
NLG Diversity and Racial Equality Demographic and Survey Data

October 2020



NLG Racial Equality and Diversity Action Plan Process to Date



- Initial meeting of CEO with interested Clinical staff to create initial plan which included staff survey and bringing in an outside facilitator
- Hired Solandy Forte, Ph.D., LCSW, LBA, BCBA-D, and with her created plan to hold 5 facilitated sessions
- Gathered and analyzed data for review by Committee- staff survey and area and NLG demographic
- Named Steering Committee and selected a representative Committee using an open process.
- Held facilitated meetings with these groups to review data and create ongoing process and plan in September and October
- From meetings, assigned individuals to complete components of plan and set up a Review process
- We will execute plans and initiatives on an ongoing basis beginning early in calendar 2021 and gather data to review progress.

Agenda



- Nashoba Learning Group Mission and Values and Non-discrimination policy
 - Demographic data for area, NLG staff and NLG students/members
 - NLG staff survey results
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Nashoba Learning Group Mission



- Our mission is to create the best available programs to allow people with autism to achieve their full potential and participate as fully as possible in family and community activities throughout their lives.
 - We are dedicated to improving the methods of instruction, and sharing that knowledge.
 - Our vision encompasses programs for people with autism, regardless of age
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Nashoba Learning Group achieves its mission by living our core values



- Every person with autism deserves the opportunity to develop to their fullest potential.
 - Applied behavior analysis (ABA) is a proven discipline for enabling people with autism to achieve their potential.
 - Outstanding education must be comprehensive and customized.
 - The quality of the service that an individual receives is determined by the quality and training of the people who deliver the services.
 - Successful education and intervention is a joint commitment requiring both the program and the family.
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Nashoba Learning Group Non-Discrimination Policy

Equal Employment Opportunity (EEO)

- NLG is committed to the philosophy and principles of equal employment opportunity. It is the policy of NLG to recruit, hire, train and promote the most qualified candidates regardless of any race, age, color, religion, national origin, ancestry, sex (including pregnancy and gender identity), sexual orientation, protected genetic information, veteran status, disability, or any other characteristic protected by law. NLG expects all employees to support its equal opportunity objective.
 - Any incident or situation involving an allegation of discrimination due to the above-stated reasons should be brought to the immediate attention of either the Executive Director, President, Assistant Program Director, Human Resources or a Clinical Director for investigation and, if appropriate, corrective action.
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US Census Demographic Data

Percentages

Census category	USA	Mass	Burlington	Lowell
White Alone	76.3	80.6	75.4	60.9
Black or African American alone	13.4	9.0	4.9	7.4
American Indian and Alaska Native alone	1.3	0.5	0.1	0.6
Asian alone	5.9	7.2	16.3	23.2
Native HE or Pacific Islander	0.2	0.1	0.2	0.1
Two or more Races	2.8	2.6	2.6	2.3
Hispanic or Latino	18.5	12.4	2.2	18.8
White alone, not Hispanic or Latino	60.1	71.1	73.6	48.8

NLG Students and Adults Demographic Data Percentages as of September 2020

Census category	Burlington	NLG Students	NLG Adults
White Alone, not Hispanic or Latino	73.6	74	82
Black or African American alone	4.9	5	4
American Indian and Alaska Native alone	0.1	0	0
Asian/ME alone	16.3	13	13
Native HE or Pacific Islander	0.2	0	0
Other	2.6	3	0
Hispanic or Latino	2.2	5	0

NLG Staff Demographics- Paycom Data

September 2020

Overall School Staff Population (236)	
White	78.39%
Black/African American	2.12%
Asian	5.51%
Hispanic or Latino	3.81%
2 or More Races	2.12%
Do Not Wish To Identify	8.05%

NLG Staff Survey- August 2020

- 153 Staff responded out of 236
 - Self Identified Demographics of Responders:
 - White: 74%
 - African American: 1.3%
 - Asian/East Asian/MiddleEastern: 4%
 - Hispanic/Latino: 3.3%
 - Prefer not to identify: 9%
 - No response (most did not get to the end of the survey): 8%
 - Dual: 0.6%
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NLG Racial Equality and Diversity Survey- Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 153 individuals took the survey August 2020

Survey Question	Wt Avg
1 The leadership at this company supports racial equality and diversity	3.82
2 Management shows that racial equality and diversity is important and supported through its actions	3.60
3 This company respects individuals and values their differences	4.06
4 Employees who are different from most others are treated fairly at this company	3.92
5 At this company, employees appreciate others whose race/ethnicity is different from their own	4.11
6 At this company, students and adult members are treated with sensitivity to their racial/ethnic identify?	4.06
11 This company promotes racial equality and diversity in its recruiting and hiring.	3.57
12 There is cultural and racial diversity among the people a job candidate will meet/see on his/her first visit to the company	3.10
13 Employees of different backgrounds are encouraged to apply for higher positions	3.56
14 There is a career development path for all employees at this company	3.58

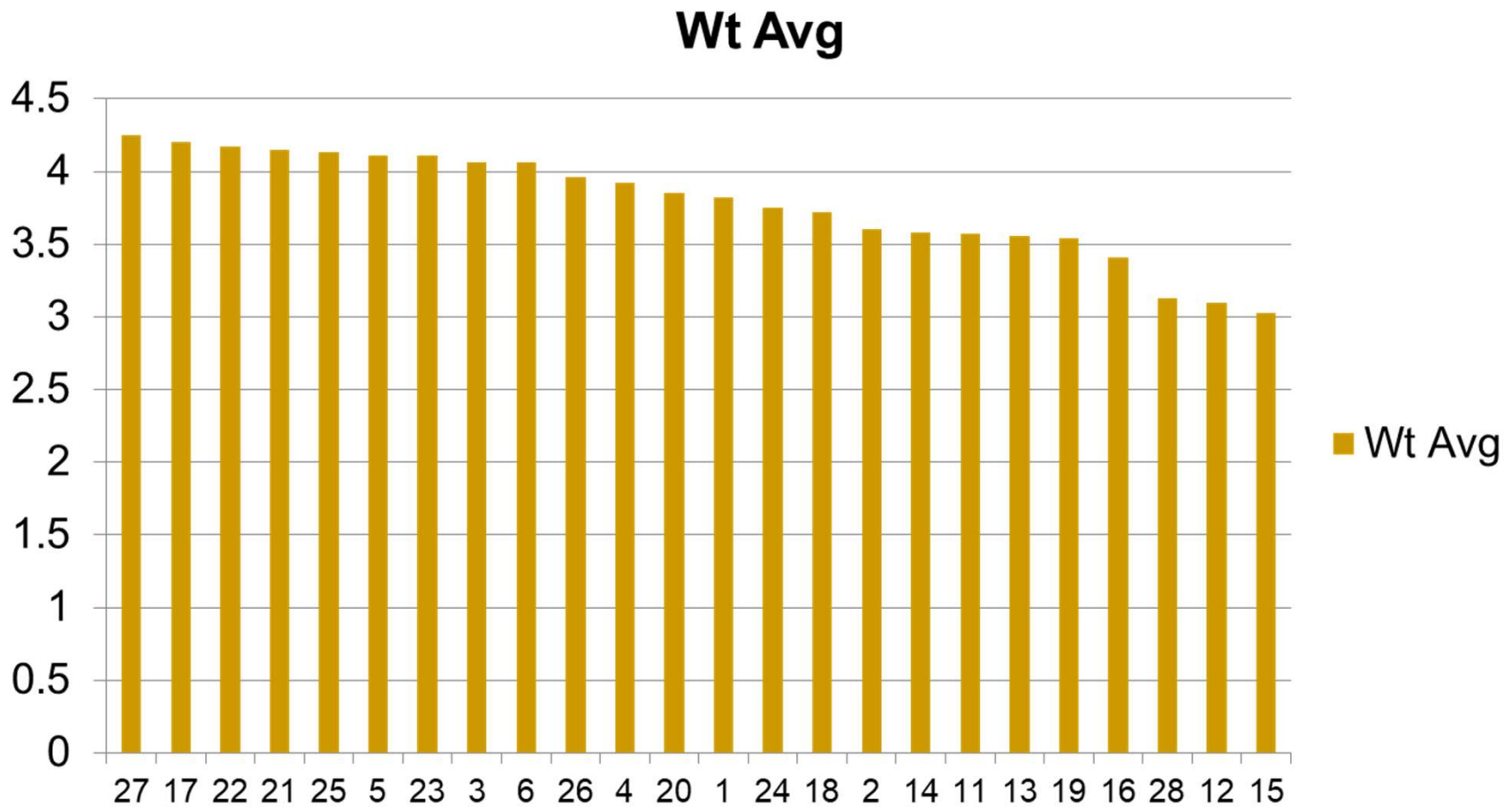
NLG Racial Equality and Diversity Survey- Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 153 individuals took the survey August 2020

15 My experiences since coming to this company have led me to become more understanding of racial/ethnic differences	3.03
16 Getting to know people with racial/ethnic backgrounds different from my own has been easy at this company	3.41
17 The company's policies or procedures discourage discrimination.	4.20
18 If I had a concern about harassment or discrimination I know where and how to report that concern.	3.72
19 If I observe or experience an inappropriate comment or action I feel comfortable speaking up in the moment to correct the situation.	3.54
20 I believe the company will take appropriate action in response to incidents of discrimination.	3.85
21 Employees of different backgrounds interact well in this company	4.15
22 Staff and families/students/adult members of different backgrounds interact well at this company.	4.17
23 Racial, ethnic, and gender-based jokes are not tolerated at this organization	4.11
24 This company provides an environment for the free and open expression of ideas,	3.75

NLG Racial Equality and Diversity Survey- Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 153 individuals took the survey August 2020

25. My supervisor is committed to, and supports, racial equality and diversity	4.13
26. My supervisor handles racial equality and diversity matters satisfactorily	3.96
27 Education about racial and cultural diversity will enhance the company's work environment and service to students/adult members	4.25
28 This company has done a good job providing training programs that promote racial equality and multicultural understanding	3.13
Questions where Strongly disagree is a positive Response so lower averages are better:	
7 I have personally witnessed insensitive comments and actions that have had a negative impact on other staff or students/adult members	2.16
8 I have been the victim of insensitive comments and actions that have had a negative impact on me.	1.62
9 I have personally witnessed discrimination at this company towards other staff or students/adult members	1.91
10 I have been the victim of discrimination at this company	1.38

Weighted Average Response by Question number
excluding Q7-10, 1=Strongly Disagree, 5=Strongly Agree



Questions ranked by average score, highest to lowest weighted average

27 Education about racial and cultural diversity will enhance the company's work environment and service to students/adult members	4.25
17 The company's policies or procedures discourage discrimination.	4.2
22 Staff and families/students/adult members of different backgrounds interact well at this company.	4.17
21 Employees of different backgrounds interact well in this company	4.15
25 My supervisor is committed to, and supports, racial equality and diversity	4.13
5 At this company, employees appreciate others whose race/ethnicity is different from their own	4.11
23 Racial, ethnic, and gender-based jokes are not tolerated at this organization	4.11
3 This company respects individuals and values their differences	4.06
6 At this company, students and adult members are treated with sensitivity to their racial/ethnic identity?	4.06
26 My supervisor handles racial equality and diversity matters satisfactorily	3.96
4 Employees who are different from most others are treated fairly at this company	3.92
20 I believe the company will take appropriate action in response to incidents of discrimination.	3.85
1 The leadership at this company supports racial equality and diversity	3.82
24 This company provides an environment for the free and open expression of ideas,	3.75
18 If I had a concern about harassment or discrimination I know where and how to report that concern.	3.72
2 Management shows that racial equality and diversity is important and supported through its actions	3.6
14 There is a career development path for all employees at this company	3.58
11 This company promotes racial equality and diversity in its recruiting and hiring.	3.57
13 Employees of different backgrounds are encouraged to apply for higher positions	3.56
19 If I observe or experience an inappropriate comment or action I feel comfortable speaking up in the moment to correct the situation.	3.54
16 Getting to know people with racial/ethnic backgrounds different from my own has been easy at this company	3.41
28 This company has done a good job providing training programs that promote racial equality and multicultural understanding	3.13
12 There is cultural and racial diversity among the people a job candidate will meet/see on his/her first visit to the company	3.1
15 My experiences since coming to this company have led me to become more understanding of racial/ethnic differences	3.03

Highest and Lowest Scoring Questions

Highest Scores:

- 27. Education about racial and cultural diversity will enhance the company's work environment and service to students/adult members
- 17. The company's policies or procedures discourage discrimination
- 22. Staff and families/students/adult members of different backgrounds interact well at this company.

Weakest Areas:

- 15. My experiences since coming to this company have led me to become more understanding of racial/ethnic differences
 - 12. There is cultural and racial diversity among the people a job candidate will meet/see on his/her first visit to the company
 - 28. This company has done a good job providing training programs that promote racial equality and multicultural understanding
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NLG Racial Equality and Diversity Survey- by Segment

Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 153 individuals took the survey August 2020

Survey Question	Wt Avg	Black/ AA-2	Hisp/L atin- 5	Asian/ ME-6	White- 113	Prefer/ No answer -26-15
1 The leadership at this company supports racial equality and diversity	3.82	4.00	2.80	3.50	3.97	3.38
2 Management shows that racial equality and diversity is important and supported through its actions	3.60	4.00	2.80	4.33	3.72	3.04
3 This company respects individuals and values their differences	4.06	4.00	3.60	4.67	4.16	3.58
4 Employees who are different from most others are treated fairly at this company	3.92	4.00	2.60	4.67	4.04	3.36
5 At this company, employees appreciate others whose race/ethnicity is different from their own	4.11	4.00	3.60	4.50	4.19	3.77
6 At this company, students and adult members are treated with sensitivity to their racial/ethnic identify?	4.06	4.00	3.40	4.50	4.17	3.57
11This company promotes racial equality and diversity in its recruiting and hiring.	3.57	4.00	2.60	4.33	3.63	3.17
12 There is cultural and racial diversity among the people a job candidate will meet/see on his/her first visit to the company	3.10	3.00	1.80	4.17	3.19	2.61
13 Employees of different backgrounds are encouraged to apply for higher positions	3.56	3.50	1.80	3.67	3.70	3.17
14 There is a career development path for all employees at this company	3.58	3.00	2.40	3.67	3.75	2.83

NLG Racial Equality and Diversity Survey- Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 152 individuals took the survey August 2020

	Wt Avg	Black/AA-2	Hisp/Latin- 5	Asian/ME-6	White-113	Prefer/No answer-26-15
15 My experiences since coming to this company have led me to become more understanding of racial/ethnic differences	3.03	3.00	2.40	4.00	3.09	2.47
16 Getting to know people with racial/ethnic backgrounds different from my own has been easy at this company	3.41	3.00	2.20	4.50	3.48	2.94
17 The company's policies or procedures discourage discrimination.	4.20	4.00	3.40	4.33	4.30	3.75
18 If I had a concern about harassment or discrimination I know where and how to report that concern.	3.72	4.00	2.80	4.67	3.80	3.00
19 If I observe or experience an inappropriate comment or action I feel comfortable speaking up in the moment to correct the situation.	3.54	5.00	2.80	4.33	3.56	3.13
20 I believe the company will take appropriate action in response to incidents of discrimination.	3.85	4.00	3.20	4.50	3.96	2.94
21 Employees of different backgrounds interact well in this company	4.15	4.00	3.20	4.83	4.25	3.50
22 Staff and families/students/adult members of different backgrounds interact well at this company.	4.17	4.00	3.20	4.83	4.24	3.75
23 Racial, ethnic, and gender-based jokes are not tolerated at this organization	4.11	5.00	3.20	4.33	4.19	3.63
24 This company provides an environment for the free and open expression of ideas,	3.75	3.50	3.00	4.50	3.79	3.25

NLG Racial Equality and Diversity Survey- Weighted Average response to questions where 1=Strongly Disagree, 2 Somewhat Disagree, 3 Neutral, 4 Somewhat Agree, 5 Strongly Agree- 152 individuals took the survey August 2020

	Wt Avg	Black/A A-2	Hisp/La tin- 5	Asian/M E-6	White- 113	Prefer/ No answer- 26-15
25. My supervisor is committed to, and supports, racial equality and diversity	4.13	5.00	3.20	4.67	4.26	3.25
26. My supervisor handles racial equality and diversity matters satisfactorily	3.96	4.00	3.00	4.33	4.09	3.19
27 Education about racial and cultural diversity will enhance the company's work environment and service to students/adult members	4.25	4.00	3.80	4.50	4.27	4.20
28 This company has done a good job providing training programs that promote racial equality and multicultural understanding	3.13	3.00	2.40	3.67	3.19	2.67
Questions where Strongly disagree is a positive Response so lower averages are better:						
7 I have personally witnessed insensitive comments and actions that have had a negative impact on other staff or students/adult members	2.16	2.00	3.40	1.67	2.07	2.55
8 I have been the victim of insensitive comments and actions that have had a negative impact on me.	1.62	2.50	3.60	1.33	1.44	2.15
9 I have personally witnessed discrimination at this company towards other staff or students/adult members	1.91	1.50	1.80	1.17	1.80	2.85
10 I have been the victim of discrimination at this company	1.38	1.00	1.60	1.00	1.26	2.15

Summary



- Staff data and comments indicate a generally positive atmosphere but a need for action in the following areas
 - Better articulation of policies and mentoring of staff for diversity, equity and inclusion, as well as more access to raise issues.
 - More training for staff in Diversity, Equity and inclusion to allow an enhanced work environment, and to allow us to better support the individuals we serve.
 - More inclusivity, cultural sensitivity, and celebration of Diversity within our organization and in our curriculum
 - Examination of recruiting and retention to make NLG more attractive to diverse staff
- Our DEI plan reflects these results and subsequent goals and objectives for each of these areas.