

AGENDA
CULTURAL RELATIONS ADVISORY BOARD

Wednesday, April 16, 2025 – 10:00 am
2nd Floor, East Training Room Santa Fe Depot (101 E. Wyatt Earp)
Enter through Train Station under Green Awning

Call to Order: Chair Brenda Carmona

Visitors:

Consent Calendar:

1. Approve CRAB Minutes from March 5, 2025.

Unfinished Business:

1. Adoption of Annual Welcoming Plan Priorities – Report by Darlin Rayo
2. Kansas Department of Commerce, Global Cuisines and Cultures Week – Report by Darlin Rayo
3. Humanities Kansas Grant - Report by Holly Mercer and Melissa McCoy
4. Guatemalan Consulate – Report by Roxana Arjon
5. CRAB 15th Anniversary – Report by Roxana Arjon
6. Naturalization Scholarships 2025 – Report by Darlin Rayo
7. KOMA/KORA Update – Report by Roxana Arjon

New Business:

1. Language Access Community Needs Survey – Report by Roxana Arjon
2. Kansas Library Association College and University Spring Conference Presentation – Report by Holly Mercer and Melissa McCoy
3. Dodge City Community College Service-Learning Course - Report by Holly Mercer

Board Program/Dates (keep in mind):

- June 16, 7:00pm – CRAB 15th Anniversary Proclamation, City Commission Meeting, City Hall 806 N. 2nd Avenue
- June 22, Time TBD - CRAB 15th Anniversary activities
- September 2, 6:00pm – Cultural Relations Update- City Commission Study Session, City Hall 806 N. 2nd Avenue
- September 2, 7:00pm – Welcoming Week Proclamation, City Hall 806 N. 2nd Avenue
- September 7, 2:00pm-6:00pm – Dodge City International Festival, Wright Park

Board Member and Staff Comments:

Next Meeting Dates:

- May 21
- June 18
- July 16
- August 20
- September 17
- October 15
- November 19

ADJOURNMENT

RETREAT MEETING MINUTES

CULTURAL RELATIONS ADVISORY BOARD

Wednesday, March 5, 2025 – 9:00 am
East Training Room Santa Fe Depot – 201 E Wyatt Earp Blvd.

Welcome and Call to Order

Chair Brenda Carmona called the meeting to order at 9:00 am.

Present: Brenda Carmona, Holly Mercer, Kristin Hines, Debbie Snapp, Jose Ramos, and Karla Lees.

Absent: Esmeralda Soto, Susan Finley, Perla Lopez, Yari Sanchez, and Jeff Hiers

Visitors: Hugo Hernandez

Staff: Melissa McCoy, Roxana Arjon, and Darlin Rayo

Consent Calendar

1. Approval of CRAB Minutes from January 15, 2025
 - Debbie Snapp motioned to approve the minutes. Karla Lees seconded. The motion carried 6-0.

Unfinished Business

1. Certified Welcoming Process

Report by Roxana Arjon

- Roxana reported that due to changes on the federal level, concerns about sanctuary cities and the misunderstanding that being a certified Welcoming City might be the same, and the rise of incivility that we have been seeing, the process has been paused. However, the board will continue with welcoming efforts and revisit the certification process in the future with the support of Welcoming America.

2. Kansas Department of Commerce Global Cultures and Cuisines Week

Report by Darlin Rayo

- Darlin shared that nine businesses have signed up to participate in the Kansas Department of Commerce Global Cultures and Cuisines Week. Loteria-style bingo cards will be available at participating businesses and the Visitors Center. Residents and visitors can use these cards to visit the listed businesses and, once completed, submit them for a chance to win a prize in a drawing.

3. Humanities Kansas Grant

Report by Holly Mercer and Melissa McCoy

- Holly and Melissa reported that the Humanities Kansas Grant has been submitted. The proposed podcast, named *Cultural Currents*, will feature two programs and 24 episodes. The board expects to receive a response from Humanities Kansas this month.

4. Naturalization Scholarships 2025

Report by Darlin Rayo

- Darlin reported that several applications have already been received. The board will review applications at the next meeting, they are due April 16th.

5. **CRAB 15th Anniversary**

Report by Roxana Arjon

- Roxana reiterated that plans to celebrate CRAB's 15th anniversary Quincenera style with a small reception in June are in progress. More details such as the date, location, and itinerary will be shared at the next meeting.

6. **Multicultural Committee Language Exchange**

Report by Karla Lees

- Karla shared sample letters and framework information for potential grant applications to fund the Language Exchange project. The cost for 400 copies of the booklet would be \$1,675. The initial step is to create the booklet, with future plans to expand into a platform, app, or website offering additional languages and information.

New Business

1. **Strategic Plan for Welcoming and Integration**

- The board reviewed the strategic plan and discussed ways to strengthen welcoming and integration efforts:
 - *Civic Engagement*: Encourage local leadership participation through events hosted by the Dodge City Area Chamber of Commerce. Provide translators and meeting spaces to support these efforts.
 - *Refugee and Immigrant Integration*: Continue supporting USCIS mobile services and offering naturalization scholarships.
 - *Safe & Healthy Community*: Support mental health access through partnerships with organizations like Compass and Ford County Health Coalition.
 - *Public Transportation*: Explore hosting a "Walk with Your Neighbor" event or creating an informational video about walking trails.
 - *Language Access*: Develop a community survey to assess language access needs.
 - *Engage Dodge*: Expand sessions to include Arrowhead West and more programs within USD 443.

2. **KOMA/KORA Training**

- Some board members still need to complete the KOMA/KORA training. The training will be offered every other year.

3. **Guatemalan Consulate**

Report by Roxana Arjon

- Roxana shared that the Guatemalan Consulate may not visit Dodge City in April due to federal changes. This visit remains tentative.

4. **Flex Fitness Health Fair**

- The Flex Fitness Health Fair will be held on May 17 from 8:00 AM to 5:00 PM at the Expo Center. The board will provide information on the International Festival, Engage Dodge, Naturalization Scholarships, and the New Americans Dinner.

5. **Engage Dodge**

Report by Darlin Rayo

- Engage Dodge will hold a session with ESOL students in April and Arrowhead West in May. A fall session will be scheduled for naturalization scholarship recipients and the general public.

6. **Gateways4Growth**

Report by Roxana Arjon

- Roxana, Debbie, and Melissa attended a follow-up meeting with Gateways4Growth regarding the Welcoming Plan. A meeting with G4G will be scheduled for April to discuss future collaboration and to assess progress.

7. International Festival Planning

- Planning will begin in April. Committees will be led by staff as follows:
 - *Crossroads Kitchen*: Brenda Carmona
 - *World Threads*: Darlin Rayo
 - *Entertainment*: Hugo Hernandez and Holly Mercer
 - *Vendors*: Hugo Hernandez
 - *Sponsors*: Melissa McCoy
 - *Logistics*: Holly Mercer
 - *Communications and Marketing*: Roxana Arjon and Karla Lees

Board Member and Staff Comments

- Washburn Law School will offer to draft Power of Attorney documents for families at risk of deportation. Families can call 620-272-0010 to schedule an appointment.
- Brenda shared information about the Community Safety and Resource Fair on March 27th at the Civic Center from 5:00pm-6:00pm.

Next Meeting Dates

- April 16– International Festival Planning and Cultural Relations Advisory Board
- May 21– International Festival Planning and Cultural Relations Advisory Board
- June 18– International Festival Planning and Cultural Relations Advisory Board
- July 16– International Festival Planning and Cultural Relations Advisory Board
- August 20– International Festival Planning and Cultural Relations Advisory Board
- September 17 – Cultural Relations Advisory Board
- October 15 – Cultural Relations Advisory Board
- November 19 – Cultural Relations Advisory Board

Adjournment

Kristin Hines motioned to adjourn the meeting. Holly Mercer seconded. The meeting adjourned at 11:05 AM.

Dodge City Welcoming Plan - Implementation Metrics

Impact Indicators	2024	2025	
	Actual	Goal	Actual
Equitable Access & Communication			
<p>Language Access: Encourage local public entities to adopt and implement a Language Access Plan with a comprehensive and current bank of qualified interpreters.</p>	<p>① Darlin Rayo and Roxana Arjon attended the Welcoming Interactive Conference, where they gained valuable insights into providing effective language access. This knowledge was applied to the Engage Dodge program by offering fully Spanish-language sessions and utilizing transmitters to facilitate real-time translation during English sessions.</p>	<p>CRAB will develop and distribute a community survey to identify language access needs and help guide future programming and resource development.</p>	
<p>Diverse Community Ambassadors: Assemble, inform and engage key influencers, leaders, and potential leaders from the entire community to better understand how information is received by community members, ensure accurate information is disseminated and engagement is inclusive.</p>			
<p>Connect Communities: Community-building events bring newcomers, long-time residents, law enforcement officers, nonprofits and others together to learn from and about each other, share food and music and build trust.</p>	<p>① CRAB introduced a cultural fashion show, "World Threads (Hilos Mundiales)," as part of the International Festival. This new addition promoted community connections and complemented Crossroads Kitchen and the overall celebration of cultural diversity at the festival.</p>	<p>CRAB will plan and host the International Festival. New additions like the cultural fashion show, World Threads, promotes community connections and complements Crossroads Kitchen. More sponsors will need to be secured to help fund the event specifically Crossroads Kitchen.</p>	
<p>Technology: Internet access and technology is equitable, affordable, and available to all residents. Basic computer skills classes and technical assistance are available and affordable. Community partners provide culturally relevant services.</p>			
<p>Public Transportation: is available at the times residents need it (including evenings and weekends), alternative transportation (walkability and biking) safety is improved.</p>		<p>CRAB will explore hosting a "Walk with Your Neighbor" event or producing an informational video to promote awareness of Dodge City's walking trails and future pedestrian-friendly developments.</p>	
<p>Initiatives: Such as the Engage Dodge Program that help residents understand, engage with and participate in local government and civic life are well-known and accessible to newcomers.</p>	<p>① Engage Dodge sessions in 2024 catered to recipients of Naturalization Scholarships, and ESOL & Diversity/SLIFE students. The spring sessions spanned six weeks, offering an in-depth experience for participants. In the fall, the program was condensed to four sessions over two weeks for scholarship recipients and two sessions over two weeks for Spanish-speaking students. These adjustments increased engagement and effectively highlighted essential information tailored to specific audiences.</p>	<p>The Engage Dodge program will expand by offering sessions to organizations like Arrowhead West and additional programs within USD 443.</p>	
Civic Engagement			
<p>Voter registration and Get Out The Vote Efforts: Eligible voters are registered and informed on the issues and candidates, voting polls are accessible and voters know where to exercise their right to vote.</p>	<p>① City staff continued to share GOTV information on the City and Welcoming Facebook pages. ② The City offered free transportation to the polls during the election seasons.</p>		
<p>Continuous education about the decennial Census, the American Community Survey, and the redistricting process occurs in the community.</p>			
<p>Civic mentorship programs are established: Current civic leaders are paired with community members to mentor them about civic leadership and encourage them to pursue leadership positions in the community.</p>			
<p>Local leadership positions are publicly advertised and all members of the community are encouraged to apply. Workshops and information sessions on how to run for local office and join local boards are held in multiple locations, times and languages.</p>		<p>CRAB will encourage participation in local leadership opportunities by supporting events hosted by the Dodge City Area Chamber of Commerce and will provide translators and meeting spaces to ensure inclusive access.</p>	

Refugee & Immigrant Integration			
<p>Community Welcome Center: Centralized location (both physical and virtual) for accessing information about community services relevant to newcomers. The Welcome Center also facilitates communication between service provider agencies in the community and there is follow-up on referrals made.</p>			
<p>Immigration legal assistance including free clinics (DACA renewal and Naturalization consultations), United States Citizenship and Immigration Services (USCIS) and consular mobile services are held regularly, accessible and advertised widely. A permanent USCIS office be established in Southwest Kansas, with preference of a Dodge City location. Immigration legal services assistance capacity is expanded with additional funding support and community volunteers.</p>	<p>September, December) ② The City and partners provided naturalization scholarships for residents ③ Catholic Charities provided scholarship recipients with legal assistance ④ DCPL put together an informative session with Immigration Attorneys</p>	<p>CRAB will continue to support USCIS mobile services and provide naturalization scholarships to help eligible residents achieve U.S. citizenship. ① USCIS mobile services and outreach event (March, June, September, December) ② Provide naturalization scholarships for residents</p>	
<p>Provide education and training about acceptable identification documents commonly used by immigrants and refugees in the community, including documents produced by USCIS consular offices of foreign countries in the United States.</p>			
<p>Positive stories and spotlights about newcomers are regularly published in local news outlets and across the state.</p>			
<p>Regular opportunities for newcomers to interact with long-term residents and build neighborly friendships are coordinated intentionally; New arrivals are paired with long-term residents for mentorship and social connection. In addition, initiatives, and programs to build trust among New Americans and Law Enforcement are available and promoted. Volunteer opportunities are widely available.</p>			
<p>Governmental entities and community organizations advocate for inclusive legislation, policies, and initiatives at the local, state and federal level.</p>			
Safe & Healthy Community			
<p>Healthcare Access: All Dodge City residents know when and where to access healthcare services, including dental and vision services, and are able to get the support they need regardless of insurance status, socioeconomic status, cultural concerns, language challenges or other barriers. Health education community outreach and clinics for basic healthcare needs occur frequently.</p>			
<p>Mental Healthcare: is available and accessible Bilingual providers are available. All providers are trained in trauma informed care. Mental health services are culturally competent. Community outreach assists with overcoming stigma of mental health diagnoses and treatment.</p>		<p>CRAB will promote access to mental health resources through partnerships with organizations such as Compass Behavioral Health and the Ford County Health Coalition.</p>	
<p>Disaster Preparedness: Enhance outreach and support for disaster preparedness and emergency responses that are culturally and linguistically responsive through coordination with local disaster response agencies and Ford County Emergency Management. Interpretation services are immediately available for 911 calls.</p>			

Education & Economic Opportunity			
<p>Child Care: Quality child care is affordable and available at the times parents need to work (including 2nd and 3rd shifts), go to school, or engage in the community. Newcomers are empowered, educated and are aware of resources available to become certified child care providers.</p>		<p>Support the Childcare Coalition of Dodge City efforts to provide support for local childcare providers and to help increase childcare options to meet growing demands.</p>	
<p>Banking and Financial Services: Lending institutions offer products and services that are appropriate and accessible across cultural, religious, and national origin status. Banks and financial institutions recognize and accept identification documents and immigration status (other than exclusively citizenship and/or green card status) while catering these services.</p>			
<p>Housing Challenges and Opportunities: Affordable, appropriate housing is available, families are educated about tenant rights and responsibilities, local governments and nonprofit organizations are partners in improving housing opportunities and families are able to become homeowners.</p>		<p>Support the Community Housing Association of Dodge City (CHAD) in addressing housing needs in Dodge City by revitalizing neighborhoods through comprehensive assistance to persons of low-to-moderate income.</p>	
<p>Youth Mentorship Programs Are Established: Current community leaders and professionals are paired with youth (with intentional outreach to immigrant and refugee youth) to mentor them about post-secondary opportunities, specific career paths and encourage them to pursue staying or coming back to Dodge City after college graduation.</p>	<p>① Roxana Arjon and Darlin Rayo met with representatives from other communities to explore best practices for facilitating youth mentorship programs.</p>		
<p>Clear paths to professional recertification exist for foreign-educated professionals through local and state education institutions</p>			
<p>Adult education is available and accessible for all newcomers and meets their needs, including English as a Second Language and trade certification programs.</p>			

Applicant A

Household Income

- \$ 35,000

How have you prepared for the naturalization process?

- I have been studying at the UFCW building for the last year trying to prepare for the questions and the test.

Why do you want to become a US Citizen?

- to be able to vote.

Is there anything else you would want us to know?

- I have lived in Ford County for 35 years. I have worked in the beef process since 2002 I have made my life and my children's life here in Dodge City.

Applicant B

Household Income

- On disability

How have you prepared for the naturalization process?

- Studying the questions

Why do you want to become a US Citizen?

- To have rights and the right to vote

Is there anything else you would want us to know?

- no

Applicant C

Household Income

- \$21,000

How have you prepared for the naturalization process?

- Classes in person and virtually.

Why do you want to become a US Citizen?

- I love this country, opportunity to work for my family.

Is there anything else you would want us to know?

- No

Applicant D

Household Income

- \$30,919

How have you prepared for the naturalization process?

- I have studied the questions in the booklet.

Why do you want to become a US Citizen?

- I have been waiting to become a US Citizen for many years, but for different circumstances I've had to put it off. I have built my life and family in this country.

Is there anything else you would want us to know?

- I've been a resident for over 23 years. I love this country, I want to be stable and plan to stay permanently.

Applicant E

Household Income

- \$70,000

How have you prepared for the naturalization process?

- I attended school since the age of 9 years old. Elementary taught us a lot in my days and although its been a long time, I still Remember key important things about U.S history. I'm always reading to lean more to increase my chances.

Why do you want to become a US Citizen?

- I have lived here the majority of my life and I'm proud of it. Becoming a US citizen will be a dream come true to be a citizen of the united states is a gift that keeps giving.

Is there anything else you would want us to know?

- My wife and i have been married for 23 years. We have raised 3 children together. We have been residents of Dodge City all my wife and children's lives. I have resided here since 1997 and proud to call Dodge City my home.

Applicant F

Household Income

- \$127,000

How have you prepared for the naturalization process?

- I'm in the process.

Why do you want to become a US Citizen?

- I want to be able to provide more for my family and city.

Is there anything else you would want us to know?

- I'm a mom of 3 all kids attending school. Like to help the community out.

Applicant G

Household Income

- 70,000

How have you prepared for the naturalization process?

- Being a good resident.

Why do you want to become a US Citizen?

- To have the right to vote in federal, state, and local elections.

Is there anything else you would want us to know?

- I am ready to be a citizen. Thank you.

Applicant H

Household Income

- \$45,000

How have you prepared for the naturalization process?

- I've been studying all questions for naturalization and I know the answers to all those questions.

Why do you want to become a US Citizen?

- Because I would love to be able to vote and have more benefits.

Is there anything else you would want us to know?

- I would love to become a USA citizen in the future.

Applicant I

Household Income

- 9,600

How have you prepared for the naturalization process?

- I have been a resident for more than 20 years. I feel that I can pass the test if I study hard.

Why do you want to become a US Citizen?

- I want to be able to vote and participate in elections. It will be an honor if I could do so.

Is there anything else you would want us to know?

Applicant J

Household Income

How have you prepared for the naturalization process?

Why do you want to become a US Citizen?

Is there anything else you would want us to know?

Applicant K

Household Income

How have you prepared for the naturalization process?

Why do you want to become a US Citizen?

Is there anything else you would want us to know?

Applicant L

Household Income

How have you prepared for the naturalization process?

Why do you want to become a US Citizen?

Is there anything else you would want us to know?

Applicant M

Household Income

How have you prepared for the naturalization process?

Why do you want to become a US Citizen?

Is there anything else you would want us to know?

LANGUAGE ACCESS GAP ANALYSIS

OVERVIEW

The City of Dodge City provides services to a wide range of persons including people who do not speak or understand English very well or who are visually impaired, hearing impaired, or have some other difficulty communicating.

As a local government who receives federal funding, the City has a responsibility to provide meaningful access to City services, programs, and activities to persons regardless of their national origin, preferred language, or disability accommodation needs.

Although the City does provide various language and communication access resources, the results of this gap analysis can help to improve and expand these efforts.

OBJECTIVE

The objective of this language gap analysis is to document and evaluate current language access resources the City of Dodge City provides and identify what current and future language access needs are left unmet.

From conversations with City staff, the City's Cultural Relations Advisory Board, and other community partners, the following themes have been identified:

- ★ Languages Spoken in Our Community
- ★ Current Translation Processes for the City
- ★ Current Interpretation Processes for the City
- ★ Whether and How Community Members Receive Information in Target Language
- ★ Language Access Gaps

SCOPE

This language gap analysis will focus only on the City of Dodge City and will not evaluate processes or resources offered by other local government entities, private businesses, or other community organizations. This analysis will, however, collect additional data from these other entities to help determine language access needs in the community.

METHODOLOGY

This gap analysis will utilize a variety of methods to collect the data needed in order to most accurately form conclusions about language access needs in our community.

- ★ Document Review
 - Vital documents are those documents that are critical for accessing an agency's program or activities. Vital documents should be translated or made available in the community's primary target language(s). Currently, no list exists for what City documents are considered vital documents. This analysis will review City documents to identify which documents are already or should be translated into other languages.
- ★ [Internal City of Dodge City Survey](#)

- This survey will be distributed to City staff and departments who frequently interact with the public as part of their job duties. Questions will cover the frequency at which staff interact with individuals needing language access resources and how those resources are utilized to get information into residents' target language.
- ★ [External Community Language Access Survey](#)
 - This survey will be distributed to Dodge City residents and those who work in Dodge City but will specifically target limited English proficiency, visually impaired, hearing impaired, and/or individuals with other communication access needs. Questions will cover which departments the community most interacts with and what language access measures they would like.
- ★ Community Partners Survey
 - This survey will be shared only to select community partners. The survey will focus on identifying what language access data these organizations use, what their methods for meeting language access needs are, and what language access problems their clients/populations served have identified.
- ★ Census Data
 - Census data is a standard data source for City governments and in language access measures. Recognizing that individuals with language access needs tend to be undercounted, Census data will not be used as the primary source of data but will instead be viewed and analyzed in addition to data from other sources.
 - The US Census Bureau offers data on languages spoken at home in the American Community Survey (ACS) as well as in the Public Use Microdata Sample (PUMS). ACS data is available for Dodge City while PUMS data is available for the southwest Kansas region.

PERFORMANCE CRITERIA

The criteria used to evaluate the City's efforts to provide meaningful access for residents are based primarily on several federal-level policies, executive orders, and guidance documents.

Although the below documents may not apply to all City activities, all language access measures will be evaluated in light of the contained guidance.

- ★ [Title VI](#)
 - Title VI of the Civil Rights Act of 1964 is a federal law that prohibits discrimination on the basis of race, color, or national origin in all programs or activities receiving federal funding. Although language is not explicitly listed, the courts have interpreted Title VI to prohibit discrimination based on English proficiency as language often serves as an identifier of national origin.
- ★ [EEO 13166 and Department of Justice LEP Guidance](#)
 - Executive Order 13166 *Improving Access to Services for Persons with Limited English Proficiency* was issued by President Bill Clinton in 2000 and

reiterates commitment towards ensuring meaningful access to federally funded programs and activities by LEP persons.

- The Department of Justice was tasked with ensuring compliance with Title VI. As part of these responsibilities, the DOJ created policy guidance document *Enforcement of Title VI of the Civil Rights Act of 1964 - National Origin Discrimination Against Persons with Limited English Proficiency (LEP Guidance)* to assist agencies in implementing Title VI policies.

Welcoming America is a nonprofit leading a movement of inclusive communities becoming more prosperous by ensuring everyone belongs. Welcoming America offers resources and standards for communities wishing to become more welcoming places.

★ [Welcoming Standard](#)

- Welcoming America's Welcoming Standard sets criteria, or benchmarks, that local governments, community organizations, residents, and others can use to hold welcoming places accountable and spur innovation. The Welcoming Standard includes criteria focusing on language access.

Ensuring meaningful access to City services and programs for people with communication disabilities falls under a different purview than ensuring meaningful access to LEP individuals.

★ [Americans with Disabilities Act](#)

- Local governments (title II entities) are required under the ADA to communicate effectively with people who have communication disabilities. The goal is to ensure that communication with people with these disabilities is equally effective as communication with people without disabilities.

TIMELINE/PROJECT MILESTONES

The language gap analysis is composed of different “phases” that can be implemented concurrently or sequentially depending on the project start. The community survey should be shared and occur around significant public events to allow CRAB and staff to participate in and share the survey at.

★ Document Review - TBD

- This stage of the analysis is dependent on the internal and external survey results. Although some documents can already be and have already been reviewed, it is expected the surveys will reveal additional documents that should be included in the analysis.

★ Internal Survey - 3 months

- The release of this survey to City staff will need to be coordinated with the Human Resources department. A list of City staff who will be asked to respond will need to be created to help track survey responses and ensure a representative sample.

★ External Survey - 4 months

- The release of this survey should be coordinated around important community events to allow for increased opportunities for the public to respond. The timing will need to be coordinated with key stakeholders and attendance of City staff at community events is recommended.
- ★ Community Partners Survey - 3 months
 - This stage of the analysis can be conducted at any time. It may be more helpful for one-on-one conversations to be held as opposed to a survey format. A list of key community partners will need to be compiled who may interact heavily with LEP individuals and may have data (anecdotal or numbers).

FINAL REPORT

The results of the surveys and language access gap analysis will be compiled and summarized into a draft report, which will be shared with the Cultural Relations Advisory Board for further feedback and input.

Once this feedback has been incorporated, the final report will be shared with the City Manager, Department Heads, and the public. It is anticipated that this final report will identify actions for the City of Dodge City to take in order to expand current language access efforts.