



## LeadingAge PA DEIB Plan – 2024

### INTRODUCTION

**The LeadingAge PA leadership and board of directors align with LeadingAge** [national] and recognize the intersectionality of ageism, racism, and other forms of discrimination. We are committed to being a just, inclusive, antiracist and equitable workplace that values and honors the unique qualities, wisdom and lived experience of all people. We are steadfast in our commitment and will invest in opportunities to foster a diverse, equitable and inclusive organization, where all are able to meaningfully contribute and thrive. *Adopted from LeadingAge: [Diversity, Equity, & Inclusion](https://www.leadingage.org/diversity-equity-inclusion) ([leadingage.org](https://www.leadingage.org))*

Likewise, **LeadingAge PA** is committed to evolving aging services by supporting our provider and business partner members in their diversity, equity, inclusion and belonging (DEIB) efforts and practices by availing our members to education and resources that support wherever they are in their DEIB journey. We commit to this in order to:

- Create pathways for sustainability in growing and retaining workforce.
- Ensure older Pennsylvanians, especially those from all marginalized populations, have access to services and resources for aging well.

### ACTION PLAN

In order to develop a DEIB action plan to guide LeadingAge PA's operations, we referenced the [Perspectives of Leaders of Color: Research Brief](#), compiled by LeadingAge LTSS Center @UMASS Boston in October 2021. Specifically, the section titled, *The Role of Membership Organizations* (p. 9).

Below, you will find each recommendation from Leaders of Color (LOC), followed by LeadingAge PA's response to that recommendation.

*LOC Recommendation #1: Create networking groups for leaders of color.*

**LeadingAge PA will:**

- Facilitate Leaders of Color affinity group and host Leaders of Color reception at Annual Conference
- Ensure diverse representation in taskforces, planning, and selection committees

*LOC Recommendation #2: Help their members develop career pathways that attract a more diverse pool of employees.*

**LeadingAge PA will:**

- Market careers in aging services to a diverse applicant pool through Careers to Love
- Provide Immigration Resources

*LOC Recommendation #3: Require business partners to have DEI plans.*

**LeadingAge PA will:**

- Encourage business partners to have DEIB plans
- Having a DEIB plan will be part of the considerations to qualify for Business Partner of the Year, Distinguished Service Award

*LOC Recommendation #4: Provide educational materials to members.*

**LeadingAge PA will:**

- Develop and maintain a DEIB Toolkit, and make it available on the Learning Portal
- Cultivate a DEIB Speakers Bureau

*LOC Recommendation #5: Increase advocacy efforts related to diversity, equity, and inclusion.*

**LeadingAge PA will:**

- Take a research-based approach to systematically collect baseline information on frontline staff belonging for members who opt-in; could provide comparative analytics and/or toolkit of resources for improving a sense of belonging within your organization
- Support/partner with other organizations/associations that do this well (ie. SAGE)

## DEFINITIONS

**Diversity:** Diversity refers to the presence and representation of a wide variety of different characteristics, backgrounds, and identities within a group or organization. These characteristics can include but are not limited to race, ethnicity, gender, sexual orientation, age, disability, socioeconomic status, religion, and more.

**Equity:** Equity involves ensuring that all individuals have access to the same opportunities, resources, and advantages, regardless of their background or identity. It focuses on addressing historical and systemic inequalities by providing support and accommodations to level the playing field and promote fairness.

**Inclusion:** Inclusion is the practice of creating an environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents. In an inclusive environment, differences are not just acknowledged but also embraced to foster collaboration and innovation.

**Belonging:** Belonging refers to the sense of connection, acceptance, and inclusion that individuals feel within a particular group, organization, or community. It goes beyond mere representation and diversity to focus on creating an environment where every individual, regardless of their background, identity, or characteristics, feels valued, respected, and a genuine part of the collective whole.