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## Diversity, Equity and Inclusion Statement

The Colorado Oil & Gas Association's (COGA) mission is to be a unified policy advocate and regulatory voice for the oil and natural gas industry in Colorado, and to support our members through advocacy, partnerships, education, and stakeholder engagement. We believe this includes strengthening our understanding of [marginalized communities](#), as well as cultivating a diverse interest in COGA's vision for a thriving, innovative and respected oil and gas industry that prioritizes the protection and sustainability of our environment and communities.

We believe embracing diversity, equity and inclusion (DEI) is essential to driving innovation, new ideas, safety, personal belonging, and competitive advantages needed for the success and the future growth of our oil and natural gas industry.

Cultivating a diverse environment includes embracing DEI practices and accountability in order to build an environment that ensures the safety and growth of our colleagues, communities, and the oil and gas industry as a whole.

COGA believes the following commitments are reflective of our role as supporters of DEI in practice to ensure our industry growth and community support. In order to move these commitments forward, COGA seeks to engage its membership in building definitive steps to operationalize our DEI pledge into tangible progress that ensures our industry operates in a safe, inclusive, and nonjudgmental manner.

1. Foster productive relationships between COGA members, their employees, and our Board of Directors to ensure DEI is upheld in tandem with COGA's Strategic Plan and Code of Conduct.
2. Progress the legacy of COGA's leadership as an advocate for the oil and natural gas industry through meaningful member contributions that promote representation, and inclusivity and recognition of the need for LGBTQ+, racial and gender parity within COGA and our member organizations.
3. Provide and support platforms whereby members can share their ideas surrounding DEI, while learning best practices applicable to their companies.
4. Provide diversity recruitment and development support to COGA committees in honor of DEI commitments and ensuring alignment with COGA Board.
5. Collaborate, support, and advise on topics relating to DEI and partnerships in local communities relative to our operating areas.
6. Pair COGA's DEI commitments with community investments that advance and develop a diverse and inclusive talent pipeline for the future of the oil and gas industry.
7. Leverage resources and partnerships with the Colorado Energy Foundation to maximize impact on disproportionately impacted communities, addressing systemic barriers to equity and opportunity, and invest in the communities where we live and operate.

COGA is committed to supporting the diversity of our members and their employees. We are committed to honoring the perspectives of every Coloradan, with a belief in being inclusive of diverse voices through collaborative discourse and education.