

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 – Inclusive Holidays

Thursday, November 10, 12:00 pm – 1:00 pm
[JOIN ZOOM HERE](#)

Diversity without Adversity Training for New Hires

Thursday, November 17, 9:00 am – 12:00 pm
Friday, November 18, 1:00 pm – 4:00 pm

National Veterans and Military Families Month



November is National Veterans and Military Families Month! This month recognizes the commitment, sacrifices and dedication of families, caregivers, and survivors of our veterans and our current service members.

Given that military families move frequently, they are often separated from their families for long periods of time. Military families provide an important foundation that support those in the military who are actively serving, in training and deployed.

To learn more, visit the following resources below:

[U.S. Department of Defense](#)

[Department of Defense Education Activity](#)



NATIVE AMERICAN HERITAGE MONTH

Native American Heritage Month is celebrated in November! Native American Heritage Month is an important time to celebrate the histories, cultures and traditions of this nation's Native people and to acknowledge their important achievements and contributions. It is also a time to understand and raise awareness about the challenges Native people faced in the past, and currently.

Native Americans and Alaska Natives are people having origins in any of the original peoples of North, South and Central America. According to the U.S. Census, there were 7.1 million Native Americans and Alaskan Natives living in the U. S. in 2020, and there are projected to be 10.1 million Native Americans and Alaskan Natives living in the U. S. by July 2060.

To learn more, visit the following resources below:

[Native American Heritage Month](#)

[Department of Defense Education Activity](#)

[U.S. Department of Interior](#)

Upcoming DE&I 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.



New London Connecticut Greek Festival

*Tuesday, November 8 –
Thursday, November 10, 11 am – 8pm*

Saint Sophia Greek Orthodox Church
200 Hempstead St, New London, CT
[SEE DETAILS HERE](#)

The American Legion Post #96 and the Town of West Hartford Veterans Day Ceremony

Friday, November 11, 11 am

Veterans Memorial West Hartford Center (Corner of Farmington Avenue and North Main Street)

The ceremony will be relocated indoors at the Town Hall Auditorium if there is inclement weather
[SEE DETAILS HERE](#)

Honoring Veterans

Friday, November 11 – Sunday, November 13

Connecticut Science Center
250 Columbus Boulevard, Hartford, CT

All Veterans and active-duty military personnel visit for free and pay kids' price for accompanying family
[SEE DETAILS HERE](#)

Veterans Day Ceremony

Saturday, October 1, 7 pm – 9 pm

Friday, November 11, 11 am – 12 pm
230 Main Street, New Britain, CT
[SEE DETAILS HERE](#)

A Native American Winter with Dr. Lucianne Lavin

Saturday, November 12, 1 pm – 2:30 pm

Online ZOOM Program; [CLICK HERE](#) to register
info@woodmemoriallibrary.org

Hartford Gay & Lesbian Health Collective: 2022 One Big Event

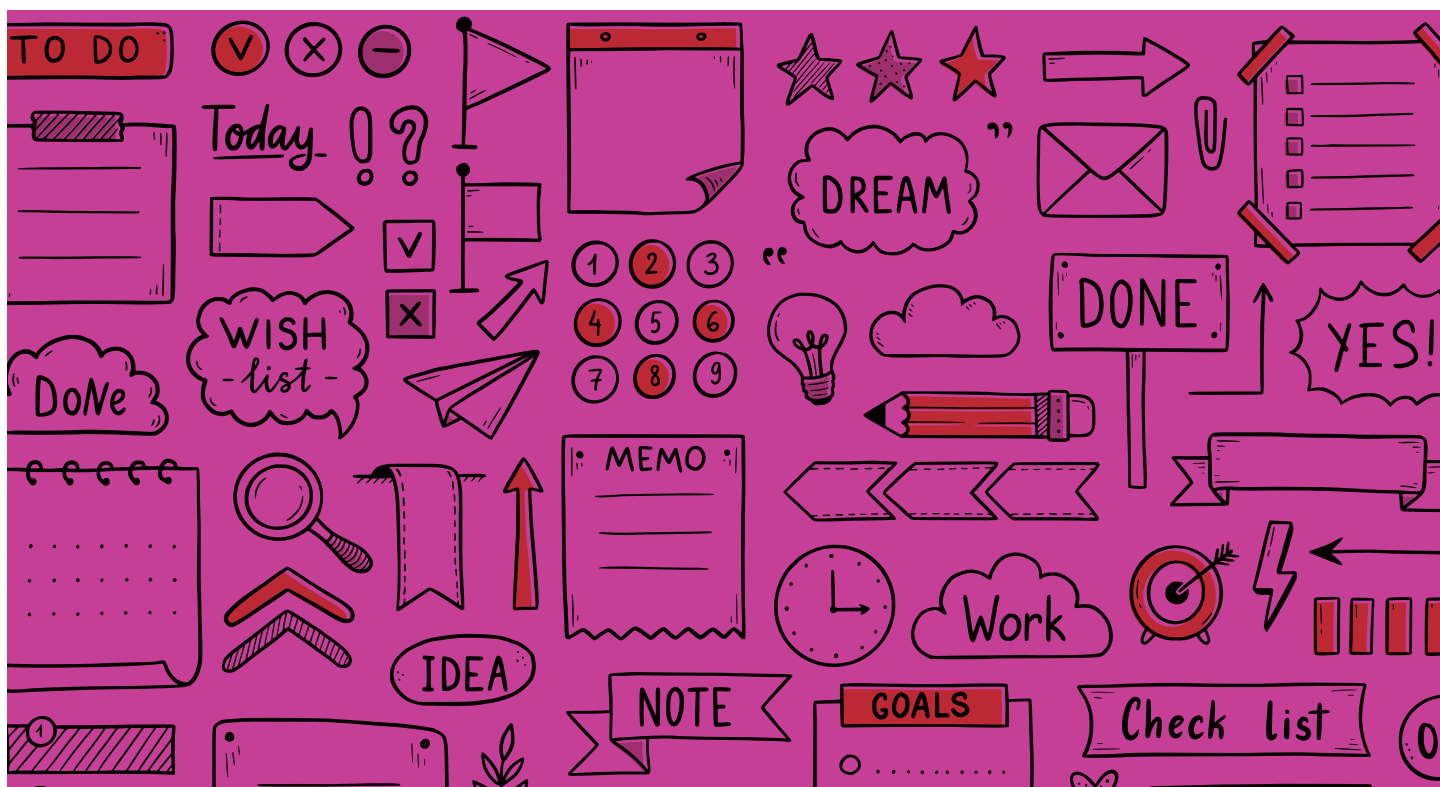
Saturday, November 12, 6 pm – 11 pm

Marriott Hartford Downtown
200 Columbus Boulevard, Hartford, CT
[SEE DETAILS HERE](#)

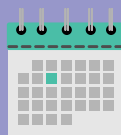
Historical Tours of National Iwo Jima Memorial

Sunday, November 13, 12 pm – 2 pm

National Iwo Jima Memorial
1 Iwo Jima Way, New Britain, CT
[SEE DETAILS HERE](#)



Diversity Calendar



This Month

National Veterans and Military Families Month

National Native American History Month

November Diversity Holidays

NOV 1: All Saints' Day (Roman Catholic)

NOV 1-2: Día de los Muertos

NOV 2: National Stress Awareness Day

NOV 9: World Freedom Day

NOV 9: World Adoption Day

NOV 11: Veterans Day

NOV 13: World Kindness Day

NOV 13-19: Transgender Awareness Week

NOV 16: National Day for Tolerance

NOV 16: Dutch American Heritage Day

NOV 19: International Men's Day

NOV 20: Transgender Day of Remembrance

NOV 20: Universal Children's Day (Human Rights, U.N.)

NOV 24: Thanksgiving

NOV 26: Day of the Covenant (Baha'i)

NOV 28: Ascension of Abdu'l-Baha (Baha'i)

EMPLOYEE SPOTLIGHT



Turkessa

Do you believe your experience in the military plays a role in your professional life? If so, how?

It absolutely does! Although I was already raised in a very strict Seventh Day Adventist household and didn't need the discipline, it taught me how to be adaptable, flexible, diligent and a team player. One of the valuable items gained from my eight-year experience was working together with my battle buddies to accomplish goals. Failure wasn't an option. I brought this into my career as an HR professional, always giving 110%, doing whatever it takes to get the job done and exhibiting a high degree of respect and teamwork with those I work with.

As it relates to DEI, what do you see as challenges for Military Veterans?

Hiring Veterans is part of creating an inclusive culture, but unfortunately, most are misunderstood and not given the opportunities to successfully transition into the civilian world. It is an adjustment for some, but the benefits of their employment are invaluable. They bring a great deal of skill, experiences and perspectives into the workplace that organizations need.

What can we do to help our Veterans?

We can empower organizations to consider them into their hiring practices and provide the support they need to transition and adjust to civilian culture vs. military culture.

Any words of wisdom?

I have a quote sitting in my home office that says: "I'd rather be completely exhausted from the hard times which breed success; than well rested from achieving nothing." This is what I take with me every single day when I show up to work and everything I do in my life!

November 11 is set aside annually to celebrate and honor the Veterans of our United States military, for their love of the country, patriotism and willingness to sacrifice and serve for the common good.

This month, we have the spotlight on Chief Human Resources Officer, Turkessa Antrum.

Tell us a little about yourself, your role at CHR and how long you have been here.

I have been with CHR for almost 7 years now, currently serving as the Chief Human Resources Officer.

What is your "day-to-day" like at CHR?

My day-to-day is not a typical or ordinary. I average close to 300 emails per day, answer many phone calls and texts and provide consultation and advice to a variety of managers and employees. I manage all functions of HR and payroll; every day is a new adventure!

You are a Veteran of the United States military. In which branch did you serve?

I served in the US Army Reserves; my MOS (Military Job) was 88N – Transportation Management Coordinator – responsible for supervising, monitoring and controlling the movement of people, equipment and cargo across the world.

How many years did you serve and what was your experience?

I served for eight years. Initially, I spent eight weeks in basic training at Fort Jackson, South Carolina. It was a very hard experience for me. When I arrived, I couldn't even do a single push-up or run for 30 seconds without getting winded. The drill Sergeants were challenging, but the experience was invaluable and I learned teamwork and discipline. Everything we did was physically and mentally demanding, but it was through this experience that I know I can handle more than I am usually capable of and rarely show signs of stress. I know it can, and will, get done!

While serving in the military, were there any mantras you learned that you use today?

"HOOAH!" Military folks know this term all too well! It is a battle cry used by members of the service, but not the cry in a sad way, rather, it is a way to greet each other and means: "Heard, Understood, Acknowledge."

“

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Thank you, Turkessa, in all that you bring to CHR, and thank you for your service!