



## Strategic Plan 2025-2030

**What is the Colorado Cross-Disability Coalition?** The Colorado Cross-Disability Coalition is the largest disability rights and disability justice organization in Colorado. Founded with the passage of the Americans with Disabilities Act in 1990, the organization is over 5000 members strong and works on a myriad of issues including Health Care and Medicaid, Community Access, Transportation, and Civil Rights, using an integrated advocacy approach. Cross-Disability means that, at times specific disability groups might have unique needs, but that people with different types of disabilities do best when we work as a united front.

**The mission** of the Colorado Cross-Disability Coalition is to build the power and influence of the disability community. We advocate for social justice for people with all types of disabilities and break down barriers which fail to promote the full participation of people with disabilities.

**The vision** of the Colorado Cross-Disability Coalition is that people with all types of disabilities will achieve financial, political, and social equality.

- Financial equality means we are not living in poverty, and we have opportunities which promote upward mobility.
- Political equality means we are represented at all levels of government and in all branches.
- Social equality means we are free to participate in the communities we desire. We have access to quality housing, a clean environment, and live in neighborhoods with clean air and clean water. It also means we can access education, employment, and medical care, and enjoy recreational opportunities - including state and national parks.

Disability is often one identity of many, intersectional identities, and targeted strategies are needed so that sub-populations within the broad disability community can gain universal equality simultaneously.

**The values** of the Colorado Cross-Disability Coalition are:

- Accountability: We are accountable to our members and the community we serve.
- Creativity: We harness the creativity of the disability community to offer common sense solutions which break down barriers for people with disabilities.
- Diversity: We understand that people with disabilities can have other, intersectional identities.
- Equity: We center the voices of those most silenced, elevate stories of those most marginalized, and advocate on issues that will bring justice to all who are oppressed. We ensure access to, and act as a voice for all members, and welcome anyone who wants to join us in this fight.



- Honesty: We will always speak the truth, even when it is uncomfortable.
- Inclusivity: In all spaces that CCDC creates and frequents, we act with intention to ensure everyone is welcome. We promote inclusion both inside and outside of the organization.
- Integrity: We strive to make the right choices using the best and most accurate information we have, and we acknowledge and address mistakes when they happen.
- Interdependence: Each person is dependent on a thriving community while also being depended upon. This is true in both interpersonal and interorganizational relationships.
- Justice: Civil rights evolve through creating, developing, implementing, and enforcing laws and regulations that directly impact our lives.
- Lifelong learning: We take pride in and recognize our community's accumulated knowledge, gleaned over three and a half decades. We learn from and reassess our strategies and improve our outcomes and impact through continual evaluation of our actions.
- Transparency: We share information we have about the organization and our community, and answer questions to the best of our ability. This includes our results, our financial standing, and our plans.

The strategies of the Colorado Cross-Disability Coalition are based on **community engagement**: community organizing, power building, and communications.

- **Advocacy**: Including integrated, legislative, regulatory, individual, and legal advocacy.
- **Social Enterprise**: Income-generating programs that strengthen our work and support our community, while also providing income for the organization.

#### **Key Issues:**

- 1) **Health Care/Medicaid**: Supporting whole-person health requires policies that enable people with disabilities to thrive. We work to assure that health care and long-term care programs are available, known, accessible to, and meet the needs of people with disabilities
- 2) **Financial**: Support policies that improve the financial situation of, and create and enhance the stability of people with disabilities.
- 3) **Community Integration**: Assure that people with disabilities can participate in the communities of their choice by:
  - a) Promoting accessible and inclusive transit and transportation.
  - b) Supporting a wide variety of affordable, accessible, and quality habitable housing options, while addressing barriers to housing.
  - c) Educating, promoting, and enforcing civil rights.



**Implementation:**

CCDC will create a work plan yearly, which outlines actions related to key issues, and is informed by annual listening tours. This plan will identify the internal resources needed to engage in this work, and how the work fits our values. The Board of Directors will approve this plan, and our Executive Directors, along with the leadership team and staff, are responsible for implementing the plan. The work plan and data are shared with membership each year.