



HB26-1207

Disclosure of Demographic Workforce Data

Sponsors: Reps. Jackson & Bacon; Sens. Kipp & Danielson

CFI position: FOR

Chair and members of the Business, Labor, & Technology Committee,

My name is Esther Turcios, and I am the deputy director at the Colorado Fiscal Institute (CFI), a nonprofit, nonpartisan policy advocacy organization that advocates for people-centered tax, budget, and economic policies that advance economic prosperity.

I am submitting written testimony in strong support of HB26-1207.

CFI has long been a voice in the fight for data collection and transparency. We understand that when we have reliable, accessible, and transparent data—particularly as it relates to employment and workforce data—we can advance policies that will result in better workplace conditions for Colorado workers. HB26-1207 is a needed policy that allows Colorado to protect fairness and transparency in our workplaces in a moment when federal protections are being rolled back.

Through reliable data we can:

- Identify patterns of opportunity
- Identify barriers
- Strengthen businesses and the workforce.

HB26-1207 is a commonsense policy that is a low lift with a big payoff for our state. This bill ensures Colorado collects already existing data from private employers while putting us in alignment with many other states who remain competitive economic forces including California, Washington, Maryland, and New Jersey.

CFI thanks Representative Jackson and the sponsors of this legislation for their leadership in introducing this legislation. I ask for your yes vote on HB26-1207.

Thank you,  
Esther Turcios

Esther Turcios  
[turcios@coloradofiscal.org](mailto:turcios@coloradofiscal.org)  
Colorado Fiscal Institute

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April 2026

TO: Senate Business Labor & Technology Committee

RE: AAUW SUPPORTS HB26-1207--Disclosure of Demographic Workforce Data

Dear Committee Members:

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education, and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Despite efforts over the years to achieve equity for women in the workplace, we continue to lag behind men. This year, Equal Pay Day was not until March 26<sup>th</sup>. For minority groups such as Native American women, the Equal Pay dates occur as late as November.

Currently, private companies with more than 100 employees must file demographic data with the federal government. Considering the recent de-emphasis on diversity at the federal level, AAUW is concerned we may lose this important data for Colorado.

By requiring companies to provide this information to the state, HB1207 will help ensure that our work toward equity can continue without interruption. Since these employers are already required to file reports with the federal government, HB1207 will not create an undue hardship. HB1207 will also make it easier for researchers, journalists, and advocacy groups to analyze diversity trends in Colorado's private sector.

For these reasons AAUW is in strong support of HB1207 and respectfully requests your AYE vote in committee and throughout the process of becoming law.

Respectfully submitted,

A handwritten signature in blue ink that reads "Su Ryden".

**Hon. Su Ryden**  
**AAUW Colorado Advocacy Director**

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*American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education and advocacy.*



**Written testimony in support of 26-1207: Disclosure of Demographic Workforce Data  
Heather Thompson, MS, PhD on behalf of Elephant Circle, [heather@elephantcircle.org](mailto:heather@elephantcircle.org)**

Hello Madam Chair and members of the committee, my name is Heather Thompson and I am the Director of Research and Education at Elephant Circle, a birth justice organization rooted here in Colorado. Elephant Circle supports HB26-1207. We ask for your yes vote today.

I have a PhD in Molecular and Cellular Biology and have spent the last 20 years being involved in various data collection efforts in the reproductive justice field. I know that good data allows for good policies and that a lack of data can hide inequities. In business, transparency is foundational to economic justice.

There are three elements of this bill Elephant Circle thinks are important.

1. This bill does not require new data collection for companies with 100+ employees. These companies already collect and submit Equal Employment Opportunity demographic workforce data to the federal government. This bill simply requires that the same information be filed at the state level.
2. Collecting these data at the state level will allow Colorado to be a leader in its long-standing commitment to equal opportunity in the workplace. Instability in data collection at the federal level means that Colorado must ensure state data collection.
3. Reporting requirements are important to expose inequities and discrimination in the workplace. Elephant Circle thinks a lot about the ways opportunity is not the same for everyone - and how transparent data collection is essential to good policy.

HB26-1207 is not a radical policy. It is a smart policy embraced by other states with thriving business communities. Colorado should join these states by requiring state-level, transparent data collection on workforce demographics. Colorado is a leader and we should demonstrate this by passing this legislation. Elephant Circle supports HB26-1207 and we ask for a "yes" vote.

Thank you.

Testimony for Leslie Oliver, Vice President External Affairs, Denver Metro  
Chamber

HB 26-1207

Good afternoon Chair and members of the Committee. My name is Leslie Oliver, and I am here on behalf of the Denver Metro Chamber of Commerce in opposition to HB26-1207.

The Chamber supports fair workplaces, equal opportunity, and policies that help employers attract and retain talented workers. We also support thoughtful transparency when it is tied to clear policy outcomes. However, we have concerns that HB26-1207 relies on a reporting framework that was never intended for the purpose this bill proposes.

The bill would require disclosure of EEO-1 workforce data publicly to the State, which employers currently submit confidentially to the federal government for compliance purposes.

That information includes demographic breakdowns by race, ethnicity, gender, and job category. While often presented as aggregate data, in practice, these disclosures can still expose sensitive workforce patterns, particularly within smaller departments, executive teams, or specialized job classifications where headcounts are limited.

Once this information is made public or semi-public, which it would be in Colorado, it creates additional risks for Colorado employers and their employees, including data scraping, phishing attempts, and misuse by bad actors. Businesses today are already managing serious cybersecurity threats, and this bill adds another layer of unnecessary exposure.

Just as importantly, EEO-1 reports were not designed to measure pay equity, hiring discrimination, promotion practices, or workplace culture. They are blunt snapshots of workforce composition. They do not account for applicant pools, turnover trends, labor market realities, geography, remote work

structures, or industry-specific talent pipelines. Using incomplete data to draw sweeping conclusions will create more confusion than clarity.

Colorado should be cautious about imposing mandates that may be misunderstood or misapplied.

For those reasons, the Denver Metro Chamber respectfully asks for a no vote on HB26-1207. Thank you for your time and consideration.

*Innovative Skilled Therapy Services*



*~Working Together Makes Us Stronger~*

Dear Members of the Committee,

My name is Dr. Jan'Na Walker, and I am an Occupational Therapist practicing in Colorado. I am writing in support of HB26-1207.

In my clinical work, I support individuals with disabilities as they develop the skills necessary to enter and sustain employment. This includes task completion, communication, organization, and the ability to meet workplace expectations. Many of the individuals I serve demonstrate the consistency, motivation, and functional capacity required for success in entry-level and supported work environments.

Through this work, it has become clear that successful preparation for employment does not consistently translate into access to employment opportunities. I have supported several individuals who engaged in structured job readiness training, practiced interview skills, completed applications independently, and demonstrated reliability across tasks. Despite these efforts, they applied to multiple positions, followed through appropriately, and were not offered a single interview.

Employment is directly connected to independence, stability, and long-term well-being. When individuals who are prepared to work are not provided meaningful opportunities to enter the workforce, the impact is both immediate and cumulative, affecting confidence, participation, and overall quality of life.

HB26-1207 offers a reasonable and structured approach to better understanding these patterns. By collecting and reporting workforce demographic data, the state can identify trends that would otherwise remain difficult to detect. The bill does not mandate hiring practices or impose quotas. It supports transparency, which is essential for informed decision-making.

Access to clear and reliable data allows Colorado to more effectively evaluate workforce outcomes and strengthen pathways to employment for individuals across communities. From my perspective as an occupational therapy practitioner working directly with individuals with disabilities who are preparing for employment, this legislation represents an important and necessary step forward.

I respectfully ask for your support of HB26-1207.

Thank you for your time and consideration.

Sincerely,  
Jan'Na Walker, OTD, OTR/L

A handwritten signature in black ink, appearing to read 'Jan'Na Walker', written over a horizontal line.

Our mission is to provide exceptional service that will enhance every client's abilities & promote independence.

**Senate Business, Labor, & Technology**

**04/28/2026**

**HB26-1207 Disclosure of Demographic Workforce Data**

**Typed Text of Testimony Submitted**

<b>Name, Position, Representing</b>	<b>Typed Text of Testimony</b>
Jessica Calderon  For  themselves	To whom it may concern,  As an advocate for equity in my personal and professional life, I support HB26-1207 because transparency is essential to addressing disparities that too often remain hidden. Demographic workforce data helps us identify inequities, expand opportunity, and build a stronger, fairer economy for everyone in Colorado. I am asking that you support this bill so that Colorado can live up to our values and ensure we are willing to look at the data to ensure that we all thrive.  Respectfully,  Jessica Calderon  Community advocate and public servant
Julia Torres  For  themselves	Lack of transparency is one of the surest ways to avoid accountability and evade justice. I have up until this point been proud to live in a state that has historically worked to be on the side of justice and to right wrongs that are permitted and encouraged in adjacent states and the nation. There may be blatant discrimination in the workplace elsewhere, but I have always been proud to say we stand against that here. However, we cannot ensure that discrimination in the workplace isn't happening without accurate data reporting and we cannot fix issues we do not identify or name. I know accurate data reporting of workforce data will help us identify disparities, strengthen opportunities and build an overall fairer economy which will keep Colorado desirable as a place to live and work. I have lived here for almost 20 years. I have raised two children here and as an educator of countless Colorado children and I hope my testimony counts for something. It is honest and true. Thank you for taking the time to read it. Sincerely--Julia Torres, educator, mother, librarian.

Dear Chair and members of the Business, Labor, & Technology Committee:

Boulder County respectfully asks for your yes vote on HB26-1207, Disclosure of Demographic Workforce Data.

HB 1207 offers a strategy to ensure that workforce data that larger employers already collect will be shared with the state if there are any changes to federal reporting requirements.

Workforce Boulder County has a Business Services Team that helps employers meet their recruitment needs and develop a qualified, talented workforce. Workforce Boulder County understands the value of employer assessments and labor market information, providing tailored labor market information to provide up to date information to businesses.

By tracking demographic workforce data, business leaders and policy makers will be better able to understand progress toward identifying and addressing systemic and organizational disparities. Tracking the workforce statistics about race, ethnicity, gender, and job categories of employers in Colorado will provide an insight into an organization's hiring, opportunities for advancement, retention, and termination.

Also, HB 1207 provides a straightforward transparency measure that will help make Colorado's economy stronger by identifying barriers to opportunity and the creation of informed solutions. This transparency can help foster an engaged and empowered workforce and greater economic vitality.

Boulder County thanks Senators Kipp and Danielson for bringing HB 1207 forward and respectfully asks for your yes vote on this bill.

Thank you for your consideration.

**Tamara S. Rhone**  
**TamRho, LLC**  
**2845 Niagara Street**  
**Denver, CO 80207**  
**303-909-8826**

[tamarasrhone@gmail.com](mailto:tamarasrhone@gmail.com)

**April 27, 2026**

**The Honorable Chair and Committee Members of HB26-1207,**

**My name is Tamara Rhone. I am a retired educator and a native resident of Denver, CO. I am strongly support HB26-1207. Historically, I come from a marginalized population as both female and African-American. In my 71 years of life, I have witnessed case after case where individuals who are well qualified have been overlooked when it was clear they were the “most qualified” or “best person for the job.” This bill provides an avenue for “employer accountability through disclosure of demographic workforce data.” It is a privilege to do business with the State of Colorado.**

**Workers from Black and other ethnic minority groups are dealing with a pervasive marginalized atmosphere due to the current attitudes of leadership in this nation. Blatant racism, bullying and unfair treatment in the workplace have become commonplace. Frankly, this is something that many in my age group fought so hard to eradicate before and during the civil rights era. Sadly, we are watching history repeat itself.**

**As a part of the commitment of fairness, equity and disclosure, businesses should be compelled to keep accurate records identifying race, gender, and ethnicity for every job category. Historically, this nation has often overlooked qualified applicants due to a variety of unethical**

**reasons. This bill would provide an avenue to reduce such action with private entities. Laws are necessary to provide statistics and accountability. Transparency is key!**

**My hope is that this will encourage large vendors to seek and employ qualified individuals from diverse backgrounds. Our workforce should certainly reflect the thing I find most unique about this state and our nation – diversity!**

**For these reasons, I strongly urge this committee to support HB 26-1207.**

**Thank you for your attention to this matter.**

**Sincerely,**

**Tamara Rhone, M.Ed**

April 27, 2026

TO: Colorado State Senate Business, Labor, & Technology Committee

RE: Support for HB26-1207 Disclosure of Demographic Workforce Data

Dear Chair Hinrichsen, members of the committee, and sponsors of HB26-1207:

My name is Lotte Lieb Dula, a resident of Denver and an advocate for efforts to level the playing field in employment for Coloradans of all backgrounds and ethnicities.

I support this bill requiring private employers doing business in Colorado with 100+ workers to report their EEO-1 workforce demographics to the Secretary of State, even if the federal EEO-1 requirement is later repealed.

This is a straightforward transparency measure. Many employers already compile EEO-1 data as part of routine compliance. Using that existing, standardized dataset gives Colorado a clear, comparable picture of who is employed in which job categories, over time, and across industries. What gets measured can be governed. What stays invisible stays unaccountable.

This bill increases accountability in three practical ways. It creates a statewide baseline that enables Colorado to spot patterns in hiring, job assignments, promotions, and retention. It helps employers and policymakers target workforce development investments where pipelines are breaking and turnover is highest. It protects continuity so that Colorado's ability to see labor-market reality does not depend on political shifts in Washington.

This bill benefits everyone. When businesses exclude or overlook talent, they increase turnover, prolong vacancies, reduce productivity, and pass costs onto consumers and taxpayers. Transparent data supports fair competition by rewarding employers who build strong, broad talent pipelines.

EEO-1 reporting will not solve every barrier on its own, but it will provide Colorado with durable, consistent information to evaluate progress, develop solutions, and ensure that large employers benefiting from Colorado's markets and infrastructure are accountable to the people who power this economy.

Thank you for your consideration.

Respectfully,

A handwritten signature in black ink that reads "Lotte Lieb Dula". The signature is written in a cursive, flowing style.

Lotte Lieb Dula