

Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

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  
Appropriations

**Senate Committees**

---

**A BILL FOR AN ACT**

101 **CONCERNING THE CREATION OF THE STATEWIDE EQUITY OFFICE IN**  
102 **THE DEPARTMENT OF PERSONNEL, AND, IN CONNECTION**  
103 **THEREWITH, MAKING AN APPROPRIATION.**

---

**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

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.

HOUSE  
Amended 2nd Reading  
April 28, 2022

bill outlines the duties and responsibilities of the office.

---

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.

1 (b) THE OFFICE SHALL:

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

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

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

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

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

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

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

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

1 follows:

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

6 **SECTION 3. Appropriation.** (1) For the 2022-23 state fiscal  
7 year, \$1,793,072 is appropriated to the department of personnel for use  
8 by the executive director's office. This appropriation is from the general  
9 fund To implement this act, the office may use this appropriation as  
10 follows:

11 (a) \$1,199,622 for personal services related to the statewide  
12 equity office, which amount is based on an assumption that the office will  
13 require an additional 9.1 FTE; and

14 (b) \$593,450 for operating expenses related to the statewide  
15 equity office.

16 (2) For the 2022-23 state fiscal year, \$324,064 is appropriated to  
17 the department of human services. This appropriation is from  
18 reappropriated funds received from the department of personnel under  
19 subsection (1) of this section. To implement this act, the department of  
20 human services may use this appropriation as follows:

21 (a) \$293,864 for personal services related to the statewide equity  
22 office, which amount is based on an assumption that the department will  
23 require an additional 3.7 FTE; and

24 (b) \$30,200 for operating expenses related to the statewide equity  
25 office.

26 (3) For the 2022-23 state fiscal year, \$194,878 is appropriated to  
27 the department of revenue. This appropriation is from reappropriated

1 funds received from the department of personnel under subsection (1) of  
2 this section. To implement this act, the department of revenue may use  
3 this appropriation as follows:

4 (a) \$172,228 for personal services related to the statewide equity  
5 office, which amount is based on an assumption that the department will  
6 require an additional 2.7 FTE; and

7 (b) \$22,650 for operating expenses related to the statewide equity  
8 office.

9 (4) For the 2022-23 state fiscal year, \$61,845 is appropriated to  
10 the department of regulatory agencies. This appropriation is from  
11 reappropriated funds received from the department of personnel under  
12 subsection (1) of this section. To implement this act, the department of  
13 regulatory agencies may use this appropriation as follows:

14 (a) \$54,295 for personal services related to the statewide equity  
15 office, which amount is based on an assumption that the department will  
16 require an additional 0.9 FTE; and

17 (b) \$7,550 for operating expenses related to the statewide equity  
18 office.

19 (5) For the 2022-23 state fiscal year, \$74,990 is appropriated to  
20 the department of health care policy and financing. This appropriation is  
21 from reappropriated funds received from the department of personnel  
22 under subsection (1) of this section. To implement this act, the  
23 department of health care policy and financing may use this appropriation  
24 as follows:

25 (a) \$67,440 for personal services related to the statewide equity  
26 office, which amount is based on an assumption that the department will  
27 require an additional 0.9 FTE; and

1 (b) \$7,550 for operating expenses related to the statewide equity  
2 office.

3 (6) For the 2022-23 state fiscal year, the general assembly  
4 anticipates that the department of health care policy and financing will  
5 receive \$74,990 in federal funds to implement this act. The appropriation  
6 in subsection (5) of this section is based on the assumption that the  
7 department will receive this amount of federal funds to be used as  
8 follows:

9 (a) \$67,440 for personal services related to the statewide equity  
10 office, which amount is based on an assumption that the department will  
11 require an additional 0.9 FTE; and

12 (b) \$7,550 for operating expenses related to the statewide equity  
13 office.

14 **SECTION 4. Safety clause.** The general assembly hereby finds,  
15 determines, and declares that this act is necessary for the immediate  
16 preservation of the public peace, health, or safety.