

EDUCATION



Name It, Aim It, And Claim It!

DEI Success in Aging Services

with Christopher Ridenhour

June 27, 2023 at Rose Villa from 9 - 3:00pm Lunch Included!

You, literally, cannot afford to miss this training! As the saying goes, “Fortune favors the brave.” Organizations with the skill and fearlessness to normalize “RESPECT,” will reverse the emotional and financial devastation of the workforce crisis. The tools of Diversity, Equity, and Inclusion are universally effective, and ensure that all members of our communities feel honored and cherished.

You would think that 4 years of relentless global turmoil and chaos would inspire peace in our buildings. The reality, throughout the country, doesn't quite support that dream. Why do the majority of our organizations struggle to “actionize” courage and compassion? Why can't we successfully harmonize the hundreds of diverse voices that comprise our teams and residents?

I'm seeking Explorers, Bystanders, and potential Champions with the compelling desire to:

1. Gain a greater understanding of the concepts and complexities of Diversity, Equity, and Inclusion, and the specific strategies that lead to workplaces where all are heard and valued.
2. Grow more confident in their ability to inspire and relate to peers and residents whose race, culture, class, gender identity, and orientation differs from their own.
3. Model the powerful words and behaviors that support a community defined by increased empathy and accountability.

As a 20-year, National, Aging Services Trainer, and 30-year DEI Practitioner, I've created an experience that focuses on successful outcomes, specifically, for Nursing, Dining, Housekeeping, Buildings and Grounds, the C Suite, and everyone else! Together we'll gameplan the most effective practices of Belonging for team members and residents across all aspects of diversity!



Here are just a few of the essential questions that Name it, Aim It, and Claim It address:

1. How can you ensure that ALL in your community recognize the need to create a sense of Belonging across each aspect of “difference?” And why does it even matter?
2. How can you identify the blind spots that may diminish your effectiveness as a DEI role model, advocate, and ally?
3. Do Diversity Committees work, and if so, who should serve, and who should lead?
4. How can you create realistic, measurable DEI goals that involve residents and peers?
5. How can you inspire courage and accountability in those who aren’t committed to DEI principles?

Through coaching, storytelling, authentic belly laughs and real-time tactics, we’ll chart the path leading toward a diverse, inclusive, and equitable workplace that ensures unity and financial stability. Isn’t that the “new normal” our residents and colleagues deserve? Strap in!

Name it, Aim It, and Claim It Outcomes. As a Role Model for Change:

1. You will identify and practice the professional competencies that effectively move the workplace culture toward curiosity, conviction and kindness.
2. You will learn which organizational traditions, policies, and practices stifle our best efforts at creating a dynamically inclusive workplace culture.
3. You will gain the skillset that encourages colleagues to take accountability as Ambassadors of your organization’s Mission, Vision, Values and DEI aspirations.
4. You will learn how to minimize the anxiety that occurs when conflicts occur around issues of class, race, religion, gender identity, orientation, and all other aspects of diversity.
5. You will create a detailed “Plan of Action” using a Cultural Competency tool for bold and sustained change in your organization.

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\$150 per person | 10 people for \$1,000 (Group Discount)

Register online at: www.leadingageoregon.org/educational-opportunities

