



Educate. Embrace. Empower.

Diversity, Equality & Inclusion Committee Newsletter

Eighth Issue | April 2022

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



Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

Welcome

I am happy to share our Quarterly Newsletter and some of the wonderful things happening within Goodwin House Inc.

We are always growing and intentionally looking for and learning of new ways to make our Life Plan Communities, Goodwin House at Home, Goodwin House Home Health and Rehabilitation and Goodwin House Hospice more welcoming. We live our mission to support, honor and uplift the lives of older adults and those who care for them.

The article written by Chief People Officer Fran Casey will highlight our staff recruitment efforts and briefly share how our Senior Leadership Team (SLT) has grown tremendously from year to year. Did you know Diversity training is part of our New Employee Orientation (NEO)? Including Diversity in the first steps of onboarding staff provides a clear message that Diversity, Equality and Inclusion are important to how we operate as a business.

You will love reading about the newest member of our DEI Committee, Timaeus Reed. I am extremely happy to welcome Timaeus. After reading a little about him in his introduction, you will understand my enthusiasm. DEI is always looking for members of our staff, residents and partners to join the committee and offer ways we can improve our reach and message of inclusion. I will share more about joining our committee but read about Timaeus and send him a welcome email at dei@goodwinhouse.org. You can look forward to hearing more from him as he works with the committee.

GHBC Executive Assistant Catie Ramos has taken the lead on spotlighting the various countries of our staff and engaging residents with surveys. Through her work with DEI, she will share how this initiative has opened lines of communication and awareness and provided ways to embrace the culture and traditions of our beloved staff. If you have an idea or suggestion on how we can improve or do more in that effort, please email Catie at dei@goodwinhouse.org.

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Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

There are many remarkable, visible things occurring at Goodwin House that uplift Diversity, Equality and Inclusion. There are also things happening behind the scenes that have a profound impact on what our residents, members and partners experience when they walk into our communities or interact with our staff. Our next newsletter will highlight these initiatives and share the ongoing work to keep Goodwin House moving forward as a place of welcoming for all.

As you turn to the next page in this newsletter, remember that every season prepares us for the next. Unfortunately, we do not get to remain in the season of our choice forever. As a fall baby, it would be my preference for the world to remain in the beauty of September, October and November. No matter how I try to resist, I must bring out my winter coat. A simple analogy but a powerful message; we cannot resist the uncomfortableness of change. Diversity will happen. It is happening all around us and in every season we encounter. We can see it in organizations, places of worship and our own families. Diversity is here. The question for each of us remains: will we put aside our biases and embrace diversity by ensuring equality for all and welcome inclusion? Do not be like me and dread winter, which will result in missing the beauty of a snowflake, children laughing as they build snow angels and a warm cup of hot chocolate. We can excitedly accept Diversity, focus on creating environments of equality and open doors to inclusion.

You may be thinking my message is for anyone in leadership, but no. It is not exclusive to leadership because each of us gets to look inward and ask ourselves: am I a channel where Diversity, Equality and Inclusion can flow freely? If you would like to share what you are doing to support DEI efforts in your sphere of family and friends, email me at dei@goodwinhouse.org. I would love to hear from you!

On this journey together,

Theresa Thomas

DEI Committee Chair

Embracing and Supporting Diversity in the Workplace

by Fran Casey, Chief People Officer

In the last quarter, we welcomed several existing and new staff members to the Senior Leadership Team (SLT). The SLT is currently comprised of a diverse group of staff members, with 42% identifying as a diverse ethnic group. This is an increase of 13% year over year.

This coming quarter, we will welcome back experienced DEI facilitator Artrianna Morris to discuss cultural differences, micro-aggressions, communication fallacies, biases, stereotyping and the power of the words we use to educate our senior leadership team. This program, or one like it, is required for all leadership staff at Goodwin House. Ms. Morris is also developing a custom video that will become a part of our New Employee Orientation (NEO) and be shared with staff members who did not participate in the leadership training.

Goodwin House maintains SAGE certification. This quarter, we are also rolling out a new SAGE training module that is required viewing for all staff. SAGE, which stands for Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders is America's oldest and largest non-profit organization dedicated to improving the lives of LGBT+ older adults.

This past quarter, GHA hosted Cruise into Spring, a staff gathering that transported staff from GHA on a cruise around the world. The decorations and food celebrated many cultures around the world.

We look forward to expanding our understanding of Diversity, Equality and Inclusion by providing more formal opportunities through training and informal opportunities through staff or staff and resident programs.

Welcoming New Committee Members

Timaeus Reed

Introducing Timaeus Reed, Marketing & Communications Specialist

I moved from the Midwest to start at Goodwin House in June of 2021. This is the biggest transition I've made in my life, but one I've sought for a long time. I didn't know a single person here when I moved, but slowly that's beginning to change when as I put myself out there.

The Marketing and Communications team that I work in supports the entire organization, so my inbox is usually full. However, I do enjoy working on the wealth of stories that we find. Every job I've ever had, be it fry cooking to working in childcare, I've seen the power of storytelling. If you're reading this, maybe we've worked on something together. Maybe we will soon!

I'm the worst at introductions. Sometimes it feels limiting to talk about my bachelor's degree (Strategic Communication) or my taste in music. Icebreakers can only go so far. I'm hoping that, during my time with the DEI Committee, I'll do my part to help us all better understand, support and connect with each other and the communities around us.



DEI Country of Origin Spotlight Series

by Catie Ramos, GHBC Executive Assistant

The DEI Committee established four focus areas that guide our efforts of Diversity, Equality and Inclusion. The four areas are Leadership, Marketing and Sales, Human Resources and Staff Engagement.

We decided to involve staff in an employee engagement initiative that would recognize our staff's countries of origin. This initiative also invites residents, GHAH Members and Priority Club Members to tell us about their travels and experiences.

Spotlighting our staff's home countries provides an opportunity for us to celebrate and embrace the diversity of Goodwin House Incorporated (GHI). Learning about each other's countries, cultures and traditions opens us up to making new connections and to asking questions that help us learn about one another.

Our spotlight publications provide only a glimpse into our staff's countries of origin, which we hope will spark interest and curiosity for all of us to do more research about different parts of the world. We also hope that these Spotlights initiate conversations with the featured employees, along with others from the Spotlight country.

Survey responses for this initiative have been fascinating to review and learn where our GHI family may have lived or traveled outside of the U.S. In addition, the surveys allow us to measure our familiarity with each country. Once we complete our first Spotlight Series in July, we will send a post-survey to determine how our knowledge of each Spotlight country has changed and, hopefully, grown!

As we continue the Spotlight Series, we invite you to send us your input and suggestions by emailing dei@goodwinhouse.org. We hope you enjoy our next Spotlight on Ethiopia, which will be available on May 29!

Diversity Calendar: May — July

We're sharing upcoming days of interest for the next quarter, and we'd love your feedback. If you know of any important anniversaries, observances or other days of note that you'd like to see on this list, please let us know! Email us at dei@goodwinhouse.org.

May 2022

Mental Health Awareness Month (Friday Thoughts) | The impact of mental illness on families and communities is recognized and raises awareness for those living with mental and behavioral issues.

Older Adults Awareness Month (Friday Thoughts) | Celebrate the contributions of older Americans in the country.

Jewish American Heritage Month | Honor the history and accomplishments of Jewish Americans and their contributions to our country.

Asian American and Pacific Islander Heritage Month | Pay tribute to Asian American and Pacific Islanders and their contributions to society.

May 8: Birthday of the Buddha | A day in the Buddhist tradition which marks the birthday of the spiritual leader who launched one of the world's most popular religions.

May 19: Birthday of Malcolm X | Malcolm X was a Black Muslim minister, well known for his activism during the Civil Rights Movement. He was assassinated in 1965.

May 17: International Day Against Homophobia, Transphobia, and Biphobia | Raises awareness for LGBTQ+ rights.

June 2022

LGBT Pride Month | During this month, the Stonewall Riots are commemorated and the impact LGBT+ people have made around the world is recognized.

Puerto Rican Day Parade (Puerto Rican) | Promotes prominent, historical figures of Puerto Rican heritage and seeks to raise awareness of critical issues in the Puerto Rican community. It is also a day for Puerto Ricans to demonstrate their cultural pride.

Caribbean American Heritage Month | Recognizes the contributions of Caribbean immigrants to the United States.

June 2: Indian Citizenship Act of 1924 (Native Americans) (Friday Thoughts) | All Native Americans born in the U.S. were granted the right of citizenship in 1924. However, the right to vote was not granted until 1957.

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June 2022 (continued)

June 12: Loving Day | On this day in 1967, laws against interracial marriage were struck down in a historic court decision from the Supreme Court.

June 19: Juneteenth (Friday Thoughts) | This marks the anniversary of the day African Americans in Texas first learned of the Emancipation Proclamation. It was more than two years after the proclamation was initially issued.

June 27: Birthday of Helen Keller | Helen Keller is known for being both blind and deaf, and Keller was one of the 20th century's leading humanitarians and co-founder of the ACLU.

July 2022

July 2: Birthday of Thurgood Marshall | Thurgood Marshall is a well-known as a civil rights activist who served as an Associate Justice of the Supreme Court.

July 6: Birthday of 14th Dalai Lama | Happy Birthday to a Nobel Peace Prize recipient and Tibet's leader in exile!

July 6: Birthday of Frida Kahlo | Frida Kahlo is one of the most recognizable painters of the 20th century.

July 7: The Hajj (Friday Thoughts) | Muslims take an annual pilgrimage to Mecca, and they must make it at least once in their lives.

July 18: Birthday of Nelson Mandela | Mandela was a civil rights leader in South Africa and the country's first black president.

July 25: Pioneer Day (Observed) | This official holiday in Utah is celebrated to mark the arrival of Latter-day Saints church founder Brigham Young to the Salt Lake area.

July 26: Americans with Disabilities Act (Friday Thoughts) | This civil rights law outlawed the discrimination against people with disabilities.

Join the DEI Committee

The Diversity, Equality and Inclusion Committee will celebrate its second anniversary in July. The committee is formed of residents, staff and a board member. We have been instrumental in supporting the strategic plan of Goodwin House Incorporated. Through raising awareness, providing suggestions and implementing diversity initiatives, the DEI Committee enhances the culture of welcoming and belonging for residents and staff.

If you have a passion to educate, embrace and empower diversity, we need you! The committee is open to persons who are willing to commit to bi-weekly meetings, assist in the committee's four areas of focus—leadership, human resources, marketing and sales and employee engagement—and contribute content to Friday Thoughts and quarterly newsletters.

Diversity, Equality and Inclusion committee members also collaborate with residents, staff and the Strategy Team of Goodwin House to enhance internal and external diversity celebrations and events.

If you are interested in joining a diverse group of individuals with the single purpose of increasing diversity awareness, equality and inclusion, email us at dei@goodwinhouse.org. We would be happy to welcome you to the team.

Let's go on this journey together!

Theresa, DEI Committee Chair