

Expanding life's possibilities.™

## IDEA (Inclusion, Diversity, Equity and Advocacy)

### Committee

### 2021—2022 Strategic Plan

White Horse Village, a non-profit organization with a mission to intentionally create opportunities for extraordinary living in a vibrant, diverse community through personal growth, connectedness and relationships. White Horse Village recognizes that to be successful in carrying out its mission, it must have a commitment to equal opportunity, diversity and inclusion, so that all are respected and celebrated. In 2019, a group of residents and team members gathered and formed the Inclusion, Diversity, Equity and Advocacy (IDEA) Committee. The purpose of the IDEA Committee is to promote:

*A warm and friendly environment in a place that encourages people to be genuine. An inclusive community that supports diversity provides the opportunity for all people to be comfortable sharing who they are and experience belonging. In order to encourage people to share their genuine selves, White Horse Village will embark on a purposeful endeavor to embrace diversity, inclusion and equity. Diversity of thought, experiences and opinions will add variety and interest to our environment, bringing together an assortment of life experiences and expanding our worldviews. Becoming a more inclusive community provides the opportunity for all people to feel welcome and valued. This type of culture creates a space for people to share their gifts, find purpose and meaning, experience a sense of belonging and flourish.*

White Horse Village prohibits discrimination based on: race, color, religion, sex, sexual orientation, gender identity and expression, national origin, age or disability. The organization is committed to understand, appreciate and respect differences, beliefs and values. We embrace the gifts and abilities of all who support our mission: volunteers, residents, team members, partner organizations, family and friends.

White Horse Village's core values are:

**Compassion:** Demonstrate care and empathy in all our interactions.

**Inclusiveness:** Create a diverse environment that is welcoming and accepting.

**Growth:** Explore opportunities for learning and change.

**Generosity:** Give of oneself to benefit others.

**Respect:** Value the worth of each person.

**Relationships:** Develop meaningful connections with one another.

**Stewardship:** Commit to use our resources wisely.

In each of our interactions with those we serve, work and partner, we strive to live out these core values.



## IDEA STRATEGY MAP FOR 2021 –2022

Committee Description: The committee will consist of three Co-Chairs, Human Resource Representative, team members and residents of the community. The Co-Chairs will consist of the Director of Resident Life, a Resident and a Team Member. Ideally, the committee will be diverse with regard to race, religion, sexual orientation, disability, age and gender. The committee will meet monthly to plan and strategize approaches to encourage and support diversity, inclusion and equity at White Horse Village.

Awareness

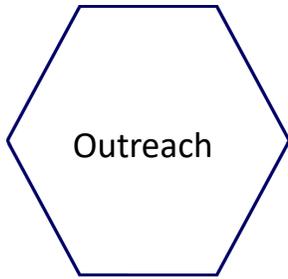
- \*Provide Awareness of Diversity through on going programs, displays and Monthly Calendar of Events yearly
- \*Provide Human Resources, Life Enrichment and PR with Monthly events to advertise in publications, K4 & Facebook

Education

- \*LGBTQ+– SAGE training for Management
- \*Education at Quarterly Team Member Meetings
- \*Incorporate Diversity in Wellness U Programs and Presenters
- \* Encourage Committee members to attend seminars.

Recruitment

- \*Evaluate Existing Recruitment Resources
- \*Support Mission Enhancement & Sales (Pairing liked interest or experiences with perspective residents)
- \*Encourage Growth through Scholarship Programs, Training and Mentoring towards Leadership Roles



- \*Participate in LGBTQ+ Pride Parade
- \*Connect with local Historical Black Colleges & Universities
- \*Host a Faith Fair on Campus inviting different denominations
- \*October—Diversity Awareness Month place a survey box on campus for team members and residents to make recommendations on how we can support Diversity in our Community
- \*Host an Intergenerational Project—ex: teens performing “Spoken Word”

**Future Vision:**

- Increase Awareness of the IDEA Committee and its purpose
- Increase and Support Diversity within the Residential Community
- Support a Safe Place where Team Members and Residents can be their Authentic Self