



DIVERSITY, EQUITY, & INCLUSION COMMITTEE  
APRIL 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 CHAIRS



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



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



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

• **APRIL DEI THEMES**

ARAB-AMERICAN AWARENESS MONTH  
AUTISM ACCEPTANCE MONTH  
DIVERSITY MONTH

APRIL 2 — PALM SUNDAY & WORLD AUTISM AWARENESS DAY  
APRIL 5 — PASSOVER BEGINS  
APRIL 7 — WORLD HEALTH DAY  
APRIL 7 — GOOD FRIDAY  
APRIL 9 — EASTER  
APRIL 13 — PASSOVER ENDS  
APRIL 14 — VAISAKHI  
APRIL 15 — DEAF HISTORY MONTH ENDS  
APRIL 20 — RAMADAN ENDS\*  
APRIL 21 — EID AL FITR\*

**[HTTPS://WWW.DIVERSITYRESOURCES.COM/DECEMBER-2023-DIVERSITY-CALENDAR/](https://www.diversityresources.com/december-2023-diversity-calendar/)**

ADMINISTRATOR'S CORNER  
BY: ANGELA PERRY, FACHCA, CEO – CODE W, LLC

*It's Diversity Month!!*

Forbes (2021) identified tips for the human resource team to implement, audit, and monitor the effectiveness of DEIB in the workplace. Think of this process as a part of your sufficient staffing Quality Assurance Performance Improvement plan. Our goal is to recruit staff to provide quality care to our residents, provide customer satisfaction, and improve outcomes. In other words, the Triple Aim Model. However, in efforts to achieve sufficient staffing while retaining our team we must address culture. Reflect on the demographics of your residents, co-morbidities, activity and food preferences, language, customs, and other elements that contribute to a homelike environment. The care givers should be a representation of the community with cultural competency and sensitivity to provide comfort to our residents that we are serving in their best interests.

To learn more about Human Resource recommended strategies please read the Forbes article below:

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/01/12/15-hr-recommended-strategies-for-achieving-true-diversity-and-inclusion/?sh=5abff5fc1a0f>



# LEADERSHIP IN THE WORKPLACE

## 5 TRAITS OF SUCCESSFUL LEADERS

Confident and positive leaders inspire and empower their people. Celebrate and make the most of your own strengths, first.

Emotionally intelligent leaders stay in control. Develop your emotional intelligence to manage your own and other people's feelings better.

Transformational leaders motivate. Create a compelling vision of the future and motivate your people to deliver it.

Successful leaders "walk the talk." Lead by example and with integrity.

Effective leaders help their people to shine. Carry out Training Needs Assessments to find out what skills your team needs to be successful.

# LEADERSHIP IN THE WORKPLACE

## WRITE A CAREER STATEMENT

*A career statement is a purposeful proclamation of being intentional throughout your stepping stones to evolve to the next level of your journey. As they say in healthcare “if it isn’t written, it didn’t happen.”. Due to the hustle of each passing day we may become passive and sidetracked with our professional goals. Writing down your career statement will assist you with understanding your passion that has a purpose. It is similar to an evaluation of strategy approach that is often used in various quality strategic planning projects.*



## Join an organization

- Get INVOLVED on a committee
- Allows networking and others to vouch for you
- Mentor/Sponsor

Write your OWN Personal Mission, vision statement and your own PERSONAL goals.

Take time for yourself  
Put it in your calendar with an ALARM and do not snooze

THINK POSITIVE VIBES ONLY/ Law of Attraction- Affirmations

1. Read your handbook- it's the way that you will govern the facility
2. Recognition-Learn your staff by name. Staff Appreciation
3. Engagement-Have frequent meetings with your team- individually, small focus groups, and big groups: Senior Leaders Frontline staff, Family/Resident Councils
4. Transparency as needed to dispel myths and encourage confidence when executing a directive
5. Accountability- regardless of position, title, background, education, etc.

# LEADERSHIP IN THE WORKPLACE





## DIVERISTY QUOTES FOR WORK

1. “When we’re talking about diversity, it’s not a box to check. It is a reality that should be deeply felt and held and valued by all of us.”  
– Ava DuVernay
2. “The whole idea of a stereotype is to simplify. Instead of going through the problem of all this great diversity – that it’s this or maybe that – you have just one large statement; it is this.” – Chinua Achebe
3. “We have no hope of solving our problems without harnessing the diversity, the energy, and the creativity of all our people.” – Roger Wilkins
4. “If we cannot now end our differences, at least we can help make the world safe for diversity.” – John F. Kennedy
5. “You don’t have true freedom until you allow a diversity of opinion and a diversity of voices.” – Don Lemon



# UPCOMING EVENTS

**MAY 20, 2023-** CODE W LLC –HOW TO START A DEI COMMITTEE IN YOUR SNF. During this online event licensed administrators will earn 1.5 NAB CEUs. Featured subtopics on guiding principles, position statements, unconscious bias, cultural events, and more. Be prepared to engage in scenario discussion and motivated to take away tips and best practices that are practical to implement at your skilled nursing facility.

Don't wait & Register today!

<https://www.eventbrite.com/e/how-to-start-a-dei-committee-in-your-snf-tickets-599117696157>

**JULY 2023- DEI ROUNDTABLE-MORE DETAILS TO COME**

CONNECT WITH  
THE DEI  
COMMITTEE

