

### Action for Equity Diversity and Inclusion (AFEDI) Council Happenings

The next AFEDI Council Meeting is  
Tuesday, February 21, at 1:00 pm – 2:00 pm  
via Zoom.

The AFEDI Council continues to meet the third Tuesday of each month at 1:00 pm via Zoom. Last year, we worked with Leading Culture Solutions to revamp the Council and develop our Purpose, Direction, and Behaviors to help CHR's DE&I journey. We look forward to the further development of Employee Resource Groups (ERGs), cultural events, and learning opportunities throughout this year. If you would like to join the AFEDI Council, please contact **Ngina McMillian** at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org).

## Upcoming Events and Trainings

### The True Black History Museum

Monday, February 27,  
10:00 am – 2:00 pm

Exhibit: 10:00 am – 2:00 pm  
Lecture: 12:00 pm

Goodwin University, 3 Pent  
Road, East Hartford, CT

The [True Black History Museum](#) will join us in person for an exhibit and noon lecture. The Museum's 2023 lecture series will take a look at the 1963 Historic March on Washington and examine the progress after sixty years. The Museum will make some stops along the way discussing other events that happened in 1963 that shaped America like the Birmingham, Alabama church bombing, the murder of Civil Rights Activist Medgar Evers and the MLK letter from Birmingham jail.

You may contact **Ngina McMillian**  
in DE&I if you have any questions  
at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org) or  
860.697.3510

# Upcoming Events and Trainings Cont.

## Diversity without Adversity Training for New Hires

Friday, February 17, 1:00 pm – 4:00 pm  
Log into *MyLearningPointe* to register

## Diversity without Adversity Training for Supervisors

Thursday, February 23, 1:00 pm – 3:00 pm  
Log into *MyLearningPointe* to register





## EMPLOYEE RESOURCE GROUPS

### Black, Indigenous, and People of Color (BIPOC) Employee Resource Group Kick-Off Meeting

Tuesday, February 28, 1:00 – 2:00 pm via [ZOOM](#)

### Hispanic and Latino Employee Resource Group Kick-Off Meeting

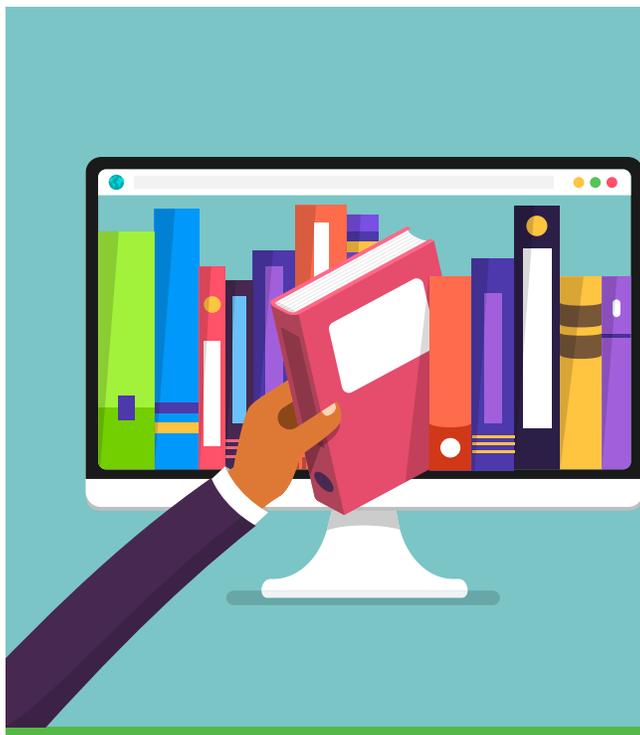
Thursday, February 23, 11:00 – 12:00 pm via [ZOOM](#)

ERGs will help provide resources and promote diversity awareness throughout CHR. This month, we will hold kick-off meetings for two new resource groups including the Black, Indigenous, and People of Color (BIPOC) ERG and Hispanic and Latino ERG. We will continue to add additional groups throughout the year.



If you have an idea for an Employee Resource Group, or would like to begin one, please contact **Ngina McMillian** at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org).

## DEI ARTICLES AND RESOURCE CENTER



Please browse this month's enlightening topics. Visit the following resources below:

- [ADAA Inclusive Language Guide](#)
- [Behavioral Health Equity Resources | SAMHSA](#)
- [Research: What Effective Allies Do Differently \(hbr.org\)](#)
- [Recognizing and Responding to Microaggressions at Work \(hbr.org\)](#)
- [3 Strategies to Bridge Generational Divides at Work \(hbr.org\)](#)

## February Diversity Holidays and Observances



Black History Month (A.K.A. African-American History Month) has been celebrated throughout the month of February in the United States since 1970. The month-long celebration, which originated as a week-long celebration during the second week of February, was created as a way of remembering important events and people of the African diaspora. Black History Month was first proposed by the Black United Students at Kent State University and Black educators in 1969, leading to the first celebration a year later. In 1976, Black History Month was recognized by President Gerald Ford.

To learn more about Black History Month, visit the following resources below:

- [Black History Month](#)
- [National Today](#)
- [History.com](#)
- [National Museum of African American History and Culture](#)
- [Reading Rockets](#)

## Diversity Calendar



### February Diversity Holidays

**FEB 1:** National Freedom Day

**FEB 4:** Rosa Parks Day

**FEB 14:** Valentine's Day

**FEB 15:** Nirvana Day (Buddhist)

**FEB 18:** Maha Shivarati (Hindu)

**FEB 20:** World Day of Social Justice

**FEB 21:** Mardi Gras

**FEB 22:** Ash Wednesday