

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.

Upcoming Events and Trainings

CHR Community Conversation with Leading Culture Solutions – Intersectionality

Thursday, September 22, 10 am – 11:00 am
[JOIN ZOOM HERE](#)

CHR All Staff Readout with Leading Culture Solutions

Thursday, September 29, 1 pm – 2 pm
[JOIN ZOOM HERE](#)

Diversity without Adversity Training for New Hires

Friday, September 23, 1 pm – 4 pm



Now Offering CEU's for our DE&I Trainings and Conversations

We are pleased to announce that starting in September, employees who attend Community Conversations with Leading Culture Solutions can receive CEU's through NASW and CCB*.

**Please note approval from NASW is still pending.*

One credit hour will be awarded per Community Conversation that you attend. Please be sure to include your first and last name when logging into the Conversations so that attendance can be taken accurately. Your certificate of completion will be available in [myLearningPointe](#) within a week after the training.

Please contact **Ngina McMillian** at nmcmillian@chrhealth.org if you have any questions.



What is Intersectionality?

On Thursday, September 22, Leading Culture Solutions will host a Community Conversation on Intersectionality. The theory of intersectionality was introduced by Kimberlé Crenshaw, a pioneering scholar and an American civil rights advocate, who discussed the concept in essays published in 1989 and 1991. Intersectionality is **defined** as: "The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups."

To learn more about intersectionality, please visit any of the following resources below.

- [Center for Intersectional Justice \(CIJ\)](#)
- [Global Citizen](#)
- [The Opportunity Agenda](#)

Upcoming Cultural Events

Attending cultural events is a great way to learn more about cultures. Connecticut is celebrating many different cultures this month. Here are a few. If you know of any other events happening in your area, please share them with DE&I or the AFEDI Council at nmcmillan@chrhealth.org or DEIcouncil@chrhealth.org.



Veterans Rowing & Kayaking

*Saturday, September 3 and
Saturday, September 17, 9:30 am – 11:30am*

Riverside Park
20 Leibert Road, Hartford, CT
[SEE DETAILS HERE](#)

Pratt Street Salsa Social

Friday, September 9, 5 pm – 8 pm

Pratt Street Historic District
Hartford, CT
[SEE DETAILS HERE](#)

Hartbeat Music Festival

*Friday, September 9 and
Saturday, September 10, 5 pm – 9 pm*

Mortensen Riverfront Plaza
300 Columbus Boulevard, Hartford, CT
[SEE DETAILS HERE](#)

Hartford Pride

Saturday, September 10, 12 pm – 6 pm

Trumbull Street, Hartford, CT
[SEE DETAILS HERE](#)

SoNo Music Fest

*Saturday, September 10, and
Saturday, September 24, 4 pm – 8 pm*

The SoNo Collection
100 N Water Street, Norwalk, CT
[SEE DETAILS HERE](#)

Milford Irish Festival

*Friday, September 16, 6 pm – 9:30 pm and
Saturday, September 17, 11 am – 9 pm*

Fowler Field, Rotary Pavilion
1 Shipyard Lane, Milford, CT
[SEE DETAILS HERE](#)

Hartford History Lecture Series: Black Community Formation

Saturday, September 17, 10 am – 11:30 am

Capital Community College
950 Main Street, Hartford, CT
[SEE DETAILS HERE](#)

Springfield Puerto Rican Parade

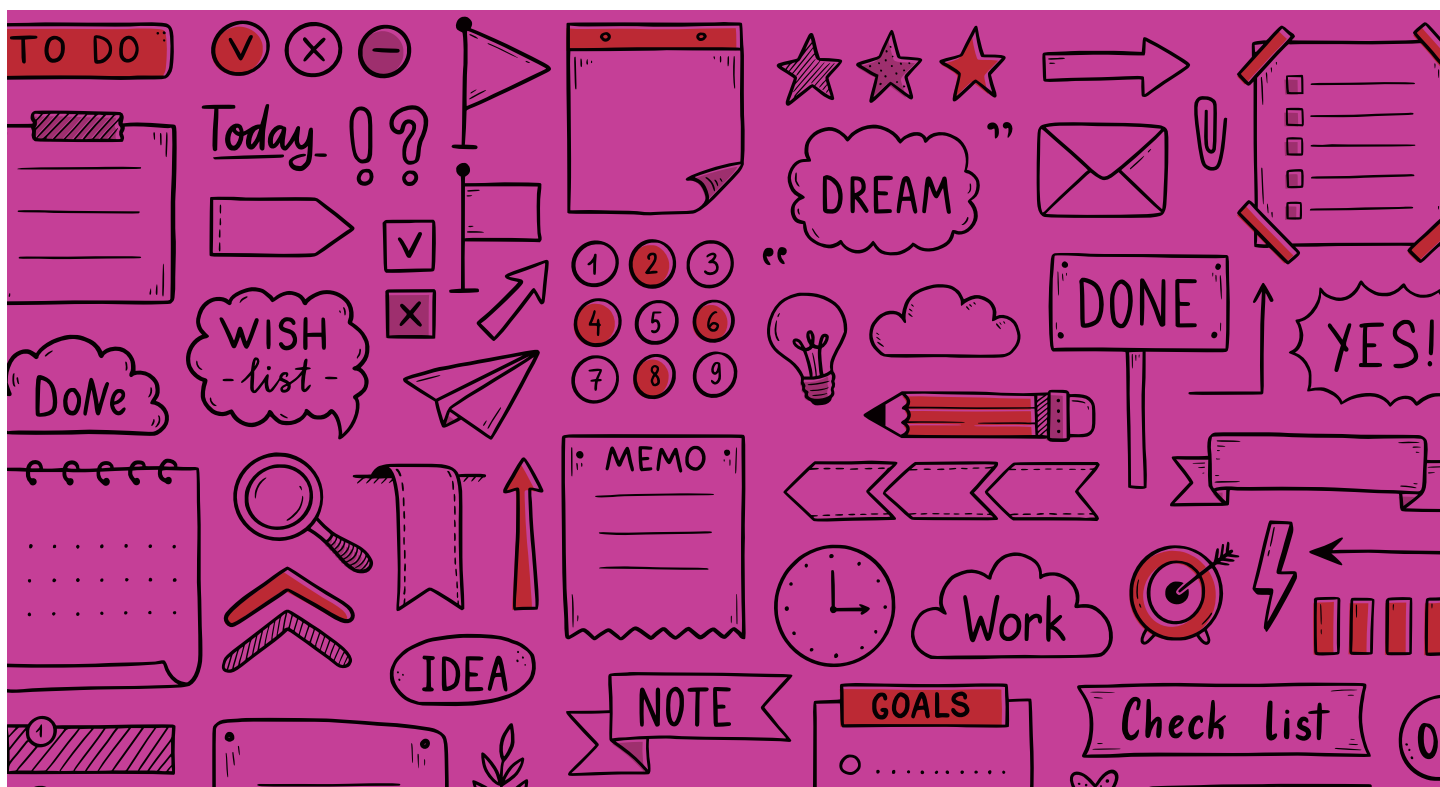
Sunday, September 18, 11 am – 2 pm

Main Street, Springfield, MA
[SEE DETAILS HERE](#)

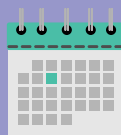
Made in Puerto Rico: An Evening with Eli Castro

Saturday, September 24, 8 pm – 10 pm

The Bushnell Performing Arts Center
166 Capitol Avenue, Hartford, CT
[SEE DETAILS HERE](#)



Diversity Calendar



September Diversity Holidays

SEPT 5: Labor Day

SEPT 8: Native Women's Equal Pay Day

SEPT 11: Remembrance (Patriots) Day

SEPT 11: Ethiopian New Year

SEPT 11: National Grandparents Day

SEPT 15: National Hispanic Heritage Month Begins

SEPT 16: Mexican Independence Day

SEPT 17-24: Bisexual Awareness Week

SEPT 18: International Equal Pay Day

SEPT 21: International Dy of Peace

SEPT 22: Autumnal Equinox

SEPT 23: Ostara Mabon (Pagan)

SEPT 23: Bisexuality Visibility Day

SEPT 25-27: Rosh Hashanah (Jewish)

SEPT 26: European Day of Languages

SEPT 26: Navratri Begins (Hindu)

SEPT 27: Elevation of the Life-Giving Cross (Christian)

SEPT 29: Michaelmas (Christian)