



# ACHCA

## American College of Health Care Administrators

**FEBRUARY 2025 – NEWSLETTER**

**Best Practices, Education & Training Through DEIB, “BET on US”**

***BLACK HISTORY MONTH***

### **ABOUT US**

The American College of Health Care Administrators values and seeks to advance and promote diverse and inclusive participation within the organization regardless of gender, race, ethnicity, religion, age, sexual orientation, gender identity and expression, national origin, or disability. Guided by these values, the organization strongly encourages and embraces participation of diverse individuals as it leads health care administrators in the Long-Term Care industry to achieve excellence through education, information, and dialogue. The Diversity, Equity & Inclusion Committee Mission will have two primary goals focused on Member Engagement & Program Development. The American College of Healthcare Administrators affirms its dedication to support the core values, principles and goals of diversity and inclusion in its leadership and operations.

### **TIPS ON A CULTURAL EVENT DURING BLACK HISTORY MONTH!**

#### ***Month theme: “Belonging”***

To celebrate Black History Month in the workplace the team can participate in creative and fun activities to enhance the experience. Suggested events may include:

- A Game Show
- Trivia Cards with Interesting Facts
- Display of cultural facts, art, books, poems
- Staff can share recipes
- Sharing personal familial stories
- Performers to showcase relevant dance/music style
- Donate to an organization
- Volunteer at a local business



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### “New Day’s Lyric” written by

Amanda Gorman, the first-ever National Youth Poet Laureate.

May this be the day  
We come together.  
Mourning, we come to mend,  
Withered, we come to weather,  
Torn, we come to tend,  
Battered, we come to better.  
Tethered by this year of yearning,  
We are learning  
That though we weren’t ready for this,  
We have been readied by it.  
We steadily vow that no matter  
How we are weighed down,  
We must always pave a way forward.  
This hope is our door, our portal.  
Even if we never get back to normal,  
Someday we can venture beyond it,  
To leave the known and take the first steps.  
So let us not return to what was normal,  
But reach toward what is next.

What was cursed, we will cure.  
What was plagued, we will prove pure.  
Where we tend to argue, we will try to agree,  
Those fortunes we forswore, now the future  
we foresee,  
Where we weren’t aware, we’re now awake;  
Those moments we missed

Are now these moments we make,  
The moments we meet,  
And our hearts, once all together beaten,  
Now all together beat.

Come, look up with kindness yet,  
For even solace can be sourced from sorrow.  
We remember, not just for the sake of  
yesterday,  
But to take on tomorrow.

We heed this old spirit,  
In a new day’s lyric,  
In our hearts, we hear it:  
For auld lang syne, my dear,  
For auld lang syne.  
Be bold, sang Time this year,  
Be bold, sang Time,  
For when you honor yesterday,  
Tomorrow ye will find. Know what we’ve  
fought  
Need not be forgot nor for none.

It defines us, binds us as one,  
Come over, join this day just begun.  
For wherever we come together,  
We will forever overcome.



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## **ENHANCING DIVERSITY & PROMOTING LEADERSHIP WITHIN THE WORKFORCE**

1. Leadership has NOTHING to do with seniority or someone's position in the organizational chart. Leadership does not automatically happen when you reach a certain pay grade. Leadership has nothing to do with titles. Leadership has nothing to do with personal attributes. Most people think of a domineering, take-charge charismatic individual. Leadership is not an adjective and those with traits do not automatically lead. Leadership is not management. Leadership and management are not synonymous. Effective management is needed as well as leaders being able to lead people.
2. Leaders help themselves and others to do the right things, set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to SUCCEED as a team or an organization. Leaders must also use management skills to guide their followers to the right destination, in an efficient manner.
3. A leader is someone who can see how things can be improved and who rallies their team to move toward that better vision. Leaders can work toward making their vision a reality while putting other individuals first. Just being able to motivate people is not enough — leaders need to be empathetic and connect with people to be successful. Leaders do not have to come from the same background or follow the same path; that is what makes us unique and individuals.
4. Seek a mentor male or female from within or another corporation. Having a mentor allows the individual to gain life and professional skills for moving up the career and social ladder. A mentor or sponsor can be anyone. A co-worker, superior at work, or a hired professional. That individual will be an aid to nominate or refer you if a job opportunity becomes available.
5. Venues where networking can take place to meet your future mentor or sponsor are business golf events, professional workshops, or conventions, special projects, joining a committee at work, or after work mixers. Get active!



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6. If you are attending a networking event, get involved. Do not sit in the corner or table and not start a conversation with other individuals at the venue. Have your business card handy and your 30 second pitch rehearsed to make an Impactful Initial Impression; better known as “Triple III”.
7. Participating in volunteer and membership associations allows for building relationships while performing good deeds for a cause.
8. To advance your knowledge in your respective career through joining organizations, clubs, or associations that are in your field will help catapult opportunities. Memberships allow you to learn trends and updates in the industry, connect with others in your area of interest, collaborate on special projects, career opportunities, and build lasting friendships.
9. Professional organizations that are beneficial to join to promote networking opportunities while gaining career specific skills include: American Association of Healthcare Administrative Management (AAHAM), American College of Health Care Administrators (ACHCA), American College of Healthcare Executives (ACHE), American Society for Healthcare Risk Management (ASHRM), Association for Long Term Care Financial Managers (ALTCFM), National Association of Health Services Executives (NAHSE).
10. A business review is beneficial to understanding the outcome or forecasting metrics of the strategic plan. A healthcare administrator’s business review should encompass a variety of analysis for a specific range of time, monthly, quarterly, bi-annual, or annual.

### **Administrator’s Corner- “UPSKILLING”**

The Gallup reports that only 14% of a workforce studied identified that employees recognize that upskilling adds to job satisfaction and recognition.

Of that same study 75% workforce identified their employees encourage them to upskill. Upskilling can lead to developing a niche program and becoming an expert. Macro learning enhancing workplace competency, influences engagement, and approaches to addressing challenges in varied approaches in a hybrid ecosystem.



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**Seek programs focused on the following:**

- Artificial Intelligence
- Certified Registered Nurse Anesthetist (CRNA)
- Diversity Equity Inclusion Certificate
- Eliminating or Reducing Racial Disparities
- Healthcare Economics
- Healthcare Leadership; clinical, chief medical director, or operations
- Healthcare Strategy
- Informatics
- Quality Assurance
- Six Sigma Lean

**DEI STORYTELLING PROJECT** : *"Voices of DEI in Long-Term Care Settings"*

*Release Coming Soon!*

**Why This Project?**

The "Voices of DEI in Long-Term Care Settings" project focuses on collecting and sharing stories that highlight the impact of Diversity, Equity, and Inclusion (DEI) in leadership within long-term care (LTC) facilities. This project was chosen because the LTC sector serves highly diverse populations, including residents from various racial, cultural, and socioeconomic backgrounds. However, gaps in representation, equity, and inclusion in leadership roles persist, which can directly affect the quality of care delivered. By showcasing real-life DEI narratives, this project aims to inspire systemic change and cultivate empathy, inclusivity, and better leadership practices in LTC facilities.

**What is DEI and Its Importance in LTC Leadership?**

**Diversity** ensures that different voices, experiences, and perspectives are represented.

**Equity** focuses on fair treatment, access, and opportunities, accounting for systemic disparities.

**Inclusion** creates an environment where everyone feels valued and empowered to contribute.



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In LTC facilities, DEI in leadership is crucial because leaders shape the culture, policies, and practices that impact residents and staff.

### **The DEI Storytelling collection**

Where and When Does the DEI Story Happen?

The stories will be collected from LTC facilities in diverse settings. The project will focus on events occurring over the past 1–3 years, highlighting how DEI practices have evolved and impacted facilities.

### **What is the Story? Who Tells the Story?**

The project will share narratives of leaders, caregivers, and residents within LTC facilities who have championed DEI principles. Examples include:

A facility director who diversified their leadership team, leading to better care policies for minority residents.

A caregiver who introduced inclusive practices to honor cultural traditions, improving resident well-being.

A resident advocate who highlighted systemic inequities and inspired policy changes at the organizational level.

**DEI LEADS**





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- Dr. Angela Perry (CT) [angelacodew@gmail.com](mailto:angelacodew@gmail.com) (Co-Chair/Board Liaison)



- Dr. Kendall Brune – (MO) [Kendall@anthem-care.com](mailto:Kendall@anthem-care.com) (Co-Chair)



### **COMMITTEE MEMBERS**

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***ACHCA members please feel free to contact any of the committee for questions on how to GET INVOLVED!***

*“When we’re talking about diversity, it’s not a box to check. It is a reality that should be deeply felt and held and valued by all of us.” —Ava DuVernay*