



MOMENTUM
**2023 ANNUAL
MEETING & EXPO**

Renaissance Schaumburg
Convention Center - Schaumburg, IL

57A: More Than Checking a Box

DEI for Meaningful Change

Meet the Organizations



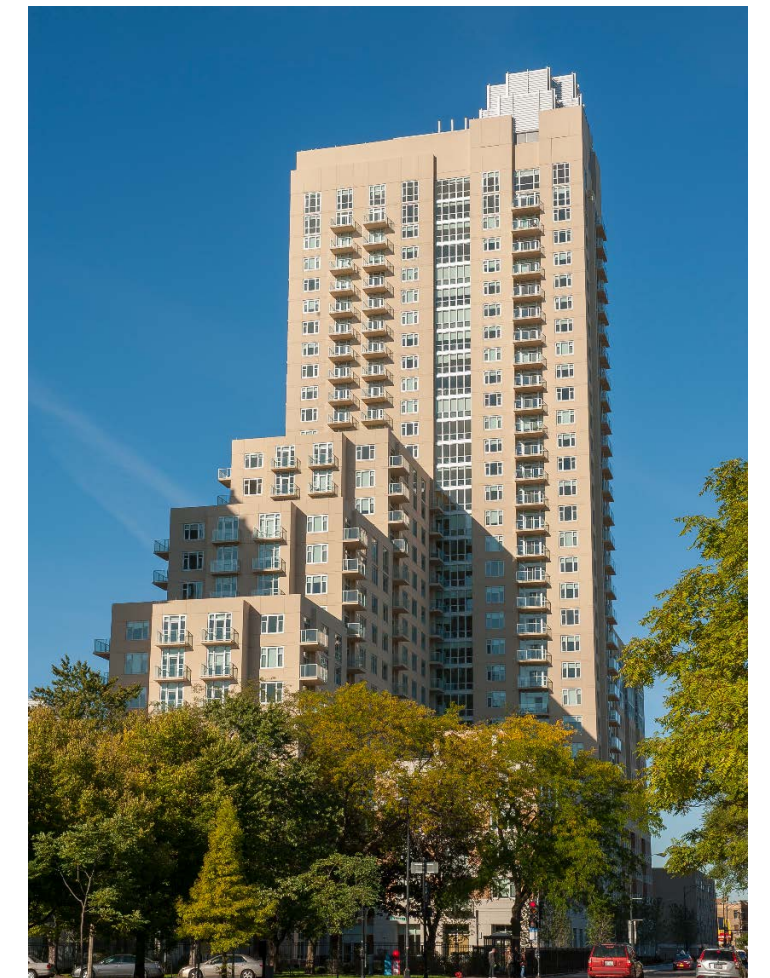
ClarkLindsey, Urbana

- Founded 1978
- 170 FTEs
- 162 ILU, 85 SNF (24 in GH), 64 AL opening Dec 2023, 45 ILU opening 2025



The Admiral at the Lake, Chicago

- Founded 1858
- 150 FTEs
- 196 ILU, 39 AL, 17 MS, 36 SN



We Believe

...that everyone has something to contribute here,
that, together, we build a supportive community,
and that we gain from our connections to one another.

Inclusivity
Care
Engagement



Culture is our shared responsibility.

Our Actions

...will enrich our culture and grow our cultural intelligence as a community. We acknowledge that these efforts require both learning and unlearning behaviors therefore we will remain focused on five sets of actions:

- Diversity** *Diverse representation that reflects the broader community around us*
- Equity** *Equitable treatment and equal opportunities for all*
- Inclusion** *An environment where everyone is respected and welcomed*
- Access** *All areas within our community are reachable to every person*
- Belonging** *Individuals identify as a full and valued member of the community*

Our Voice at ClarkLindsey

Vision Statement: To leverage the power of community so that all may experience positive aging.

Mission Statement: To engage the mind, spirit and body in wellness and community so that each older adult may live their best life.

Commitment to Diversity, Equity, and Inclusion: ClarkLindsey actively celebrates all people and their backgrounds through our actions and activities. As part of our ongoing journey and commitment, we strive to create a diverse and equitable environment for our residents, staff, affiliates, and visitors.

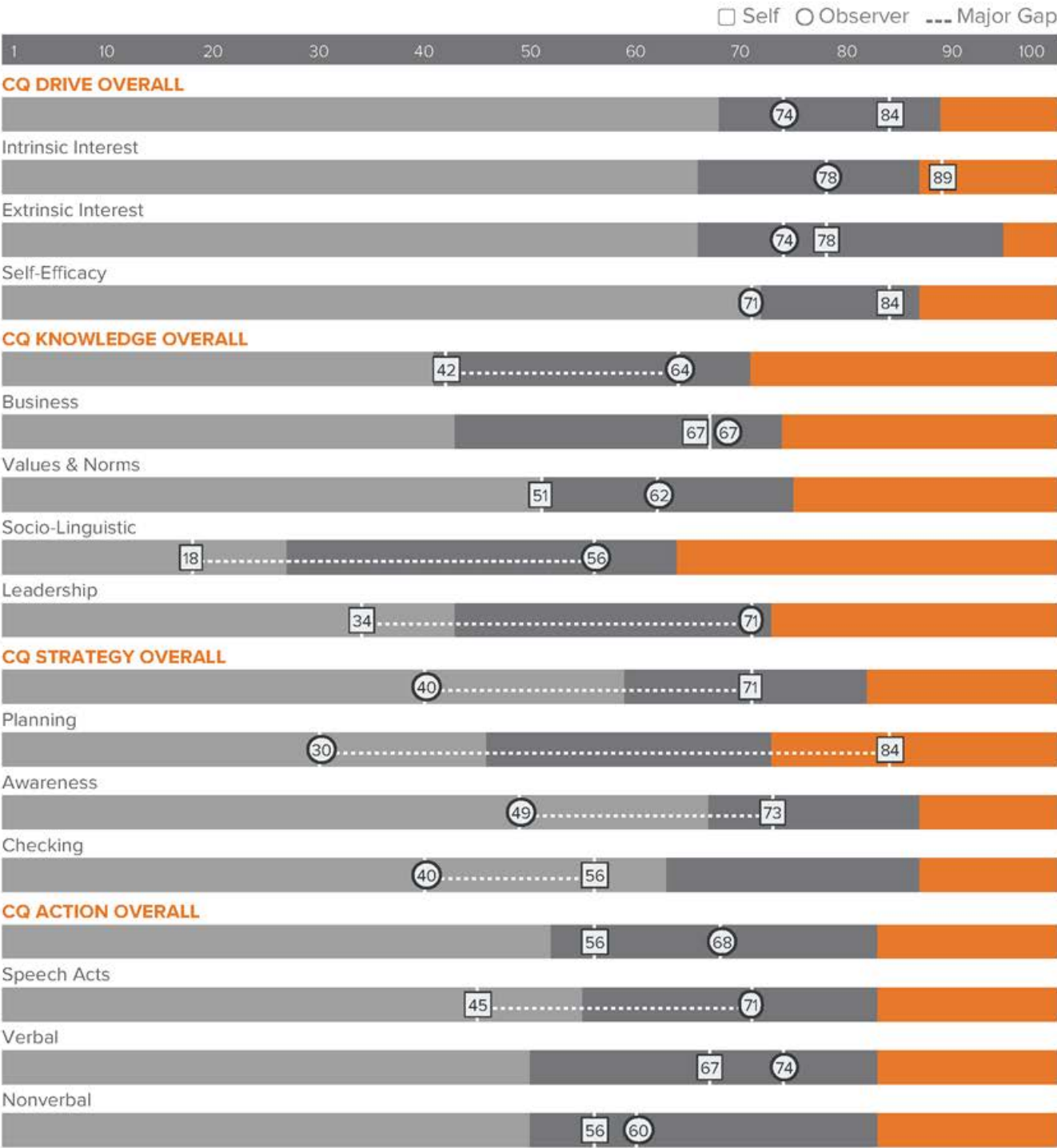


Cultural Intelligence Center (CQ) Approach



Cultural Intelligence (CQ) is the capability to function and relate effectively in culturally diverse situations

CQ Profile Summary



ACTION STEPS

List one, specific multicultural skill you would like to improve over the next year. Consider the challenges and opportunities you described earlier in this section. (Examples include teaching a diverse population of students, effectively leading a diverse team, accurately analyzing risk and opportunity in culturally diverse segments, etc.)

STRENGTH - CQ DRIVE OR CQ STRATEGY

USING YOUR <u>CQ Drive or CQ Strategy</u>		
	Specific Action Steps	Target Date
	List specific actions you can take to apply one of your top two self-rated CQ strengths.	
Next 4 Weeks	1. 2.	
Next 8 Weeks	1. 2.	

AREA FOR IMPROVEMENT - CQ KNOWLEDGE OR CQ ACTION

IMPROVING YOUR <u>CQ Knowledge or CQ Action</u>		
	Specific Action Steps	Target Date
	List specific actions you can take to enhance one of your weaker two self-rated CQ capabilities so that it does not interfere with your multicultural effectiveness.	
Next 4 Weeks	1. 2.	
Next 8 Weeks	1. 2.	

ACCOUNTABILITY

Who will you share this plan with in the next 2 weeks? How can this person help you accomplish your goals? (e.g., following up with you; checking on your progress; etc.)

Cultural Values

Your Cultural Values

Individuals have personal preferences or individual cultural value orientations. Sometimes individual orientations reflect one's national culture/s but not always. The charts on the next few pages show your individual cultural value orientations, followed by the orientations of the ten largest cultural clusters in the world. These summaries provide descriptions of different ways of approaching life, relationships, and work.

Cultural Intelligence (CQ) begins when you start to understand your cultural value preferences.

The following pages provide feedback on your individual cultural value orientations.

Important Note: Scores on cultural values have no intrinsic meaning. It is not "better" to be toward the left, right, or in the middle. Instead, these are descriptions of preferences.

The triangle (▲) indicates your self-rating based upon your responses to the survey you took. Note whether your rating is in the first third (oriented toward the left side of the continuum), the middle third (preferring neither extreme), or the last third (oriented toward the right side of the continuum).



Example



What's Next?

- The Admiral
 - Prioritize community desired action plans
 - Adding metrics/measurements to each action item
 - Assigning roles/assignments to leadership, residents, & staff
 - Staying true to the culture and pace of the community

What's Next?

ClarkLindsey:

Advance DEI initiatives					
5.1	DEI Resident Engagement		12 DEI celebration/ education event per year	12 DEI celebration events and 12 DEI education events per year, 25% or more led by or organized by resident	12 DEI celebration events and 12 DEI education events per year, 50% or more led by or organized by resident
			(1 DEI point)	(2 DEI points)	(3 DEI points)
5.2	DEI Employee Engagement		Job descriptions updated to include DEI/ value statements	Threshold + performance evaluation tool for leadership includes DEI accountability measures and 80% of leadership has received 2 hours or more of DEI-related training	Target + 80% of all staff (employed for over 1 year) has received at least 1 hour of DEI training
			(1 DEI point)	(2 DEI points)	(3 DEI points)
5.3	DEI Measuring & Monitoring		Develop at least 2 Key DEI metrics by the end of 2023	Develop at least 3 Key DEI metrics and implement regular monitoring by the beginning of Q4	Develop at least 4 Key DEI metrics and implement regular monitoring by the beginning of Q3
			(1 DEI point)	(2 DEI points)	(3 DEI points)

Resources



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LeadingAge[®]
Illinois

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MARCH 7-8, 2023

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