

DIBE:

Diversity, Inclusion, Belonging & Equality

QUARTER 3 & 4 2026

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 Davis 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 this 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:

"Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed."

~ Mary Parker Follett

Term of the Quarter: **Sexual Orientation**

Includes people who identify as non-heterosexual.

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

NOVEMBER 2026

October is Breast Cancer Awareness Month and includes key religious and cultural observances around identity, respect, and community.

October 1 – UN: International Day of Older Persons

Recognizes the contributions and rights of older adults.

October 2 – October 4 - Simchat Torah - Sundown to sundown - Simchat Torah is a Jewish holiday that celebrates the end of the annual cycle of Torah readings and marks the beginning of a new annual cycle. In Hebrew it means "rejoicing of the Torah"

October 10 – World Inclusion Day

Informal observance encouraging people to practice inclusion in everyday interactions.

October 21 – LGBTQ+: International Pronouns Day

Promotes respecting, sharing, and using correct personal pronouns.

NOVEMBER 2026

November is **Native American Heritage Month**, celebrating the cultures, traditions, and histories of Native Americans. This month also includes observances that honor veterans and promote gender equality and remembrance.

November 11 – US: Veterans Day

Honors US military veterans.

November 19 – International Men's Day

Focuses on men's health, positive male role models, and gender relations.

November 20 – LGBTQ+: Transgender Day of Remembrance

Memorializes those killed due to anti-transgender violence.

November 25 – UN: International Day for the Elimination of Violence Against Women

Calls for action to end violence against women and girls.

November 28 – US: Thanksgiving Day

Observed on the fourth Thursday in November.

DECEMBER 2026

December is Universal Human Rights Month, promoting the protection and advocacy of human rights for all. This month also includes diverse religious and cultural celebrations that encourage unity and peace.

December 3 – UN: International Day of Persons with Disabilities

Promotes the rights and well-being of people with disabilities.

December 4 – December 12 - Sundown – Hanukkah/Chanukah

Hanukkah means “dedication” and is a holiday that honors and celebrates one of the first recorded fights for religious freedom and the success of this fight. The candles on the menorah are lit for 8 days.

December 10 – UN: International Human Rights Day

Marks the adoption of the Universal Declaration of Human Rights in 1948.

December 21 – Pagan and Wiccan: Yule*

Celebrates the winter solstice and the return of longer days. In 2026 the solstice falls on December 21 in many locations.

December 25 – Christian: Christmas

Celebrates the birth of Jesus Christ in most Western Christian traditions.

December 26–January 1 – US: Kwanzaa

A week-long celebration honoring African heritage and culture, focused on seven guiding principles.

A Word From Our CEO



As many of you know, I believe AI presents the greatest opportunity of all time in our industry.

At Howard-Sloan and IPL, our business has always been about people. AI is and will be an amazing tool to help us with our speed to deliver the right candidates to our clients.

By automating repetitive tasks, AI gives us more time to focus on what matters most: building relationships, developing business, recruiting candidates, and making placements. It also allows us to source talent, identify qualified candidates, and accelerate the recruiting process from start to finish infinitely faster.

Beyond recruiting, AI can help us identify prospective clients, prepare for meetings, research industries and companies, and uncover new business opportunities.

Technology has always rewarded those who are willing to learn and adapt. AI is no different. **It will amplify great recruiters.** Those who embrace it will have the ability to work smarter, respond faster, and create even greater value for the people we serve.

As a firm, we will continue investing in AI tools, training, and education so that everyone has the opportunity to leverage this technology in their own way. I encourage each of you to remain curious, continue learning, and look for ways AI can enhance your daily workflow.

The future of recruiting will always be driven by people. AI will accelerate your greatness.

Celebrations & News



Here We Grow Again!

Reece Asbury – IPL Health Staffing
Tracy Elroy – IPL Health Staffing
Derek Backman – IPL Health Staffing
Whitney Evans – HS Admin Division
Michael Mann – IPL Health Staffing



Renee Savage 24 years; Stephanie Martin 10 years; Heather Johnson 7 years; Briana Davis 7 years; Cathy Abelson 6 years; Joyce Feinstein 6 years; Alissa Powell 4 years; Dawn Gillespie 4 years; Vika Dogba 4 years; Michael Stern 4 years; Jessica Roth 3 years; JR Marengo 3 years; Michael Valcheff 3 years; Allison Alter 2 years; Morgan Feldman 2 years; Claudia Frankenberg 2 years; Erynn Miller 2 years; Courtney Matic 2 years; Brian Acevedo 2 years; Molly Munoz 1 year; Brent Barnacle 1 year; Dairean Aguirre 1 year; Ashley Danna 1 year; Ellie Vernon 1 year

HAPPY BIRTHDAY TO ALL!



Claudia Frankenberg 7/2; Ellie Vernon 7/10; Dairean Aguirre 7/14; Jessica Roth 7/22; Jaime Trainor 8/1; Reece Asbury 8/2; JR Marengo 8/3; Eric Cwass 8/13; Heather Johnson 8/16; Tara Espinola 8/18; Erynn Miller 8/21; Michael Stern 8/31; Desi Greene 9/1; Andrea Stern 9/3; Jennie Gecsy 9/9; Mark Truglio 9/9; Joyce Talmadge 9/10; Andre Godbout 9/14; Vika Dogba 9/14; Kendall Guaglianone 9/21; Renee Savage 9/24; Megan Price 9/25; Michael Valcheff 10/14; Briana Davis 10/22; Donna Buro 10/28; Alissa Powell 11/27; Meredith Ritter 12/10; Mary Thacker 11/20; Brian Acevedo 12/15; Molly Munoz 12/16; Allison Alter 12/20; Stephanie Martin 12/31



10/15; 11/19; 12/17

2:00pm – 3pm EST

Town Hall Meeting



**10/12; 10/26; 11/9;
11/23; 12/7; 12/21**

11:30am – 12pm- EST

Employee Spotlight

by Briana Davis

EMPLOYEE SPOTLIGHT

Meet Bri

Chief of Staff · since October 2019 ·



Briana & Charlie, Charleston 🐾

💡 ADVICE FOR THE TEAM

Reach out to those around you. I love this company for its culture and its people — they're our greatest strength. Use them, lean on them, be one of them.

🏖️ BEACH OR CITY DAY?

City day. The perfect day: coffee in Central Park or Bryant Park, a lap through the 5th Ave shops, then dinner (which has no shortage of restaurants to choose from.)

🗑️ FAVORITE PART OF THE JOB?

No two days are ever the same and that's exactly how I like it. My favorite thing? **Planning our retreats:** taking a blank calendar and turning it into the days everyone talks about for the rest of the year. Top of my list: **San Diego**, where the event choices were perfect with **Boston** (duck boats! darts! seafood! a very close second.

👶 Life Lately

We just welcomed our son, **Kai** — our greatest adventure yet. Right before he arrived, my husband and I spent months on the road, living out of Airbnb's and working remote. Favorite stop: **Asheville** — peak foliage, the friendliest community, and all the charm.



Kai ❤️

📺 LATELY LOVING

Taking on the world's toughest role, new mom, is being fueled by an elite postpartum binge rotation: Summer House, Monster, Criminal Minds and Yellowstone. I like a good range.



AN UPCOMING MEMORY SHE CAN'T WAIT FOR

Turning 30 in October and celebrating by taking Kai on his very first trip to the Bahamas. Sun, swimming, and the world's cutest floppy hats for him.

We hope you enjoyed this issue of DIBE and welcome your feedback to desireeg@howardsloan.com