

# ANCOR's DEIA Journey



- Long time commitment to Diversity & Inclusion; George Floyd's murder spurred a renewed and deeper focus
- Our sector's (member's) direct care workforce disproportionately composed of women of color
- Joint Board of Directors and Staff commitment

# America in Turmoil – Times of Heightened Stress

- Extreme political polarization
- COVID-19
- National Black Lives Matter protests
- January 6<sup>th</sup> 2021 – 1<sup>st</sup> time in US History presidential candidate refused to accept election results
- Israel-Gaza war
- Increasingly devastating storms/climate change
- Presidential election in three weeks

# ANCOR's DEIA Journey

- Expanded from original focus on racism to other isms - gender, religion, sexual orientation, etc for both staff and individuals served
- Leveraging conferences: DEIA keynoters, workshops, session tracks
- Bi-monthly Community Conversations – free to members – focus on DEIA practices support the emotional well being of staff



Take Action

Join

October 02, 2024

WEBINAR

# Turning Privilege into Progress

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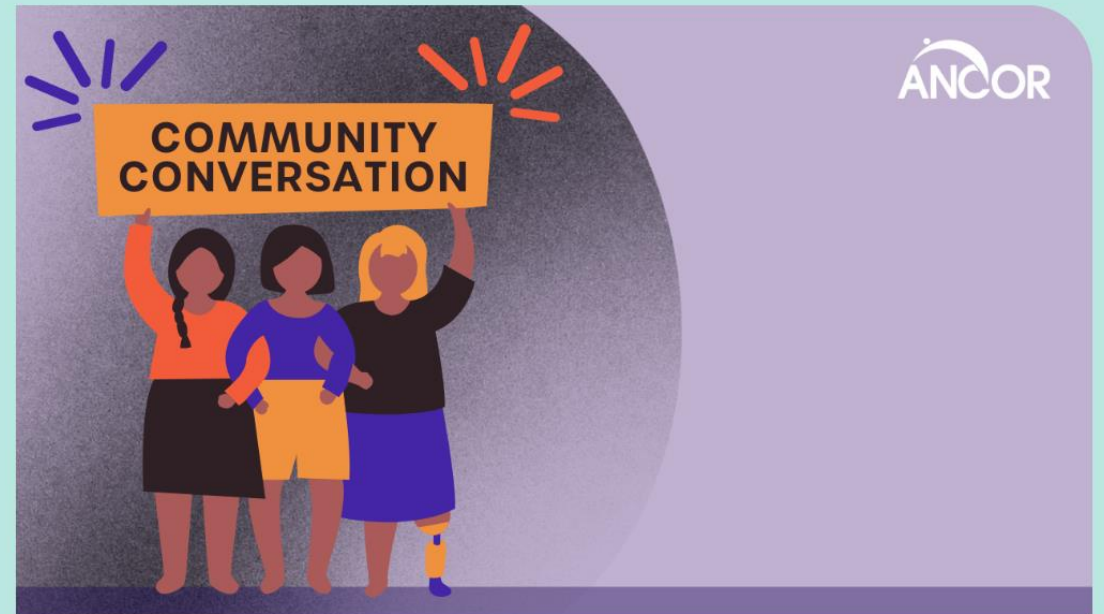


May 29, 2024

WEBINAR

# Upholding Dignity: Combating Oppression and Prioritizing Mental Health in the Workplace

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# Elevating Our Workforce

- National Direct Support Professional Recognition Week
- Campaign on national and state levels to increase compensation, wages
- Advocacy to create a national standard occupational code for DSPs

# FREE's Experience – New York State Initiatives:

- Alignment with ANCOR National initiatives such as Workforce Recognition Week
- New York Disability Associates Association including the major advocacy associations such as the ALLIANCE and Inter Agency Council
- NY ALLIANCE FOR INCLUSION & INNOVATION Partnership with the Office of Persons with Developmental Disabilities (OPWDD) – REGIONAL CENTERS FOR WORKFORCE TRANSFORMATION
- OPWDD Statewide Public Relations and Employee Recruitment Campaign
- State University of New York Certification Program for Direct Support Professionals

# FREE's Experience – Local Initiatives

- Team Member Engagement Strategies
- Professional Development and Career Development programs
- Peer and mentoring/coaching programs
- Care coordination philosophy – beyond Employee Assistance Programs
- Voluntary benefits access
- Social Justice engagement connection



# THANK YOU!

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