



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





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.



When we say race there is always an intersection analysis of race and ethnicity, gender, individuals with disabilities, age, LGBTQIA+ communities

Racial inequities are deep and pervasive

Race was a social construction to provide advantage to some versus others and in this country, race is still the primary determinant of one's success

Learning an institutional and structural approach help to understand other areas of marginalization.

Race explicit not exclusive.....

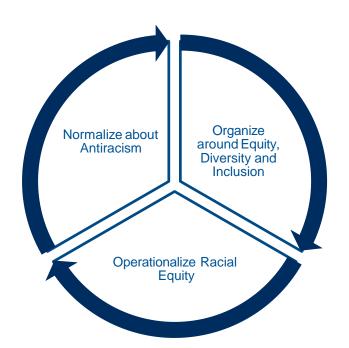


BUILDING OUR CAPACITY TO ADDRESS EDI

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

Belief: Ongoing education & Learning is foundational to growth.

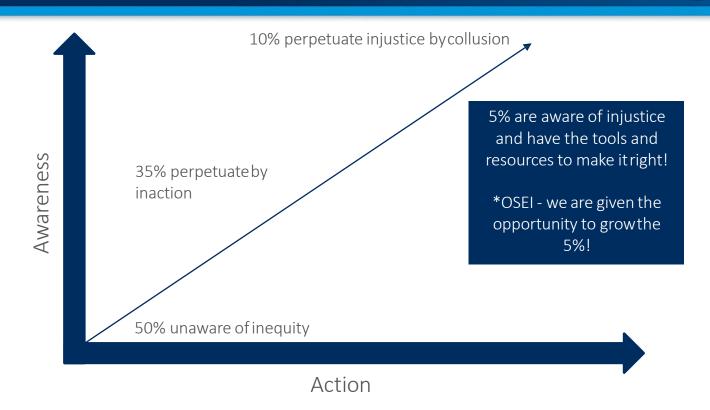
Belief: We remain committed for longterm sustainable change to ultimately close gaps.



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



BARRIERS TO ADDRESSING INJUSTICE



Strategic Framework

CITYWIDE EQUITY GOALS

Denver will be an inclusive employer where city staff are valued, supported and given the tools to advance social equity, race and social justice.

Denver will be antiracist in our actions and policy decisions to achieve racial equity, so race/ethnicity is no longer a predictor of life outcomes.

Denver will be an inclusive city that integrates social equity, race and social justice into policies, practices, programs, and budgetary decisions to create equitable outcomes.

Denver will use nationally recognized research and data driven practices to support the city's progress toward social equity, race and social justice.

Denver will be an inclusive government that effectively engages the community to create equitable outcomes.



Operations

Equity Integration

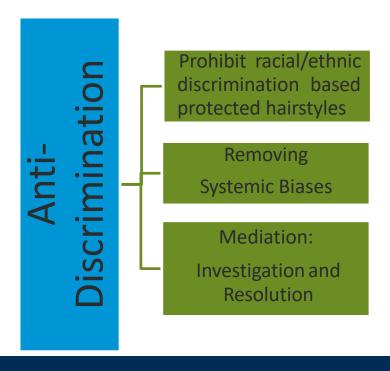




Contextualizing antiracism: Policies and Practices

"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."

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.





DADO



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



 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 Statutory Definition

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

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

DADO



Stigmas associated with hair texture or hairstyles perpetuates systemic racism, racial biases

Throughout the history of the United States, society has used hair texture, hair type, and protective hairstyles, in conjunction with skin color, to discriminate against people.

Cultural Context

Historically and contemporarily associated with persons of African, Jewish, Latinx, or Native American descent systematically suffer harmful discrimination in employment, housing and commercial space, public accommodations, educational institutions, and health and welfare services based upon longstanding race stereotypes and biases

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

DADO Enforcement



* Proposed

Language to replace term "illegal alien"

Inclusive language matters

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 "worker without authorization" to replace "illegal alien" from public contracts for services. Therefore, we are able to change municipal code.



Illegal Alien =
Criminalizing
individuals based on
their immigration
status

Undocumented Immigrant =

Lessens or attempts to neutralize the stigma by removing illegal and alien, but continues to refer to an immigration status

immigration status and within the context of the statute, public contracts for services

Worker without

authorization = Focuses

on the action of being

authorized to work in

the US regardless of

Inclusive Language Matters Denver
Language to replace term "illegal alien"

Inclusive language matters



- 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
- 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



