



Initiative: Diversity, Equity and Inclusion

90 Day Deliverables

Initiative 1. Gather demographic data related to DEI from all levels of the Arc NY

Committee Members:

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Initiative Description: This initiative will develop a comprehensive survey/equity assessment to be administered across all Chapters and the State office to obtain key demographic information from Boards, staff, persons supported and the surrounding community. In addition, DEI best practices will be obtained from each Chapter. While diversity demographics are essential, the survey will also include questions that address inclusion and equity. Inclusion ensures that everybody feels welcomed, appreciated, and involved in the workplace. Equity ensures that the right support is granted for advancement, so inclusion can be nurtured for success. The outcome of the three is, ideally, a sense of belonging.

A detailed analysis of the data will assist in the creation of targeted, specific goals and success metrics for the corporation.

Initiative 3. Create DEI Strategies at all levels of the Arc NY

Committee Members:

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Initiative Description: Using professional DEI consultation, this initiative seeks to engage Board leadership, Chapter and State office staff in discussions centered on the creation of a DEI framework for the entire organization. A series of tasks to accomplish this goal include but are not limited to:

- a. Engagement of a professional DEI consultant to facilitate discussion and mapping of the process.
- b. Obtain input and create ownership/commitment from the Board of Governors
- c. Create a common understanding and definition of DEI and the associated principles for the entire organization
- d. Develop mission, vision and position statements, along with other clarifying principles to expand receptivity to the ideals and goals of the DEI strategic plan
- e. Develop corporate wide training modules to educate the BOG, Chapter and State office staff on key principles of diversity, equity and inclusion
- f. Develop a train-the-trainer certification to ensure the ongoing delivery of high quality DEI education and support, in addition to ongoing cultural competence