



2018 Kesha Young Scholarship Program Application Instructions

Thank you for your interest in the Kesha Young Scholarship Program at Mission Health.

**Your scholarship application packet must be submitted no later than
Friday, April 27th at 5pm.**

DETAILS:

- Scholarship amount varies between \$1,500 and \$2,500

THE FOLLOWING QUALIFICATIONS MUST BE MET:

- You must qualify as a member of an underrepresented minority group as defined by state and federal guidelines, i.e. American Indian or Alaskan Native, Asian Underrepresented (Bangladeshi, Cambodian, Hmong, Indonesian, Laotian, Malaysian, Nepalese, Pakistani, Si Lankan and Vietnamese), Black or African-American, Hispanic or Latino, Native Hawaiian or Other Island Pacific Islander.
- Maintain a minimum cumulative Grade Point Average of 3.0 on a 4.0 scale
- Pursue a field of study for a career in healthcare
- Demonstrate interest in future employment at Mission Health
- This program open to students who will have completed high school or received a GED prior to June 30th, 2018.

PLEASE COMPLETE AND SUBMIT THE FOLLOWING:

- Completed application
- An official, sealed copy of your most recent high school or college/university transcript
- Two letters of recommendation (not needed if reapplying)
- Please respond to the following and submit with your application:
 - What are your long term career goals? (Begin with a topic sentence that explains why you are choosing your particular field of study or career path.)
 - Tell the scholarship committee about your story; what are the events that have inspired you towards your field of study or career path?
 - How will this scholarship help you meet your career goals?
 - Please review the attached explanation of the Kesha Young Scholarship's origins, and let us know why you would like to be a part of the program.
- An interview and/or references may be required*

Please complete all of the required information. Qualifying for and obtaining a scholarship is highly competitive. Please pay close attention to deadlines and completion of all paperwork.

You may submit a scanned copy of required materials to megan.lemmond@msj.org

Or

Mail a completed packet to:

Kesha Young Health Careers Scholarship Program
c/o Megan Lemmond
1Hospital Drive, Suite 6300
Asheville, NC 28801

**Your scholarship application packet must be submitted no later than
Friday, April 27th at 5pm.**

Kesha Young Health Care Careers Scholarship Program

Background:

Kesha Young was a young girl without a family. She was born with hydrocephalus, and lived with a curved spine and many other challenges. Despite her constant pain, Kesha's smile and positivity were remembered by everyone she met.

Kesha was enrolled in the Irene Wortham Center, and there she forged a special connection with one of the staff members, who introduced Kesha to her family. They, too, were captivated by the smile of Kesha Young. This family, the Glovers, adopted Kesha when she was about four years old. LaVerne Glover her husband, Titus, were struck by young Kesha's inner strength and the joy she brought to each new experience. For periods of weeks, sometimes months at a time, Kesha would stay at Mission for numerous surgeries. Over time, the he staff began to consider Kesha family. Throughout these difficulties, Kesha's strong spirit, courage, and especially her smile continued to make an impact on those around her.

Kesha loved music, and she loved to dance- especially to Beyoncé. One of her happiest moments was attending prom. Although her verbal communication was limited, she was a student in the PEP Program through TC Roberson and was loved by her teachers and classmates. She died in January 2004, four months before she would have completed and graduated from high school.

During Kesha's many inpatient stays, LaVerne grew concerned when she observed that almost all of the staff caring for Kesha was white. **"I longed for someone like me to comfort me during those frightening times,"** LaVerne said. She spoke to a friend of hers, Monroe Gilmour, about her concerns.

In the mid 1990's, Monroe Gilmour and LaVerne Glover, along with other community members approached then CEO, Bob Burgin about Mission Hospital's diversity and inclusion strategy, as well as specific plans to hire more minority nurses, clinicians and caregivers.

After several meetings with Bob, Mission executives, Mission's board and community members, Bob developed and presented a diversity strategy to the community members. The strategy consisted of items discussed between the two groups (hiring, cultural climate, etc.). In addition, Bob stated Mission would implement a minority careers scholarship. Monroe stated the scholarship was unexpected- it was not suggested or offered by the community. Nonetheless, roughly around 1997 or 1998 the first group of students received funding from the scholarship.

In 2004, when Kesha died, LaVerne suggested that the diversity committee name the scholarship in her honor, because Kesha embodied a strong spirit, always smiled and brought a presence that was warm, positive, and relatable. LaVerne shared that Kesha's personality and approach to life are vital to how healthcare workers perform their duties and engage with patients, families and visitors.

It is our hope that the Kesha Young Scholarship program provides resources and opportunities to future health care providers- so that they can carry on Kesha's legacy, and provide the care that LaVerne longed for to patients and families.