



The Arc's Strategic Action Plan for Advancing Access, Equity, & Inclusion

INTRODUCTION

Welcome to The Arc's Strategic Action Plan for Advancing Access, Equity, and Inclusion (AEI). This Plan describes how The Arc plans to grow as a diverse organization and movement that is fully accessible, equitable, and inclusive.

We recognize that our community is defined by more than disability. It is about all the identities that come together to make us who we are. We celebrate and honor the differences among us.

We have worked to [advance AEI](#) since 2019. This work builds on our past [diversity work](#) and the [Strategic Framework for the Future of The Arc](#). We know there is still more that can be done.



OUR VISION:

Everyone belongs. With their intersecting identities, all members of the disability community are valued, respected, and celebrated for who they are. They thrive and live their best lives.

This Plan guides our work at The Arc for the next several years. It will help us meet changes and challenges. This Plan will keep us accountable. It includes goals, steps, and ways to measure our progress.

We also hope this work will guide The Arc's network of chapters around the country.

We think of this Plan as a living document. This means we will review the plan and update it as needed.

We spoke with many people and groups to make this Plan. We asked for feedback from our community members, our chapters, and people from diverse and marginalized communities.

WORDS MATTER

We use many words and phrases in AEI work. We want our audiences to understand these words. Words matter, especially in the work of equity. You can find [Words and Phrases to Know here](#).

OUR PLAN IS GUIDED BY SOCIAL JUSTICE



Anti-Ableism

We seek to end ableism. We take down systems of oppression that lead to inequities for those who have or are believed to have disabilities.



Intersectionality

We honor the identities that people with disabilities hold. We understand and respect the impact of the intersections of these identities.



Historical Context

We reckon with the historical oppression of many groups and communities. This led to their marginalization. We challenge colonialism. We work against anything that furthers injustice and seek to end current injustices.



Anti-Racism

We seek to end racism and white supremacy. We work to take down all systems of oppression that threaten and stand in the way of race equity and inclusion.



Universal Design and Access

We create spaces, messaging, and movements that are accessible to as many as possible. We challenge spaces, messaging, and movements that are not accessible.



Leadership

We are led by those who experience barriers to access, equity, and inclusion.



Allyship and Solidarity

We fight alongside other marginalized groups and communities. Their struggles are our struggles. We work for collective liberation.

GOALS

We have three goals to help us achieve our vision.

LEADERSHIP

1

The Arc is
a leader in
access, equity,
and inclusion.

REPRESENTATION

2

The Arc is
representative
of diverse and
marginalized
communities.

JUSTICE

3

The Arc
promotes
social justice.



We plan to reach our goals in different ways.
This work is ongoing.

1 Leadership: The Arc is a leader in access, equity, and inclusion (AEI).

- We model AEI best practices in our organizational policies, procedures, and practices.
- We make our messaging, events, and resources accessible, equitable, and inclusive.
- We actively show our commitment to AEI.
- We guide our chapter network and influence the disability field to advance AEI.

2 Representation: The Arc is representative of diverse and marginalized communities.

- We build and sustain an inclusive workplace culture.
- We prioritize engagement with diverse, marginalized, and underserved communities.
- We prioritize disabled, BIPOC, and LGBTQIA+ leadership.
- We support our chapter network to become representative of the communities they serve.

3 Justice: The Arc promotes social justice.

- We join people with marginalized identities to engage in intersectional advocacy.
- We follow the lead of marginalized groups, communities, and activists.
- We support our chapter network and encourage the disability field to advance social justice.

**TOGETHER,
WE CAN
ADVANCE
AEI!**



We have a longer version of our Plan. It includes:

- The specific activities we use to achieve our goals
 - The results we expect if we do the activities
 - The ways we plan to measure our efforts

You can find the [longer version of the plan here.](#)



We want you to join us in this work.

Email inclusion@thearc.org to learn more.