



LARADON'S 2023 DIVERSITY, EQUITY, INCLUSION AND BELONGING ANNUAL REPORT

A Message from Our Leadership



For 75 years, Laradon has been committed to promoting advocacy and access for individuals with I/DD. Our community values person-centered thinking and respect for individual diversity. In late 2021, Laradon formalized our commitment to creating, maintaining, and fostering a diverse, equitable, and inclusive workforce across all individual characteristics.



The journey in diversity, equity, inclusion, and belonging has enabled our employees to unify in this vision. Throughout the year our team engaged in vulnerable and sometimes difficult conversations while supporting each other along the way. By providing this opportunity for our team, we have been able to honor the desire and necessity to have these conversations in safe spaces. We have been able to encourage trust and communication among our employees and across teams and programs.

In 2022, the goal was to bring awareness through numerous workshops and education. In 2023, we will continue on this adventure, working towards transforming knowledge into actions that impact our campus, the individuals we serve, and the surrounding community. We are honored to continue this life-long learning with our employees here at Laradon.

Together in community,
Liz Schmidt and Doug McNeill

Defining DEIB



Diversity

Diversity is made up of the numerous human attributes that differentiate people from each other.



Equity

Equity is about treating people fairly. It's not the same as equality, which is treating everyone exactly the same.



Inclusion

Inclusion is made up of the behaviors that proactively recognize, respect and welcome diversity.



Belonging

Belonging is a mental and emotional state of feeling seen, valued, and supported for your uniqueness.

Laradon's DEI&B Journey

DECEMBER 2, 2021

EXECUTIVE LEADERSHIP
TEAM COMPLETES 16
HOURS OF DEI&B TRAINING
WITH KATHLEEN NALTY

JANUARY - MAY 2022

ALL EMPLOYEES
COMPLETE 4 HOURS
OF TRAINING WITH
KATHLEEN NALTY ON
DEI AND
UNCONSCIOUS BIAS



AUGUST 5, 2022

SCHOOL AND CLS
EMPLOYEES ATTEND
“UNDERSTANDING RACE AS
A SOCIAL CONSTRUCT” WITH
BILL DE LA CRUZ

OCTOBER 12, 2022

ADULT DAY &
ADMINISTRATIVE
TEAMS ATTEND
“UNDERSTANDING
RACE AS A SOCIAL
CONSTRUCT”
WITH BILL DE LA CRUZ



APRIL 2023

LARADON'S FIRST
MULTICULTURAL
CELEBRATION

FEBRUARY- APRIL 2023

GENDER INSTITUTE FOR
TEACHING AND ADVOCACY
TRAINING FOR ALL
EMPLOYEES

DECEMBER 2023

ALL EMPLOYEES ATTEND
DECONSTRUCTING BIAS WITH
BILL DE LA CRUZ

JANUARY 18, 2022

EXECUTIVE LEADERSHIP
TEAM GOES THROUGH RACE
WORKSHOP WITH DEI&B
EXPERTS KATHLEEN NALTY
AND BILL DE LA CRUZ

JUNE 25 & 26, 2022

OVER 30 LARADON
EMPLOYEES HOST A BOOTH
AT PRIDEFEST FOR THE
FIRST TIME



OCTOBER 4, 2022

LEADERSHIP TEAM ATTENDS
INTRODUCTION TO LGBTQ+
TRAINING WITH GENDER
INSTITUTE FOR TEACHING
AND ADVOCACY (GITA)



NOVEMBER 8, 2022

LARADON HOSTS FIRST
COMMUNITY GATHERING
WITH BILL DE LA CRUZ AS
FACILITATOR



MAY 2023

ADA AND
NEURODIVERGENCE
TRAINING WITH DIRT

JUNE 2023

LARADON'S SECOND BOOTH
AT PRIDEFEST



DEIB Survey Results

Surveys were administered to Laradon staff in February of 2022 and January of 2023. These surveys measured:

- Trust in organization
- Perceptions of a psychologically safe workplace
- Feelings of belonging
- Perceived equity and access to opportunities

REMAINED THE SAME

90%

of employees agreed or strongly agreed that their supervisor supported DEIB. Feelings of belonging and perceptions of a psychologically safe workplace received high ratings.

LARGEST AREAS FOR OPPORTUNITY IN 2022

1. IMPLEMENT APPROPRIATE PROCEDURES TO REPORT DISCRIMINATION (57% AGREED OR STRONGLY AGREED LARADON HAD THESE IN PLACE IN 2022).

WHAT WE DID

- Updated handbook, separate anti-harassment and nondiscrimination and grievance policies
- Updated "Open Door" policy in employee handbook.
- Updated New Hire Orientation videos on harassment, unconscious bias and discrimination.
- Renewed relationship with outside vendor for Anonymous Reporting Hotline.

RESULT

80%

agreed or strongly agreed that Laradon has appropriate procedures in place to report discrimination in 2023.

2. THERE IS A CLEAR DEVELOPMENT PATH FOR EMPLOYEES AT LARADON (40% AGREED OR STRONGLY AGREED WITH THIS STATEMENT IN 2022).

WHAT WE DID

- Held an internal open-house career fair at the Laradon school for paraprofessionals, with leaders available to educate on various career paths.
- Developed Career Development tool for employees to discuss with supervisors.
- Leadership team now holds biannual meetings to discuss employees wanting to progress and how to best support them.

RESULTS

60%

agreed or strongly agreed that there are good career opportunities at Laradon in 2023.

61%

agreed or strongly agreed a supervisor or someone in leadership has shown a genuine interest in career aspirations.

CONTINUED WORK

Updated Compensation and Career Development policy in 2023.

Continuing DEIB Work

UPDATED POLICIES ON DEIB

September 2021

Laradon's first Diversity, Equity, and Inclusion Policy

October 2022

Diversity Equity, Inclusion and Belonging Task Force Policy

Includes Meeting Guidelines, Definitions, and Scope of the Task Force

DEIB COMMITTEE "WE ACT"

Formed in November 2022

The DEIB Committee is made up of a diverse group of 10 employees from different programs across campus, and a variety of roles at Laradon.

In 2023, WE ACT developed a DEIB Statement. It reads,


***LARADON RESPECTS, EMBRACES, AND CELEBRATES THE
INDIVIDUALITY EVERY PERSON BRINGS TO OUR
WORKPLACE AND COMMUNITY.***



AHEAD FOR 2023

WE ACT is developing desired organizational outcomes to align with the DEIB vision.

HAVE QUESTIONS? OR SUGGESTIONS?

 Email info@laradon.org