

## Diversity, Equity, and Inclusion Statements from Respondents

### Area Agency on Aging of Northwest Arkansas

(provided via email in addition to survey submission)

*Does your organization advocate for diversity, equity, and/or inclusion at the local, state, or national level? Check all that apply.*

YES, local, state, and national advocacy

*Statement:*

#### **Diversity, Equity, and Inclusion**

The Area Agency on Aging of Northwest Arkansas values cultural, professional, and personal diversity in improving organizational efficiency and effectiveness as we continually strive to promote a climate of innovation, opportunity, and success. We define Diversity, Equity, and Inclusion as:

- Diversity: The characteristics and experiences, both seen and unseen, that make everyone unique.
- Equity: Ensuring fair access to opportunities and resources, while taking into consideration individual's barriers or privileges and eliminating systemic barriers and privileges.
- Inclusion: The actions taken to understand, embrace, and leverage the unique identities and perspectives of all individuals so that all feel welcomed, valued, and supported.

*Please check all advocacy efforts for diversity, equity, and/or inclusion (DEI) that apply:*

*Other,* We follow State and Federal laws and promote a spirit of acceptance within our staff and program participants.

*Is your organization part of a larger or national organization?*

USA Aging, the national association of Area Agencies on Aging

*Please check all advocacy efforts for diversity, equity, and/or inclusion (DEI) that apply to this larger or national organization:*

- » *Partnerships/collaborations with organizations that promote DEI, such as hosting or sponsoring events*
- » *Other;* I am not 100% confident that I know all of the advocacy efforts of USAging their website is [usaging.org](http://usaging.org)

## Arkansas Foundation for Medical Care (AFMC)

*Statement:* (provided via email in addition to survey submission)

AFMC holds the Health Utilization Management designation from a national organization: Utilization Review Accreditation Commission (URAC). URAC requires its accredited parties to maintain a DEI statement made available to the public. Rather than incorporate a reference in every written communication or verbal script, AFMC posted the required statement online. AFMC receives no funding from URAC.

AFMC fosters an inviting environment and our DEI policy is focused on internal workplace culture. AFMC does not advocate for DEI at the local, state, or national level or engage in political or civic activity on those issues. Our efforts and collaborations generally focus on medical necessity, medically underserved populations, promoting high quality health care for all, and ensuring the services and policies of Arkansas's health-related state agencies (*e.g.*, DHS, ADH & AID) and Federal agencies (including HRSA & SAMHSA) are available to consumers and followed by providers.

### Enclosure 1: **AFMC DEI Statement**

Equity, Diversity, Inclusion, and Belonging. Built on the foundation of our mission and vision are principles through which we seek to achieve excellence while fostering a culture where everyone can thrive: equity, diversity, inclusion, and belonging (EDIB). AFMC is dedicated to nurturing this culture and has created an employee-led EDIB Committee to steer these efforts.

### Enclosure 2: **URAC DEI Requirement**

CPE 2-1 (Consumer Protection and Empowerment): Consumer Diversity, Equity, and Inclusion

The organization:

a. Promotes consumer:

- i. Diversity
- ii. Equity
- iii. Inclusion

Interpretive Guidance Information: The organization demonstrates its commitment to diversity, equity, and inclusion through one or more of the following: policies and procedures and/or organizational statements demonstrating an appreciation for cultural competence in their consumer interface based on the culture, race, and ethnicity of the populations that they serve.

- (a)(i) Diversity promotes an appreciation for the traditions and beliefs of diverse patient populations and an understanding of what effect stereotyping can have on decision making involving their consumer population.
- (a)(ii) Equity ensures understanding of cross-cultural awareness for problem solving and promoting consumer compliance.
- (a)(iii) Inclusion involves an understanding of techniques to deal with language or communication barriers.

Demonstrating Compliance: Desktop Review

(a) Consumer diversity, equity and inclusion document(s) outlining how the organization educates regarding diversity, equity, and inclusion in their consumer population.

Demonstrating Compliance: Validation Review

(a) Interview with leadership.

Arisa Health – Ozark Guidance Center & Northeast Arkansas Community Mental Health Center Inc/ Mid-South Health

*Statement:* (provided via email in addition to survey submission)

At **Arisa Health, Inc.** we do have a DEIB statement and a small assessment and planning grant from the Walton Family Foundation. Arisa Health has an associate that also serves as our Diversity Officer – a small segment of his much larger job.

**DEIB statement:** “Arisa Health aspires to lead with exceptional care that nurtures health and well-being for all by promoting an environment that is welcoming, equitable, inclusive, and diverse. We desire a workforce that represents the communities we serve. As such, we aim to make a difference by building a trustworthy culture that advances opportunities for growth while also encouraging excellence, innovation, and collaboration. At Arisa Health, we endeavor to work and live with passion as we strive to transform communities one life at a time.”

## Mississippi County Arkansas Economic Opportunity Commission Inc.

(provided via email; did not respond to survey)

Reference video: [Considering Culture and Equity in Teaching and Learning | ECLKC \(hhs.gov\)](#)

“MCAEOC has the attached policy statement as recommended by the National Head Start Program for classrooms.”

### **Culture, Diversity, Equity, And Inclusion Policy**

Mississippi County, Arkansas EOC Head Start is deeply rooted in the mission of ensuring a welcoming and inclusive environment for all student, employees, and clients.

Head Start has always embraced the ethnic, cultural, and linguistic diversity of its enrollment and the communities in which it operates. Head Start programs have responded to diversity as an opportunity for children and families to learn about different cultures and customs.

Mississippi County, Arkansas EOC Head Start does not tolerate acts of discrimination, harassment, profiling or other conduct causing harm to individuals on the basis of race, color, ethnicity, gender, age, disability, religious beliefs, political preference, sexual orientation, gender identity, citizenship, national origin or other personal characteristics. Such conduct violates our standards and may result in imposition of sanctions according to agency policies governing conduct and local, state, and national laws.

MCAEOC understands the importance of insuring diversity, equity, and inclusion while fostering a welcoming and inclusive environment of belonging for all members of student body, employee body, and community.

At MCAEOC, we promote awareness and understanding through research, education, and training; furthermore,

- we believe that diversity is critical to maintaining excellence in all of our endeavors.
- we seek to foster open-mindedness, understanding, compassion and inclusiveness among individuals and groups.
- we value differences as well as commonalities and promote respect in personal interactions.
- we understand our responsibility for creating and fostering a respectful, cooperative, and equitable environment for our children, employees, and communities.
- we strive to build a community of learning and fairness marked by mutual respect.
- we believe in promoting an ethic of respect

Engagements with diversity fosters students’ cognitive and personal growth including their cultural knowledge and understanding. Whereas, a lack of diversity can lead to unconscious biases in children and adults.

Diversity can provide a rich social environment that can promote a students’ learning and development. How teaching staff engage with diversity in the classroom can play a critical role in student experiences, satisfaction, and learning outcomes. Our educators make the curriculum more inclusive by including different racial and ethnic art and play toys, creating a more welcoming environment, and creating an inclusive learning environment that promote positive learning outcomes for all students.

## Context Statements from Organizations **without** Official Policies

### ACT, Inc.

(provided via email; did not respond to survey)

#### **There is no such official ACT policy.**

ACT strives to ensure fairness while also recognizing that diversity of qualified team members helps us understand and address the needs of all students, educators, and the wider workforce. ACT is a not-for-profit organization whose commitment of fairness for all individuals is at the core of ACT's existence and mission.

ACT's founders developed the ACT in 1959 on the then radical premise that all students can be prepared for college through classroom learning, and that "academic achievement" is a far fairer measure of college readiness than the amorphous and subjective measure of "aptitude." The ACT objectively measures knowledge and skills critical for college success that every high school student should have been exposed to and had the opportunity to learn. Where this does not occur—and that it too often impacts rural, minority and socio-economically disadvantaged students—is where the focus must be to level the playing field for all students. ACT's research, policy recommendations and products exist to advance college and workplace readiness for all, so that all individuals have the opportunity to achieve education and career success.

Internally, ACT policies reflect equal employment opportunity for all applicants and team members, which is required in addition to aligning with ACT's commitment to fairness. ACT's managers actively recruit, hire, train, retain, and promote employees on the basis of their qualifications and without regard to race, ethnicity, color, national origin, age, religion, creed, disability status, veteran status, gender, sexual orientation, gender identity, or marital status. The commitment to provide equal employment opportunity covers all phases of the employment process—including, but not limited to, recruitment, screening, selection, assignment or classification, promotion, transfer, layoff, termination, and selection for training and development. Similarly, all salaries, wages, other compensation, insurance programs, social and recognition programs, including all other benefits and privileges of employment, are administered in conformity with this policy of equal employment opportunity. ACT also embraces all provisions of the Americans with Disabilities Act (ADA). ACT is committed to reasonably accommodating applicants and/or team members with disabilities who are otherwise qualified to perform the essential functions of their jobs. These policies for prospective or existing employees ensure fairness and consideration of individual qualifications, and they are aligned with our federal requirements as an employer of our size and with a federal contract.

With regard to students, ACT also strives to even the playing field for student that may lack resources. ACT has waived registration fees on national test days for more than 30 years to ease the financial burden of testing for students from low-income families. Beyond support for taking the test, fee waivers also come with free access to online test prep products, free additional score reports to send to colleges, and college application fee waivers that ACT encourages colleges and universities to accept. In order to qualify for a fee waiver, a student must meet one of the below qualifications:

- Family's total annual income is at or below the USDA levels for free or reduced-price lunches listed on the USDA Food and Nutrition Service website, published at <https://www.fns.usda.gov/school-meals/incomeeligibility-guidelines>.
- Family receives low-income public assistance or lives in federally subsidized public housing.
- Enrolled in a federally funded program for the economically disadvantaged (e.g., Free or reduced price lunch program, GEAR UP, or Upward Bound)
- Resides in a foster home, is a ward of the state, or is homeless.

I hope this adequately answers the question and provides ACT's policies of fairness for both ACT team members and the students and individuals that ACT exists to serve.

## Arkansas Children's Hospital

*Does your organization advocate for diversity, equity, and/or inclusion at the local, state, or national level? Check all that apply.*

YES, local advocacy

*Statement:* N/A

*Please check all advocacy efforts for diversity, equity, and/or inclusion (DEI) that apply:*

*Other,* Arkansas Children's advocates for children's health, and does not advocate for DEI, as we define the term "advocate." However, the definition of "advocate" provided for this survey is very broad, while "DEI-related causes and organizations" is not defined. Considering the above, and in an effort to be responsive, Arkansas Children's does sponsor various local events where the presenting organization(s) may support the principles of diversity, equity and/or inclusion. For instance, Arkansas Children's sponsors events presented by organizations that support: child health, women, hunger relief, veterans, chronic childhood disease and illness, disabled populations, mental and behavioral health, and diverse groups that reflect our various Employee Resource Groups.

Community Action Program for Central Arkansas, Inc. (CAPCA)

*Does your organization advocate for diversity, equity, and/or inclusion at the local, state, or national level? Check all that apply.*

YES, local advocacy

*Statement:* We are in the process of developing our written DEI policy statement.

*Please check all advocacy efforts for diversity, equity, and/or inclusion (DEI) that apply:*

»Partnerships/collaborations with organizations that promote DEI, such as hosting or sponsoring events

**Crawford Sebastian Community Development Council, Inc.**

(provided via email in addition to survey submission)

**Our agency does not have any DEI Policy.**

We do not discriminate in any way in our employment processes nor do we discriminate in providing services to our clients.

We do not provide different levels of service based on race, gender, national origin, or any other factor.

If anyone comes to us for services, they are served in the order they apply for services.

The 5th person to apply for services is the 5th person served.

We don't move anyone to the front of the line, they are served in the order they apply for services.

We do not believe in, nor offer preferential treatment or increased levels of services based on the factors mentioned above.

If someone has a need, and qualifies for the assistance, we help them regardless of any other consideration.