

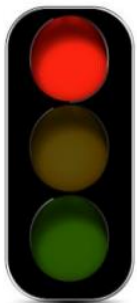


Mile High United Way's Policy and Equity Guide

We recognize that systems create barriers for historically marginalized groups, this includes access to voting. Our policy work centers on addressing inequitable systems. The Mile High United Way policy equity guide helps us determine whether a bill prioritizes equity. While we lead with a racial equity lens, we recognize there are historically marginalized groups (people and communities marginalized by systems) that should be taken into consideration when evaluating policy:

- People who identify as BIPOC (Black, Indigenous and People of Color)
- People who identify as women or girls
- Youth in or exiting the child welfare system
- Older adults (People aged 65 and older)
- Rural residents
- People experiencing homelessness
- People with low incomes (below 300% Federal Poverty Guidelines)

For each bill or ballot measure, we will apply this practice and provide the color **red** (harmful and/or may widen inequity), **yellow** (may maintain current inequities) or **green** (prioritizes equity). Not all the guiding statements may apply to all bills or ballot measures, and we are always working to refine our process to best support Coloradans.



Do Not Support: Harmful Policy

- Targets historically marginalized communities in a negative way
- Policy uses language that when analyzed or implemented negatively affects historically marginalized communities at higher rates
- Lacks support from historically marginalized community
- Does not account for historical trauma
- Provisions worsen inequities



Be Cautious: May Maintain Current Inequities/Fails to Advance Equity

- Policy may mention targeted support without concrete actions or resources to reduce inequities
- Some aspects may promote equity
- Lacks support from historically marginalized community
- Does not account for historical trauma
- Maintains current inequities



Support: Prioritizes Equity

- Policy prioritizes equity
- Centers on the needs and leadership of historically marginalized communities
- Influenced/recommended by an historically marginalized community
- Policy recommendations account for historical trauma
- Proposes effective ways to eliminate inequities