



February 2026

TO: House Business Affairs & Labor Committee
RE: AAUW SUPPORTS HB26-1207--Disclosure of Demographic Workforce Data

Dear Committee Members:

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education, and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Despite efforts over the years to achieve equity for women in the workplace, we continue to lag behind men. This year, Equal Pay Day is not until March 26th. For minority groups such as Native American women, the Equal Pay dates occur as late as November.

Currently, private companies with more than 100 employees must file demographic data with the federal government. Considering the recent de-emphasis on diversity at the federal level, AAUW is concerned we may lose this important data for Colorado.

By requiring companies to provide this information to the state, HB1207 will help ensure that our work toward equity can continue without interruption. Since these employers are already required to file reports with the federal government, HB1207 will not create an undue hardship on them. HB1207 will also make it easier for researchers, journalists, and advocacy groups to analyze diversity trends in Colorado's private sector.

For these reasons AAUW is in strong support of HB1207 and respectfully requests your YES vote in committee and throughout the process of becoming law.

Respectfully submitted,

A handwritten signature in blue ink that reads "Su Ryden".

Hon. Su Ryden
AAUW Colorado Advocacy Director

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American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education and advocacy.

03/05/2026

Public Comment in Support of House Bill 26-1207

Concerning Employer Accountability Through Disclosure of Demographic Workforce Data

Submitted by Alvin B. Tillery, Jr., Ph.D.

My name is Alvin B. Tillery, Jr. I am a professor of political science and a scholar whose research focuses on civil rights enforcement in American workplaces, the history of equal employment opportunity law, and the use of federal regulatory frameworks to promote workplace equity. I write in strong support of House Bill 26-1207.

HB 26-1207 is a straightforward and sensible measure. It requires private employers with 100 or more workers — who are already obligated under federal law to collect and submit demographic workforce data to the U.S. Equal Employment Opportunity Commission via the EEO-1 report — to share that same data with the Colorado Secretary of State as part of their existing periodic reporting obligations. In passing this bill, Colorado would join Illinois, California, Massachusetts, and a growing number of states that have recognized the importance of workplace transparency at the state level.

Let me be direct: this bill asks nothing new of employers in terms of analysis or data collection. These companies are already gathering this information. They are already submitting it to the federal government. The only additional action required under HB 26-1207 is the functional equivalent of forwarding an email — transmitting their existing annual EEO-1 report to the state. The compliance burden is, in practical terms, negligible.

As a scholar of civil rights enforcement, I can attest that the availability of disaggregated workforce data is foundational to any meaningful assessment of workplace fairness. Without such data, it is impossible to identify patterns of occupational segregation, to benchmark whether employers are making good-faith progress toward equitable hiring and promotion, or to hold companies accountable when their stated commitments to equal opportunity are belied by their actual employment practices. Transparency is not a peripheral concern in civil rights enforcement — it is its precondition.

I have heard the objections raised against bills like this one, and I find them unpersuasive. Claims that disclosure could lead to political targeting are not borne out by experience: similar state-level disclosure requirements in Illinois, California, and Massachusetts have not produced any adverse social or business consequences for the companies subject to the disclosure laws.

The data has been used for exactly the purposes its proponents intended — research, policy analysis, and accountability — without incident.

Nor does this bill impose any financial cost on employers. There are no new reporting systems to build, no consultants to hire, no additional compliance infrastructure to erect. The EEO-1 report already exists. The data is already collected. The cost of disclosure is, for all practical purposes, zero. All this bill is asking is for the businesses covered by federal law to email or share a PDF link of their extant EEO-1 report with the Secretary of State.

It is, frankly, difficult to understand why any law-abiding employer would object to sharing this information. The EEO-1 framework was designed precisely to give government and the public a window into whether workplaces reflect the diversity of the communities they operate in and draw workers from. An employer committed to fair and non-discriminatory practices should have nothing to fear from such transparency. The only businesses with genuine cause for concern are those whose workforce data would reveal patterns inconsistent with their legal obligations under Title VII and related civil rights statutes — in other words, companies that are discriminating.

I urge the Colorado General Assembly to pass HB 26-1207 without delay. Workplace transparency is not a radical proposition. It is a modest, well-tested, and essential tool for ensuring that the promise of equal opportunity in employment is more than a platitude. Colorado workers, researchers, advocates, and policymakers deserve access to the data that makes accountability possible.

Respectfully submitted,



Alvin B. Tillery, Jr., Ph.D.

Professor of Political Science

Director, Center for the Study of Diversity and Democracy