

WOMEN IN HEALTHCARE SECURITY QUARTERLY NEWSLETTER



ADA Compliance for Security Professionals

Ensuring ADA compliance in security means making systems and protocols accessible to individuals with disabilities by covering physical spaces, digital tools, and emergency procedures. It's about designing inclusive security that supports mobility, sensory, and cognitive needs.

Key Areas of Focus:



1. Physical Access

- Accessible entrances, ramps, and doors
- Usable security equipment



2. Digital Interfaces

- ADA-compliant websites and applications
- Compatibility with screen readers & assistive touch



3. Effective Communication

- Clear visual and auditory alerts
- Alternate formats: captions, transcripts, large print



4. Training and Awareness

- Staff education on ADA requirements
- Emergency response readiness for assisting individuals with disabilities.

To learn more on making communication materials ADA-Compliant, view our Lunch & Learn by scanning the QR Code or visiting: www.bci-toolkit.com/wihs-events-archived



Professional Development: Setting Goals



Setting meaningful goals is the foundation of personal and professional growth—when done effectively, it can transform how we work and what we achieve.

Importance of Goal Setting: Emphasizes clarity, alignment with company objectives, time management, motivation, and accountability.

Setting goals fuels your growth: Use SMART, OKR, or EDGE methods to stay focused and adaptable. Track progress regularly with tools, check-ins, and milestone reviews.

When goals shift, reflect, focus, and realign your plan for continued success.

Ally Spotlight: Supporting Women in Healthcare Security

Having strong allies at work makes a big difference, especially in male-dominated fields like healthcare security, which are predominantly operated by men. Managers who listen, respect, and advocate for their team members help create a more inclusive and empowering environment.

To illustrate that, we interviewed Jourdan Lizarraga and Helen Jackson, Assistant Managers for Fontana and Ontario, and Jasmine Caballero and Maria Diaz Tercero, Supervisors in Bakersfield. We asked them to share how their leaders, Daniel Perez and Karim Alakkad, respectively, support them on a daily basis. Jourdan and Helen praised Daniel for listening attentively and involving them and other team members in decisions, making everyone feel valued. Karim also got recognized for treating everyone fairly, respecting women's contributions, and actively supporting their professional growth. His leadership encourages learning, confidence, and a sense of safety in the workplace.

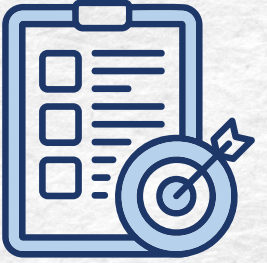
Want to learn more about how allies like Daniel and Karim are making a difference? Read the full article on the WIHS website. Supporting each other helps us all succeed!



To read the full article, scan the QR code or visit:
www.bci-toolkit.com/wihs-news

Resource Corner

Consistently following up on goals is essential for staying aligned, maintaining momentum, and ensuring success. Regular tracking helps individuals monitor progress, identify challenges early, and make necessary adjustments. Using tools like trackers or spreadsheets, progress should be reviewed against the original criteria. Weekly check-ins allow for quick updates, monthly reviews help assess milestone achievements, and quarterly evaluations provide an opportunity to reflect on overall impact and recalibrate as needed. Structured, honest reviews combined with celebrating progress foster accountability and goal achievement.



Team Building Idea: Water Cooler Chats

In a remote work environment, spontaneous hallway conversations are hard to come by—but their value hasn't diminished.

Try hosting a monthly Virtual Water Cooler Chat, where team members can drop in for 15–20 minutes to talk about anything but work. Whether it's weekend plans, favorite books, or the latest binge-worthy series, these casual conversations help build trust, spark creativity, and strengthen team bonds.

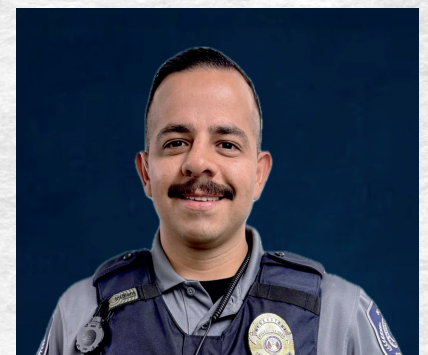
Shining STARS: Life-Saving Award

Congratulations to Healthcare Protection Officer, Juan Garcia!



HPO Juan Garcia prevented a small child from being struck by a speeding vehicle, due to the child's mother leaving him behind and recklessly driving away from our parking lot. The mother was ultimately arrested by local law enforcement for child endangerment.

HPO Juan Garcia remained by the frightened child's side and consoled him throughout the incident.



Scan QR code or visit our
STAR Program Wall of Fame at
www.bci-toolkit.com/star



Mentoring Moment: The Power of Showing Up

In a field as dynamic and demanding as healthcare security, mentorship can be the anchor that helps us navigate challenges and grow with confidence. This quarter, we spotlight the simple yet profound impact of "showing up."

Whether it's attending a colleague's presentation, offering a listening ear during a tough day, or sharing your own story of resilience, your presence can be a powerful form of mentorship. Remember, you don't need a formal title to be a mentor—just a willingness to support and uplift those around you.