

# 2022-2025 STRATEGIC PLAN



A nonprofit serving people with disabilities

## VISION

Accessible, equitable, and diverse communities.

## MISSION

Lifeworks partners with people with disabilities to drive change by increasing opportunity and access in the community.

## VALUES

### You Lead the Way – We Listen

We honor choice and pursue opportunities with community at the heart of our work.

### We Focus on Impact

We hold ourselves to the highest standards. We share expertise and collaborate to find solutions that address the whole picture.

### Together, We Break Down Barriers

We seek diverse perspectives, advance accessibility, and encourage a sense of belonging for all.

### We Reinvent What's Possible

We take chances and welcome the unknown. We learn from the past and lean into the future.

## INCLUSION STATEMENT

Lifeworks strives to be radically accessible, diverse, equitable, and inclusive. We appreciate the vibrancy of differences, center the voices of silenced and marginalized people, and champion universal rights.

## STRATEGIC PILLARS & PRIORITIES

Pilot new initiatives that expand self-determination	Grow core programs and services	Create an employee culture centered on accessibility, diversity, equity, and inclusion	Co-create culturally specific programs with Black, Indigenous, and people of color (BIPOC) and diverse communities
Launch resource navigation	Accelerate growth via geographic expansion of Fiscal Services	Hire a Director of Diversity, Equity, Inclusion, and Accessibility	Identify and build relationships with culturally specific partners
Explore behavioral health therapeutic services	Retain Personal Care Assistance (PCA) customers by converting to Individualized home supports (IHS), Community First Services and Supports (CFSS) budget model, or consultation services	Strengthen recruitment and retention strategies for a diverse workforce	Co-create models that customize Lifeworks' offerings to Black, Indigenous, and people of color (BIPOC) and diverse communities across the state
Develop disability inclusion products centered around disability rights, self-direction, and employer education	Optimize staff capacity and operations to achieve sustainable growth of employment services	Establish our flexible-hybrid work model	Strengthen relationships with state divisions, departments, and lead agencies to secure resources and impact public policy
Explore sustainable funding models for Apple Valley building	Expand remote services	Streamline user experience for prospective and current employees by implementing a modern Human Resources Information System (HRIS)	