



COLORADO OFFICE OF NEW AMERICANS

State Integration Plan

Draft Framework

Collective Goal

Colorado thrives when public and private sectors coordinate investing in the economic, social, linguistic, and cultural integration of New Americans

Change Strategies

1. Increase access for New Americans to economic opportunities that help all Coloradans prosper
2. Increase access for New Americans to social opportunities that help all Coloradans participate in cohesive and mutually vibrant communities
3. Increase access for New Americans to linguistic opportunities that help all Coloradans communicate with each other
4. Increase access for New Americans to cultural opportunities that help all Coloradans share their experiences and perspectives



While the Office will focus on all four change strategies, the priority focus will be on economic opportunity. The state believes that immigrants bring mutual benefit to the state and contribute to our shared prosperity. We see New Americans, immigrants and refugees alike, as economic and civic drivers of prosperity. Advocates and stakeholders alike appreciate the focus of the state on New Americans contributions, and the state has much to gain in this time by harnessing the skills of newcomers. Intentional focus on this change strategy will provide New Americans with the opportunities that they seek to be full and contributing members of their new communities and provide the baseline for the state in building public will for enhanced welcoming.

Implementing Tactics

1. Increase access for New Americans to economic opportunities that help all Coloradans prosper

- 1.1 Target workforce development strategies and resources towards the inclusion of New Americans and English Language Learners, to include efforts related to work-based learning opportunities and services available at workforce systems. Complement existing communities of practice focused on leveraging public and private resources, streamlining referrals, creating easier pathways for co-enrollments and joint service delivery, and troubleshooting barriers, and align them with integration pathways.
- 1.2 Implement or enhance a multilingual shared referral platform that can be accessed by any public or nonprofit organization, that is based on a “no wrong door” approach, that supports co-enrollment for services, that distinguishes prerequisites for and distinctions between services, that prioritizes translated videos and trusted messengers, and that includes referrals for health and mental health barriers
- 1.3 Partner with the Office of the Future of Work on the state’s Digital Equity plan to ensure the inclusion and impact to New Americans across all state agencies and programs.
- 1.4 Increase transparency, including through translation and interpretation, of credentialing and licensing pathways, and improve the ability of in-demand licensed occupations to harness the skills foreign-trained professionals through partnerships with licensing bodies, employers, and New Americans.



1.5 Sustain a current “barriers to access improvement plan” for every benefits program that is supervised by the state and/or administered by the counties, which addresses barriers experienced by all Coloradans, including New Americans

2. Increase access for New Americans to social opportunities that help all Coloradans participate in cohesive and mutually vibrant communities

2.1 Ensure that “New Americans” are included as priority populations in state and municipal plans, funding, and data sets

2.2 Sustain a public relations campaign for all Coloradans, using non-traditional media, social media, trusted individuals and organizations, in order to increase awareness of and trust in state benefits, with particular emphasis on linguistic and cultural strategies to reach New Americans

2.3 Develop a research infrastructure to coordinate partnerships with researchers whose work will enhance data about New Americans that will support data-informed decision making, and that those decision ultimately will have broader impact to benefit all Coloradans

2.4 Partner with a research entity on community-level social network mapping to better understand the trusted conveyors and modalities of resources and information

2.5 Initiate an award for receiving community innovations that support the welcoming and inclusion of New Americans



3. Increase access for New Americans to linguistic opportunities that help all Coloradans communicate with each other

3.1 Enhance state agencies' language accessibility plans through work with the Department of Personnel and Administration and ensure that every state plan for every state program contains a Limited English Proficiency (or Language Assistance) plan to include all Coloradans. Ensure that each LEP or LAP plan is made public so that English language learners understand resources available to them

3.2 Develop a comparative catalog, dashboard, and service map of internal and external language services, with support to navigate the map

3.3 Promote opportunities that combine language acquisition, digital literacy, cultural orientation, and social bridging initiatives

3.4 Utilize multilingual action-focused video and social media campaigns for outreach to New Americans about initiatives to increase access to opportunities

3.5 Develop a plan to standardize and streamline access to language resources for translation, interpretation, and coordinated outreach through review and consolidation of state agencies Equity, Diversity and Inclusion plans under Executive Order 2020 175.

4. Increase access for New Americans to cultural opportunities that help all Coloradans share their experiences and perspectives

4.1 Develop and share infographics and other digestible informatics tools to continuously educate about New Americans



4.2 Contribute New American perspectives to diversity, equity, and inclusion (DEI) and other state initiatives wherever possible through the New American Advisory Board.

4.3 Develop funding partnerships and community of practice to ensure that ethnic community-based organizations are mentored, funded, and listened to as partners

4.4 Coordinate upskilling, professional standardization, and shared utilization of community navigators and trusted messengers

4.5 Promote and celebrate the success and contributions of Colorado's immigrant community