

## Diversity, Equity and Inclusion

January 2023

January 1st marks the beginning of a new year, according to the Gregorian calendar. For those who celebrate, this is a time when many people from all over the world come together with friends and family to reflect and welcome the new year. Happy New Year!

### AFEDI Council Update:

The AFEDI Council continues to meet the third Tuesday of each month at 1:00 pm via Zoom. Throughout 2022, we worked with Leading Culture Solutions to revamp the Council and develop our Purpose, Direction, and Behaviors to help CHR's DE&I journey. As we move into 2023, we look forward to the development of Employee Resource Groups (ERGs), cultural events, and learning opportunities. If you like to join the AFEDI Council, please contact **Ngina McMillian**, at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org).

The next AFEDI Council Meeting will take place on Tuesday, January 17 from 1:00 pm – 2:00 pm via Zoom.

## Upcoming Events and Trainings

### CHR Community Conversation with Leading Culture Solutions – Mental Health

Wednesday, January 18, 10:00 am – 11:00 am  
[JOIN ZOOM HERE](#)

### Diversity without Adversity Training for New Hires

Friday, January 20, 1:00 pm – 4:00 pm



# EMPLOYEE RESOURCE GROUPS (ERGS) COMING TO CHR



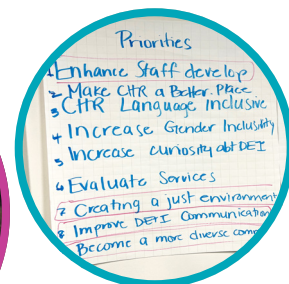
**Thank you for your continuous feedback and support, helping to advance DE&I in our workplace.**

The journey includes all of us. In early 2023, we will begin the implementation of Employee Resource Groups (ERGs) at CHR. ERGs are voluntary, employee-led groups that foster a diverse and inclusive workplace aligned with CHR's commitment to DE&I. The groups will help with company innovation, as well as with providing resources, support and safe spaces where employees can enhance their experience, solve problems and promote awareness. Be on the lookout for informational sessions and kick-offs in the new year!

Please contact **Ngina McMillian** at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org) if you have any questions.

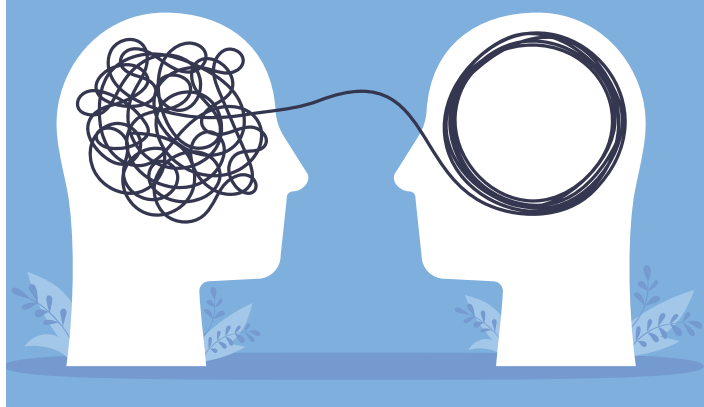
# CHR ROADMAPPING SESSION WITH LEADING CULTURE SOLUTIONS

Last month, the AFEDI Council invited all staff to join in DE&I Roadmapping with Leading Culture Solutions at Goodwin University. Those who attended were able to work together to begin CHR's roadmap and develop a DE&I related central challenge, priorities, and initiatives. Thank you to everyone who participated in the DE&I survey in 2021 and provided feedback on related matters over the past year.



# Diversity Holidays and Observances

## NATIONAL MENTORING MONTH



Launched in 2002, National Mentoring Month runs throughout January by MENTOR Affiliates. The campaign aims to celebrate the power of relationships, expand the mentoring movement, and raise awareness around the importance of mentoring youth.

To learn more, visit the following resources below:

- [MENTOR National](#)
- [National Today](#)

Poverty is defined as a person not having enough income to meet basic needs. People living in poverty struggle to keep a roof over their heads, have food to eat, or purchase basic items like clothing, shoes, and hygiene items. Social forces such as race and ethnicity, ability status, gender, gender identity, and age can worsen issues of poverty and unequal treatment when seeking assistance. National Poverty in America Awareness Month is a reminder for us all to learn more about poverty and how it impacts our society, as well as raise awareness and understand how we can help.

To learn more, visit the following resources below:

- [United States Census Bureau](#)
- [World Population Review](#)
- [National Today](#)

## NATIONAL POVERTY IN AMERICA AWARENESS MONTH



## Diversity Holidays and Observances (continued)

### SLAVERY AND HUMAN TRAFFICKING PREVENTION MONTH

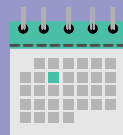


Also known as Human Trafficking Awareness (or Prevention) Month, National Slavery and Human Trafficking Prevention Month is observed every January, providing us with the importance of educating ourselves and learning the signs of human trafficking. Human trafficking is a mostly hidden crime and there are networks of traffickers all over the world. Although women and girls are disproportionately affected, men, women, and children of all ages can be victims of trafficking. It also affects the families and friends of victims who search tirelessly for their loved ones.

To learn more, visit the following resources below:

- [U.S. Department of Homeland Security](#)
- [Child & Family Policy Institute of California](#)
- [Hope for Justice](#)
- [National Today](#)

## Diversity Calendar



### January Diversity Holidays

**JAN 1:** New Year's Day)

**JAN 4:** National Braille Day

**JAN 6:** Three Kings Day (also known as Epiphany or Theophany)

**JAN 7:** Coptic Orthodox Christmas

**JAN 7:** Mahayana New Year (Buddhist)

**JAN 11:** National Day of Human Trafficking Awareness

**JAN 14:** Old/ Orthodox New Year

**JAN 15:** Makar Sankranti

**JAN 15:** World Religion Day

**JAN 16:** Dr. Martin Luther King Jr. Day

**JAN 17:** National Day of Racial Healing

**JAN 22:** Lunar New Year

**JAN 22:** Chinese New Year (Year of the Rabbit)

**JAN 22:** Tết/ Vietnamese New Year (Year of the Cat)

**JAN 27:** International Holocaust Remembrance Day