



Diversity and Inclusion Statement

The Senior Source is deeply committed to creating and promoting a diverse and inclusive workplace that is representative of our community. Our goal is to ensure a welcoming environment for all members of our staff, board, volunteers, and clients. This commitment strengthens our ability to hire, retain and grow our greatest assets, our employees, and it allows us to best meet our mission of improving the quality of life of older adults in the greater Dallas area.

Tactics:

- Intentional recruiting and hiring to ensure at least 30% staff diversity
- Holding regularly scheduled, mandatory training to ensure diversity, equity and inclusion are well-understood and part of the cultural framework of the organization.
- Ensuring all staff cross functional or ad hoc teams are diverse and representative of our total staff

Board goals and tactics:

- The Board of The Senior Source is committed to recruiting members with diverse backgrounds and skill sets who can serve as fiduciary agents and ambassadors of the agency. The 2020-2022 strategic plan goal is 25% racial, ethnic or identity diverse members by 2022.

Approved June 2020

**Refer to our Employee manual to our full anti-discrimination policy*