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For questions, comments or suggestions regarding the LibertyHealth Employee Portal, please contact Mark Rabson at mrabson@libertyhcs.org or (201) 377-6054, or Eileen Szperka at ESzperka@Libertyhcs.org or (201) 325-6705.

American Conference on Diversity

The American Conference on Diversity (www.americanconferenceondiversity.org) is an independent organization who works with leaders in businesses, communities, government and social service agencies and schools, to identify and address issues directly related to their needs. Their work is directed at fostering leadership that will help to unite communities by providing education on critical human relations issues and the inter-group relations skills necessary to succeed in an increasingly diverse society.

Diversity and cultural competency are key priorities at Jersey City Medical Center. They play an important role in who we are – in terms of the communities we serve and the people who work here – and remain top of mind in our ongoing interactions with patients, doctors, and staff. Our mission is Enhancing Life and these two simple words continue guiding us to create a climate of respect and tolerance throughout our organization.

Jersey City is a true melting pot, home to people who have come to America from around the world; they speak many languages, follow their own traditions, and pray in different houses of worship. Some have fled from countries where they were persecuted. They have come here to raise their families and find a better way of life. Whether they come to the hospital to be cared for or to care for others, our mission is to acknowledge their differences and give them what we all desire – a sense of belonging.

It begins with making sure patients and their families – regardless of their country of origin, ethnicity, religion, traditions or language – feel comfortable throughout their hospital stay. Coming into a hospital as a patient, when you are not feeling well or are worried about your health or that of a loved one, can be an intimidating place at the best of times; this becomes multiplied many times when you are unable to express yourself or to understand, when certain practices run counter to your upbringing and beliefs, or even when the food is unfamiliar to you. We strive to alleviate these problems by respecting and embracing the cultural diversity of our patient population. We educate staff through regular seminars and workshops so they are knowledgeable and sensitive to patients' needs; we communicate with patients in dozens of different languages through our language bank; and, with the premise that food provides its own comfort, our food staff prepares tasty and nutritional native meals, which includes kosher, halal, Spanish, Indian, Arabic, vegetarian and "healthy eating."

Another important aspect is recognizing the different celebrations of the people who comprise our family, from Hanukah to Ramadan, Cinco de Mayo to Diwali, EID, Kwanzaa to St. Patrick's Day. We hold feasts, have the significance and practices of each holiday explained, and encourage staff and doctors to dress in native costume. In our chapel, we encourage patients and staff to pray in their own way and we provide spiritual counseling in many different faiths.

Our Human Resources Department provides staff, regardless of background, a chance to climb the clinical ladder, often a range of programs to supplement the cost of their continuing education or career needs. This has allowed many people of diversity to advance their careers, increase their salaries, and reach their full potential.

Diversity and cultural competency are dear to us. We encourage our staff to be our barometer in making sure that we continue to uphold our mission to do whatever we can to make Jersey City Medical Center a place that caters to the needs of all people, regardless of their cultural, religious or ethnic differences. We have earned many honors for our level of health care but this award will be very special to our diverse staff, administration and the communities we serve.


It is with great honor that we submit the Jersey City Medical Center and our President and CEO - Joseph F. Scott, FACHE for this prestigious award.

Submitted by:
 Mark Rabson
 JCMC Corp. Director of Public Affairs

 Maureen Corrado
 Director of Nursing Retention
 JCMC Administration

Related Links:

- [Cultural Awareness](#)
- [JCMC's Cultural Awareness Mission, Vision and Values Statement](#)
- [American Conference on Diversity](#)
- [American Conference on Diversity Fact Sheet](#)
- [Online Resources](#)
- [Cultural Awareness Self-Assessment](#)



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