

AFEDI Council Update:

If you would like to join the AFEDI Council, have ideas you would like to share, or know of a CHR employee that should be featured in our diversity newsletter, please contact **Ngina McMillian**, Director of DE&I, or an AFEDI Council member.

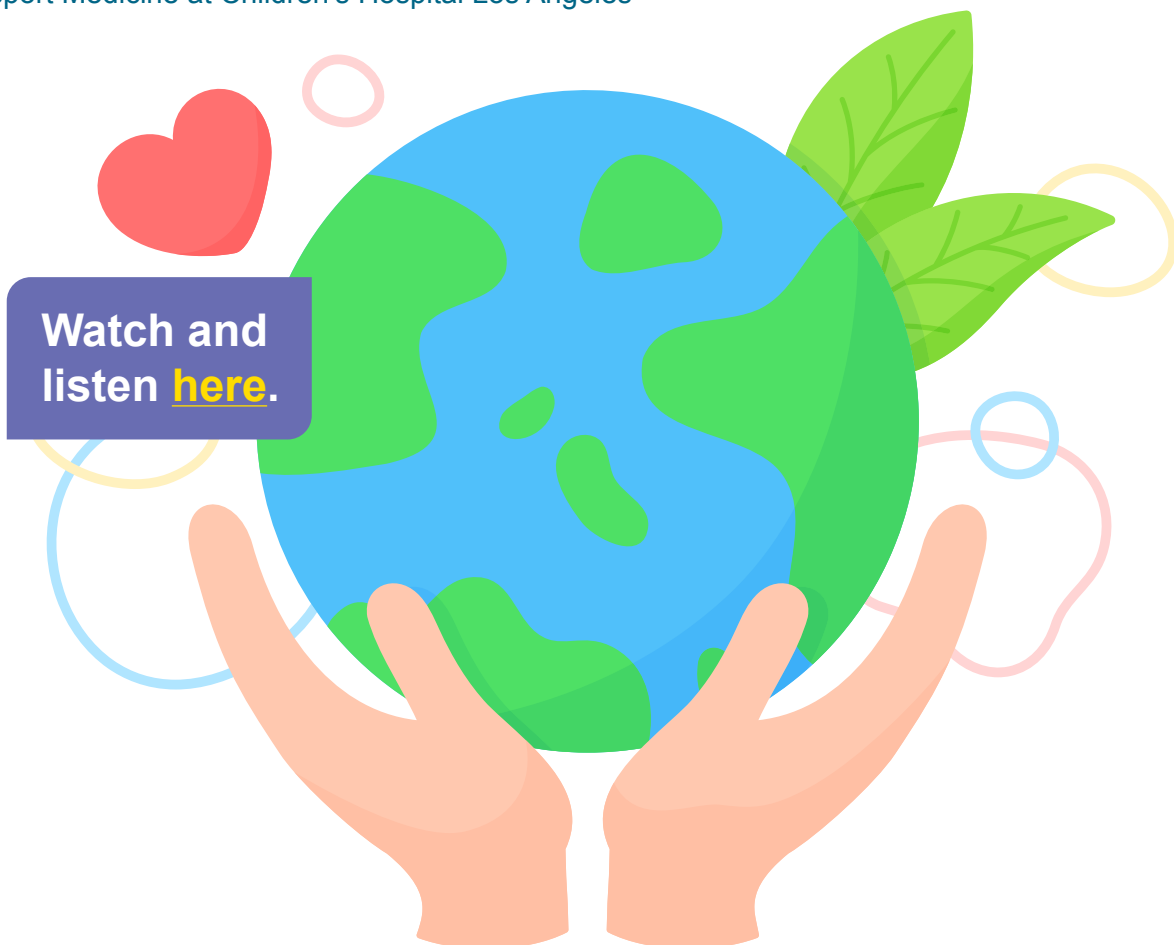
May Meetings

May 10, 1:00 – 2:00 pm

May 24, 1:00 – 2:00 pm

The World Could Be

The World Could Be, is a poem written by Alan L. Nager MD, MHA. Dr. Nager is a professor of Clinical Pediatrics at Keck School of Medicine of University of Southern California (USC) and Director of Emergency and Transport Medicine at Children's Hospital Los Angeles



Watch and
listen [here](#).



Racial Microaggressions

Thursday, May 19
11 am – 12 pm



Diversity Calendar

Upcoming Events

May Diversity Holidays

Mental Health Awareness Month

Asian Pacific American Heritage Month

Jewish American Heritage Month

Haitian Heritage Month

Older Americans Month

Diversity without Adversity Training for New Hires
May 5, 9:00 am – 12:00 pm
May 6, 1:00 pm – 4:00 pm

Diversity, Equity & Inclusion Leadership Re-Centering for Supervisors: Building Trust for Impacts
May 11, 11:30 am – 1:00 pm

Community Conversation: Racial Microaggressions
May 19, 11:00 am – 12:00 pm

- 1-2** Eid al-Fitr
- 5** Cinco de Mayo
- 5** National Day of Prayer
- 8** Mother's Day
- 17** International Day Against Homophobia, Transphobia, and Biphobia

- 21** World Day for Cultural Diversity for Dialogue and Development
- 24** Declaration of the Bab
- 29** Ascension of Baha'u'llah Earth Day
- 30** Memorial Day

Mental Health Awareness



According to the National Institute of Mental Health (NIMH), nearly one in five adults in the United States live with a mental illness (2022). Millions of children in the United States also live with mental disorders and are commonly diagnosed with ADHD, anxiety, depression, and behavioral problems (Centers for Disease Control and Prevention, 2022).

Mental Health is not often thought of when a person hears the words Diversity, Equity and Inclusion. However, it is a very integral part

of DE&I. A person affected by a mental health disorder can be marginalized, for example, by individuals, health care systems, educational systems, or employers. Many people living with a mental disorder may find themselves not receiving the proper level of medical care, housing, or services they need from school. Many are unable to find employment or when employed, are not provided with the appropriate workplace reasonable accommodations under the Americans with

Disabilities Act. The marginalization may be the result of a lack of knowledge, disability discrimination, microaggressions, or conscious/unconscious biases.

Furthermore, those who are experiencing discrimination, microaggressions, conscious, or unconscious bias, as well as other stressors, may find that their mental health is impacted. The results may look like anger, sadness, lack of motivation, low work productivity, missing work, or withdrawal from social activities.

In our roles at CHR and in our communities, we can work to help address the individual and systematic impact of discrimination against all groups of people, including those living with mental health matters. Treating everyone fairly and equitably, being an agent of change, and noticing when you or someone else needs help, are small, yet important steps to improving the bigger picture.

This month and every month, we all need to be more aware of our mental health, and the mental health of our loved ones. If you or someone you know needs support, visit the [National Alliance on Mental Illness \(NAMI\)](#) or reach out to CHR's Human Resources Department.

Sources

- National Institute of Mental Health. (2022, January). Mental Illness. Retrieved from <https://www.nimh.nih.gov/health/statistics/mental-illness>
- Centers for Disease Control and Prevention. (2022, March 4). Data and Statistics on Children's Mental Health. Retrieved from <https://www.nimh.nih.gov/health/statistics/mental-illness>
- <https://www.cdc.gov/childrensmentalhealth/data.html>

EMPLOYEE SPOTLIGHT



Yvette

Yvette, a Substance Abuse Counselor at DOC Robinson in Enfield, has been employed with CHR since June 2021. In her role, Yvette performs, along with many additional tasks, biopsychosocial assessments, counseling (individual and group), and monitoring services for individuals incarcerated with substance use and/or co-occurring disorders. Yvette describes her work to be different each day as it depends on each client's needs. When asked what she likes most about her role, Yvette stated that she loves talking with clients the most and learning about them.

"Yvette is a well-rounded, dedicated, and caring individual who is passionate about serving our clients. She is a team-conscious individual who is highly inclusive and knows how to roll out the red carpet with a hearty welcome to our staff. She is a diligent worker who is a self-starter

and knowledgeable in finding creative ways to improve the quality of services for our most vulnerable population. Yvette has a wealth of useful and insightful information.

Today, I am happy to applaud her spirit and her drive. I am glad that she is in the spotlight and hope that she continues to take an active role in showcasing her talents through her lived experience, research, and natural good will.

Thank you and Congratulations."
– Milagros Sinclair, LCSW, Clinical Program Director of CHR

In the past, Yvette has volunteered with Literacy Volunteers for Greater Hartford, teaching adults how to read and write, worked in Adult Education, as well as volunteered her time to the UConn Extension PEPCI (People Empowering People [PEP] at Correctional Institutions) Program. UConn PEPCI is a personal and family leadership program that focuses on keeping people from returning to prison. The program encourages inmates to be self-reflective and draw on their unique strengths, life experiences, and capacities. Learn more [here](#).

Yvette's advice for someone new going into a Substance Abuse Counselor role is something we all can benefit from: **"Be willing to ask others for help. Be willing to learn, be patient, be flexible. Have good self-care and a good sense of humor."**

When asked to provide her favorite quotes, Yvette leaves us with these:



"It's easier to avoid a mess than to have to clean it up."

"When people show you who they are, believe them." – Maya Angelou

"Starve the problem, feed the solution."



Thank you, Yvette for your hard work and dedication to CHR and your commitment to DE&I!