

Cordt Kassner

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<subscriptions@hospicepalliativecaretoday.com>
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Headlines

Welcome to our Martin Luther King Day 2024, Special Edition: Hospice & Palliative Care Today

We invite you to use this Martin Luther Day 2024 to learn and reflect on today's Diversity, Equity, and Inclusion (DEI) needs throughout the hospice and palliative care services your organization provides. Today's Special Edition equips you with a variety of DEI resources that interface with our hospice and palliative care: ongoing definitive resources, time-sensitive articles, data driven research, inspirational stories, and more taken from the past few months. What speaks to you? Freely share this MLK Day Special Edition with your colleagues. Our regular newsletter will resume tomorrow. Your colleagues can receive our daily newsletters for free by [clicking here](#).

Editor in Chief, Joy Berger, DMA, FT, BCC, MT-BC, jberger@hospicepalliativecareday.com

Publisher, Cordt Kassner, PhD, ckassner@hospicepalliativecareday.com

CMS.gov: Diversity, Equity and Inclusion

CMS.gov, by Chiquita Brook-LaSure; ongoing key reference

At CMS, we believe that at the core of our organization are the employees that carry out the Agency’s vision: Advancing health equity, expanding coverage, and improving health outcomes.

- How we define Diversity, Equity and Inclusion
- Employee Resource Groups
- Federal Policy and Resources

Editor's Note: This definitive resource equips your organization with CMS's definitions; resources; Diversity, Equity, and Inclusion Strategic Plan; and more.

How history has shaped racial and ethnic health disparities: A timeline of policies and events

KFF, with thanks to Daniel Dawes, Gilbert Gee, Michelle Tong; ongoing reference for health policy research, polling and journalism

This timeline offers a historical view of significant U.S. federal policies and events spanning the early 1800s to today that have influenced present-day health disparities. It covers policies that directly impacted health coverage and access to care, relevant events in medicine, social and economic policies and developments that influence health, and efforts to tackle inequalities. ... While not exhaustive, the timeline aims to provide context for addressing disparities, acknowledging the complex history that shapes racial and ethnic health and health care disparities that persist today.



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In 2024, data will drive IFDHE's discussions on health equity

American Hospital Association (AHA) Institute for Diversity and Health Equity (IFDHE), by Joy Lewis; 1/12/24

For the Institute for Diversity and Health Equity, 2024 can be summed up in a single phrase: “letting the data speak and guide us.” Data is critical to eliminating

health disparities and advancing equity, diversity and inclusion and serves as the starting point. Data shines a light on the experiences of different patient populations who are accessing care. With data, we are able to see different outcomes for these groups, broken down by race, ethnicity, gender, insurance status or socioeconomic status. Data provides context about our patients' experiences and health outcomes so we might see where the gaps are that need to be closed. Our mission, then, is to make data actionable. This year, we will embark on several initiatives to provide us with the data — both qualitative and quantitative — that will help us take our necessary next steps.

Hospice Provider News

Black ownership provides a different perspective on hospice care

Michigan Chronicle, by Ebony JJ Curry; 10/10/23

... In essence, Black-owned hospices stand as beacons of trust, understanding, and respect within the African-American community. They have the power to transform end-of-life care for African Americans, ensuring it is a time of peace, dignity, and compassion, surrounded by providers who understand and honor their cultural context, values, and wishes.

Hospice of the Western Reserve targeting \$75,000 grant to address racial disparities

Cleveland.com Community News, by John Benson; 12/14/23

Hospice of the Western Reserve applied for and recently received a Three Arches Foundation grant, with the intent to address healthcare inequity. Providing end-of-life care, caregiver support and bereavement services throughout Northern Ohio, the nonprofit was recently awarded \$75,000 to expand outreach and address racial disparity in utilization of in-home, pre-hospice palliative care for patients with advanced serious and progressive illness.

Notable mentions: Heidi L. Barham, Hospice of the Western Reserve Manager of Diversity, Equity and Inclusion



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U.S. Department of Health and Human Services: Diversity, Equity, Inclusion, and Accessibility Program

U.S. Department of Health and Human Services website; ongoing key reference
The Office of Equal Employment Opportunity, Diversity & Inclusion (EEODI) is within the Assistant Secretary for Administration's (ASA) office and its mission is to promote, encourage, develop, and maintain a culture of equality, fairness, and objectivity throughout HHS.

Corporations award \$20k in grants to make hospice care accessible in Texarkana area

Texarkana Gazette; 1/1/24

A local nonprofit has received \$20,000 in grants to make end-of-life care accessible. Tyson Foods, Weyerhaeuser and Union Pacific recently awarded the funding to Hospice of Texarkana's Diversity & Inclusive Care Project. The project is a comprehensive educational and awareness program to address demographic disparities in hospice and palliative care in Northeast Texas and Southwest Arkansas. It includes staffing, training, and community outreach, ...
Notable mentions: Cindy Marsh, Hospice of Texarkana Executive Director

Washington, D.C., needs to address hospice care utilization disparities

The Washington Informer, by Donna Gayles and Audrey Easaw; 1/13/23

Our nation's capital ranks high in many things, from access to outdoor activities and number of museums to its ethnic and cultural diversity and vibrant LGBTQ+ population. But the city lags far behind in one key area: hospice care utilization. While on average, just under half of Medicare decedents are in hospice care at their time of death, in the District of Columbia, only 25% are – ranking lower than 49 of the 50 states.



HOSPICE ANALYTICS

TURNING DATA INTO INFORMATION – TO IMPROVE PATIENT CARE

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Palliative Care Provider News

Ethnicity and palliative care: we need better data - five key considerations

BMJ Supportive & Palliative Care, by Gemma Clarke, Jamilla Akhtar Hussain, Matthew John Allsop, and Michael I Bennett; 12/23

Complete and valid ethnicity data are essential for monitoring racial and ethnic disparities but consideration needs to be given to collecting data well and using it responsibly. ... Holism is at the core of palliative care, in the approach to a person and their 'total pain'. Extending this framework to ethnicity data engenders a responsibility across both the collection and usage of data. We outline five key considerations informed by this framework relating to ethnicity data.

Clinical News

Black caregivers' symptom management, cultural, and religious experiences with home hospice care

Journal of Pain and Symptom Management, by Taeyoung Park, Danetta H Sloan, Dulce M Cruz-Oliver, Manney Cary Reid, Sara Czaja, Ronald D Adelman, Ritchell Dignam, Veerawat Phongtankuel; 8/23

Objectives: This study seeks to address this knowledge gap by applying qualitative methods to understand Black/African American caregivers' experiences around symptom management, cultural, and religious challenges during home hospice care.

Handbook of Social Justice in Loss and Grief, in Routledge's Series in Death, Dying and Bereavement

Routledge, Series in Death, Dying and Bereavement, edited by Darcy L. Harris and Tashel C. Bordere; pub. 2016, available

The *Handbook of Social Justice in Loss and Grief* is a scholarly work of social criticism, richly grounded in personal experience, evocative case studies, and current multicultural and sociocultural theories and research ... at the very junctures when people are most vulnerable—at points of serious illness, confrontation with end-of-life decision making, and in the throes of grief and bereavement . Harris and Bordere give the reader an active and engaged take on the field, enticing readers to interrogate their own assumptions and practices while increasing, chapter after chapter, their cultural literacy regarding important groups and contexts.

Editor's Note: Are you eager to take a deep dive into Diversity, Equity, and Inclusion (DEI) in our worlds of loss and grief? Immerse yourself in this definitive, thanatological (the study of dying, death, and bereavement) research and its applications for you.

We were here: Black infant loss in D.C. - A three part series on black infant mortality in the District. Who's at risk and why?

Washington CityPaper, by Candace Y. Montague; 12/23

Between 2014 and 2020, more than 330 Black infants died in D.C. before their first birthdays. Recent perinatal reports show this problem isn't going away anytime soon. Washington City Paper is taking a closer look at why this crisis hits the Black community in D.C. so hard, how it affects families and clinicians, and who is working to prevent infant loss. This series is being produced as a project for the USC Annenberg [Center for Health Journalism's](#) 2023 National Fellowship.

MLK day of service - Annual cards of caring workshop for Sanctuary Hospice volunteers

VolunteerMatch.org; 1/10/24

Everyone loves to receive cards of encouragement-especially when they are handmade! Do you enjoy using your creative talents and artistic abilities to make someone smile? Join Sanctuary Hospice for a Day of Service on #MLK Day MONDAY January 15, 2024, at our 5th Annual Cardworkshop virtually to help reduce the social isolation of our hospice patients.

Editor's Note: While this post invites volunteers of Sanctuary Hospice in Independence, OH, it provides a creative service to imagine for your hospice volunteers.

Post-Acute Care News

Cultivating cultural competence with interdisciplinary teams in serious care

Innovation in Aging (Oxford University Press), by Karen Bullock and Kim Stansbury; 12/23

Objective: The goal of this research was to design and assess outcomes of an innovative curriculum using simulation and role-play to train practitioners how to deliver patient-centered, goal concordant care with patients and families of racial groups that have been historically excluded from equitable healthcare in the U.S.

General News

Bayard Rustin: Why MLK's right-hand man was nearly written out of history

History.com, by Thaddeus Morgan; 1/2/24

Bayard Rustin was an indispensable force behind the civil rights movement, and openly gay. ... To the hundreds of thousands who were bused to Washington for the [August 28, 1963] March [on Washington for Jobs and Freedom], Rustin was synonymous with the movement. After all, he was the march's chief organizer.

Editor's Note: Learn more by viewing Rustin, the biographical drama film released via Netflix on November 3, 2023.

Martin Luther King Day 2024 January 15

AwarenessDays.com; for 1/15/24

Editor's Note: This resource gives succinct description of Martin Luther King Day 2024: What. When. How to celebrate. History. More.

Sutter Health announces its first-ever Chief Diversity and Inclusion Officer; Dana Beckton to drive diversity, equity and inclusion strategy and initiatives

GlobeNewsire; 11/29/23

... Beckton will lead the diversity, equity and inclusion (DEI) strategy for the California-based integrated health system, while serving as a key member of Sutter's Executive Leadership Team. She will work directly with Sutter Health President and CEO Warner Thomas and interim Chief Human Resources Officer Gail Lerch to drive DEI programming and initiatives.

Association Forum announces 2024 Woman of Influence

Forum; 12/11/23

Association Forum is pleased to announce Wendy-Jo Toyama, MBA, CAE, FASAE, CEO of the American Academy of Hospice and Palliative Medicine (a client of the Association Management Center), as the 2024 recipient of the Woman of Influence Award. This honor is awarded to trailblazers in the industry who have a proven track record of innovation, impact and paying it forward through coaching, mentoring and service to others. Being named the 2024 Woman of Influence reflects Toyama's ... dedication to the advancement of diversity, equity and inclusion (DEI).

Non-print News

Civil rights activist Elmore Nickelberry dies at 92

WREG Channel 3 TV, Memphis, by Megan Fayard and Ashley Paul; 12/30/23

MEMPHIS, Tenn. — Elmore Nickelberry, a civil rights icon who marched with Dr. Martin Luther King Jr. in the fight for higher pay and better working conditions for sanitation workers, has died at the age of 92, according to his family. ... [He] went into the hospital around Thanksgiving ... Soon after, he was placed in hospice.

Radio Interview: A conversation with a black Catholic artist (and hospice leader)

Catholic Review Radio; 11/12/23

Wayman Scott IV ... is an up-and-coming Black Catholic artist based at Baltimore Clayworks whose works are gaining national and international attention. A former youth minister at St. John in Columbia who also served as a chaplain and grief counselor at Gilcrest Hospice, Scott infuses both his Catholic faith and his African-American heritage into his work. He currently serves as associate director of diversity, equity and inclusion at Gilchrist and GBMC Health Partners.

Today's Encouragement

Today's Encouragement: We must walk on in the days ahead with an audacious faith in the future. Dr, Martin Luther King, Jr.

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