Legislative Council Staff
Nonpartisan Services for Colorado's Legislature

Memorandum

October 8, 2026

(This RFQ replaces the one issued on October 1, 2026 in order to extend the deadline.)

TO: Interested Persons

FROM: Natalie Castle, Director, Colorado Legislative Council Staff

SUBJECT: Request for Qualifications (RFQ) for Economic Analysis and Final Report for the Black Coloradan Racial Equity Study Commission

Issuing Office – Submission Information

As directed by Senate Bill 24-053, the Director of Research for the Legislative Council Staff (Director) seeks a third-party entity to conduct an economic analysis and complete a final report for the Black Coloradan Racial Equity Study Commission. All proposals must be received by **5:00 p.m. on November 25, 2026**. Please direct submissions to:

Natalie Castle, Director of Research
Colorado Legislative Council
200 East Colfax Avenue
State Capitol Building, Room 011
Denver, CO 80203-1784
Email: committees.lcs.ga@coleg.gov

Proposals must be submitted in writing. Emailed submissions are preferred. Please clearly indicate on any mail, or include in the body of any email, the respondent's name and the words: "RFQ – Black Coloradan Racial Equity Study Commission". Technical questions related to this RFQ may be directed to Matthew Becker at 303-866-4753.

PLEASE NOTE: ANY CONTRACT WITH A THIRD-PARTY ENTITY RESULTING FROM THIS RFQ IS CONTINGENT ON FUNDS BEING AVAILABLE FROM GIFTS, GRANTS, AND DONATIONS.

THE BLACK COLORADAN RACIAL EQUITY STUDY COMMISSION PLANS TO MEET BY EARLY JANUARY 2027 TO DECIDE IF IT WILL AWARD A CONTRACT RESULTING FROM THIS RFQ.

Project Description

Overview

Senate Bill 24-053 created the Black Coloradan Racial Equity Study Commission (commission) and directs Legislative Council Staff (LCS) to assist the commission in carrying out its duties. LCS is the nonpartisan research and support agency for the Colorado General Assembly.

The commission consists of 13 members, and may meet no more than 6 times per calendar year between September 6, 2024, and September 5, 2028.

Purpose and Goals of the Commission

The purpose of the commission is to conduct a study to determine, and make recommendations related to, any historical and ongoing effects of slavery and subsequent systemic racism on Black Coloradans that may be attributed to Colorado state practices, systems, and policies of the state. The study consists of:

1. historical research conducted by History Colorado;
2. an economic analysis; and
3. a final report of recommendations.

The goals of the commission are to:

1. determine the extent to which Black Coloradans have experienced and continue to experience racial discrimination directly linked to harmful practices, systems, and policies of the state that have existed historically or that continue to exist;
2. quantify the economic impact on Black Coloradans, including impacts on individuals and families, of any discrimination discovered during the study, to the extent that the study establishes that disparities attributable to past or present discrimination exist; and
3. identify measures that are consistent with the Constitution to address the effects of discrimination that may be attributed to practices, systems, and policies of the state.

Historical Research

Pursuant to SB 24-053, History Colorado is currently conducting historical research to determine any potential historical and ongoing effects of slavery and subsequent system racism on Black Coloradans that may be attributed to practices, systems, and policies of the state. A report

detailing the results of the historical research is required to be delivered to the commission no later than March 5, 2027.

Economic Analysis

SB 24-053 also requires the commission to enter into an agreement with one or more third-party entities to conduct an economic analysis. The analysis must examine the financial impact of systemic racism on historically impacted Black Coloradans, utilizing the historical research conducted by History Colorado.

Final Report

No later than September 3, 2027, the commission must submit a final report to the General Assembly and the Governor. The report must contain the following information:

1. a description of the study's goals;
2. the results of the historical research and economic analysis;
3. recommendations that are consistent with the Constitution to address any past harm potentially caused by governmental entities, policies, systems, and practices that are discovered through the study;
4. recommendations about how outcomes of the historical research and economic assessments of past harm potentially caused to black Coloradans by the practices, systems, and policies of the state can be incorporated into the state history standards for K-12 students; and
5. recommendations about how to increase public awareness about research and economic assessments of past harm potentially caused to historically impacted black Coloradans by governmental entities, policies, systems, and practices.

Scope of Work

Required Duties

The third-party entity must complete both the economic analysis and the commission's final report, as discussed above. Duties of the third-party entity include the following:

1. preparing an economic analysis, which must include the financial impact of systemic racism on historically impacted black Coloradans utilizing the findings of the historical research conducted by History Colorado;

2. determining the feasibility of producing a quantitative estimate of the financial impact on Colorado's economy resulting from state governmental entities, policies, systems, and practices in Colorado, and if determined to be feasible, producing that estimate;
3. attending up to six commission meetings in 2027 (most of which will occur in the legislative interim between May and September 2027); and
4. drafting, revising, and finalizing the commission's final report, which includes the study's goals, results of the historical research and economic analysis, and recommendations approved by a majority of the commission members.

The economic analysis must begin no later than the date that the commission receives the historical research report from History Colorado **(no later than March 5, 2027)** and must be completed **within six months**. The final report must be completed by **September 3, 2027.**

Required and Preferred Requirements

Required Qualifications

The third-party entity must have:

- experience working with Black communities;
- an understanding of Black history and culture, with demonstrated experience working on issues related to Black history, social equity, civil rights, and economic mobility; and
- an understanding of the impact of trauma and how it passes through generations.

The third-party entity may be from outside Colorado.

Preferred Qualifications

In addition to the required qualifications, it is preferred that the third-party entity have:

- evidence of community trust, culturally informed research practices, and meaningful engagement with historically impacted Black populations;
- experience conducting:
  - community-based and evidence-based research;
  - public policy evaluation;
  - demographic data collection;
  - mixed-method research; and
  - critical quantitative research;

- experience integrating quantitative and qualitative research;
- familiarity with state and federal policies impacting Black populations;
- experience working at the intersection of economics, public policy, and politics and comfort working with a diverse group of stakeholders; and
- strong facilitation skills.

Information Required in Response

The following information must be included in any response.

1. A letter of interest demonstrating the respondent's qualifications and experience to provide the services requested in this RFQ, and specifically the respondent's ability to meet the required and preferred qualifications.
2. A description of the respondent's work on similar projects, and three references for past work.
3. An initial or proposed project plan describing how the respondent would approach the commission's scope of work, including a project timeline and specific activities.
4. Demonstration of the respondent's neutrality, and a description of any identified conflicts of interest.
5. Identification of each of the respondent's team members expected to provide services requested in this RFQ.
6. A detailed budget including hourly rates for each team member; the estimated number of required hours to complete the scope of work; and the costs of incidentals, travel costs for the respondent's team, and any other fees and costs not included in the hourly rate(s).
7. A detailed plan about how and when the respondent will determine the feasibility of providing the estimation of financial impact on Colorado's economy, as outlined in SB24-053.

Accessibility Requirements

The third-party entity shall ensure that all written work product and deliverables delivered to the state comply with all applicable provisions of §§24-85-101, et seq., the Accessibility Standards for Individuals with a Disability, as established by the Office of Information Technology pursuant to §24-85-103 (2.5), C.R.S., in adopted rules that are codified at 8 CCR 1501-11, and all State of

Colorado technology standards related to technology accessibility, including Level AA of the most current version of the Web Content Accessibility Guidelines.

Reports and Documents Property of the General Assembly

All information collected or developed by the third-party entity on behalf of the commission shall be the property of the Colorado General Assembly. The Colorado General Assembly retains the right to release any materials subject to the terms of the Colorado Open Records Act.

Revisions or Clarifications

If it becomes necessary to revise or clarify any part of this RFQ, addenda will be provided to each potential respondent who received the original RFQ and any other individual who expresses interest in responding to the RFQ. It is essential that respondents acknowledge all issued addenda in their submittal.

Ownership of Proposal Received

All material submitted in response to this RFQ shall become the property of the Colorado General Assembly. The Colorado General Assembly reserves the right to retain all proposals submitted and to use any ideas in a proposal regardless of whether that proposal is selected. Any restrictions on the use of information contained within a response must be clearly stated in the response, and any such restrictions must be approved by the Director. Submission of a proposal indicates acceptance by the respondent of the conditions contained in the RFQ.

Respondents that plan to use proprietary material or information must clearly identify the portions of their proposal or product that are proprietary. The Director shall make the final determination in advance of letting the contract as to whether any part of the respondent's proposal or product shall be considered proprietary. All respondents, including those using proprietary material, must describe in detail their proposed plan to meet the scope of work contained in this RFQ.

Respondent's Costs

The State of Colorado shall not be liable for any costs incurred by respondents as a result of submission of a proposal pursuant to this request.

Award of Contract

Proposals will be reviewed by the Director and the Black Coloradan Racial Equity Study Commission in accordance with the provisions of this RFQ. Interviews with respondents may be conducted as part of the review process. The Director and the Black Coloradan Racial Equity Study Commission reserve the right to reject any or all proposals. Proposals that do not contain at least the information required by this RFQ shall be deemed nonresponsive and will not receive further consideration. If a contract is awarded, it will be awarded to the respondent or respondents whose proposal is most advantageous to the State of Colorado.

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Award without Discussion

The Director, on behalf of the commission, reserves the right to make an award without further discussion of proposals received. Therefore, it is important that the proposal be submitted in the most complete terms possible.

Award Information to Unsuccessful Respondents

LCS will notify all unsuccessful respondents if an award is made. No information will be released after the proposal submission deadline until an award has been made.

Contract

In addition to standard state contract provisions, a copy of which will be made available upon request, the contract negotiated with a successful respondent shall incorporate this RFQ, the successful proposal, and any additional methodological information that may be required. The contract shall include an indemnification clause to hold the state harmless against any and all claims, damages, liability, and court awards as a result of any act by the third-party entity or any subcontractors. Additional liability insurance shall also be obtained by the third-party entity or personnel involved in the work included in the scope of the contract in accordance with the amounts set forth in this RFQ. The contract shall also include all State of Colorado Legislative Special Provisions which are applicable to all legislative department contracts (see appendix A).

If the respondent intends to subcontract any part of its responsibilities, the respondent must also identify the subcontracting individual, firm, or organization and their qualifications. Respondents may partner with other organizations or individuals to supplement their expertise. Such partnerships should identify the respective roles and demonstrate how Black community expertise and perspectives will be incorporated throughout the research process.

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Insurance

Unless otherwise agreed to by the Director, before execution of a contract, the third-party entity will be required to submit certificates showing the following minimum coverages prior to start of work:

- Standard Workers' Compensation and Employer's Liability, including occupational disease, covering all employees in the amount required by state statutes.
- Comprehensive General Liability Insurance, with minimum limits of $1 million per occurrence and in aggregate.
- Comprehensive Auto Liability Insurance with a minimum limit of $1 million per accident.

The certificates must name the State of Colorado as an additional insured and must be furnished within 10 working days after receipt of a contract award. All insurance must include provisions preventing cancellation without 30 days' prior notice by certified mail to the Director. Insurance specified in this section shall include coverage for acts of omissions of any subcontractors.