

FUSION



DEI SURVEY RESULTS AND ACTION

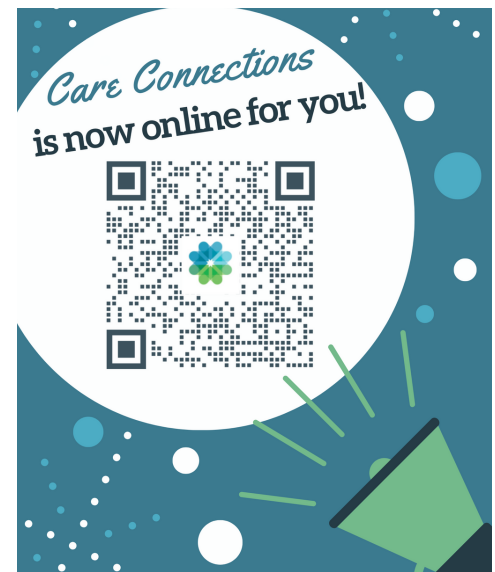
At the beginning of 2022, the DEI Council distributed a survey to determine the common concerns of all team members. The results identified three primary areas of concern:

- a lack of communication with all employees
- a lack of collaboration within the company
- inequity of recognition of all departments

The council has been working diligently with senior leadership to address these concerns and make Care Initiatives an equitable and inclusive workplace.

Solutions to the team's concerns will be introduced individually over the next three issues of *Fusion*. In this issue, we will address communication.

The communications department is reintroducing our home office newsletter, *Care Connections*, in an updated format. *Care Connections* will now be an online blog that employees can access from their smartphones. QR codes will be posted at time clocks and in break rooms. The blog will include messages from leadership, company news, the *Fusion* newsletter, links to video messages, and more. The messages will also be compiled in a company-wide print newsletter.



Did you know?



Care Initiatives has a translation service available for communicating with residents and patients. The Language Line number is 888-808-9008 ID 28182871. Additional information including a list of translated languages can be found in Power DMS.



WORDS THAT WORK

One aim of the DEI council is to provide practical education. To help increase our awareness of appropriate terminology and drive respectful communication, we will feature a column in every issue called "Words that Work." Below are terms to avoid along with preferred terms for indigenous nations. For a full glossary of terms refer to page 14 of the Fusion Speaker Series transcript.

AVOID

- American Indian
Native American
- Tribe/reservation

USE INSTEAD

- Indigenous
- Nation
Sovereign Nation

OBSERVANCES

- November - Native American Heritage Month
- 11/11 - Veteran's Day
- 11/16 - International Day for Tolerance
- 11/20 - Transgender Day of Remembrance
- 12/1 - Rosa Parks Day
- 12/3 - International Day of Persons with Disabilities
- 12/10 - Human Rights Day
- 12/18-12/26 - Hanukkah
- 12/25 - Christmas
- 12/26-1/1 - Kwanzaa

SPEAKER SERIES

Each quarter the DEI council will be releasing a video interview with leading voices that represent diverse cross-sections of communities, cultures, and people. You'll hear first-hand their own experiences, motivation, and expertise. It's our goal that this video education will bring value to your interpersonal interactions with your peers and give the highest quality of care to our residents and patients. Links to our company YouTube will be sent out via our QR Code communication.



MEMBER FEATURE



I am excited about the work the DEI Council is doing and the culture we are trying to establish for our company. As an "elder millennial," when I entered the workforce over 20 years ago it was common practice in job orientations to be told to leave your "personal life" at the door when you come to work. The message was clear: to be a good employee you needed to compartmentalize your personal experience from your professional life. The work of DEI flips that narrative and says "your unique experiences can contribute to your value as an employee and your voice matters." - Tesha Rainey, Director of Communications.