

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 – Cultural Appropriation

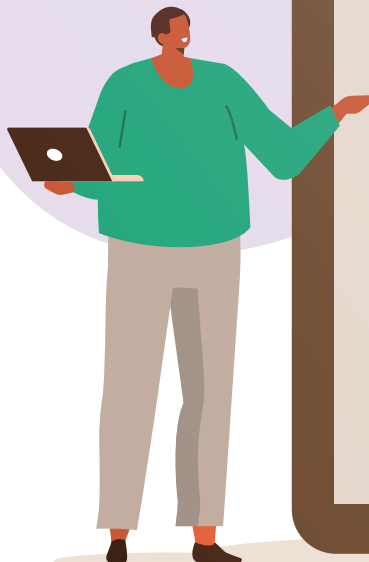
Friday, October 14, 11:00 am – 12:00 pm
[JOIN ZOOM HERE](#)

Diversity without Adversity Training for New Hires

Thursday, October 20, 9:00 am – 12:00 pm
Friday, October 21, 1:00 pm – 4:00 pm

Diversity without Adversity Training for Managers/Supervisors

Wednesday, October 12, 10:00 am – 12:00 pm



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

As a reminder, employees who attend Community Conversations with Leading Culture Solutions can receive CEU's through NASW and CCB.

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.



On Friday, October 14, Leading Culture Solutions will host a Community Conversation on Cultural Appropriation.

For background, **culture** refers to “the traditions, customs, beliefs, and practices of any given ethnic, racial, or religious group. Key elements of culture include: language; art, music, and literature; clothing, social norms, customs, and values; history and government and religion and holidays.” Cultural appropriation occurs when members of a majority

group use or adopt cultural elements of minority groups in a stereotypical, disrespectful or exploitative way. In addition to stereotyping, disrespecting or exploiting the culture, those who appropriate tend to ignore important cultural contexts and only pick and choose the parts of the culture they consider to be appealing.

Some examples of cultural appropriation include:

- Wearing a **headdress**, **Kimono** (without cultural understanding or appreciation) or **blackface**
- When the name and/or mascot of sports teams are titles of Native American tribes or symbols
- Using sacred symbols for non-spiritual reasons
- Chopsticks in hair as a celebration of Asian Culture
- Themed parties that exoticize other cultures
- “Borrowing” hairstyles of other cultures

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

- [National Conference for Community and Justice](#)
- [Healthline](#)
- [Bustle](#)
- [Britannica](#)

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 nmcmillian@chrhealth.org or DEIcouncil@chrhealth.org.

Mexican Folkloric Dance with Tere Luna - Children's Program

Saturday, October 1, 10:30 am – 11:15 am

Mary Cheney Library
586 Main Street, Manchester, CT
[SEE DETAILS HERE](#)

“Irish in Danbury” History Round Table

Saturday, October 1, 1 pm – 3 pm

Danbury Museum & Historical Society
43 Main Street, Danbury, CT
[SEE DETAILS HERE](#)

Broadway Comes to Connecticut: The 2022 Hispanic Health Council Gala

Saturday, October 1, 7 pm – 10 pm

City of Hartford Atrium
550 Main Street Hartford, CT
[SEE DETAILS HERE](#)

Latin Heritage Art Show & Party

Saturday, October 1, 7 pm – 9 pm

Madeline's Empanaderia
86 Spring Street, New Haven, CT
[SEE DETAILS HERE](#)

WPKN's Hispanic Heritage Month Film Series

Sunday, October 2, 1:30 pm – 3:30 pm

The Bijou Theatre
275 Fairfield Avenue, Bridgeport, CT
[SEE DETAILS HERE](#)

That's Amore Italian Festival

*Saturday, October 8 – Sunday, October 9
12:00 pm – 8:00 pm*

Mill River Park
1050 Washington Boulevard, Stamford, CT
[SEE DETAILS HERE](#)

Indigenous Peoples' Day

Monday, October 10, 11 am – 4 pm

Wood Memorial Library & Museum
783 Main Street, South Windsor, CT
[SEE DETAILS HERE](#)

WPKN's Hispanic Heritage Month Film Series

Wednesday, October 12, 7:30 – 9:30 pm

The Bijou Theatre
275 Fairfield Avenue, Bridgeport, CT
[SEE DETAILS HERE](#)

Teatro SEA Presents Juan Bobo's Tales/Los Cuentos de Juan Bobo

Friday, October 14, 6:30 pm – 7:30 pm

Charter Oak Cultural Center
21 Charter Oak Avenue, Hartford, CT
[SEE DETAILS HERE](#)

Hispanic Heritage Month at QVCC: Bomba Workshop and Performance

Thursday, October 20, 4 pm – 5 pm

Quinebaug Valley Community College
742 Upper Maple Street, Danielson, CT
[SEE DETAILS HERE](#)

30th Annual Halloween/Samhain Celebration

Monday, October 24, 7pm – 9 pm

Curious Goods New Age Shop
417 Campbell Avenue, West Haven, CT
[SEE DETAILS HERE](#)

Dia de Los Muertos - Community Celebration

Sunday, October 30, 12 pm – 4 pm

Masjid Assalam
130 Scott Road, Waterbury, CT
[SEE DETAILS HERE](#)



Diversity Calendar



This Month

Filipino-American Heritage Month

Family History Month

Italian-American Heritage Month

National Disability Employment Awareness Month

LGBTQ History Month

Global Diversity Awareness Month

Polish-American Heritage Month

Down Syndrome Awareness Month

October Diversity Holidays

OCT 4-5: Yom Kippur (Jewish)

OCT 19: Pronouns Day

OCT 4: St. Francis Day/Blessing of the Animals (Catholic)

OCT 20: LGBTQIAA+ Anti-Bullying Spirit Day

OCT 5: Dussehra/Dassera (Hindi)

OCT 22: International Stuttering Awareness Day

OCT 5: Navratri Ends (Hindu)

OCT 24: Bandi Chhor Diwas (Sikh)

OCT 7-8: Mawild Al-Nabi (Islami-Sunni)

OCT 24: Diwali (Hindu)

OCT 7-8: Eid Milad ul-Nabi (Muslim)

OCT 24: United Nations Day

OCT 9-16: Sukkot (Jewish)

OCT 25: Birth of Bab (Baha'i)

OCT 10: Indigenous Peoples Day

OCT 26: Intersex Awareness Day

OCT 10: World Mental Health Day

OCT 26: Birth of Baha'u'llah (Baha'i)

OCT 11: Coming out Day (LGBTQIAA+)

OCT 31: Halloween

OCT 15: White Cane Safety Day (Blindness Awareness)

OCT 31: Dis de los Muertos begins (Mexico)

OCT 16-17: Shemini Atzeret (Jewish)

OCT 31: Samhain begins (Gaelic)

OCT 18-19: Simchat Torah (Jewish)

OCT 31: Reformation Day (Christian)