

WE CAN DO BETTER

DIVERSITY, EQUITY, AND INCLUSION SCORECARD



2024 WCBD Successes

December 31, 2024

1. Expanded our WCBD work with CCRC ERS residents. Held a four-part book series on *What if I say the wrong thing?: 25 habits for culturally effective people*, by Vernā Myers
2. Relaunched ERS's BIPOC Affinity Group. Conducted a team member ISM Survey to identify areas of concern for team members. Created a training program to give team members tools to respond to "isms." Training will be offered in 2025.
3. Increased the percentage of underrepresented ERS Board members to 30% and Women ERS Board members to 30%.

Goals for 2025:

- Measure and increase number of underrepresented and woman-led/owned business partners
- Hold a BIPOC nurse celebration event to inspire future clinicians at ERS
- Equip team members to "tackle the isms" within our communities.

STAFF METRICS:

Total number of staff: 626	Women		Men	
	2024	2023	2024	2023
% Total of Underrepresented ¹ Staff	2024: 55.4% Total		2024: 41.48% Total	
• % Black/Brown Staff	38.82%	40.89%	7.67%	8.37%
• % Hispanic Staff	1.44%	1.45%	0.64%	0.48%
• % Asian, Alaskan, American Indian and Pacific Islander Staff	.80%	0.96%	0.16%	0.32%
• % More than One Race Staff	2.4%	1.30%	0.48%	0.16%
• % White Staff	34.98%	36.07%	12.52%	10.0%

HR METRICS

	Women			Men		
	2024	2023	Goal	2024	2023	Goal
% Underrepresented Managers / Supervisors	18.39%	14.47%	15%	3.45%	5.26%	5%
% Underrepresented Promotions YTD	50% (3/6)	14.3% (1/6)	30%	0% (0/0)	0% (0/0)	30%
% Underrepresented Staff Turnover (without prn staff)	11.6%	16.1%	4%	4.79%	4.3%	4%
	16.45% compared to 32% company-wide					
% Underrepresented External Hires	2024 (Women): 69.03%			2024 (Men): 29.1%		

# Under-represented Recruitment Sources ²	2024: 13 total (1 Veteran, 10 African American, 1 Latino, and 1 LGBTQ) Compared to 20 total in 2023	
% Total Interviewees identified as Underrepresented	2024: 70.75% out of 335 Interviews	2023: 74.12% out of 630 Interviews
# Active Affinity Groups	2024 YE: 3 groups compared to 3 in 2023	
# Underrepresented Staff Members with ASPIRE LeadERShip Program	33.3% in 2024 (3) (Program was on hold in 2023).	

RESIDENT METRICS	2024-Actual	2024-Goal	2023-Actual
% CCRC Underrepresented Residents	6.15%	6%	4.74%
# of CCRC Leads Who Are Underrepresented ³	19	30	21
% AL Underrepresented Residents ³	38.83%	25%	32.88%
# Ads Focused on Underrepresented Groups	12	10	9
# Outreach Campaigns on Underrepresented Groups	5	8	9

BOARD METRICS			
ERS Corporate Board			
	Female	Male	
Gender One Identifies With:	30%	70%	
	White	Black or African American	
Race One Identifies With:	70%	30%	
All Boards and/or Committees: for Members who responded to the survey and are on ERS Corporate Board, Other Boards ⁴ , and/or Committees ⁵			
	Female	Male	Other
Gender One Identifies With:	38%	62%	0%
	White	Black or African Am	Other
Race One Identifies With:	83%	17%	0%
	Yes	No	
Identify As A Person With A Disability:	3%	97%	
	Veteran	Non-Veteran	Military Experience
Military Status:	18%	82%	

REFERENCE NOTES

¹ Underrepresented is defined as self-reported Black, Brown, Hispanic, Asian, and LGBTQ persons

² Sources include Black, Brown, Hispanic, Asian, LGBTQ, and Veteran groups

³ As of 2009, HUD restricts asking for denominational or race information from residents - Affordable Living communities are tracked separately as of 2012.

⁴ Other Boards Include: ERS Board, ERS Foundation, ECH Foundation, & AL Board

⁵ Committees include: ERS Finance Committee, ERS Personnel Committee, ERS Leadership & Nominating Committee, ERS Fund Development Committee, and ERS Corporate & Healthcare Compliance Committee.