



Goodwin
Living



Educate. Embrace. Empower.

Diversity, Equality & Inclusion Committee Newsletter

Tenth Issue | January 2023



Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

We Have This Hope...

Being eternal optimists can make us seem as though we have trouble accepting reality. We realize that life happens, and it often delivers sharp pains and disappointments that can weaken our determination to keep going, keep loving, keep believing and keep pushing for peace during times of chaos. However, we have hope.

During 2022, many of us faced challenges that seemed hopeless; nonetheless we endured. We endured increased acts of division and hatred. We endured horrific pictures of war-torn countries that showed death, homelessness, loss of country and almost insurmountable fear. I'm sure hope for the future in these circumstances was often questionable and perceived as out of reach by those who experienced it firsthand.

As your Diversity, Equality and Inclusion Committee (DEI), we have put much thought into 2023 and what hope looks like when diversity, equality and inclusion are discussed, pursued, achieved and challenged. The DEI Committee consists of residents from each of our communities, members of Goodwin Living At Home, team members from across our organization and members of the Goodwin Living Board of Trustees. It is our goal to work collectively with our leaders, directors and team members to promote and support education, embracing and empowering everyone in our organization to maintain an environment of welcome and belonging.

To this end, and at the suggestion of residents, we have updated our statement of purpose and desired outcome to reflect the ownership each of us has in maintaining our culture of inclusion. As you read the updated statement of purpose and desired outcome, we hope you will recommit to engaging with DEI on our diversity journey.

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Introduction to this Issue

from Theresa Thomas, DEI Committee Chair

Statement of Purpose: Educate, Embrace, and Empower team members, residents, members* and all those served by Goodwin Living to support Diversity, Equality and Inclusion.

Desired Outcome: The Diversity, Equality and Inclusion Committee (DEI) will seek open and honest communication and collaboration that will inform and celebrate the ages, cultures, ethnicities and sexual orientations of team members, residents, members* and all those served by Goodwin Living, without bias.

**Members are Priority Club members and members of Goodwin Living At Home.*

You can expect the DEI Committee's plans for the new year will be filled with celebrations honoring diversity, learning lunches that will promote education and awareness of the richness that can be gained from differences, and an invitation to join us on a digital platform that will support continuing the conversations that empower us to be authentic and compassionate toward others.

The reality we experienced in 2022 showed that we have lots of work to do if we want to see change; however, our hope is that equality will become visible in our world and that the value of life and individuality will be celebrated regardless of age, race, culture or sexual orientation.

We all share opportunities to influence those around us. We can be bearers of hope. Let's make 2023 a year of hope by sharing love, joy and unconditional appreciate of those who make our world better.

Sharing Hope,

G. Theresa Thomas

New Year Greeting from Rob Liebreich

Welcome to 2023!

For Goodwin Living team members, residents, Goodwin Living At Home members, Priority Club members, Clinical Pastoral Education students and those we serve in the wider community, as an organization intentionally seeking to be a place of welcome, we want everyone to feel a sense of belonging, respect and dignity.

One of the key principles to ensuring our organization is a place of welcome is making sure our leadership reflects who we want to be. As we look at our Board of Trustees today, we find a Board that represents many different aspects of society and expertise. Our Board includes Goodwin Living residents and individuals with family members who were residents. Several religions are represented in the Board. There is LGBTQ-community representation, a Trustee who immigrated to the United States and, for the first time in our organizational history, we are happy to have a Board Chair from the African American community.

As we continue to grow and focus on our diversity, equality and inclusion, we will continue to benefit from different voices, different ideas and different views throughout the organization.

For 2023, we will continue to focus on sharing our backgrounds. We will celebrate our cultures. We will train to become more knowledgeable and aware of the lens through which we see and act. We will grow the diversity of our resident and member base. We will elevate leadership opportunities for our team members. And we will find ways to develop an organization of which we can all be proud.

Warm Regards,

Rob Liebreich

President and CEO of Goodwin Living

Using Inclusive Language | A Transition from “Staff” to “Team Members”

by Chief People Officer, Fran Casey

As an organization that prides itself on fostering a sense of community and belonging, it is important that the language we use aligns with our values. For many years, we referred to those working for Goodwin Living as “staff”. While the term “staff” is a widely accepted term to use, it did not convey the sense of shared purpose and inclusivity that we strive to achieve.

We asked our “staff”, as they were called at the time, for their input and feedback. We provided several options for alternative terms and asked folks to submit their own ideas. **An overwhelming number of people selected “team member” as their preferred term.** Therefore, we have selected “team member” as the term we will use to describe our workforce.

As members of a team working toward a shared purpose, transitioning from “staff” to “team member” was the natural choice. As you may have noticed, **we have already begun using this term in our messages and will continue to do so** for all of our communications - to team members, residents and the general public - going forward.



DEI Committee Hopes for 2023

by Catie Ramos, GHBC Executive Assistant

As we transition into the new year, the DEI Committee has new goals and hopes to engage members, residents and team members in our efforts.

Our plans include **hosting workshops open to all of Goodwin Living** that help improve awareness and understanding of topics related to diversity. Topics for these educational workshops may include discussions on pronouns or name pronunciations and meanings. These discussions will allow all of us to learn about these topics in a safe space.

Additionally, we hope to **create a digital platform** that will allow all individuals in Goodwin Living to engage in DEI discussions. This space will have prompts, rules, moderation and, above all else, PRIVACY for those who participate.

To assist in improving the diversity in our resident and Goodwin Living At Home member population, we look forward to collaborating with our Corporate Director of Marketing and Communications, Kathie Miller, who is willing to have **discussions on the way Goodwin Living markets to our target audiences.**

We look forward to engaging with you in 2023. Please send us any feedback or questions you may have about these ideas. All are encouraged and welcome to participate in our activities in the New Year!

Celebrations and Acknowledgements of 2022

2022 was a year of change, growth and celebration. Over the summer, we acknowledged the expanding ways and places we serve older adults by becoming Goodwin Living. In August, we added our neighbors at The View Alexandria (TVA) to our work family.

As our growth and celebrations continue, take a brief look at many of the notable events that brought people together last year. We look forward to reaching the end of 2023 and having even more remarkable memories with TVA and the rest of Goodwin Living.

January

New Year's Eve & Day: Civilizations around the world have been celebrating the start of each new year for at least four millennia, and Goodwin Living is no different. We start each year with a delicious New Year's Eve dinner followed by an equally delicious New Year's Day Brunch.

Martin Luther King Day: Goodwin Living acknowledges this day by designating it as a paid holiday for our team members. This became an official paid holiday in 2021, thanks in part to the advocacy of the DEI committee.

February

Lunar New Year: At GHBC, the Life Enrichment team brought us an afternoon of entertainment featuring the Chinese Lion Dancers from the Wong People Kung Fu Association. GHBC also showed a film on the traditions of the Lunar new year.

March

Nowruz or Persian New Year: GHBC and GHA celebrated with a festive dinner and experienced an up-close performance from the Nomad Dancers.

Women's History Month: GHBC had a display of significant dates in Women's History in March 2021. GHA had a wall of dedication to honor significant women of the past and present.

St. Patrick's Day: GHBC hosted a cocktail party and GHA had a special St. Patrick's Day menu for residents.

Celebrations and Acknowledgements of 2022

April

Maundy Thursday: GHBC held a “Loaves and Fishes” worship service followed by a meal on Holy Thursday (Maundy Thursday). It was a simple celebration of the Lord’s Last Supper, followed by a “Loaves and Fishes” dinner.

Day of Silence: Lesbian, Gay, Bisexual, Transgender and Queer students and their allies observe a Day of Silence (DOS) on April 22. This date is observed to acknowledge the many ways in which LGBT+ students feel silenced and unsafe. GHBC residents wore a Day of Silence sticker and spent hours in silence.

May

Cinco de Mayo: At GHBC, this annual recognition of Mexico's victory over the French Empire at the Battle of Puebla in 1862 was celebrated with food, music and margaritas, along with dancing and singing by Mariachi El Rey. GHA celebrated with performances from a mariachi band and enjoyed Mexican food.

Memorial Day Observance: GHBC and GHA residents were invited to share in remembering departed service members. We also honored our resident military veterans and the spouses of veterans who died this past year.

June

Juneteenth: First celebrated at Goodwin Living in 2022, Juneteenth commemorates the emancipation of enslaved Black Americans. Juneteenth marks the day when federal troops arrived in Galveston, Texas in 1865, bringing with them news of the Emancipation Proclamation. The DEI Committee mounted posters throughout GHBC and GHA that taught this story and invited residents and team members to picnics in celebration.

Summer Solstice: GHBC residents celebrated the joy and beauty of our community gardens with refreshments and a slide show of garden photos and messages from the gardeners.

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Celebrations and Acknowledgements of 2022

Pride Parade: In 2021 and 2022, Goodwin Living celebrated Pride Month with parades on our campuses. We passed out flags, stickers and removable tattoos. Residents who didn't participate in the parade lined the sidewalks with handmade signs and shouts of support. GHBC also held a silent disco and, separately, hosted the Gay Men's Chorus of Washington, DC (GMCW), the "LGBT+ voice of equality in the nation's capital". GHA had a parade at Fort Ward Park followed by a special lunch. Banners, temporary tattoos and inspired cocktails were available for the evening's closing event.

July

Independence Day: GHBC and GHA hosted concerts and picnics for residents and team members to celebrate America's Declaration of Independence.

Bastille Day: The French anniversary of the storming of the Bastille occurred on July 14, 1789. We gave homage to this historic event at GHBC during a cocktail party and a concert featuring French guitarist, singer and composer Julien Xuereb.

September

Citizenship Celebration: Each year, Goodwin Living celebrates team members who have begun their journeys to U.S. citizenship and those who have completed their journeys at their official naturalization ceremony. We gathered the day before Constitution Day to recognize them at programs hosted by the Goodwin Living Foundation.

Hispanic Heritage Month: The View Alexandria created a beautiful display to celebrate this Hispanic Heritage Month. Hispanic team members also wore dresses native to their home countries throughout the day.

September 23 | Senior Leadership Team Visit Museum: The Senior Leadership Team visited the National Museum of African American History & Culture.

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Celebrations and Acknowledgements of 2022

October

Diwali: GHBC hosted a Diwali dancer, and the GHA dining team prepared some Hindu cuisine for residents.

November

Native American Heritage Month: The American Indian Society of Washington, DC joined GHA residents to discuss Indigenous culture, its history and its future. After their introduction, the guest speakers led the group in a traditional universal prayer, followed by an open discussion segment and closing with a traveling Song and Friendship Circle.

Veterans Day: GHA and GHBC acknowledged this day with a Veterans breakfast. All service branches were represented by the hats on the Rotunda table at GHBC. Secretary John Howard Dalton, former Secretary of the Navy, was the keynote speaker for the GHA Veteran's Day celebration and pictures of residents in their service uniform were displayed in the community.

December

Hanukkah: Menorahs were displayed at both GHA and GHBC. GHBC hosted a party for the residents. TVA residents held a celebration to light the first candle of Hanukkah that included singing and traditional Jewish foods.

Christmas: We celebrated Christmas with a Christmas Eve Dinner and Christmas Day Brunch. GHA and GHBC hosted annual tree lighting ceremonies. Families of The Spire were invited to participate in the tree lighting at GHA. TVA held a holiday program that involved residents sharing stories of their family holiday traditions and a sing-along around the Christmas tree.

Country Spotlights and Friday Thoughts of 2022

Team Member Country of Origin DEI Spotlights:

El Salvador

Sierra Leone

Ethiopia

Ghana

DEI Friday Thoughts "Celebrations" in Writing:

Black History Month

Nirvana

Women's History Month

Christian Easter

Calendars Collide (Islam, Muslim, Christian)

Pioneer Day (Mormon)



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