

**Resolution #TC-2021-05-10**

Approval of Updated Policy Directive 2.0 “CDOT Values”

**Approved by the Transportation Commission on May 20, 2021.**

**WHEREAS**, under § 43-1-106(8), C.R.S., the Transportation Commission of Colorado (the “Commission”) has the statutory responsibility to set policies for the Colorado Department of Transportation (“CDOT”); and

**WHEREAS**, Policy Directive 2.0 “CDOT Values” was last adopted on October 19, 2017; and

**WHEREAS**, Policy Directive 2.0 articulates the core values of CDOT, which are the beliefs, philosophies, and principles that shape CDOT’s organizational culture, create a purpose and a sense of commitment in the workplace, and guides CDOT in providing the best transportation system for Colorado; and

**WHEREAS**, Executive Order D 2020 175 was declared by Governor Jared Polis on August 27, 2020, recognizing the importance of creating an equitable, diverse, and inclusive environment that allows the state of Colorado to be an employer of choice; and

**WHEREAS**, as mandated by Executive Order D 2020 175, the Colorado Department of Personnel and Administration (“DPA”) adopted the Universal Policy “Equity, Diversity, and Inclusion in State Employment” on September 16, 2020; and

**WHEREAS**, in conjunction with Executive Order D 2020 175 and DPA’s Universal Policy, CDOT intends to incorporate equity, diversity, and inclusion initiatives and principles into the agency’s organizational culture; and

**WHEREAS**, the updated core values are Safety, People, Integrity, Consumer Service, Excellence & Accountability, and Respect; and

**WHEREAS**, the descriptions of the core values have been enhanced to confirm CDOT’s dedication and commitment to create and sustain a positive workplace culture that clearly conveys the value of an equitable, diverse, and inclusive organization; and

**WHEREAS**, the descriptions of the core values have also been enhanced to hold CDOT and employees to a high level of accountability in providing the best transportation system to the State of Colorado; and

**NOW THEREFORE BE IT RESOLVED**, the Commission adopts the updated Policy Directive 2.0 “CDOT Values”.

*Herman F. Stockinger A.A.A.*

Herman Stockinger, Secretary  
Transportation Commission of Colorado

5/20/2021

Date