



February 8, 2022

Dear Team Member,

We want to hear from you.

Cedar Community is committed to creating an inclusive, supportive, and respectful environment of extravagant welcome to all. As part of these efforts, we are introducing an organization-wide Diversity, Equity, and Inclusion (DEI) assessment initiative.

We are partnering with Deborah Biddle of The People Company. Ms. Biddle is a certified diversity professional and a consultant specializing in DEI. She and her team will work with us to deepen our DEI commitment and culture. Specifically, we are intentionally focused on creating “life-enhancing relationships, services and environments,” not just for our residents—but also for our team members.

In the next few weeks, you will have an opportunity to share your experience with DEI at Cedar Community through an online assessment. In addition, various team members and other stakeholders will be invited to participate in one-on-one interviews or focus groups. Information regarding the one-on-one interviews and focus groups will come in a separate correspondence to the people involved.

The People Company will work with us to ensure that your responses remain anonymous—so you can feel confident and comfortable providing authentic feedback. Confidentiality is a major consideration for us: team members, including our Executive Team, will not have the ability to see your individual responses.

If you have any questions about Cedar Community’s DEI assessment initiative or would like further information, please contact Julie Jennings, Vice President of Spiritual Care and Wellbeing. You can reach her by phone at 262-306-4200, by email at jjennings@cedarcommunity.org, or in person.

Thank you for your participation, your candor, and your commitment to making Cedar Community a welcoming place for all!

A handwritten signature in black ink that reads "Nicole Pretre".

Nicole Pretre
Chief Executive Officer / Gerontologist