

From: AMGA <amga@amga.org>
Sent: Wednesday, August 23, 2023 10:03 AM
To: Christian Sacdalan
Subject: DE&I Digest - November 2022 Edition

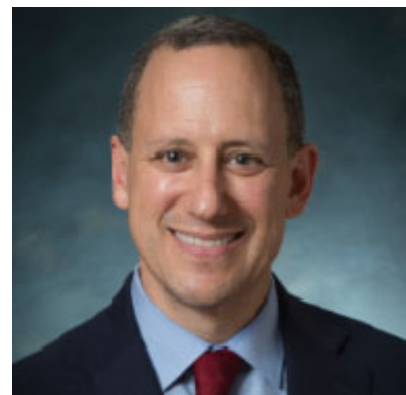


December 2022 Edition - Year in Review

Reflections from Dr. Jerry Penso

“No matter who we are or what we look like or what we may believe, it is both possible and, more importantly, it becomes powerful to come together in common purpose and common effort.”

– Oprah Winfrey



AMGA is progressing on its journey to address diversity, equity, and inclusion (DE&I), and I am personally committed to continue to learn more about these important topics. I eagerly read AMGA’s *DE&I Digest* each month, take time to read more about other cultures and perspectives, review the business literature to learn what other organizations are doing to promote DE&I, and routinely compare AMGA to other associations through my CEO networks. I am particularly proud of AMGA’s ongoing DE&I training sessions; the great work of the DE&I committee; the incorporation of health equity into AMGA Foundation and Research and Analytics programs, our educational meetings, and our publications; the inclusion of health equity into AMGA’s strategic plan; and the increased diversity of AMGA’s Boards. While we have taken some important steps, we must and will continue our momentum. Why? It is simply because if we do not create a workplace that incorporates

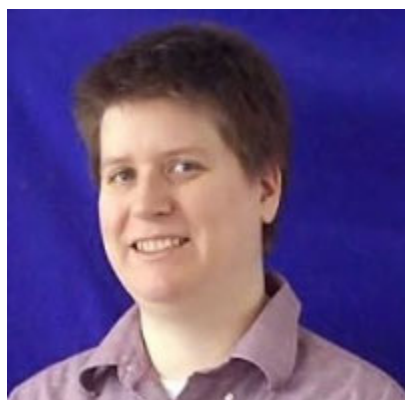
diversity, equity, and inclusion, AMGA cannot fully achieve its lofty vision to lead the transformation that results in healthier people. We need the engagement, creativity, and passion of the entire AMGA team to help solve the complex problems facing American healthcare, including racial and ethnic disparities. I hope to create an AMGA where each employee feels valued as an individual and connected to our core purpose. I want to thank each AMGA employee who contributes to making this a great place to work for all.

Saying Goodbye to Committee Members

Thank you for your service and dedication to AMGA's Diversity, Equity, and Inclusion Committee 2020 – 2022!



John W. Kennedy, M.D.
President, AMGA
Foundation / CMO, AMGA



Caitlin Shaw,
Director, Database
Programming, Research
and Analytics



Darryl M. Drevna, M.A.
Senior Director, Regulatory
and Public Policy

Staff Engagement: Testimonials

Nice opportunity to delve a little deeper into some of the DE&I content and issues.

I think that the DE&I discussion dens are informative and a great way to engage with colleagues about DE&I topics.

I've enjoyed hearing different perspectives from fellow AMGA employees.

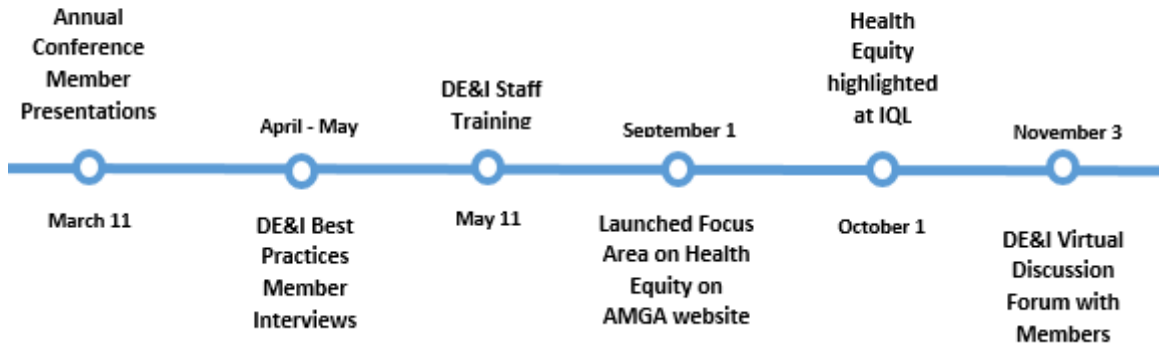
*I look forward to reading the newsletter every time I see it in my inbox. I love the personal interviews and feel like I always learn new and interesting things about the people we work with.
Kudos!*

The wealth of information provided in one space each month is amazing. Having a main topic for each month is a reminder why it is special and what should be celebrated.

I like the interesting tidbits of information. I also like the broad range of topics that end up being covered, which I otherwise might not have been exposed to on my own.

Impact

A view of some of AMGA's DE&I key milestones in 2022!



For a closer look at all of the activities across AMGA, view the [DE&I Activity Tracker](#).

Resources of the Month

- [Feast of the Immaculate Conception \(Christian\)](#) Dec. 8, 2022
- [Hanukkah/Chanukah \(Jewish\)](#) Dec. 18-26, 2022
- [Yule/Midwinter/Alban Arthan/Winter Solstice \(Pagan, Wiccan, Druid\)](#) Dec. 21, 2022-Jan. 1, 2023
- [Christmas \(Christian\)](#) Dec. 24-25, 2022
- [Kwanzaa \(African American and Pan-African\)](#) Dec. 26, 2021-Jan. 1, 2022
- [Gantan-sai \(Shinto\)](#) Jan. 1, 2023
- [Epiphany/Twelfth Night/Three Kings Day \(Christian\)](#) Jan. 6, 2023
- [Christmas \(Eastern Orthodox Christian\)](#) Jan. 7, 2023
- [Chinese New Year \(Confucian, Taoist, Buddhist\)](#) Jan. 22, 2023

Raise Your Cultural IQ!

Did You Know?

Kwanzaa

In a previous *DE&I Digest*, we discussed the history of Gay Pride celebrations, which developed as a result of the Stonewall Riots. Similarly, Kwazaa came about as a response to the Watts Riot in Los Angeles. The Watts Riot, also known as the Watts Rebellion, broke out on August 11, 1965, in the Watts neighborhood of Los Angeles. The riot lasted six days and resulted in deaths, injuries, and the destruction of buildings.

In response, Dr. Maulana Karenga created the cultural event Kwanzaa in 1966 as a way to empower people, overcome challenges, and bring the African American

- [Imbolc/Candlemas \(Pagan, Wiccan, Druid\)](#) Feb. 1-2, 2023

community together. Kwanzaa is not only a cultural celebration, but its foundation also has components of traditions from African cultures, including the Zulu nation and the Ashanti. The word *Kwanzaa* is from the Swahili phrase *matunda ya kwanza*, which means “first fruits” or “harvest.” Kwanzaa is celebrated over a seven-day period and is observed through singing, dancing, poetry, storytelling, drumming, and a feast called *karamu*. Lastly, the celebration of Kwanzaa has seven core principles, or *Nguzo Saba*. These principles are unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.

Questions? Comments? Suggestions? We'd love to hear from you! Email the DE&I Committee at DEICommittee@amga.org

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