



Easterseals Colorado's Inclusion, Diversity, Equity, and Accessibility (IDEA) statement addresses how our organization collaborates with employees and Board members across various levels of the organization to:

- Promote a diverse and inclusive culture through flexible work weeks, hybrid office hours, opportunities for promotions, professional development, executive coaching, and pay equity.
- Educate the workforce on diversity and inclusion programs through various modalities e.g., newsletters and social media.
- Develop recruitment strategies for underrepresented candidates by using a diverse interview panel.
- Align IDEA goals with business goals (talent strategy with business strategy).
- Reduce workplace biases by education and training in IDEA core concepts and best practices.
- Develop and support data-driven strategies and changes in policies.
- Address complaints regarding discrimination and harassment; make initiative-taking recommendations based on outcomes.
- Raise funds for IDEA initiatives.