



## Report on Diversity, Equity, and Inclusion at QUAD

QUAD’s values and standards of behavior affirm our commitment to diversity, equity and inclusion. We are dedicated to providing shelter and care to elders and people with disabilities equitably and in a culturally and linguistically responsive manner. This commitment forms our culture and is evident in who we are, what we do, and how we work. QUAD is committed to creating an environment where all people of all backgrounds and abilities feel respected. We will align our work so that all members of our organization and the people we serve have an opportunity to thrive. We are optimistic for the future of QUAD and see our efforts in diversity, equity, and inclusion as integral to accomplishing our mission.

### Current Status of QUAD’s DEI data

In reviewing the status of diversity, equity and inclusion data we examined our current Board of Directors, employees and residents. While much of the focus is on racial and ethnic diversity, we also take into account direct experience of disability, particularly reliance on a wheelchair for daily living. In reviewing resident data, we also examine economic status. Although we do not formerly collect data regarding LGBTQ, residents have formed site specific LGBTQ councils which are held monthly have regular attendance.

### Board Diversity

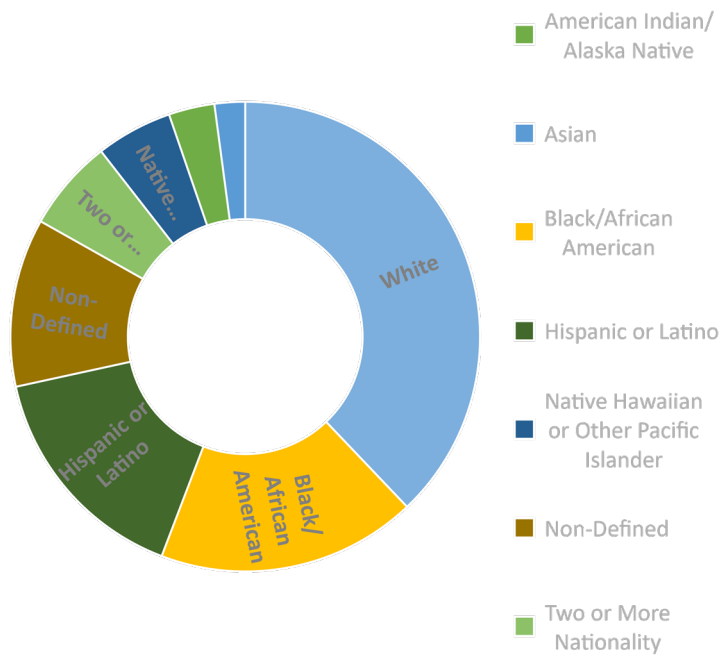
QUAD has four board members. All current Board members identify as White. One of our Board members uses a wheelchair for mobility due to spinal cord injuries.

### Staff Diversity

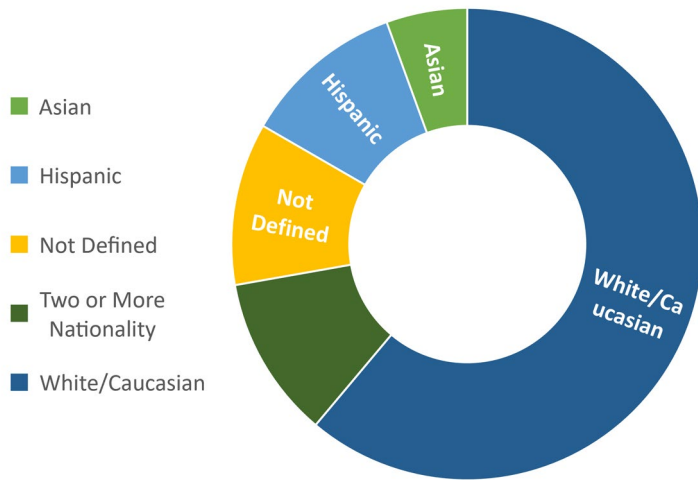
QUAD Employees > QUAD has a diverse staff of 95, which includes management, attendant care staff, building maintenance, and groundskeeping. The majority of QUAD staff identify as white, accounting for 38% of our workforce. 18% identify as Black/African American and 16% as Hispanic or Latino.

The majority of QUAD’s workforce is female, accounting for 83% of employees.

QUAD All Staff Ethnicity



QUAD Management Ethnicity



QUAD Management Team > Taking a closer look at our management team of 18 individuals, including our administrative office, program managers, and team leaders, shows that the majority of our management team identify as white, accounting for 61%.

### Resident Diversity

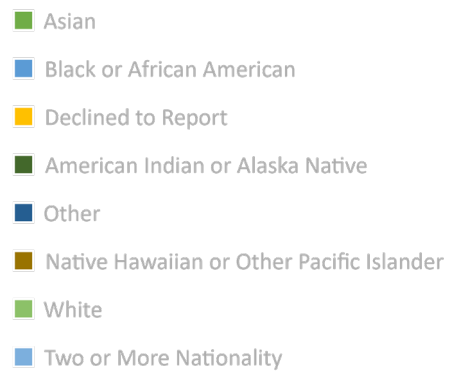
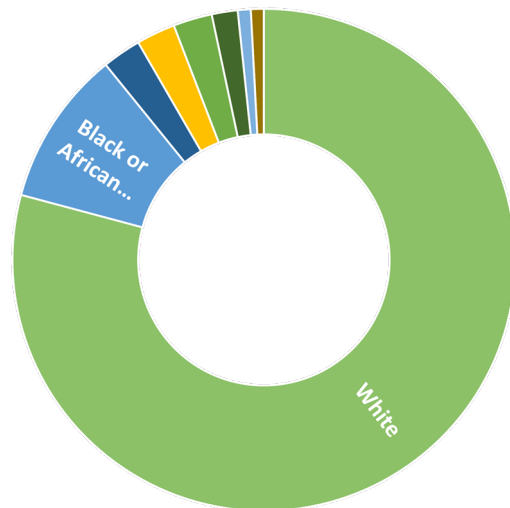
Currently, there are 120 residents living in five QUAD-managed apartment buildings located throughout the Portland-metro area, 100% of whom are Low or Extremely Low Income. (as of 09/06/23). In this DEI report, the number of residents includes only the resident listed on the lease and does not include any family members, dependents or live-in caregivers who reside in the unit. Out of the 120 QUAD residents, half identify as female, and half identify as male. 79% of residents identify as white, 10% Black/African American and 2% Asian.

All QUAD buildings are located in urban centers where residents have easy access to public transportation. Most residents do not own or operate vehicles and are reliant on free or low- cost transit. 85% of QUAD residents identify as having a disability.

Additional DEI data relevant to QUAD residents:

- 32 (26%) residents are elderly (aged 62-74)
- 4 (3%) are frail elderly (aged 75 or older)

QUAD Resident Ethnicity





## **Strengths and Weaknesses of QUAD relating to diversity, equity and inclusion**

Throughout our history, people with severe physical disabilities have played an integral role in guiding and informing the direction of QUAD. This continues to this day with an emphasis on resident-directed leadership and community outreach. We currently have one previous QUAD resident (identifying as quadriplegic) serving on the Board of Directors. Throughout our QUAD-managed buildings, residents participate in regular activities, meetings and events. In these meetings residents provide valuable feedback and information which helps develop QUAD's understanding and ongoing mission.

Moving forward, we are committed to expanding the diversity of our leadership with outreach to potential advisory or board candidates who represent communities served by QUAD. We are in the process of recruiting additional Board members with the priority of Board diversity to better reflect the diversity of our region.

While people with disabilities are represented on our Board, we lack representation in QUAD's management and staff. QUAD has an administrative management staff of eight, which includes an Executive Director, Strategic Initiatives Director, Operations Manager, Senior Accountant, Housing Specialist, HR Generalist, Development Assistant and Operations Assistant. All identify as non-disabled or able-bodied individuals. Recently, QUAD activated a partnership with Oregon Spinal Cord Injury Connection (OSCI), providing a Community Health Worker living with a physical disability for resident community resources and events. The purpose of the Community Health Worker is to expand and strengthen QUAD's reach and knowledge in accomplishing our mission.

QUAD provides housing and related services for a greatly underserved population. We are widely regarded as a unique and needed organization providing a model of housing that promotes the dignity and the independence of all we serve. In addition to being permanently physically disabled, all QUAD residents are low or extremely low income.

Staff identifying as non-White represent greater ethnic diversity than the regional population. However, ensuring ethnic diversity within QUAD's management is a priority of the organization.

## ***Priority Objectives for promoting Diversity, Equity and Inclusion at QUAD***

- Recruit diverse candidates for the Board of Directors and Committees, including women, people of color and wheelchair users with the immediate goal of recruiting two additional Board members within the year.
- Create and institute regular DEI-related training for all staff members including QUAD Board members.
- Establish an Equity Council composed of QUAD staff to inform and guide ongoing DEI efforts. DEI efforts will include QUAD staff participation in community-based events that provide resources, information and education on DEI-related efforts.



### *Activities supporting DEI objectives*

1. Creating a QUAD Community Advisory Panel to gain perspectives of people with wheelchair reliance who are not residents of QUAD. This panel will create new opportunities for diversity, equity and inclusion and will be a likely pathway to future participation on the Board of Directors.
2. QUAD management staff participated in diversity training through the Cascade Employers Association at the end of the year 2022. Titled “Bridges to Understanding”, this training provides 8 hours of lessons with four-two-hour sessions. This class “addresses cultural awareness and valuing diversity. It is a catalyst for building an organization that is free from discrimination, and one that allows everyone to be appreciated and to make a meaningful contribution.” Once completed by management, all QUAD staff members participated in an organization-wide DEI training in April of 2023 that covered the topics covered in the previous classes taken by management.
3. Actively recruiting underrepresented populations (including people of color, women, LGBTQ, and disabled adults to serve in leadership and advisory roles within the organization). This will be done through placing job notices and volunteer opportunities (including our advisory committee) with the Urban League of Portland and Partners in Diversity, and the Hispanic Metropolitan Chamber.
4. Increased involvement in the community to seek out perspectives of people of color, low income, and seniors: QUAD staff and residents will be present in city and county committee and advisory council meetings as they relate to adults with disabilities, fair housing, low-income adults, and aging-in-place
5. The Fair Housing Council of Oregon is a statewide civil rights organization that has hosted hundreds of organizations to learn about Oregon’s historical relationship with race and how it relates to the challenges facing us today. Housing is an integral part of QUAD’s programs and it is important for us to ensure we promote housing justice, equity and inclusion. To achieve this, QUAD management staff will participate in classes hosted by the Fair Housing Council of Oregon, including:
  - a. Fair Housing in Oregon: Uncovering and Recovering History
  - b. Fair Housing in Inclusive Communities
  - c. Fair Housing for Shelter Providers and Protections for the LGBTQ+ Population 2023

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