



What Does Diversity Mean to You?

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DID YOU KNOW?

- *Diversity* is the visible and invisible qualities and values that shape a person including race or ethnicity, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, physical and intellectual abilities/disabilities, personal appearance, etc.
- 63% of poor children live in single parent families.
- The younger you are, the more likely you are to be poor.
- Neighborhoods in the same municipality can have child poverty rates that differ significantly. Although there are areas of the county where the child poverty rate is 0%, there are other places where the vast majority of children are poor.
- In 2014, more than one-quarter (27%) of Westchester County's children lived in low-income families.
- The top 3 languages spoken in Westchester County, after English, are Spanish, Italian and Portuguese.
- 18% of college ready students are Black or Hispanic compared to 72% of white students.
- 86% of High School dropouts are Black or Hispanics compared to 11% of whites.
- Blacks are overrepresented in the foster care system by a huge margin. While they make up 14% of the population, 57% are in care. The foster care rate for Hispanics is comparable to their rate in the county (30%) but whites are underrepresented in foster care. They make up 48% of the population but are placed at a rate of 7%.
- Similar to foster care rates, black youth are arrested at a much higher rate than whites or Hispanics.
- Significant inequity exists in Westchester. Age, race, location, and gender play major roles in determining a child's well-being
- Approximately 11% of individuals 5 and older have a reported disability.
- 72.9% of Westchester County residents are US born. Of those born outside the US, the top 3 countries are Mexico, Jamaica, and the Dominican Republic.
- 46% of the Westchester population report being Catholic and almost 36% did not identify with a religious group.

WHAT CAN YOU DO?

- 1) Know your agency's diversity goals and values and how they connect to the work that you do.
- 2) Start or participate in an employee resource group that promote diversity-related issues and activities.
- 3) Become culturally competent. Take the time to learn about different cultures, races, religions and backgrounds represented by your colleagues. Ask your coworkers to share some of the customs and practices associated with their cultures. Become familiar with diversity-related terms and, if you err, apologize and ask for help.
- 4) Be a spokesperson for diversity issues that are not necessarily your own.
- 5) Welcome ideas that are different from your own, and support fellow teammates.
- 6) Understand the diversity elements you personally bring to the organization. Each of us is different and adds value to the organization because of these differences.
- 7) Diversity work is a journey, not a destination. It takes time, patience, and perseverance.

Now...What Will You Do?

Meet the Fellows

Asad Ahmed is an MPH student at New York Medical College studying Health Promotion and Behavioral Science. He has extensive public health project management and technical assistance experience and hopes to use his MPH degree to impact HIV /STD patient outcomes .



Allison Elwell is a LEND trainee at WIHD where she will receive a graduate certificate in Children with Special Healthcare Needs and attends Mercy College in Dobbs Ferry, NY where she will receive an MS degree in Communication Disorders. She received her BA in Anthropology from St. Lawrence University in Canton, NY. Allison is interested in researching healthcare disparities as a whole, and is especially interested in healthcare provision in rural areas.



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