

Assessing Inclusion

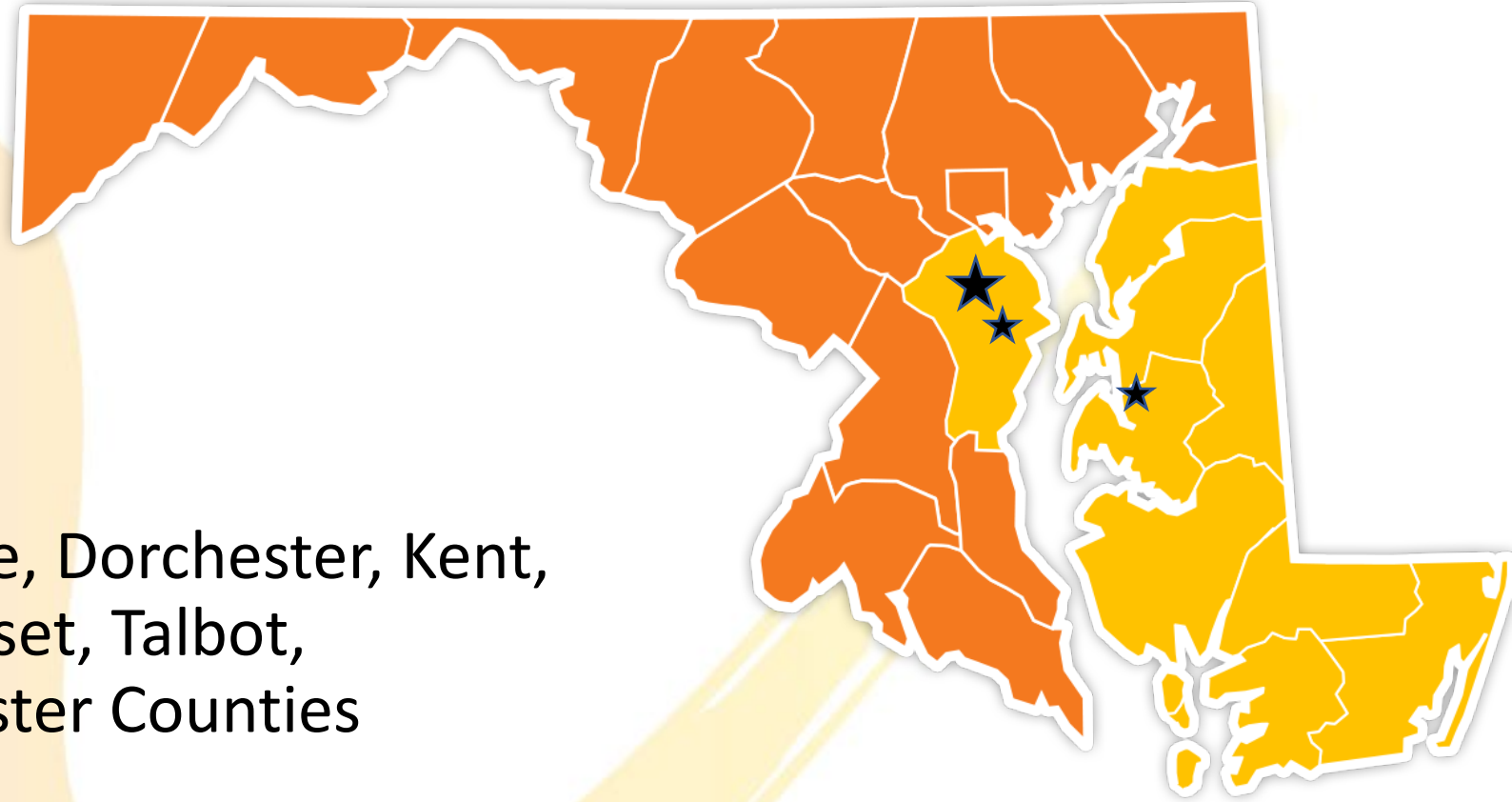
Who are we and who do we want to be?

Case Study: “You are the Help Until Help Arrives”



The Arc Central Chesapeake Region

- Founded in 1961
- Anne Arundel, Caroline, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, and Worcester Counties



Vision

People with intellectual and developmental disabilities will live the lives they choose in communities that are equitable, accessible, and fully inclusive.



Your Questions

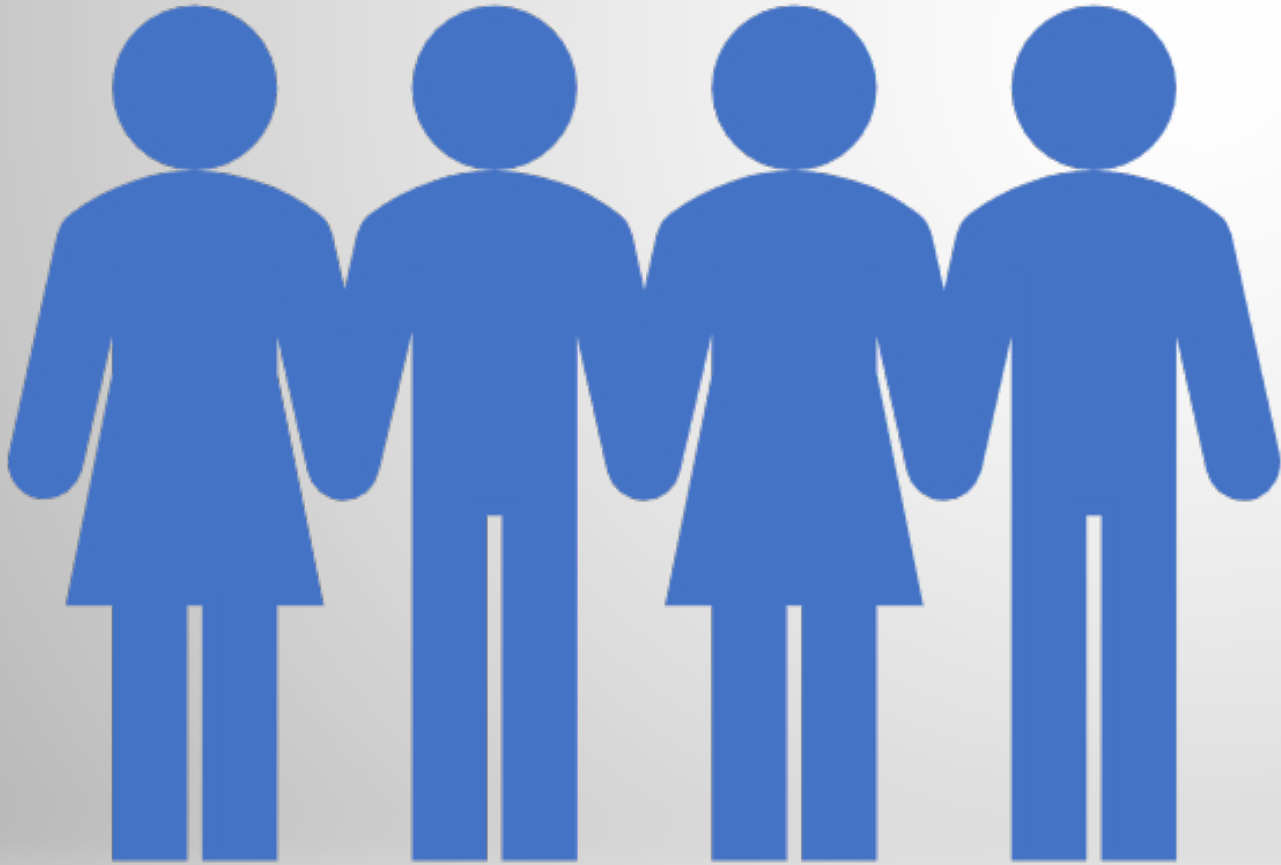
- How do we assess our current organization?
- Are there hidden biases, history, or traditions that keep us from being more inclusive?
- What non-traditional methods can we use for recruiting and retaining a diverse audience?



Answering your questions with questions!

- What does your board/committee/staff *look* like?
- Have you done an internal audit of your own BOD & staff?
 - Case study: Ernst & Young
- Does your vision statement reflect your DEIA goals?
- How would your staff request an accommodation?
- Has your staff/BOD had appropriate & adequate training with DEIA?
 - Quoting Brene Brown can you be “awkward, brave & kind together?” – are you ready for these questions?
- What is your goal? How does it align with your mission?
- Have you asked your target audience what they need from you?
- Applications/Enrollment Barriers – think out of the box
- Partners, Partners, Partners!
 - Who has the skill set you need? The Audience you need?





What top tier organizations already know...community building is a win.

“We are beyond the MORAL imperative to understanding the Strategic Imperative.”

-JT Childs, retired after 39 years as Corporate Human Resources Director, IBM. Considered a leader in DEI strategies across the international business world. www.tedchilds.com



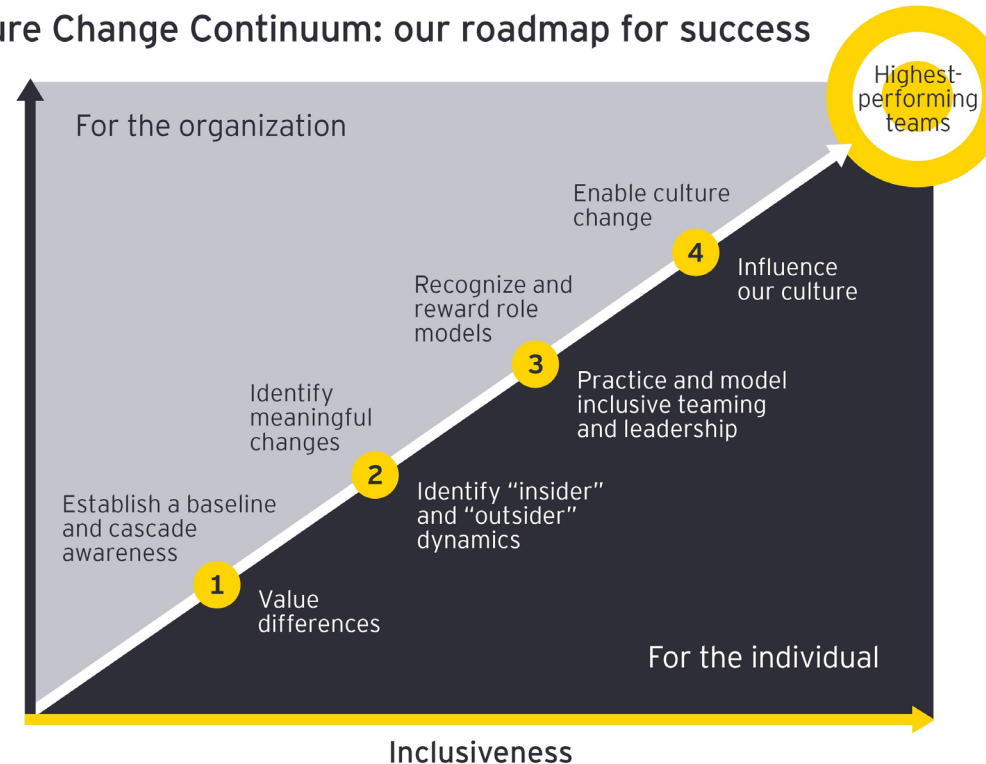
D&I at Ernst & Young

The EY D&I Culture Change Continuum: our roadmap for success

Diversity

Strengthened by our differences

- Thinking style
- Leadership style
- Gender
- Diverse abilities/disabilities
- Country of origin
- Service line
- Location
- Ethnicity
- Education and work experience
- Religious background
- Sexual orientation
- Generation
- Socioeconomic background
- Other differences



Leveraging differences to achieve better business results;
creating an environment where all people feel and are valued

Framework adapted from *The Guide for Inclusive Leaders*, 2006, by Joerg Schmitz and Nancy Curl.



Case Study: You are the Help Until Help Arrives

Duration: Summer 2021

Funder: The Arc US

Goal: Inclusion at all levels

- Safety Training
- Art Project/Banner Contest
- 9/11 Day of Remembrance



You are the Help Until Help Arrives Project

- How did we try to be inclusive?
 - Tasked from the beginning with inclusion (\$\$, race, ability, geography)
 - We are the experts – right?
 - Social Media will solve everything! Just put it in the (insert media here)
- What happened?
 - COVID
 - It needed a bit of tweaking
 - I underestimated staff time!
 - *We were determined to be inclusive at all levels!*
- What methods did we use to find success? Flexibility and Creativity!
 - Partners. Working together. Person-to- Person Outreach. Asking for support.
 - Finding common goals. Using pre-existing structures and community events.





Project Partners

For All Seasons

Inclusive Easton

Avalon Foundation

Talbot County Emergency Management

And then...

Multi-Cultural Resource Center

Talbot School Teachers

Mid-Atlantic Supportive Services
(Galloway Meadows Project)



***Of course, we
achieved our goals!***

Over 130 volunteers and
artists from all walks of
life & 3 counties

Not everyone had the
SAME experience, but
everyone had an
equitable opportunity to
participate



