

Diversity, Equity & Inclusion Statement

At The Arc, Diversity, Equity & Inclusion (DEI) work is a thread intentionally woven throughout our programs, initiatives, governance, communications, and culture. As a dynamic regional organization, we are committed to centering DEI in everything we do so we can fully realize our vision, mission, and core values.

We believe all are deserving.

People of all identities, life experiences, and perspectives deserve to be acknowledged, valued, and supported at home, at work, and in their communities.

We believe DEI is both personal and professional.

We carry our life experiences with us in and out of the workplace. When each of us pursues opportunities to explore, challenge, and grow our understandings, we all benefit personally and professionally.

We believe in actively shaping our company culture and our community.

Creating a culture of equity, access, and inclusion does not happen overnight. It takes collaboration, determination, and active listening. We are proud of the ways we are intentionally creating our culture.

We believe in the power of positive disruption.

We acknowledge the limitations of the systems we work within and actively seek ways to make progress and innovate despite them. Advocacy and action are everyone's responsibility.

We believe there is no finish line.

There will always be ways to become more inclusive, welcoming, and supportive of everyone in our organization and in our communities. We are eager for the inclusive, equitable future we know is coming—*because we are building it.*