



Goodwin
Living



Diversity, Equality & Inclusion Committee Newsletter

Nineth Issue | August 2022

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



Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

Every day gives us an opportunity.

Welcome to the latest issue of the Diversity Equality and Inclusion (DEI) Committee quarterly newsletter!

Lately I've been thinking...how it could be August? How we are nearing the end of summer? Most importantly, did I take time to relax, refresh and refocus? I am grateful for an organization and co-workers who remind me that I can't run on empty.

We will become ineffective if we don't refresh ourselves and refocus our priorities. This is important in our personal lives and in the quality of service we provide. We must continually seek ways to do what we do with excellence.

Every day gives us the opportunity to rethink our personal goals, our service, our excellence and our world impact. As DEI begins our second year of service, it is important for us to remain alert to the importance of how we support diversity equality and inclusion within Goodwin Living.

This newsletter will share thoughts from our former committee members who served with relentless commitment to enhance efforts to keep Goodwin Living a welcoming community for residents, team members, partners, members and clients. I am grateful that I had the opportunity to work with Elizabeth Whitehouse, a GHBC team member, and the Rev. Frank Wade, GHA resident. Their thoughts and suggestions challenged the committee to think broadly and honestly on where we needed to focus our attention during the formation of the DEI Committee.

I am pleased to welcome new members to our committee as well as those returning for another year of service. As you read the various bios, you will see that representation from Goodwin Living is across all service lines, which speaks volumes about the importance of a DEI committee.

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Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

Every day, we can seize the opportunity to improve on what we want to see in the world. We can improve how those closest to us can feel valued, protected, respected and embraced.

A large portion of my day is shared with colleagues and residents. I enjoy serving within Goodwin Living. What greater place to ensure everyone who we encounter is valued, protected from discrimination, respected for who they are and embraced for their authentic self, always remembering that we are stronger when we work together.

Though our efforts may not make the news...well, actually, we did feature in the Washington Post as a Top Workplace four years in a row, articles have been written about our Citizenship Program, our StrongerMemory program, the support provided to team members during a pandemic...the list can go on.

I'll change my wording: we may not change the world all at once, but with your help, the DEI Committee can continue to support our organization's desire to celebrate all that makes us unique and collective in how we live and work.

Seize the opportunity to become involved with DEI. You can reach out to us by emailing DEI@GoodwinLiving.org

Theresa Thomas
DEI Committee Chair

Farewell to Elizabeth Whitehouse

From Elizabeth Whitehouse, Cultural Arts & Events Manager

I am so thankful for my time with the DEI Committee. Being a part of this group helped me grow so much as a person and as a member of a community that wants to seek change.

DEI has given me the opportunity to learn and to grow my understanding of diversity and what equality really is. It has given me a voice to speak out against injustices and to stand up for others. I am truly proud of all the DEI Committee has done and will continue to do and I am thankful for its members, both team members and residents.



What is so special about this committee is it brings together all of our organization. Each committee member has brought their own knowledge and experiences to the group to help better DEI at Goodwin Living. There really is no limit to what the committee can do and I look forward to seeing what the new members bring and where it goes next.

As my time with the committee comes to an end, my desire is to learn and educate others on what diversity, equality and inclusion looks like, and I have the DEI Committee to thank for that.

Farewell to Frank Wade

From Rev. Frank Wade, GHA Resident

Two years ago, I agreed to serve as an initial member of the DEI Committee. I did so because I was impressed by Goodwin Living's decision to embrace diversity and inclusion as a corporate value and then take steps to realize that value. I have not been disappointed in the commitment maintained by the administration.

Theresa Thomas was still heading Environmental Services when she was appointed leader of the DEI Committee. Her energy and devotion have been contagious. She is full of ideas, but not so full that the thinking of others is not welcome. I thought Theresa's promotion to Associate Executive Director would take from the time and enthusiasm she devoted to the work of DEI. Somehow she arranged a 30-hour day and the work of DEI kept pace while her GHA responsibilities expanded. I am not sure how that is done.

As a member of the committee, I was particularly impressed by the wise compassion of the young (at least to me) people on the staff. One of their first undertakings was to better ensure that team members knew about vacancies that might advance their careers. A little later they saw the value of encouraging team members to tell the story of their country of origin, allowing a deeper appreciation of where (literally) people were coming from. The issues raised by the team members were well received by the administration, appreciated by their peers and enriched our common life. I was and remain impressed by their thinking.

DEI is about all of Goodwin Living, including residents. Issues like art on the walls, ethnic cuisines, the wide scope of seminars and Friday Thoughts pry slowly at the natural confines of human instincts and imagination.

Consultant Verna Myers once wrote that, "Diversity is being invited the party. Inclusion is being asked to dance." It has been my honor and pleasure to have spent the past two years asking members of our community if they would like to dance. And so many have said 'Yes!' I am sure there will be a lot of strange, wonderful and inspiring dancing going on at Goodwin Living in the coming years.



Introducing our DEI Committee Members

Timaeus Reed, Marketing & Communications Specialist

I moved from the Midwest to start at Goodwin Living in June 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 anyone here when I moved, but that's slowly changing.

The team 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. If you're reading this, maybe we've worked on something together. Maybe we will soon!

It feels limiting to talk about my bachelor's degree or my taste in music. Icebreakers can only go so far. I'm hoping that I'll do my part to help us all better support and connect with each other and those around us.



Tom Chih-Ming Tsui, GHA Resident

Mr. Tsui has been a very happy resident at GHA for seven years and has been a member of the DEI Team for one year. Although raised and educated in Japan, he is Chinese. He graduated from Yale and received his MBA degree from Stanford Graduate School of Business. He grew up Buddhist and was confirmed Episcopalian. He attended an international school in Japan with classmates from 33 different nationalities and learned the irreplaceable value of what we now call Diversity, Equality and Inclusivity to achieve our common goals.



Tom spent his career with the World Bank working with colleagues from 108 different nationalities and providing financial and economic assistance to more than 25 countries, most of them impoverished. Yet, they faced the same DEI challenges as wealthier nations. Overcoming DEI challenges is necessary throughout the world.

Introducing our DEI Committee Members

Carol Lewis, GHBC Resident

Raised in McLean, I moved to Vienna in 1991 with my son and later remarried to Leroy Lewis, a Black man with three older children. I worked for the American Psychiatric Association until retirement in 2006, and moved to GHBC in 2017 following the death of my husband. I was a PFLAG (Parents, Families and Friends of Lesbians and Gays) group facilitator for 10 years and I helped start FLY (Fairfax LGBTQ Youth), the first PFLAG youth group in this area. At Unitarian Church of Arlington, I helped set up UUCA's Living the Pledge workshops on anti-racism. \



The lack of sexual and racial diversity among residents and the racial divide between white residents and Black team members was readily apparent when I moved here. Along with other residents, I asked that GHBC bring SAGE Care training to team members, and we have achieved SAGE certification for GHBC.

This committee helps make us a welcoming and accepting place for Black residents. It's a wonderful place to live, but because of the obvious racial disparities, of my three Black children, only one would move here. Hopefully my lived experiences can be put to use in the Goodwin Living DEI efforts.

Mary Hix, Goodwin Living Board Chair

I retired as VP for Admin and Finance at Virginia Theological Seminary. I have spent my retirement years devoted to serving on not-for-profit boards. I have served on the Goodwin Living Board since 2007, currently as Chair.

The DEI Committee has provided me with a better understanding of myself and a greater appreciation of others, of our similarities and our diversity. The efforts of the committee remind me that all people are interdependent and worthy of respect. The DEI Committee fosters understanding and goodwill within the community and within our global culture.



Introducing our DEI Committee Members

Estephanie Rubio, Facilities Management Manager and Service Coordinator at GHBC

I have worked at Goodwin Living for 10 and half wonderful years! I like how the DEI represents the different people in Goodwin Living and ensuring that everyone has an equal opportunity to contribute. I also love that DEI strives for an environment where everyone feels safe and bring their full, unique selves to work.

Just the idea of having the space to be yourself especially in the workplace, which at time is strange to find.



Lauren Kipfer, Social Worker

I joined Goodwin Living in March 2022 as a social worker. When I first heard about the DEI Committee, I had an immediate interest in joining. Too seldom do workplaces celebrate the culture and diversity of its employees, and also in this case, the residents. I love learning. I think the more we know about each other, the more we can relate to each other.

I am the granddaughter of Holocaust survivors. In most work and public spaces, I am the only Jewish person present. As so many Holocaust survivors are passing away, their stories are not being told as often.

I am lucky that my grandfather (99) continues to speak regularly about his experience. He speaks to school and museum groups in Cincinnati. I am excited to be a part of this committee and am excited to continue the great work they have been doing. I hope to be able to offer my unique perspective and to collaborate on upcoming projects.

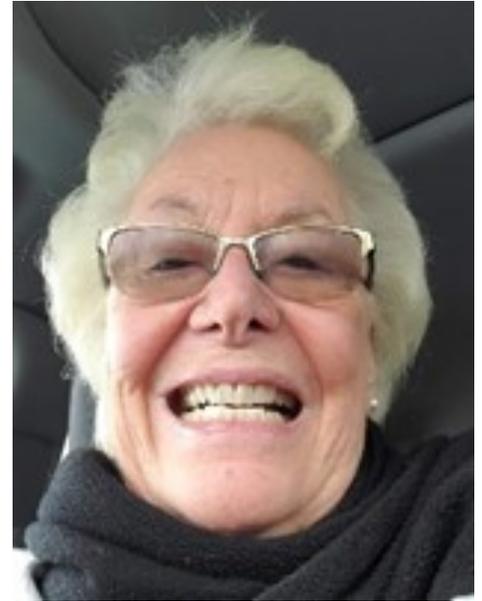


Introducing our DEI Committee Members

April McGuire, GLAH Member

By the time I was a Senior in High School, I had been to 12 different schools. My father was in the Navy, and his tour of duty changed every two years. It was a wonderful life! I attended Grays Harbor College, for two years and completed my Bachelor of Arts degree at George Washington University 20 years later with a major in Psychology. I retired from The Boeing Company after 25 years of employment, then worked at SAIC for 10 additional years. I retired in October 2012.

My most beloved hobby, has been making stars out of drinking straws. I learned how to make them at 19, but got fully involved with them after retirement (<https://www.starsbyapril.com/>). I became a Member of Goodwin Living at Home in March 2021.



Catie Ramos, Executive Assistant at GHBC

I have worked at Goodwin Living for four years, and it is a great pleasure to be part of the DEI committee. Prior to entering the healthcare field, I worked as a teacher in general education and special education settings in Indiana and Virginia. I am a caretaker for three little ones, (aged 7, 5 and 4), and I have lived with their family for three years. The parents were born and raised in Ethiopia, so I have enjoyed being exposed to their culture and traditions. I am currently pursuing a master's in health administration at GMU, and I am participating in the Goodwin Living Evolving Leaders Program. Both educational opportunities have continued to enhance my learnings related to DEI.



I grew up in a small town in Indiana where I did not have much exposure to diversity. Racism was prevalent. I often reflect on my move to Virginia and the joy I experience here surrounded by unique individuals from different countries, cultures, and backgrounds. I look forward to continue supporting Goodwin Living diversity initiatives and new ways we can uphold our mission.

Introducing our DEI Committee Members

Kendall Barrett, GLAH Member Services Facilitator

I am a Member Services Facilitator with GLAH. My interests include brain health, non-pharmacologic interventions for those living with dementia, independence for older adults, adult children caring for parents and authentic connection. My previous jobs involved focused research at George Mason University with creative, meaningful, and joyous activities with older adults.

I appreciate getting to know the members and residents at Goodwin Living. I bring a lifetime of experience caring for family, including my own parents, and friends as they pass through different life stages. I enjoy being able to be present for, and supportive of our members and residents. As part of the greater human family, I believe in understanding and valuing diversity and finding the strengths and interests of those around you.



Introducing our DEI Committee Members

Catherine Irwin, GHBC Resident

Catherine Irwin moved to GHBC in October 2021. She has a strong interest and background in social justice work as well as nonprofit management.

Catherine was the Managing Director of the Contemporary American Theater Festival (CATF) in Shepherdstown WV, one of our country's leading new-play development theaters. Before moving to West Virginia, Catherine was the Director of Development at Arena Stage in Washington D.C., where she managed the Living Stage Theater Company, the multi-cultural outreach program of Arena Stage.

Catherine has dedicated herself to volunteer service, working with a wide variety of national and community nonprofits whose missions reflect her strong commitment to social justice. Catherine served on the Board of Shepherdstown Area Independent Living (SAIL), an organization serving seniors who wish to continue to live independently. She also served on the Board of the Westminster Foundation, which supports Presbyterian university students across West Virginia. In addition, she has served on the Board of the American Conservation Film Festival (ACFF). She currently serves on the Board of SkyTruth, an international conservation organization. Catherine also volunteered for three years working with teens through a special LGBTQ+ program in the Eastern Panhandle of West Virginia.

Catherine is looking forward to working with the Goodwin Living Diversity, Equality, and Inclusion Committee.



DEI Country of Origin Spotlight Series

by Catie Ramos, GHBC Executive Assistant

Our committee's four focus areas to guide our efforts of diversity, equality, and inclusion are Leadership, Sales (previously known as Marketing & Sales), Human Resources and Staff Engagement.

The DEI committee's employee engagement initiative involves inviting team members to help us recognize their countries of origin. We have done spotlights on Ghana, Ethiopia and Sierra Leone, all African countries, which are the countries the largest amount of team members have identified as their homes.

Sierra Leone was the last Spotlight in our initial series, and based on feedback, we are thrilled to continue! The Spotlights provide an educational opportunity for us to learn about our team members' cultures and traditions, which expands our knowledge and awareness to embrace diversity at Goodwin Living. Although only a small amount of information is provided about our Spotlight countries, we are glad that these publications have generated interest and helped to initiate conversations to get to know each other better.

The country that we will Spotlight next is El Salvador, the Land of Volcanoes! We invite all members of the Goodwin Living family to participate in the [survey](#), regardless of your heritage or country of origin. Please complete the survey by Friday, September 9.

As may some have noticed, our Spotlights evolved based on input from the Goodwin Living Family, so we welcome all thoughts and ideas. Email us at DEI@GoodwinLiving.org to share your ideas.

The Spotlight on El Salvador will be published on Friday, October 28. After this Spotlight, we will take an intermission during the holiday season and resume the series in 2023!

Diversity Calendar: August - October

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@goodwinliving.org.

August 2022

August 8: International Day of the World's Indigenous Peoples ([Friday Thoughts](#))
Created by the UN, celebrates the cultures of indigenous peoples around the world.

August 8: Birthday of Barack Obama
Barack Obama was the first Black president in the United States.

August 18: Birth of Lord Krishna
This Hindu celebration recognizes the birth of one of the most popular deities in the Hindu faith, which is celebrated with a festival.

August 24: Birthday of Marlee Matlin
Marlee Matlin is the only hearing-impaired actor to win an Oscar for best actress.

August 26: Women's Equality Day ([Friday Thoughts](#))
Commemorate American women gaining the right to vote in 1920.

August 30: Al-Hijri
Marks the start of the New Year in the Muslim faith and begins the evening prior.

August 21: Ganesh Chaturthi
A Hindu festival that celebrates the birth of Lord Ganesha, the God of new beginnings and a fresh start.

October 2022

Global Diversity Awareness Month ([Friday Thoughts](#))
Recognizes and promotes knowledge and respect for various cultures.

National Disability Employment Awareness Month
Advocates for people with disabilities and their inclusion in the workplace.

Breast Cancer Awareness Month
Breast cancer is one of the leading causes of death in women, so this month aims to increase awareness of the disease.

National Polish American Heritage Month ([Friday Thoughts](#))
Dedicated to honoring Polish heritage, October was chosen because it was when Polish settlers first arrived in Jamestown, Virginia in 1608.

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October 2022 Continued

October 10: World Mental Health Day (People with Disabilities)

Promotes mental health awareness and education, and advocates against social stigma relating to mental health.

October 10: Indigenous Peoples' Day

Also known as Columbus Day, honors the indigenous people of North America.

October 21: Spirit Day (LGBTQ+)

Wear purple to support LGBTQ youth and speak out against bullying.

October 24: Diwali

The Hindu faith celebrates and praises diverse deities. Diwali is a festival of lights marking the victory of light over darkness and honoring the goddess of wealth.



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