

Section 1 (4) Is a good set up of consultation by the joint committee on Conduct and the DEI. It is a positive way of doing thing that empowers the DEI. We like that

Section 5(1)(b) Where the equity officers Establish and maintain a DEI. There seem to be a contradiction here with section 1. It becomes a circular logic where the officers have the complete control of over the DEI.

We think the relationship needs to be more of a consultation, coordination, and support.

Section 7 (1) the survey would be better done if it is with consultation and coordination with the DEI.

Section 7 (5)(b) include "implicit, learned and structural bias" in addressing subtle forms of discrimination.

Section 7 (5)(h) we like the broad definition but add diverse after promote.

Section 7 (7)(b)(A) Promoting a respectful and inclusive workplace add "that recognizes diversity and strives for Equity";

Section 11 (1) the culture and climate survey add in coordination with the DEI

The section that needs most improvement is:

Section 13 (1) **The Legislative Equity Office shall establish and maintain a Capitol Diversity, Equity and Inclusion Team, consisting of legislators, legislative staff, lobbyists, executive and judicial branch staff who regularly interact with the legislative branch, employees of contractors who regularly interact with the legislative branch, and interested members of the public, who have an interest in promoting a productive and inclusive environment in the State Capitol and at functions and events outside of the State Capitol at which legislators, staff, lobbyists and others interact.**

Again, like section 5, replace the establish and maintain with support, coordinate and consult.

However, The most effective way to preserve and build on the work that had already done is find a language that **recognizes the existing DEI (and reference their bylaws and structure)** as the DEI team. Perhaps similar to the manner that is done in Section (9).

For the DEI team to be effective and more functional, we should make (lobbyists, executive and judicial branch, employees of contractors, and interested members of the public) ex-officio members of the DEI team.

Can we add also to the DEI duties two sections: the first, is to coordinate and consult on the climate and culture survey with the equity officer.

And the second: plan and carry other work to further the goals of Diversity, Equity and Inclusion in the capitol culture.