



# *Colorado Department of Local Affairs*

**Inclusion, Diversity, Equity, and Accessibility**  
**CCCMA Conference**  
**April 2023**



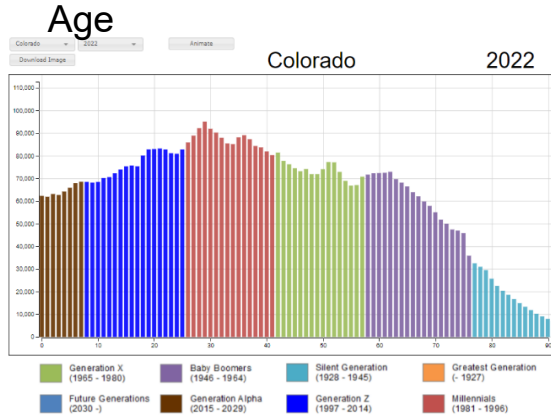
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# Community Assessment/Market Analysis

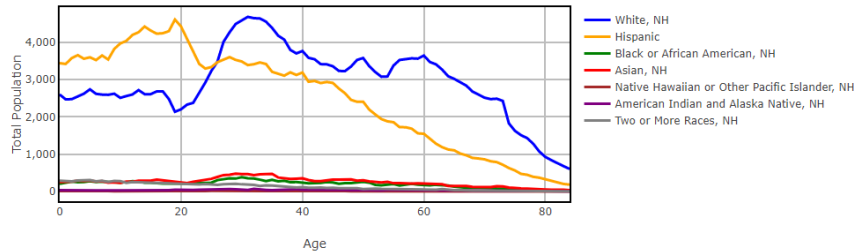
- Every community is unique and has different characteristics
- Age, Income, Language, Industries/Careers, Gender, Race/Ethnicity, Family type, Renter/Owner, Disability characteristics, etc.
- What are the characteristics of your community and how have they been changing?



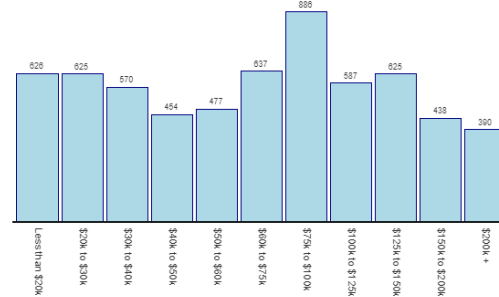
# Who Are We?



Single Year of Age by Race/Ethnicity: Adams County, 2020

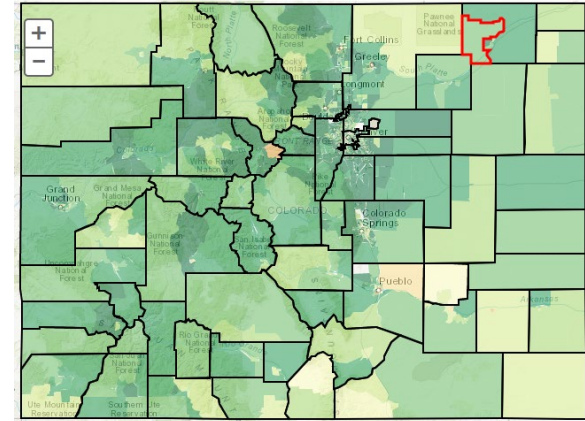


Household Income: Grand

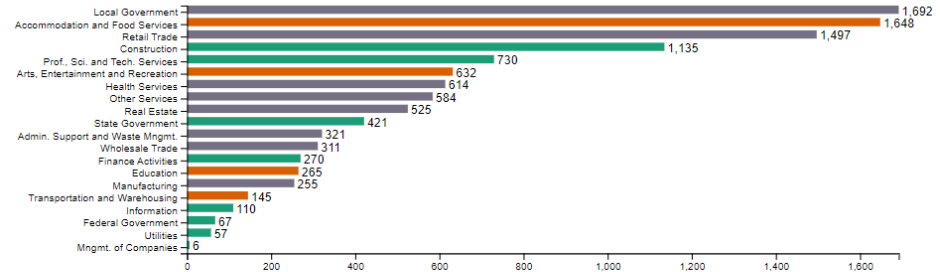


## Poverty by Age by Ratio

Source: Table B17024, ACS 2017-2021 5Y: Census Tracts



## Jobs by Sector: Chaffee County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.

Suppressed Job Sectors:  
Agriculture  
Military  
Mining

Data Source: Bureau of Labor Statistics Source Date: July, 2022  
Visualization by the State Demography Office, Print Date: 04/19/2023

11,710 Total Estimated Jobs

\$44,979 Average Annual Wage

2021 Employment Share by Wage

Low Wage Jobs: (\$21,728 - \$35,615) 23.0%

Mid Wage Jobs: (\$36,131 - \$51,557) 55.5%

High Wage Jobs: (\$59,317 - \$97,149) 21.6%



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# Resources

- Main - [demography.dola.colorado.gov](https://demography.dola.colorado.gov)
- Web maps of Census 2020 Data and American Community Survey, Age Visualizations - Characteristics of the population.
  - <https://demography.dola.colorado.gov/assets/html/gis.html>
- Colorado Demographic Profiles - One community - several topics
  - <https://gis.dola.colorado.gov/apps/ProfileDashboard2/>
- Contact the State Demography Office for assistance - Use Question link on main Demography Office website.



# Participant Survey

SCAN ME



# State IDEA Policy

We will only reach our potential as a state when all Coloradans can live, work, learn, play, and thrive in healthy, inclusive, and equitable environments. We do not build walls of exclusion in Colorado - we build ladders of opportunity. To achieve our goal of recognizing, embracing, and celebrating all identities and abilities, Colorado is committed to working together and leading the nation in equity, diversity and inclusion (EDI) efforts. Therefore, EDI are core values and top priorities to realize our vision of a Colorado For All.



# Statement of Partnership

In partnership with the Colorado Equity Alliance and other relevant stakeholder groups, create statewide standards of accessibility to guide agencies in ensuring State buildings, systems, vital documents, community meetings, and other communications and resources, including websites, are accessible to all Coloradans, regardless of ability or language. Where applicable, these standards shall be at or above the standards required in the Americans with Disabilities Act and the Colorado Anti-Discrimination Act.





# IDEA Framework





## Program Development & Design

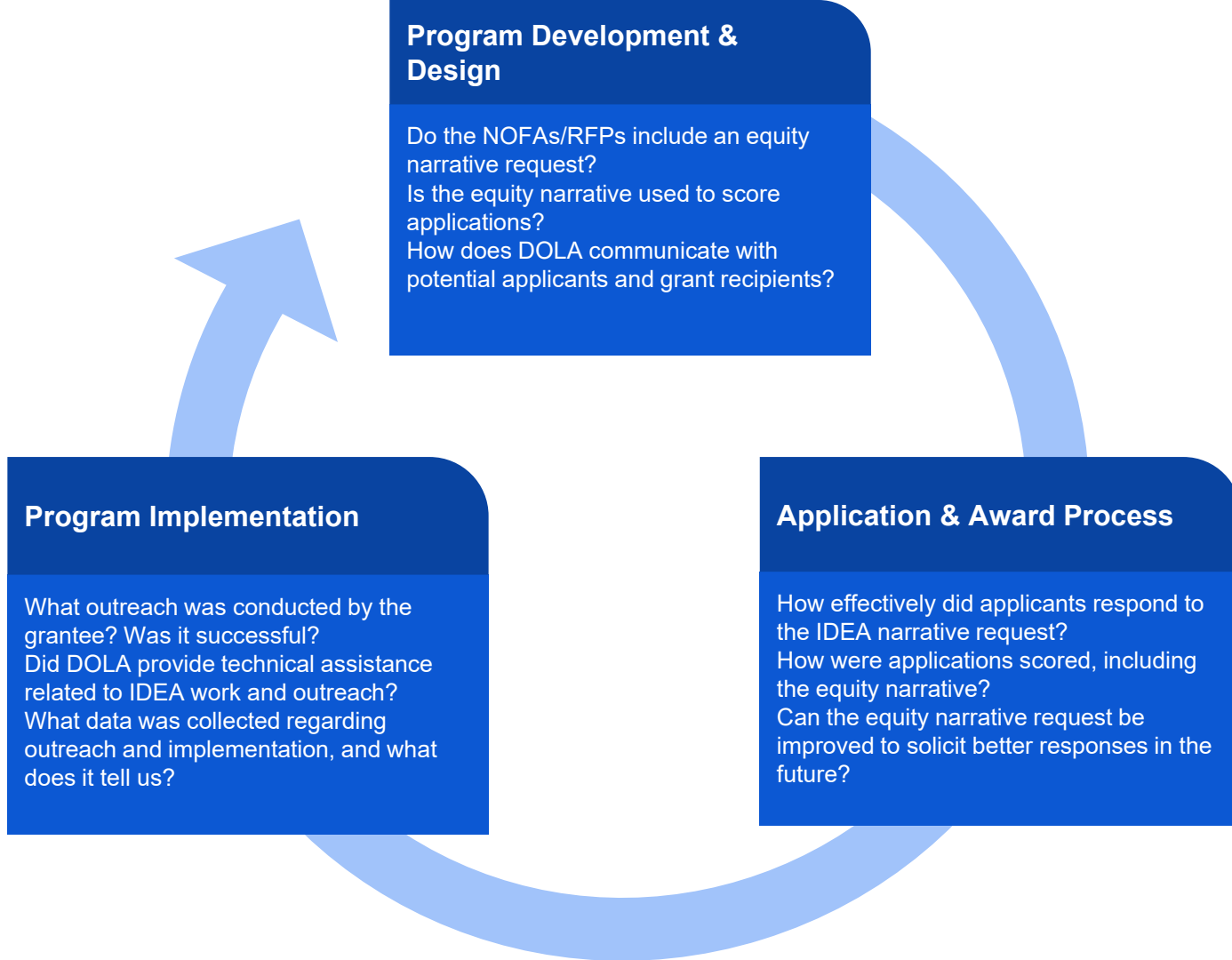
Do the NOFAs/RFPs include an equity narrative request?  
Is the equity narrative used to score applications?  
How does DOLA communicate with potential applicants and grant recipients?

## Program Implementation

What outreach was conducted by the grantee? Was it successful?  
Did DOLA provide technical assistance related to IDEA work and outreach?  
What data was collected regarding outreach and implementation, and what does it tell us?

## Application & Award Process

How effectively did applicants respond to the IDEA narrative request?  
How were applications scored, including the equity narrative?  
Can the equity narrative request be improved to solicit better responses in the future?



# *Our Work in DLG*

## DLG Internal Programs Assessment

In partnership with our Regional Managers, Program Managers, and Directors DOLA completed an IDEA Assessment Survey

### Survey Results

9 DLG Programs were assessed

Where

Who

What



## Pre-Award

What does our marketing look like?

Have we engaged in targeted outreach?

Are we targeting communities, non-profits, organizations with mutual goals and values?

Have we instituted an LOI process for potential grantees?

## Active Award

What technical assistance have we offered?

What technical assistance is needed?

## Post-Award

Again, what technical assistance have we offered?

What technical assistance is needed?

Are we present at Community Meetings?

Division of Local Government

<b>Geography</b>	Expenditures primarily on Rural & Rural Resort communities
<b>Focus Populations</b>	
<b>Equity Metrics</b>	
<b>End Users</b>	
<b>Technical Assistance</b>	
<b>Outreach</b>	
<b>Lived Experience</b>	

## DLG Key Findings

Utilization of Regional Managers has enabled DLG to provide higher levels of technical assistance and targeted support

Better able to influence and address IDEA within applications and program implementation because of closer contact with RMs and stakeholders and smaller scale of some programs

Working on identifying areas of need

# What does the Division of Local Government expect of local governments?

- Colorado for All = Governance for All
- Examples of IDEA Programming
- Plan to address IDEA considerations for all funding applications





# Local IDEA Ideas – Where Should We Start?

- . Governance for all
- . What do we need?
- . What are we being asked to do?
- . Community Examples



# 5 Community Inclusion Questions to Ask

- Is there infrastructure inequity in your community?
- Where are resources concentrated?
- Do your elected officials reflect your community's demography?
- Does your leadership staff reflect your community's demography?
- Are your public meetings restrictive, inaccessible, or unwelcoming?



## 5 Project IDEA Questions to Ask

- Who benefits the most from this project?
- Who benefits the least?
- What is the driving factor behind this project and its priority?
- Is there sufficient capital planning?
- Is there historic harm?



# IDEA Solutions to Explore

- Data
- Mapping
- Elected Representation
- Appointed Representation
- How can public participation be improved?
- How can projects be planned to address historic harm?



# Institutionalizing IDEA in your community

- Policy Is Always A Good Start
- Equity Lens Policy Evaluation Tool
- Explore developing an Equity and Inclusion Plan
- Establish an employee committee or advisory board
- Explore establishing an office



# Survey Results!



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# Questions?



*Thank you!!*



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*Thank you*

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