Local 105 SEIU Education Fund and UCFW Local 7, chose the registered apprenticeship model to grow its own talent pipeline for hard-to-fill positions, and to better support employees in training they were already involved in.

According to Archer, "The factors that contribute to this success are champions within each organization who were willing to listen to how the apprenticeship model could benefit their organization — whether it's strengthening the talent pipeline because of retiring baby boomers or offering new employees a career pathway that leads to a more sustainable future." ■

The GMDHP is housed in The Chamber office.

Proud to Support Those Who Serve



The 2017 Air Force Space Command Community Support Award was officially presented to The Aurora Chamber's Defense Council at their December 14, 2017 meeting. Left to right, back row: Rene Simard, Dick Hinson, Arapahoe County Commissioner Bill Holen, Defense Council Chair Ron Cole, Aurora City Council Member Dave Gruber, CMSgt Rodney Lindsey, Colonel Shawn Thompson. Left to right front row: Chamber Board Chair Suzanne Pitrusu, Major General Catherine Chilton, Aurora City Council Member Nicole Johnston, Chamber President and CEO Kevin Hougen.



Kevin Hougen
President & CEO

President's Letter

Happy New Year 2018!

I hope this finds all of our members in good health and good spirit entering into the New Year — and The Board of Directors and staff want to thank you for all the help and support we received this past year!

The Chamber of Commerce exists for the success of your business. It is only through the actions and support of the members that The Chamber has been successful in the past and will continue to be successful in 2018. This New Year will bring plenty of excitement and challenges for all of us. We hope you can be an active member by participating in many of the events The Chamber hosts. It is through your involvement that the value of your membership investment is realized. If you are interested in serving on one of our many committees or sponsoring an event, please feel free to contact a member of the Chamber staff.

Today as I look outside my office, it's so hard to predict what 2018 will look like. With a sunny day at 65 degrees, it's hard to believe that it's the last days of December, 2017. But we live in Colorado and so tomorrow will be another day, and another forecast!

Business owners have to be flexible, fast moving, and light on their feet to compete in this fast and ever changing business climate. Having moved to Colorado almost 40 years ago, I am still in awe of the attitude, support, cooperation, and true entrepreneurial spirit our communities and this State have in common.

As we reach out this new year to members of both political parties to achieve our policy goals of fair taxes, fewer frivolous lawsuits, affordable energy and health care, expanded opportunities for education, and transportation funding, I am encouraged to see so many of our dedicated

business partners working together as teams to address these challenges.

I was shopping (not e-commerce) the other day, and the young teller at our neighborhood retail store had an irate customer yelling at her. I apologized to the young lady, that not everyone is this miserable at Christmas, she looked up at me and without hesitating said, "Sir, I'm too blessed to be stressed."

In conclusion let me leave you with this at the end of 2017, looking forward to 2018:

- If you woke up this morning, you are more blessed than the million who won't survive the week.
- If you have never experienced the danger of battle, the loneliness of imprisonment, the agony of torture or the pangs of starvation, you are ahead of 20 million people around the world.
- If you attend a church meeting without fear of harassment, arrest, torture, or death, you are more blessed than almost three billion people in the world.
- If you have food in your refrigerator, clothes on your back, and a roof over your head and a place to sleep, you are richer than 75 percent of this world.
- If you have money in the bank, in your wallet, and a spare change in a dish someplace, you are among the top 8 percent of the world's wealthy.
- If you can read this holiday message, you are more blessed than two billion people in the world who cannot read at all.

We are all blessed in ways we may never know. Let's remember to count those ways as we celebrate a new year, and may it be one to remember and cherish.

I know I'm too blessed to be stressed!

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THE CHAMBER'S MISSION

The mission of the Aurora Chamber of Commerce is to give a voice to the business community and serve as an advocate for its members, creating a positive business environment that encourages their growth and long-term economic vitality.

DON'T FORGET: "Every employee of a Chamber member is a member of The Chamber"

Please route this issue to your sales reps, account managers, marketing directors, HR and PR departments. You can also access each month's newsletter online at our website, www.aurorachamber.org, so you can forward it to every employee in your company!

RibbonCuttings

Ribbon cuttings mean business:
115 new jobs

Residence
Inn®
Marriott.



Residence Inn Denver Stapleton
4667 North Central Park Boulevard,
Denver, CO 80238

Residence Inn Denver Stapleton celebrates their grand opening with General Manager Matt Kallaheer, Director of Sales Betty Gibson, Chamber President Kevin Hougen, Chamber Ambassadors and staff, and community partners and affiliates. **Residence Inn Denver Stapleton** provides customers with a variety of accommodations including breakfast, high-speed internet access, parking, pet friendly rooms, and more. **Residence Inn Denver Stapleton** is located off I-70 on Central Park Boulevard. (11.14.17) www.marriott.com/hotels/travel/denre-residence-inn-denver-stapleton (303) 373-3960



CF Colorado
Fabrics

Colorado Fabrics

4042 South Parker Road, Aurora, CO 80014

Nada and David Watt, co-owners of **Colorado Fabrics** celebrate their one-year anniversary with a ribbon cutting at their new location on Parker Rd. in Aurora. **Colorado Fabrics**, which has been in business for 30 years, offers a substantial selection of high quality fabrics, trims, and notions, and a massive collection of home décor choices. **Colorado Fabrics** lives by their motto: "Sewing is our passion, fabric is our specialty, sharing is our purpose." (12/12/17) www.coloradofabrics.com (303) 730-2777.



Dental Sleep Medicine

6660 East Hampden Avenue, Suite 201,
Denver, CO 80224

Victoria Shklovsky, DDS, owner of **Dental Sleep Medicine** celebrates the practice's grand opening and ribbon cutting with Chamber CEO/President, Kevin Hougen and VP Rene Simard, along with the community, Ambassadors, and staff. **Dental Sleep Medicine** is a dental practice focusing on the use of oral appliance therapy to treat sleep-disordered breathing, including snoring and obstructive sleep apnea. **Dental Sleep Medicine** provides patients with treatments based on their needs for improvement of overall quality of life. (11/8/17) www.dsm-colorado.com (303) 975-6799.



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Metro Urgent Care

2241 East Arapahoe Road, Centennial, CO 80012
 7460 South Gartrell Road, Aurora, CO 80016
 500 West Hampden Avenue, Englewood, CO 8010

*Metro Urgent Care celebrates the opening of three new locations in the Eastern Metro Area with **Urgent Care** staff, Mayor Steve Hogan, members of the community, Chamber Board members, and Ambassadors. **Metro Urgent Care** is committed to revolutionizing the health care industry with a welcoming atmosphere, and effective doctor-patient relationships. They accept almost all major insurance and provide a variety of medical services including all urgent needs, health management, chronic conditions, employer services, tests, x-rays, and medicines. (11.13.17/11.14.17/11.15.17) www.metrourgentcare.com (720) 247-9211*



West Hampden



East Arapahoe



South Gartrell Rd.



AT&T Connect Wireless

9165 East Northfield Boulevard,
 Denver, CO 80238

*AT&T Connect Wireless opened their newest location with **S** tore Manager Andrew Benn, Chamber President/CEO Kevin Hougen, Ambassadors, staff, community members and employees. **AT&T Connect Wireless** was established 14 years ago and now has more than 80 locations in eight states, providing customers with professional standards by combining personal accountability and team unity, creating a culture that delivers an excellent customer experience. (11/21/17) www.connectwireless.com (720) 287-4148*



Arc Thrift Store

16801 East Iliff Avenue, Aurora, CO 80013

***Arc Thrift Store** celebrates their grand opening with President and CEO Lloyd Lewis and members of the community. **Arc Thrift Store** is a Colorado owned and operated non-profit store that helps fund advocacy for people with intellectual and developmental disabilities throughout Colorado. **Arc Thrift Store** is filled with many deals for shoppers — including clothing, jewelry, books, household items, and furniture. (12.16.17) arcthrift.com (303) 231-9222*



An Inside Look at Chamber Committees

BUSINESS FOR THE ARTS

Creativity thrives at DAVA November 7, 2017

The Business for the Arts committee took a field trip to Downtown Aurora Visual Arts (DAVA) for their November 7 committee meeting. DAVA is located at 1419 Florence Street in Aurora, CO.



Jessica Gross

Jessica Gross, who serves as the Portable Arts School Coordinator and Communications and Administration for DAVA, greeted the large group of arts enthusiasts, and talked about the mission and programs of the organization.

For nearly 25 years, DAVA has been providing high-quality, out-of-school art education programs for urban youth ages 3 to 17, with a mission of strengthening the community through the visual arts with youth engagement as the primary focus.

Members attending the meeting toured the recently renovated space that displays student artwork throughout, and had the opportunity to experience some of the interactive artwork created by DAVA students.



BFA meeting at DAVA, Nov. 7, 2017

Annual Holiday Gathering December 5, 2017

Traditionally, the December meeting of the Business for the Arts committee is a morning gathering at the Aurora History Museum, to celebrate the season — and December 2017 was no exception. Attendees enjoyed entertainment by the Rangeview High School Accidentals,



The Rangeview High School Accidentals with Director Jame Laguana (right).

directed by James Laguana — who also directs the Aurora Singers.

Members of the committee brought a variety of breakfast treats, and Museum Director T. Scott Williams provided plenty of coffee. The room was also decorated with the annual Festival of Wreaths.

TRANSPORTATION

CDOT Updates Wednesday, November 1, 2017

The November Transportation meeting provided attendees with information about the Colorado Department of Transportation (CDOT) from three presenters: CDOT Transportation Commissioner Luella D'Angelo, Central 70 Project Director Anthony DeVito, and Region One West Program Engineer Steve Harelson.



D'Angelo talked about the responsibilities, funding, and legislation affecting CDOT, while DeVito focused on the background and plans for the stretch of I-70 between Brighton Blvd. and Chambers Rd. Harelson shared studies and



plans for improvements to the I-70 corridor through the mountains.

City of Aurora Public Works and Transportation

Wednesday, December 6, 2017

At the December Transportation meeting, City of Aurora Transportation Projects Delivery Manager Cindy Colip gave an overview of infrastructure and transportation projects for the City. These include an extensive list of projects, DRCOG TIP funded projects, first and last mile R-Line station connections, the new bike sharing programs, and an overview of the



Public Works unfunded capital needs.

Director of Public Works Dave Chambers, and Planning Supervisor Mac Callison pitched in to help Colip answer questions from committee members.

GOVERNMENT AFFAIRS, EDUCATION, AND ENERGY

More about the R Line Thursday, November 2, 2017

On November 2, the Government Affairs, Education, and Energy committee hosted Chuck Culig, R-Line project manager for RTD (Regional Transportation District), to give an update on R Line changes. This timely presentation addressed concerns and questions regarding the ride cuts and time changes that will begin January 2018.

Culig explained that weekday service will remain the same (15-minute frequency during peak hours; 30-minute frequency during off-peak hours), but service on the weekends will go from a 15-minute frequency to a 30-minute frequency.

Culig also shared history of the project, including some of the challenges. He talked about each individual station, sharing before and after pictures, as well as distinctive Public Art selected for each station.

In place of a December committee meeting, attendees were invited to attend the Dec. 4 Reception for newly elected Aurora City Council members.

On January 8, 2018, the first of the bi-annual Legislative Breakfasts will be at the Community College of Aurora. All Chamber member representatives are welcome to attend.

WORK WELL 2.0 HEALTH SERIES

Changing the Way We Think About Change Thursday, November 9, 2017

"It's all about innovation and cures," said Robin Deterding, MD, Medical Director for the Children's Hospital Colorado Center for

Innovation, in her November 9 Chamber Health Series presentation held at Children's Hospital.

"We can do the same things better — and that's iteration; we can do new things — and that's innovation; and we can do new things that make the old ones obsolete — and

that's disruption," said Dr. Deterding. She talked about how everything — including medicine — is being disrupted because of innovations, and so, in line with their mission of clinical care, education, research, advocacy, and innovation, Children's Hospital started its Center for Innovation in June 2016.



Robin Deterding, MD

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Dr. Deterding went on to give examples of how medicine is being changed by technology, including body sensor devices which can be used to more efficiently monitor what's happening with a patient. The patient can be anywhere, and medical information about a variety of important health-related issues can be transmitted from the device to the physician's phone or computer — in real time. "This use of technology can save lives — as well as time and money," she added.

Another way that innovation can be used in medicine is to simplify the documentation process. Currently, patient documentation can take up to 50 percent of a health care provider's time, which is time spent in front of a computer instead of with a patient. With the introduction of digital scribes, which records the information and then converts it to a patient record form, the providers aren't glued to their computers for data input — and it's also a solution for physician burn-out caused by too much paperwork.

According to Dr. Deterding, in the next five to 10 years, regenerative medicine will "disrupt" and completely change how transplants, skin grafts and many other medical procedures involving organs will be done. We need to change how we think about care, and we need to get ready for change — especially in the area of pediatrics, she emphasized.

The Center supports innovations for improving pediatric healthcare. These include drugs, medical devices, digital health and healthcare innovations, for which the Center provides a holistic suite of educational and support resources from ideation through to launch.

HealthLinks Webinar

Thursday, December 14, 2017

By the middle of December each year, calendars 'bunch up' with holiday gatherings and end-of-year tasks — sometimes making meetings difficult to attend.

Webinars can provide a 'healthy' — aka low stress — option to in-person meetings, and so the December 14 Work Well 2.0 Health Series meeting was through technology, allowing Coalition members to access an informational HealthLinks webinar from the comfort of wherever they might be.

HealthLinks provides the worksite assessments for program members, which helps to determine organization-specific Worksite Wellness plans. As HealthLinks continues to evolve as an assessment tool, it's helpful for participants to be aware of updates and to be able to ask questions.

DIVERSITY AND INCLUSION COUNCIL

Do's and Don'ts of Interviewing

Friday, November 3, 2017

The Diversity and Inclusion Council November meeting was held offsite at the



Avitus Group, featuring an interactive presentation on The Do's and Don'ts of an Inclusive Interview Process. Dennis McCoy, director of process improvement gave an informative talk on general interviewing tips, which was followed by two mock interviews. Kate-Linn Salyers, training coordinator, played the role of the interviewee, acting out a bad example first, followed by a good example.

Some key tips they recommended were:

- Do not ask personal questions
- Do not allow false notions to influence your decision
- Keep the conversation during the interview on job-related items

McCoy and Salyers also gave examples of what to look for in an Interview:

- Accountability/Reliability
- Attendance/Organization
- Dress Code
- Industry Knowledge/Honesty
- Honesty with Customers
- Polite
- Team Player
- Conflict Resolution
- Salesmanship (closing)

The Avitus Group offers human resources management, from administering payroll to workforce recruitment and training. The council received take-aways with beneficial information they can use, including direct examples of what you can and cannot do or say in an interview, in order to protect yourself and your business.

"Refugee 101"

Friday, December 8, 2017

Aurora, Colorado has one of the largest populations of refugees and immigrants in the State and in the nation, and has many resources and opportunities available for this population - including the Asian Pacific Development Center (APDC).



Harry Budisidharta

presentation to the Diversity and Inclusion Council on December 12. He talked about who the refugees are, how they got to the U.S., and how many of them are resettled in Colorado.

Budisidharta also talked about myths, challenges, and hardships affecting this

population, as well as some enlightening success stories. He offered examples of how to be more inclusive of refugees in the community, and shared opportunities to help such as "adopting" a family to help them with simple services and guidance in our city.

The presentation was well received, and generated many questions from the council. Committee member Cindy Kreutz mentioned, "What a great topic. I am so glad I attended, because I learned so much!"

YOUNG PROFESSIONALS

Five-Year Anniversary!

October 5, 2017

The Young Professionals celebrated their five-year anniversary in October, 2017. It was a special celebration hosted at Gameworks, at which the founding members were highlighted, the committee's accomplishments were recognized, and goals for the next five years were determined. Jennifer Evans with Advantage Security, was also recognized as chair of the committee. It was a well-attended celebration with more than 75 in attendance.

Gameworks provided food and drinks for all attendees, two hours of free game play, and two games of laser tag. It was an opportunity for all the Young Professionals to gather in an open climate to network and relax — and they had a great time.



WOMEN IN BUSINESS

Brigadier General Ellen Moore on Women in the Military

Tuesday, October 24, 2017

The Women in Business committee had a very special presentation in October by Brigadier General Ellen Moore, Commander of Headquarters Air Reserve Personal Center on Buckley Air Force Base. Gen. Moore is responsible for personnel support to nearly 1.3 million Air National Guard, Air



Brigadier General Ellen Moore

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Force Reserve, Active Duty Air Force, ensuring they are ready to deliver strategic Total Force war fighting capabilities for the Air Force. That number also includes retired members.

Gen. Moore talked about her life experiences, explained her current job and how she executes missions, and what it's like to be a high-ranking woman officer in the military. She calls her personal outlook on being in the military as the "Moore Perspective," explaining she has not been affected in the military due to her gender. The military is structured with regulations and achievements that must be completed in order to be promoted, allowing an equal playing field for men and women and holding them to the same standards. She explained that she has never felt subject to targeting or misconduct in the workplace, and has always felt comfortable in her work environment.

Gen. Moore also discussed some issues she has faced in the military; similar to those faced by women outside the military. Her biggest being work-life balance, and that there never seem to be enough ours in a day. She has a daughter in high school — and does everything to support her, but often feels she can't complete everything that needs to be done.

General Moore offered that women tend to take on more responsibilities at the micro level; concerned about the little things. She encourages women to work at a macro level when possible, focusing on the big picture.

**Technology in the Work Place
November 15, 2017**

In November, the Women in Business committee and the Young Professionals partnered for a joint event hosted at the Regis University DTC Campus. The presentation attracted more than 60 Chamber members, and included a catered lunch from Jason's Deli.

Dr. Shari Plantz-Masters, dean of Regis University College of Computer and Information Sciences spoke about how technology continues to impact the workplace.

Dr. Plantz-Masters began the presentation with a detailed background on the origins of technology. She then transitioned into how technology is now shaping the way we work. She offered that there are so many ways people can communicate, complete projects, and increase productivity, that it is often difficult for organizations to keep up. Being aware of changing times and keeping in mind the goals of the organization are key when determining how you want to — and can best utilize technology.

DEFENSE COUNCIL

**Colorado Air National Guard
Thursday, October 26, 2017**

October's Defense Council was hosted by the 140th Wing, Colorado Air National Guard (COANG), Buckley AFB, CO, with breakfast sponsored by Visit Aurora. Colonel Brian "Ike" Turner, 140th Wing Commander, provided an



Colonel Turner addresses Aurora Chamber Defense Council members at the 140th Wing Headquarters.

overview of the missions of the COANG.

These missions include Homeland Defense, overseas deployments, and disaster/emergency responses in Colorado and throughout the U.S. The COANG was established in 1923 and was the very first Air National Guard recognized unit. Throughout its history, the Wing has been involved in all major conflicts and contingency operations — deploying hundreds of Airmen all over the world, protecting and supporting our nation, state, and local community in times of need.

**Joint Defense Council and Colorado Springs Military Affairs Council Meeting
Thursday, November 16, 2017**

November's Defense Council meeting was hosted by the Colorado National Guard at the Army National Guard Training Facility in Colorado Springs, CO. The group was welcomed by Mickey Hunt, deputy executive director, Department of Military & Veterans Affairs.

The meeting brought together the Aurora Chamber's Defense Council (ADC) and the Colorado Springs Military Affairs Council (MAC), and included presentations by the respective Chairs of each organization, Ron Cole (ADC) and Mike Jorgensen (MAC), along with a discussion about ongoing opportunities to partner on military issues impacting Colorado.

Attendees also received an update on the Comprehensive Military Value and Economic Impact of Department of Defense Activities in Colorado report, expected to be finalized spring 2018. The two councils also heard from



Mike Jorgensen, MAC Chair, addresses the joint forum at the Colorado Army National Guard Training Facility in Colorado Springs

congressional staff members. Breakfast was sponsored by the Holiday Inn Airport, Colorado Springs.

Mental Health Needs of Service Members and Veterans

Thursday, December 14, 2017

December's meeting was hosted by the DoubleTree by Hilton, Denver-Aurora. Unit reports were provided by the 460th Space Wing, 140th Wing, HQ Air Reserve Personnel Center, Aerospace Data Facility Colorado, Colorado National Guard, and Marine Combat Logistics Battalion 453.



Jeni Hunnicutt, MA

Katy Barrs, PsyD and Jeni Hunnicutt with the University of Denver's Graduate School of Professional Psychology (GSPP) discussed the mental health needs of service members, veterans, and their families. The discussion centered around some of the barriers service members and veterans face in obtaining proper behavioral health care and what the GSPP is doing to tackle the issues.



Katy Barrs, PsyD

In 2015, GSPP partnered with the Sturm Family Foundation to create an academic and clinical training program to serve the military/veteran population and to address the need for psychologists with this specialty knowledge. The academic specialty in military psychology and clinic (located in Aurora) are ways that GSPP is serving those who serve and have served. Additional information can be obtained by visiting <https://www.du.edu/gsp/programs/military/> or calling 303-871-7942. ■

MemberContribution

Three Steps to a Successful 2018

Do you ever wake up in the morning and wish you could do a little more, be a little more, or give a little more? The good news is there are three simple steps you can take to live a more purposeful and successful life in 2018 — and beyond!

1 Identify your dreams and passions – Think about what you want to accomplish in life. Ask yourself what you want your life to look like a year from now. What work do you want to be doing? Who do you want to be serving? Who is with you on the journey? Being crystal clear on what you want to accomplish in your personal and professional life is the first step to achieving your dreams.

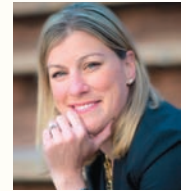
2 Set goals – Once you've identified what you want to accomplish, it's important to set goals in order to move forward. Most experts will tell you to follow the 'SMART' model when setting goals: specific, measurable, attainable, realistic, and timely. What are your goals for the year? What do you want to accomplish professionally, personally, financially, etc? Make a list and put it somewhere you can review it at least once a week.

3 Take action – Taking action is often the toughest part of our journey, and where most people stray from the path to success. We plan, we set goals, and then we stall out.

Don't get stuck in the dreaming and planning phase of life. Ask yourself, "What are the three things I can do today to move me closer to my goals?" Successful people achieve great things because they take consistent action. Don't wait to live your best life.

.....

Lora Freeman, is a speaker, coach and consultant who works with female entrepreneurs, consultants and corporate leaders to reach their dreams through her unique focus on energy leadership and mindset development.



MemberRenewals

Act IV
Alice Lee Main
Angels of Care Pediatric Home Health
Arapahoe County Sheriff's Office
AT&T Connect Wireless
Aurora Federal Credit Union
Aurora Gateway Rotary Club
Aurora Public Schools
Autawash of Colorado - Havana
Avitus Group
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Brock Publishing
Carlos Klinger & Sons
Center for Work Education and Employment
Children's Hospital Colorado
Christian Overbey Architect, LLC
Coldwell Banker Residential Brokerage- Laura Noe
Colorado Access
Colorado State Senator Nancy Todd
Colorado State Representative Mike Weissman
Columbia College - Denver
Community College of Aurora - Bookstore

Community Housing Partners
Component Specialties, Inc.
Conduent, Inc.
Del Arte Lofts and Flats
Denver International Airport - DEN
DoubleTree by Hilton Denver-Aurora
DoubleTree by Hilton Denver-Stapleton North
GMCO Corporation, Inc.

GradePower Learning
Hilton Garden Inn - Denver Airport
HR Green
Iron Mike Construction, LLC
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L&L Hawaiian Barbecue
Legends of Aurora Sports Grill
M. Mullis Collectibles - Jerri Grable Mullis
May Farms
Michael Rosser
Minor & Brown PC
Nelnet
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Parkside Animal Health Center

Pickens Technical College
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Republic Services
Ron Cole
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The Green Solution
The Salvation Army
The Summit Event Center
US Congressman Mike Coffman
USO Denver
Wings Over the Rockies Air & Space Museum

NewMembers

3D Solutions, LLC
Advanced Traffic Services LLC
Adventos
Allstate, The Mathes Agency
Arc Thrift Store - Iliff & Buckley
Ark & Oak, LLC
AT&T Spring Mobile - Josh Hicks
Aurora Lifestyle Publications
CareNow Urgent Care
Comfort Suites - Colfax & Sable
Crowne Plaza Denver International Airport
Crush My SEO
CYCLEBAR - Southlands
Denver Commercial Real Estate - Sofia Williamson
Juvenile Assessment Center
Keller Williams Realty, LLC - Debra Jessop
Ken Powers
Lightshade
Lukas Perry Agency

Metro Urgent Care - Arapahoe Rd., Gartrell Rd., & Hampden Ave.
Michael Baker Corporation
Morrissey Design LLC
Mutual of Omaha - James T. Wright
New Vistas Realty - Vickie Nelson
Nilar Inc.
Overland Parent Teacher Community Organization
Peak Properties Group
PeopleCare Health Services
PhotoSmith Colorado
Ridge at Wheatlands
Signarama North Denver
Skillful-A Markle Initiative
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Summit Social Media
Susann Way
WallyPark Airport Parking
Waste Management of Colorado

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Leadership Aurora Class of 2018: Exploring the Juvenile Assessment Center

During the month of October, most of the Leadership Aurora class started the required community explorations. Many of the class members went through the Juvenile Assessment Center (JAC), where Leadership class member, Molli Barker, serves as the Executive Director.

The JAC is comprised of two programs. The first program, the Community Assessment Program (CAP), is housed at the Family Resource Pavilion. CAP is a comprehensive screening that helps identify concerning behaviors and risks and connects youth and their families to resources that help with any needs they may have. The CAP is by referral, including self-referral.

The second program is the Law Enforcement Program. This program screens for medical and behavioral health needs as well, but also screens for detention placement



and helps with intake and assessment when a youth is identified by law enforcement for behavior issues or delinquency. The Law Enforcement program completes intake at the Arapahoe County Detention Center. The entrance and rooms are completely separated from the adult detention center so the youth do not see or hear adults that are being held. Unlike CAP, the youth in the Law Enforcement

program are not usually volunteers for the assessment, but the goal is still very similar, to identify concerning behaviors and to intervene.

During the community exploration, class participants were able to tour both sites to gain a better understanding of the programs that the JAC offers. In addition to the monetary needs that most non-profits have, the JAC does have a wish list. In the Arapahoe County Detention facility they are working to create a space where youth can be comfortable. To do this they are in need of paint, lighting, modern/mobile furniture, coloring books, snacks, aromatherapy and plants. If you can donate any of these items, please contact Molli at mbarker@arapahoe.gov or call 720-874-3381. ■

MemberNews

Eric Nesbitt featured as an Advocate for Minority Representation

Eric Nesbitt, of The Nesbitt Commercial Group: Keller Williams Realty DTC, along with principal brokers Alec Wynne, Paul



Eric Nesbitt

Washington, and Carmon Hicks were featured in the *Colorado Real Estate Journal* in an article titled *Diversity Essential to Industry's Future*, discussing the lack of minority representation in commercial real estate.

Colorado has experienced much change recently, but what hasn't changed

is the lack of minority brokers in Commercial Real Estate. In Colorado, it's partly a function of population - 21 percent of Coloradans are Latino, and only 4.5 percent are black/African-American. Even so, the percentages of minority brokers are even lower, with some large Denver brokerage firms having only one minority broker, if that.

"We're very underrepresented," said Nesbitt, who is a broker and a real estate attorney. "In my day-to-day practice, I rarely interact with minority brokers."

One the reasons minorities may be underrepresented in commercial real estate is that it's not a profession people know about in college unless they have family or friends in the industry, which is dominated primarily by white

males.

"I think the lack of mentorship is critical," said Nesbitt. "We all need assistance sometimes in corporate America maneuvering and navigating the right way to do things, and sometimes when you're in a room and no one looks like you that can be very intimidating."

Nesbitt said he'd like to see 10 to 20 percent minority representation in some of the large brokerage firms a decade from now, while Wynne said he'd be happy if there were "at least 20" minorities in the Denver commercial real estate industry by 2027.

"Diversity of people brings diversity of thoughts and experiences. That just makes for a richer experience altogether," said Nesbitt.

Centennial Ranks Among Safest Cities



The City of Centennial recently earned two distinctions for being a safe community, coming in at #4 on *SafeHome's list of the 25 safest communities in Colorado* and #73 on *SafeHome's list of the 101 safest cities in the U.S.* SafeHome, a home security review website that also issues ranking lists, used data from the FBI as well as information provided from more than 13,000 law enforcement agencies to compile the report.

TCHD Receives Five-Year Accreditation

Chamber member and partner Tri-County Health Department (TCHD) has earned national accreditation for five years by the Public Health Accreditation Board (PHAB).



National Accreditation is given when an organization exceeds the rigorous standards established by the non-profit, non-governmental PHAB.

TCHD was noted for its strong culture of quality improvement, comprehensive use of evidence-based practices in programs and strategies, and strong relationships with community partners and the Board of Health. In addition, TCHD's model for workforce development was recognized - including implementation of new information systems to improve workforce processes, development of stronger recruitment and retention processes, and new processes to increase staff diversity.

Tri-County Health Department and The Aurora Chamber are community partners in Work Well 2.0 Health Series Coalition, a Chamber member benefit that offers assessment, counseling, resources, and funding for organizations involved in the program. For more information about the Coalition, contact Jennifer Tellis, TCHD Worksite Wellness Policy Specialist (720-200-1521), or Mitzi Schindler, Aurora Chamber Director of Communications (303-344-1500). ■

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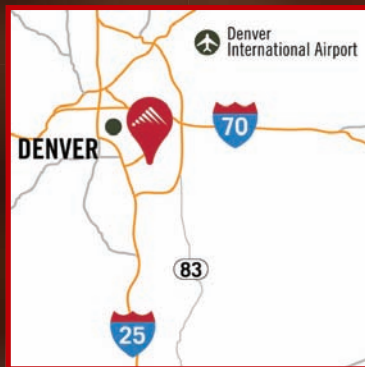
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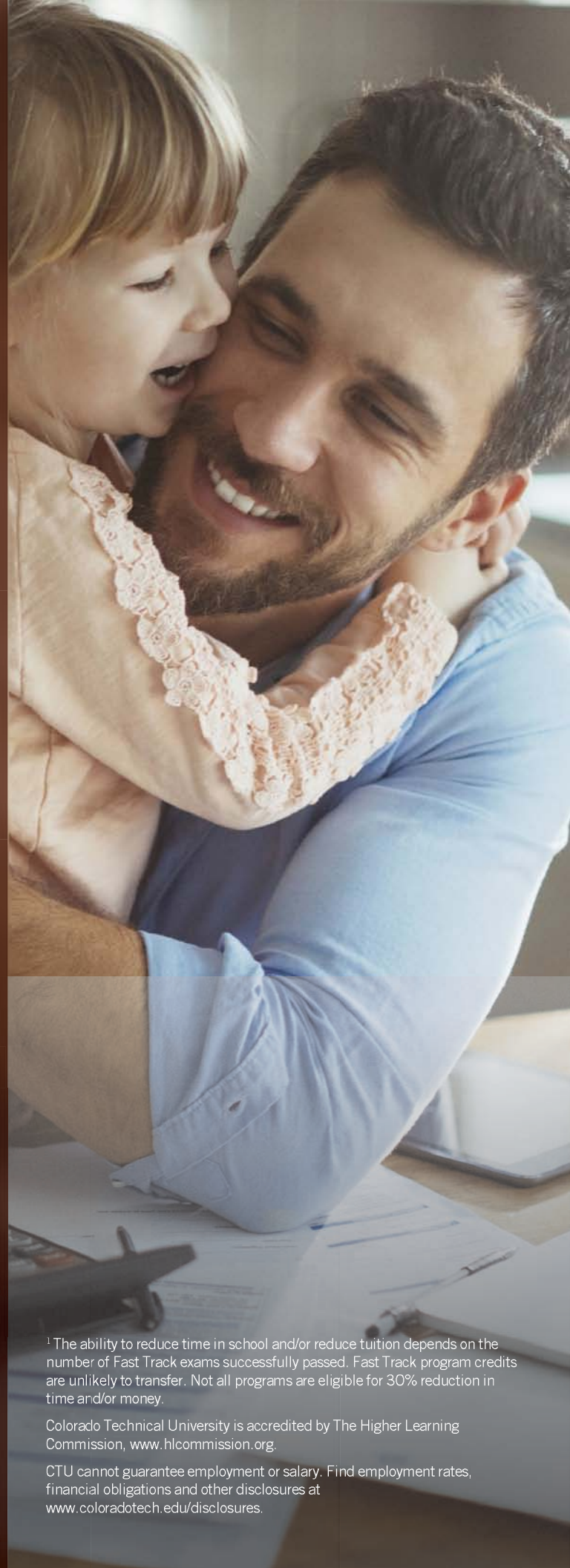
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