



DIVERSITY, EQUITY, INCLUSION, & BELONGING
COMMITTEE
March 2024 NEWSLETTER

"A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone." – Sundar Pichai

ABOUT US

The American College of Health Care Administrators values and seeks to advance and promote diverse and inclusive participation within the organization regardless of gender, race, ethnicity, religion, age, sexual orientation, gender identity and expression, national origin, or disability. Guided by these values, the organization strongly encourages and embraces participation of diverse individuals as it leads health care administrators in the Long-Term Care industry to achieve excellence through education, information, and dialogue. The Diversity, Equity & Inclusion Committee Mission will have three primary goals focused on **Member Engagement, & Program Development.** The American College of Healthcare Administrators, affirms its dedication to support the core values, principles and goals of diversity and inclusion in its leadership and operations.



MEET THE COMMITTEE



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• DEI COMMITTEE MEMBERS

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**ACHCA members, if you have questions on how to
GET INVOLVED, contact any committee member!**

March –May 2024 DEI CELEBRATIONS

- March 8: International Women’s Day** – A day dedicated to celebrating the achievements of women globally and advocating for gender equality across all sectors.
- March 10: Ramadan** – The start of a sacred month in Islam where fasting from dawn to sunset, reflection, and community are emphasized.
- March 21: International Day for the Elimination of Racial Discrimination** – A day focused on combating racial discrimination and promoting unity and equal opportunity for all.
- March 31: Easter** – A significant Christian holiday celebrating the resurrection of Jesus Christ, often marked by gatherings, feasts, and traditions like egg hunts, recognized widely across Western cultures
- April 2: World Autism Awareness Day** – A day to increase understanding and acceptance of people with autism, celebrating their unique talents and contributions.
- April 7: World Health Day** – A day to focus on global health issues, advocating for equal access to healthcare services for everyone, everywhere.
- April 9: Eid al-Fitr** – The Islamic festival marking the end of Ramadan, a time of feasting and giving thanks celebrated by Muslims worldwide.
- April 13: Vaisakhi** – An important festival in the Sikh and Hindu calendars, celebrating the start of the harvest season and the Sikh New Year.
- April 22: Earth Day** – A day of action and advocacy for environmental protection and sustainability, emphasizing the social justice aspects of environmentalism.
- April 22: Passover** – A Jewish holiday commemorating the liberation of the Israelites from Egyptian slavery, marked by special meals and rituals.
- May 5: Holocaust Remembrance Day (Yom HaShoah)** – A day to solemnly remember the lives lost in the Holocaust and to educate future generations about the dangers of bigotry.
- May 17: International Day Against Homophobia, Biphobia and Transphobia** – A day to rally against LGBTQ+ discrimination and promote a more inclusive and accepting world.
- May 19: Malcolm X Day** – A day to honour civil rights leader Malcolm X, reflecting on his advocacy for African American rights and social justice.
- May 21: World Day for Cultural Diversity for Dialogue and Development** – A day to celebrate cultural diversity and to encourage dialogue that leads to better mutual understanding and cooperation.
- May 23: Vesak (Buddha Day)** – A significant day for Buddhists, commemorating the birth, enlightenment, and death of Buddha, usually marked by prayer and meditation.

[The Complete 2024 Diversity Calendar,
Dates and Celebration Events](#)



2024 Trends That are on the Horizon

A 2024 survey was conducted to study the trends of diversity across the workspace. Areas of focus included spend on DEIB, workplace satisfaction, job search, engagement and more.

Follow the link to read full study: [What Diverse Talent Wants in 2024: Key Stats - PowerToFly](#)



56% of executives plan to increase their DEIB spend for initiatives.

Only 44% of underrepresented workers feel appreciated and confident at their current jobs.

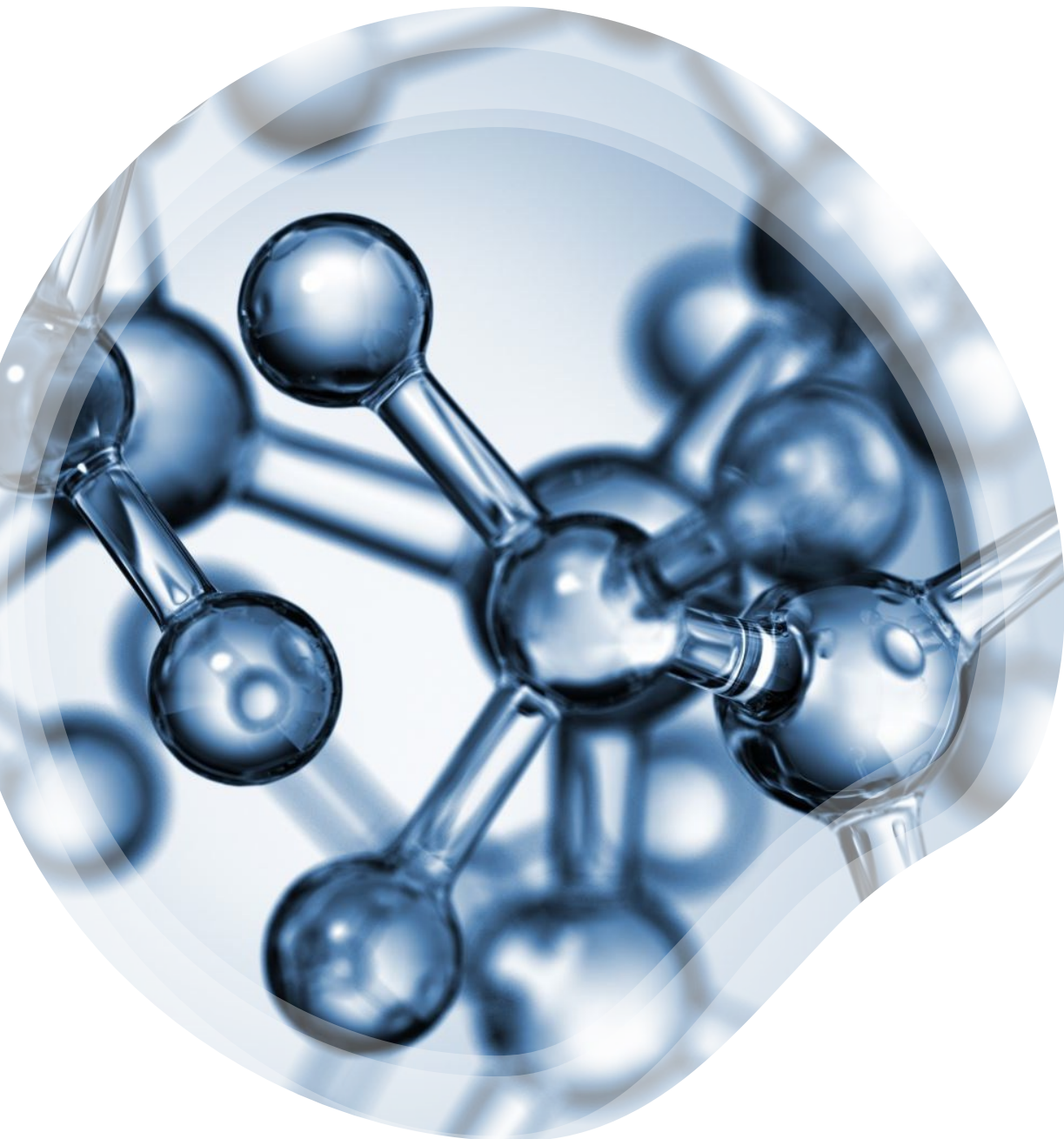
88% of diverse talent is seeking for new job opportunities.

84% of diverse talent is thinking about quitting their current place of employment.



QUIZ: WHAT DO YOU KNOW ABOUT UNCONSCIOUS BIAS?
Click link below!

<https://www.shrm.org/resourcesandtools/tools-and-samples/quiz/pages/quiz-unconscious-bias.aspx>



IMPLEMENTING A SWOT FOR YOUR DEIB INITIATIVES!

WHEN YOU ANALYZE YOUR FACILITY'S DEI PROGRAM IT IS IMPORTANT TO DETERMINE ITS STRENGTHS' WEAKNESSES, OPPORTUNITIES, AND THREATS SO YOU CAN POSITION YOUR SELF ON ACTION STEPS. THE OVERALL PROGRAM OF DEI COULD RANGE FROM THE QUALITY OF SUPPORT THE PROGRAM RECEIVES. THE SUPPORT SHOULD BE INCLUSIVE OF EXECUTIVE LEADERSHIP, FRONTLINE STAFF, AND OTHER STAKEHOLDERS VALUABLE TO SHARE INFORMATION AND PERFORM TASKS. EMPLOYEES ARE MORE LIKELY TO IMPLEMENT WHAT THEY LEARN INTO PRACTICE BASED ON THEIR INPUT AND SUPPORT FROM LEADERSHIP AND TANGIBLE OBJECTIVES.

A SWOT ANALYSIS OF THE FACILITY MAY NOT PROVIDE A COMPLETE PICTURE OF THE CURRENT MODEL BUT IS A GREAT START TO THE CORE FOUNDATION. THROUGH ONGOING BRAINSTORMING AND CONVERSATIONS THIS WILL CONTINUE TO EVOLVE AND SHOULD BE ONGOING. SIMILAR TO QAPI PROJECTS WHERE THERE IS ONGOING MONITORING AND RE-EVALUATING.



HUMANS

- Humans, like kaleidoscopes exhibit different forms and faces, myriad races, varied graces some kind, some wicked each one a product of their birth

Those first five years can set the mold
concrete foundation of our living
if born into misery and want
we long for more
secured by either good or evil

If our young years were easy ones
a silver spoon handed down by birth
we either share our fortune wide
or keep it close, fend others off
no outcome guaranteed

From deep inside, each person flowers
the first, a rose of delicate form
another withers and dies inside
a third becomes a noxious weed
who nurtured us becomes the key

- SOCALATO, 2017

UPCOMING EVENTS

MAY 2024-ROUNDTABLE-CONVOCATION; MYRTLE BEACH

- **SPEAKER-DEIB COMMITTEE** with Moderator Dr. Karen Reynolds. *CEO and founder of KareKo Well, she addresses the barriers to health resources through education, collaboration and advocacy. She specializes in underserved populations including LGBTQ individuals and their families. A profound speaker, she is sought to cover financial literacy and patient advocacy on various platforms due to her ability to create a space for transparency by tackling taboo topics. From her collaboration with the Small Business Development Center to working with Google, to educating parents of college students who live away from home about healthcare decisions, she is a multifaceted maverick.*



- While enjoying convocation in Myrtle Beach be sure to drop in the Educational Session with the DEIB committee. You will learn the background of the members and engage in meaningful discussion that will be sure to leave you feeling empowered and inspired personally and professionally!

