

Since Melmark's founding in 1965, our focus on inclusion and equality has remained intertwined with our mission and includes work at the state and federal policy level to remove barriers to special education and disability services across Pennsylvania, New England, and the Carolinas as well as advocacy toward equal pay for equal work for our employees. Our work is ongoing and we realize there is much to be done. Some of the important efforts Melmark has taken to lead real change throughout our communities from 1965 to the present are organized under the headings below and include:

Continually building on our history of leadership and delivering on our mission



EST.
2022
Ongoing Today

A Diversity, Equity, and Inclusion Strategic Plan, including strategic goals, objectives and key performance indicators developed; foundation of overall Strategic Plan
Formation of a Cross-Divisional DEI Committee, with DEI Leaders and Cultural Ambassadors in each division

EST.
2021
Ongoing Today

Diversity, Equity, and Inclusion training with Senior Leadership led by the Institute for Diversity Certification; 19 senior leaders credentialed as Certified Diversity Executives

EST.
2020
Ongoing Today

National informational presentations on trends, wage suppression, pay equity and the work of Direct Service Providers in Pennsylvania

EST.
2018
Ongoing Today

Melmark Carolinas founded in response to children in North and South Carolinas, often minorities, denied access to Free Appropriate Public Education through homebound instruction

EST.
2015
Ongoing Today

Enhancing diversity among leadership teams across divisions
Building race, gender, and expertise diversity among Board of Directors members

EST.
2012
Ongoing Today

Melmark's first Residential Treatment Facility opened in Pennsylvania serving a significant number of children from diverse backgrounds and high intensity behavioral needs

Serving our communities

EST.
2023

Ongoing Today

Diversity, Equity and Inclusion updates communicated regularly, internally in bi-weekly newsletters and externally on the website and in print and online publications

EST.
2021

Ongoing Today

Website display with language translation services

EST.
2020

Ongoing Today

Increased translation services provided to Melmark families in various formats such as town halls and newsletters, and clinical meetings

EST.
2019

Ongoing Today

Development of internship opportunities in partnership with the Notre Dame Cristo Rey High School network's corporate work-study program, which serves predominantly, racially diverse underserved students

EST.
2010

Ongoing Today

Collaboration with the Massachusetts Special Commission Relative to Autism to ensure equal access to autism programs for all children, adults, and their families

EST.
2008

Ongoing Today

Expert Speaker Series addressing Diversity, Equity and Inclusion matters, open to all staff, families, and community members



Ensuring culturally responsive, equitable care

EST.
2010
Ongoing Today

Collaboration on the Autism Omnibus Bill; A requirement that MassHealth cover medically necessary treatments for children with Autism who are under 21 years of age, improving access and equity to services

EST.
2009
Ongoing Today

Review of statewide restraint data including analyzing why students of color in Massachusetts have increased restraints

Work with the Boston Mayor's Summit on Autism to enhance equal access to education and related services for all students

EST.
2007
Ongoing Today

Participation in policy development across state divisions, collaborating with Massachusetts Advocates for Children

Medicaid Waiver Program for children from diverse Massachusetts communities facing socioeconomic and language barriers

Contract with Lawrence Public School District in MA to improve services for 250+ children with diverse backgrounds

EST.
2006
Ongoing Today

Relationships with governmental entities for underserved communities to bring equality to service availability

EST.
2005
Ongoing Today

Work with the Autism Commission Earmark for underserved communities

EST.
2004
Ongoing Today

Work with Advocates for Autism of Massachusetts to ensure access to all adult services, for diverse individuals

EST.
1990's
Ongoing Today

Collaboration with Pennsylvania's Department of Human Services

Increasing opportunity, inclusion and belonging in the workplace



EST.
2023

Ongoing Today

Introduction of Cultural Ambassador roles to collaborate with leadership and the DEI committee on policy development, communications, and professional development opportunities across divisions

EST.
2020

Ongoing Today

Advocacy for equal pay for equal work for Direct Support Professionals, in Pennsylvania, bringing to statewide government agencies and trade associations.

EST.
2015

Ongoing Today

Ensuring the diversity of leadership staff through clear professional career path opportunities and plan

EST.
2002

Ongoing Today

Increasing access to professional credentials for all Melmark staff through the development of an affordable graduate training program with tuition reimbursement from Melmark. What began in partnership with the University of Massachusetts, has expanded to multiple relationships with colleges and universities across Melmark's state divisions.
