

Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 22-1053.01 Bob Lackner x4350

HOUSE BILL 22-1397

HOUSE SPONSORSHIP

Herod and Gonzales-Gutierrez,

SENATE SPONSORSHIP

Moreno,

House Committees

State, Civic, Military, & Veterans Affairs

Senate Committees

A BILL FOR AN ACT

101 CONCERNING THE CREATION OF THE STATEWIDE EQUITY OFFICE IN
102 THE DEPARTMENT OF PERSONNEL AND ADMINISTRATION.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill creates the statewide equity office (office) in the department of personnel and administration. The office is charged with providing best practices, resources, and guidance for state agencies in offering equitable services to the residents of Colorado as well as providing an accepting and diverse environment for state employees. The bill outlines the duties and responsibilities of the office.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, **add** 24-50-146 as
3 follows:

4 **24-50-146. Colorado statewide equity office - legislative**
5 **declaration.** (1) THE GENERAL ASSEMBLY FINDS, DETERMINES, AND
6 DECLARES THAT:

7 (a) IN ORDER TO FACILITATE A GOVERNMENT THAT BEST SERVES
8 THE NEEDS OF COLORADANS, THE STATE SHOULD PROVIDE CENTRALIZED
9 DIRECTION AND SUPERVISION OF DIVERSITY INITIATIVES TO ENSURE
10 CONSISTENCY ACROSS STATE GOVERNMENT;

11 (b) STRONG RELATIONSHIPS WITH THE VARIOUS COMMUNITIES IN
12 THE STATE ALLOWS THE VOICES OF COLORADANS TO BE CONSIDERED IN
13 THE DESIGN AND DIRECTION OF PROGRAMS THAT AFFECT THEIR LIVES; AND

14 (c) THE STATE SHOULD FOSTER AN ENGAGED WORKFORCE THAT
15 REFLECTS THE DIVERSITY OF COLORADO AND PROVIDES THAT WORKFORCE
16 WITH EQUITABLE COMPENSATION AND OPPORTUNITIES FOR DEVELOPMENT
17 AND ADVANCEMENT.

18 (2) (a) THE STATEWIDE EQUITY OFFICE, REFERRED TO IN THIS
19 SECTION AS THE "OFFICE", IS HEREBY ESTABLISHED IN THE DEPARTMENT
20 OF PERSONNEL TO PROVIDE BEST PRACTICES, RESOURCES, AND GUIDANCE
21 FOR STATE AGENCIES IN OFFERING EQUITABLE SERVICES TO THE
22 RESIDENTS OF COLORADO, AS WELL AS PROVIDING AN ACCEPTING AND
23 DIVERSE ENVIRONMENT FOR STATE EMPLOYEES. THE OFFICE EXERCISES
24 ITS POWERS, DUTIES, AND FUNCTIONS UNDER THE DEPARTMENT AS A **TYPE**
25 **2** ENTITY, AS DEFINED IN SECTION 24-1-105.

26 (b) THE OFFICE SHALL:

1 (I) ENSURE THAT STATE AGENCIES CONSISTENTLY APPLY AND ARE
2 COMPLIANT WITH STATE AND FEDERAL LAW AND STATE EXECUTIVE
3 ORDERS RELATED TO THE MISSION OF THE OFFICE, STATE UNIVERSAL
4 POLICIES, AND PARTNERSHIP AGREEMENTS ENTERED INTO PURSUANT TO
5 SECTION 24-50-1112;

6 (II) COORDINATE MULTI-AGENCY INITIATIVES TO ENSURE FULLY
7 ACCESSIBLE BUILDINGS FOR ALL COLORADANS, REGARDLESS OF
8 LANGUAGE OR ABILITY;

9 (III) CONSULT WITH STATE AGENCIES ON BEST PRACTICES
10 REGARDING EQUITY, DIVERSITY, AND INCLUSION, AND SERVE AS A
11 RESOURCE FOR STATE AGENCIES REGARDING THOSE MATTERS,
12 PARTICULARLY WITH RESPECT TO EQUITY, DIVERSITY, AND INCLUSION
13 WHEN FORMING PROGRAMS AND DELIVERING SERVICES;

14 (IV) COLLECT AND ANALYZE RELEVANT STATEWIDE DATA TO
15 IDENTIFY GAPS IN DIVERSITY AND DEVELOP OPPORTUNITIES FOR
16 IMPROVEMENT;

17 (V) COLLABORATE WITH ESTABLISHED EQUITY RESOURCES
18 GROUPS AS WELL AS OTHER KEY STAKEHOLDERS BOTH INSIDE AND
19 OUTSIDE STATE GOVERNMENT;

20 (VI) DEVELOP, UPDATE, DEPLOY, AND MAINTAIN STATEWIDE
21 TRAINING RELATED TO DEVELOPING AND MAINTAINING A DIVERSE
22 WORKFORCE; AND

23 (VII) STANDARDIZE A PROGRAM OF EQUITY, DIVERSITY, AND
24 INCLUSION THAT SEEKS TO SUPPORT JUST AND EQUITABLE OPPORTUNITY
25 FOR ALL COLORADANS AND STATE EMPLOYEES.

26 **SECTION 2.** In Colorado Revised Statutes, 24-1-128, **add** (8) as
27 follows:

1 **24-1-128. Department of personnel - creation.** (8) THE
2 STATEWIDE EQUITY OFFICE, CREATED IN SECTION 24-50-146 (2)(a), AND
3 ITS POWERS, DUTIES, AND FUNCTIONS ARE TRANSFERRED BY A **TYPE 2**
4 TRANSFER TO THE DEPARTMENT OF PERSONNEL.

5 **SECTION 3. Safety clause.** The general assembly hereby finds,
6 determines, and declares that this act is necessary for the immediate
7 preservation of the public peace, health, or safety.