# MONTHLY NEWS

**chr**
REAL LIFE. REAL HOPE.

## Diversity, Equity and Inclusion

June 2023

---

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

The next AFEDI Council Meeting is Tuesday, June 20, 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. Recently, we worked to develop CHR's diversity roadmap and are planning to develop the Council's charter. 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, or and ERG, please contact **Ngina McMillian** at nmcmillian@chrhealth.org.

---

## Upcoming Events and Trainings

### Diversity without Adversity Training for New Hires

**Friday, June 16, 1:00 pm – 4:00 pm**
**Log into MyLearningPointe to register**

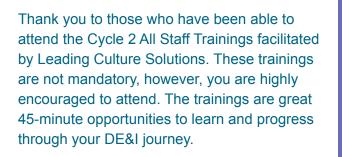### Diversity without Adversity Training for Supervisors

**Tuesday, June 27 10:00 am – 12:00 pm**
**Log into MyLearningPointe to register**

### Supervisor's Roundtable and DE&I Leadership Development

**Wednesday, June 28, 11:30 am – 1:00 pm**

# DE&I ALL STAFF TRAINING WITH LEADING CULTURE SOLUTIONS

Thank you to those who have been able to attend the Cycle 2 All Staff Trainings facilitated by Leading Culture Solutions. These trainings are not mandatory, however, you are highly encouraged to attend. The trainings are great 45-minute opportunities to learn and progress through your DE&I journey.

Invitations for the June – July Cycle 2 Trainings have sent to all CHR staff. Each session is offered two times, with one morning session and one afternoon session, allowing you to choose which session works best for you. To register, you may respond to your email invite, RSVP at: info@leadingculturesolutions.com, or call LCS at **860-222-7400**.

## JUNE SCHEDULE

### BUSINESS CASE FOR DE&I

**Managing Individual and Collective Responsibility**

Thursday June 1, 3:00 – 3:45 PM

**Creating a Learning Culture (Activity)**

Wednesday, June 7, 3:00 – 3:45 pm – OR – Thursday, June 8, 9:00 – 9:45 am

**Types of Workplace Diversity**

Wednesday June 21, 3:00 – 3:45 pm – OR – Thursday June 22, 9:00 – 9:45 am

**Workplace Collaboration (Monitoring & Feedback Loop)**

Tuesday June 27, 3:00 – 3:45 pm – OR – Wednesday June 28, 10:00 – 10:45 am

# 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)**
- **Social Matrix Diagram**
- **Words Matter - Terms to Use and Avoid When Talking About Addiction | National Institute on Drug Abuse (NIDA) (nih.gov)**
- **PowerToFly Diversity Reboot Series 2023**

# JUNE SPOTLIGHT

**CHR Pathways Enfield celebrates the variety of June holidays and observances.**

# MAY CELEBRATIONS

ASIAN AMERICAN NATIVE HAWAIIAN AND PACIFIC ISLANDER HERITAGE MONTH CELEBRATION

On Wednesday, May 31, 2023, CHR held a AANHPI Heritage Month celebration at our Windsor office for CHR employees. This event served as an opportunity to share and learn about the many cultures represented through conversations, cultural information and food.

CHR Pathways Enfield

Country: India
Pictured: Harmeet Nagi and Heather Gates

Country: Bangladesh
Pictured: Rawnak Afrose
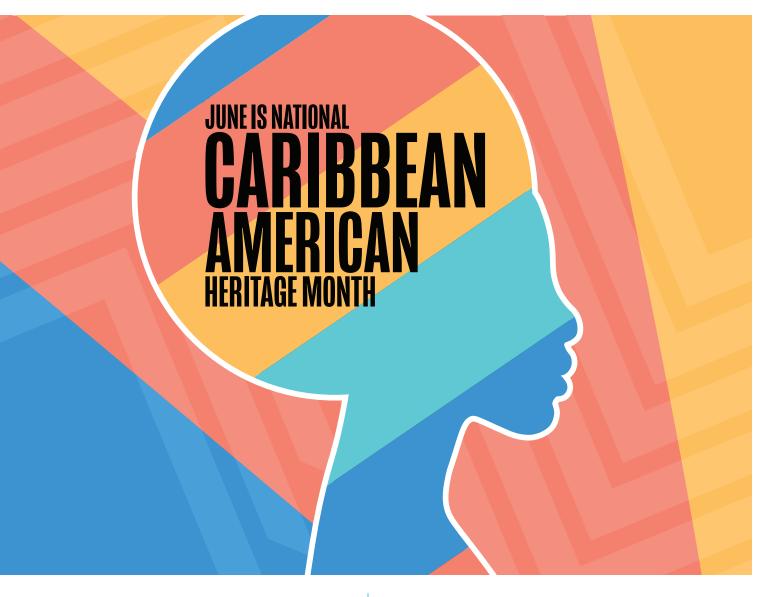
# Diversity Holidays and Observances



**LGBTQ+ Pride Month** is celebrated every year in the United States in June to commemorate the 1969 Stonewall Uprising in Manhattan. A year later, pioneering bisexual activist Brenda Howard organized Gay Pride Week and the Christopher Street Liberation Day Parade, which is now known as the New York City Pride March and has since acted as a catalyst for other parades and marches. Today, during the month of June, pride events are held throughout the United States to recognize the impact LGBTQ+ people have had in the United States and throughout the world. This year, the Human Rights Campaign recognizes the importance of continuing to fight for the community's freedom, liberation, joy, and pride #WithoutException.

To learn more about LGBTQIA+ Pride Month, visit the following resources below:

- **Library of Congress**
- **History.com**
- **Youth.org**
- **National Today**
- **Human Rights Campaign**

JUNE IS NATIONAL
# CARIBBEAN AMERICAN
## HERITAGE MONTH

**Caribbean American Heritage Month** is celebrated within the United States to honor the contributions and achievements of those living in the U.S. who are Caribbean and their descents. Between 2005 and 2006, a bill was passed the House and Senate recognizing the significance of Caribbean people and their descendants in the history and culture of the United States, which led to President George W. Bush signing a Proclamation making the Resolution official in June 2006. Today, events are held throughout the month of June providing education and celebrations for Caribbean American culture and history.

To learn more about Caribbean-American Heritage Month, visit the following resources below:

- **Caribbean-American Heritage Month**
- **Institute of Caribbean Studies**
- **U.S. Department of the Interior**
- **National Today**
- **National Archives**

# DIVERSITY CALENDAR

## This Month

LGBTQIA+ Pride Month

Alzheimer's and Brain Awareness Month

National Caribbean American Heritage Month

Professional Wellness Month

## June Diversity Holidays and Observances

| | | | |
|---|---|---|---|
| JUNE 11: | Race Unity Day | JUNE 19: | Juneteenth |
| JUNE 14: | Flag Day | JUNE 20: | World Refugee Day |
| JUNE 15-21: | National Nursing Assistants Week | JUNE 21: | Litha, Summer Solstice (Pagan) |
| JUNE 18: | Father's Day | JUNE 28-29: | Eid al-Adha (Muslim) |

**Middletown PrideFEST**

This year, CHR is a proud sponsor of one of the largest Pride events in Connecticut, **Middletown PrideFEST,** which will take place on Saturday, June 3, 2023 (rain date, Sunday, June 4, 2023). The 5th Annual Middletown PrideFEST, presented by the Leonard Litz Foundation, is an all-afternoon street fair on Main Street in Middletown that combines exhibitors, entertainers, food, activities for all ages, a Pride March, Pride Rally on the South Green, and Pride Showcase Concerts. View the schedule below or visit the website for further information. Please come out and support this amazing event!.

To learn more about other events taking place during the month of June in Middletown, visit their **Calendar of Events.**



MIDDLETOWN PRIDE

**SATURDAY, JUNE 3**

11:30am  Drag Artist Story Hour
12–10pm  PrideFEST
1–2pm  Pride March
2:30–4pm  Pride Rally
4–7pm  Pride Showcase Concerts
7–10pm  Tea Dance at PrideFEST

Middletown PrideFEST is open and accessible to all.
To learn more, visit
www.MIDDLETOWNPRIDE.org