

Albany Damien Center

# Diversity, Equity, & Inclusion (DEI) Committee Newsletter



Winter 2025



## Practicing Diversity, Equity and Inclusion in the New Year!

Do you actively promote an environment where people from diverse backgrounds feel valued, respected, and have equal opportunities to contribute by being mindful of your language, actively listening to different perspectives, challenging biases, and advocating for inclusive practices? The time for new beginnings is now!

### Did you know?

*“Injustice anywhere is a threat to justice everywhere”* – Martin Luther King Jr

We celebrated **Universal Human Rights Month** in December. During this month, people around the world join together to appreciate the basic rights that should be granted to all human beings everywhere, regardless of their race, religion, gender, native language, political inclination, national or social origin, property ownership, economic status. To find out more see:

<https://youtu.be/R-mnwIV60as?si=I5ffYxRKFt81WmyR>



### A note from...

*“There are not more than five musical notes, yet the combinations of these five give rise to more melodies than can ever be heard. There are not more than five primary colors, yet in combination they produce more hues than can ever been seen. There are not more than five cardinal tastes, yet combinations of them yield more flavors than can ever be tasted.”* — Sun Tzu, "The Art of War"

### What is the DEI Committee?



#### DEI Committee Mission:

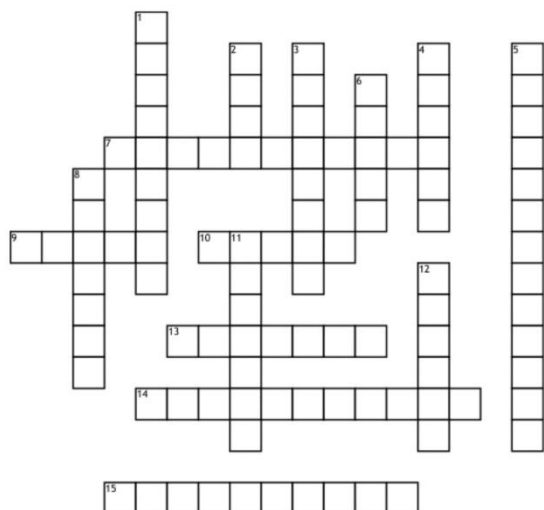
To improve diversity, inclusion, equality and understanding by promoting dialogue, providing information, and fostering respect for all staff, tenants, and members.

#### Purpose:

To explore, educate, and guide the organization to be a more inclusive, equitable, culturally competent, and supportive environment for all.

**DEI Activity:**

**Human rights**



**Across**

- 7. 8 A proposed or enacted law or group of laws
- 9. When it is allowed by law
- 10. When do we get human rights
- 13. The condition of being free
- 14. Rights all humans should have
- 15. The inner sense of right or wrong

**Down**

- 1. Eleanor \_\_\_\_\_ signed the Universal Declaration of human rights.
- 2. Something the government writes to keep people safe
- 3. The state of being equal
- 4. distinctive of the ways of living of a group of people
- 5. Organisation formed to promote peace, security and cooperation for all nations

- 6. an act punishable by law, usually considered an evil act
- 8. Being valued and worthy of respect
- 11. When it is not allowed by law
- 12. How many human rights are there in the declaration

**Word Bank**

- |             |       |                |            |         |
|-------------|-------|----------------|------------|---------|
| Freedom     | Birth | Human rights   | Equality   | Legal   |
| Legislation | Crime | United Nations | Ethnic     | Illegal |
| Roosevelt   | Laws  | Dignity        | Conscience | Thirty  |

**Diversity Calendar:**

**January**

- January 1 – *Emancipation Proclamation: President Lincoln declared all individuals held in slavery free on this day in 1863*
- January 20 – *Martin Luther King, Jr. Day*
- January 27 – *International Holocaust Remembrance Day*

**February**

- Black History Month*
- February 1 – *National Freedom Day*
- February 4 – *Rosa Parks Day*
- February 15 – *Susan B. Anthony's Birthday, leader of the women's suffrage movement*

**March**

- Developmental Disabilities Awareness Month - Ethnic Equality Month - Gender Equality Month*
- March 8 – *International Women's Day*
- March 17 – *St. Patrick's Day*
- March 25 – *International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade*
- March 31 – *International Transgender Day of Visibility*



**Who are the members of DEI Committee?**

Name	Department/Title
Ryan Ramdass	LGBT Health Navigator
Jay Fields	Employment Advocate
Shameeka Lewis	Community Health Worker
Avery Crawford	Senior Accountant
Chris Tarnowski	Associate Executive Director, Operations
Marz Albarran	Board Member

**How can I get involved?**

You can join the Committee! Or if you have ideas related to DEI, let us know! Watch for future newsletters that will contain information & opportunities on DEI projects. There is also a DEI Suggestion box on 1A.