

2022 DIVERSITY COMMITTEE RECAP

The mission of the diversity committee is to increase and create awareness of diversity, particularly ethnic and racial diversity, at all levels of long-term care leadership. Our goal is to support members in identifying barriers and finding solutions to ensure diversity, equity, and inclusion efforts that will drive and sustain a more dynamic, productive, and diverse organizational culture.

Educational Events:

Inclusive Leadership: Leveraging Our Roles to Create a Culture of Empathy, Trust and Belonging, *Erickson Senior Living*

This training provided insights and strategies to help members lead inclusively and build an inclusive culture that improves team engagement, reduces turnover, and elevates customer satisfaction.

Bold Intentions: Best Practices in Developing an Integrated Racial Equity Strategy, *Ruben Rivera-Jackman, Rivera & Associates Consulting*

This session provided best practices in developing and integrated racial equity strategy.

Cultural Inclusion as a Pathway Toward Retention of Talent, *Emily Holtaus, Nonprofit HR*

This session framed the business case for why organizations should prioritize DEI initiatives in their organizations.

Attracting & Retaining Top Talent: A DEI Centered Workplace Matters, *Emily Holtaus, Nonprofit HR*

This session was intended to explore how inclusion and a belonging culture prepares your organization to address the staffing challenges of today and get ahead of the curve to address the needs of your future workforce.



Toolkits:

Recruitment Toolkit: The Recruitment Toolkit is designed to support member efforts to intentionally seek diverse, minority candidates to work in their organizations.

Organizational Assessment Toolkit: Organizational Assessment Toolkit is designed as an internal document to help organizations self-assess how their DEI efforts are working from a staff perspective.

Participating



Member



Facilities



Committee Members:

Jason Santiago, *Seneca Hill Manor* – Outgoing Chair
Dorothea Bell, *Wartburg* – Outgoing Vice Chair

Lauren Brown, *Parker Jewish Institute for Health Care & Rehabilitation* – Outgoing Member

New Member:

Mary Wassel, *Loretto*

Other Members:

Adrienne Rosell, *Lutheran-Jamestown* – Incoming Chair
Madaline Toliver, *Mercy Living Center/Adirondack Health*

Jane Willsey, *Peconic Landing*

Tiffany Mazyck, *St. Margaret's House*

Kristin Morris, *RiverSpring Health/Hebrew Home*

Michelle Dwyer, *St. Ann's Community*

Ellen Quinn, *LeadingAge New York*

Ken Allison, *LeadingAge New York*

Jason Blackwell, *Family Service Communities*

Upcoming 2023

Dialogue Toolkit
Education Session – How to Have Hard Conversations
Leadership & DEI Precon at the 2023 LeadingAge New York Annual Conference