



April 2023

To: House Business Affairs & Labor Committee
Re: SB23-058—Job Application Fairness Act

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.

AAUW has led the fight for economic empowerment for women, and we have made progress over the years. Yet there is still work to do. Senate Bill 58 addresses the ageism that exists for both women and men in the job application process. It is time to stop using age as a disqualifier for career advancement.

AAUW of Colorado believes Senate Bill 58 will help level the playing field and move our economy forward by capitalizing on the wealth of experience and talent that is too often overlooked.

For these reasons, AAUW of Colorado strongly supports Senate Bill 58 and requests your YES vote in committee and throughout the process of becoming law.

Respectfully submitted,

A handwritten signature in blue ink that reads "Su Ryden". The signature is written in a cursive style and is enclosed in a light blue rectangular border.

Su Ryden
AAUW Colorado Public Policy Co-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.

House Business Affairs & Labor

04/05/2023 Upon Adjournment

SB23-058 Job Application Fairness Act

Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Jimmac Lofton For American Association Retired Perons	<p>My first job out of college became a twenty-five year career in financial services. I supervised and managed a small team of twenty-thirty people on behalf of a NYSE brokerage firm. My duties included hiring and terminating personnel, a fact germane to the heart of this bill. Over time I admit that I developed a bias as it pertained to the hiring process.</p> <p>After careful consideration thirteen years ago I decided to leave the business. Given my background I felt my skill set would easily translate into a corporate role. Looking back it was clear that my resume lacked the muster to overcome the fact that I was a middle-aged male in the throes of a life change. Needless to say my search was not fruitful, sadly not one offer for an interview.</p> <p>The heartbeat of this bill is to incrementally change the ability of search algorithms and hiring managers to eliminate candidates solely on age, an outcome that is sorely needed as our aging working population grows and the fiscal restrictions placed on social safety nets increase.</p>
Jennifer Goodwin Against themselves	<p>Jennifer Goodwin - I oppose SB23-058 as a business person because it is necessary to discern who has the qualifications to do the job at hand. Any interference with the process of hiring is bad for business, efficiency and getting the job done. It will hurt college graduates, high school graduates and older people entering the job force as they will possibly be discriminated against whether they have the qualifications to do the job or not. VOTE NO on</p> <p>SB23-058. Thank you for your service.</p>
kathleen flynn For AARP	<p>Mr Chair, members of the committee,</p> <p>My name is Kathleen Flynn. I am here as a volunteer advocate representing AARP in favor of SB 058. We have over 630,000 AARP members in Colorado and about half of those are in the workforce.</p> <p>Some other Coloradans over age 50 would like to be in the workforce but are overlooked because of their age. As you probably know most resumes and applications are scanned by machines, not people, and the scanners look for certain words or phrases that the employer seeks in an employee. If the application includes a field that asks for age, or the date of graduation from high school or college, and the employer chooses to</p>

	<p>discriminate based on age, that applicant is disqualified without even an interview.</p> <p>I was laid off from a technology position when I was 53 years of age. I took it upon myself to not disclose my graduation dates unless the application required it. Eventually I found employment in that field, which is generally considered a younger person’s profession.</p> <p>This Bill will help to level the playing field for those who may be older than other applicants, but who may also have excellent credentials and more years of experience. At least he/she could be considered on merit and not just age.</p> <p>We urge you to vote yes on this Bill.</p>
<p>Mike Kohler For Partnership for Age Friendly Communities</p>	<p>My testimony today relates to my professional history as I make the case for how the Act helps well qualified job seekers to simply earn a conversation.</p> <p>I’ve held executive positions that included hiring responsibilities and learned to hire candidates with the right skills, not pedigrees. As a business leader, I was pleased to see a bill that not only is budget-neutral for businesses but also helps modernize hiring practices by stripping out age bias.</p> <p>In the past eight years, I’ve led a training program for HR professionals and hiring managers for the Larimer County Workforce Center. The curriculum is focused on the subject of skills-based recruitment and hiring. In fact, my training program enjoyed full support of CDLE and the Governor’s Office on the Future of Work, so I found it surprising when the brakes were tapped on this bill when it matches what we’ve trained employers to do.</p> <p>In a sense, I was the “poster child” of the program, not just the coordinator. When I moved to Fort Collins in 2014, I was fortunate that Larimer County looked past the resume and focused on my skills. I had no prior history in HR or government work, but my skillset got their attention. A success story from my training is an employer we trained to use a</p>

	<p>redacted application process that stripped out personal identifiers and helped them hire a new data analyst last year - a 70-year-old woman.</p> <p>Unfortunately, that story and mine are the exceptions, not the rule.</p> <p>The reality on the job seeker side is different. With Larimer County, I've heard the frustrations of many highly qualified applicants who felt they were victims of age bias. They typically didn't have hard evidence to cite, or if they did, they were reluctant to speak out and risk being considered "troublemakers." Their greatest frustration is with not even getting the opportunity to tell their story, with graduation dates as the quickest eliminator.</p> <p>The Act isn't a cure-all, but the point is to at least give job seekers a better chance to earn the conversation. Because in my case and in the case of the 70-year-old business analyst, that sealed the deal.</p> <p>That's why I urge your support for an Act that has no financial impact and virtually no logistical impact on employers but helps older adult job seekers.</p> <p>Quick final note: I changed jobs in January, accepting a full-time teaching position in a Purdue University master's program, so I'd say older adults still have some tread left on the tires.</p>
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March 22, 2023

To: The House Business Affairs and Labor Committee of the Colorado General Assembly
From: Ranelle Randles, League of Women Voters of Colorado

Re: SB23-058 Job Application Fairness Act SUPPORT

The League of Women Voters is a nonpartisan organization that encourages active participation in government and influences public policy through education and advocacy. Our membership spans the state of Colorado with 19 local leagues operating in several regions of the state. On behalf of our state League's Legislative Action Committee, I urge you to support SB23-058.

The League of Women Voters supports policies that promote equal opportunity; we believe that every individual should have the opportunity to be economically self-sustaining.

We urge you to support this bill, given its intent to eliminate potential employer discrimination on the basis of age. This bill would level the playing field for applicants by removing age as a potential factor in employer selection processes.

According to an AARP national survey from December 2020, nearly 80% of older workers have seen or experienced some form of age discrimination, and women of color are most impacted. Colorado has more than 1.3 million Coloradans age 60 and older, and this population is expected to double over the next decade.

This bill would also help younger workers in their child-bearing years who may face bias, if an employer anticipates a leave from the workforce.

It is important to remove perceived bias in the hiring process and allow applicants to be evaluated solely on the merits of their qualifications. And it is critical that we allow individuals the opportunity to create economic stability for themselves and their families.

The League of Women Voters of Colorado urge you to vote YES on SB23-058.

Ranelle Randles
Volunteer Lobbyist
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