



ACHCA

American College of
Health Care Administrators

GET TO KNOW US |



**DIVERSITY, EQUITY &
INCLUSION COMMITTEE**
July 2022 Newsletter

Americans with Disabilities and National Minority Mental Health
Awareness Month



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 CHAIRS



Shennoy Wellington Roberts, LNHA
(Co-Chair)
Member Engagement



Angela N. Perry, LNHA
(Co-Chair)
Program Development



Dr. Kendall Brune, FACHCA
Liaison to the Board of Directors & DEI

Shennoy Wellington-Roberts, LNHA is the Executive Director for Arch Care at St. Vincent DePaul Residence. She holds a bachelor's degree in Business Management from Mercy College and master's degree in Health Services Administration from Iona with over fourteen years of experience in long-term care. Shennoy has led the operations of long-term care facilities in planning, development and implementation of quality initiatives, capital plans, staff retention programs, compliance program and policy reformation initiatives.

In 2016 and 2017, Shennoy received the American College of Health Care Administrators (ACHCA) Eli Pick Leadership Award. She is an active member of several professional associations and serves in various roles including Chairperson of the New York Chapter of the ACHCA Diversity, Equity, and Inclusion Committee and on the Board of Directors for the Advancing Excellence in Long Term Care Collaborative (AELTCC).

Shennoy enjoys spending time with her family and traveling. She also enjoys mentoring teens and young adults, where she shares her experience and encourage them to seek and fulfill their life's purpose.





Angela Perry, LNHA has enjoyed over 15 years in long term care in various roles within skilled nursing facilities to include Director of Social Services, Executive Director, and Administrator/COO. She has operated in both Connecticut and Georgia where she is dually licensed. She is the Founder/CEO of CODE W (Connecting Opportunities with Determined and Empowered Women in healthcare). Ms. Perry's inspiration with CODE W continues to encourage all women in healthcare to enhance professional development opportunities and to pursue executive/ leadership, and entrepreneurial roles throughout the healthcare industry to promote diversification within the "Administrators Mean Business" program.

Ms. Perry coined the phrase "Breaking the CODE" which magnifies the importance of women breaking through barriers and evolution within the workforce; ultimately getting rid of the invisible box. She is also presently a Board Member of the American College of Health Care Administrators (ACHCA) Connecticut Chapter of and serves on the ACHCA Member Experience Committee. She is an immediate past committee member of the American Health Care Association (ACHA) Business Management Committee.

Dr. Brune previously worked for Dr. Stan Ingman at the Center for Aging Studies, at the University of Missouri-Columbia I served as a Research Associate on a grant centered on “Culture Change, replicating a program called the “Eden Alternative”. Dr. Ingman, the Center and the Project Life Board had received funds from Lieutenant Governor Rodger Wilson to support the Eden Alternative work, resulting in a book publication (The Eden Alternative).

My role as a licensed healthcare administrator was to develop a new senior care campus, called Ashland Healthcare. This facility had a contract with the state of Missouri, and Department Mental Health. Ashland Healthcare in Ashland, Missouri was charged to care for individuals with chronic and long-term mental healthcare diagnosis. The Eden alternative program created a very bio diverse living environment, including growing our own plants, raising our own animals, and finally having intergenerational Child Care Center within the campus community.

Today I am a proud member of Unite Natives, CMS's Long Term Care outreach program to American Indian Communities. I serve as a Research Fellow at Meharry Medical College in Family Medicine, the Intercultural Cancer Coalition and Tribal Technical Advisory Group to CMS on Post-Acute Issues in Indian Country.



Julian Rich, *FACHCA*

Karen Northover- President ACHCA Florida Chapter

Milton Clarke, (AIT)

Prachi Elmore (LNHA) –President ACHCA Georgia Chapter

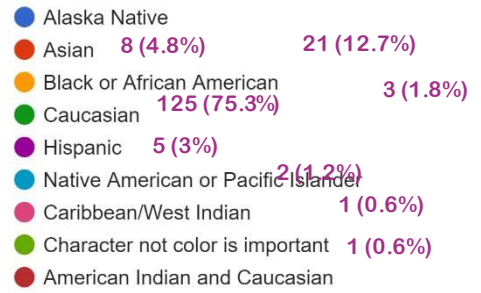
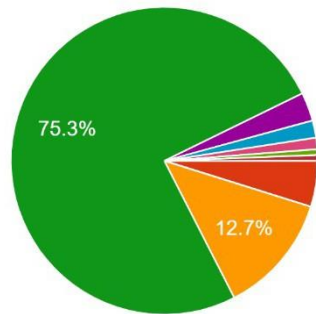
Raven Lewis (AIT)

Shaponda Jimerson (AIT)

COMMITTEE
MEMBERS

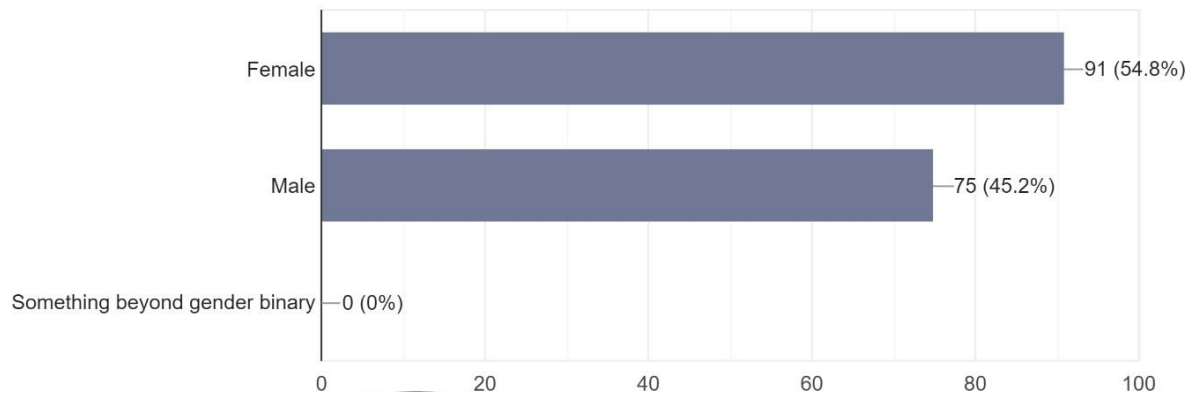
What is your ethnic background? (please choose one)

166 responses



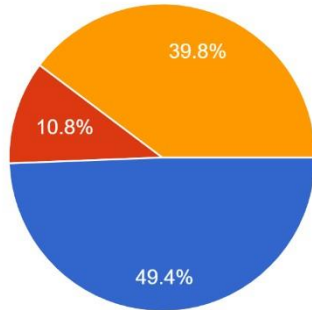
How do you describe your gender identity? Select all that apply.

166 responses



Do you feel the ACHCA currently represents Diversity, Equity, and Inclusion within its services?

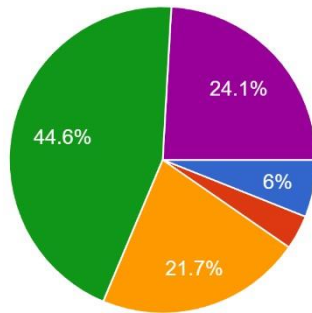
166 responses



- Yes (82)
- No (18)
- Unsure (66)

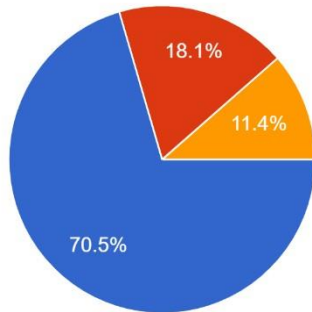
I have a sense of belonging at ACHCA.

166 responses



- Strongly disagree (6)
- Disagree (10)
- Neutral (36)
- Agree (74)
- Strongly agree (40)

166 responses

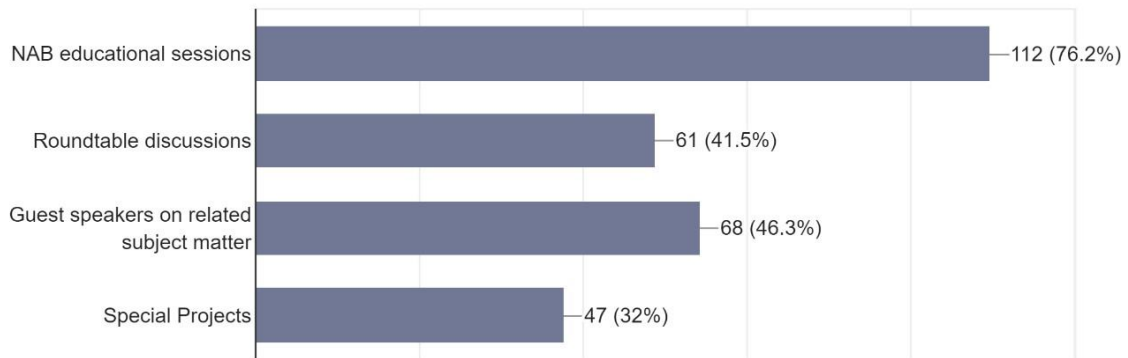


- Yes (117)
- No (30)
- Unsure (19)

s through ACHCA?

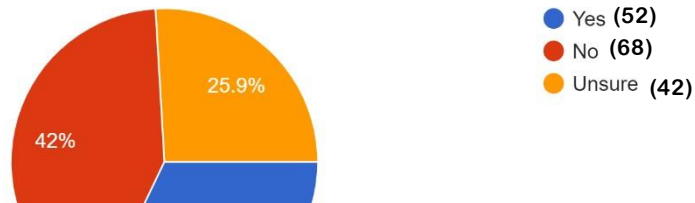
Which DEI activities would you enjoy participating in?

147 responses



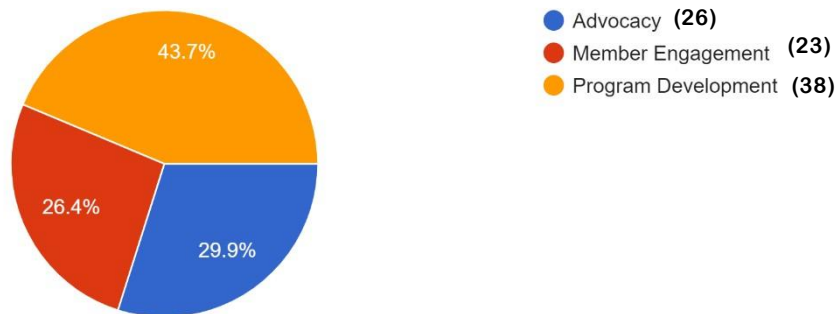
Would you be interested in joining a sub-committee?

162 responses



What sub-committee would you be interested in? (choose one)

87 responses



Karen Northover (FL)
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Angela Perry (CT)
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CONTACT INFORMATION

Summer Series -

July 27th, 2022 – Introduction of DEI Committee Members

- Mission, Vision and Values
- Q&A from the audience

August 27th, 2022 – Cultural Awareness & Belonging in Workplace

- Sn VP Meharry Medical
College, Dr. Patricia Mathews-
Juarez

September 29th – HR Compliance

- VP of HR – Hugo Pissarro

October 2022 – How to Create a Diversity, Equity and Inclusion in the Workplace

"WHEN WE LISTEN AND CELEBRATE WHAT IS BOTH COMMON AND DIFFERENT, WE BECOME WISER, MORE INCLUSIVE, AND BETTER AS AN ORGANIZATION." — PAT WADORS



ACHCA DIVERSITY, EQUITY, & INCLUSION COMMITTEE

FEBRUARY 5, 2022 AGENDA

12 PM - 1 PM



Raven Lewis

Raven Lewis