

From: AMGA <amga@amga.org>
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To: Christian Sacdalan
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September 2021 Edition

September is National Hispanic Heritage Month – an annual observance that celebrates the histories, cultures, and contributions of Americans whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.



Initially recognized as Hispanic Heritage Week in 1968, it was later expanded to cover a 30-day period from September 15 through October 15 to commemorate how those communities have influenced and contributed to American society.

It is important for us, as a healthcare organization, to recognize the [many contributions of Latinos](#) to medicine and research, as well as acknowledge the ongoing impact of health disparities on the community. Latinos are disproportionately affected by COVID-19, with almost [three times as many cases](#) as Whites and a hospitalization rate 4.6 times higher. Although they are the second fastest-growing racial and ethnic group in the U.S., Latinos disproportionately suffer from poorer health and health outcomes.

Identifying resources and best practices to help our members to address health disparities and the many social determinants of health that affect the Latino population in their communities is imperative.

Spotlight on Ageism in the Workplace

Ageism refers to the stereotypes (how we think), prejudice (how we feel), and discrimination (how we act) toward others or oneself based on age. Many Americans experience some form of ageism every day. This is also true in the workplace. While most people believe that this only affects middle-aged or older adults, it also affects the lives of younger adults. An article in the [Harvard Business Review](#) stated that young adults are more likely to report their experiences with ageism at work than their middle-aged and older counterparts. Older [adults also experience discrimination](#), particularly related to negative attitudes about their general awareness, health status, educational background, or overall skill set.

Many healthcare organizations are taking a closer look at ageism in the workplace. According to [DiversityNursing Blog](#), ageism is usually not included in an organization's Diversity, Equity, and Inclusion strategy. The article also finds that patients tend to feel more comfortable with a caregiver who understands and relates to them and their issues. Nurses who can understand what an ageing patient is going through can provide better care.



DE&I Committee September Picks:

- [Website](#): Hispanic Heritage Month
- [Link](#): Celebrating 10 Hispanic pioneers in medicine
- [Article](#): Latinos often lack access to healthcare...
- [Link](#): Ageism in the Workplace in 2021
- [Blog](#): Ageism in Healthcare



Did You Know?

Many of Americans use Hispanic and Latino interchangeably although they have two different meanings. Hispanic refers to people who speak Spanish or are descended from Spanish-speaking populations, while Latino refers to people who are from or descended from people from Latin America.

In the U.S., these terms are often thought of as racial categories and used to describe race, in the way that we also use White, Black, and Asian. However, the populations they describe are actually composed of various racial groups, so using them as racial categories is inaccurate.

- [Article](#): Am I Old Enough to Be Taken Seriously?
- [PDF](#): Understanding Ageism and COVID-19

They work more accurately as descriptors of ethnicity, but even that is a stretch given the diversity of peoples they represent. [Learn more.](#)

Do you have a resource you want to see in the next edition of the DE&I Digest? Next month, we will be recognizing **Downs Syndrome Awareness** and **Disabilities in the Workplace!** Send resources to DEICommittee@amga.org for review by the DE&I Committee. Please ensure resources submitted are from reputable sources.

Something to Celebrate!

- [House of Representatives passes bill to protect older Americans in the workplace](#)

Questions? Comments? Suggestions? We'd love to hear from you! Email the DE&I Committee at DEICommittee@amga.org. To see previous editions of the *DE&I Digest*, click [here](#).

AMGA
 One Prince Street
 Alexandria, VA 22314
 Phone: 703.838.0033 | Fax: 703.548.1890
[Visit our website](#)

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