Monday, June 15, 2020

Last week I addressed Senior Housing Management (SHM) team members with respect to our commitment, both moral and otherwise, to ensure a more just society. Additionally, we discussed the steps we are taking to educate ourselves and improve the workplace for our employees from underrepresented groups. After the tragic and inexcusable events of May 25, 2020, we have spent time reflecting, processing, educating ourselves and discussing the events, both historical and current, that move society and impact the future of equality.

As an organization that values compassion and celebrates diversity, we first want to convey our sincerest empathy in regard to the injustices endured by underrepresented communities, including the black community, and recognize our role as a catalyst for social change. In an effort to support a future of equality and opportunity, Senior Housing Management is implementing the following:

1. All team members in supervisory roles will complete additional mandatory workplace discrimination training.

2. SHM will create a Diversity Advisory Committee to involve black voices and other underrepresented groups in conversation and decision making regarding equality and advancement efforts.

3. Through our evolving 'Mentor Program,' SHM is committed to ensuring that underrepresented groups have equal access to internal opportunities and career paths, making education and advancement attainable to such groups.

SHM recognizes that this is a complicated and expansive issue. It requires a dynamic approach to how we operate, with a commitment to continuous advancement in all aspects of our mission. In that respect, SHM must acknowledge that 'demonstrating exemplary red carpet service in all we do' also speaks to the relentless pursuit of equality for all.

Please know that we are deeply committed to being a force for change in a positive and constructive way.

Sincerely,

Kevin M. Russell
Chairman