

Statewide Equity Office - COWINS Quarterly Update

FY 2024-25



COLORADO

Statewide Equity Office

Agenda

- Thank you!
- Meet the Statewide Equity Office
- External Strategy
- Accessibility
- Internal Strategy
- Training
- Supplier Diversity
- Communications
- Partnership Opportunities

Meet the Statewide Equity Office





Rosina McNeil-Cusick
Statewide Equity Director



Kevin McDaniel
Equity Manager,
Statewide Accessibility



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Equity Manager,
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Communications



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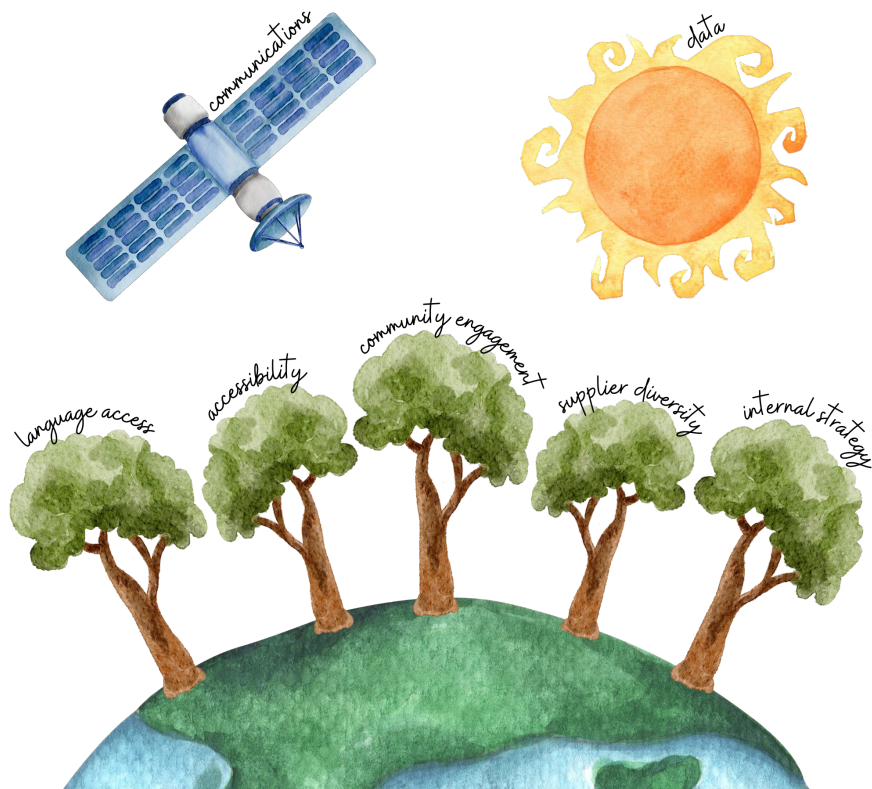
Anthony Berenguel
Equity Analyst, Data



Kaycee Wright
Lead of Community
Engagement & Ops.

Mission

Advance equitable practices throughout the State of Colorado through data-driven decisions, community engagement, policy development, ongoing education, and equity in procurement to improve access and organizational effectiveness.



Vision

A Colorado for ALL: Where every person's intrinsic value is celebrated and we can all thrive.



#ColoradoForALL

Team Values

Inclusivity

Service

Teamwork

Integrity

Responsiveness

Transparency

Community

Opportunity



Learn more on the [Statewide Equity Office page](#).

External Strategy (Community Engagement)



Goals



Community Engagement Library

Run a community engagement library to support agency efforts in promoting Equity, Diversity, Inclusion, and Accessibility (EDIA) initiatives.

Metric: Achieve at least 15 library checkout requests annually.

Community Events

Maintain a consistent statewide presence at key community engagement events to enhance visibility, foster connections, and gather valuable community feedback.

Metric: Participate in a minimum of 15 events per year.

Equity Office Program Calendar

Maintain a programming calendar to streamline and coordinate events and initiatives across State agencies.

Metric: Continuously update calendar, and coordinate quarterly planning meetings.

Goals



In Partnership

Foster partnerships with local organizations and other State agencies to enhance community engagement efforts.

Metric: Receive a minimum of three partnership requests each year.

Outcomes



- Strong relationships with the diverse communities we serve
- Community-informed initiatives
- More opportunities for agency participation in community engagement events

Accessibility



Goals



Statewide Accommodation Fund

Ensure that agency needs and accommodations are met and that financial resources do not pose a barrier for State agencies.

Metric: Utilize 75% of available funds and fulfill 90% of requests that meet guidelines within the first year.

Accessibility Resource Library

Establish and promote the library (containing both digital and physical resources).

Metrics:

- 50% of Statewide Community of Practice recommended resources are purchased and available for State agencies to utilize
- 50% of State agencies utilize library

Facility Support Visits

Develop schedule for facility visits and create accessibility list and inventory of transition plan elements.

Metric: Develop facility visit and prioritization schedule.

Goals



Americans with Disabilities Act (ADA) Forums

Elevate State agency comfort with implementing strategies utilizing skills gained through role-based training.

Metric: Achieve an average attendance of 50% (agency ADA coordinators).

ADA Support Page/Program

Bring awareness of current stressors among ADA practitioners and provide support in handling those stressors effectively, improving statewide access maturity.

Metric: Annual Access Survey improvement in knowledge and skills.

Statewide Community of Practice

Provide guidance and recommendations for new best practices.

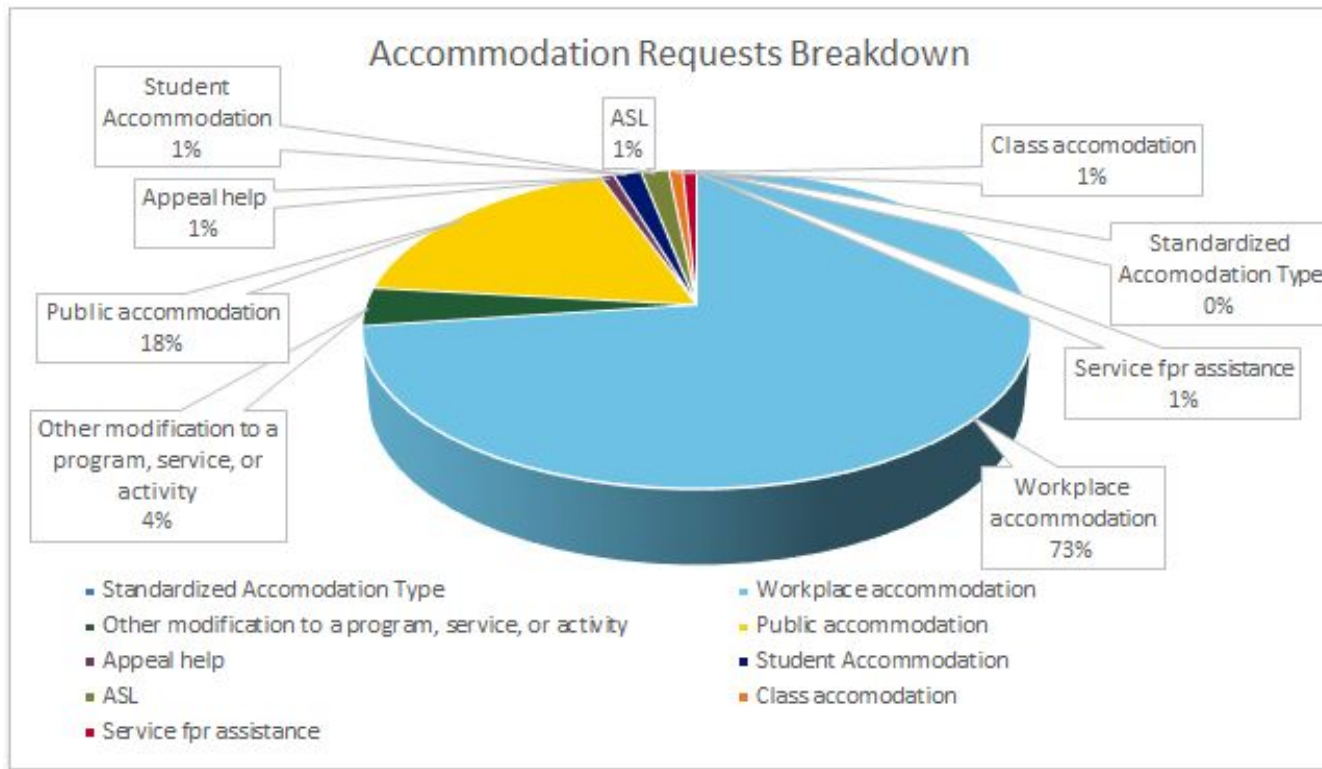
Metric: Achieve 75% participation in the Statewide Community of Practice by community participants.

Outcomes



- State agencies access accommodation resources from a central repository, leading to cost savings
- State employee and community-informed support, guidance, and recommendations for new best practices
- State facilities improve access for all Coloradans

Accomplishments



Internal Strategy



Goals



Strategic Approach to Equity

Enhance and refine the approach for the internal strategy community of practice, including developing a framework for implementing recommendations.

Metric: Develop and implement 10 policy, guidance, or process improvement recommendations annually.

Employee Resource Groups (ERGs)

Enhance capacity and expertise among State equity practitioners and allies, leading to continuous improvement in equitable practices.

Metric: Provide financial and logistical support for five employee resource groups per year.

Equity Leadership Exchanges

Maintain a continuous platform for EDI leaders to convene and exchange insights and strategies for advancing their work.

Metric: Achieve at least 50% participation rate.

Goals



Annual Equity Summit

Offer a premier annual event that brings together EDI practitioners for the exchange of best practices, actionable initiatives, and celebration of annual progress.

Metric: Conduct annual experience survey to measure participant satisfaction and impact.

Agency Workplace Culture Assessments

Provide and maintain a comprehensive assessment tool for State agencies to continuously evaluate their workplace climate for a culture of inclusivity.

Metric: Engage two State agencies annually.

Human Resources Policy & Practices Assessment

Provide State agencies with a comprehensive and customizable assessment tool to evaluate and enhance their HR practices with a focus on equity.

Metric: Engage at least one State agency annually.

Goals



Annual EDI Plans & Reporting

Establish and maintain a comprehensive process to support State agencies in their EDI planning and annual reporting.

Metric: Achieve and sustain 70% participation of State agencies in the EDI planning and annual reporting process each year.

Outcomes

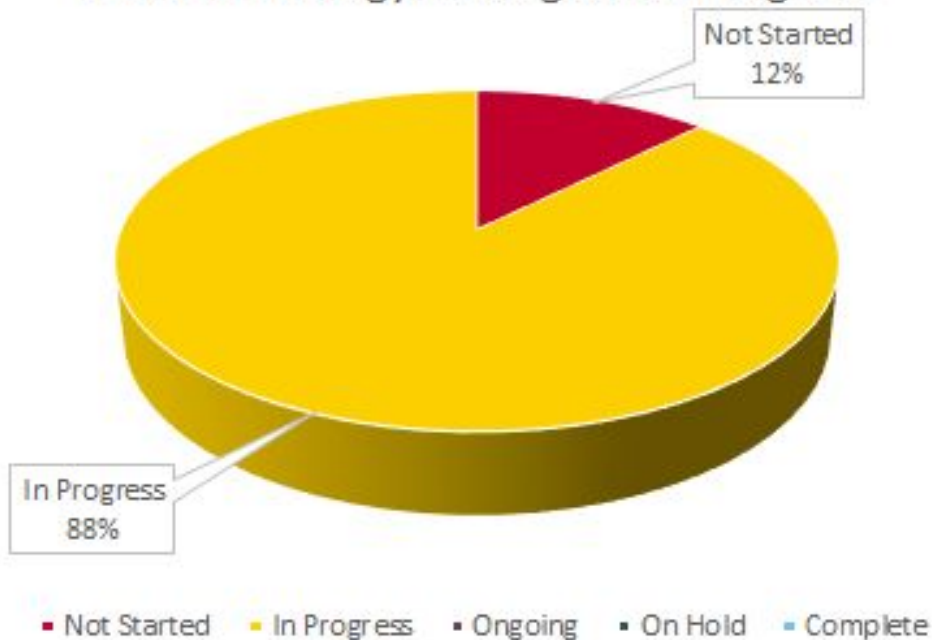


- A dynamic network for EDI leaders to share knowledge, collaborate, and accelerate progress in a State culture that prioritizes a #ColoradoForALL
- State agencies receive critical insights into their workplace climate to cultivate more inclusive and welcoming work environments
- Consistent and thorough EDI planning and reporting across State agencies, leading to sustained progress
- State employee and community-informed guidance and resources

Accomplishments



Internal Strategy Strategic Plan Progress



Training



Goals



External EDI Certification Program

Strengthened capacity and expertise among State equity practitioners and allies, leading to continuous improvement in equitable practices.

Metric: Achieve at least 30 points/instances of engagement measured through utilization rates and post-completion surveys.

Equity-Centered Lunch & Learns

Facilitate lunch and learns to provide State of Colorado employees with opportunities to expand their cultural humility.

Metric: Measurement of cultural humility growth through post-event surveys.

Statewide Training Library

Increase cultural humility and advanced equitable practices throughout the State and establish a training-the-trainer program.

Metric: Create a library of 10 trainings to offer to the State workforce.

Outcomes

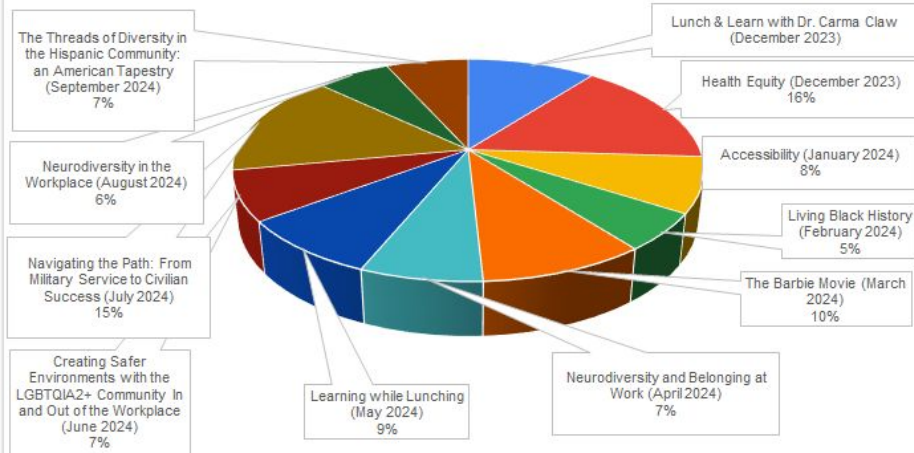


- Comprehensive statewide training offerings
 - Built around a train-the-trainer model for agency customization
- Increased cultural humility and personal growth State employees
- Advanced equitable practices throughout the State, building a #ColoradoForALL workforce

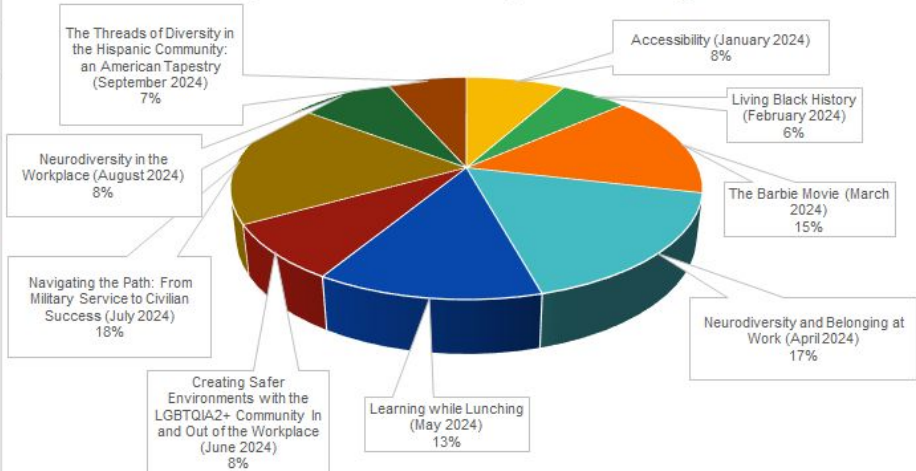
Accomplishments



Average Individual Cultural Humility Growth by L&L



Repeated Attendee Humility Growth Average



Supplier Diversity



Goals



Statewide Bond Assistance Program (SBAP)

Increase the number of businesses doing business with the State through the Bond Program and provide training to increase readiness to do business with the State.

Metric: Achieve 10 applicants, 20 SBAP inquiries, and 200 training attendees.

Colorado Supplier Diversity Navigator

Increase procurement participation for historically underutilized small and diverse businesses resulting in cost savings through increased competition in State procurement and additional local/state tax revenue.

Metric: Respond to 100% of assistance requests and ensure 50% of State agencies include navigator information in their solicitations.

Goals



Small Business List

Develop a list of small and underutilized businesses to help connect State agency buyers with local suppliers for discretionary and competitive solicitation opportunities.

Metric: 25% of State agencies and IHE's are using the list to find small and diverse suppliers.

Statewide Communities of Practice

Work with the two supplier diversity communities of practice to identify barriers and implement policy to remove barriers.

Metric: Review 80% of recommendations based on availability of current resources.

Statewide Buyer Supplier Diversity Training

Create and train purchasing agents and p-card holders on the importance of supplier diversity.

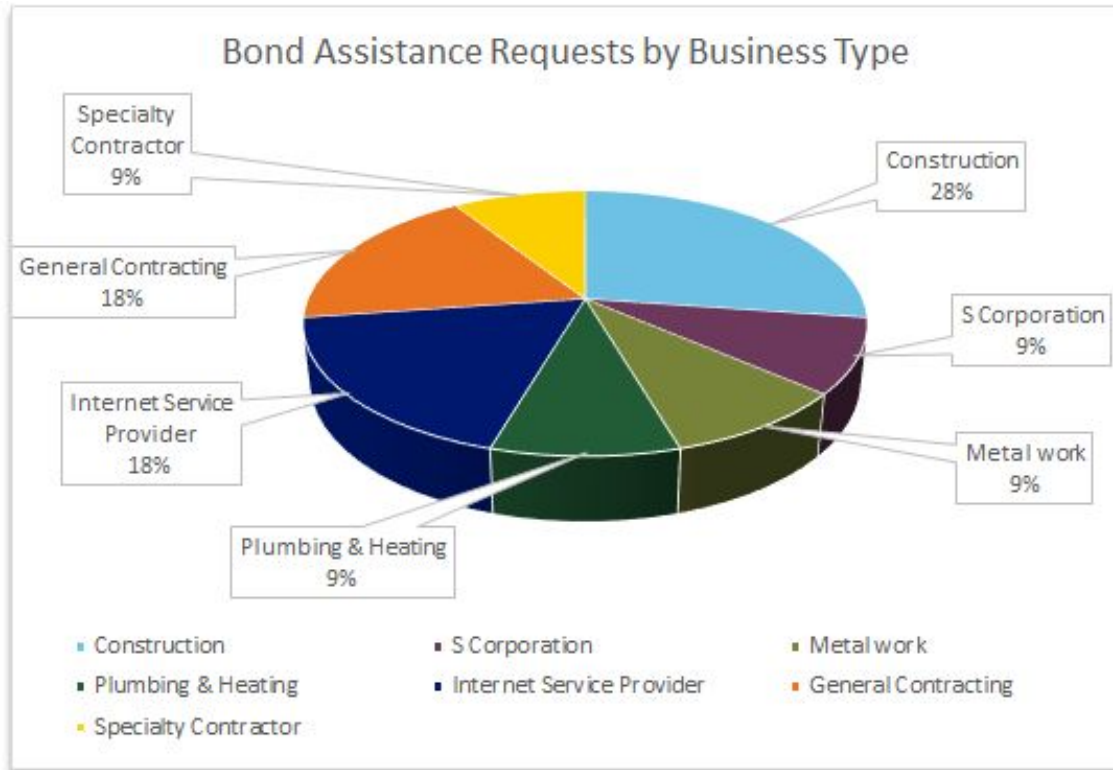
Metric: Train 75 employees in supplier diversity.

Outcomes



- Increase the utilization of historically underutilized primes, contractors and consultants
- Procurement - Increase opportunities for small and historically underutilized businesses in state procurement to:
 - Increase competition
 - Drive down costs
 - Benefit taxpayers and the state economy

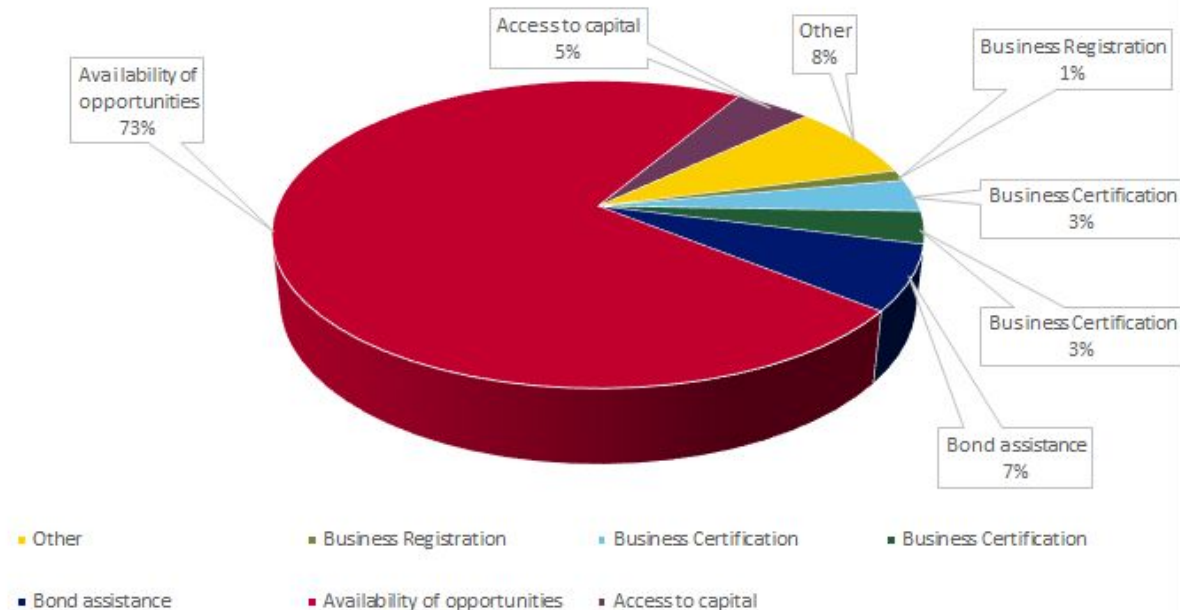
Accomplishments



Accomplishments



Navigator Help Desk Requests by Assistance Type



Communications



Goals



#ColoradoForALL Campaign

Engage State employees in quick equity-centered learning opportunities through the #ColoradoForALL social media & newsletter campaign.

Metric: Achieve 75,000 impressions per year.

Statewide Equity Office Webpages

Facilitate State employee engagement in Statewide Equity Office information, resources, and engagement opportunities.

Metric: Achieve 7,000 page visits per year.

Outcomes



- State employees will expand their cultural awareness and the knowledge of equity-centered engagement opportunities
- State employees have access to helpful Statewide Equity Office information, resources, and engagement opportunities

Accomplishments



122.2K
Impressions

(Jan. - Oct. 2024)

14.1K
Page Visits

(Jan. - Oct. 2024)

Additional Opportunities



And yet there is more...

- Nationwide EDIA Consortium lead by Colorado and Arizona
- Accountability mechanisms built into project plans
- Language Inclusion Program
- Supplier Diversity Directory and verifications

Contact the Statewide Equity Office: dpa_statewideequityoffice@state.co.us