

The Common Ground

Official newsletter of the Diversity, Equity, Inclusion and Belonging Committee



The Committee

The DEIB Committee is thrilled to announce the release of our inaugural newsletter! In this newsletter, we are dedicated to providing you with the latest updates from our committee and insights into Edenwald's ongoing DEIB initiatives.

Our journey has been an exciting one, and it all began with the creation of a solid foundation. The DEIB Committee took the time to carefully define the core principles of diversity, equity, inclusion, and belonging. We understand that these concepts are not just words but essential pillars that shape the way we interact, learn, and grow as a community. Building upon this foundation, we crafted our mission, vision, and values statements.

These statements encapsulate our collective commitment and aspirations. They serve as a guiding compass, steering our committee's actions and decisions toward fostering a more inclusive and equitable environment within Edenwald.

We are motivated by the belief that our differences are our strength, and unity is our goal. Our committee is committed to amplifying voices, dismantling barriers, and creating spaces where everyone feels a sense of belonging.

We invite you to be a part of our ongoing efforts to make Edenwald a place where diversity is celebrated, equity is championed, and inclusion is second nature.

Diversity, Equity, Inclusion and Belonging Committee

Mission

We are committed to the transformation of our community into a diverse, fair and inclusive space for all through measurable actions to shape our culture.

Vision

Every person needs to be seen and every voice needs to be heard.

Values

We create environments where everyone is welcomed, valued and supported.

What is DEIB?

Diversity

Recognizing, understanding, accepting and valuing everyone's individual experiences and differences.

All of the unique characteristics that make you, you.

Equity

Ensuring everyone has fair treatment, access and opportunity while removing any barriers to correct imbalances.

Meeting people where they are.

Inclusion

Everyone is welcomed, valued, respected, supported and feels like they are a part of the Edenwald community.

Every voice is important and deserves to be heard.

Belonging

Everyone feels secure and included, and can be their authentic selves. A feeling of connection that allows you to be yourself without judgement or exclusion.

Feeling accepted for who you are.

Diversity Wheel

Diversity wheels are often used to represent the complexity of diversity beyond just race and gender, including aspects like ethnicity, age, religion, sexual orientation, ability, socioeconomic status, and more.

Everyone has invisible characteristics that shape their identities and experiences that go beyond race and gender such as:



The goal of the diversity wheel is to help everyone recognize the multifaceted nature of diversity and consider how various dimensions intersect and interact to influence people's experiences and perspectives. It's a visual representation that encourages an understanding of diversity and promotes inclusivity and equity.

Recognizing and valuing these diverse dimensions is essential for building inclusive and equitable environments that respect and celebrate the richness of human identities. Embracing diversity beyond race helps foster understanding, empathy, and collaboration among people from all walks of life.

A LETTER FROM THE COMMITTEE CHAIR

Hello,

I trust you've been enjoying a wonderful summer! I have the privilege of serving as the Chair of Edenwald's Diversity, Equity, Inclusion, and Belonging (DEIB) Committee.

Since its establishment in 2022, the DEIB Committee has been an embodiment of collaboration and unity. Our committee brings together an inspiring mix of residents, staff, and board members, reflecting diverse viewpoints from every echelon of our organization. This diversity of perspectives is what makes our committee's work so meaningful and impactful.



David Brown
VP, Chief Information & Equity Officer

Our mission is clear: we are committed to fostering an environment at Edenwald that is intentionally inclusive, warmly welcoming, and entirely accepting of every individual who calls this community home. We believe that diversity enriches our experiences and broadens our horizons, and we are dedicated to ensuring that all voices are heard and valued.

Throughout the year, we have seen incredible strides as we've worked together to create positive change. From hosting thought-provoking discussions to organizing engaging events, our collective efforts have sparked important conversations and helped strengthen the bonds of our community.

As we move forward, let's remember the power of unity and the potential that lies within our shared goals. Each one of us contributes to the rich tapestry of Edenwald. By embracing our diversity, we're weaving a story of inclusivity and belonging that resonates with all.

I invite you all to stay engaged with our committee's initiatives and to join us in shaping the future of Edenwald. Your support, insights, and enthusiasm are invaluable as we continue this journey together.

If you have any questions, suggestions or ideas, please don't hesitate to reach out to me or any of the committee members.

Together, we're creating a brighter and more inclusive community for everyone.

Warm regards,

David

Diversity, Equity, Inclusion and Belonging Committee Members

Name	Position
Hanora Bird	Edenwald Resident
Brad Brown	Edenwald Staff, Dietary Aide
David Brown	Edenwald Staff, VP, Chief Information and Equity Officer
Dwayne Cash	Edenwald Staff, Chef
Ayana Denton	Edenwald Staff, Activities Assistant
Michele Ewing	Edenwald Board Member
Tracy Jacobs	Edenwald Board Member
Jack Kinstlinger	Edenwald Resident
Connie Le Mire	Edenwald Resident
Glenora Sanders	Edenwald Staff, Social Worker
Dawn Teelucksingh	Edenwald Staff, VP Human Resources
Fran Wagner	Edenwald Resident
Martha Weiman	Edenwald Resident
Deborah Wertheimer	Edenwald Board Member



Edenwald Website - DEIB



Email DEIB Committee

Please contact us if you have any questions, comments, or would like additional information about DEIB.

Email: DEIB@edenwald.org

Diversity, Equity, Inclusion and Belonging Committee Members



David Brown



Debra Wertheimer



Tracy Jacobs



Michele Ewing



Ayana Denton



Brad Brown



Glenora Sanders



Dwayne Cash



Dawn Teelucksingh



Martha Weiman



Hanora Bird



Fran Wagner



Connie Le Mire



Jack Kinstlinger



Hispanic Heritage Month

Hispanic Heritage Month is a period of celebration in the United States that lasts from September 15th to October 15th. It is a time to recognize and celebrate the contributions, culture, history, and achievements of Hispanic and Latino Americans. The dates of Hispanic Heritage Month are significant because they coincide with the independence anniversaries of several Latin American countries, including Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Mexico, and Chile.

During this month, various events, activities, and educational programs are held across the country to honor the diverse heritage and achievements of Hispanic and Latino Americans. These may include cultural festivals, art exhibitions, music performances, lectures, workshops, and more. It's a time for people to learn about the rich history and traditions of Hispanic and Latino communities and to appreciate their impact on American society.

It's important to note that the terms "Hispanic" and "Latino" are often used interchangeably but can have slightly different meanings. "Hispanic" typically refers to people from Spanish-speaking countries, while "Latino" refers to people from Latin American countries, which includes both Spanish-speaking and non-Spanish-speaking nations.

The observance of Hispanic Heritage Month is a way to recognize the diversity within these communities and celebrate their shared cultural and historical ties.



THE STAFF SPOTLIGHT



Sharon Alsol-Soman
Unit Secretary/Medicine Aide

I enjoy working at Edenwald because it is a family-oriented environment and I have enjoyed working here for 15 years.

A surprising fact about me is that I am cheerful and always smiling.

Five things I like are relaxing, eating, helping others, spending time with family, and reading the Bible.

My Favorite activity outside of work is going to church.

Three words that describe me are beautiful, kind and friendly.

My favorite place to vacation is Jamaica.

When you see me in the community, ask me about what I like to do - church life.

I enjoy working at Edenwald because in my one week of being with the organization, staff and residents have been very welcoming and I hear great things about Edenwald as a whole.

A surprising fact about me is that each person would have to decide what they think is surprising about me. 😊

Five things I like are learning new things, kind hearted people, animals - especially dogs, creativity and art, exploring nature, cities, etc.

My favorite activities outside of work are dancing, yoga, exploring nature and spending time with my loved ones.

Three words that describe me are patient, compassionate and jovial.

My favorite place to vacation is anywhere that I can be in and experience nature (mountains, ocean, etc.).

When you see me in the community, ask me about growing up in Baltimore or living 25 years in Seattle.



Tina Goudy
Lifestyles Programming Coordinator

THE RESIDENT SPOTLIGHT



Ann Dahl

4.5 Years at Edenwald

I enjoy calling Edenwald home because I feel secure here. I have my assorted human needs not only met, but well met - personal interactions, intellectual activities, physical activities, medical needs, and pleasing surroundings.

My favorite activity involves work on the various committees: as an interviewer of new residents for the EdenTimes, secretary of the Building and Grounds Committee, and as a committee member for the Edenforum lectures.

I am most thankful for the many opportunities I have to engage in assorted programs/trips/exercises, while being allowed to be a more reserved person and enjoy more "quiet times" if I prefer that. As a person still connected to the community, I like being close to family and organizations that I have been engaged in for years.

My favorite places to travel are connected with two special interest of mine: the life and writings of Laura Ingalls Wilder of "Little House" fame, and the International Association of Torch Clubs. The former interest has offered me years of travel and study related to the real sites of the Wilder books and to the triennial scholarly convention about her work. The latter has kept me engaged intellectually and through its yearly convention that moves around the country, has offered travel to places I might otherwise have never seen and years of friendships, renewed annually.

Favorite dining venue at Edenwald is the Grille. It is relaxing to enjoy a meal with friends at tables set with white tablecloths, and food served by friendly high school or college students.

Describe Edenwald in three words: friendly, caring, and stimulating (mentally and physically).

When you see me in the community ask me about my hobby making and selling miniature artificial flower arrangements.

THE PRESIDENT'S DESK

Hi!

It brings me great joy to share that our very first newsletter, centered around Diversity, Equity, Inclusion, and Belonging is now available in print. The past 4.5 years (the duration of my tenure here) have flown by, and it's remarkable to reflect on the multitude of accomplishments and progress we've achieved, even in the face of a global pandemic!

During our recent board retreat on August 2nd, we delved into the review of a remarkable eighteen (18) initiatives that we've successfully executed during this period. I don't have the space to detail them all however, I would like to spotlight a few that hold exceptional significance for both the organization and for you.



Mark Beggs
Edenwald President & CEO

- **Medicare Certification:** This achievement not only enhances our ability to care for our residents here, in their own home, but also contributes substantial revenue that empowers us to provide competitive wages and exceptional benefits.
- **Redesign and Renovation of Hoerichs Hall:** What a difference! The transformation here has been astounding. Our residents and their families are not only content with the improvements but enthusiastic about the revitalized environment and the dedicated staff members who've orchestrated this remarkable change. The demand for Hoerichs Hall has surged, reflecting its popularity and success.
- **Collaborations with Goucher College and Towson University:** These partnerships set the stage for Edenwald's prosperous future and drive high occupancy, enabling us to offer top-tier compensation and benefits. Our relationships with esteemed Institutions of Higher Education helps attract a diverse community of residents and staff, amplifying Edenwald's appeal as a superior living and working environment.
- **Continuing Care at Home (CAH):** Progress in this area has been significant, bringing us closer to making CAH a reality for Edenwald. This initiative extends our services to a broader spectrum of seniors, reaching those who might not have contemplated joining a life plan community or affording residence at Edenwald. Broadening who we serve and how we serve them is pivotal to our future success.

These few initiatives represent only a fraction of our overall endeavors, all aimed at fortifying Edenwald. Our mission is to better serve our present and future residents, making Edenwald a source of pride and excitement. We aspire not only to impact our residents and their families but also the dedicated individuals, who do the heavy lifting day in and day out— with such amazing dedication... you.

So as we move forward together, please know that you and your voice matters. It matters to me, the board, the leadership team and the residents. Your perspective about what we do and how we do it is important. Know that you are important, your work is vital and you are deeply appreciated.

M.

THE PRESIDENT'S DESK

Edenwald's Diversity, Equity, Inclusion and Belonging (DEIB) initiative sprang from the June 30, 2022, DEIB Retreat attended by Board members, Edenwald staff, and more than a dozen residents. The opportunity for residents' participation at the Retreat was, in turn, followed by including five resident representatives on the DEIB Committee. The Residents' Association appreciates the Board's and Administration's commitment to including resident participation on the DEIB Committee.

The Residents' Association through its Executive Committee has and will continue to help implement programs and recommendations from the DEIB Committee. The Residents' Association supported opening the gym and pool for staff use, having staff members join us at the annual crab feast, and seeks other opportunities for joint staff and resident events. We collectively celebrate holiday events including the Hanukkah Happy Hour, Holiday Cookie Party, Pride Month, and Juneteenth.



Charles Wagner
President - Edenwald
Residents' Association

"...Edenwald is our home and together the residents and the staff are a family".

I know I speak for the residents when I say that Edenwald is our home and together the residents and the staff are a family.

The Residents' Association will continue its support by providing a forum for information about DEIB at our RA meetings. Also, we hope to help increase diversity on the Board through residents' contacts with groups with diverse populations— churches, cultural, professional, and/or educational organizations.

Edenwald's Mission Statement is "Edenwald creates a caring community inspiring people to thrive and live lives of significance". As a caring community, we reject "isms" – racism, antisemitism, ageism, and ableism – discrimination against those with physical or intellectual disabilities – and all other forms of discrimination.

At Edenwald, we foster a community where we all feel welcomed, safe, and respected. We strive to live in harmony in a community of people of many faiths, races, cultures, and sexual orientations. We celebrate our differences and create a space – our home – where every individual feels valued and heard.

I encourage all residents to participate actively in our DEIB initiative and to contribute their ideas to help us shape a more inclusive future.

Charles



Edenwald Listening Sessions: Coming in September

Listening Sessions are a vital component to better understanding an organization's current climate related to diversity, equity, inclusion, and belonging (DEIB). These spaces allow community members to share their stories and experiences about what it feels like to belong and/or challenges to feeling a sense of belonging at their organizations.

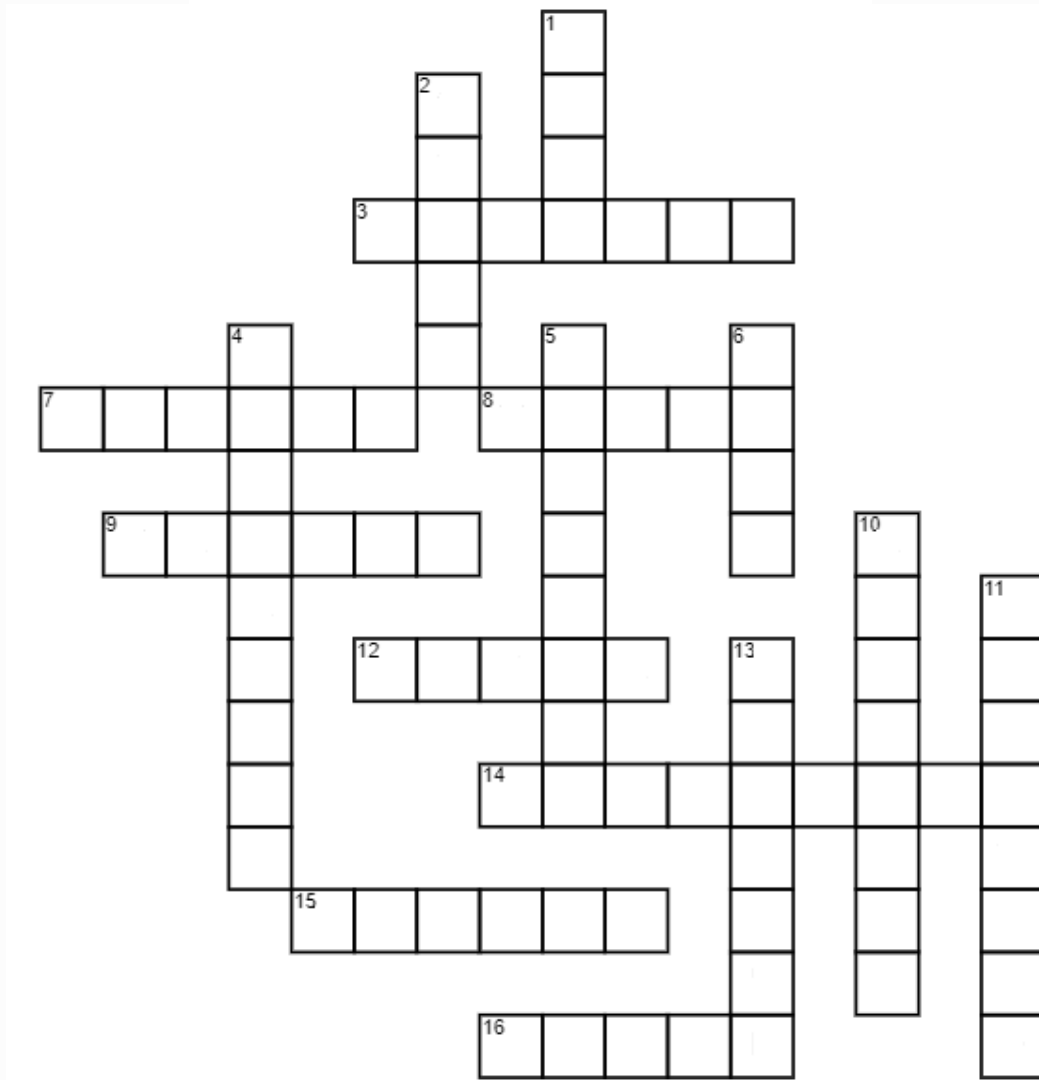
Edenwald is partnering with Marana Consulting, LLC to support its diversity, equity, inclusion and belonging (DEIB) journey. Your voice matters. Jennifer Marana from Marana Consulting, LLC will host six Listening Sessions in the coming weeks in order to better understand how diversity, equity, inclusion and belonging are being experienced by the Edenwald community.

The following questions will be discussed with small groups of staff and residents through onsite, in-person, confidential listening sessions:

- 1.) What is Edenwald doing well with regard to its diversity, equity, inclusion, and belonging (DEIB) efforts? (What makes you feel like you belong at Edenwald?)
- 2.) What opportunities for improvement with DEIB exist within Edenwald? (What makes you feel like you don't belong at Edenwald?)
- 3.) What suggestions do you have for how Edenwald can better move its DEIB efforts forward? (What suggestions do you have for improving employees' and residents' sense of belonging at Edenwald?)

Additional information will be posted on the bulletin boards!

Edenwald Crossword Puzzle



Across

3. A resident uses this device to call for help during an emergency
7. Exceptional Neighborhood Extraordinary _____
8. First name of the longest-tenured staff member at Edenwald (45 years)
9. The number of colors in the Safe Space logo
12. The number of Board Members on the DEIB Committee
14. The I in DEIB stands for _____
15. Mark's Open Forum is on the 4th _____ of every month
16. Celebrating our cultures...we all _____ in the same language

Down

1. On the 5th floor rooftop, you can see fish swimming in the _____
2. The color of the E in Edenwald's logo
4. All of the unique characteristics that make you, you
5. The amount of floors in the Towers building
6. You can walk across the street to the _____ if you want to go shopping or grab a bite to eat
10. If you want to know about the history of Edenwald, stop by and view the _____ on the first floor
11. The first word of Edenwald's mission statement
13. You may see yourself in a video at one of our events when viewing our _____ channel

CELEBRATING
45 YEARS OF SERVICE



Viola Gladden
Nutrition Care Director

We express our heartfelt gratitude and admiration as we celebrate Viola's extraordinary milestone in her career – an astounding 45 years of dedicated service to Edenwald.

Viola's enduring commitment and unwavering loyalty over these past four and a half decades have left an indelible imprint on our organization. Her steadfast devotion has not only been a source of inspiration for her colleagues but has also set a remarkable standard for all to aspire to.

The wealth of experience and expertise that Viola brings to the team has been an invaluable resource. She has navigated through challenges, celebrated accomplishments, and consistently showcases her unwavering pursuit of excellence. Her ability to embrace change and simultaneously uphold our core values is nothing short of commendable.

Today, we are not just commemorating her professional triumphs but also the enduring relationships she has cultivated within our organization. Her kindness and camaraderie have fostered a positive and supportive workplace atmosphere.

Viola, as you look back on this remarkable journey, please recognize the profound impact your contributions have had on all of us. Your service has left an indelible mark, and we are sincerely appreciative for the role you've played in shaping the history of our organization.

Once again, thank you for an incredible 45 years of service. Congratulations on this monumental achievement!

~ The Edenwald Family ~

Vibrant Summer Smiles in Our Community





EDENWALD CULTURAL CELEBRATION DAY

CELEBRATING OUR CULTURES THROUGH FOOD!

JOIN US FOR AN AFTERNOON OF FOOD, MUSIC, GAMES AND GOOD COMPANY!



OCTOBER 3, 2023
MAIN PARKING LOT
11:30AM - 2:00PM

YOU ARE ENCOURAGED TO WEAR TRADITIONAL CLOTHING THAT SYMBOLIZES YOUR HISTORY, CULTURE AND IDENTITY.



Celebrating Our Cultures...we all smile in the same language.

In celebration of our diverse cultures, may we come together with open hearts and joyful spirits, united by the universal language of our smiles. Despite our varying backgrounds and languages, there is a powerful connection that transcends borders and unites us all - the simple yet profound language of a smile. 😊

As we honor and embrace our unique cultural heritages, we also recognize the common thread that binds us; the ability to express warmth, kindness, and happiness through our smiles. In every smile, we find a shared understanding that goes beyond words, fostering a sense of unity and harmony.

Let this celebration serve as a reminder that while our traditions, languages, and customs may differ, our capacity for empathy, compassion, and joy knows no boundaries. Through our smiles, we bridge gaps and build bridges, creating a world where acceptance and understanding thrive.

So, let us come together in this celebration of cultures, with hearts full of appreciation for our differences and our smiles as the universal language that brings us all closer. As we share laughter, stories, and experiences, may our smiles radiate the true essence of what it means to be human - connected, diverse, and united in the beauty of our shared humanity.



Cuisine Corner

Get ready to embark on a delightful journey where we explore the wealth of global flavors and culinary traditions. Together, we'll celebrate the diverse array of dishes that enrich our world, making it a more vibrant and delectable place.

These are just a few of the mouthwatering selections that will inspire you to try new dishes from different cultures.

CHINESE WOK INSPIRED

With your choice of protein over Shanghai Noodles w/ Stir Fry Veggies, Steamed Rice



SPICY FILIPINO ADOBO

Served with Pancit Noodles, Steamed Rice with Pork or Chicken



INDIAN THALI

Choice of Curry, Basmati Pallau Rice, Salad w/ Chutney, Chicken Tikka Masala, Paneer Muttar



AFRICAN AND CARIBBEAN

Jerk Chicken, Jollof Rice, Plantains, Beef Patties, Mac & Cheese, Wings



FUNNEL CAKES

With your choice of toppings



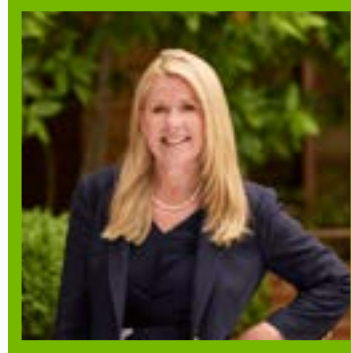
Meet the Leadership Team



Mark Beggs
President & Ceo



Lisha Galloway
*VP of Resident
Services and
Institutions of
Higher Education
(IHE) Programming*



Dawn Teelucksingh
*VP of Human
Resources*



Meghan Curtis
*Director of Care
Management*



David Brown
*VP, Chief
Information and
Equity Officer*



Bill Rodgers
*Director of Culinary
Services*



Karen Duckett
*Director of
Environmental
Services*



Roland deVasher
*VP of Finance and
Administration*



Diane Stinchcomb
*VP of Sales
Marketing*



Aira O'Donnell
*Administrator-In-
Training*



Steve Rothwell
VP of Operations



Rich Miller
*Director of
Maintenance*

This newsletter will be used as one of the methods of communication to keep you informed about Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives and happenings within and around our surrounding community.

If you see a member of the DEIB Committee, please thank them for their commitment and dedication in their collective efforts in promoting diversity, equity, inclusion and belonging as they make a profound positive impact on our culture.

We look forward to providing you with future updates.

We are stronger together!

SAVE THE DATE

CULTURAL CELEBRATION DAY

OCTOBER 3, 2023

Sponsored By

Edenwald DEIB Committee

&

Edenwald Residents' Association

