

### Action for Equity Diversity and Inclusion (AFEDI) Council Update

The next AFEDI Council Meeting is  
Tuesday, April 18, at 1:00 pm – 2:00 pm  
via Zoom.

The AFEDI Council continues to meet the third Tuesday of each month at 1:00 pm via Zoom. Last year, we worked with Leading Culture Solutions to revamp the Council and develop our Purpose, Direction, and Behaviors to help CHR's DE&I journey. Recently, we worked to develop CHR's diversity roadmap and are planning to develop the Council's charter. We look forward to the further development of Employee Resource Groups (ERGs), cultural events, and learning opportunities throughout this year. If you would like to join the AFEDI Council, please contact **Ngina McMillian** at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org).

## Upcoming Events and Trainings

### Diversity without Adversity Training for New Hires

Friday, April 21, 1:00 pm – 4:00 pm  
Thursday, April 20, 5:00 pm – 8:00 pm  
Log into MyLearningPointe to register



# WOMEN'S HISTORY MONTH SNAPSHOT

Throughout the month of March, CHR celebrated Women's History Month. Here are a few snapshots.

International Women's Day



Women's History Month Display at Pathways in Enfield



# DEI ARTICLES AND RESOURCE CENTER



Please browse this month's enlightening topics.  
Visit the following resources below:

- [ADAA Inclusive Language Guide](#)
- [Behavioral Health Equity Resources | SAMHSA](#)
- [Research: What Effective Allies Do Differently \(hbr.org\)](#)
- [Recognizing and Responding to Microaggressions at Work \(hbr.org\)](#)
- [3 Strategies to Bridge Generational Divides at Work \(hbr.org\)](#)

## April Diversity Holidays and Observances



# ARAB AMERICAN HERITAGE MONTH

Each year, Arab American culture, heritage, and contributions are celebrated throughout the month of April. However, April wasn't nationally recognized as Arab American Heritage Month until this year. On March 31, 2023, President Biden issued a [Presidential Proclamation](#) officially dedicating the month to celebrating and honoring Arab Americans.

Arab immigrants began entering the United States in the 1800s, and by the 1960s, an estimated 15,000 were migrating to the United States each year. According to the [Arab American Institute](#), approximately 3.7 million Arab Americans live in the United States today, a majority of which have ancestral ties to Lebanon, Syria, Palestine, Egypt, and Iraq. In an effort to recognize the Arab American

population, in 2017, the [Arab America Foundation](#) launched the National Arab American Heritage Month initiative, which gained recognition in 45 states between 2017 to 2022, but was officially recognized nationally this year.

To learn more about Arab American Heritage Month, visit the following resources below:

- [Arab America Foundation](#)
- [History.com](#)
- [13 Ways To Celebrate Arab American Heritage Month](#)
- [Arab American National Museum](#)
- [Arab American Family Support Center](#)

# DIVERSITY CALENDAR

## This Month

## Arab-American Heritage Month

## Autism Awareness Month

## Celebrate Diversity Month

## Earth Month

## National Child Abuse Prevention Month

## National Volunteer Month

## April Diversity Holidays

## APR 2: World Autism Awareness Day

## APR 2: Palm Sunday (Christian)

### APR 5-13: Passover (Jewish)

## APR 7: Good Friday (Christian)

## APR 9: Easter (Christian)

**APR 14: National Day of Silence (LGBTQAI+)**

## APR 17: Laylat al-Qadr (Muslim)

**APR 18: Yom Hashoah (Jewish)**

**APR 20: Start of Ridvan (Baha'i)**

**APR 21: Eid-al-Fitr/End of Ramadan (Muslim)**

## APR 22: Earth Day