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Colorado State CTE Equity Strategy: An Addendum to the Colorado State CTE Strategic Plan

In alignment with the foundational elements of the [Colorado State CTE Strategic Plan](#), we are committed to achieving equity, access and inclusion for all learners in the state of Colorado. To help propel our state strategic vision forward, we are participating in the “Advancing CTE Without Limits Vision” initiative with Advance CTE, which provides us with technical assistance and support to help implement one of the [CTE Without Limits](#) principles in our state.

Colorado has decided to focus on [CTE Without Limits Principle 2: Each Learner Feels Welcome in, Is Supported by and has the Means to Succeed in the Career Preparation Ecosystem](#), which ties to the foundational elements stated in our [state CTE strategic plan](#). One of the intended outcomes of our Vision technical assistance work is a broader equity strategy that will guide us in connecting our needs assessment process work and the next State Perkins Plan for 2024 in a cohesive manner to maximize support for learners.

Our strategy to achieving equitable access and outcomes for Colorado learners, including but not limited to, English language learners (ELL), Black, Asian/Pacific Islander, American Indian and Latinx learners through our high quality CTE system requires the following:

- Collaboration and cooperation across state agencies that support learners and industry.
- Evaluation of our CTE and workforce data to determine gaps, root causes and opportunities to address systemic inequities.
- Building diverse and culturally competent educators that are representative of the non-traditional learner populations we serve through our education and workforce system.
- Understanding the learner perspective and elevating their voices to ensure that programs are designed with intentionality and quality.
- Driving towards enhancing the system’s capacity to reduce barriers and equity gaps with professional development, better data and technology and targeted funding for identified populations.
- Continuously audit our CTE system with an equity lens and seek innovative, proactive approaches to ensure that we are creating a climate that supports the health of our economy, the growth of our industry and career development of our learners and future workforce.
- Commit to modeling inclusive language, terminology, philosophies and up-to-date practices when communicating internally and externally.