



Colorado Inclusive Economy (CIE)

Who is CIE

Colorado Inclusive Economy (CIE) is a 501c3 that envisions work environments that allow all Coloradans to achieve economic prosperity. CIE works to achieve this by collaborating with Colorado businesses and stakeholders to increase productivity by helping employees achieve financial stability and close wealth gaps.

What is CIE

Cohort Model

*Total
Solutions r^o, LLC*

- Expert facilitated discussions regarding equity leadership and workforce/supply chain inclusion to drive competitive advantage.
- Established in 2020.
- ~200 member companies to date representing about 185K Colorado employees .
- Cohorts conducted annually, spanning from Q1 to Q4.

Financial Stability and Wealth Gap Models

Small to Mid Size Employer

- Playbooks derived from small/mid sized employers who have grown their businesses as a result of investment in workforce financial stability.
- To be launched Q4'25 to CIE members and beyond.

Large Employer

- Consortium of employers and funders mutually invested in narrowing wealth gaps.
- Beta test of implementable models.
- Programs/process re-engineering developed based on test results.
- Playbooks built to then scale.
- Consortium in place in Q4'25.

Equity Leadership Competencies

Cultural Humility

Promoting a culture of respect, curiosity, inclusivity, continuous learning, and advocacy for marginalized groups.

Servant Leadership

A transformative approach prioritizing the empowerment and growth of others, believing in their potential, creating a culture of trust, collaboration, and continuous learning.

Data-Driven Operator

Intentional feedback processes that seek both qualitative and quantitative data informing activities that generates meaningful decisions.

Courage to Disrupt

Proactive and fearless approach to addressing issues or wrongdoings, challenging the status quo, and advocating for change even when it may not feel popular.

Contextual in Approach

Acknowledging that behavior occurs within specific contexts, requiring a high capacity to notice subtleties before acting.

Initiators of Complex Conversations

Embrace constructive conflict, value feedback, promote critical thinking, and navigate discomfort while fostering inclusive dialogue.

Awareness of Personal Biases

Acknowledging your core beliefs, and how they either enable or limit you or others, empathizing even when you do not relate.

Compassion

The capacity to understand, empathize with, and respond to the needs, emotions, and experiences of others with kindness, care, and support, demonstrating a genuine concern for their well being.