

# BEST PRACTICES TO CONSIDER WHEN CRAFTING EQUITY-INFORMED POLICIES

## COLORADO CHILDREN'S CAMPAIGN

To effectively fight for *every chance for every child*, our work must be guided by values of diversity, inclusion, and equity. We are committed to integrating these values into our daily work with policymakers and advocates. We acknowledge the importance of all types of diversity. We are beginning with a focus on race, ethnicity, and socioeconomic status because research shows these factors are some of the strongest determinants of child outcomes. As we are all learning and growing in our equity ideals, we hope that this document can be a helpful tool for policymakers and advocates to keep in mind when developing policy solutions, especially when organizations and advocacy groups are not led by people of color.

### **THOROUGH STAKEHOLDER & IMPACTED COMMUNITY ENGAGEMENT FROM BEGINNING TO END**

We believe crafting strong equity-informed policy must include meaningful engagement with directly impacted individuals and groups throughout the policy development phase, the legislative process, and during implementation. The process does not stop when the legislation is signed into law and needs around implementing a new policy or program should be considered long before that stage.

- Meaningfully involve stakeholders and those most impacted from beginning to end and respect their lived experience throughout the process. Ensure these stakeholders are at the table from the start, are part of initial brainstorming, and incorporate their feedback into the policy.
- Authentically include representatives from racial/ethnic groups. Acknowledging that a single representative or organization does not speak for an entire group of people, seek out ideas and feedback from multiple sources.
- Inform stakeholders, especially those most adversely affected, about the problems and policies under consideration and the potential processes and paths towards change.
- Communicate early and often about ideas and developments in multiple languages and in a way that is accessible.
- If rules need to be promulgated, directly engage the most impacted communities in a way that is accessible.
- Example of Community Engagement: [SB21-199: Remove Barriers to Public Opportunities](#)

### **ROBUST OUTCOMES MEASUREMENT & DISAGGREGATED DATA REPORTING**

Measuring outcomes, requiring data collection, and disaggregating information are all key for strong equity-informed policies.

- Require robust data collection and reporting about how a policy or program affects various populations, including quantitative and qualitative data to better capture lived experience.
- Ensure data is broken down by race, ethnicity, age, sex, gender, socio-economic status, ability, etc., to understand better how certain factors may be perpetuating inequities and if any unintended consequences result from the policy change.
- Consider what could be changed or added to ensure impacts on racial equity and inclusion are being adequately measured.
- Examples of Robust Data Reporting: [HB21-1232: Standardized Colorado Option \(CRS 10-16-1304\)](#)

### **EQUITABLE REPRESENTATION ON BOARDS, COMMISSIONS, & TASK FORCES**

It is important that any boards, commissions, and task forces that are created or changed represent the diversity of Colorado, including strong representation from directly affected communities.

- Explicitly state who needs to be appointed or at the table to help ensure that directly impacted voices are present and prioritized when decisions and recommendations are being made. The majority of voting board members should represent directly and primarily directly-impacted individuals
- Consider who should be added or what existing boards and commissions need to be amended to ensure those directly impacted by the policy are meaningfully engaged.
- Example of Equitable Representation: [HB21-1304: Early Childhood System \(CRS 26-6.2-303\)](#)

### **SUPPORTS FOR INDIVIDUALS SERVINGS ON BOARDS, COMMISSIONS, & TASK FORCES**

It is not enough to list those individuals or groups who should be appointed or considered for government boards, commissions, and task forces. Reducing the barriers to participation and supporting individuals' ability to engage meaningfully are just as important.

- Compensate individuals for their time and expertise, especially community members and those who are not government employees already paid to participate.
- Provide funds and resources for things like child care, attendant care for persons with disabilities, translation and interpretation supports, and adequately reimbursed participants for travel and lodging expenses
- Meet at a time that is accessible for working families and those affected by the policies.
- Example of Supported Engagement: [HB19-1122: Maternal Mortality Review Committee \(CRS 25-52-104\)](#)

