



WHAT IS DIVERSITY, EQUITY, & INCLUSION?

DIVERSITY, EQUITY, & INCLUSION COMMITTEE
OCTOBER 2023 NEWSLETTER

“DIVERSITY: THE ART OF THINKING INDEPENDENTLY TOGETHER.” – MALCOLM FORBES



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



Shennoy Wellington
Roberts, LNHA (NYC)

(Co-Chair)

Member Engagement

shennoy03@gmail.com



Dr. Angela N. Perry,
FACHCA, LNHA (CT)

(Co-Chair/ Liaison to the
Board of Directors)

Program Development

angelacodew@gmail.com

DEI COMMITTEE MEMBERS

- Dr. Kendall Brune (MO) – Kendall@anthem-care.com
- Ezedube Eze (DC) – ezedube.eze@gmail.com
- Julian Rich (MA) – juliangrich@gmail.com
- Karen Northover (FL) – northunder@gmail.com
- Raven Lewis (TX) – Rllewis.1307@outlook.com
- Shaponda Ann Jimerson (TN) – sa201117@atsu.edu

If you have questions on how to GET INVOLVED, contact any committee member!

OCTOBER-DECEMBER 2023 DEI CELEBRATIONS

OCTOBER 2: ROSH HASHANAH – THE JEWISH NEW YEAR, A DAY TO REFLECT AND RENEW, PROVIDING A SPACE TO DISCUSS JEWISH TRADITIONS AND THEIR CONTRIBUTIONS TO GLOBAL CULTURE

OCTOBER 10: WORLD MENTAL HEALTH DAY – A DAY TO HIGHLIGHT THE IMPORTANCE OF MENTAL WELL-BEING, RECOGNIZING THAT MENTAL HEALTH ISSUES MANIFEST DIFFERENTLY ACROSS CULTURES AND SOCIAL CONTEXTS.

OCTOBER 11: YOM KIPPUR – THE JEWISH DAY OF ATONEMENT, EMPHASIZING THE IMPORTANCE OF REPENTANCE AND FORGIVENESS, SPARKING CONVERSATIONS ABOUT THESE UNIVERSAL THEMES ACROSS DIFFERENT FAITHS.

OCTOBER 11: NATIONAL COMING OUT DAY – A DAY TO CELEBRATE COMING OUT AS LGBTQ+, ENCOURAGING DISCUSSIONS ABOUT THE VARYING CHALLENGES AND TRIUMPHS EXPERIENCED IN DIFFERENT CULTURAL SETTINGS.

NOVEMBER 1: DIWALI – THE HINDU FESTIVAL OF LIGHTS, A CELEBRATION OF GOOD OVER EVIL THAT OFFERS A VIBRANT LENS INTO THE RICHNESS OF INDIAN CULTURE WHILE INSPIRING CONVERSATIONS ABOUT THE UNIVERSAL THEME OF HOPE.

NOVEMBER 2: DIA DE LOS MUERTOS (DAY OF THE DEAD) – A MEXICAN TRADITION CELEBRATING DECEASED LOVED ONES, SPARKING CONVERSATIONS ABOUT HOW DIFFERENT CULTURES APPROACH DEATH AND REMEMBRANCE.

NOVEMBER 20: TRANSGENDER DAY OF REMEMBRANCE – A SOLEMN DAY TO MEMORIALIZE THOSE LOST TO ANTI-TRANSGENDER VIOLENCE, ADVOCATING FOR SAFER AND MORE INCLUSIVE ENVIRONMENTS.

NOVEMBER 25: INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN – A GLOBAL DAY TO COMBAT GENDER-BASED VIOLENCE, EMPHASIZING THE PRESSING NEED FOR COLLECTIVE ACTION AND INTERSECTIONAL FEMINISM.

DECEMBER 3: INTERNATIONAL DAY OF PERSONS WITH DISABILITIES – A DAY TO FOCUS ON THE RIGHTS AND WELL-BEING OF PEOPLE WITH DISABILITIES, SPARKING DIALOGUE ABOUT ACCESSIBILITY AND INCLUSION IN DIVERSE CULTURAL CONTEXTS.

DECEMBER 25: CHRISTMAS – A CHRISTIAN HOLIDAY CELEBRATING THE BIRTH OF JESUS CHRIST, WHICH HAS ALSO EVOLVED INTO A GLOBAL CULTURAL EVENT, OFFERING A PLATFORM TO DISCUSS THE COMMERCIALIZATION AND UNIVERSAL THEMES OF PEACE AND GOODWILL.

DECEMBER 25: HANUKKAH – AN EIGHT-DAY JEWISH FESTIVAL OF LIGHTS, OFFERING AN OPPORTUNITY TO EXPLORE JEWISH TRADITIONS, RESILIENCE, AND THEIR IMPACT ON GLOBAL CULTURE.

DECEMBER 26: KWANZAA – A SEVEN-DAY AFRICAN-AMERICAN AND PAN-AFRICAN CELEBRATION EMPHASIZING COMMUNAL VALUES AND HERITAGE, ENCOURAGING CONVERSATIONS ABOUT THE DIASPORA AND ITS CULTURAL CONTRIBUTIONS.

[The Complete
2023-24 Diversity
Calendar, Dates
and Celebration
Events](#)



DEI FACTS

AT 44% MILLENNIALS IS THE MOST DIVERSE GENERATION

The combination of employee engagement and gender diversity resulted in: 46% AND 58% higher financial performance — comparable, revenue, and net profit, respectively

90% of those who say they are not treated with respect report at least one of 35 different discrimination or harassment experiences at work.

When asked, “If I raised a concern about discrimination, I am confident my employer would do what is right.”: 77% vs. 8% of engaged employees agreed, giving their employer a “5” rating

WHY IS DIVERSITY IN THE WORKPLACE VALUABLE?



Reduction of complaints,
inability to service the
stakeholders, lower
rehospitalizations

Provide service to community,
building relationships,
competency in facility staff,
increase census,
reimbursement incentives, and
positive outcomes.



WHY HAVE A DEI PROGRAM?

Diversity, equity and inclusion goes far beyond checking off boxes and setting goals.

It makes good business sense.

Promote a shared experience

Provide broader perspectives

Nurture a more positive workplace

Understand customers better

Add integrity to the team

Put actions behind words

Give opportunities to all

Mirror the market

Generate fresh insights

Encourage innovation

Experience better retention



LIST OF KEY TERMS

Cultural Competence – The ability of an individual or organization to understand how inequity can be (and has been) perpetuated through socialized behaviors and using that knowledge to disrupt inequitable practices; the ability to function effectively and empathetically as an individual and/or as an organization within the context of the cultural beliefs, behaviors, and needs presented by another’s culture.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>



• I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.

Mirror twins are different
although their features jibe,
and lovers think quite different thoughts
while lying side by side.

We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.

We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.

I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike."



NOVEMBER 15, 2023

SPEAKER – Nydia Cardenas, MBA

Title: An Energy Takeback Movement: Managing Our Personal Energy as a Critical Resource

In this 75-minute virtual workshop, Nydia Cardenas, creator of The Energy Takeback, will facilitate individual reflection and community learning on specific practices to reclaim your agency over your energy and align it with your values.

- Discover actionable practices that will help you sustain your passion
- Enhance your impact
- Nurture your personal well-being.

Get ready for an energy shift!

REGISTRATION DETAILS COMING SOON.

1.5 NAB CEUs

UPCOMING EVENTS