



COLORADO OFFICE OF PUBLIC GUARDIANSHIP

POLICY 8: ENSURING SYSTEMIC EQUITY STANDARDS

Policy 8. Ensuring Systemic Equity Standards

The Colorado Office of Public Guardianship (OPG) is committed to ending discrimination and racism. The Colorado OPG will use its individual and collective power to address these issues to build a diverse workplace with inclusive practices, race-conscious policies, and transparent reporting.

Further, the Colorado OPG will work to contribute to the diversity and inclusivity of the communities of Colorado by following procedures where all individuals are valued, invested in, and supported towards their health and wellness.

The Colorado OPG will lead from a racial equity plan that stands on the pillars of Community Engagement, Leadership, and Learning and Growth.

- A. Community Engagement: The Colorado OPG will develop and implement equitable practices for, and with, our clients, their families, and other community members including:
 - i. Intentionally seeking and including clients' racial and ethnic perspectives in the development and implementation of culturally responsive care plans;
 - ii. Engaging families and community members with clients in the development and implementation of culturally appropriate and effective partnerships with care providers; and
 - iii. Invite and include community members to bring multiple cultural perspectives to examining and solving issues that arise.

B. Leadership: The Colorado OPG will ensure that racial equity guides employee actions and leads to improved client care and workplace practices by:

- i. Ensuring that client voices are routinely incorporated in decision making;
- ii. Recruiting, developing, employing, supporting, and retaining a diverse workforce of culturally responsive administrative, instructional, and support personnel;
- iii. Replacing any inequitable operational practices with systems that support implementation of this policy; and
- iv. Creating accountability systems and metrics for equitable results.

C. Learning and Growth: The Colorado OPG will work to increase their individual and collective capacity to serve a racially and ethnically diverse population by:

1. Ensuring a positive and supportive work environment that engages and supports every employee;
2. Collaborating as team members and administrators to create and implement culturally responsive practices; and
3. Identifying and eliminating practices that lead to the over- or under-representation of any racial or ethnic group.