University of Colorado Boulder logo.

# CU Boulder Policy Impact Statement

## Policy Overview

Policy Title:

Policy Category: [i.e. Campus Safety, Human Resources, etc.]

New or Revised Policy:

Policy Owner:

Policy Contact:

## Introduction

[Describe the proposed policy; the reasons why the policy is needed; how it supports a university goal, initiative or compliance requirement; and how it relates to existing laws, regulations, regent laws/policies, or system Administrative Policy Statement (APS).]

## Required Resources

[State whether additional full-time employees (FTE) are needed to implement the policy. If so, in what areas and at what expected costs? List any required one-time or ongoing budget funding that would be needed to implement and maintain the policy.]

## Anticipated Impacts

[Identify the constituents who will likely be impacted by the policy if adopted, including faculty, staff, students, members of the public, or others. At this point, also review the Equity Tool and attach.]

## Policy Development

Policy development will be done by representatives from… [Identify specific individuals from contributing departments as well as the Office of University Counsel]

## Constituent Feedback

Constituent feedback will be solicited from… [i.e. staff and faculty councils, undergraduate and graduate student councils, University Executive Leadership Team (UELT), Deans, Department Chairs and Directors, front line staff, most impacted constituent groups]

## Administration and Assessment

The policy will be implemented and administered on an ongoing basis by…

## Procedures, Guidelines and Forms

[Include specific procedures, guidelines and forms that will or will not be required. Who is responsible for developing procedures, guidelines and forms? Note: these supporting documents must be developed and presented at the time of final policy approval]

## Internal Controls

[Describe the processes, systems or steps that will be taken to assure integrity in the financial or other aspects of policy implementation. For example, will the policy result in a process that creates an audit trail? Will there be periodic reviews of performance and compliance in connection with the policy?]

## Related Policies and Regulations

[Include all related regent laws, policies, Administrative Policy Statements (APS) and other relevant background]

## Equity Review

By applying CU Boulder’s [shared equity leadership model](https://www.colorado.edu/dei/resources/shared-equity-leadership) to all new and revised policies, procedures, guidelines and standards, we seek to identify potential disparate impacts on members of our community. Through the shared equity leadership model, we empower each policy owner and policy writer to take accountability when examining each proposed policy.

We have developed this set of questions as an equity lens for policy owners to examine and answer. This document is expected to accompany the policy throughout the review process to provide the campus community with transparency and additional insight.

An **equity lens**is a process for analyzing or diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and eliminate barriers. This includes race, ethnicity, religious expression, veteran status, people of color, underrepresented groups, age, socio-economic status, people with both apparent and non-apparent disabilities, people of various gender and sexual identities and expressions, indigenous populations and marital status.

This protocol for policy review provides the structure for institutionalizing equity as part of the process of making, implementing, and assessing policy.

Please read the proposed policy thoroughly and consider the language that is being used. Ensure the policy requirements are accessible to all. Consider how this policy works to eliminate existing disparities.

Please complete the equity review for the proposed policy by answering the following questions:

1. What are the intended outcomes of this policy?
2. How will this policy be applied across the campus? (i.e. Will it be equitable, or will there be any discrepancy between units, departments or supervisors? Is there a way to limit anticipated challenges or barriers?)
3. What is the plan to evaluate and monitor the policy to ensure equity in the short- and long-term?