



Unconference Notes

The following notes have been compiled from the Unconference event during the November 13th Advocacy Convening.

Generation of Unconference Topics

The following topics were proposed by attendees.

Theme	Proposed Topic
2020 Elections	<ul style="list-style-type: none"> • Election year politics • How to engage state agencies (AG's office) • Planning ahead (past 2020) • How can we be more effective at running ballot measure campaigns? • How do we influence 2020 election in a way that supports health equity or elevates voices? • Trifecta • How can we influence the platforms/positions of people running for offices?
Aligning Ourselves	<ul style="list-style-type: none"> • Access to policy spaces - who can participate, who has barriers to participating? • Aligning goals with limited resources • Advocacy process - alignment of that method • Sharing priorities with each other ahead of time so we are coordinated in our policy priorities, not all over the place, especially with limited budgets • How do we organize in a way that is transformational and not transactional?
Cadres & Coalitions	<ul style="list-style-type: none"> • How might we build a cadre of navigators/cultural brokers statewide? • How to sustain meaningful coalitions
Census	<ul style="list-style-type: none"> • What are we doing for 2020 Census? • Preparing Colorado for demographic change • How can we explain census to our partners?

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<p>Civic Engagement & Community Voice</p>	<ul style="list-style-type: none"> • How can we elevate the voice of impacted people at the capitol? • Having a voice in democratic process • How do we provide more paid community advocate health positions? • Communication, messaging, shifting the narrative around our issues • Increasing civic engagement by non-voters • How can we amplify underrepresented voices in ways other than just bringing people to testify to bills? How can this be less transactional so people do not feel used? • How might we build the Latino/Latinx voice statewide? • Listening - how is this truly done? What happens after we listen? • Listening - what it takes, what it's for, how to apply to your work • Bringing impacted communities to decision making tables • Structure commissions to enable real leadership/input from stakeholders • How many organizations work directly with people that they advocate for? • Power Mapping
<p>Criminal Justice</p>	<ul style="list-style-type: none"> • Sentencing reform • Private prison divestment
<p>Education</p>	<ul style="list-style-type: none"> • Infant/toddler child care slots • Expansion of early childhood education • Universal Pre-K - impact on workforce • Child care licensing and zoning issues - family child care licenses • Full day preschool • Physical activity in schools • Improving education outcomes for language minorities
<p>Environment</p>	<ul style="list-style-type: none"> • Air toxins • Sustainability • Water justice • Climate 1261 goals - regulatory process may be opaque (Air Quality Commission + Public Utility)

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<p>Healthcare & Medicaid</p>	<ul style="list-style-type: none"> • Healthy aging • Enrollment drop in medicaid • New (state) public option - health insurance • Statewide support for Medicaid, SNAP, CHP+, TANF • Healthcare enrollment misinformation • Financial restructuring of payment • Discrimination in healthcare access • Reinsurance • Gun violence as a healthcare issue • Access to affordable, quality healthcare - what does this look like?
<p>Housing</p>	<ul style="list-style-type: none"> • Affordable housing • Housing - funding • Housing - rent stabilization • Growth/Anti-growth from an equity perspective
<p>Hunger</p>	<ul style="list-style-type: none"> • Food insecurity • Hunger issues
<p>Immigration</p>	<ul style="list-style-type: none"> • Political and economic integration of immigrants • Impact of public charge on health equity • Immigration issues - need to be part of state conversations
<p>Immunizations</p>	<ul style="list-style-type: none"> • Immunization rates • Immunizations in rural areas
<p>Mental Health & Substance Use</p>	<ul style="list-style-type: none"> • Suicide rates • Access to mental health providers (more equitable) • Billing for mental health services • Silos in mental health systems • Substance use and mental health • Impact of opioids • Telehealth for mental health services
<p>Other Funding Sources for Advocates</p>	<ul style="list-style-type: none"> • Coordinating/collaborating on grant applications so that we are all lifted together and not splitting funding opportunities into so many pieces/preventing other organizations from getting funding at all • Advocacy funders other than CHF (i.e., public, private) • Getting general support funding for advocacy and policy



<p>Policy Dynamics</p>	<ul style="list-style-type: none"> • Advocacy and civic engagement at the local level • How do we walk the talk with regards to making sure our policies and the process by which we formulate and pass them are grounded by equity? • Federal policy environment - impact on state and local • Legislation implementation - structure for stakeholder input • What does it mean to be truly statewide? • Enforcement of policies • Organization capacity to deal with rapid changes in policy environment • Maintaining policy integrity in an environment where there is so much focus on what is politically feasible (i.e., keeping equity components of policy intact)
<p>Racial Equity</p>	<ul style="list-style-type: none"> • Anti-blackness • White supremacy • Tokenism • How to shift power to impacted communities • How do we get more people of color in leadership positions? • Prejudices • Diversity • Inclusion • Outreach to minority communities • Superficial equity efforts • How do we improve diverse racial representation in nonprofits and on boards? • Overcoming trust issues to engage people of color/immigrants • Anti-immigrants • Racial justice issues (i.e., HR, salary, etc.) • Community engagement - trust issues
<p>Rural Support</p>	<ul style="list-style-type: none"> • Support rural economic development • Supporting rural organizations • Rural engagement, inclusion and amplification

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<p>Tax, TABOR & Finance</p>	<ul style="list-style-type: none"> • State budget + TABOR/Gallegher + Fiscal Reform + Failure of CC • People of color supporting financial reform • Progressive tax system - fiscal reform • Tax code to support equitable growth • Financial stability for families on the cusp • Financial impacts of health issues in spite of reforms - profit motive • Vaping tax revenue • Cheap ways to fight big money in politics (e.g., repealing TABOR) • Post “CC” Colorado - what’s next?
<p>Wages, Paid Family Leave & Worker Issues</p>	<ul style="list-style-type: none"> • Paid family leave • Workforce development and training • Child care workforce • Wages and overtime • Family and medical leave • Local minimum wage • Overtime rights as public health initiative • Are we prepared for the new economy?

Notes from Unconference Sessions

These notes were captured during the sessions and are meant to provide a snapshot of the conversations, sparking any actions that were discussed or can now be taken.

Session Title	Notes
<p>Racial Equity</p>	<p>Round 1:</p> <ul style="list-style-type: none"> • Tokenism was a common theme in grassroots organizing <ul style="list-style-type: none"> ◦ Not bringing voices to the table, but asking last minute after the fact ◦ How to shift power to impacted communities (racial minorities) • Conflict in nonprofit sector attempting to fix societal issues without bringing impacted communities to decision-making table <ul style="list-style-type: none"> ◦ Where are people of color in leadership positions to address race equity? • Not investing in people of color to build leadership skills and internal promotion



- Outreach to minority communities
- Are we including diversity trainings in our organizations without placing burden solely on people of color?
 - Diversity training should not be just horizontal but vertical - top down
- Philanthropists and foundations should consider diversity, equity and inclusivity practices in an organization when allocating funding
- Cultural understanding when working in communities
- Uplifting each other in our own communities
- When hiring, understanding prejudices and respect across racial and cultural boundaries
 - Every hire should be fully vetted to support communities with respect
- Anti-blackness and anti-immigrant practices must be addressed in every conversation

Round 2:

- “Fakequity” are superficial efforts
 - Not real equity in many nonprofits
 - State voices - incorporating more racial justice/equity work - national roundtable
 - From funding side - lot of superficiality
- Census - race categories, gender categories, status - fear of disclosing
 - People don't want to participate - don't see long-term consequences of not participating
- Improvements in how equity is engaged:
 - Boards - some good, some bad
 - Community engagement - trust issues, difficult to do racial justice/equity work in general - especially in white supremacist culture
 - Overall national mood making organizing more difficult
 - Trying to operate in structural white supremacist systems difficult
- Needs to be top of mind constantly:
 - *HR* Hiring, retention, salary disclosure is a racial justice issue
 - Equity conversation needs to be a strong internal conversation - how do you operationalize and internalize equity
 - Need to have 3 staff/board members representing Black, Indigenous and People of Color (BIPOC)
 - White-led organizations get money to do racial justice work,





	<p>BIPOC-led organizations do not = “just doing it”</p> <ul style="list-style-type: none"> ○ Diversity does not equate to equity/racial justice ○ How do we set up nonprofits to thrive - organizationally, wholistically? ● BIPOC as experts: <ul style="list-style-type: none"> ○ Expectation of white-led organizations that BIPOC will do equity work vs. own liberation ○ Funders talking about “power-shifting” but we are not resourced to do the work, e.g., community members may miss job shifts to attend a focus group ○ Where to find good training materials and information?
<p>Civic Engagement & Community Voice</p>	<p>Round 1:</p> <ul style="list-style-type: none"> ● Civic engagement is the backbone to how laws work: <ul style="list-style-type: none"> ○ Table has been primarily white - working to be diverse and strategic ○ Problem with a lot of organizations...make a decision, then asking ○ Need TA to help organizations learn how to respectfully engage community ● Community voice increases power and capacity - without this, no systemic change ● Many direct service organizations find policy change: <ul style="list-style-type: none"> ○ Restricting <ul style="list-style-type: none"> ■ Must breakdown silos ● Need to hear a message two times to act ● Funding is not going toward civic engagement <p>Round 2:</p> <ul style="list-style-type: none"> ● Exercising the right to vote - why not? <ul style="list-style-type: none"> ○ No point ○ Understanding ballot/intimidating ○ Illustrating impact to the voter, community... ○ Educate on importance overall <ul style="list-style-type: none"> ■ That not voting is a decision ● Individualism vs. communalism ● Other ways to civically engage <ul style="list-style-type: none"> ○ Effectively break down silos ● Doing the work while changing the system



<p>Tax, TABOR & Finance</p>	<p>Vision 2020:</p> <ul style="list-style-type: none"> • What's next: <ul style="list-style-type: none"> ○ Ballot measure ○ Petitions ○ Campaign <p>Proposition CC Failure:</p> <ul style="list-style-type: none"> • Avoiding the same mistakes? Ground game! <p>Why TABOR?</p> <ul style="list-style-type: none"> • Prohibits prog. income tax • Prohibits real estate transfer tax • Barrier to many health equity goals (i.e., housing trust fund) <p>Where's the money?</p> <ul style="list-style-type: none"> • How do we get people to turn out and vote yes?! • Prioritizing: <ul style="list-style-type: none"> ○ With TABOR - tougher ○ Without TABOR - what's possible?
<p>Healthcare & Medicaid</p>	<p>Problem:</p> <ul style="list-style-type: none"> • No data - lack of transparency • Pre-ACA problems coming back • Access for certain communities, specialty care and mental health/substance use • Fear!! <p>Solutions:</p> <ul style="list-style-type: none"> • Common description - outreach across all organizations so the message is clear • Promote person-first design • Preemptive collection of real life experiences • Try local first (e.g., Summit, now LaPlata + Durango) • Sharing strategies and activities for max impact
<p>Mental Health & Substance Use</p>	<ul style="list-style-type: none"> • Residential/Inpatient substance use medicaid benefit • Behavioral Health Task Force (BHTF) • Improvement of services for mental health on college campuses <ul style="list-style-type: none"> ○ Designation as a "healthy minds campus" • Caring for Denver • Changes in billing - every kid forever • Challenges for people with co-occurring conditions <ul style="list-style-type: none"> ○ Silos in systems ○ "Pick a system" • Medication First Model/integration and coordination with other



	<ul style="list-style-type: none"> services • Telehealth • Impact of opioid focused/tied funding <ul style="list-style-type: none"> ○ What about meth?? Alcohol??
<p>Housing</p>	<ul style="list-style-type: none"> • UNE working on repeal of rent control prohibition statewide <ul style="list-style-type: none"> ○ 2 - 3 year goal - Looking at stepping stone effort this year to educate folks on issue and get political will ○ Not reintroducing legislation this year ○ This would allow for local rent control work to move forward • Westwood has improved its neighborhood, but now as a result is facing gentrification because things have improved so much renters are now getting forced out • Sense that housing is not a priority among legislators, though it is actually a crisis • ADUs (accessory dwelling units) an option with appropriate zoning to expand affordable housing • Westwood Unidos is trying to do a data project on evictions to better understand what is happening and have data for advocacy <ul style="list-style-type: none"> ○ UNE has rent data about rent increases in CO over the past 5 - 10 years ○ What's missing - the personal stories // Colorado Rural Health Center has members who have testimony on this • Housing is intersecting with nearly every other issue. How do we connect the dots and work together? <ul style="list-style-type: none"> ○ TCHF Housing and Health event - best event <ul style="list-style-type: none"> ■ Can that group be contacted to form a working group? Could be a way to coalesce a broader, stronger group around affordable housing • Challenges <ul style="list-style-type: none"> ○ The opposition -- apartment associations, corporate landlords, developers -- have more money than anyone and are a difficult opponent ○ Getting rural community voice on the issue ○ Advocacy community is fractured around housing • Opportunities <ul style="list-style-type: none"> ○ Maps of data, change over time maps ○ Need to show policy makers that community groups are powerful and can go against landlords ○ Creative zoning that can happen at the city level: E.g., Vail



	<p>passed an ordinance that only folks who could vote where ppl whose permanent residence was there and created an affordable housing pot of money</p>
<p>Policy Dynamics</p>	<ul style="list-style-type: none"> ● Community voice continuum: <ul style="list-style-type: none"> ○ Educate grassroots voice of options to engage ○ Educate policy makers about pros and cons of short-term grassroots engagement ● Power shift for grassroots voice: <ul style="list-style-type: none"> ○ Often and inclusive structure ○ Data metrics for outcome/impact analysis <ul style="list-style-type: none"> ■ Quantitative ■ Qualitative ○ Pay for engagement (stipend + package?) ○ Interpreters/translation a given, no need to request
<p>Wages, Paid Family Leave & Worker Issues</p>	<ul style="list-style-type: none"> ● Governor's proposal - privatize paid family leave <ul style="list-style-type: none"> ○ Mandated to employers ○ Employees pay into the system - private insurance (e.g., Pinnacol) ○ Similar to NY model (but NY has multiple insurers) ○ Community rating issue ○ Taskforce - due to Gov in early January ● Working on strategy for next session ● Dynamic leadership and power dynamics ● Economic security policy - needs to be front and center ● Future of Work: <ul style="list-style-type: none"> ○ Worker classifications ○ Benefits to follow worker other than jobs ● Local way option - enforcement of wage theft prohibition <ul style="list-style-type: none"> ○ Fight bills - undermine/carve out, tip credit ● Statewide collective bargaining bill - state workers ● Overtime and wage order <ul style="list-style-type: none"> ○ November 15 - proposed rule