

2025

Diversity, Equity, Inclusion, & Accessibility (DEIA)

ANNUAL REPORT

PREPARED BY
The DEIA Committee



OUR UNWAVERING COMMITMENT TO BELONGING

At Developmental Pathways (DP), our mission drives us to build a culture where everyone feels they belong.

We are committed to equitable access to opportunities, resources, and support, especially for people from marginalized communities (BIPOC, LGBTQIA+, individuals, and those with disabilities). By honoring diverse identities, perspectives, and lived experiences, we enrich both our workplace and the communities we serve.

Our work is grounded in the belief that true belonging is universal and unconditional.

"We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my human right to exist." – James Baldwin

We champion diversity, intentionally foster inclusion, and take meaningful steps to ensure equity and accessibility for all.



DEIA AT DP: STRATEGY IN ACTION

Our DEIA work is led by a cross-functional committee of 10-12 staff members who drive our strategy. Each year, we evaluate our approach to ensure alignment with DP's executive priorities, our mission, staff needs, and business policies.

This year, we focused on:

- Improving employee experiences through listening sessions and engagement.
- Fostering culture, connection, well-being, and resilience among staff.
- Recruiting and retaining employees with disabilities and promoting equitable leadership opportunities.
- Advancing cultural competence and policy and procedure updates.



What We Mean by DEIA:

We also updated our DEIA definitions and commitments to reflect our evolving work and to better serve our internal teams and community. We use these guiding definitions to keep our work grounded and clear:

- **Diversity** is the variety of backgrounds, experiences, perspectives, values, worldviews, and voices that exist among individuals. These differences may relate to race, ethnicity, gender, age, ability, socioeconomic status, sexual orientation, and other characteristics that influence a person's access to and experience in the world.
- **Equity** is the fair treatment, access, opportunity, and advancement for all individuals. It considers that people face different barriers and advantages based on their identities and experiences. Equity involves identifying and addressing those disparities by providing tailored support and resources, so everyone has what they need to thrive.
- **Inclusion** fosters an environment where diverse individuals feel welcomed, respected, supported, and empowered. It ensures that all voices are heard and valued, and that everyone has equitable opportunities to participate in and shape decisions, culture, and outcomes.
- **Accessibility** involves intentionally designing, developing, and implementing environments, supports, and practices to reduce or remove physical, technological, and attitudinal barriers. It ensures that all people, regardless of ability, have access across platforms by considering universal design, accommodations, and modifications.

FY25 HIGHLIGHTS

Fostering Culture & Connection:

Share Your Care: Our third annual celebration featured staff members sharing diverse year-end traditions, brought to life through office décor under the theme "I am DP."

Connect with Us: A new in-office initiative offering easy, engaging, low-impact activities and networking to help staff decompress and connect at work.

- **Properties Scavenger Hunt:** A quick, 10-minute activity helping staff familiarize themselves with key office areas such as first aid kits, printer/copier stations, emergency exits, department mailboxes, etc.
- **Encouragement Stickers:** Positive messages and words of encouragement stickers for staff to share with each other, promoting peer appreciation and small acts of kindness.
- **Stress Relief Dolls:** Soft toys made available to use in designated areas as a lighthearted, safe outlet for stress relief.



All-Agency Calendar: In collaboration with all departments, launched a shared calendar to centralize events, trainings, and initiatives.

DP All-Staff Events: Supported internal events focused on strengthening teams and company culture.

Promoting Wellness & Resilience:

Caregiver Resilience Training: Facilitated training sessions with Brian Tallant offering practical tools to help staff manage vicarious trauma, compassion fatigue, and burnout.

"This class reminded me of my 'why' as we often focus on at DP, but also a reminder that my self-care and well-being is the foundation of my efforts. If I am not well, then it can greatly impact my presence and ability to help others." - Staff member



Mindfulness Movement Challenge: Encouraged staff to apply the tools from the resilience training, promoting self-care and whole-person wellness. 68 employees participated.

Advancing Equity & Cultural Competency:

Grow What You Know (GWYK) – On The Go: Our internal educational series is now available on demand via pre-recorded presentations to accommodate busy schedules. This year's topics included "Hospice Supports" and "Words Matter, A Discussion on Ableism."

Disability Cultural Competency Training: Partnered with the Colorado Cross-Disability Coalition (CCDC) to deliver the trainings: "Nothing About Us, Without Us! Disability Cultural Competency and Accommodations Overview" and "The Role of Advocate & Accommodations in Successful Intakes."



Policy & Procedure Updates:

Credo for Mutual Respect: Updated to be more accessible and applicable for all staff and our community; focused on respectful, inclusive interactions.

Grievance Policy: Revised in partnership with HR to ensure a clear, fair, and transparent process for addressing complaints and grievances.

Accessibility Equity Lens (published FY26): Formerly our "Racial Equity Lens," this new tool helps leaders evaluate initiatives with an inclusive, equity-centered approach.

OUR EVOLVING DEIA COMMITMENTS

Initially established in 2020, our DEIA commitments were refreshed in 2025 to better reflect our evolving work and priorities. Updated commitments and actions taken are below.

COMMITMENT #1

Build Systemic Equity into the DP Employment Experience

Build systemic equity into our employment experience, where equitable access and diversity of voice and thought are welcomed and valued, and a continued sense of belonging is experienced by all staff, especially those from marginalized communities.

Actions Taken:

1. Delivered cultural competency trainings through our GWYK series on Hospice Care and Ableism.
2. Hosted resilience-focused wellness events like the Mindfulness Movement Challenge and Caregiver Resilience Training to promote work-life balance.
3. Updated and promoted inclusive policies like The Credo of Mutual Respect and the Grievance Policy.
4. Supported the Staff Advisory Committee to elevate staff voices and influence company culture and leadership decisions.



Caregiver Resilience Training: 280+ staff attendees

"The most important thing I learned in [Care Giver Resilience] class is the value of maintaining self-awareness and emotional regulation, so I can remain grounded and present while supporting families through challenging situations."

COMMITMENT #2



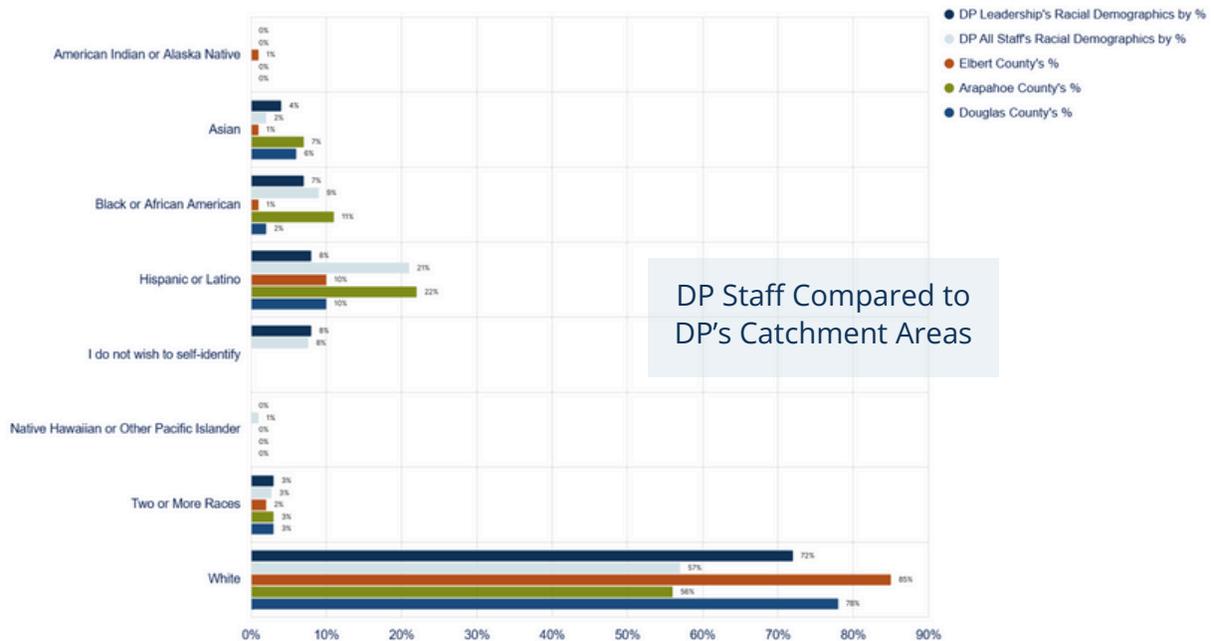
Improve Diversity Across DP's Leadership Teams

Improve equity across DP's leadership by supporting the recruitment, onboarding, and career development of individuals from underserved and marginalized communities.

Actions Taken:

- Provided Caregiver Resilience Training to address burnout and support staff well-being and retention.
- Clarified the Open Door Policy to support career development.
- Introduced the Accessibility Equity Lens to guide leaders in equitable decision-making.
- Continued tracking employee demographics for transparency and accountability.

2025 Racial Demographic Review



Sources:

- DP's demographics pulled from Payroll all staff reports as of June 2025.
- Colorado county demographics pulled from the [Colorado State Department of Local Affairs](#) and the [US Census Bureau](#).
- The racial demographics of DP staff are comparable to those of our served counties, catchment areas, and the state of Colorado. We remain dedicated to increasing our overall racial representation, specifically in our managerial roles.

DP'S DEIA JOURNEY: LOOKING AHEAD

DEIA at DP is a dynamic and continuous journey. This past year, we have strengthened our foundation, amplified diverse voices, and continued to foster a workplace of belonging while navigating a rapidly evolving disabilities services system.

Looking forward, we will:

- Expand accessibility supports for recruiting, hiring, and promoting individuals with disabilities.
- Deepen collaboration with DP's Staff Advisory Committee.
- Utilize DP's executive priorities to guide future DEIA initiatives.
- Continue developing a culture where everyone feels they belong.
- Leverage staff voices to inform and drive meaningful action, ensuring employee feedback translates into actionable strategies that strengthen engagement.



*Thank you for being a continued
DEIA advocate and ally.*

Please email DEIAFeedback@dpcolo.org
with any comments or questions.

YOU 
BELONG