

# Diversity & Inclusion

U P D A T E

WINTER 2021



This is our first newsletter of 2021 and we are highlighting several topics, including Women's History Month. If you missed our last update, I encourage you to take a look by visiting the D&I section on CNN.



## Why I decided to get the COVID-19 vaccination

There is so much talk both positive and negative about the vaccine, it was important that I educated myself. I consulted my

physicians, read as much as I could, and listened to the experiences of people of color who had received the vaccination. The fact that the vaccines are relatively new and long-term consequences are unknown, I began looking at how COVID-19 was causing severe disease and death within my own community and around the country. It was the death of my favorite brother that ultimately helped me make the final decision to protect myself, my loved ones and others. I weighed the unknowns against the risks of contracting the coronavirus and for me, the choice was clear. I received my vaccinations on Jan. 6 and Feb. 3. I encourage you to read about Dr. Tolani Ajagbe's (Chief of Psychiatry and Medical Director Addiction Treatment Services) decision to get the COVID-19 vaccination, [please click here](#).

I remain hopeful that things will continue to improve. Please also keep in mind that if additional support is needed, the Crouse HelpPeople employee assistance program is available as a benefit to you and your family. They can be reached at 315-470-7447. Stay safe everyone and let's continue doing more good work together.

~ Twiggie Eure,  
Director of Diversity & Inclusion

## Valiant Women of the Vote REFUSING TO BE SILENCED



## Women's History Month

March is Women's History Month – when we recognize significant contributions that women have made in our nation. The National Women's History Alliance annual theme for 2021 is: "Valiant Women of the Vote:

Refusing to Be Silenced." To read more, visit: [nationalwomenshistoryalliance.org/#](https://nationalwomenshistoryalliance.org/#) or [womenshistorymonth.gov/about/](https://womenshistorymonth.gov/about/).

Huge shout out to all of the dynamic Crouse women who make it happen each and every day. Your resilience and dedication to the Crouse Health mission is appreciated. On behalf of the Diversity and Inclusion Committee, THANK YOU for all you do!

"I would like to be remembered as someone who used whatever talent she had to do her work to the very best of her ability."

— RUTH BADER GINSBURG  
1933-2020

## Amanda Gorman's 2021 Inauguration Speech

***"For there is always light,  
if only we're brave enough to see it,  
if only we're brave enough to be it."***

These are the powerful words of Amanda Gorman, the nation's first-ever youth poet laureate, inauguration speech entitled "The Hill We Climb." To hear her powerful speech, [click here](#).



Gorman was also featured at this year's NFL Super Bowl. To learn more about her, [click here](#).

Crouse  
celebrates

# BLACK HISTORY MONTH 2021

Celebrate the roles, creativity, innovation and achievements of African-Americans!

Did you know that since 1976, every U.S. president has officially designated the month of February as Black History Month? The 2021 theme is “The Black Family: Representation, Identity, and Diversity” (a downloadable fact sheet can be [found here](#)).

Black History Month was established in 1976 and is an annual celebration and recognition of the endless sacrifices and contributions of African Americans. The month of

February is the perfect time to introduce your children to the important people and events that have helped shape America. Below you will find a list of adult and children’s books and podcasts to read and listen to throughout the month.

Special thanks to Chef Jason Martin and Deborah Hanson (Nutritional Services Manager) for celebrating with a special menu, and our gift shop for highlighting merchandise.

## BOOKS and PODCASTS about BLACK HISTORY/CULTURE

### Books for Adults

- *When They Call You a Terrorist: A Black Lives Matter Memoir* | Patrisse Khan-Cullors
- *The Fire Next Time* | James Baldwin
- *Homegoing* | Yaa Gyasi
- *A Promised Land* | Barack Obama
- *The Vanishing Half* | Brit Bennett
- *The Underground Railroad* | Colson Whitehead
- *The Hate U Give* | Angie Thomas
- *The Color Purple* | Alice Walker
- *Their Eyes Were Watching God* | Zora Neale Hurston
- *The Warmth of Other Suns: The Epic Story of America’s Great Migration* | Isabel Wilkerson
- *The Autobiography of Malcolm X: As Told to Alex Haley* | Malcolm X
- *The New Jim Crow (Mass Incarceration in the Age of Colorblindness)* | Michelle Alexander
- *Beloved* | Toni Morrison
- *I Know Why the Caged Bird Sings* | Maya Angelou

- *Just As I Am* | Cicely Tyson
- *This Is Your Time* | Ruby Bridges

### Books for Kids

- *ABCs of Black History* | Rio Cortez  
“A colorful and vibrant celebration of Black history, it’ll teach your kiddo about important figures alongside the ABC’s.”
- *Little Leaders Bold Women in Black History* | Vashti Harrison  
“Introduce your kids to some of the most inspirational women in Black history with this book, complete with charming illustrations.”
- *The Story of Ruby Bridges Special Anniversary* | Robert Coles  
“This title takes readers through the historical journey of Ruby Bridges’ difficult first day of school and its after-effects.”
- *Henry’s Freedom Box A True Story From the Underground Railroad* | Ellen Levine  
“In this true story, your child will be on the edge of their seat as they follow Henry Brown’s journey from enslavement to freedom.”
- *Hidden Figures The Story of Four Black Women and the Space Race* | Margot Lee Shetterly  
“Your STEM enthusiast will appreciate this beautifully illustrated book on four Black women who aided America’s Space Race efforts.”

- *If You Were a Kid During the Civil Rights Movement* | Gwendolyn Hooks  
“Suitable for big kids between 7 and 9 years old, it’ll teach your kiddo how peaceful protests have positively changed the nation.”
- *If a Bus Could Talk The Story of Rosa Parks* | Faith Ringgold  
“This title tells the story of Rosa Parks, a leader in the Civil Rights Movement, from the unique perspective of a bus.”
- *Young, Gifted, and Black* | Jamia Wilson  
“As captivating as it is informative, it profiles Black leaders, pioneers, and intellectuals from both past and present.”

### Podcasts

- Listen to the best Black Culture radio shows, free and on demand, only on iHeartRadio – [iheart.com/podcast/category/black-history-month-101/](https://iheart.com/podcast/category/black-history-month-101/)
- 4 Podcasts To Download For Black History Month (And Beyond) – [forbes.com/sites/janicegassam/2020/01/30/4-podcasts-to-download-for-black-history-month-and-beyond/?sh=1240187c5f6d](https://forbes.com/sites/janicegassam/2020/01/30/4-podcasts-to-download-for-black-history-month-and-beyond/?sh=1240187c5f6d)
- A Code Switch Playlist For Black History Month – [npr.org/sections/codeswitch/2020/02/01/401948607/a-code-switch-playlist-for-black-history-month](https://npr.org/sections/codeswitch/2020/02/01/401948607/a-code-switch-playlist-for-black-history-month)

# Veronica's Pound Cake



## INGREDIENTS

- ✓ 3 cups of sugar
- ✓ 3 cups of flour\*
- ✓ 6 eggs (room temperature)
- ✓ ½ pint heavy cream
- ✓ 1 teaspoon vanilla or lemon flavor
- ✓ ½ lb butter (2 sticks) *can be margarine*

## Now let's get going...

1. Before you get started, take whatever pan you are going to bake in – cake or Bundt – and coat the inside with butter. Then, take some flour and dust the inside all over. This is to keep the cake from sticking and help it come out easily as you place it on your cake plate when done.
2. Cream butter, then add sugar.
3. Add eggs, *one at a time*.
4. Alternate flour with heavy cream.
5. Add vanilla or lemon flavor and mix that all up.
6. Bake at 325 degrees for 1 hour and 15 minutes. (Do not preheat oven.)
7. Test for doneness with a toothpick in the center. If it comes out clean – BON APPETIT! ... *Where's the ice cream?*

\* You can use cake flour or regular flour. If using regular, sift it first.

## Visit our Gift Shop!

Looking for the perfect gift to comfort a friend or loved one during their hospital stay? Be sure to check out these gifts featured for Black History Month.



## LAUNDRY DETERGENT

# Giveaway



Victory Temple Fellowship Church Ministry Outside The Walls

*Helping, Sharing & Caring*

## LAUNDRY DETERGENT GIVEAWAY

**Saturday, March 20 | 10 a.m. – 2 p.m.**

817 East Willow Street, Syracuse (rear entrance, parking lot)

### REQUESTED ITEMS

**Laundry detergent | Fabric softener | Bleach**

Donations may be dropped off:

- In the main lobby of the hospital
- Across from the cafeteria
- Across from 1st floor Irving elevators

You may also Cash App your donation to: \$VT0817

Call **315-474-4213** for more information  
or contact Veronica Clanton at [veronicaclanton@crouse.org](mailto:veronicaclanton@crouse.org)

## D&I Committee

### Members

**John Bergemann**, Director of Human Resources

**Mark Caccavale**, Nurse Manager, 7 Memorial

**Erin Christopher, RN**, Lactation Services

**Veronica Clanton**, Authorization & Verification Coordinator, Patient Access

**Allison Duggan, MD**, Clinical Quality Medical Director, Quality Improvement

**Twiggy Eure**, Director of Diversity & Inclusion; Chair, Diversity & Inclusion Committee

**Corey Giannone**, CD Therapist I, CDTS  
Outpatient Drug Abuse

**Rebecca Howden**, Manager, Environmental Services

**Kevin Johnson, MD**, Crouse Chemical Dependency (Psychiatrist)

**Queen Lane**, CD Therapist I, CDTS  
Outpatient Drug Abuse

**Laurie Leonard**, Registered Nurse, CDTS  
Outpatient Drug Abuse

**Rev. Katherine Lufkin Day**, Managing Chaplain, Rosamond Gifford Spiritual Care Center

**Amanda Marsh**, Registered Nurse, Neonatal Intensive Care Unit

**Manuel McCoy**, IT, Clinical Support Specialist, Information Technology

**Kathleen Miller-Murphy**, Director, Women's Health Integration, Community Engagement

**Tawyna Montgomery**, Patient Access Representative, Patient Access

**Dennis Sanabria**, Manager, Patient Access

**Frankie Sanabria**, Patient Care Transporter, Patient Transport

**Karen Sigona**, Quality Improvement Analyst, Quality Improvement

**Tonya Swift-Freeman**, Cardiac Registrar, Cardiac Services Administration

**Thomas Tarbox**, Educational Coordinator, Educational Services

**Terry Zahler**, Educational Coordinator, Educational Services

## Interested in Joining the D&I Committee?

Crouse Health values diversity among its employees, patients, families and the communities we serve. Crouse believes a diverse workforce helps our organization provide quality patient care. It also helps us interact with the communities we serve. Comprised of Crouse-loyal staff from a number of areas, the purpose of the Diversity and Inclusion Committee, founded in 2014, is to help Crouse become a more diverse employer in all areas. The committee meets monthly to discuss, communicate and create collaborations in ongoing and upcoming initiatives and events that support the goal of enhancing the environment for diversity, inclusion and equity across Crouse Health.



### Participation

- Participation in the committee is voluntary.
- Participant agrees to be an active member regularly attending and participating in monthly meetings/discussions.
- Meetings are currently held via Zoom on the 4th Thursday of the month at 1 p.m.
- The expectation is that you will be a participating member
- (ex., participate in a minimum of 6 monthly meetings and 6 monthly events). Of course, we'd like to see everyone at all of our events, to show your support, even if you just stick your head in.
- Participant will attend, support and encourage participation in all D&I events.
- Participant agrees to be a D&I Champion at Crouse.

If interested in joining the committee, please contact Twiggy Eure at [twiggyeure@crouse.org](mailto:twiggyeure@crouse.org).

## 2021 D&I CBLs are loaded!

Remember, these are mandatory for all employees. Visit CNN > GPS > Employees Only Learning & Performance Combined System > Learning Assignments

Diversity, or the state of being different, isn't the same as inclusion. One is a description of what is, while the other describes a style of interaction essential to effective teams and organizations.

~ BILL CRAWFORD

Crouse Health values diversity among its employees, patients, families and the communities we serve. Our mission calls for us to provide the best in patient care. Every person is entitled to human rights without discrimination. We embrace and support this basic right within the Crouse healthcare system and in our community. Treating each individual with respect and dignity is part of the Crouse mission, vision and values; our guiding principle of *Carepassion*; and our diversity, equity and inclusion initiatives.

