

Confronting the Workforce Crisis Through a DEI Lens: A Governance Perspective

A virtual workshop for executive and board teams



GOVERNANCE INTENSIVE

Tuesday, July 26, 2022 • 3–6 p.m. • Virtual

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Organizations and their governing boards are working through post-pandemic scenarios and strategic planning while addressing the very here-and-now urgent matter of attracting and retaining qualified staff to serve their residents and customers. The workforce shortage that existed in the older adult sector before the COVID-19 pandemic became an outright crisis in the last two years.

Parallel to these disrupting forces is the growing imperative to create a DEI culture. Diversity, Equity, and Inclusion is not a new topic; in fact, in today's business environment, it has a direct correlation to building a sustainable workforce and the overall operational and financial success of an organization.

This virtual workshop makes the business case for building a DEI culture and provides actionable steps and strategies for organizations no matter where they are in this work.



This program is made possible with support from the LeadingAge Minnesota Foundation Ronald Patterson Governance Fund.

3 p.m.

Top Trends Affecting Older Adult Services: A Governance Perspective

Hear key trends in our field extracted from Ziegler's extensive proprietary research and provider case studies and discuss how governing boards can leverage this business intelligence into their strategic planning process.

Mark Landreville, Managing Director, Aaron Schroeder, Director, and Christie Rappl, Vice President, Ziegler, Minneapolis (invited)

The State of Workforce in Older Adult Services

Review the latest statistics about the state of workforce in older adult services in Minnesota and on the national scene.

Jenna Kellerman, Director of Workforce Strategy @ Development, LeadingAge, Washington, D.C.; and Anna Mowry, Director of Workforce Solutions, LeadingAge Minnesota, St. Paul

3:40 p.m.

Break and Informal Conversation

3:55 p.m.

DEI and Workforce in Older Adult Services: A Governance Perspective

- Refresh your knowledge about DEI (Diversity, Equity, and Inclusion) and its various language iterations in today's cultural environment.
- Study the correlation between a strong and intentional DEI culture and the ability to attract and retain a sustainable workforce.
- Discuss the governance perspective on the creation of a DEI initiative that aligns with your organization's mission, vision, and values.
- Consider the business case of embracing a culture of DEI that will contribute positively to operational, talent, and financial success.
- Participate in a shared learning experience with leaders from other organizations that are considering or engaged in a DEI initiative.
- Identify where your organization falls on the DEI continuum and take away actionable steps to either start or continue the journey.

*Sandra Ogunremi, DHA, MSA, B. Pharm, CCDP, CDM, MPM, SCPM, CLC
Director, Diversity, Inclusion and Spiritual Care Services, Monument Health,
Rapid City, S.D.*

Dr. Ogunremi holds a Doctorate in Health Administration, a Master of Science in Administration, and a Bachelor degree in Pharmacy. She is Certified in Cultural Intelligence and Diversity Management with the American Hospital Association's Institute for Diversity and Health Equity. She is a Cornell Certified Diversity Practitioner, a Stanford Certified Project Manager, and has taught throughout the United States, Canada, Africa, and England.

She currently focuses on strategies related to spiritual care services, diversity, equity, and inclusion; and leads organizational initiatives, workshops, and trainings on diversity and cultural proficiency.



5:10 p.m.
Break and Informal Conversation

5:25 p.m.

Member Experience Panel

Hear and learn from peer provider organizations about their DEI initiatives and the impact on workforce.
Member panel to be announced.

6 p.m.
Adjourn

Audience

This workshop is designed for executive leadership and board members from not-for-profit organizations.

Registration Information and Fees

- LeadingAge Minnesota Members/Board Members – \$75 per person
- Prospective Members/Board Members – \$125 per person

REGISTER HERE

Cut-off/Cancellation

Registration and cancellation deadline is Wednesday, July 20, 2022. Cancellations must be made in writing and are subject to a \$25 processing fee. LeadingAge Minnesota reserves the right to cancel this virtual workshop.

Continuing Education Credits

This program meets the CEU approval criteria for the Minnesota Board of Executives for Long Term Services and Supports (MN-BELTSS).

Questions?

Contact Ashley Rogers at arogers@leadingagemn.org for registration assistance or Barbara Landeen at blandeen@leadingagemn.org regarding program content.

