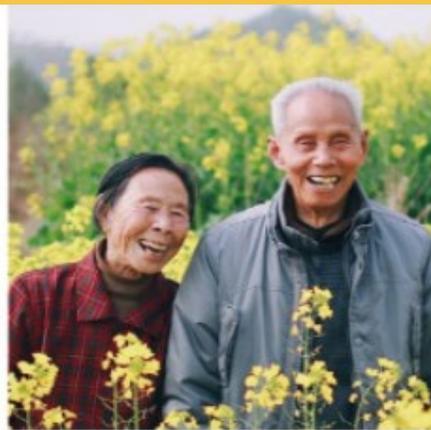




# EQUITY & OPPORTUNITY: PROGRESS & ACCOMPLISHMENTS



**2021**



## OVERVIEW

### Progress & Accomplishments

The One Utah Roadmap outlines policy priorities and suggested action items based on campaign promises and stated goals of Governor Spencer J. Cox and Lt. Gov. Deidre Henderson. The Roadmap focuses on six key priorities including Section Five: Equality and Opportunity, which highlights the administration's commitment to lead by example to improve racial and gender disparities in state government.

The Cox/Henderson administration believes that all Utahns should have equal opportunity and access to positive life outcomes. Personal attributes such as race, gender, nationality, religion, sexual orientation, and socio-economic status are viewed as valuable human assets that strengthen Utah's diversity landscape and are key to sustaining Utah's growing economy (Project Gateway: Equality & Opportunity Policy Memo, 2020).

The administration acknowledges, however, that women, people of color, and LGBTQIA+ communities in Utah have unique historical socio, cultural, and economic barriers preventing them from participating fully in our state. These barriers can be dismantled with thoughtful and cross-sector partnerships, proper systems restructure, and leadership buy-in across Utah state government.

It is important to note that the beauty and challenge of striving for true Equality and Opportunity, is that every single department, division, executive leader, manager, and frontline staff member is called to advance efforts that consider historically underserved, underrepresented and systematically marginalized populations. It is only through a coordinated and collaborative approach between ALL OF US, that we can help set a different course of outcomes for people with historically and systemically less access to opportunity, including women, people of color, rural communities, and LGBTQIA+ individuals. This work will require intentionality and commitment in order to see real transformation come to fruition to benefit all Utahns for generations to come.

Governor Cox said, "History teaches us that progress doesn't just happen. It requires forethought, commitment and deliberate action. These principles reflect a firm resolve toward racial justice, a direction toward equity and inclusion that will continue during my administration."

The charge set out in the One Utah Roadmap has resulted in a deep commitment by state and private sector partners to increase Equality and Opportunity in Utah. The following initiatives have been developed and implemented during the first 250 days of the Cox/Henderson administration as a way to drive change within systems, practices, policies, and resource allocation that seek to achieve equitable outcomes for communities that have largely existed within the margins. They include meaningful wins advanced by state partners and private sector leaders who have started the process of intentionally and thoughtfully thinking about policies, culture and climate and have taken actionable steps to address gender and racial disparities.

We look forward to continuing to tell the story of the challenges and the successes of the Cox/Henderson administration as well as recognize and honor the many leaders, both in the public and private sector that are committed to closing gaps, increasing opportunities, and advancing initiatives that are equitable, culturally affirming, compassionate, and maintain the dignity of all we serve.



## I. LEADERSHIP: LEAD BY EXAMPLE

### Support the Utah Compact on Racial Equity, Diversity, and Inclusion

The *Utah Compact on Racial Equity, Diversity, and Inclusion* invites leaders to sign and commit to the important value statement that was founded on the principles that all people are created equal and that all Utahns must have an opportunity to prosper. On January 4, 2021, Governor Cox and Lt. Governor Henderson signed the Compact at Fillmore City, Utah's first state capitol – making the Compact the first document signed by the new administration of Utah. Supporting the Compact was also incorporated into the One Utah Roadmap, signaling the intentions of integrating the principles of the compact to create greater inclusion, acknowledge racism exists, and work to address systemic barriers to increase access for historically underserved communities. Going beyond simply including their own signatures, the Cox/Henderson Administration tasked every Senior Advisor and Cabinet Leader to read and sign onto the Compact to ensure that the commitment to advance the principles and actions found within the document were integrated throughout state government efforts.

In the face of challenging rhetoric, resistance, and opposition to advancing equity efforts, the administration has remained consistent in their promise to engage in legacy work that eliminates barriers, increases access, and creates pathways for all Utahns to thrive.



*This isn't about political correctness, it's about human correctness. It's about kindness, decency and love for our fellow travelers. Indeed, it is about striving to deliver on the self-evident truths recognized from our founding: 'That all men are created equal and endowed by their Creator with certain unalienable Rights'.*

*-Governor Cox*

*The Compact's guiding principles include:*

1. Acknowledgment and action – We acknowledge that racism exists, and our actions make a difference. We call out racism wherever we see it and take purposeful steps to stop it.
2. Investment – We invest our time and resources to create greater opportunities for people of color. Eliminating racial and ethnic disparities requires our significant effort and investment.
3. Public policies and listening – We advance solutions to racial ills by listening and creating policies that provide equal opportunity and access to education, employment, housing, and healthcare.
4. Engagement – We engage to effect change. Broader engagement, equitable representation, and deeper connection across social, cultural, and racial lines will uphold the principle – “nothing about us, without us.”
5. Movement, not a moment – Utahns unite behind a common goal to create equal opportunity. We affirm our commitment will not just be a passing moment, but a legacy movement of social, racial and economic justice.

## *Appoint Senior Advisor of Equity and Opportunity*

As one of the first steps in advancing the mission of the Cox/Henderson administration to cultivate and promote a diverse, equitable, and inclusive Utah where employees and residents alike, are treated with dignity, compassion, and feel welcomed and empowered, a new position was created to help lead and coordinate equity, diversity, inclusion, and access (EDIA) initiatives. Nubia Peña was appointed to serve in a concurrent role as Senior Advisor of Equity and Opportunity and Director for the Utah Division of Multicultural Affairs. Ms. Peña advises on policy, strategy, and operationalizing equity practices in partnership with state leaders in order to dismantle barriers through thoughtful and cross-sector initiatives, proper systems restructure, and leadership buy-in across Utah state government. Ms. Peña also collaborates with state agencies to fulfill recommendations provided by the Cox/Henderson Transition Team and adopted in the One Utah Roadmap. She has been tasked to oversee [Section 5: Equality and Opportunity of the Roadmap](#), in partnership with Dr. Susan Madsen, which details the Cox/Henderson commitment to expand opportunities to communities that have unique historical socio, cultural, and economic barriers preventing them from participating fully in our state. These populations include women, people of color, and people who identify as LGBTQIA+.

## *Launch Interagency Council on Equity, Diversity, Inclusion & Access*

The One Utah Council on Equity, Diversity, Inclusion and Access (One Utah Council on EDIA) overseen by the Senior Advisor of Equity and Opportunity in partnership with DHRM, Chief Equity and Diversity Officers and state leaders, is an interagency partnership charged with ensuring there is alignment across equity efforts as we strive to create greater access to opportunities within state government. The One Utah Council on EDIA operates using a shared values process that is **Data Informed, Opportunity Driven, and People Inspired** to address disparities in our outcomes, including those based on race, geography, gender, orientation, ability, and economic status.

**ONE UTAH COUNCIL ON  
EQUITY, DIVERSITY, INCLUSION & ACCESS**  
DATA INFORMED. OPPORTUNITY DRIVEN. PEOPLE INSPIRED.

**VISION MAP  
NUBIA PEÑA** **2021**

As long as inequities impact Utahns' ability to be successful and to thrive, we have the opportunity to do better to help our entire state reach its full potential. Equity, diversity, inclusion and access (EDIA) are therefore essential core values and top priorities to achieve across our institutions.

The One Utah Council on EDIA's efforts will prioritize tenets of community engagement, collaboration across organizational partners to ensure shared vision, and work to create measurable outcomes to demonstrate progress in advancing equity in policies, programs, practices, decision-making and resource allocation. The efforts include but are not limited to:

1. Develop Utah's Equity and Opportunity Framework
2. Adopt and Implement Equity and Opportunity Impact Statements
3. Create Utah's EDIA Professional Development Network
4. Build Community & Mentorship Opportunities

The members of the One Utah Council on EDIA is composed of directors from cabinet agencies and agency-level diversity officers that are tasked to advance and develop equity initiatives. The cross-section of leadership is critical to promoting and fostering an organizational culture that values and supports EDIA and serves to demonstrate that this work is everyone's work.

### *Members of the One Utah Council on EDIA*

*\*Listed in alphabetical order by first name*

Brian Garrett, Veteran Affairs

Joél Arvizo-Zavala, MCA

Chaundra Johnson, CCE

Katie Garret, UETN

Chris Haramoto, State Parks

Laís Martinez, USHE

Claudia Loayza, MCA

Lance Olsen, DWS

Dulce Díez, UDOH

Michael Harris, DHS

Jennifer Gibbs, UETN

Michelle Sanchez, JJS

Jennifer Ortiz, CCE

Tiffany Clason, DABC

## *21-Day Equity, Opportunity, and Inclusion Challenge*

In the wake of George Floyd's murder and the national discourse that ensued around justice reform and racial equity, Senior Leaders embarked on an immersive 6-month training experience. They engaged in interpersonal reflection, peer learning models, opportunities for community building, and a call to action to continue to dive in and adopt equity and inclusion principles that informs decision-making to effectively address disparities.



<sup>1</sup>YWCA, 21-Day Racial Equity & Social Justice Challenge, found at [ywcautah.org](http://ywcautah.org)

The Cox/Henderson Administration has committed to continue the transformative learning experience that was initiated in the summer of 2020 with their new leadership team in order to support and act upon the values incorporated in Utah’s Compact on Racial Equity, Diversity and Inclusion. The 21-Day Equity, Opportunity, and Inclusion Habit Building experience, which will launch in the fall of 2021, is inspired and adapted by the YWCA 21-Day Racial Equity & Social Justice Challenge. Resources were also selected by members of the One Utah Council on EDIA, the Utah Division of State History, the Utah Education Network, the Utah Division of Multicultural Affairs, and the Utah System of Higher Education, and have been intentionally developed for the Utah community.

The curriculum will take Senior Leaders through twenty-one days of core concepts on equity, equality, race, inclusion, the intersectional Utah story, healing and reconciliation, empathy, and Inclusive Excellence leadership principles, which can help us build a foundation that is strong and robust enough to help advance our equity and opportunity work forward. The curriculum includes carefully and intentionally curated resources “from academic, to opinion/blog, to popular media, etc., to provide a doorway” that we compassionately invite you to enter “all the way through.” This, we hope, can lead to finding new resources that inspire Senior Leaders to question information with a critical and open mind, and with an open heart. In addition, this leadership experience seeks to invite courageous leadership principles as we unpack difficult topics in order to practice and normalize vulnerability, humility, compassion, curiosity, and love and grace for self and others.

After Senior Leaders complete the 21-Day Equity, Opportunity, and Inclusion Habit Building experience, the entire curriculum will be made available to cabinet members to adapt and utilize with their executive teams, departments, divisions and commissions and boards. This is to encourage synergy, shared vision and language, alignment across all agencies, and inspire a commitment to incorporate EDIA principles in how we serve and do business within state government.



*“[We hope you will] be open to change. It is first by transforming ourselves, we will transform the world.”*

*-YWCA, 21-Day Racial Equity & Social Justice Challenge*

## *Utah's EDIA Professional Development Network*

Without a shared understanding of language rooted in historical context, we run the risk of terms being misused, used interchangeably or serving as a passing trend versus EDIA principles being part of our DNA in how we serve and do business within state government. By bringing greater awareness and alignment across state agencies as to why equity is our avenue for creating true equality of opportunity for Utah, we can collectively develop meaningful goals and outcomes that reduce inequities and increase access to opportunities through our programs, practices, policies and ongoing initiatives. The One Utah Council on EDIA will develop Utah's EDIA Professional Development Network focused on creating capacity strengthening resources, toolkits, and quarterly webinars on topics that include but are not limited to:

1. Establishing shared language
2. Leading with equity
3. Culturally responsive engagement
4. Disrupting unconscious bias
5. Active Bystander Response
6. Generational differences
7. Intersectional identities
8. Promoting civil discourse to embrace and increase support of diversity and inclusion values.



## *Utah's Equity and Opportunity Framework*

The Council is in the process of developing *Utah's Equity and Opportunity Framework* rooted in *Inclusive Excellence* principles, which requires affirmation and respect for cultural, social, racial, religious, gender, and ability differences among the organization's stakeholders, in order to help align, operationalize, and track progress toward state goals in creating greater EDIA through our processes. An Equity and Opportunity Framework, "provides a frame of reference that enables leaders to navigate the complex territory of equity challenges and to develop the capacity to engage in purposeful leadership action. In its simplest form, the Framework helps build habits of mind that are continually in practice. In its more elaborated form, it provides a set of tools, frames, processes, and sample metrics that leaders can use in their work" to expand opportunity across the state.

It is important to acknowledge that Utah's Equity and Opportunity Framework will be inspired by two examples developed by internal state leaders; Dulce Diez at the Utah Department of Health, Office of Health Disparities and Laís Martinez at the Utah System of Higher Education. These agencies created their respective models, in partnership with community stakeholders and Chief Diversity Officers across the state that will inform the outline, tools, and suggested processes for our statewide framework.

## *Utah's Equity and Opportunity Impact Guide*

The Senior Advisor on Equity and Opportunity developed the first iteration of *Utah's Equity and Opportunity Impact Guide*, adapted from the *University of Virginia's Toolkit for Equity-Minded Decisions & Policies* and the *Center for Racial Justice Innovation "Racial Equity Impact Assessment" tool*. This guide will aid state leaders and agencies in examining proposed actions or decisions through an equity lens to help minimize unintended adverse consequences in a variety of contexts. This assessment can be completed and converted into an Equity and Opportunity Impact Statement, which can serve as a supporting document to the decision analysis and making process for proposed policies, institutional practices, programs, plans, and budgetary decisions.

This guide will also help state leaders begin to institutionalize and operationalize inclusive community engagement practices that intentionally and holistically consider historically underserved populations by identifying and collaborating with frontline stakeholders throughout the entire process.

<sup>2</sup>SOURCE: Adapted from University of Utah EDI Office Talking Points

## *Proclamations, Resolutions, and Community Engagement*

Utah has a growing diverse population that contributes to the social fabric that makes our state a great place to live. The Cox/ Henderson administration has shown their ongoing commitment to promote inclusion and help create a strong sense of belonging to all people who call Utah home by participating in authentic community discussions with diverse stakeholders, signing proclamations that acknowledge intersectional identities, and supporting joint resolutions that denounce discrimination and hate. These efforts acknowledge and affirm the beauty and complexity of diversity, helps inspire a community of belonging where people feel included, valued, and invested in, and honors our Multicultural communities by fostering a climate that embodies “Many Stories, One Utah.”



1. International Women’s Day
2. Juneteenth
3. Pride Month
4. Joint Resolution to Denounce Asian Hate
5. Utah Compact on Racial Equity and Inclusion





## II. EXPAND OPPORTUNITY

### Baselines and Authentic Analysis

Conducting authentic analysis that captures baseline data can help us understand where we are to inform our initiatives to close gaps of opportunities and address inequities. Baseline data can also assist in tracking progress, allowing us to create goals and metrics that seek to improve every single year. Several state agencies have conducted meaningful analysis that informs us of internal and external opportunities to better serve our workforce and constituents.

## *GOPB Wage Gap Analysis*

The Governor's Office of Planning and Budget (GOPB) completed a study of executive branch state employees, their wages, and demographic and workplace characteristics such as gender, minority status, tenure, and work performed in order to inform efforts to narrow the gender pay gap. The study contains four key findings suggesting that while, on average, pay differences can be explained by non-demographic factors, there is evidence of gender pay gaps within some agencies and within similar levels of work performed. Additionally, women and minorities are underrepresented in jobs associated with higher levels of pay and decision-making authority. Accompanying the findings are action items developed by the Department of Human Resource Management (DHRM) in conjunction with the Governor's Office of Planning and Budget. DHRM field officers will continue to develop additional agency specific responses to ensure the state maintains and improves equity practices.

## *DHRM Employee Survey*

Written in conjunction with the Harvard Kennedy School of Government and the Utah Department of Human Resource Management, an employee survey was developed and conducted that considered compensation, benefits, job satisfaction, resources, work-life balance, and whether employees feel safe and respected within their respective agencies. Responses established a baseline for improving conditions for the Utah workforce. DHRM will perform a similar survey each year to measure how we are doing and in what areas we need to improve. The results of these surveys will guide us in our policy and budgetary priorities each legislative session.

## *DWS Equity Pay Gap Report*

The Department of Workforce Services' Data Center will release a statewide Equity Pay Gap report that brings to light disparities for college-educated women. This report has the potential to inform and inspire private sector partners to better understand their workforce and commit to address and eliminate the pay gap for women in Utah. The report is anticipated to be released by late summer.



## *Lt. Governor's Returnship Initiative*

Gov. Spencer Cox and Lt. Gov. Deidre Henderson announced the launch of the Lieutenant Governor's returnship initiative to expand workforce opportunities in Utah, the first state government nationwide to offer this type of opportunity. A returnship, similar to an internship, provides an important opportunity for those re-entering the workforce after an absence to build their resume and gain current and relevant experience.

## *The Learn & Work Program*

Talent Ready Utah and the Utah System of Higher Education have collaborated on the Learn & Work program, which provides \$15 million in grant funding to Utah colleges and universities to provide no-cost training to qualified students. Learn & Work in Utah will aid individuals by providing tuition assistance to those who enroll in short-term training programs to re-enter or upgrade to more stable workforce positions. Career opportunities will be found in numerous high-impact industries, including computer science, healthcare, manufacturing, transportation, and business. The success of the original round of Learn & Work in Utah, launched in the summer of 2020, resulted in the state Legislature providing additional funding to support skills-development courses throughout the state.

## *Go Utah Immigration Assistance Center & Senior Leader Role*

In 2020, the Utah Legislature created the Utah Immigration Assistance Center with the goal of being a one-stop resource for individuals and businesses seeking immigration guidance and information on Utah's foreign labor rules and regulations. The newly created office, located within the Governor's Office of Economic Opportunity (Go Utah), will play an important role in providing technical immigration assistance to Utah's ever-growing small-business community.

Go Utah, EDCUtah's Center of Economic Opportunity and Inclusion Center, and the Utah Division of Multicultural Affairs, have partnered to submit an application to the Emerson Collective to host a 3-Year fully funded director position to lead the Immigration Assistance Center. This person will play an important role in advising the Cox/Henderson administration on the best practices for immigration assistance and policies that will benefit Utah for many years to come.

## *CCE, Utah Division of State History – Women’s Historian Role*

This position will serve in a forward-facing role as a public historian to research and share women’s history and underrepresented Utah histories. Additionally, this new position will consider the intersections of women’s lives as members of diverse Utah communities including stories from Black/African American, Latinx, Native American, Asian Americans, Pacific Islanders, and others in Utah and ensure their integration into the division’s overall work. The public historian will help students and the general public learn about the histories, cultures, struggles, and resilience to Utah from women and their meaningful contributions they made and continue to make in our state.

## *DHRM Equity and Inclusion Accelerator Position*

The Department of Human Resource Management (DHRM), under the innovative leadership of Director John Barrand, has created a new position that will be responsible for the development, implementation, and oversight of statewide Equity, Inclusion, Diversity, and Access programming serving the agencies within the Executive Branch. This role will work in unison with DHRM, the Utah Division of Multicultural Affairs, and across state agencies. The Equity and Inclusion Accelerator will focus efforts on creating greater equity within internal practices around recruitment, hiring, promotion, and retention in order to better reflect our diverse constituents and promote the value of a diverse and intersectional workforce.

## *Amplify Existing Efforts of the Utah Division of Multicultural Affairs*

Thanks to the support of the Cox/Henderson administration, community stakeholders and commission members during the 2021 legislative session, MCA received \$250,000 ongoing funds for two (2) full-time employees. This will further grow the capacity for MCA to lead out on EDIA efforts that amplify our existing initiatives informed by MCA’s foundational pillars, which include: Youth and Civic Engagement, Community Engagement, and Training and Professional Development.



## *STEM Opportunities*

The STEM Action Center launched the STEM Equity in Education Coalition with invested partners and stakeholders interested in diversifying the STEM field and increasing opportunities for girls/ women, people of color, and those in rural areas. The initial, exploratory meetings have been completed and there has been an overwhelmingly positive response to move to the next phase of the SEEC, which include establish structure, identifying a shared vision, creating common goals and metrics that create impactful outcomes.

The Governor's budget also included two large investment priorities to increase greater digital accessibility including, \$7.5 million for the computer science initiative (with the requirement for local matching funds) and \$50 million for pandemic response efforts to improve broadband access to help bridge the digital divide and re-engage students in urban and rural areas.



## Commitment to Diversify Leadership and Perspectives

### *CCE's Commitment to Diversify Leadership*

For the first time ever within a state agency, the Department of Cultural and Community Engagement (CCE) has a majority division leadership team that identifies as Black, Indigenous, People of Color (BIPOC). Four out of the seven directors at CCE are racially, ethnically, and gender diverse and contribute to various communities that are considered historically underrepresented, including Black/ African American, Native American, and Latinx.



*“The Department of Cultural and Community Engagement envisions Utah as an inclusive place where people love to live because they feel connected, empowered and inspired. We increase engagement, build trust, and promote inclusion by better reflecting the many communities that we serve. The diversity in our leadership team makes for better insight, decision making and outcomes.”*

*-Jill Love*

### *DABC's Commitment to Diversify Leadership*

Similarly, for the first time ever within a state agency commission that has historically been cisgender male, the Governor appointed new commissioners to the Alcoholic Beverage Control Commission, which now comprise a majority women-led board with five out of the seven commissioners identifying as women.





*“This is an exciting time to lead Utah’s DABC. The department is following through on the Governor’s commitment to advance EDIA policies and work alongside this historic ABC Commission. This capable team of commissioners brings with them unique perspectives and backgrounds as they serve to execute the department’s mission and be a support to local businesses and our retail operation, and help to advance prevention efforts for a safer, healthier Utah.”*

*-Tiffany Clason*

## *Go Utah’s Economic Opportunity Commission*

The Unified Economic Opportunity Commission develops, directs, and coordinates Utah’s statewide and regional economic development strategies. The commission informs policy decisions and works towards consensus building. Gov. Spencer J. Cox chairs the commission. It includes senior-level management representation from government offices and departments, education officials, state legislative leaders, representatives focused on housing, cities, and rural counties, plus several subject matter experts and non-voting members. The commission includes several working groups devoted to bringing economic prosperity to all areas of the state, including the Multicultural and Equity Economic Empowerment subcommittee, chaired by Byron Russell, vice-chaired by Ze Min Xiao and Nubia Peña, and joined by Senator Luz Escamilla, Maria Garcia, Natalie Gochmour, Laís Martinez, Ben Hart, Theresa Foxley, and Miles Hansen. The objectives of the commission include:

- Develop a 10-year statewide economic opportunity strategy
- Develop solutions and policies for the significant challenges facing the state
- Identify solutions for economic, infrastructure, and transportation growth
- Identify solutions for education, training, and workforce development
- Ensure the commission’s efforts are data-driven and evidence-based

<sup>3</sup>SOURCE: [business.utah.gov](https://business.utah.gov)

## *Governor's Education Roundtable With Diverse Stakeholders*

Educators are a significant priority for the Cox/Henderson administration. Among the roadmap priorities is building a more diverse educator workforce so more students have teachers and leaders who share their racial, cultural, and linguistic background. Brittney Cummins, Senior Advisor of Education, convened a meeting that provided a space for dialogue about ways to recruit and retain a diverse educator workforce in Utah. This convening brought together a knowledgeable group of stakeholders from our K-12 schools, higher educational institutions, communities, legislators, and state agencies. The meeting prioritized opportunities to hear the lived experiences of attendees that provided meaningful insight as to how we can strive to diversify our educators to better represent the multicultural student population within our state. Conversations will continue to be held as culturally responsive recommendations are developed to address the growing concern, needs, and opportunities of our educator workforce.

## *Governor's Boards And Commissions*

Gov. Spencer Cox has made a commitment to increase diversity and representation on Utah's boards, commissions, judiciary, and leadership roles across the state. He has made several appointments that demonstrate his campaign promise including selecting a Latina as his first judicial nominee, Cristina Ortega, an assistant U.S. attorney, to fill a vacancy on the 2nd District Court. In addition, Shelly Smith, the new director of the Governor's Boards and Commissions, has implemented training for state agencies seeking to fill vacant seats and developed guiding questions to consider outreach strategies that include new partners and non-traditional networks in order to attract a diverse pool of candidates that can serve and help influence efforts within state government.



*"The great organizations are those that attract differences. They seek harmony, not uniformity. They hire [people who are diverse in race and ethnicity], culture, talent, gender, and employees who are willing to experience personal transformation. They strive for oneness, not sameness."*

*-Gil Atkinson*



### III. HEALTHCARE ACCESS

#### Increase Inclusive and Responsive Services

The disproportionate impact of COVID-19 within our state has brought to light the relationship between lower socioeconomic status, linguistic diversity, digital and transportation access, and positive case rates. The pandemic and the need for social distancing and isolation has also highlighted the lack of culturally responsive and affirming mental health resources, uniquely impacting communities of color, those in rural areas, and people who identify as LGBTQIA+. Several state agencies have invested resources in increasing access to address these needs and ensure inclusive and responsive health services for historically underserved communities.

#### *\$2 Million MCA Multicultural Rural Mental Health Grant Program*

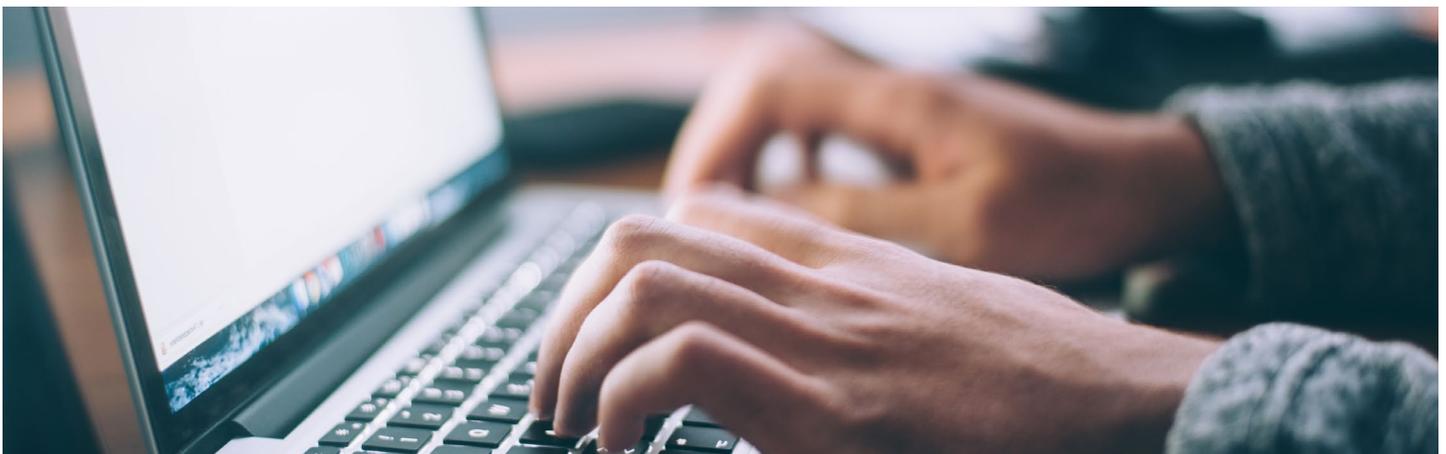
The Multicultural Advisory Committee, through the Utah Division of Multicultural Affairs (MCA), launched the Multicultural Rural Mental Health grant program to invest in mental health services over the next two years. The \$2 million grant program will support nonprofit organizations that serve the mental and behavioral health of multicultural communities in rural Utah and who have a commitment to reduce the stigma and inequalities surrounding these topics. Priority will be given to organizations that serve historically and systemically marginalized populations—specifically communities of color, LGBTQIA+, and organizations that have a commitment to racial equity. This program was made possible by Cambia Health Solutions.

## *\$800,000 DHS/DSAMHD and MCA Partnership*

The Department of Human Services Division of Substance Abuse and Mental Health (DSAMH) partnered with MCA to bolster the opportunities for community based organizations seeking to provide accessible, culturally responsive, LGBTQIA+ affirming, and linguistically inclusive services to historically underserved populations in rural Utah. DSAMH will contribute over \$800,000 to the Rural Mental Health grant program in order to support additional organizations in rural communities to help increase the impact of families reached and served. In addition, in collaboration with MCA, DSAMH committed over the life of the grant program to provide technical assistance through quarterly professional development opportunities for grantees. This is to build the capacity for small and historically under-resourced organizations to better understand state grant management systems, network with partners across the state, and discuss barriers for grantees navigating state agencies programs.

## *\$2 Million DHS/UDOH COVID Community Partnership Project*

The Utah Department of Health (UDOH) Office of Health Disparities (OHD) establish a response at the onset of the pandemic that bolstered the efforts of community health workers (CHWs), who were identified as a necessary component in the public health response to help mitigate the spread and effects of COVID-19 on underserved and underrepresented communities, particularly racial/ethnic minority communities in Utah. The OHD and partners created the COVID Community Partnership (CCP) project, to focus on collaborative efforts to address community needs related to COVID-19. The CCP project was scheduled to end in September 2020, however, OHD received a 2 million grant from Intermountain Healthcare to extend programming. The extension of the CCP project has been necessary as the COVID-19 pandemic continues to exacerbate disparities in health outcomes related to COVID-19 among racial/ethnic minority communities in Utah.





## IV. COMMUNITY PARTNERSHIPS

In order to create meaningful change and transform policies, practices and influence workplace culture across the state of Utah, we must cultivate and strengthen partnerships with community and private sector leaders. Through these relationships, we can better identify opportunities for collaboration and create alignment between state and private initiatives that seek to increase equitable opportunities including distribution of resources, promote inclusion, celebrate diversity, and foster belonging. The following community organizations have been integral in creating synergy and developing a shared vision for advancing the One Utah Roadmap's Equality and Opportunity priorities to close equity gaps, increase representation, enhance investment and fair resource allocation, and ensure authentic community engagement by including frontline stakeholders in the decision making process.

## *EDC Utah's Center For Economic Opportunity And Belonging*

The Economic Development Corporation of Utah recently announced the newly formed Center for Economic Opportunity and Belonging, overseen by Director Ze Min Xiao. The Center will serve as the private sector commitment to work alongside government and communities of color to advance the principles outlined in the Utah Compact on Racial Equity, Diversity, and Inclusion. The Center will focus on advancing economic equity and strengthening community cohesiveness by fostering an environment of belonging for all Utahns. The Center will also activate the Utah Compact's idea of *"Nothing About Us, Without Us"*, proactively bringing more diverse voices into building economic opportunity in Utah.



*"Creating an environment where everyone, including individuals who are most impacted by disparities, can be participatory architects of their future is a key ingredient to building an equitable, welcoming, and cohesive community. The strength of our communities is our biggest asset. I am honored to have the opportunity to be a convener, a facilitator and a scribe of Utah's Roadmap."*

*-Ze Min Xiao*

## *Utah Women & Leadership Project*

The mission of the Utah Women & Leadership Project (UWLP) is to strengthen the impact of Utah girls and women. UWLP serves Utah and its residents by 1) producing relevant, trustworthy, and applicable research; 2) creating and gathering valuable resources; and 3) convening training and events that inform, inspire, and ignite growth and change for all Utahns. Dr. Susan Madsen is the director and founder of UWLP and served during the Cox/Henderson Equality and Opportunity Transition Team. Dr. Madsen collaborates with Nubia Peña and Jennifer Napier-Pearce to oversee Section 5 of the One Utah Roadmap, Equality and Opportunity, in partnership with state leaders, community stakeholders, and frontline advocates.

## *Utah Women & Leadership Project Initiatives*



### **Community Asset Map**

The Community Asset Map is a joint initiative between UWLP and the Cox/Henderson Administration's One Utah Roadmap "Equality and Opportunity" efforts for the state. This Community Asset Map is a step forward for efforts focused on helping women and influencers find available resources focused on women. This searchable tool shows over 150 women's groups, networks, and associations in Utah, as well as 120 closely aligned entities that provide additional services that are particularly important for women.



### **Utah Women's Organizations Network (UWON) Gathering**

This event is co-hosted by the Utah Women & Leadership Project and the Cox/Henderson Administration's One Utah Roadmap initiative. The Younique Foundation will be sponsoring the 2021 UWON gathering for leaders of women's networks, groups, and organizations seeking to advance the overall well-being of girls and women in Utah.



### **Pink Collar Recession Report**

The COVID-19 pandemic of 2020–2021 has impacted all Utahns in profound ways. Yet, a host of national and global reports have argued that women's employment and careers have been disproportionately impacted during this time. To better understand Utah women's experiences specifically, UWLP researchers conducted an extensive, in-depth survey focusing on the impacts of COVID-19 on women and work. Based on a review of the literature, to date we believe this study is the nation's largest and most comprehensive statewide study.



### **Equity Pay Gap Report**

The UWLP White Paper Series offers research-based reports on specific issues that impact Utah girls and women, along with related policy recommendations. This paper focuses on the gender pay gap and state equal pay laws.

<sup>4</sup>SOURCE: [www.usu.edu/uwlp/](http://www.usu.edu/uwlp/)



## *Equity, Diversity, and Inclusion - University of Utah*

Launched in July 2019 with the arrival of the inaugural Vice President, the University of Utah's Equity, Diversity, and Inclusion division (EDI) leads the university's aspiration to be a model that centers equity centered practices that foster an inclusive campus representative of the diversity of our region, state, nation, and world. We accomplish this through collective and individual action towards a new model for equity, diversity, and inclusion that serves the changing landscape of higher education and needs of our communities. This vision is also advanced through multiple pathways: the New Leadership Academy, a nationally recognized leadership development program and curriculum focused on leading for equity, diversity, and inclusion; Community Engagement, Health Equity, and Student Success and Belonging. Their approach includes equity focused, shared responsibility and accountability and alignment of efforts and resources for maximum impact.



*"The current conversation and the action that follows, really, needs to focus on equity centered practices and how we disrupt inequitable systems. We're charged with evaluating the system in terms of all the inputs, and our intentions have to align with our actions. We disrupt for the purpose of putting in place tools that facilitate and create inclusive environments, purposefully replacing those that have been exclusive. We find those spaces, interrogate them, and disrupt them so that we nurture new roots within the campus structure."*

*- Mary Ann Villarreal, PhD*

## *Kem C. Gardner Policy Institute*

The Kem C. Gardner Policy Institute (Institute) specializes in Utah demographics and the Utah economy. The Institute's recently released report "Diversity in Utah Data Book: Race, Ethnicity, and Sex Indicators for the Beehive State," provides data and information to help state and community leaders make progress in their equity, diversity, and inclusion efforts. The Cox/Henderson's One Utah Roadmap, the Utah Legislature's policies to extend opportunity to all, and business and community leaders' Utah Compact on Equity, Diversity, and Inclusion provide three significant examples in the past year of Utah's commitment in addressing inequities.

The data and context provided in this report shed light on existing disparities; help people understand the complexities of these measures; and help provide a starting point for future progress. Major findings in the data book include:

1. Utah ranks as the 34th most racially and ethnically diverse state in the nation, with 22% of the state identifying as non-Hispanic White.
2. Utah's minority share of the population is expected to increase to one in three Utahns by 2060.
3. Utah's minority populations (with a few notable exceptions, especially among the Asian population) are more likely than Utah's White population to have less income and wealth, higher poverty rates, lower educational achievement and attainment, less home ownership, and higher housing cost burdens. For example, according to the report,
  - The races/ethnicities experiencing the highest rates of poverty are Black/African American (27.2%) and American Indian/Alaskan Native (27.1%).
  - The unemployment rates are also highest among Black/African Americans (5.8%) and American Indian/Alaskan Natives (10.1%).
  - American Indian or Alaska Native's in Utah have the lowest educational attainment for a Bachelor's degree or higher.
  - About one in four Black, Pacific Islander, and Hispanic renters pay 30% to 49% of their income for rent. Black homeowners and renters have the highest shares of households with severe housing cost burdens. A Black renter is nearly twice as likely to have a severe housing cost burden as a White renter.
4. Some Utah minority populations have longer life expectancies and lower rates of depression, obesity, and asthma than the White population.
5. Utah's nation-leading social capital, family stability, income equality, and social mobility position the state well to make important progress in addressing racial, ethnic, and gender disparities.

<sup>5</sup>SOURCE: [Gardner.utah.edu](https://gardner.utah.edu)

## *Salt Lake Chamber Of Commerce*

The Utah's Business Diversity Summit, hosted by the State of Utah and Salt Lake Chamber, is in the planning stage and scheduled for November 4, 2021, at the Salt Palace Convention Center. The purpose of this inaugural event is to bring together business, government and community leaders to address Diversity and Inclusion in their organization and the state, as well as encourage engagement, provide tools, and foster networking and mentorship on this topic. The Summit will feature several significant keynote speakers, substantive breakout sessions, numerous networking opportunities, and insightful resources. Presentations are targeted toward businesses with well-developed Diversity and Inclusion programs, as well as those businesses without current efforts but who want to engage. The Summit's theme is inspired by the Guiding Principles of the Utah Compact on Racial Equity, Diversity and Inclusion:

1. Acknowledgment and Action
2. Investment
3. Public Policies and Listening
4. Engagement
5. Movement, Not a Moment





## V. 2021 LEGISLATIVE WINS

The 2021 legislative session provided several successes in the area of targeted investment in historically underinvested communities. The following are select examples of statewide commitment to invest in and allocate equitable resources to opportunity driven efforts.

- S.B. 45 Higher Education Classes for Veterans
- S.B. 102 Peace Officer Training Qualifications Amendments
- S.B. 141 Task Force on Food Security
- S.B. 214 Official Language Amendments
- S.B. 136 Higher Education Scholarships Amendments
- S.B. 142 Public Education Funding Amendments
- H.B. 381 Grow Your Own Teacher and School Counselor Pipeline Program
- H.B. 2 Education Budget Bill
- H.B. 328 Adult Learners Grant Program
- H.B. 95 Prison Rape Elimination Act Compliance
- H.B. 139 Competency-Based Hiring Amendments
- H.B. 277 Childcare Eligibility
- H.B. 328 Adult Learners Grant Program
- H.B. 334 Special Needs Training For Law Enforcement

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It is only through a coordinated and collaborative approach between ALL OF US, that we can help set a different course of outcomes for people with historically and systemically less access to opportunity, including women, people of color, rural communities, and LGBTQIA+ individuals. This work will require intentionality and commitment in order to see real transformation come to fruition to benefit all Utahns for generations to come.

