



## Diversity, Equity, and Inclusion Statement

We believe that everyone deserves to age with dignity and equity, so that each of us has what we need to live meaningful lives as we get older, no matter our circumstances. We are deeply committed to creating and promoting a diverse, inclusive, and equitable workplace that is welcoming and authentically representative of our community and those we serve. This commitment helps cultivate a sense of belonging for our staff, board, volunteers, and clients; it 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.

### Annual staff goals and tactics

- Recruit from diverse audiences to ensure at least 30% staff racial/ethnic diversity *(currently at 37%)*
- Prioritize continuous learning and ongoing training to ensure diversity, equity and inclusion are well-understood and part of the cultural framework of the organization
- Ensure all staff cross functional or ad hoc teams are diverse and representative of our total staff and client population

### 2020-2023 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 2020-2023 strategic plan goal is 25% racial, ethnic or identity diverse members. *(currently at 21%)*

### Racial Equity Goal through 2024

- The Senior Source is committed to creating an equitable workplace where each employee experiences a sense of belonging. We will achieve this goal by increasing the cultural competency and psychological safety of our employees, thereby reducing the \*identified racial disparities by of its staff by 2024. *(2022 outcomes show a 44% reduction in identified racial disparities)*

*\*Identified racial disparities are based on racial disparities when answering these survey questions:*

- *In the last 2 years, I have witnessed my organization publicly exclude people of color.*
- *I can be culturally authentic in my workplace.*
- *I do not feel confident that my organization ensures people of color have equal voice in decision-making that impacts the organization's key performance indicators.*