



Educate. Embrace. Empower.

Diversity, Equality & Inclusion Committee Newsletter

Sixth Issue | October 2021

Our Mission: Educate, Embrace and Empower a workplace of Diversity, Equality and Inclusion



Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

A member of our committee sent the following quote by Arthur Chang to me. It speaks to the journey we are on together. Each of us, contributing to a culture of welcoming and belonging.

Diversity is a fact

Equity is a choice

Inclusion is an action

Belonging is an outcome

As we continue to Educate, Embrace and Empower through open conversations around difficult topics, we also celebrate those ways we create opportunities for growth and support. In this edition, we'll hear from several of our staff who have found friendship, support and belonging at Goodwin House.

Our doors and hearts are open to diversity. We embrace growth and advancement, and empower the voices of those we serve as guides for future decisions that will lead to an undeniable culture of inclusion.

I know you will enjoy reading this edition. I encourage you to share your thoughts and recommendations as we continue to move forward!

Upcoming Topics & Events

Friday Thoughts Topics for November & December:

- November 5th: International Day of Tolerance
- November 19th: Transgender Day of Remembrance
- December 10th: International Day of Persons with Disabilities
- December 24th: December Festivals and Celebrations

Goodwin House, A Place of Welcome & Growth

We Welcome Diversity and Foster Belonging by Fran Casey, Chief People Officer

In the last quarter, we welcomed several existing staff members and three new staff members to the Senior Leadership Team (SLT). The SLT is comprised of a diverse group of staff with 56% identifying as white and the remainder falling into mixed race or other categories.

In July and August, experienced DEI facilitator Artrianna Morris offered special training for senior leaders at Goodwin House. She discussed cultural differences, micro-aggressions, communication fallacies, biases, stereotyping and the power of the words we use. This seven-hour program was engaging, informative and very well-received. We have asked Artrianna to return to provide this training for all leaders who missed it and for new leaders who joined Goodwin House after the initial training was offered. This program, or one like it, is required for all leadership. HR, in partnership with the DEI Committee, is planning to provide this Sensitivity in the Workplace training across the continuum.

This past quarter, we held diversity celebrations, complete with a Celebration of Cultures and Traditions at GHA and GHBC that included a video highlighting staff from all over the world, treats and a map of the world to “pin” the location of country of heritage or origin.

We look forward to expanding our understanding of diversity, equality and inclusion by providing more frequent educational opportunities — formally, through training, and informally, through staff or staff-and-resident programs.

Realizing American Dreams Through the Gift of Citizenship by Valerie Burke, Chief Philanthropy Officer

On September 17, we hosted two celebrations—one at GHA and another at GHBC. Both events brought people together to honor and recognize staff who are realizing their goals of becoming citizens of the United States. Read more about the celebration and our Citizenship Application Fee Program on our blog, The Good Life.

<https://www.goodwinhouse.org/blog/the-gift-of-citizenship-realizing-american-dreams/>

Goodwin House, A Place of Welcome & Growth

Goodwin House Tuition Assistance Benefits by Loretta Yeboah, GHA Environmental Services

I have been working with Goodwin House for the past three years. From the welcoming management team and work environment to accommodating residents, my time here has been awesome so far.

Among the special benefits Goodwin House offers is the tuition assistance program. I am pursuing a second bachelor's degree in health services management at the University of Maryland Global Campus and have made good use of my tuition assistance. I also used my tuition assistance to pursue a certificate in certified nursing assistance, popularly known as CNA. This program has been so beneficial to me and allowed me to grow in my career. I will continue to use this assistance throughout my stay at Goodwin House.

Depending on the number of years you have worked here at Goodwin House, you are entitled to some tuition assistance – at least \$500.00 per year – which can even be used towards purchasing books for classes. I know several others who have utilized Goodwin House tuition assistance and I believe it also has been of great benefit to them.

A big thank you to management, residents and colleagues for making this possible.

Emerging Leaders Program by Elizabeth Whitehouse, GHBC Cultural Arts and Events Manager

The Emerging Leaders Program (ELP) is a year-long program for employees looking to further their careers, grow professionally and develop leadership skills. Employees must have been with Goodwin House for at least one year and must be nominated by their supervisor to be a part of the program. I am thankful to have started the program pre-COVID, although my classes were paused once the pandemic began.

Even in the few weeks I was able to participate, I could tell this was going to be a life-changing program. You not only learn how to improve your work skills, but you also learn about your management and leadership styles and areas of improvement to focus on. I often felt I was back in college, beginning to prepare for writing papers and reading the assigned books. The sessions I attended were enjoyable and gave me a change of pace from my day-to-day work. I am grateful for this unique opportunity to grow as a leader and to connect with senior leadership at Goodwin House as well as my fellow classmates.

Welcoming New Committee Members

Catie Ramos & Tom Tsui

Introducing Catie Ramos, GHAH Administrative Services Manager

I have been with Goodwin House at Home for three years, and I am thrilled to join the DEI committee! I grew up in a small town in Indiana where I did not have much exposure to diversity and racism was prevalent. Prior to entering the healthcare field, I worked as a teacher in both the general education and special education settings here in Virginia and in Indiana.



I often reflect on my move to Northern Virginia and the amount of joy I experience here, surrounded by so many unique individuals from different countries, cultures and backgrounds. This fall, I started my education at George Mason University to pursue a Master's in Health Administration. I look forward to working with the DEI Committee to support the GHI diversity initiatives and determine new ways we can uphold the GHI mission to support, honor and uplift.

Introducing Tom Tsui, GHA Resident

Mr. Tom Tsui was born in China and grew up in Japan with a diplomatic family. He moved to the U.S. to attend high school at Mount Hermon School for Boys in Massachusetts. He then went to Yale to study economics. He followed that up with an MBA from Stanford Graduate School of Business with a major in finance. He was recruited by many international corporations but accepted an offer from the World Bank Group.



Mr. Tsui spent his entire career of about 38 years at the World Bank Group. He started his career as a financial analyst and worked in more than 14 countries. His final position was Resident Director of the World Bank's Office in Japan.

He has three grown children and four grandchildren. He has been at Goodwin House Alexandria for more than six years and is very satisfied with the management, staff, residents and facilities.

Thank You to Retiring Committee Members

Beth Robinson & Todd Endo

by **Theresa Thomas**

As we introduce new members of the DEI Committee, we would like to say a special thank you to two retiring members.

The DEI Committee would like to thank Elizabeth (Beth) Robinson, GHAH Director of Member Services and Todd Endo, GHBC resident, for their contributions our committee. Beth and Todd brought awareness, sensitivity and a relentless passion for embracing differences to every meeting. We will miss them and can never forget the big part they have played in the committee's formation.

Beth's new position as Director of Member Services (GHAH) will require more of her time as we expand our services into the D.C. and Maryland areas. Mr. Endo will remain a point of reference for our committee, but he would like to enjoy more time with his wife and family.

Join us in thanking Beth and Mr. Endo for their service to the DEI Committee and to the entire Goodwin House family!

Join The DEI Committee

The DEI Committee is a composed of residents and staff who share the common goal of highlighting diversity in each of our communities and throughout our organization through written articles, engaging conversations and offering recommendations to the Goodwin House Incorporated Strategy Team. If you are interested in joining our committee, please send us an email and we can share more information. Email dei@goodwinhouse.org.