



# Cross Agency Equity Strategy

# Agenda

## Our Why

- ☐ Equity and Inclusion Focus
- ☐ Contextualizing Antiracism: Policies and Practices

## Background Context

- ☐ National, State, Local

## Policy change

- ☐ DADO Enforcement: Protected Class Addition
- ☐ Replacement of term “illegal alien” in the municipal code

# Supporting Agencies

Mayor's Office of Social Equity and Innovation  
Office of Immigrant and Refugee Affairs  
Economic Development and Opportunity  
Office of Anti-Discrimination  
City Attorney's Office

# Collaboration

## Mayor's Office of Social Equity and Innovation

The Mayor's Office of Social Equity and Innovation shall lead efforts to remove social inequity and race and social injustices by identifying and eliminating racism through the changing of systems, organizational structures, policies and practices with a clear antiracism priority.

## Office of Immigrant & Refugee Affairs

The Denver Office of Immigrant & Refugee Affairs promotes greater awareness and integration of immigrant and refugee residents in Denver. We partner with nonprofits, community-based organizations, residents and government agencies to develop and implement policies, practices and programs that influence the various paths of immigrant integration.

## Anti-Discrimination Office (DADO)

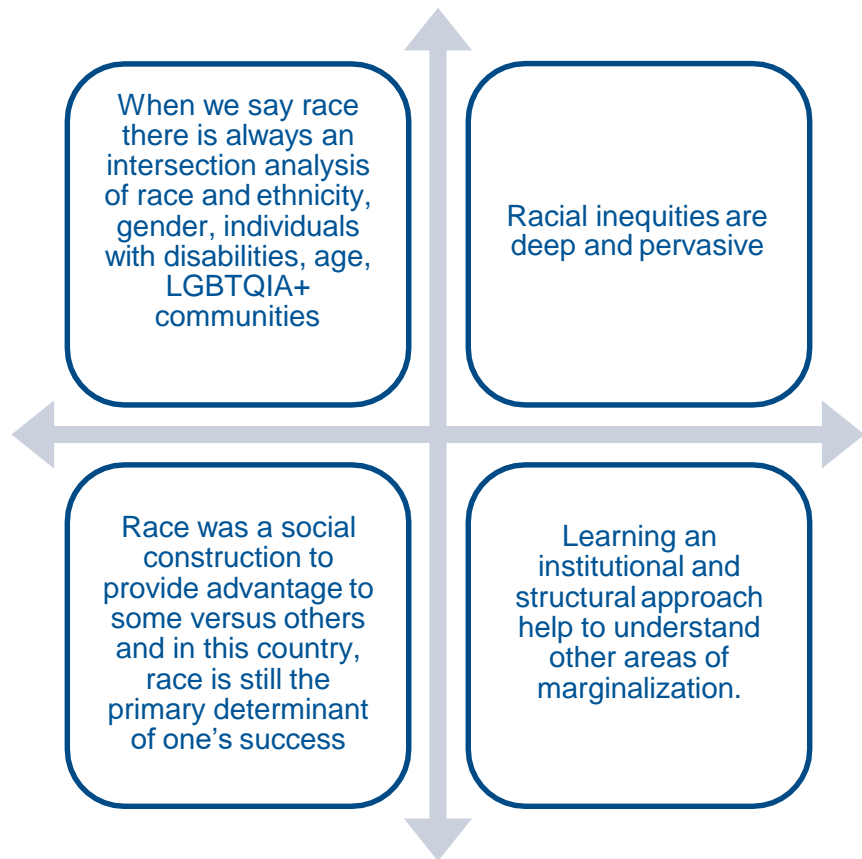
DADO works toward putting an end to discrimination in employment, housing and commercial space, public accommodations, educational institutions, and health and welfare services on the basis of race, color, religion, national origin, ethnicity, citizenship, immigration status, gender, age, sexual orientation, gender identity, gender expression, marital status, military status, disability, and source of income.

# Key Terms

**Racial Equity:** A systemic endeavor, resulting in equitable opportunities and outcomes where race and ethnicity can no longer be used to predict life outcomes, and outcomes for all groups are improved.

**Inclusion:** Inclusion means that all people, regardless of their layer of diversity, have the right to belonging and contribute.

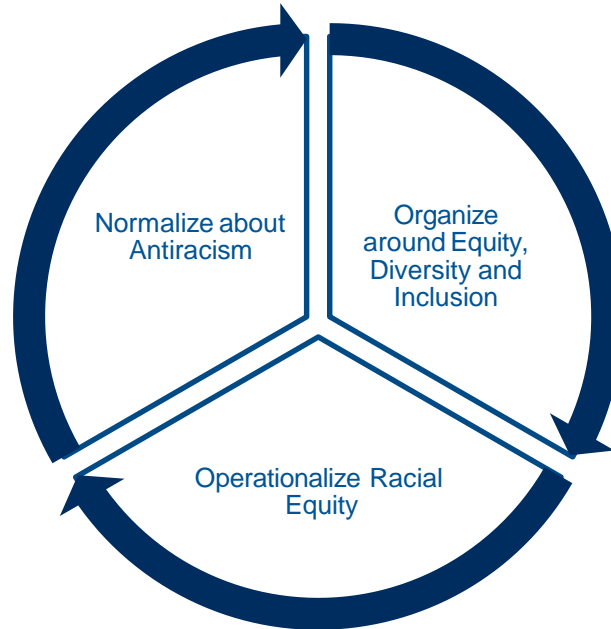
**Antiracism:** To be a racist is to constantly redefine racist in a way that exonerates one's changing policies, ideas, and personhood." It includes addressing the nexus between racist policies and racist ideas that produces and normalizes racial inequities. Racist ideas are built on notions of racial superiority and racial stereotypes that categorize BIPOC communities as racially inferior, which is how we formulate racial stereotypes. To be antiracist also means addressing policies and practices that created the cumulative and compounding effects of structural racism.



Race explicit not  
exclusive.....

To build our capacity across the City, our strategy follows the GARE Theory of Change:

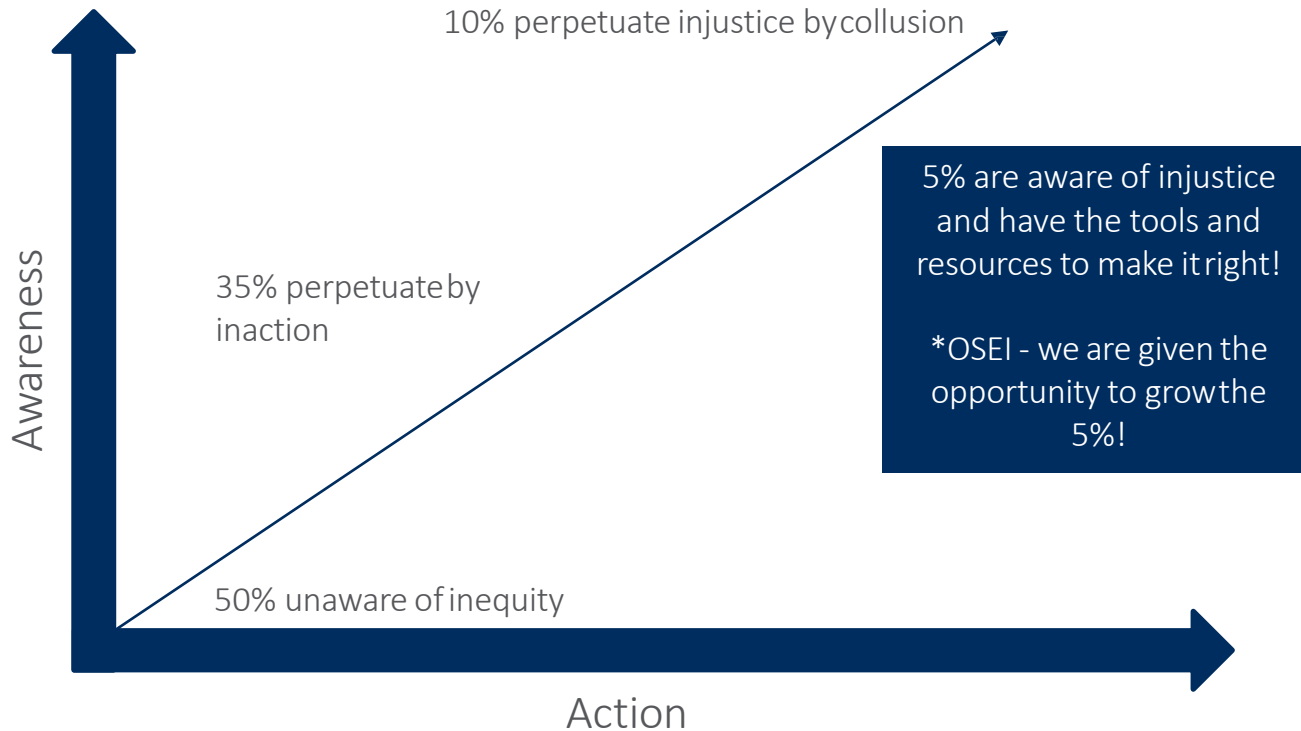
Belief: Ongoing education & Learning is foundational to growth.



Belief: Alignment and a data driven approach to continuous improvement is key.

Belief: We remain committed for long-term sustainable change to ultimately close gaps.

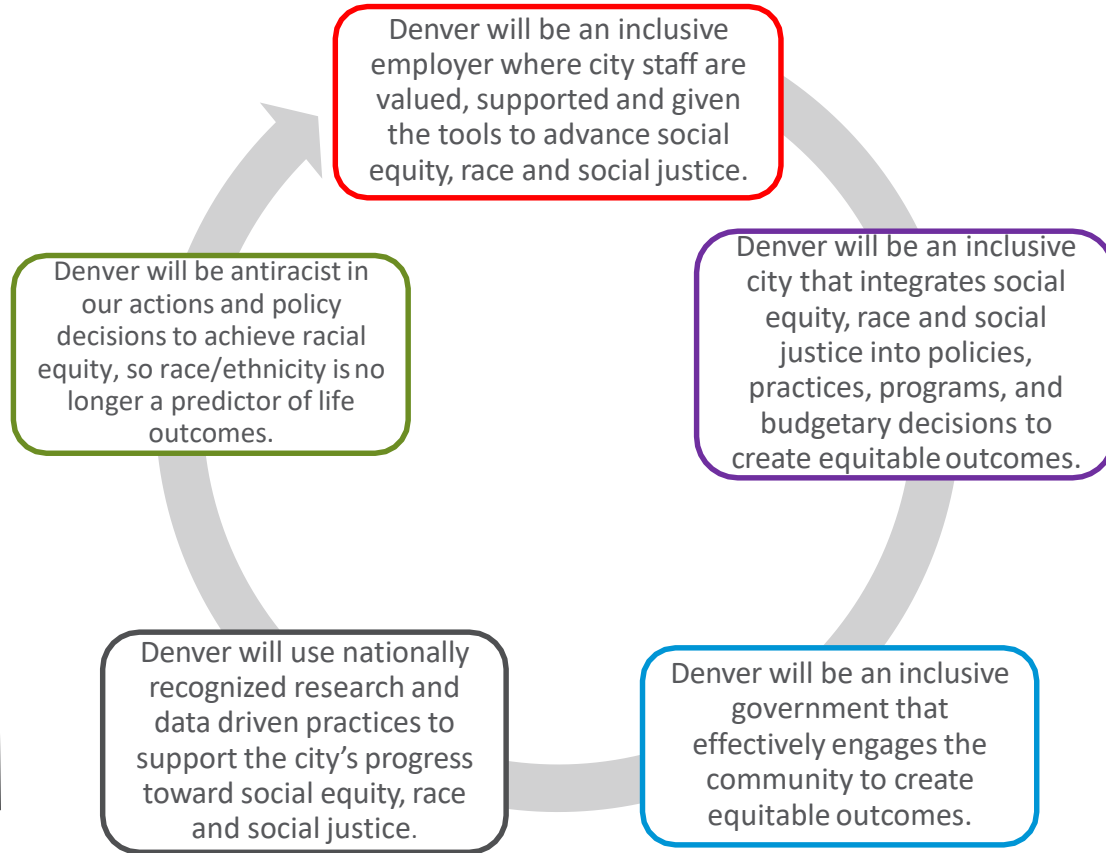
# BARRIERS TO ADDRESSING INJUSTICE





# Strategic Framework

## CITYWIDE EQUITY GOALS



# Operations

## Equity Integration

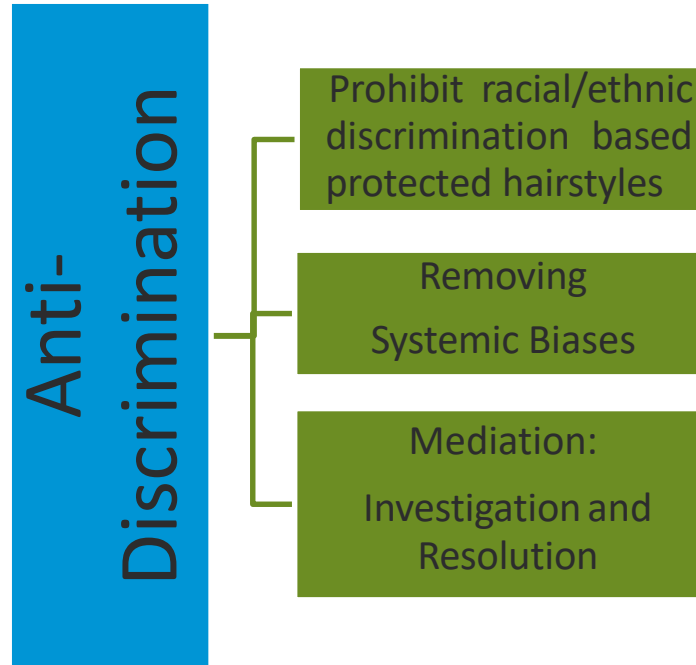


# Contextualizing antiracism: Policies and Practices

"Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

(NAC International Perspectives: Women and Global Solidarity)

# Contextualizing antiracism: Policies and Practices



## Denver Anti-Discrimination Office (DADO)

Established in 1990 by City Council, DADO ordinance “Prohibition of Discrimination in Employment, Housing, and Commercial Space, Public Accommodations, Educational Institutions and Health and Welfare Services”, of Chapter 28 of the Revised Municipal Code. DADO conducts investigations, promotes conciliation, and may hold administrative hearing and orders or other enforcement procedures.

# Denver Context

DADO

Current  
State

State Crown Act – Signed into law on March 6, 2020

Future state

- Potential City and County Denver's antidiscrimination Ordinance would be amended by adding Protective Hairstyle

**Changing  
Landscape of Civil  
Rights** – since  
2019 DADO has  
expanded from 10  
to 16 protective  
classes

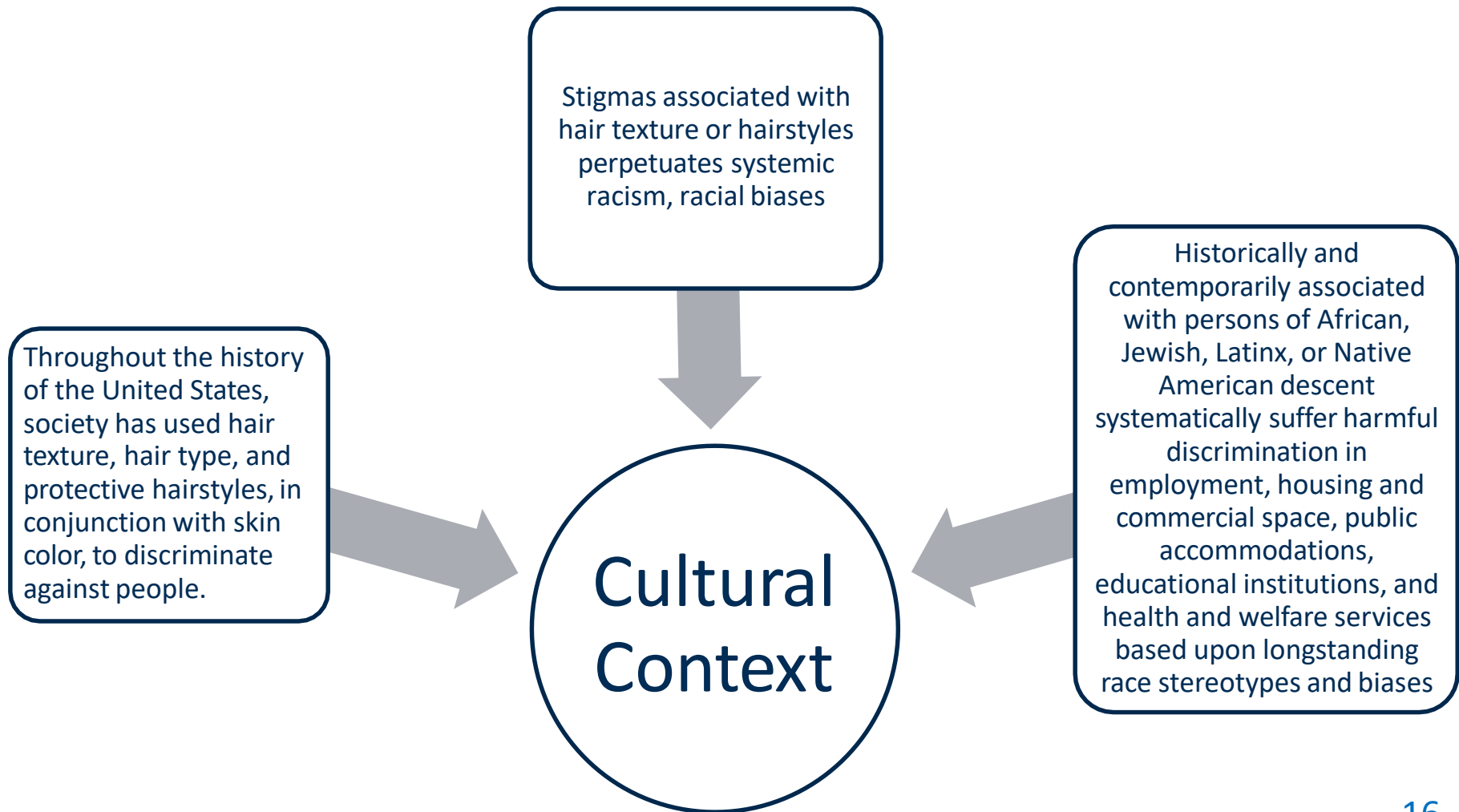
Future State

State Crown Act – Signed into law  
on March 6, 2020

Statutory  
Definition  
and  
Language

- Potential City and County  
Denver's antidiscrimination  
Ordinance would be amended  
by adding Protective Hairstyle

**DADO**





DADO continues to ensure and sustain safe spaces for individuals expressing identity and promote authentic dialogue about emotionally charged issues – Enforcing civil rights from a community perspective

## Enforcement Framework

The DADO ordinance provides protection in:  
Race, Color, Religion, National Origin, Ethnicity, Citizenship, Immigration Status, Gender, Age, Sexual Orientation, Gender Expression, Gender Identity, Marital Status, Military Status, Disability of any individual,

**\*Protective Hairstyle**

\* Proposed

# DADO Enforcement

# Language to replace term “illegal alien”

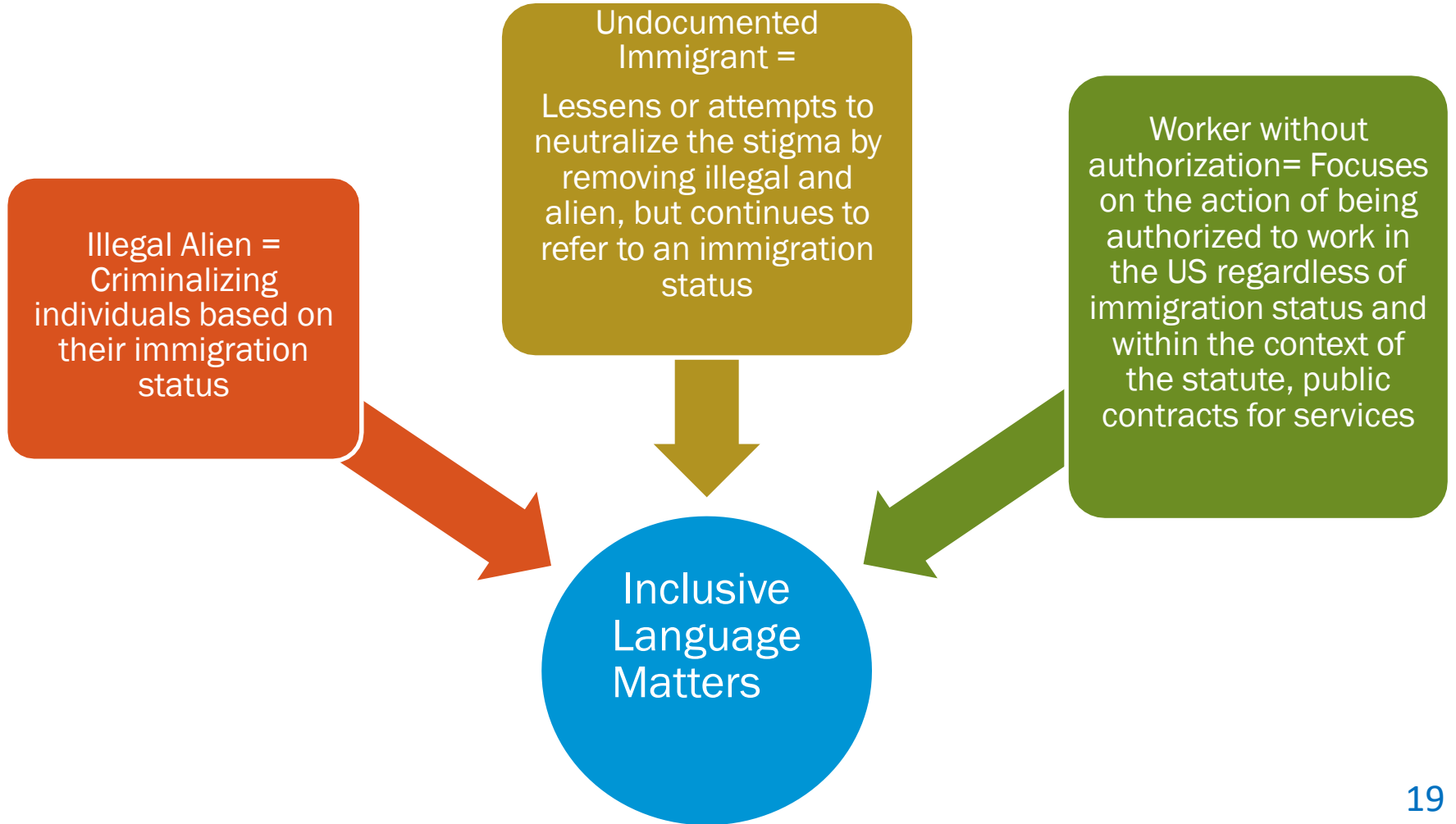
## Current Federal Term

- 8 US Code 1101 - (3) The term "alien" means any person not a citizen or national of the United States
- 8 U.S. Code § 1324a - Unlawful employment of aliens – refers to “aliens” as unauthorized aliens
- Current Biden policies direct federal agencies, U.S. Immigration and Customs Enforcement and Customs and Border Protection to use term “undocumented citizen” instead of “illegal alien”

## Current CO state term

HB21-1075 – Signed into state law on 4/15/2021 and codified the term “unauthorized worker” to replace “illegal alien” from public contracts for services. Therefore, we are able to change municipal code.

Inclusive language  
matters



# Denver Language to replace term “illegal alien”

Inclusive language  
matters

Current  
Language

- [Denver Revised Municipal Code, Chapter 20, Section 20-90](#)
- The phrase “illegal alien” previously appeared in both Denver and Colorado statutes, as required federal language, as it relates public contract for services, specifically the employment or contracting of a person without work authorization

Proposed  
Language

- The term worker without authorization explains that a worker must be authorized by law to work in the US. It is person centered and individualized to the action of work, focuses on the context in which it is being used, and speaks directly to the goal of the federal statute seeking to ensure all persons hired to perform work are authorized to accept employment

# Changes to current Denver Municipal code

## Denver Crown Act

- 21-0773: Amends Article IV of Chapter 28 of the Denver Revised Municipal Code by adding the prohibition of discrimination based on a protective hairstyle.

## Replace “illegal alien”

- 21-0772: Amends Section 20-90 of the Denver Revised Municipal Code to update terminology from “illegal alien” to “worker without authorization” in conformance with recent changes to state law.

\*CAO has already been briefed on the upcoming change to contract language. Once Council adopts the change, Troy will distribute an updated contract clause to the contract attorneys for incorporation into agreements going forward.

# Contextualizing antiracism: Policies and Practices

“One either allows racial inequities to  
persevere, as a racist, or confronts  
racial inequities, as an antiracist.”

Dr. Ibram Kendi



# Questions

