## 2022-2025 STRATEGIC PLAN

**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.

**Together, We Break Down Barriers**
We seek diverse perspectives, advance accessibility, and encourage a sense of belonging for all.

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

**We Reinvent What’s Possible**
We take chances and welcome the unknown. We learn from the past and lean into the future.

**EQUITY 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

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