



COLORADO
Department of Agriculture

2025-26 Performance Plan

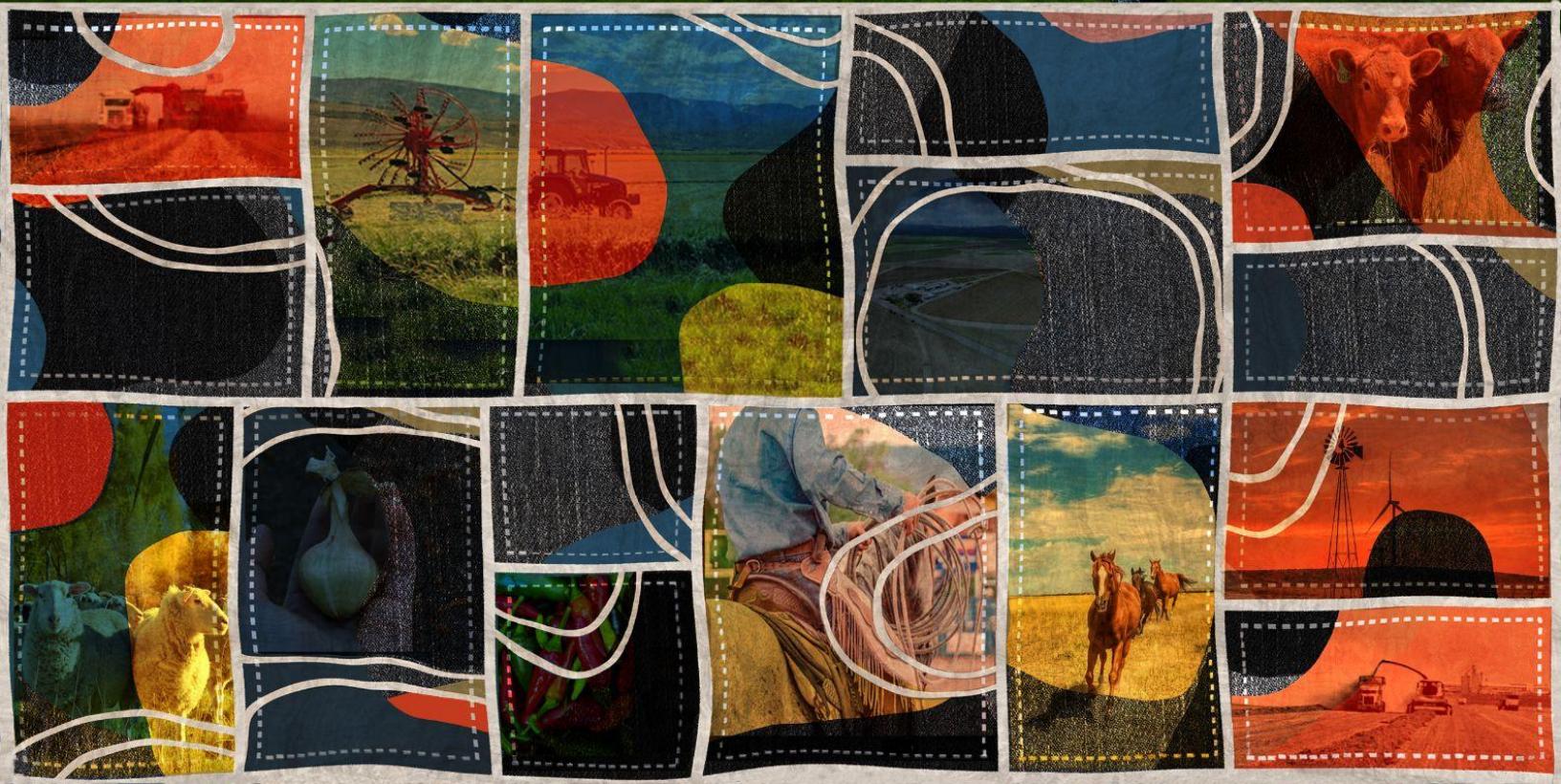




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Commissioner's Message

How do you know that the direction you're moving in is the right one?

At the Colorado Department of Agriculture, we start by asking the people who know best: farmers, ranchers, agricultural workers, business owners, and community members across the state. Their insights help shape our **Wildly Important Goals** and our internal Strategic Plan, guiding us to meet real needs with tangible solutions.

We asked producers what would help them boost efficiency on the ground. Together with the state legislature, we created and grew the Colorado Soil Health program, which continues to support producers in adopting soil health practices that increase productivity, drought and climate resilience, and nutrient-dense food. Alongside the Colorado Water Conservation Board, we're advancing the Colorado Water Plan to support robust agriculture in every watershed.

We asked retailers and ag businesses how to get fresh, healthy food into more Colorado homes. In response, we built the Community Food Access grant and tax credit program, which supports critical retail upgrades in the local food system. At the same time, we developed a strategic plan for Colorado Proud and launched our new Climate Smart Marketing program to expand markets for Colorado producers both locally and globally.

We asked ranchers what they needed in light of Colorado's growing wolf population. In close collaboration with Colorado Parks and Wildlife (CPW) and stockgrowers' associations, we created the Colorado Range Rider program, part of CPW's Livestock Conflict Minimization program, which provides tools, resources, and technical assistance to help protect herds.

We asked new and beginning farmers and ranchers, youth, and partner organizations what it would take to develop the next generation of leaders. To meet that need, we grew the Ag Workforce Development and Next Gen Ag Leadership programs, which offer funding, mentorship, and hands-on experience to help future leaders build confidence as they prepare for a career in agriculture.

At the end of the day, if it's not working for the people in the field, at the register, on the ranch, or in the community, it's simply not working. That's why we're committed to listening, adapting, and building solutions that serve all of Colorado agriculture.

Sincerely,



Kate Greenberg
Colorado Commissioner of Agriculture



Who We
Are

Beyond the Farm: CDA's Impact

Colorado's agricultural and food industry is a giant, injecting \$47 billion into our economy annually and sustaining 195,000 jobs. This incredible impact is fueled by the unwavering dedication of our farmers, ranchers, and food producers – and we deeply appreciate their hard work.

The Colorado Department of Agriculture (CDA) is their dedicated partner. We equip producers with critical resources and foster innovation, ensuring their continued success. We also serve you directly, meticulously overseeing food safety and quality, so you can trust every bite of Colorado-grown food.

Our commitment embraces everyone. We believe a strong agricultural community both benefits and includes all Coloradans, and we're here to help build it together.

You've likely already experienced our impact. From your groceries to your pet's well-being, we're hard at work. Our hundreds of vital functions include:

- Livestock brand protection
- Organic certification
- Pesticide regulation
- Food inspection & consumer services
- Animal protection & pet care
- Conservation stewardship
- Industrial hemp regulation
- Ag industry promotion
- State Fair management
- Agricultural worker support
- Local food access initiatives

Mission

The mission of the Department of Agriculture is to strengthen and advance Colorado agriculture; promote a safe and high-quality food supply; protect consumers; and foster responsible stewardship of the environment and natural resources.

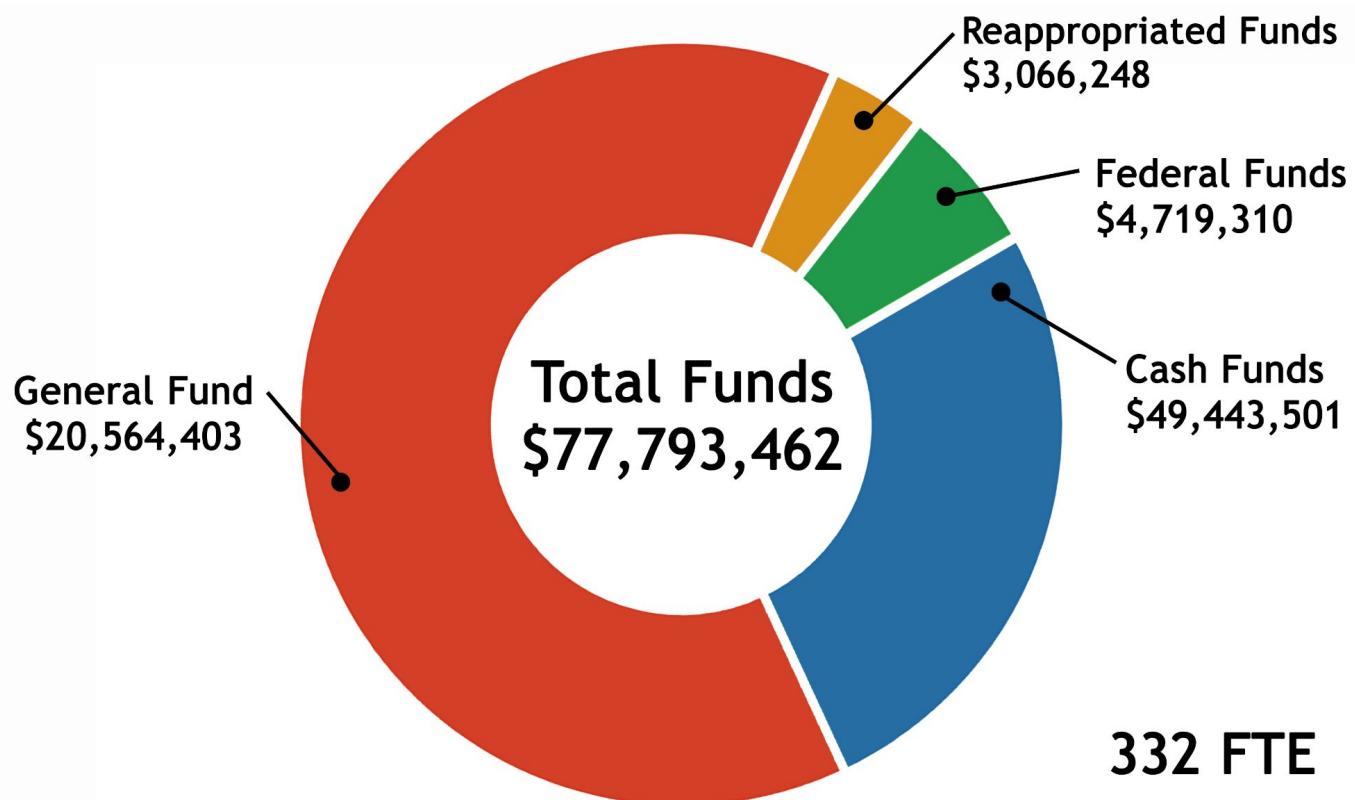
Vision

Our vision is that Colorado agriculture be strong and vibrant, a key driver of the state's economy, and recognized worldwide for its safe and abundant supply of high-quality food and agriculture products.

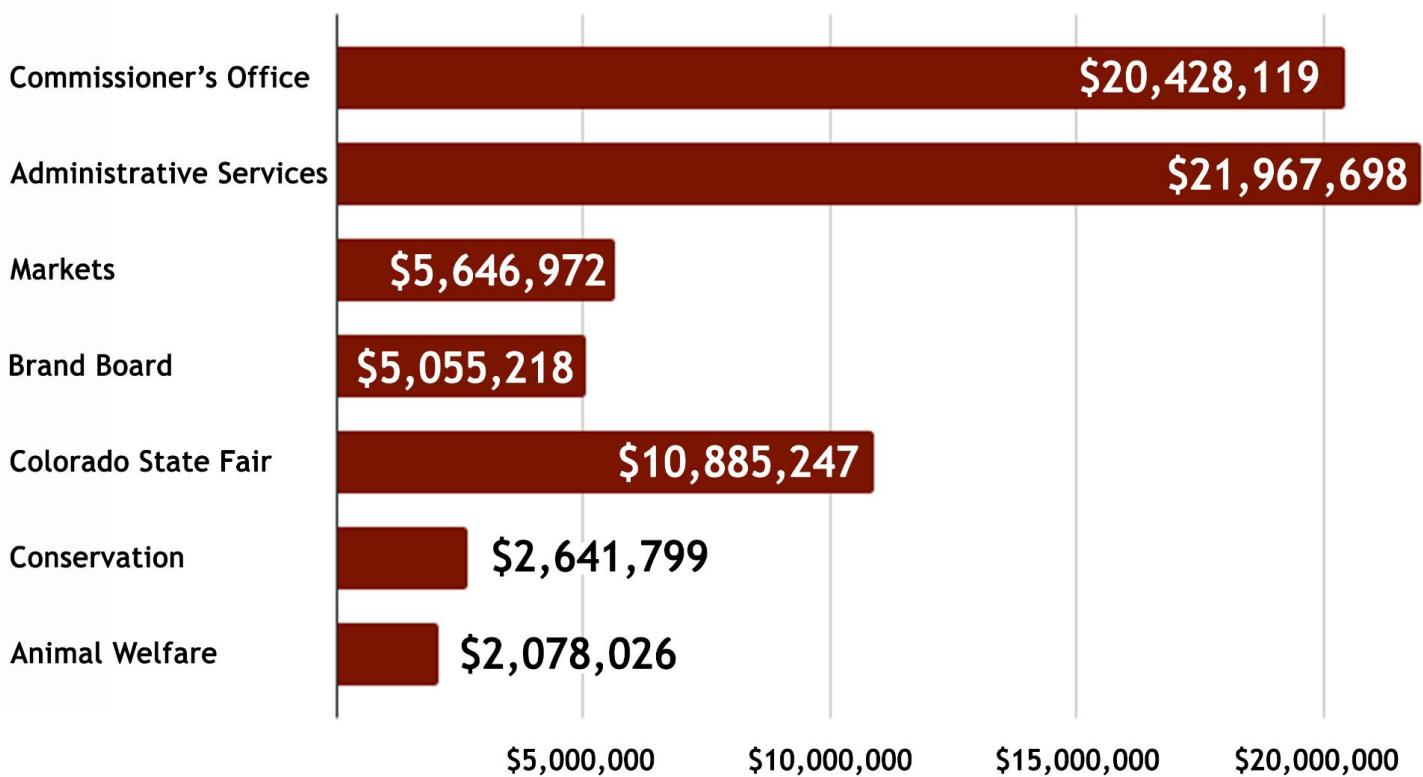
Core Values

At the heart of everything we do, you'll find our core values guiding the way: We believe in strong Partnerships, delivering exceptional Service, upholding the highest Professionalism, taking Proactive steps, and fostering mutual Respect in every interaction.

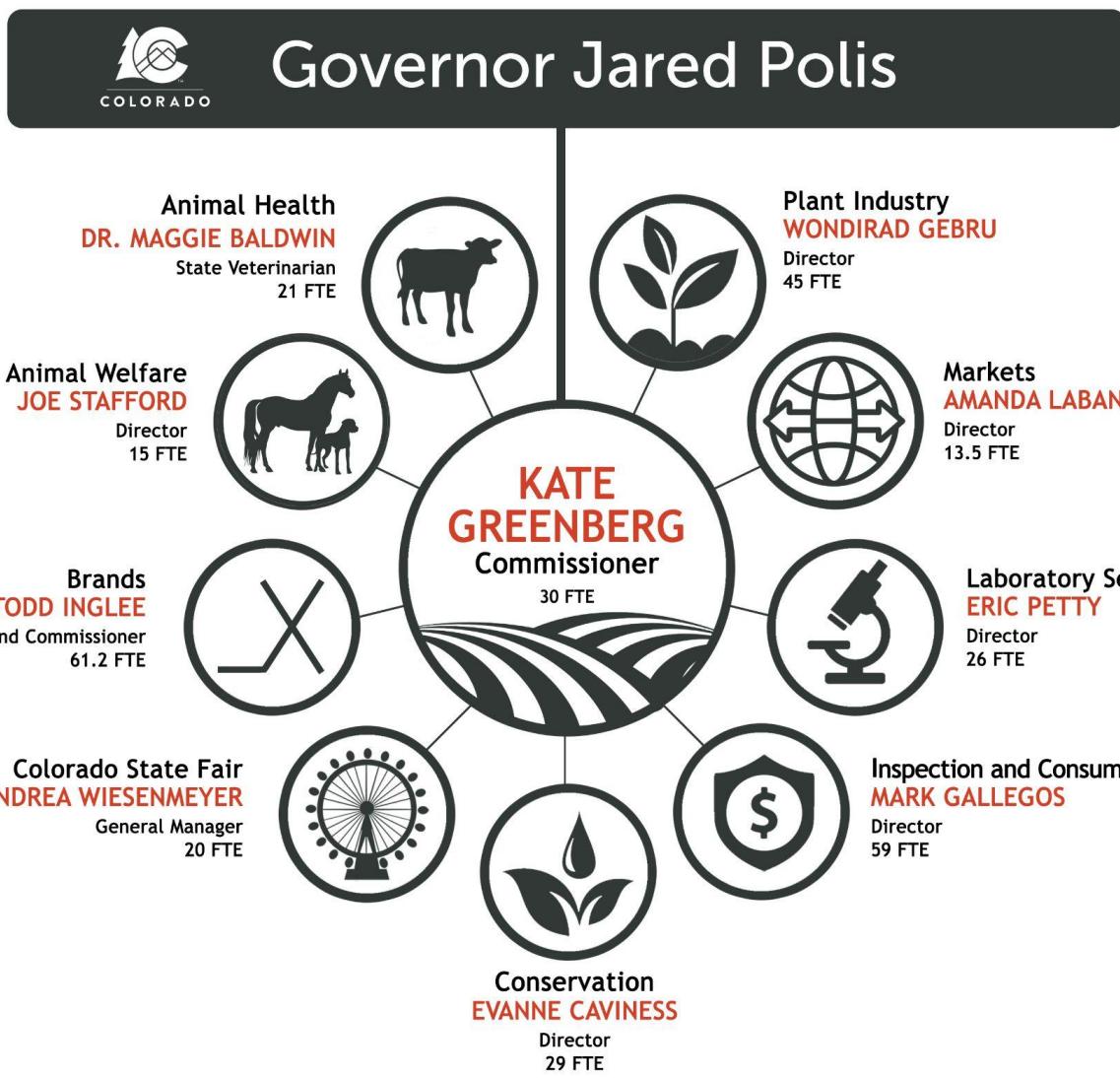
Agency Budget FY 25-26



Total Funds by Long Bill Appropriation



Agency Structure



Commissioner's Office Division

The Commissioner's Office acts as the central hub supporting the rest of CDA. We work hand-in-hand with local, state, regional, and federal partners, along with the entire agricultural community. This office handles vital organizational functions like financial management, legislative affairs, human resources, communications, and IT, ensuring smooth operations.

Our Regional Assistant Commissioners and dedicated community outreach teams are crucial to connecting CDA with agricultural communities across Colorado. This division also leads the CDA's Rural Mental Health Initiative, builds partnerships for agricultural education, and boosts public awareness of agriculture through our website, newsletter, events, sponsorships, and collaborations with media statewide.

Explore our nine other divisions in the following pages to see the full scope of our work.

Divisions

Animal Health

The Animal Health Division champions the well-being and market access of Colorado's livestock. We're a key partner for producers, veterinarians, and state and federal agencies, focusing on comprehensive disease prevention and control.

Our work includes ensuring animal disease traceability, leading emergency preparedness, conducting surveillance, and licensing aquaculture facilities – all vital to a healthy industry.



Animal Welfare

The Animal Welfare Division is dedicated to proactively ensuring the humane treatment and well-being of animals across Colorado. We achieve this by enforcing animal welfare laws, promoting responsible ownership, and providing vital education and resources to the public. We collaborate closely with other agencies and organizations to protect and advocate for all animals.

Within this division, the Bureau of Animal Protection (BAP) oversees and trains commissioned animal protection agents. BAP also administers a stakeholder task force, conducts outreach, and works with local animal protection and law enforcement officials to improve cooperation in investigating potential animal mistreatment, neglect, or abandonment.

Another key program, the Pet Animal Care Facilities Act (PACFA), routinely inspects pet shelters, rescues, breeders, retail stores, and other pet facilities. When necessary, PACFA takes swift regulatory action to immediately address any risks to the health and safety of Colorado's pets.

The division also administers the Equine Welfare Assistance Grant program, which provides financial assistance to eligible organizations to enhance domestic equine welfare through education and outreach, safety net programs, and adoption support.

BRAND INSPECTOR



Brands

With roots in Colorado's history dating back to 1865, the Brand Inspection Division serves vital purposes for the state's livestock industry. We deter theft, facilitate commerce, protect producers and lenders, ensure accurate tracking for disease traceability, and help return stolen or stray livestock, all while keeping the industry healthy and viable.

Annually, our division inspects and verifies ownership of approximately 4.5 million head of livestock. We actively investigate stolen or missing livestock cases, assisting in their recovery and return, and supporting criminal prosecutions when necessary.

Beyond inspections, we record and administer around 30,000 livestock brands, license public livestock markets and certified feedlots, and inspect and verify ownership of alternative livestock (like domestic elk and fallow deer), along with reviewing and approving their facilities.

Colorado State Fair

The Colorado State Fair Board of Authority celebrates Colorado's vibrant and diverse industries, with a special emphasis on agriculture. 2025 will be our 153rd State Fair. Our three main priorities are:

- Annual Celebration: To host an annual, family-friendly event that celebrates Colorado's varied cultures, communities, and traditions, while promoting awareness of agriculture and Colorado Proud products.
- Agricultural Showcase: To honor and showcase Colorado's agricultural industry through a permanent agriculture education exhibit.
- Community Hub: To serve as a year-round "Gathering Place" for Pueblo and Southern Colorado by utilizing our venues for a wide range of public and private events, offering both enjoyment and education to the community.

Conservation

The Conservation Services Division provides essential leadership on land and resource stewardship, including those impacting federal lands.

We encompass ten vital programs: the Agricultural Water Quality Program, the Agricultural Drought and Climate Resilience Office, Climate-Smart Marketing, Biological Pest Control, Chemigation, the Colorado State Conservation Board (CSCB), Natural Resource Policy and Planning, Noxious Weed Management, Pesticide Data Program, Soil Health Program, and Weed-Free Forage.

These programs offer voluntary technical and financial support, incentives, leadership, coordination, and regulatory oversight. We partner with private landowners, public land managers, and agricultural businesses statewide to address a wide range of natural resource management challenges.

Inspection and Consumer Services

The Inspection and Consumer Services (ICS) Division ensures agricultural products and services are safe, fair, and transparent for both producers and Colorado consumers. We achieve this through regulatory inspections, product sampling, and complaint investigations.

ICS regulates a wide range of agricultural products and services, including livestock feed, pet food, commercial fertilizer, anhydrous ammonia tanks, farm products dealers, commodity handlers/grain warehouses, commercial scales and other measuring devices, egg dealers, custom meat processors, and produce farmers.

Our inspectors conduct over 21,000 inspections annually across Colorado. This includes more than 25,000 commercial scales of various types and sizes, as well as providing size and grade inspection services and Good Agricultural Practices verification audits through the Fruit and Vegetable Inspection Section in Monte Vista. Additionally, ICS provides free mediation and dispute resolution services through the Colorado Agricultural Mediation (CAMP) program and oversees the Agricultural Workforce Services Program. This program assists agricultural employees in accessing information about their rights under labor laws and collaborates with agricultural employers to help them understand their compliance obligations with labor laws.





Laboratory Services

The Division of Laboratory Services (DLS) delivers valuable, consistent, and impartial testing services. Comprised of three operations—Animal Health, Biochemistry, and Metrology—DLS handles a wide range of sample types. From calibration artifacts to fluids for animal disease detection, cannabis, and environmental samples, we conduct approximately 160,000 individual analyses annually, showcasing our versatility and capability.

All three laboratories maintain ISO/IEC 17025:2017 accreditation, a globally recognized standard that ensures the quality and reliability of our testing services. Our commitment to education is further demonstrated through our newly developed Science, Technology, Engineering, and Mathematics (STEM) program, designed to teach educational organizations about the science performed at our facility, fostering knowledge sharing and learning.

Markets

The Markets Division is dedicated to expanding opportunities for Colorado's farmers, ranchers, and food and beverage producers. We champion value-added businesses and nurture the next generation of agricultural leaders.

Our Colorado Proud program helps consumers and buyers easily identify and purchase local products. We also open new domestic and international markets for producers and companies through targeted business meetings, trade shows, and missions.

Additionally, we oversee market order programs that fund viticulture research and promote Colorado wines, and we administer the state's Specialty Crop Block Grant Program. We are deeply committed to supporting the next generation through valuable training, including internships and leadership programs. Our expanding programming now includes the Colorado Agriculture Future Loan Program, Community Food Access Program, and the innovative Climate-Smart Marketing program, broadening our support for Colorado's entire food and agriculture industry.



Plant Industry

The Division of Plant Industry safeguards and promotes Colorado's agricultural and horticultural sectors. We regulate the production, sale, and distribution of plants, implementing programs to prevent the introduction and spread of plant pests and diseases. Our work directly supports farmers, protects consumers, ensures environmental and public health, and shields Colorado's vital plant industry from damaging threats.

We also certify the organic industry, facilitate agricultural exports, register and administer industrial hemp cultivation, enforce seed and nursery regulations, and test/license pesticide applicators. Additionally, we license restricted-use pesticide dealers, register pesticide products, maintain the list of pesticide-sensitive persons, and monitor invasive pest species.





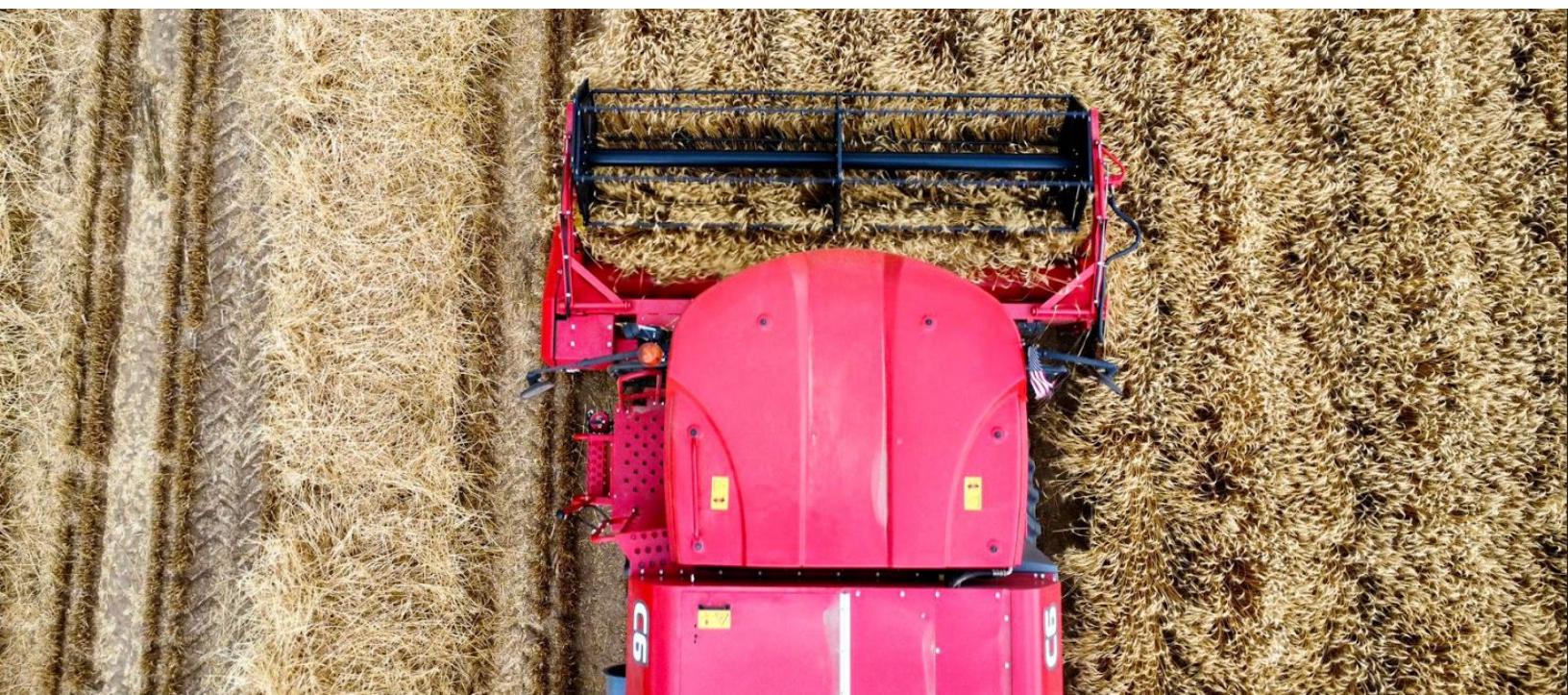
Agriculture Landscape

Agricultural Landscape

Colorado farmers and ranchers are navigating a complex environment shaped by both local challenges and global pressures. Much like farmers worldwide, Colorado producers are grappling with significant headwinds.

Globally, shifting international trade relationships continue to impact markets, creating uncertainty for exporters. Fluctuating tariffs and ongoing market volatility make long-term planning difficult for farmers, who must plan in advance what crops to grow and when. Producers across Colorado and the country have faced these difficulties, which can also disrupt established markets and pricing structures. This requires farmers to spend more time on monitoring and adjusting their strategies about which crops to grow or markets to pursue. CDA has been working on making it easier for Colorado producers to reach national and international markets to help foster more stable and diverse market opportunities.

Adding to market challenges, environmental conditions such as drought and the effects of climate change, continue to affect water sources, impacting agriculture across all basins. Colorado producers are no strangers to water scarcity, but they too are feeling these pressures acutely. Drought impacts irrigation practices and livestock management, forcing producers to make difficult decisions about water use. The reduced availability of water affects crop yields and livestock health and has long-term effects on agricultural producers. To ensure the viability of agriculture in the face of ongoing environmental pressures, CDA is advancing the Colorado Water Plan as one of our priorities.



Agricultural Landscape continued...



Photo by Rachel Gonzales (CPW)

Nationally, rising inflation and labor shortages have pushed labor costs higher. This, coupled with the increased cost of essential inputs, such as fertilizers, seeds, fuel and equipment, means profit margins are even tighter than in the past. Labor shortages further complicate operations, impacting planting, harvesting, and other on-farm activities. In addition, there is an incredible amount of skill and expertise in Colorado's agricultural worker community that we want to nurture and maintain. Given this context, CDA is focused on developing opportunities for ag workers to become business owners; investing in paid apprenticeships for beginning farmers and ranchers; and growing ag leaders through skills development, land access, and affordable financing.

In central and northwestern Colorado, a growing wolf population means ranchers are implementing new livestock protection measures. They are investing in non-lethal deterrents such as range riders, specialized fencing, livestock guardian dogs, and other tools that will help keep their livestock safe. Conflict mitigation requires careful planning, rapid response, and ongoing partnership to be effective. Last year, CDA launched the Non-lethal Conflict Reduction program in partnership with Colorado Parks and Wildlife (CPW), to provide direct support to Colorado's livestock producers.

Agricultural Landscape continued ...

In addition to a new predator on the landscape, Colorado ranchers have had to deal with livestock theft - a problem well known to the Old West and still an issue today. In addition, advancing animal health, welfare and good animal husbandry remain priorities for CDA and the ag community. By providing comprehensive education on livestock theft and animal welfare laws to law enforcement, district attorneys, and Bureau of Animal Protection (BAP) agents across the state, CDA aims to help these stakeholders have the knowledge and confidence needed to enforce these laws effectively and through strong collaboration.

And of course, none of this work matters if we don't have healthy people in our ag community. That's why CDA remains as committed as ever to advancing our Rural Mental Health Initiative and hosting monthly public stakeholder meetings that will help expand access to behavioral health resources and destigmatize the conversation.

This year's agricultural landscape is a complex tapestry, with threads that link global market uncertainties, environmental challenges, rising operational costs, and other stressors. Globally, tariffs, drought and climate change, inflation, and shifting consumer demands have created a dynamic and often unpredictable environment for producers. CDA has worked with producers to understand the challenges they are facing and is addressing them head-on through targeted initiatives and strategic priorities. From expanding market access and developing agricultural leaders to advancing water conservation efforts and implementing predator conflict mitigation tools, CDA is committed to supporting the long-term viability and prosperity of Colorado's agricultural communities. By fostering collaboration, providing resources and promoting innovation, CDA is working to ensure Colorado agriculture remains resilient and adaptable in the face of a changing world.





Strategic Priorities

Building a Path Forward

CDA's Multi-Year Strategic Plan guides our work in five key areas to support Colorado's producers and ag workers. Each area includes clear objectives and actions to track progress across nine divisions. Success depends on the collective efforts of all CDA staff, using measurable benchmarks to stay on course, adapt quickly, and celebrate achievements.

Direction One

People and Community



Direction Two

Market and Economic Productivity

Direction Three

Environmental Stewardship and Climate Resilience

Direction Four

Animal Health and Welfare

Direction Five

Internal Operational Improvements

To support our strategic plan, CDA created a public-facing dashboard to track progress over the next three years. It helps staff stay focused on key initiatives and benchmarks, while also promoting transparency by allowing the public and partners to follow updates on the topics that matter most to them. [Please visit our dashboard to view our Progress.](#)

Completed Actions by Direction

Direction Five:
Internal Operational Improvements

Direction Four:
Animal Health and Welfare

Direction One:
People and Community

Direction Two:
Market and Economic Productivity

Direction Three:
Environmental Stewardship





Direction One People and Community

We work daily to ensure agriculture is a community where all are welcome and provided with equitable access to resources. We recognize and celebrate the diverse agricultural heritage that predates statehood.

Our work is rooted in relationships with our ever-expanding communities, built on trust earned over time and nurtured by a shared commitment to the land, agricultural communities, economic opportunity, and future generations.

Strategic Action

Increase financial opportunities and access to technical assistance through the Colorado Agricultural Future Loan Program.

2024-25 Impact

\$21.2M in loans distributed to 92 producers across 33 counties—fueling growth in Colorado agriculture.

Improve agricultural education for K-12 students through STEM and other programs that focus on agriculture.

8 school programs have adopted CDA's Science Participation in Agriculture Reaching K-12 (SPARK) curriculum which brings ag education to Colorado classrooms.



Direction Two Market and Economic Productivity

We are committed to creating a future where everyone in agriculture has the resources and opportunities to thrive and profit. This includes diversity in people, markets, practices, and our stewardship of the natural world. Colorado's small and mid-size farms and food businesses can benefit from accessing local, national, and international markets.

CDA's marketing programs will provide producers and value-added businesses with marketing resources and assistance, focusing on strengthening Colorado's local food system.

Strategic Action

Expanding Colorado Proud to be more dynamic and diverse.

Establish new strategic priorities to help guide Specialty Crop Block Grant allocations and issue \$700,000 in grant awards.

Expand support for producers pursuing organic certification through improved assistance, streamlined processes, and program modernization.

2024-25 Impact

300 new members joined this year—28% from diverse backgrounds, helping us grow stronger and be more inclusive.

\$724K awarded to 15 Specialty Crop projects—boosting innovation across Colorado.

Certified organic operations in Colorado grew by 17%—a strong sign of momentum in sustainable ag.



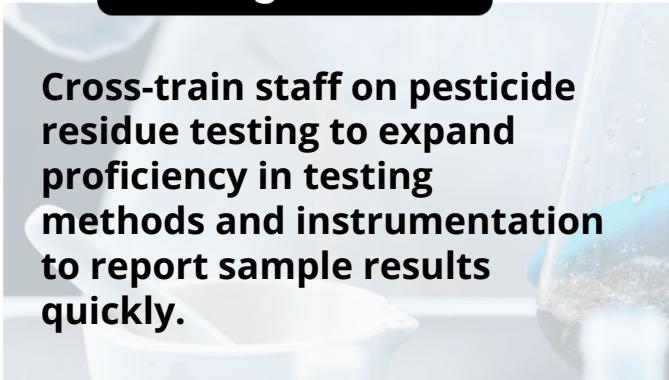
Direction Three

Environmental Stewardship and Climate Resilience

We aim to create a more resilient agricultural community that anticipates and prepares for future challenges. This effort supports proactive strategies to empower producers to tackle climate change, drought, and other environmental uncertainties while investing in the health and resilience of their businesses.

We believe that by being proactive, we can improve the lives, landscapes, and ecosystems we help steward while preserving a robust future for Colorado agriculture.

Strategic Action



Cross-train staff on pesticide residue testing to expand proficiency in testing methods and instrumentation to report sample results quickly.

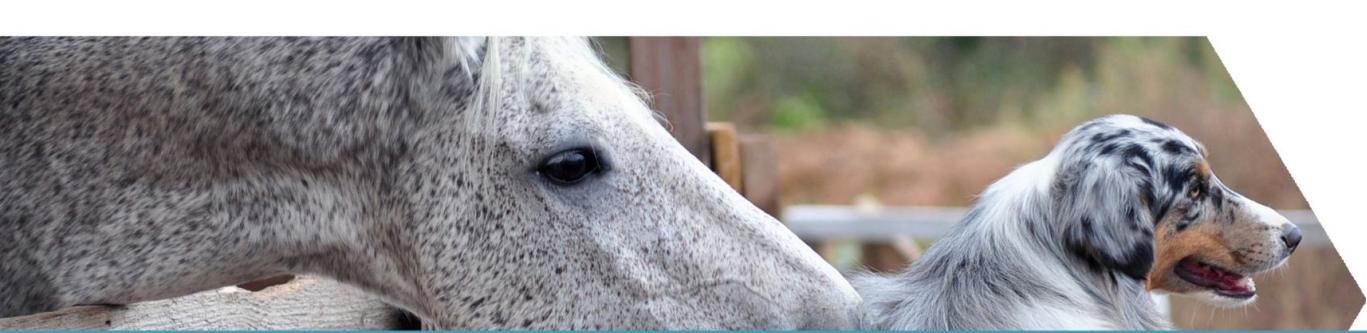
2024-25 Impact

Pesticide residue sample processing is now 25% faster, with a 38% reduction in errors—boosting confidence and turnaround time



Implement new certification and notification requirements to protect workers and the public, and enhance the Pesticide Sensitivity Registry.

95% of licensed applicators enrolled in the new Pesticide Sensitivity Registry within the first six months



Direction Four Animal Health and Welfare

CDA has an unwavering focus on the health, safety, and welfare of Colorado livestock and companion animals.

Whether it's the threat of a natural disaster, the emergence of foreign diseases, the welfare of companion animals, or the scarcity of feed, we've designed our animal health and welfare programs to elevate Colorado's preparedness and response to these and other threats, ensuring the continued well-being of our animals.

Strategic Action

Assist producers and veterinarians with Electronic ID transition with the no-cost RFID Tag Program.

Verify and implement a new Brucella canis analysis method.

Establish a Non-lethal Predator Conflict Reduction Program and provide resources and assistance to livestock producers.

2024-25 Impact

234,650 No-Cost RFID Tags distributed which is a 102% increase from previous year

Brucella canis testing now takes just 8 hours—down from 48

\$295K awarded to 10 organizations supporting non-lethal predator mitigation for producers



Direction Five Internal Operational Improvements

Improving operations is more than just a one-and-done initiative. It is a combined effort that calls on all to evaluate and optimize processes, people, and resources.

We commit ourselves to increasing operational efficiency and excellence in business services through consistent effort, continuous learning, and a culture of innovation and employee engagement.

Strategic Action

Increase professional development and leadership opportunities for all CDA staff.



2024-25 Impact

12 employees are now certified in CPR/First Aid/AED, while 26 leaders are enrolled in year two of CDA's Inclusive Leadership course.

Host 4 town halls, public forums or other engagement events by the Colorado Agriculture Commission and Senior Management



5 Town Halls hosted across 4 countries engaging over 170 attendees in important community discussions.

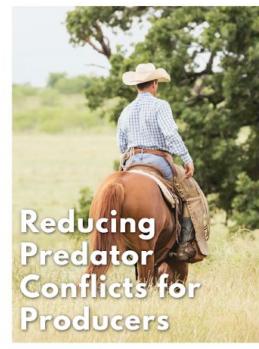
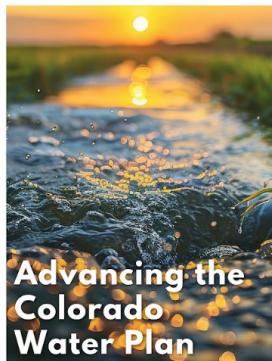


FY 2024-27 Wildly Important Goals

2024-25 Performance Summary

Our mission deeply commits to the vitality and future of Colorado agriculture. In 2024, we identified four Wildly Important Goals to drive significant progress and deliver tangible benefits statewide. These ambitious objectives allowed us to:

- **Expand Market Access for Ag Businesses:** Helped over 40 businesses thrive in competitive national and international markets.
- **Develop Agriculture Leaders:** Supported 349 next-generation leaders with professional development.
- **Advance the Colorado Water Plan:** Took action on four key initiatives for sustainable natural resource solutions.
- **Reduce Predator Conflicts:** Safeguarded livestock and livelihoods by establishing and promoting our Non-lethal Predator Conflict Reduction Program to over 1,340 producers.



Driving Progress: Our 2026 Goals

For 2025-26, we'll continue our three-year goals to **Expand Market Access for Ag Businesses**, **Develop Agriculture Leaders**, and **Advance the Colorado Water Plan**. We're also committed to **Managing Predator-Livestock Conflicts** by partnering with Colorado Parks and Wildlife to provide critical resources to producers, and **Providing Education on Animal Mistreatment and Livestock Theft** to boost animal welfare and community security. These efforts reinforce our resolve to strengthen Colorado's agricultural community, promote sustainability, and ensure a prosperous future.

Please read more and view our progress on [CDA's Dashboard](#).

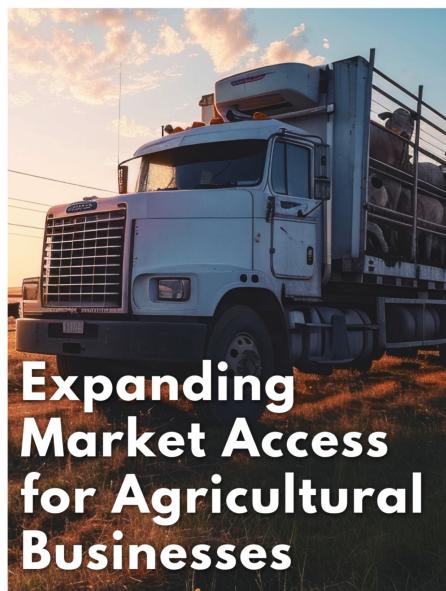
WIG #1

National and International Market Access

Through support from CDA marketing programs, 240 Colorado businesses will gain or have expanded access to national and international markets by June 30, 2027.

Market access is crucial for any business to thrive. For many small and midsize Colorado farm and food businesses, the challenges of maintaining competitiveness and gaining access to appropriate resources, knowledge, and relationships to venture into new markets can be steep.

In response to these challenges, CDA's International Marketing program assisted agricultural businesses with gaining or expanding their access to markets nationally and internationally throughout 2024-2025. We will continue this vital work in 2026 through the following strategies:



FY26 Strategies by June 30, 2026

- Provide financial and technical assistance to 90 businesses for trade missions and trade shows.
- Attend seven trade missions or trade shows to establish relationships for future business connections.
- Engage with leaders from nine countries to lay the groundwork for new trade opportunities for Colorado businesses.
- Develop marketing resources that assist Colorado Proud members with expanding into national and international markets.

FY 24-25 Goal	FY 24-25 Actual	FY 25-26 Goal	FY 26-27 Goal
75	40	160	240

WIG #2

Developing Agricultural Leaders

CDA will provide support to 1,030 Colorado agricultural leaders in their professional development through internships, apprenticeships, scholarships, or direct leadership training by June 30, 2027.

As Colorado's ag community ages, growing the next generation of leaders is more important than ever. Hands-on experience, tech skills, and sector know-how are key to helping young people thrive in ag careers.

Over the past year, CDA has expanded access to internships, apprenticeships, scholarships, and leadership training to open more doors—no matter where someone starts. That work continues over the next two years through the [Ag Workforce Development Program](#) and [NextGen Ag Leadership Program](#), plus new initiatives in the pipeline.

FY26 Strategies by June 30, 2026



- Expand the Agricultural Workforce Development Program by increasing internships from 45 to 60.
- Award \$155,000 in grant funding to agricultural organizations and educators in the Next Generation Agricultural Leadership Program.
- Launch a pilot program that creates a Leadership Network that strengthens existing Colorado agriculture leadership programs.
- Provide 15 agricultural workers with professional development opportunities through Yo Soy de Rancho, to equip them with the education, technical assistance, and resources to establish their own agricultural businesses.

FY 24-25 Goal	FY 24-25 Actual	FY 25-26 Goal	FY 26-27 Goal
180	349	697	1,030

WIG #3

Advancing the Colorado Water Plan

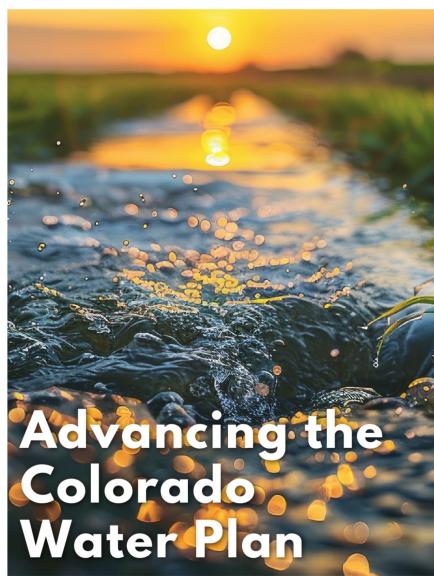
To advance water resiliency within Colorado agriculture, CDA will take action on 12 agency initiatives that are aligned with the Colorado Water Plan by June 30, 2027.

Colorado is facing unprecedented climate challenges that profoundly change how we think about the future of agriculture and water supply in Colorado. [The Colorado Water Conservation Board's Colorado Water Plan](#), a result of collaborative efforts, identifies ten agency actions to help maintain a robust agricultural landscape in the state.

FY26 Strategies by June 30, 2026

Initiative 1: Land Use & Preservation

- Partner with the Department of Local Affairs to develop educational resources that helps protect agricultural land.



Initiative 2: Soil Health Strategy

- Define a long-term vision for the Colorado Soil Health Program.

Initiative 3: Water Quality Monitoring & Outreach

- Collect data from 30 Edge-of-Field monitoring stations to inform water quality improvements.
- Host 40 in-person events to increase awareness and engagement in the Agricultural Water Quality Program.

Initiative 4: Technical Support & Project Funding

- Fund 15 projects focused on improving water infrastructure
- Deliver technical assistance at 100 local association meetings.

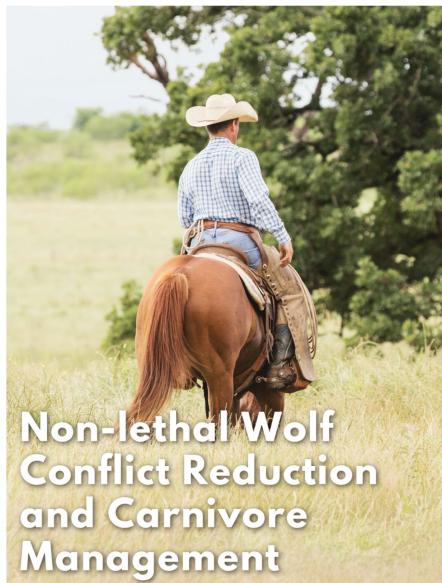
FY 24-25 Goal	FY 24-25 Actual	FY 25-26 Goal	FY 26-27 Goal
4	4	8	12

WIG #4

Non-lethal Wolf Conflict Reduction and Carnivore Management

Colorado Parks and Wildlife and the Colorado Department of Agriculture will provide direct assistance to 600 livestock producers in Colorado to mitigate wolf conflict, focusing on non-lethal methods such as range riding, carcass management, site assessments, and education by June 30, 2026.

Colorado has always had predators on the landscape, however with the reintroduction of gray wolves in 2023, Colorado's livestock producers are adapting to protect their livestock as we work toward greater coexistence with carnivores. CDA is partnering with CPW to provide critical resources to farmers and ranchers across the state through education on non-lethal deterrent methods, carcass management best practices, site assessments, and range riding.



FY26 Strategies by June 30, 2026

CDA Initiatives

- Engage 30 key counties in discussions to identify county-specific carcass disposal solutions.
- Provide comprehensive education on effective carcass management practices to 500 livestock producers.

Colorado Parks and Wildlife Initiatives

- Deliver 10,500 hours of direct range riding assistance to livestock producers.
- Conduct an additional 50 site assessments of producers' ranches.

Baseline	FY 25-26 Goal	FY 26-27 Goal	FY 27-28
0	600	TBD	TBD

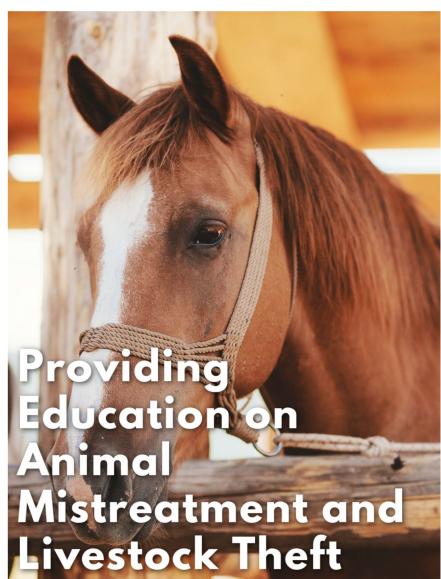
WIG #5

Providing Education on Animal Mistreatment and Livestock Theft

Local law enforcement, district attorneys, brand inspectors, and Bureau of Animal Protection (BAP) agents who complete CDA's training will report an average confidence level of 8 out of 10, indicating they are "very confident" in applying animal welfare and livestock theft laws by June 30, 2027.

Protecting Colorado's livestock and combating animal mistreatment are vital for our agricultural communities. Effective enforcement requires shared understanding of laws and strong collaboration among stakeholders. We will provide targeted internal and external training, measuring participant confidence to strengthen our collective capacity to deter crime, ensure justice, and safeguard animals and livelihoods across Colorado.

FY26 Strategies by June 30, 2026



- Host four in-depth training workshops for new and current Bureau of Animal Protection agents, focusing on case management and protocols.
- Collaborate with District Attorneys to develop standards for livestock theft investigations, and train all Brand Inspectors on the process.
- Provide training on animal mistreatment and brand laws to law enforcement in at least 50% of Colorado counties.
- Collaborate with the Colorado District Attorneys' Council to develop accredited CLE for attorneys, judges, and DAs on animal mistreatment and livestock theft.
- 85% of participants will report increased confidence in applying animal mistreatment and livestock theft laws.

Baseline	FY 25-26 Goal	FY 26-27 Goal	FY 27-28
0	8	8	TBD



Building an Accessible and Equitable Community

Equity, Diversity and Inclusion

At CDA, equity, diversity, and inclusion (EDI) are not just values—we're actively embedding them into the fabric of our agency

The implementation of [CDA's Equity, Diversity, and Inclusion Plan](#) is advancing meaningful change, and we're committed to building on this momentum through the following key strategies:

- **Investing in the next generation of agriculturalists through education, outreach, and opportunity.**
- **Distributing funding and tax credits to support underserved and underrepresented communities, while strengthening relationships across all farming and ranching communities.**
- **Focusing both internally and externally to make our department more diverse, equitable, and inclusive. Internally, this includes analyzing workforce trends and data on applicants, interviewees, and new hires to guide more inclusive recruitment and hiring practices.**

Major Achievements in Equity, Diversity and Inclusion

- **Inclusive Leadership Program.** CDA launched a required Inclusive Leadership Program for all managers, with 91 leaders and aspiring leaders completing the first year. A third cohort of 24 has now joined, continuing the agency's commitment to inclusive leadership at all levels.
- **Workforce Development with a Focus on Equity.** As part of CDA's external-facing efforts, the Workforce Development program prioritized access and inclusion—35% of applicants identified as minorities, expanding opportunity in agricultural careers
- **Targeted Investment in Underserved Communities.** Through CDA's Loan Program, 26% of awards—totaling over \$4.5 million—went to underserved producers. Additionally, 39% of grant awards were directed to individuals and communities historically excluded from agriculture, helping to address systemic barriers.
- **Ag Worker Resource Program Expansion.** CDA implemented and continues to expand its Agricultural Worker Resource program to provide information about pay and available services to ag workers and their employers.

Digital Accessibility Efforts

Over the past year, CDA staff across all divisions made significant strides in accessibility, ensuring inclusivity remains at the forefront of our work. Key achievements include remediation of over 400 documents, which improved accessibility across critical documents, making information more available to all users.

- **Strengthened IT Accessibility Compliance** – Increased completion of the IT checklist from 79% to 100%, ensuring digital tools meet accessibility standards or we have a plan for accommodation..
- **Expanded the Community of Practice** – Grew engagement among staff, fostering collaboration and expertise in accessibility best practices.
- **Enhanced Website Accessibility** – Boosted accessibility scores by 15%, making CDA's online presence more user-friendly and inclusive. Reduced the number of inaccessible PDFs on our website from 138 to 21.
- **Provided Essential Accessibility Training** – Equipped staff with the knowledge to create accessible documents through Grackle and CommonLook training.
- **Developed Key Accessibility Resources** – Created best practice documents to standardize accessibility efforts across divisions.

To ensure our services are truly beneficial for everyone, we are deeply committed to enhancing customer service through comprehensive accessibility. This means proactively identifying and removing barriers, whether they're related to technology, communication, or physical access.

Our goal is to create an experience where every individual can easily access the information, resources, and support they need, fostering a more inclusive and effective relationship with our organization.

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I WAS SUPPOSED TO BE A ROCK, BUT INSIDE I WAS CRUMBLING.

When I reached out, I was seconds away from ending my life. Financially, things on our ranch were falling apart—and I felt like a failure. I didn't want my problems to burden anyone else, so I buried 'em inside. And that's what almost buried me. Thankfully, I picked up my phone and called Colorado Crisis Services. I was able to finally get out everything I'd been holding inside, and I realized that trying to be a rock of strength for everyone else had actually caused me to start crumbling inside.

No matter what you're going through, you don't have to go through it alone.

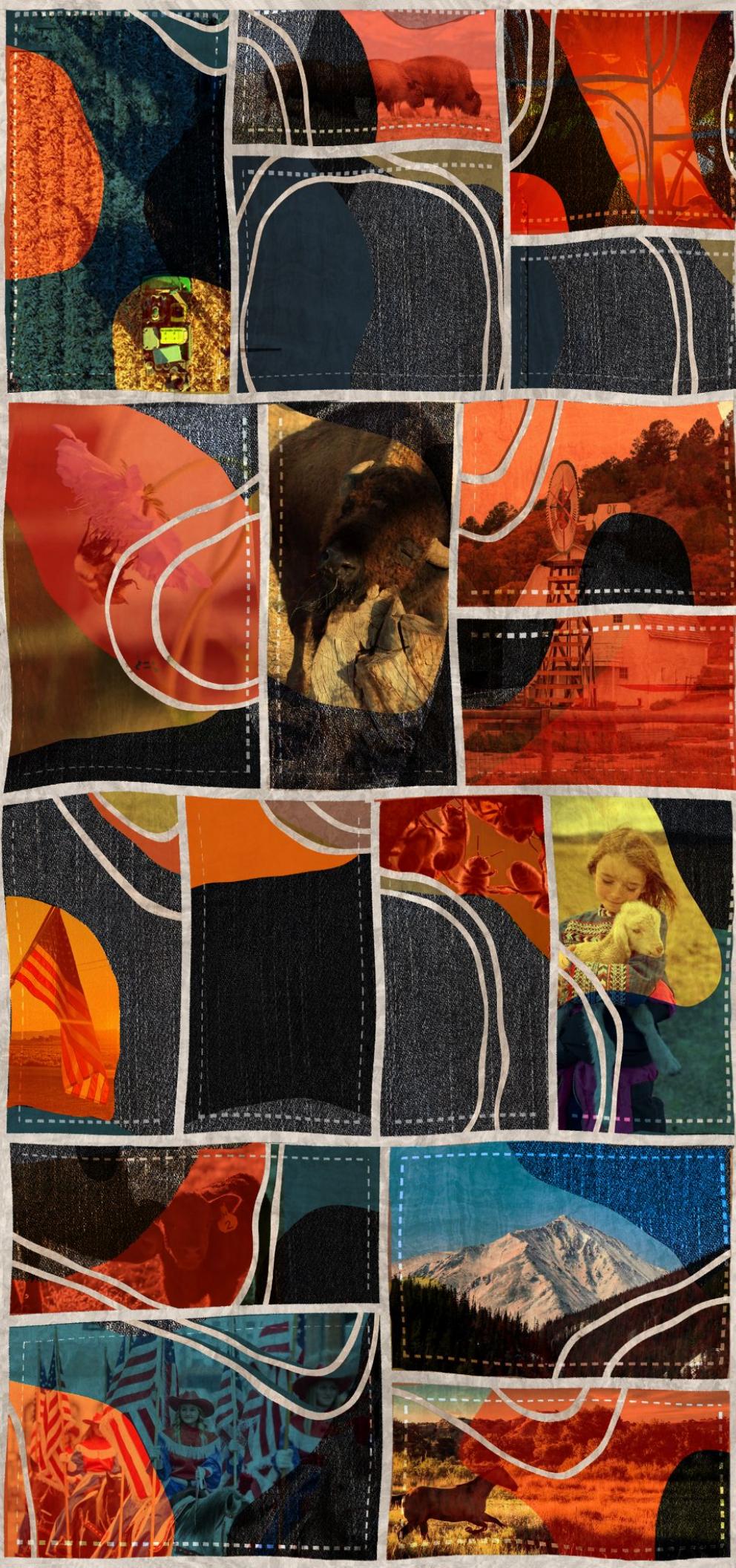
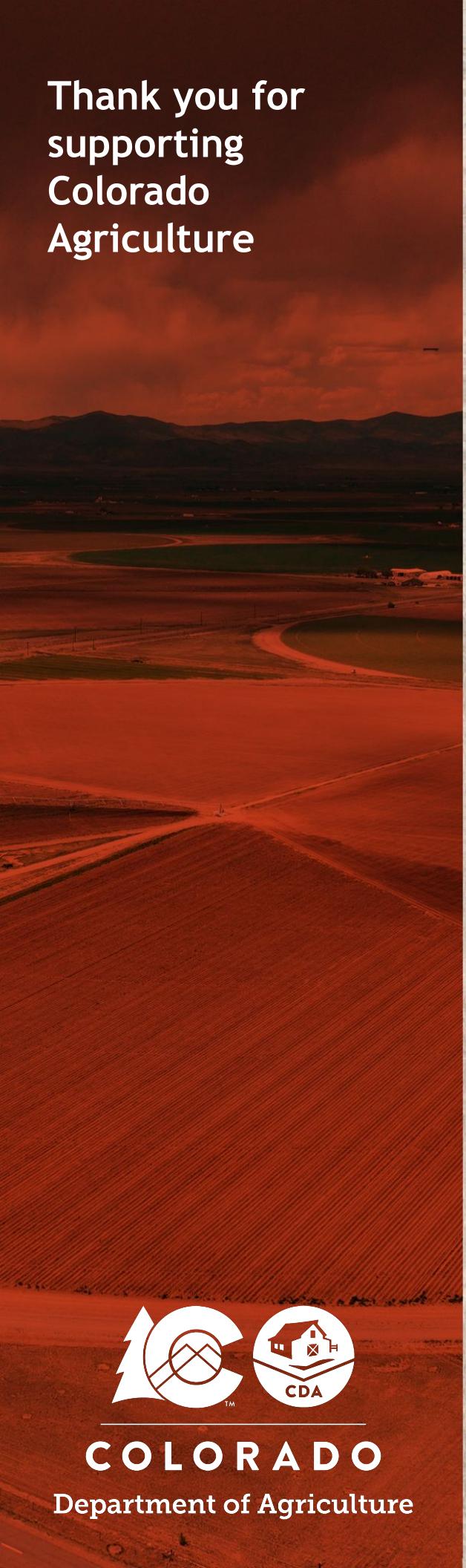


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