

KENDAL~CROSSLANDS *Communities*

Together, transforming the experience of aging.®

KENDAL AT LONGWOOD ♦ CROSSLANDS ♦ CONISTON ♦ CARTMEL

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One of the goals of the Kendal~Crosslands Communities Diversity Committee is to plan and conduct at least one educational or diversity awareness program for residents, staff and board members. Kendal~Crosslands Communities is a continuing care retirement community grounded in Quaker values and practices.

Michael Fosberg's play was initially introduced to the Diversity Committee by the Human Resources Director at Chester County Hospital. She raved about the relevance of the play "Incognito", the interaction with the audience and the creativity in the manner in which it was presented.

After speaking at length with Michael the Diversity Committee decided to invite him to our facility. The audience consisted of residents and staff members who became immediately engaged with the performance of "Incognito".

Michael eloquently took us on his journey of self-discovery. Each character was well presented to the audience which heightened our curiosity of what was at the end of this journey. He humored us and challenged our stereotypes. We were absolutely enthralled with the performance.

The performance in itself created an environment for candid discussion among the staff and residents. So many different generations were represented in the audience that provided for a very interesting discussion about racism, stereotypes and behaviors.

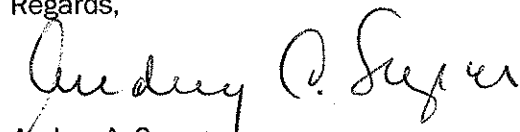
We were so impressed with Michael's performance that we invited him back again for another performance. This time the performance was for the supervisory staff who had assembled to discuss and develop methods on best practices using a recent Staff Satisfaction Survey.

Michael was so very helpful in addressing some of the opportunities for improvement in his performance. As before the discussion following the performance was quite rich and beneficial.

Kendal~Crosslands Communities would recommend Michael Fosberg and the play "Incognito" to any organization who is interested in exploring diversity in a creative way. It was a wonderful and enlightening experience for us.

Many thanks and I hope you will be able to share this experience with many more.

Regards,



Audrey A. Super
Director of Human Resources
Kendal~Crosslands Communities

Kendal~Crosslands Communities, a not-for-profit organization serving older people, is governed and operated in accordance with the principles of the Religious Society of Friends (Quakers). The Communities are members of both LeadingAge and Friends Services for the Aging. Kendal at Longwood and Crosslands are accredited by CARF/CCAC, an international accreditation system aspiring to excellence.

