

Action for Equity Diversity and Inclusion (AFEDI) Council Update

The next AFEDI Council Meeting is
Tuesday, May 16, 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.

Upcoming Events and Trainings

Diversity without Adversity Training for New Hires

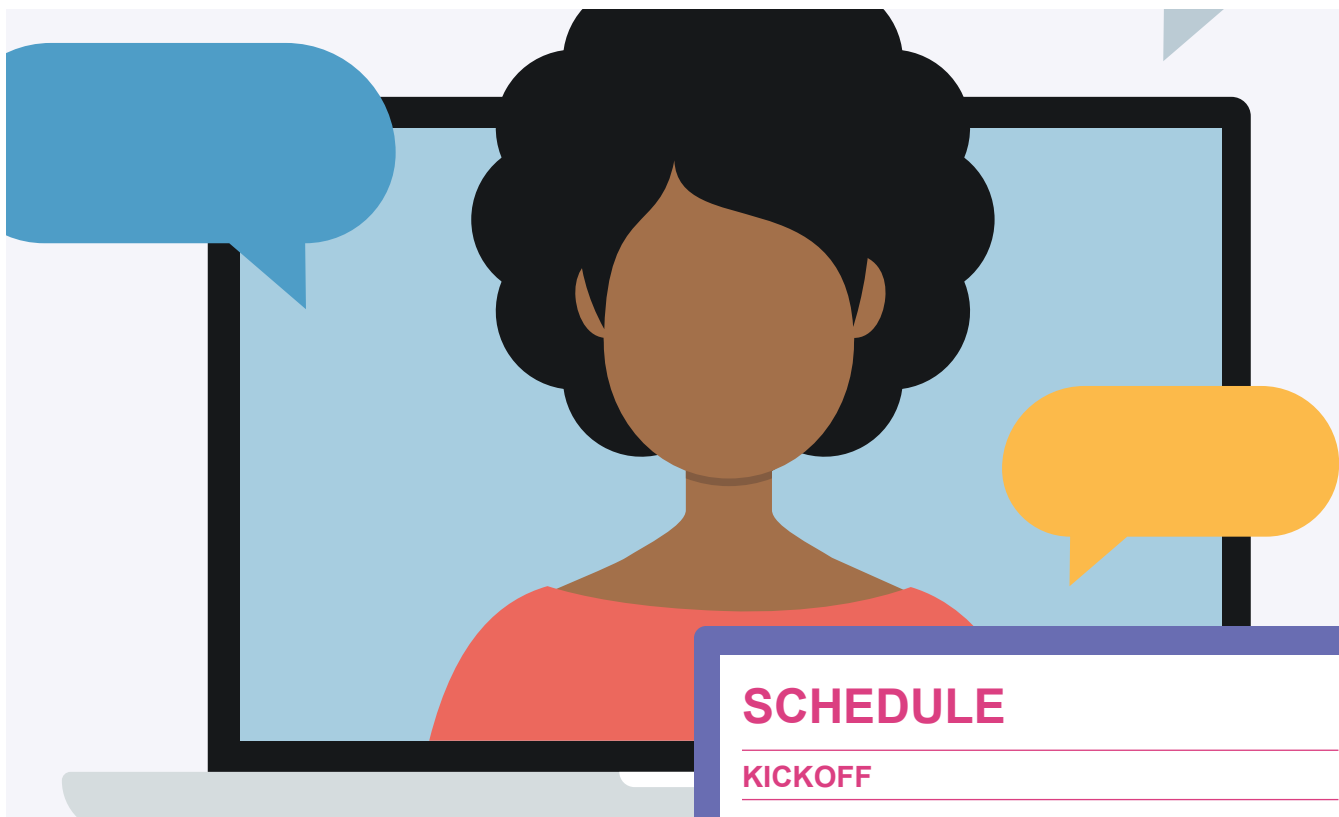
Friday, May 19, 1:00 pm – 4:00 pm
Log into MyLearningPointe to register

Supervisor's Roundtable and DE&I Leadership Development

Wednesday, May 24, 11:30 am – 1:00 pm



DE&I ALL STAFF TRAINING WITH LEADING CULTURE SOLUTIONS



All CHR staff should have received invitations from Leading Culture Solutions for the Cycle 2 All Staff Trainings. These trainings are not mandatory, however, you are highly encouraged to attend. The trainings are great 45-minute opportunities to learn and progress through your DE&I journey.

Each session is offered two times, with one morning session and one afternoon session, allowing you to choose which session works best for you. To register, you may respond to your email invite, RSVP to info@leadingculturesolutions.com, or call LCS at **860-222-7400**.

SCHEDULE

KICKOFF

Tuesday, May 2, 3:30 - 4:15 pm - OR -
Wednesday, May 3, 9:00 - 9:45 am

BUSINESS CASE FOR DE&I

Assessing Strengths & Opportunities

Monday, May 15, 3:30 - 4:15 pm - OR -
Thursday, May 18, 9:00 - 9:45 am

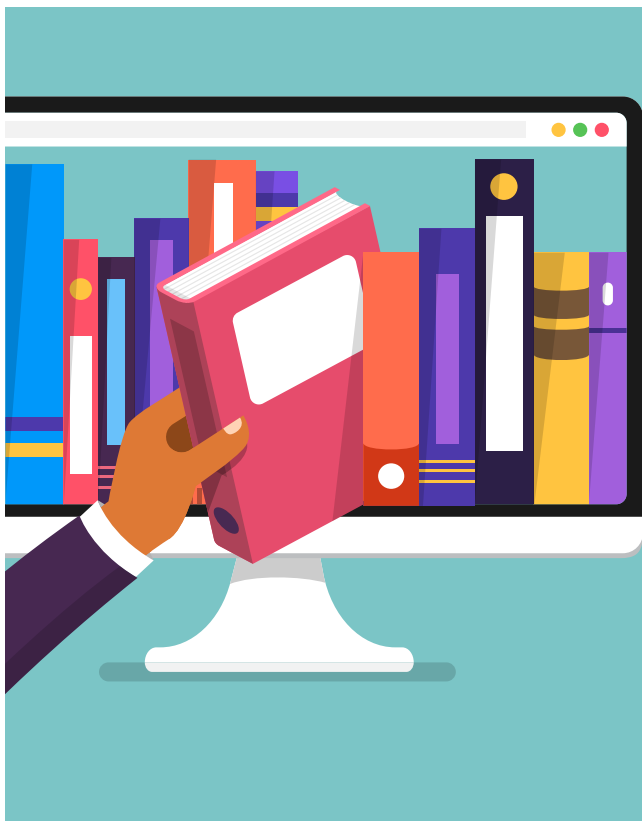
Creating a Learning Culture

Tuesday, May 23, 3:30 - 4:15 pm - OR -
Thursday, May 25, 9:00 - 9:45 am

Managing Individual and Collective Responsibility

Wednesday, May 31, 9:00 - 9:45 am - OR -
Thursday, June 1, 3:00 - 3:45 pm

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 \(hbr.org\)](#)
- [Social Matrix Diagram](#)
- [Words Matter - Terms to Use and Avoid When Talking About Addiction | National Institute on Drug Abuse \(NIDA\) \(nih.gov\)](#)
- [PowerToFly Diversity Reboot Series 2023](#)

RESOURCE SPOTLIGHT

The Social Matrix Diagram: A Tool for Visualizing Intersectional Identity

In 1989, [Kimberlé Crenshaw](#) coined the term intersectionality, which is a framework for understanding that each person's various identities (e.g. race, class, religion, ability status, etc.) create situations where they may experience marginalization in some areas in life, but may experience privilege in other areas.

[The Social Matrix Diagram](#) is a great resource to provide deeper understanding of intersectional identity.

To learn more, visit the Social Matrix Diagram [here](#).

Diversity Holidays and Observances

ASIAN AMERICAN NATIVE HAWAIIAN AND PACIFIC ISLANDER HERITAGE MONTH

May is Asian American, Native Hawaiian, And Pacific Islander (AANHPI) Heritage Month, which is recognized as a time to celebrate the diversity of cultures, achievements, and contributions of Asian Americans, Native Hawaiians, and Pacific Islanders (AA and NHPIs) in the United States. Also known as Asian/Pacific American Heritage Month, the month of May was chosen because the arrival of the first Japanese immigrants to the United States took place on May 7, 1843, and the completion of the transcontinental railroad took place on May 10, 1869, of which most workers were Chinese immigrants. [In 2021](#), a presidential proclamation expanded the month to include Native Hawaiians.

This year, the Federal Asian Pacific American Council (FAPAC) selected the theme for 2023 as Advancing Leaders Through Opportunity, as part of its series for 2021-2024 highlighting its efforts in "[Advancing Leaders](#)" in the Federal and DC government.

To learn more about Asian/Pacific American Heritage Month, visit the following resources below:

- [AsianPacificAmericanHeritage.gov](#)
- [The Federal Asian Pacific American Council \(FAPAC\)](#)
- [Department of Commerce](#)
- [United States Census Bureau](#)
- [Library of Congress AAPI Collections](#)
- [NPR](#)

MENTAL HEALTH AWARENESS MONTH



Mental Health Awareness Month, observed in the United States in May since 1949, is a great opportunity to raise awareness about mental health, fight stigma, and educate the public about the millions of people in the country that are affected by mental illness. According to a study published in the [Archives of General Psychiatry](#), 46 percent of Americans will at some point in their life meet the criteria for a diagnosable mental health condition (Kessler et al., 2005). Particularly since the pandemic in 2020, not only is their a greater need for mental health services, but we are also experiencing a shortage of mental health providers ([American Psychological Association, 2022](#)). It is critical, now more than ever, that we spread awareness of this need for mental health services, as well as contact government officials to pass legislation that will help fund these programs.

NAMI's campaign for the month of May is "More Than Enough!" emphasizing that "No matter what,

you are inherently worthy of more than enough life, love and healing. Showing up, just as you are, for yourself and the people around you is more than enough." This year, the National Council for Mental Wellbeing also stresses important actions that everyone can take, including contacting local elected officials and urging them to address the behavioral health workforce shortage crisis.

If you or someone you know needs support, contact CHR's Triage Center at **877-884-3571**.

To learn more about Mental Health Awareness Month, visit the following resources below:

- [NAMI](#)
- [Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)
- [Mental Health America](#)
- [National Council for Mental Wellbeing](#)
- [National Institute of Mental Health](#)

DIVERSITY CALENDAR

This Month

Asian American, Native Hawaiian, And Pacific Islander (AANHPI) Heritage Month

Mental Health Awareness Month

Haitian Heritage Month

Jewish American Heritage Month

Older Americans Month

March Diversity Holidays

MAY 1: Lei Day

MAY 21: World Day for Cultural Diversity

MAY 3: Asian American, Native Hawaiian and Pacific Islander Women's Equal Pay Day

MAY 23: Declaration of the Bab (Baha'i)

MAY 5: Cinco de Mayo

MAY 29: Ascension of Baha'u'llah (Baha'i)

MAY 14: Mother's Day

MAY 29: Memorial Day

MAY 17: International Day Against Homophobia, Transphobia and Biphobia

EMPLOYEE SPOTLIGHT



Harmeeet Nagi

Performance and
Quality Improvement
Specialist for CHR

I am from India, and I came to the United States when I was seven-months old. I was brought up with a mixture of Indian and Western traditions. My parents wanted to ensure that we still knew where our roots came from as we embraced Western culture as well in the United States. I visited India every summer break along with my mom and sister when I was younger. The purpose of this was so we could stay connected with our family in India and with the culture. When we were here, we stayed connected with our culture by going to the Sikh Temple and celebrating the Indian holidays with family and friends. We cooked traditional Indian dishes and dressed in Indian attire to still have a sense of belonging back home.

As I was growing up, I was often asked if I was Muslim, Hindu, or Hispanic. I used to respond, 'No,

I am Indian/Sikh.' The follow-up question used to be 'What/who are Sikhs?' That would prompt a brief explanation, which I appreciated. We live in a world where assumptions are often made, and people are afraid to ask questions. An example that comes to mind is when 9/11 happened. Most Sikh men in the community wear turbans on their heads and, because of that event, they became targets of hate, as the public did not know the difference between a Sikh man wearing a turban and a Muslim man wearing a turban. I remember in those first few weeks after the attack, our Sikh Community did a lot of outreach within the community to educate the public about who we are.

We are often asked about how we can educate and learn more about other cultures. I believe the best way to learn is to ask

“
Since May is Asian/
Asian American and
Pacific Islander (AAPI)
Heritage Month,
I decided to share my
story to shed
some light on my
religion and culture.

questions to individuals in the community. Educating the public and having both a presence and voice within your community is also very important. I encourage Asian/South Asian American and Pacific Islander communities to hold educational forums on different platforms such as the radio, television, YouTube, and social media platforms. I also recommend attending places of worship and letting the community know you are there to learn about their culture.”



Thank you, Harmeeet, for sharing your story and for your dedication to CHR and commitment to DE&I!