

DIBE:

Diversity, Inclusion, Belonging & Equality

QUARTER 3, 2025

INSIDE

Diversity and Cultural Calendar

Desiree Greene, COO/CDO, provides dates and insights on milestones that happened over this past quarter.

A Word From Our CEO

Mitch Berger weighs in on the happenings over the past quarter.

Celebrations and News

News on the latest hires, birthdays, and general office information.

Employee Spotlight

Briana Johnson provides background on an employee.

INSIDE



Click [here](#) for our **Company Directory!**

Check out our new Teams Channels:

[Collaborations Milestones and Celebrations | Microsoft Teams](#) (everyone can post and reply on channel)

We want to hear from you!

Do you have any ideas or suggestions?

Please email newideas@howardsloan.com

Diversity, Inclusion, Equality & Belonging

“Fundamentally rooted in the internal and external processes of Howard-Sloan.”



Quarterly Quote:

“It is time for parents to teach young people early on that in diversity, there is beauty, and there is strength.”

~ Maya Angelou

“Boston was a blast! It’s always exciting to see people that you don’t see in person often. I truly believe that these events serve to cultivate the type of culture we can be proud of. In socializing with people that I don’t get to see every day, I found that I love darts, who knew? I’m looking forward to us getting together again in December.” [Desiree Greene](#)

Term of the Quarter: **Age Diversity**

Age Diversity: Includes people of different ages and generations in the workforce.

Here are a few significant moments in history and dates of recognition for this quarter. Can you name other moments for reflection?

JULY 2025

July is Disability Pride Month, celebrating the achievements and contributions of people with disabilities. This month also includes significant cultural and national observances that promote equality and inclusion.

National Minority Mental Health Awareness Month

Raise awareness for the mental health struggles faced by minority communities. Make July a month for solidarity and education for those who feel unheard. People are encouraged to share pictures, poems, and videos on social media using #DepthOfMyIdentity.

Disability Pride Month

Celebrate the achievements of people with disabilities, fostering understanding and inclusivity.

July 4 – US: Independence Day

Celebrates the independence of the United States.

July 9 – Baha'i: Martyrdom of the Bab*

Commemorates the execution of the Baha'i co-founder.

July 14 – LGBTQ+: International Non-Binary People's Day

Raises awareness of non-binary gender identities.

July 18 – UN: Nelson Mandela International Day

Honors the legacy of Nelson Mandela and promotes global peace.

July 24 – Church of Jesus Christ of Latter-day Saints: Pioneer Day

Commemorates the arrival of the first Mormon pioneers in Utah.

AUGUST 2025

August is Intersectionality Awareness Month, highlighting the interconnected nature of social categorizations such as race, class, and gender. This month features events that promote understanding and advocacy for diverse and intersecting identities.

Intersectionality Awareness Month

Intersectionality is when someone identifies with two or more marginalized groups whether gender or race. By understanding everyone's personal experience with identity, we become a more diverse and inclusive world.

National Immunization Awareness Month

This annual monthly observance highlights how important it is to be vaccinated at all ages.

August 9 – UN: International Day of the World’s Indigenous People

Celebrates the cultures and contributions of Indigenous peoples worldwide.

August 19 – UN: World Humanitarian Day

Honors humanitarian workers and advocates for those affected by crises.

August 21 – Jain: Paryushana begins

Marks the beginning of an important Jain festival focused on fasting and forgiveness.

August 26 – US: Women’s Equality Day

Commemorates the certification of the 19th Amendment granting women the right to vote.

August 27 – Hindu: Ganesh Chaturthi

Celebrates the birth of Lord Ganesha.

SEPTEMBER 2025

Latinx Heritage Month

Latinx Heritage Month started as a week-long acknowledgement in 1968 and has grown to a month-long celebration from September 15 through October 15. These dates were selected to incorporate the independence days of Chile, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, and Nicaragua. Latinx Heritage Month recognizes the legacies and contributions of individuals who trace their roots to Spain, Mexico, Central America, South America, and the Spanish-speaking nations of the Caribbean.

National Suicide Prevention Awareness Month

Take time to remember the lives lost to suicide for those living with depression. Acknowledge the struggles that individuals, families, and communities face regarding suicide.

National Recovery Month

Focus on supporting individuals on their journey to recovery from substance use disorders and mental health challenges, promoting awareness and access to treatment and recovery resources.

September 10 – World Suicide Prevention Day

Raises awareness about suicide prevention.

September 11 – US: Patriot Day

Remembers the victims of the September 11 attacks.

September 15 – World Afro Day

Celebrates Afro hair and the cultural significance behind it.

September 18 – UN: International Equal Pay Day

Promotes the fight for equal pay for equal work.

September 22 – September 24 – Rosh Hashanah

The Jewish New Year is a time of both reflection and repentance. It begins the High Holy Days, which will end with Yom Kippur.

September 23 – UN: International Day of Sign Languages

Celebrates sign languages and their importance for deaf communities.

A Word From Our CEO



Hi All,

It was truly energizing to be with so many of you at our 2025 Summer Retreat in Boston.

A big thank you to Briana! Every detail was thoughtfully executed, and the entire retreat ran seamlessly. You made it all look effortless.

Since returning, I've heard from many of you that this was your favorite retreat yet. That feedback means a lot. Many of you highlighted the Working Genius session, the fun and accessible events, and above all our people.

I believe our people are the key to our success.

What stood out to me most in Boston was this: while our Working Geniuses may differ, what binds us is our shared commitment to our Core Values of **Respect, Integrity, and Accountability**.

- **Respect** is how we treat one another.
- **Integrity** means we do what's right, even when it's not easy.
- **Accountability** is being productive, consistent, and reliable.

Recently I read *The Courage to Be Disliked*. The title may sound funny, but the message was clear and freeing. While I place high value on tenure and performance, both must go hand in hand with our Core Values.

The book confirmed for me that parting with people isn't easy, won't win popularity points and may seem counterproductive to a company that is growing. But leadership isn't a popularity contest and upholding our values is how we grow stronger.

Let's continue to focus on making money, enjoying what we do and learning!

Warmly,
Mitch

Celebrations & News



Shannon Dutton – IPL Healthcare
Kayle Lowdermilk – IPL Healthcare
Kendall Guaglianone – IPL Healthcare
Diane Roka – Abelson Legal Search
Joshua Turner – IPL Healthcare
Sara Boucher – IPL Healthcare
Molly Munoz – IPL Healthcare
Jager Straub – IPL Healthcare



Renee Savage 23 years; Stephanie Martin 9 years; Cathy Abelson 5 years; Joyce Feinstein 5 years; Alissa Powell 3 years; Dawn Gillespie 3 years; Lisa Lund Ranch 2 years; JR Marengo 2 years; Michael Valcheff 2 years; Allison Alter 1 year; Morgan Feldman 1 year; Claudia Frankenberg 1 year; Erynn Miller 1 year; Irene Ross 1 year; Courtney Cersley 1 year

HAPPY BIRTHDAY TO ALL!



POWER HOUR

7/17; 8/21; 9/18

Town Hall Meeting



7/7; 7/21; 8/4;
8/18; 9/1; 9/15;
9/29

4/14; 5/12; 6/9

Employee Spotlight

by Briana Johnson

Hello! I'm
JENNIE

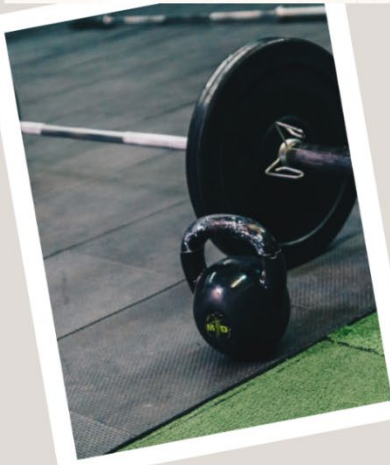
Birthday: September 9

Zodiac Sign: Virgo

City: Atlanta

In my free time, I enjoy staying active, whether it's working out at the gym, walking my dogs Olaf and Bruno, or spending time with my kids. I love the structure and energy it brings to both my personal and professional life.

One of my favorite parts of my role is managing travel, from planning to solving last-minute issues and making sure everything runs smoothly. I also enjoy collaborating, learning new ways to be efficient, and being someone the team can rely on. The supportive culture here has made it easy to take ownership and feel like I'm truly contributing.



THINGS I LOVE

- My family of 8
- My Dogs - Olaf & Bruno
- Mini Unplanned Trips
- Working Out

What I've loved most so far is the team environment and how every day brings something new. I'm excited to keep growing, especially when it comes to improving travel processes.

My advice? Stay flexible and keep a calm, proactive mindset – things change fast in this industry.

Outside of work, I'm training for a wellness fitness competition and recently made a fun memory with my kids at Great Wolf Lodge. I'm also looking forward to marrying my best friend Nick in 2026 and blending our families into one- 8 total!

We hope you enjoyed this issue of DIBE and welcome your feedback.