



Proclamation

of the Board of Directors of

The Arc Arapahoe, Douglas & Elbert Counties

Affirming the Importance of Diversity, Equity, Inclusion, and Accessibility

- WHEREAS,** The Arc Arapahoe, Douglas & Elbert Counties is dedicated to advocating for and supporting individuals with intellectual and developmental disabilities (IDD) and their families, ensuring that they have the resources, opportunities, and rights to live self-determined lives; and
- WHEREAS,** our mission is to use advocacy and education to include all children and adults with disabilities in their communities; and
- WHEREAS,** we promote and protect the human rights of people with IDD and actively support their full inclusion and participation in the community throughout their lifetimes; and
- WHEREAS,** the values of diversity, equity, inclusion, and accessibility (DEIA) are essential to fulfilling this mission, as they create an environment where all individuals—regardless of ability, race, ethnicity, gender, socioeconomic status, or other identities—are respected, valued, and empowered; and
- WHEREAS,** we recognize that systemic barriers have historically marginalized individuals with disabilities and other underrepresented groups, and we are committed to dismantling those barriers to foster a more just and inclusive society; and
- WHEREAS,** prioritizing DEIA strengthens not only our organization but also the broader community by ensuring that every person has the opportunity to contribute, thrive, and reach their full potential; and
- WHEREAS,** we believe that accessibility in all aspects of community life—including education, employment, healthcare, housing, and social engagement—is a fundamental right that must be protected and expanded;

THEREFORE, BE IT RESOLVED, that the Board of Directors of The Arc Arapahoe, Douglas & Elbert Counties hereby affirms its unwavering commitment to diversity, equity, inclusion, and accessibility as core principles guiding our work, policies, and advocacy; and

BE IT FURTHER RESOLVED, that the Board directs the staff of The Arc Arapahoe, Douglas & Elbert Counties to prioritize DEIA in all programs, services, and initiatives, ensuring that our organization is a leader in fostering a culture of belonging, respect, and opportunity for all; and

BE IT FURTHER RESOLVED, that we call upon our community partners, stakeholders, and fellow advocates to join us in advancing these principles, working collaboratively to create a world where every person is included, supported, and valued.

Adopted this 19 day of February, 2025.

By the Board of Directors of The Arc Arapahoe, Douglas & Elbert Counties