

Defining Diversity, Equity and Inclusion at Archway

These definitions are meant to provide a foundational knowledge in the areas of diversity, equity, and inclusion. It is also easier to embrace something when you understand it. Archway commits to pursuing deliberate efforts to ensure that our organization is a place where differences are embraced, different perspectives are respectfully heard and where every individual feels a genuine sense of belonging and inclusion. We know that by creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

DIVERSITY

Diversity is about recognizing, respecting and valuing differences. Archway commits to increasing diversity, which is expressed in myriad forms, including race and ethnicity, mental or physical ability, (dis)ability status, gender, gender expression, gender identity, age, sexual orientation, socioeconomic status, political perspective, national origin, language, culture and/or religious commitments. It also includes an infinite range of individual unique characteristics and experiences, such as educational background, life experience, communication style, income level, parental status, career path, geographic location, marital status, military/veteran experience and any other variables that influence personal perspectives. These personal perspectives and life experiences make us think and react differently, approach challenges and solve problems differently, make suggestions and decisions differently and see different opportunities. Diversity is also about diversity of thought. And superior business performance requires tapping into these unique viewpoints.

EQUITY

Equity is the guarantee of fair treatment, advancement, opportunity and access for all individuals while striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically under-served and under-represented populations and that fairness regarding these unbalanced circumstances is needed to support equality in the establishment of effective opportunities to all groups. Archway commits to working

actively to challenge and respond to discrimination, bias, and harassment. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

INCLUSION

Inclusion means authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources. Diversity advocate Verna Myers coined the phrase “Diversity is being invited to the party. Inclusion is being asked to dance.” As an example of inclusion, consider the student encouraged to attend a career fair, only to arrive and learn that she cannot meet with certain recruiters because the facility is not fully wheelchair accessible.

Archway Programs is richer because of the diversity in developing an inclusive community. To be successful in an increasingly diverse world, leaders must be able to manage and leverage the differences that exist within their workforce and clients to develop an inclusive environment. Leaders must possess and develop cultural competence in their workforce to promote inclusion. Clients demand it. Recruitment and retention of members and employees require it.

