

Our DEI Vision

Attracting and developing diverse talent across our organization helps us to create better value for the individuals that we support and ensure equity for our staff. We strive to build diverse teams and an inclusive environment where everyone feels a sense of belonging and can bring their full selves into every environment. We embrace collaboration and pursue excellence with passion, humility, equity and integrity. Our DEI scope encompasses a focus on race, ethnicity, gender identity, religion, neurodiversity and sexual orientation for all Arc Baltimore staff and those that we support.



Develop leaders as role models, achieving organizational awareness and education, understanding key priorities and aligning HR to attract, develop, empower and retain people to drive our mission forward

Focus on leaders as mentors, sponsors and active allies, maximizing associate engagement and demonstrating behaviors that attract and retain the best, foster an inclusive culture and balanced workforce that aligns with our values and principles

Be a recognized as a trailblazer in diversity, equity and inclusion to positively impact the individuals that we support as well as the disabilities community, become an employer of choice for diverse talent