An Affirmative Action to Inclusivity - Judson Park

Judson Park took a cultural approach to shifting team member's and resident's perceptions of the physical and psychological divides between the levels of living within their community. The culture and environment at Judson Park supports all ages and abilities by making what feels foreign, familiar. On a daily basis, all residents and team members are invited to engage with each other and are welcome to participate in programs, events, dining, and activities together as one community.

How it Works

- Permission and encourage team members to actively participate; through which they can support resident participation across levels of living.
- Continually educate team members and residents/members (continually) on the importance of inclusivity.
- Break down geographical barriers and organize community events so all levels of living can attend them in an appropriate space.
- Spread event locations throughout all levels of living.
- Level the playing field by organizing events with specific accommodations for all levels of living, so all residents can achieve success at the event.
- Frequently offer programs and opportunities to continually break down stereotypes.
- Create purpose driven events and avoid events that feel like busy work. Design events that pair individuals on teams with individuals from all levels of living.
- Through sales and marketing, invite prospective residents to inclusive events.
- Capitalize on your resident champions! Place them at the front of the effort.

Outcomes

A shift will occur for the initial, more prescriptive approach to one of inclusion with little effort; a more organic culture will grow and blossom.

A fundamental change in perception for both residents and team members. Those who use to say “they don’t belong here” are now the biggest advocates of inclusivity.

There will be less or no fear in moving between levels of living.

A shift will occur in planning, it will become relationship-first focused. People are not just going to an event; they are going to connect with people they know and love.

Resident engagement in the planning and creativity of programs and events in the community will increase.

Development of deeper relationships between team members and residents from all levels of living.

Tips for doing it yourself

- Expect ebbs and flows as powerhouse people will move on, but forward movement can continue by keeping the vision alive.
- Maintain constant and ongoing education about inclusivity, loneliness, ageism, ability and stereotyping is important for both team members and residents.
- Team members, in the beginning, will play a large role in making people feel comfortable and connected. Empower and support them in doing so.