



The vision we hold for our community—to understand and embrace the power of healthy aging to positively transform lives—can never be fully realized until we provide a place for people from all walks of life to connect, challenge, and contribute.

## Racial Equity Action Plan 2022–2024

The Center remains stalwart in its commitment to achieving its core mission with a strategic focus on providing healthy aging opportunities. Only by becoming more representative of the communities we serve can we fulfill this mission and achieve our vision of a healthy community for all.

This action plan is a living document that will remain responsive to Center and community needs and priorities as they arise. And while it sets a course for the next two years, we know that positioning diversity, equity, and inclusion as core values of the organization is “forever” work. In prioritizing this work, The Center will evolve to be truly equitable and have the impact that our community needs.

The goals and strategies of this plan have been informed by listening sessions, surveys, an audit of current Center efforts, and an organizational self-assessment. In developing the plan, the Racial Equity Special Committee of the Board of Directors benefitted from the insight and experience of many committed individuals.

Established timelines, resources, and metrics will guide implementation of the action plan and ensure accountability. Effectively implemented, it will result in an institutional framework that will:

- integrate diversity, equity, and inclusion within The Center’s core mission of healthy aging;



- achieve a greater sense of belonging and inclusion among all members of The Center community;
- increase ownership of and commitment to DEI efforts by members, staff, Board, and volunteers;
- increase the diversity of participants; and
- enhance accountability, effectiveness, and collaboration.

### GOAL #1

Strengthen organizational efforts and commitment to diversity, inclusion and equity, with a focus on racial equity.

### GOAL #2

Promote respect, awareness, and understanding of issues around diversity, equity, and inclusion at The Center.

### GOAL #3

Promote community partnerships to advance inclusion and equity and prevention of discrimination.



**The Center supports a full, healthy life for everyone.**

## OVERALL STRATEGIES

Identification and elimination of barriers and bias in The Center's processes, protocols, and decision-making requires work across the organization. Below is an outline of the ways we are working to advance equity in the areas of human resources and administration, Board governance, facility operations, communications, participation, programming, and philanthropy.

- Increase diversity-focused education programs for all stakeholders at The Center, including the Board of Directors, staff, and volunteers.
- Create a dynamic pipeline of employee applicants from underrepresented groups to increase diversity in candidate pools.
- Provide more culturally diverse experiences, programs, and education opportunities; offer events and services that address racial health disparities; and seek new channels to connect with underrepresented groups.
- Ensure Board members reflect the demographics of the community we serve.
- Embed diversity, equity, and inclusion into evaluative practices to ensure equitable outcomes.
- Demonstrate evidence of The Center's commitment to racial diversity, equity, and inclusion through communications that include diverse perspectives and are accessible to diverse audiences.
- Increase formal and informal partnerships with community-based organizations that are focused on diversity, equity, and inclusion efforts.
- Increase collaborative efforts with local government and community allies to improve access to The Center through transportation and outreach.
- Invest resources critical to sustained diversity, equity, and inclusion efforts.

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The Center is committed to and celebrates diversity in all its human dimensions. A focused effort to address persistent racial disparities allows us to make more significant progress than if we were to address disparities across multiple identity lines simultaneously. Racial equity results in better outcomes for everyone.

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