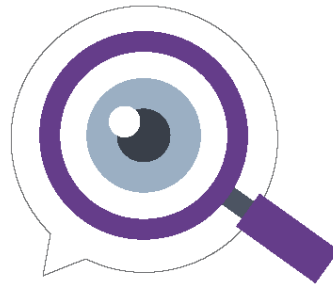


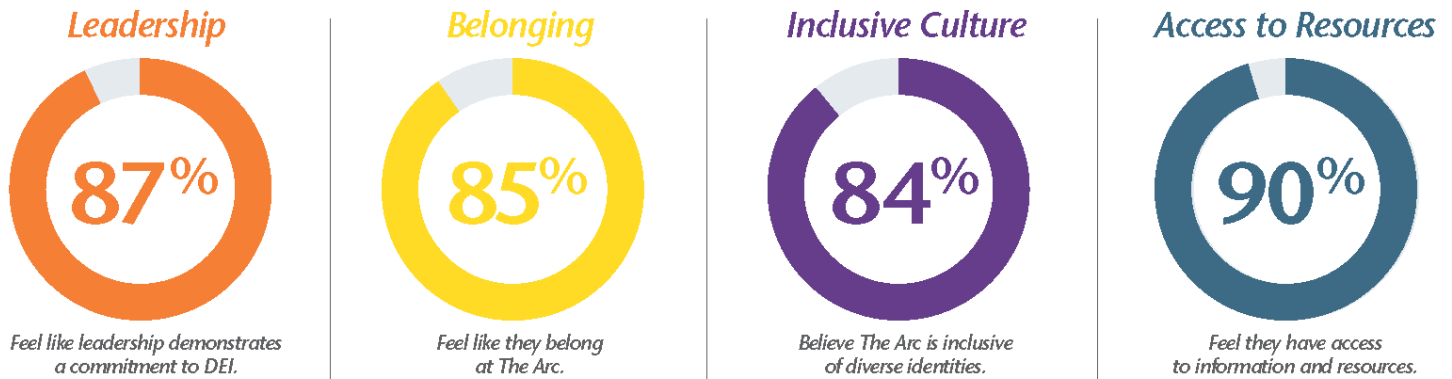
Here's what our employees are saying

The Arc is a place where employees can bring their authentic selves to work and feel engaged, heard, and cared for. Our employees are heart-driven, action-oriented people who value diversity, equity, and inclusion—and they're happy here. But don't just take it from us. Here's what our employees said in our Employee Satisfaction Survey from Fall 2022.

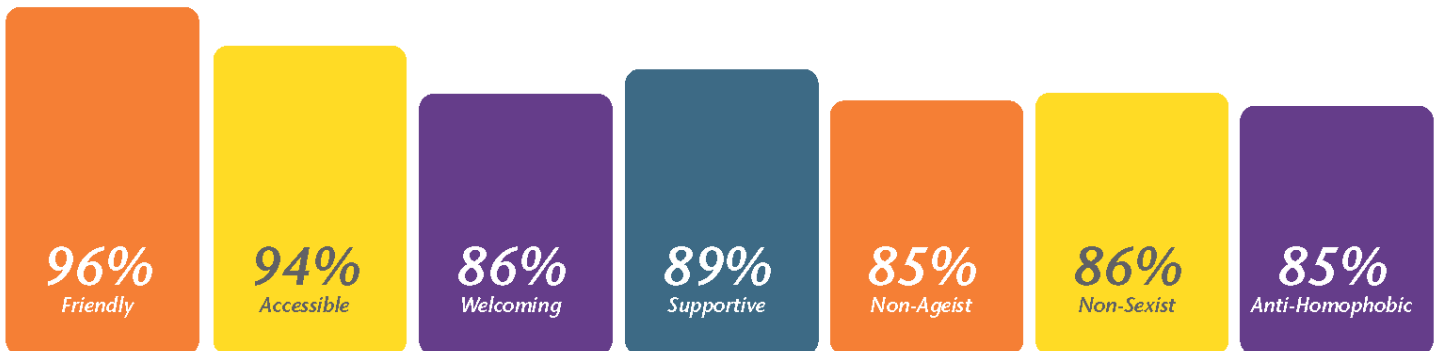


Commitment and Perception

Our team and leadership speak for themselves. The following is an overview of their thoughts and perceptions on diversity, equity, and inclusion (DEI) at The Arc Central Chesapeake Region.



How Our Team Describes Their Workplace





Inclusive Culture & Belonging



Information about the Survey

In Fall 2022, The Arc partnered with Nonprofit HR to survey employees and gauge their overall satisfaction working at The Arc so we could better understand and continue to improve their workplace experiences. The results showed what we already knew and felt to be true: The Arc embodies a workplace culture where people feel a deep sense of belonging, inclusion, and satisfaction.

In total, 153 employees completed the survey, or about 35% of the total employee population. Of survey respondents, about 44% identified as Black or African American, 42% identified as White, 6% identified as Two or More Races, 1% identified as Asian, 1% identified as Native/Indigenous, and 7% preferred not to answer. In terms of gender, 76% of survey respondents were female, 19% were male, 1% were non-binary, and 5% preferred not to answer.

Employees from across the organization completed the survey. It is noteworthy that 50% of respondents were Direct Support Professionals (DSPs), 47% were non-DSPs, and 3% preferred not to answer. Of those employees, 41% had worked at The Arc for less than 1 year, 30% had

worked at The Arc for 1-3 years, 18% had worked at The Arc for 4-10 years, and 7% had worked at The Arc for 11-28 years, with 4% preferring not to answer. The most well represented division of the organization was the Programs Division leading Arc-Facilitated Services with 48% of survey respondents working in that division. Self-Directed Services accounted for 16% of survey respondents, and 31% of respondents were from various administrative divisions such as External Relations, Finance, and Operations with 5% who preferred not to answer.

The Arc Central Chesapeake alternates between Employee Diversity, Equity, and Inclusion and Employee Satisfaction surveys every 12 to 18 months.