

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

The next AFEDI Council Meeting is  
Tuesday, March 21, at 1:00 pm – 2:00 pm  
via Zoom.

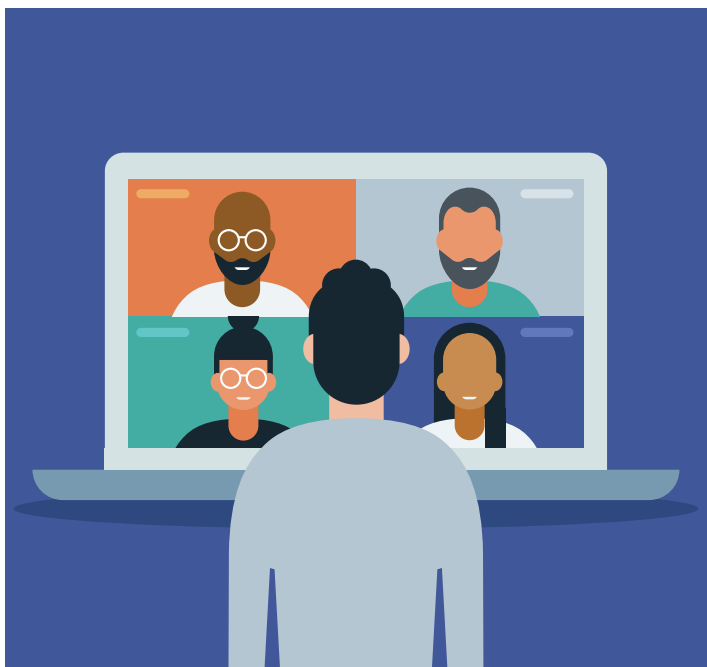
The AFEDI Council continues to meet the third Tuesday of each month at 1:00 pm via Zoom. Last year, we worked with Leading Culture Solutions to revamp the Council and develop our Purpose, Direction, and Behaviors to help CHR's DE&I journey. We look forward to the further development of Employee Resource 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, March 17, 1:00 pm – 4:00 pm  
Log into MyLearningPointe to register





## EMPLOYEE RESOURCE GROUPS

During the month of February, CHR kicked-off two ERGs, including the Black, Indigenous, and People of Color (BIPOC) and Hispanic and Latino ERG. ERGs are voluntary, employee-led groups that are organized on the basis of common identities, interests, and backgrounds to provide professional and personal support to its members. At CHR, ERGs will help provide resources and promote diversity awareness.

Thank you to those who participated, as well as to those who have shared ideas for additional groups that will be developed throughout the year.



If you have an idea for an Employee Resource Group, or would like to begin one, please contact **Ngina McMillian** at [nmcmillian@chrhealth.org](mailto:nmcmillian@chrhealth.org).

## 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 \(hbr.org\)](#)

# FEBRUARY BLACK HISTORY MONTH CELEBRATIONS SNAPSHOT

Throughout the month of February, CHR celebrated Black History Month. Here are a few snapshots of our celebrations.



The True Black History Museum Exhibit



Pictured: Ngina McMillian, CHR's Director of Diversity Equity & Inclusion; Heather Gates, CHR's President & CEO; Tre Vaughn, True Black History Museum; Turkessa Antrum, CHR's Chief Human Resources Officer; Fred Saffold III, Founder of True Black History Museum



Black History Month Display at Pathways in Enfield



The True Black History Museum Exhibit

Last month, CHR had the privilege of partnering with the [True Black History Museum](#) on February 27, 2023 in honor of Black History Month. The event featured a presentation led by Fred Saffold, activist and founder of the True Black History Museum, and an exhibit titled “A Tribute to the African-American Journey,” featuring over 150 artifacts, and includes original documents from historic figures such as Martin Luther King Jr., Mary McLeod Bethune, Booker T. Washington, Rosa Parks, George Washington Carver, Angela Davis, President Barack Obama, and many other great leaders.

The True Black History Museum is an acclaimed traveling museum that teaches true Black history through the use of rare and authentic artifacts. For the last two years, they have presented thought-provoking presentations to the CHR community via Zoom. This year, we were able to experience the presentation and exhibit in person at Goodwin College. Learn more about the True Black History Museum by visiting their website [here](#).

## Diversity Holidays and Observances

# NATIONAL WOMEN'S HISTORY MONTH



It is important to acknowledge, celebrate and honor those who have made positive impacts in the lives of all people throughout the world. In the United States, there are many DE&I related celebrations throughout the month of March. One celebration is [National Women's History Month](#). Throughout March, we will highlight some of the many women who have made positive impacts in the past and those who continue to do so today.

To learn more about National Women's History Month, visit the following resources below:

- [Women's History Month](#)
- [National Women's History Alliance](#)
- [National Women's History Museum](#)
- [History.com](#)

In light of March also being Social Work Month, here are the profiles of a few women in history who have made an impact on the profession: [Mary Church Terrell](#), [Grace Abbott](#), and [Jeannette Rankin](#)

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# DIVERSITY CALENDAR

## This Month

## National Women's History Month

## Irish-American History Month

## Greek-American Heritage Month

## Developmental Disabilities Awareness Month

## Ethnic Equality Month

## Gender Equality Month

## March Diversity Holidays

## MAR 1: Shrove Tuesday/Mardi Gras

## MAR 6: Purim (Jewish)

### MAR 6: Magha Puja (Buddhist)

## MAR 6: Makha Bucha Day

## MAR 8: Holi (Hindu)

## MAR 8: International Women's Day

## MAR 8-10: Holla Mohalla

## MAR 13: Deaf History Month begins

## MAR 13-19: Neurodiversity Celebration Week

## MAR 15: Equal Pay Day

## MAR 17: St. Patrick's Day

## MAR 20-21: Persian New Year

**MAR 20-21: Nowruz (Zorastrian)**

## MAR 21: International Day for the Elimination of Racial Discrimination

**MAR 21: Race Relations Day / International Day for the Elimination of Racial Discrimination**

## MAR 22: Ramadan begins

## MAR 24: World Day for Truth Concerning Human Rights Violations

**MAR 25: Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade**

## MAR 31: International Transgender Day of Visibility