

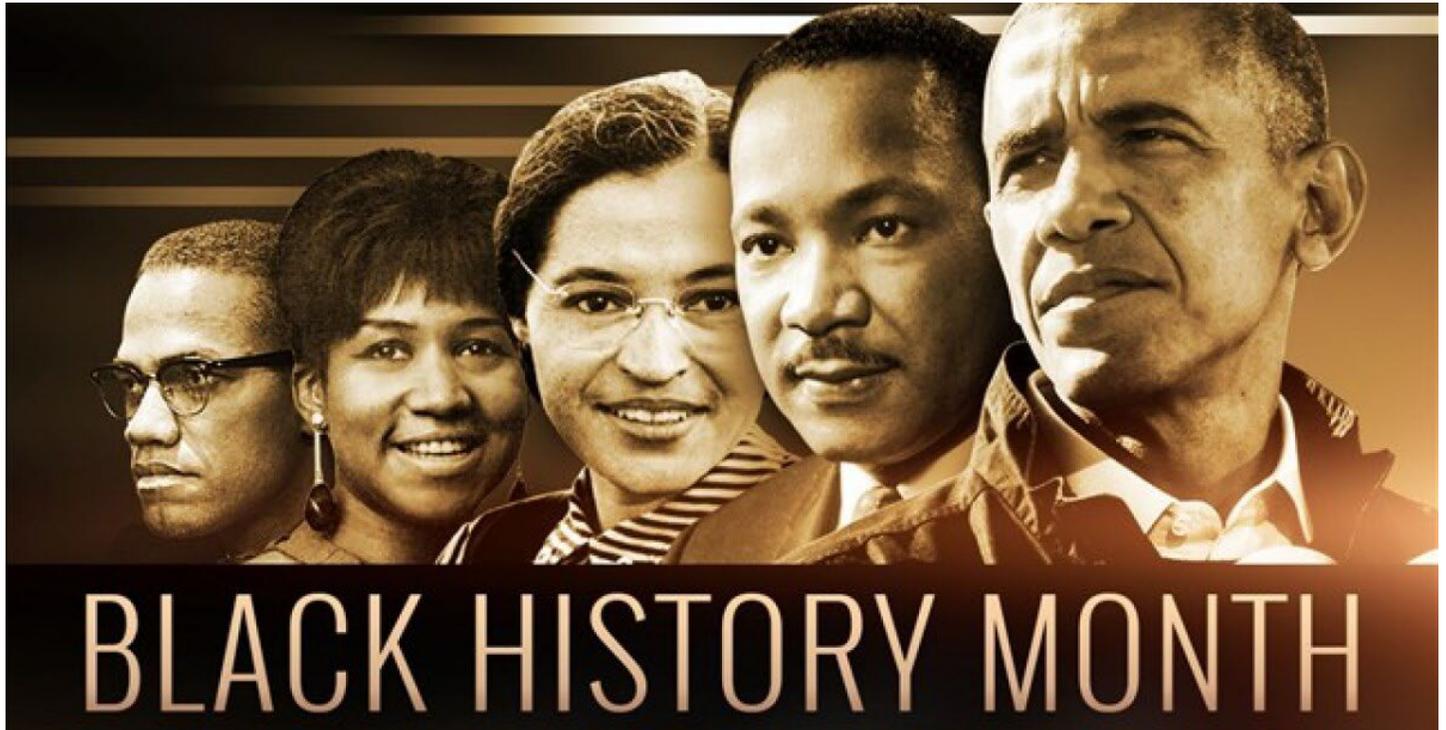
Albany Damien Center

Diversity, Equity, & Inclusion (DEI) Committee Newsletter



Winter 2022

Celebrating in February!



Did you know?

1. The millennial and Gen Z generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation. *(CNN Money)*
2. 67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diversity. *(Glassdoor)*
3. Beyond changing national demographics, why are workers seeking more diverse and inclusive workplaces? Because 45% of American workers experienced discrimination and/or harassment in the past year. *(Gallup)*
4. The majority of women in the workforce feel excluded from decision making, do not feel comfortable expressing their opinions, and do not feel as though they can succeed. *(Culture Amp)*
5. 78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. *(Harvard Business Review)*
6. Organizations with above-average gender diversity and levels of employee engagement outperform companies with below-average diversity and engagement by 46% to 58%. *(Fast Company)*

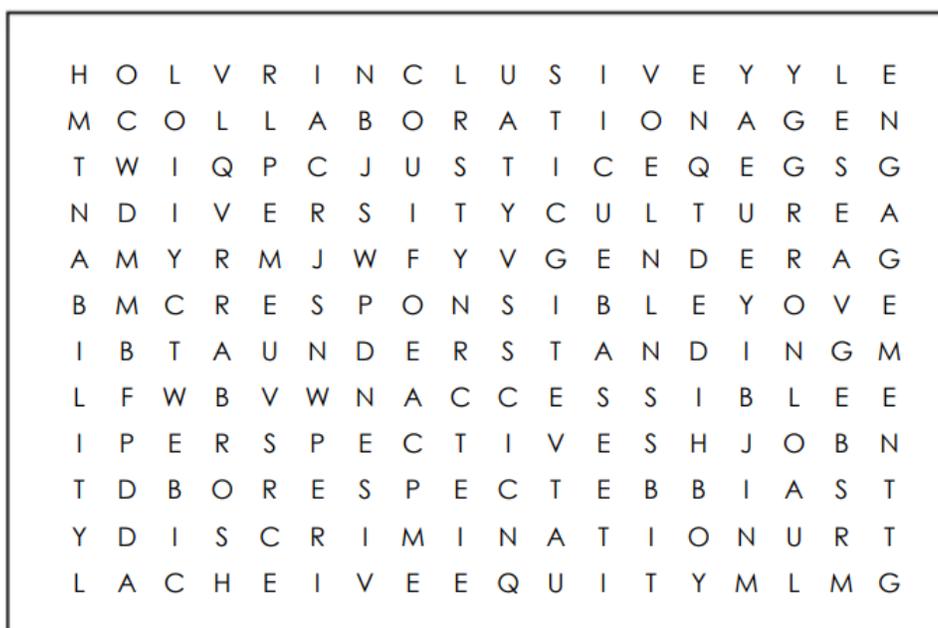
A note from... Neiman Ortiz, Albany Damien Center Board Member

As one year ends and another begins, we send hope and healing to each of you reading this newsletter. 2021 had its challenges as the pandemic continued, and what 2022 will bring is unknown. The year starts off with many opportunities to reflect; January is known as Poverty in America Awareness Month, February for Black History Month, and March as National Women's History Month. Each month has a unique message and different meaning to all. It is important to allow yourself a fresh start as you approach each month with self-care as your priority.

Self-care can be taking a step back, forgiving yourself, or simply asking for help. The DEI Committee will continue to provide learning opportunities that will encourage inclusivity as well as create a healing culture that we seek. We also want to thank you for your support this past year. Nonetheless we remind you to take care of yourself so that you can then serve others better.

Wishing a healthy and happy new year for all.

DEI Activity:



Find the following words in the puzzle.
Words are hidden → ↓ and ↘ .

ABILITY	DISCRIMINATION	PERSPECTIVES
ACCESSIBLE	DIVERSITY	RESPECT
ACHEIVE	ENGAGEMENT	RESPONSIBLE
AGE	EQUITY	UNDERSTANDING
BIAS	GENDER	
COLLABORATION	INCLUSIVE	
CULTURE	JUSTICE	

Diversity Calendar:

<https://www.diversitybestpractices.com/2021-diversity-holidays#july>

January 1: New Year's Day, the first day of the year according to the modern Gregorian calendar, celebrated in most Western countries.

DIVERSITY, EQUITY, & INCLUSION COMMITTEE NEWSLETTER

January 4: World Braille Day, observed to raise awareness of the importance of Braille as a means of communication for blind and partially sighted people; celebrated on the birthday of Louis Braille, the inventor of Braille.

January 16: National Religious Freedom Day is observed on January 16 to promote the message of peace and acceptance. The day is to highlight the fact that everyone has a right to their own religious beliefs

January 17: Martin Luther King Jr. Day commemorates the birth of Rev. Martin Luther King Jr., the recipient of the 1964 Nobel Peace Prize and an activist for nonviolent social change until his assassination in 1968.

January 27: The International Day of Commemoration to remember the victims of the Holocaust; the anniversary of the liberation of the Auschwitz death camp in 1945 and UN Holocaust Memorial Day

February 1: African American Heritage Month is observed for the month of February every year. People celebrate African American Heritage Month to reflect on more than 400 years of American African history and heritage that have shaped the American culture as we know it today.

February 2: National Girls and Women in Sports Day, is observed on February 2 this year and it is all about breaking the gender stereotypes built around the sports industry.

February 14: St. Valentine's Day, a Western Christian feast day honoring one or two early saints named Valentinus. This holiday is typically associated with romantic love and celebrated by people expressing their love with gifts.

February 21: Presidents Day, a federally recognized celebration in the United States that honors the birthdays of every US president.

March is Women's History Month!

Your DEI Committee has been hard at work building awareness in these important areas:

Diversity – The range of human differences, including, but not limited to, race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religion, national origin, political beliefs, and cultures.

Equity - Promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.

Inclusion - Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute to their communities.

We Need You!

How can I get involved?

Become a member of our committee! Have ideas related to DEI? Let us know!

Who are the members of DEI?

The DEI Committee is currently made up of six employees and one board member. If you have interest in being a member, please contact Chris Tarnowski.

Name	Department/Title
Matt Hawes	Sr. Accountant
Ryan Ramdass	LGBT Health Navigator
Jay Shufelt	Program Manager
Lyndsi Holmes-Wickert	Employment Systems Manager
Chris Tarnowski	Associate Executive Director, Operations
Neiman Ortiz	Board Member

Our next DEI meeting is January 18th at 10:30am.