



Social Impact Plan

Applicants must use this template to submit the required Social Impact Plan. Applicants should not disclose proprietary information or intellectual property as the Social Impact Plan must be made publicly available. Please use the space provided to answer each question; if possible, do not include attachments.

Section 1: Applicant Information

| | | | |
|---|--------------|-------|----------|
| Business File Number(s) (BFNs) | | | |
| Entity Name | | | |
| Trade Name (DBA) | | | |
| Physical Address of the Marijuana Facility | | | |
| Street | City | State | Zip Code |
| Mailing Address (If Different from the Physical Address) | | | |
| Street | City | State | Zip Code |
| Contact Affiliated with the Applicant Responsible for Oversight and Implementation of the Social Impact Plan | | | |
| Name | Phone Number | | |
| Email Address | | | |
| Are you a transporter without a licensed premises in Denver or a mobile hospitality business without a licensed premises in Denver? | Yes No | | |

Section 2: Registered Neighborhood Organizations

List all registered neighborhood organizations (RNO) whose boundaries encompass the location of the proposed licensed premises. Attach additional sheets as needed. Transporters without a licensed premises in Denver and mobile hospitality businesses without a licensed premises in Denver are not required to complete this Section 2.

| | |
|--|---|
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |

| | |
|--|---|
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |
| Name of Registered Neighborhood Organization | |
| RNO Contact Name | RNO Contact Phone Number or Email Address |

Please describe your plan for engaging with each of these registered neighborhood organizations:

| | |
|--|--------------|
| Who should residents, RNOs or businesses in the neighborhood(s) contact with questions, concerns or complaints? | |
| Name | Phone Number |
| Email Address | |

In how many business days can a resident, RNO, or business in the neighborhood expect to receive a response to a question, concern, or complaint?

When the licensee receives a question, concern, or complaint, what steps will the licensee take to resolve it?

Section 3: Questionnaire

Describe your plan for promoting diversity and inclusion in hiring and employment.

1. Goal(s): What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. (*Example: Increase the percentage of company leadership positions held by women and people of color from 20% to 30% in the next year.*)

Describe your goal(s) for promoting diversity and inclusion in hiring and employment:

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goal(s) stated above? (Example: *Implement a corporate mentorship program that puts women and people of color on track for promotion to leadership positions.*)

Describe the program(s) that will support your goals for promoting diversity and inclusion in hiring and employment:

3. Measurement(s): What are the specific metrics that you will use to measure the success of the programs? (Upon renewal, you will be required to identify outcomes resulting from your diversity and inclusion plan using these metrics.) (Example: *Currently, 20% of the business's leadership positions (executive officers, managers, assistant managers, etc.) are held by women and people of color. At the next renewal, we will report an updated percentage.*

Describe the measurement(s) that will show your success in promoting diversity and inclusion in hiring and employment:

Describe your sustainability practices.

1. Goal(s): What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. (*Example: Reduce the number of employees who drive alone to work every day by 15% in the next year.*)

Describe the goal(s) for your sustainability practices:

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goals stated above? (*Example: Implement telework policies and provide discounted RTD EcoPasses to employees.*)

Describe the program(s) that will support your sustainability practices:

3. Measurement(s): What are the specific metrics that you will use to measure the success of the programs? (Upon renewal, you will be required to identify outcomes resulting from your sustainability plan using these metrics.) *(Example: According to an employee survey, 70% of employees drive alone to work every day. At the next renewal, we will report an updated percentage.)*

Describe the measurement(s) that will show the success of your sustainability practices:

Plan to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement.

1. Goal(s): What are the desired outcomes of the plan? Goals should be specific, measurable, achievable, relevant, and time-bound. *(Example: In the next year, ensure that at least 20% of third-party products sold in the store are produced by vendors owned by people of color.)*

Describe your goal(s) to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

2. Program(s): What specific actions, activities, or processes will be utilized to achieve the goals stated above?
(Example: *Onboard two new product lines produced by businesses owned by people of color.*)

Describe the program(s) that will support your goals to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

3. Measurement(s): What are the specific metrics that you will use to measure the success of the programs?
(Upon renewal, you will be required to identify outcomes resulting from your plan for promoting participation by people from communities disproportionately harmed by marijuana prohibition and enforcement using these metrics.) (Example: *At the time of the next renewal, assess what percentage of third party products sold in the store are produced by vendors owned by people of color.*)

Describe the measurement(s) that will show the success of your programs to foster participation in the regulated marijuana industry by people from communities that have been disproportionately harmed by marijuana prohibition and enforcement:

Please provide any additional information you'd like to share about social impact efforts not included or addressed in the above. Please include any goals, programs and measurements. (Not required.)



Section 6-280(g) of the Denver Revised Municipal Code requires marijuana businesses to ensure that social impact plans are made publicly available. How can members of the public access this Social Impact Plan?

