



## **Support HB 17-1191 – Demographic Notes**

Sponsors: Rep. KC Becker & Rep. Herod

Demographic notes are an effective and innovative way to examine the impacts of potential legislation on different races, genders, ages, incomes, disability status, geographies and other demographic indicators. By studying disparities in these areas, lawmakers are better equipped to ensure their policies are truly aimed at the Coloradans they are intended to benefit. Developing equitable, targeted state policies must be an intentional part of any legislative strategy.

### ***What is a demographic note?***

Similar to a legislative fiscal note's evaluation of a bill's impact on state revenue, a demographic note evaluates how a bill impacts different demographics, including race, gender, age, income and geography.

### ***Why are demographic notes important?***

Demographic notes are a way for lawmakers to better understand the direct impact of their policies on Colorado families. For instance, a demographic note could aid a lawmaker in determining if a policy has a disparate impact on seniors or on rural Colorado. The note will provide information that allows lawmakers to ensure a policy intended to help certain Coloradans — for example, African-American women or disabled children — will directly benefit the intended population.

In Colorado, we value transparency and accountability in the lawmaking process. Understanding the effect a potential new law has on different Coloradans across the state is critical to making informed policy decisions. Moreover, demographic notes are a vital tool for reducing and preventing discrimination and inequities in state legislative policies.

### ***Examples of similar policies:***

*Minneapolis Public School Districts Equity Impact Assessment:* Beginning in 2008, the Minneapolis Board of Education agreed to include a similar evaluation in its decision-making process related to reorganizing school enrollment and transportation routes.

*Iowa & Connecticut Minority Impact Statements:* Both states have incorporated similar evaluations into the development of all new sentencing laws.

*King County, Washington's Equity & Social Justice Initiative:* King County is using an "equity impact review tool" to ensure that equity is a key component in the development and implementation of new policies, programs and funding decisions within the county.