F I S C A L   I M P A C T   R E P O R T

	ORIGINAL DATE 2/17/16		
SPONSOR Lopez	**LAST UPDATED**	**HB**	
SHORT TITLE Review Policies for Institutional Racism		**SB**	85

ANALYST Jorgensen

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY16	**FY17**	**FY18**	**3 Year Total Cost**	**Recurring or Nonrecurring**	**Fund Affected**
Total		NFI				

(Parenthesis ( ) Indicate Expenditure Decreases)

SOURCES OF INFORMATION
LFC Files

Responses Received From
Administrative Office of the Courts (AOC)

SUMMARY

Synopsis of Bill

Senate Bill 85 requires each state agency to review its policies and practices to ensure that it does not contribute to institutional racism.

SIGNIFICANT ISSUES

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/jle