



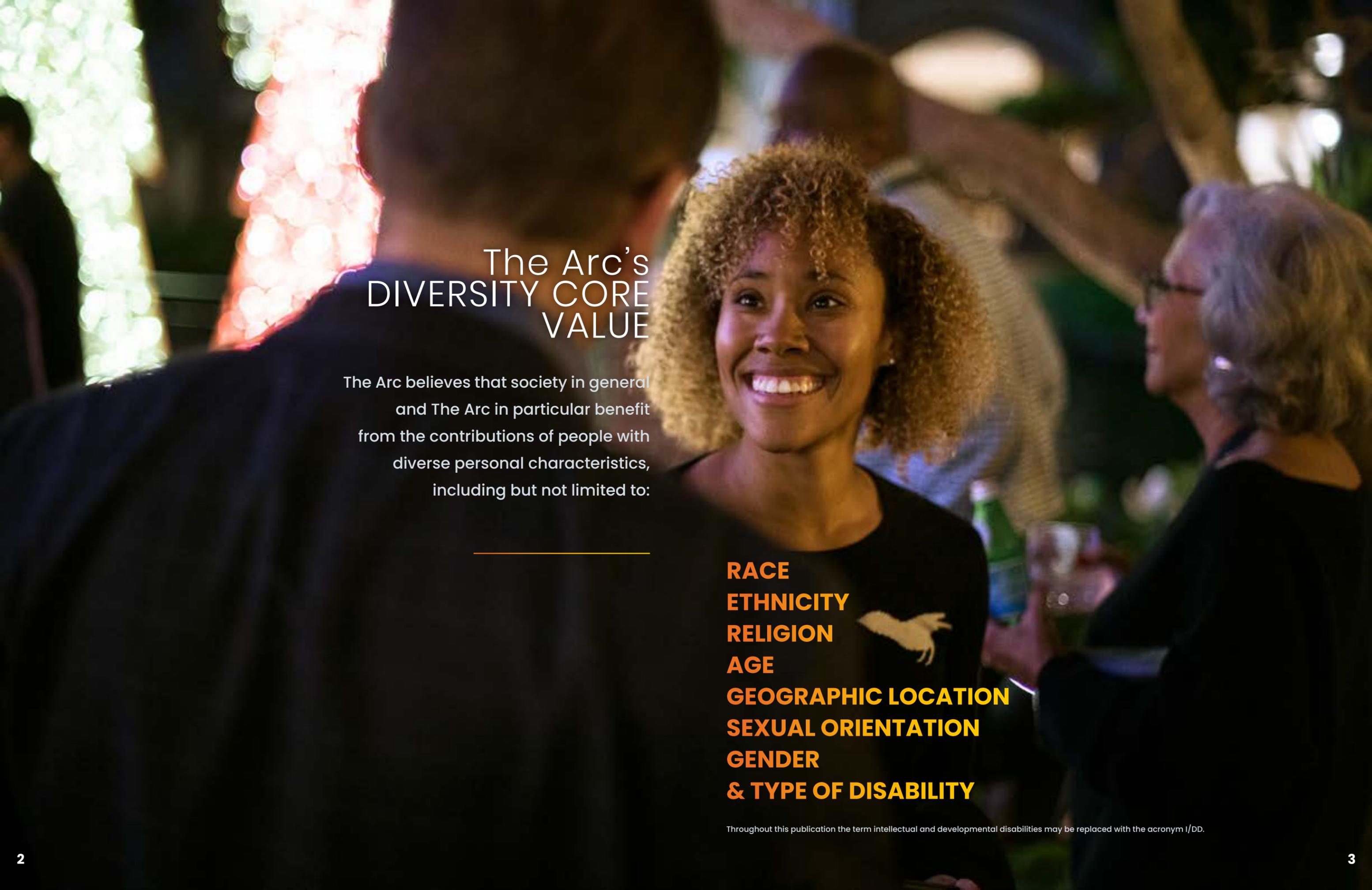
**WE ARE
ONE**

2018

**DIVERSITY ANNUAL
REPORT**

thearc.org





The Arc's DIVERSITY CORE VALUE

The Arc believes that society in general
and The Arc in particular benefit
from the contributions of people with
diverse personal characteristics,
including but not limited to:

RACE
ETHNICITY
RELIGION
AGE
GEOGRAPHIC LOCATION
SEXUAL ORIENTATION
GENDER
& TYPE OF DISABILITY

Throughout this publication the term intellectual and developmental disabilities may be replaced with the acronym I/DD.

Our vision is for The Arc to be a diverse and culturally competent organization, capable of serving people with intellectual and developmental disabilities (I/DD) and their families in an increasingly diverse, multi-cultural society. Our board of directors, executives, and staff are composed of individuals who are representatives of the diversity that exists in the communities we serve. Our advocacy, programs, services, and supports are relevant and accessible to persons of different races, ethnicities, and other dimensions of diversity. We are leading the way, promoting diversity and cultural competence among organizations serving people with disabilities and their families, the disability community, and the larger nonprofit sector.

Dear Friends,

The Arc's 2018 Diversity Annual Report *We Are One* reflects our steadfast dedication to our mission and our sincere commitment to increasing opportunity and protecting and advancing the civil rights of all people with intellectual and developmental disabilities, while enhancing their lives in meaningful ways and helping families. The Arc recognizes and embraces the fact that being a diverse, culturally competent organization is critical to effectively fulfilling our mission.

The Arc's progress in 2018 is the result of our pledge to achieve the goals and strategies outlined in our 2016 - 2020 Diversity Strategic Action Plan, from the national office to our network of chapters. The plan marked a new beginning and guides our work on diversity, inclusion, and cultural competence—transforming The Arc from a supporter of diversity efforts to a leader in the intellectual and developmental disability and nonprofit communities.

In 2018, The Arc reached past the halfway point in the execution of the [Diversity Strategic Action Plan](#). We moved the needle—but recognize that progress is not perfect. We must ensure that diversity is not just a concept, but rather our consistent truth. We must continue to evaluate and redefine what diversity means to us as an organization as society changes and evolves over time. We must develop the most strategic and efficient ways to track our efforts and accomplishments in achieving successful outcomes in diversity, because *We Are One*.

As we look to the next two years under the Diversity Strategic Action Plan, we will continue to pursue our goals of bringing diversity into all facets of The Arc's work, including on the Executive Committee of the Board and among senior leadership of the national office staff. We are also eager to put greater emphasis on Goal Two of the plan to provide concrete tools to help our chapters advance diversity at the state and local levels.

Sincerely,



Peter Berns
Chief Executive Officer
The Arc



In 2018, The Arc proudly hosted the National Convention in Nashville, Tennessee. Members of the Board of Directors worked closely with national staff to celebrate diversity throughout the event. We produced convention programming that emphasized the importance of diversity among our chapter leaders and self-advocates to bolster their efforts.

During the opening general session, keynote speaker and bestselling author Andrew Solomon highlighted how the differences between us are actually what unite us, and are at the core of the human condition. Solomon’s message and his book, *Far From the Tree: Parents, Children, and the Search for Identity*, were inspired by his experience of growing up gay.

The dynamic closing general session, “We Are The Arc: The Stories That Shape Our Movement,” highlighted the diversity within our network. Elisangela Fernandes shared her story of love, strength, and persistence after her son was diagnosed with autism. Her story, translated from Portuguese to English, illustrated how Fernandes found support through The Brockton Area Arc, a chapter that prioritizes local outreach to immigrant communities as well as other underserved communities.

Elizabeth Graham also shared her experiences growing up with autism and discovering her gender identity as a young adult. Graham also inspired attendees with the story of her transition. She is an employee of The Arc of Prince George’s County.

At the same Convention, attendees participated in a dialogue on the role The Arc should play in engaging diverse communities.

Diversity Outreach

We also awarded 10 Diversity Scholarships to people in our network to attend the Convention. Recipients and other interested attendees participated in the Diversity Outreach Breakfast, featuring Jay Lynch, Executive Director of The Brockton Area Arc. Lynch spoke about his chapter’s success in reaching out to and engaging diverse communities.

Topics on diversity and cultural competence were also presented as breakout sessions at other events throughout the year: [Disability Policy Seminar](#), [Summer Leadership Institute](#), and the NCE Professional Development Seminar.



The Board continuously strives for inclusive representation. In 2018, more than 70% of members brought diverse personal characteristics to the Board, including race, ethnicity, age, disability, and LGBTQIA+ status.

	2016	2017	2018
CISGENDER FEMALE	56%	54%	50%
CISGENDER MALE	44%	46%	50%
BLACK, ASIAN, PACIFIC ISLANDER, LATINX, HISPANIC	24%	29%	33%
WHITE	76%	71%	67%

INCORPORATING DIVERSITY INTO MARKETING

In 2018, we incorporated diverse images of people in 75 percent of materials, reflecting the broad makeup of the I/DD community. The team created a catalog of diverse images of people with I/DD for use by state and local chapters in local marketing materials. We also placed ads for The Arc and various resources in two diversity communications publications.



The words we choose, the images we select, the tone we set in all of our work tells a story that needs to resonate with our audience. We strive to be intentional with all elements of our communications and marketing materials, and we welcome input from our audience on how we can do better.

— Kristen McKiernan
Senior Executive Officer of
Communications and Marketing



	2016	2017	2018
NATIONAL OFFICE STAFF REPRESENTATION	17% Cisgender Male	20% Cisgender Male	24% Cisgender Male
	83% Cisgender Female	80% Cisgender Female	76% Cisgender Female
	24% Black, Asian, Pacific Islander, Latinx, Hispanic	26% Black, Asian, Pacific Islander, Latinx, Hispanic	27% Black, Asian, Pacific Islander, Latinx, Hispanic
	76% White	74% White	73% White

Federal Policy Advocacy



SNAP helps more than 11 million people put food on the table. It's critical for people with disabilities and those without disabilities who are living at or below the poverty line. Winning this fight was a major achievement of the organization and our members in 2018.

— Julie Ward
Senior Executive Officer, Public Policy

Food insecurity can happen to anyone, including people with I/DD and their families. The Supplemental Nutrition Assistance Program (SNAP) is a federal program that gives people access to this critical and basic need. Our [federal policy and advocacy efforts](#) successfully fought for the reauthorization of the Farm Bill and advocated to block devastating cuts to SNAP in 2018. The Arc's diverse network of advocates shared [personal stories](#) of why SNAP is important to many people with disabilities. We recognize issues like SNAP are vital to not only people with disabilities, but also to diverse low-income communities. In 2018, The Arc worked side by side with advocacy groups from those communities and our chapters to share tools, run grassroots campaigns, and engage with lawmakers to save SNAP.



Throughout 2018, we worked tirelessly in fighting for people with I/DD of diverse communities— people of color and immigrants, low-income individuals and families, women, members of LGBTQIA+ communities, and older constituents—all of whom experience significant disparities in access to civil rights, economic security and opportunity, supports and services, and quality of outcomes. The policy team advanced federal policy goals and worked to strengthen, protect, and properly fund key federal programs like the Children's Health Insurance Program (CHIP), Medicaid, and housing and nutrition programs.



We worked closely with chapters and [advocates around the country](#) to launch several impactful advocacy [videos](#) that included storytellers reflecting the diversity of the disability community. Members of the team also selected chapters in culturally diverse communities to visit throughout the year to build relationships, learn about their advocacy and services, and provide trainings on advocacy.

“**The Arc was built as a grassroots organization. In 2018, our advocacy and mobilization team stayed on the front lines—always with diversity at the forefront—to push for state and federal policies that fully support the civil rights of all people with intellectual and developmental disabilities. The grassroots team understands that the representation of people with disabilities needs to be as diverse as we know the disability community to be. This is how we bring the mission of The Arc to life.**”

— **Claire Manning**
Director, Advocacy & Mobilization



The Arc also awarded Diversity Advocacy scholarships to a diverse group of recipients with I/DD to attend The Arc’s National Convention in Nashville. The Arc is proud of this commitment to bring together powerful voices to learn and share ideas at Convention, and we are excited to stay engaged with scholars over the years to come as they hone their advocacy and leadership skills so that they are prepared to fight for disability rights.



It was great getting to hear from other professionals and leaders with disabilities speak on topics such as transportation, housing, and how to be effective in advocacy around public transportation ... I also really enjoyed the general sessions where they spoke about legislative priorities and I got to meet new friends!

— **Ivanova Smith**
Self-advocate, Scholarship Recipient

IVANOVA SMITH (right)





[Volunteering](#) can be a fulfilling activity for anyone, particularly when it's inclusive of people from diverse backgrounds—including people with disabilities. We helped chapters of The Arc and other organizations recruit a diverse corps of volunteers that reflected the communities in which they served. Volunteers with I/DD worked alongside volunteers without disabilities to help children and adults in their communities who experience challenges accessing food and high levels of poverty.

2018 **MLK DAY OF SERVICE**

987 VOLUNTEERS

24,704 HOURS SERVED

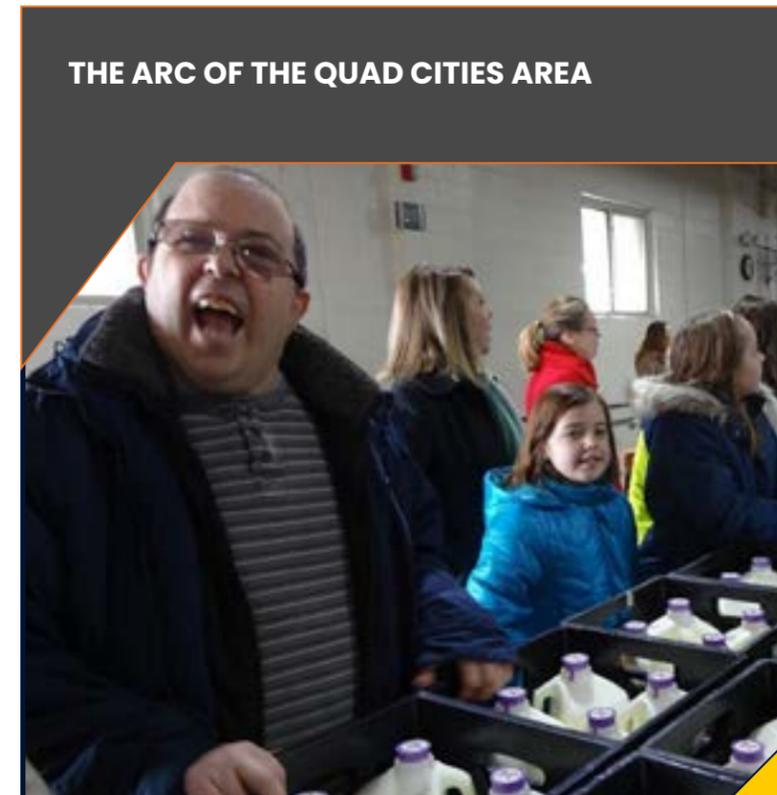
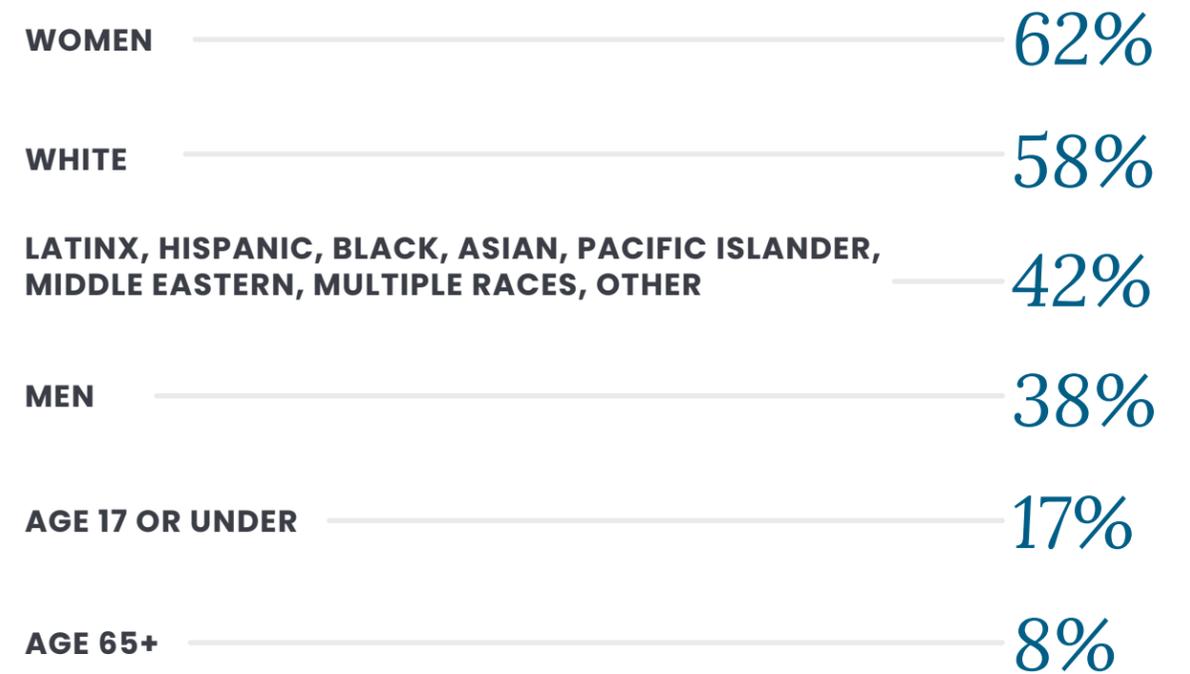
27,706 PEOPLE IN NEED FED

11 SUBGRANTS GIVEN TO CHAPTERS

“ Participating in the MLK Day of Service gave The Arc’s volunteers the opportunity to partner with advocacy organizations representing diverse groups outside of the disability community, including those serving aging populations and low-income individuals and families. Through this project, we see first-hand the importance of diversity as a powerful tool in building relationships across communities.

— Jennifer Alexander
Director of National Initiatives

2018 MLK Day of Service Volunteers



MLK DAY OF SERVICE

MLK Day of Service, funded by a federal grant from the Corporation for National and Community Service, commemorates the life of Dr. Martin Luther King, Jr. and reflects on his dream for equality and civil rights for all people.

The Arc@Work



	2017	2018
20% African American	19% African American	
6% Latinx/Hispanic	14% Latinx/Hispanic	
2% Asian	4% Asian	
1% American Indian/ Alaskan Native	1% American Indian/ Alaskan Native	
67% White	53% White	
4% Other	9% Other	

**The Arc @ Work
INCREASING COMPETITIVE, INTEGRATED
EMPLOYMENT FOR PEOPLE WITH I/DD PROJECT**

The Arc@Work grew opportunities to help people with I/DD find and secure meaningful employment, while partnering with and training businesses and other employers to create inclusive and diverse workplaces. The team ensured that participants represented diverse populations. The Arc@Work also continued progress in measuring and tracking diversity in its programming. In addition, the team began including purposeful language in all grant requests for proposals and sub-grant agreements to require chapters to try to diversify client portfolios and to report outcomes.

“ Employment is one of the most important issues for The Arc. We realize that workplaces that are inclusive in terms of disability are not truly inclusive unless they are also diverse in other ways. In addition, The Arc@Work sees great value in helping to create job opportunities for diverse employees who contribute to the work place in different ways.

— **Stephane Leblais**
Senior Manager of
Workforce Development

Criminal Justice

The Arc’s National Center on Criminal Justice and Disability (NCCJD) partnered with the National LGBTQ Task Force and The African American Policy Forum to explore intersectionality in the policing of marginalized communities in 2018. Intersectionality is the overlapping of certain social categorizations, like race and gender. We closely examined how the presence of these characteristics increases implicit bias and discrimination toward people with disabilities. In 2018, NCCJD staff discussed the challenging impact of the intersectionality of a person’s disability, race, and gender in the criminal justice system in most presentations such as Pathways to Justice trainings, conferences, and educational luncheons. Members of the team also attended disability diversity training opportunities.



Applying intersectionality is key to uncovering the multiple layers of complex issues and barriers people with intellectual and developmental disabilities face when involved in the criminal justice system as suspects, defendants, and incarcerated persons.

— **Leigh Ann Davis**
Director of Criminal Justice Initiatives



Legal Advocacy



“ Litigation is one of the strongest mechanisms to protect and advance the civil rights of people with intellectual and developmental disabilities in jurisdictions around the country. Through litigation, The Arc is committed to representing multiple marginalized clients from diverse backgrounds to achieve justice on an intersectional level.

— Shira Wakschlag
Director of Legal Advocacy
& Associate General Counsel

Our [legal advocacy work](#) continued to uphold its commitment to the representation of diverse clients to protect and defend the civil rights of people with I/DD. In a lawsuit brought against the District of Columbia and the city’s Department on Disability Services, The Arc took on representation of an African American client with intellectual disability who is serving time in federal prison. The team argued that the District failed to provide services and treatment in the most integrated setting appropriate. Our team is also representing The Arc in an ongoing class action lawsuit against the state of Georgia for its system of segregated and inferior schools for students with disability-related behaviors, most of whom are African American.

The Arc’s staff also continued leadership roles in the Disability Rights Bar Association Diversity Task Force, and worked to diversify the membership of our Legal Advocacy Committee.

The Arc@School

In 2018, [The Arc@School](#) developed a special education advocacy training curriculum for chapter staff, families, advocates, educators, and other professionals, including a module on advocacy skills that emphasizes culturally competent advocacy. The module provides practical guidance on how to partner with and support diverse students with disabilities and their families, who often face serious challenges in receiving the education and accommodations required by federal law. In 2018, we also made it a priority to ensure that members of The Arc@School’s advisory panel represented diverse communities.



We are proud of the work we do to help all students, advocates, and families from various backgrounds and communities fight for what’s right in education. Understanding what makes us different—and the same—helps us advocate together.

— Shawn Ullman
Senior Director of National Initiatives

Tech Programs



TECH COACHING CENTER PARTICIPANTS
2018

343	WHITE
114	BLACK
14	LATINX/HISPANIC
8	ASIAN, PACIFIC ISLANDER
2	AMERICAN INDIAN, ALASKA NATIVE
5	MULTIPLE RACES

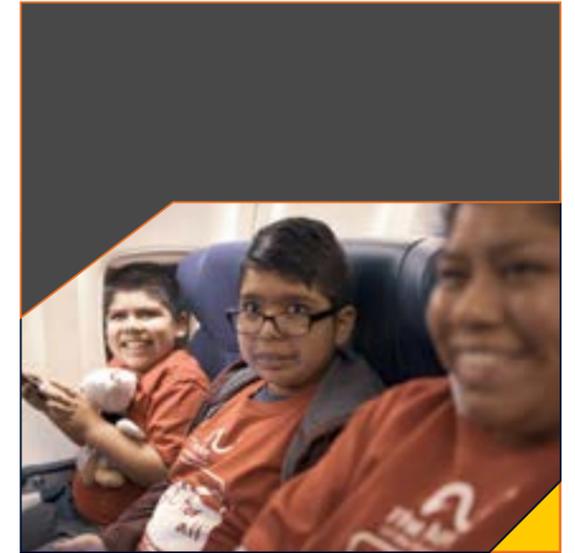
For people with I/DD, access to devices, services, and training in technology support independence, employment, social connections, and much more. Our programmatic work in the technology space continued its practice of gathering data on the diversity of participants in Tech Coaching Centers. The centers are a partnership between The Arc and Comcast NBCUniversal. The use of technology is vital to full participation in today's world. Our [technology initiative](#) worked to stay ahead of the curve. Our goal is to narrow the tech skills gap for all people with I/DD.



Finding ways to make technology accessible to people with I/DD from diverse backgrounds is a priority in our growing effort to build tech skills and increase the use of internet in the disability community. We will continue to be deliberate in ensuring that Tech Coaching Centers and our other technology initiatives serve people from all walks of life, while also recognizing that their differences enrich our programs.

— Abe Rafi
Senior Director, Technology Strategy & Programs

Wings for Autism / Wings for All



In 2018, our [Wings program](#) soared to new heights in serving more diverse individuals and families. For the first time, the program began tracking diversity among participants. The Arc partnered with Families for Effective Autism Treatment to hold one of its most racially diverse Wings events in Las Vegas. In addition, the Wings team encouraged chapters of The Arc holding the airport rehearsal program to partner with community organizations representing diversity in race, religion, and economic status. The Arc of the East Bay in California teamed up with Manos Home Care, which primarily serves a Hispanic population, to host Wings for All at Oakland International Airport.

WINGS FOR AUTISM LAS VEGAS

36% Hispanic	27% White	18% Mixed Race	10% Asian Pacific Islander	9% Black
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WINGS IN 2018

34	EVENTS
32	AIRPORTS
10	AIRLINES
5,193	PEOPLE WITH I/DD AND THEIR FAMILIES SERVED



Wings gives families and people with intellectual and developmental disabilities an opportunity that makes a world of difference in travel. An important goal of our outreach is to draw diverse attendance to reflect our commitment to making experiences as inclusive as possible. The benefits of the program are for all.

— Kerry Mauger
Senior Manager of Special Projects

Our individual and family support work succeeded in plans to expand outreach to Spanish-speaking communities and families in 2018. The team presented several workshops in Spanish and began translating caregiver and [future planning](#) training materials into Spanish. The Arc's team also began producing materials in easy to read, plain language formats to give more families—including people with disabilities and people with low literacy skills—access to invaluable tools. In addition, we conducted financial literacy trainings to families in underserved and diverse communities in 2018.



“ Future planning can already be a complicated and emotional topic for many families. The complexity of navigating services for families where English is a second language adds another layer of challenges. Our goal at The Arc is to partner with organizations to meet these families where they are and make them feel that we have resources for them to make planning less of a maze.

— Liz Mahar
Director, Family and Sibling Initiatives



In 2018, The Arc identified organizations in faith-based, African-American, Asian and Pacific Islander, and Latinx communities to partner on outreach to aging caregivers and families not connected to the formal service system. In addition, the team collaborated with Boston University and Self Advocates Becoming Empowered (SABE) to disseminate a survey and host town halls focused on gathering input on dual diagnosis needs from a diverse population that represented geographic regions across the United States.



[The Diversity Strategic Action Plan](#) guides our work on diversity, inclusion, and cultural competence, transforming The Arc from a supporter of diversity efforts to a leader in the I/DD and nonprofit

community. In 2018, The Arc met the halfway point in the Strategic Action Plan's timeline and moved the needle forward in achieving its set goals.

GOAL 1
The Arc will be a leader in diversity in the disability community.

GOAL 2
The Arc's state and local chapters will be preferred providers of services and supports to diverse I/DD communities.

Additional 2018 Diversity Accomplishments at The Arc's National Office

- The Arc's CEO rallied state and local chapter leaders to reach out to diverse communities at chapter events across the country.
- The Arc's Board of Directors conducted a mid-term review of progress under the Diversity Strategic Action Plan.
- The Arc's Board Development Committee nominated new members to the Board. At the annual Business Meeting of The Arc's National Convention, chapters elected six new members who bring diverse characteristics to their service on the Board.
- The Arc expanded placement of national office job announcements to broaden outreach to diverse communities. We also delivered on our policy and practice to ensure that every job candidate pool was diverse.
- We introduced the importance of pronouns to the organization and provided training to staff. We encouraged staff to indicate their personal pronouns in email signatures as a sign of inclusion.
- Staff members organized two in-house, all-staff training workshops focused on diversity and cultural competence.

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(As of December 31, 2018)

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Denver, CO

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Austin, TX

Diversity Committee Members in purple.

Barbara Coppens of Cherry, Hill, NJ, Board member (term ended 11/10/18) and Diversity Committee Member



The Arc

1825 K STREET NW, SUITE 1200
WASHINGTON, DC 20006
(800) 433-5255

thearc.org