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## FISCAL IMPACT REPORT

SPONSOR Lopez ORIGINAL DATE 2/2/16  
 LAST UPDATED \_\_\_\_\_ HB \_\_\_\_\_

SHORT TITLE Address Institutional Racism SJM 5/aSRC

ANALYST Jorgensen

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY16	FY17	FY18	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>		NFI				

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

LFC Files

#### Responses Received From

Administrative Office of the Courts (AOC)

### SUMMARY

#### Synopsis of SRC Amendment

The Senate Rules Committee amendment to SJM 5 requests a copy of the policy developed to address institutional racism be delivered to the Legislative Finance Committee.

#### Synopsis of Original Bill

Senate Joint Memorial 5 requests each state agency adopt a policy to increase racial equity and address institutional racism.

### SIGNIFICANT ISSUES

SJM 5 recognizes institutional racism as “acts that result in differential access to goods, services and opportunities of society due to the existence of institutional programs, policies and practices that intentionally or unintentionally place certain racial and ethnic groups at a disadvantage in relation to other groups.”

## **Senate Joint Memorial 5 – Page 2**

The AOC writes:

In adopting policies to address institutional racism, agencies will need to learn whether racism exists within the organization's leadership; operating policies and procedures; intake and service deliveries to ethnically and culturally-diverse populations; and in its approaches to recruitment, retention, and treatment of ethnically and culturally-diverse staff. It is also critical that the organization's leadership, board members, staff, volunteers, funders, and community allies recognize the ways in which racism perpetuates an imbalance of power and resources to ethnically and culturally-diverse people.

The outcomes of the assessment can give agencies the data and information needed to develop policies, procedures and practices that support hiring, promote and provide services in a culturally-sensitive manner to ethnically and culturally-diverse people. Agencies will need to consider removing language and cultural barriers to make services accessible to all.

CJ/al/jo