

Action for Equity Diversity and Inclusion (AFEDI) Council Update

The next AFEDI Council Meeting is
Tuesday, July 18, at 1:00 pm – 3:00 pm
in CHR's Windsor office

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, or an ERG, please contact **Ngina McMillian** at nmcmillian@chrhealth.org.

Upcoming Events and Trainings

Diversity without Adversity Training for New Hires

Friday, July 21, 1:00 pm – 4:00 pm
Log into MyLearningPointe to register

Supervisor's Roundtable and DE&I Leadership Development

Wednesday, July 26, 12:00 pm – 1:15 pm



DE&I ALL STAFF TRAINING WITH LEADING CULTURE SOLUTIONS



Thank you to those who have been able to attend the Cycle 2 All Staff Trainings facilitated by Leading Culture Solutions. 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.

Invitations for July Cycle 2 Trainings have sent to all CHR staff. 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 at: info@leadingculturesolutions.com, or call LCS at **860-222-7400**.

JULY SCHEDULE

Unconscious Bias in the Workplace

Tuesday, July 11, 3:00 – 3:45 pm – OR –
Wednesday, July 19, 9:00 – 9:45 am

Unconscious Bias (Activity)

Monday July 17, 3:00 – 3:45 pm – OR –
Wednesday July 19, 9:00 – 9:45 am

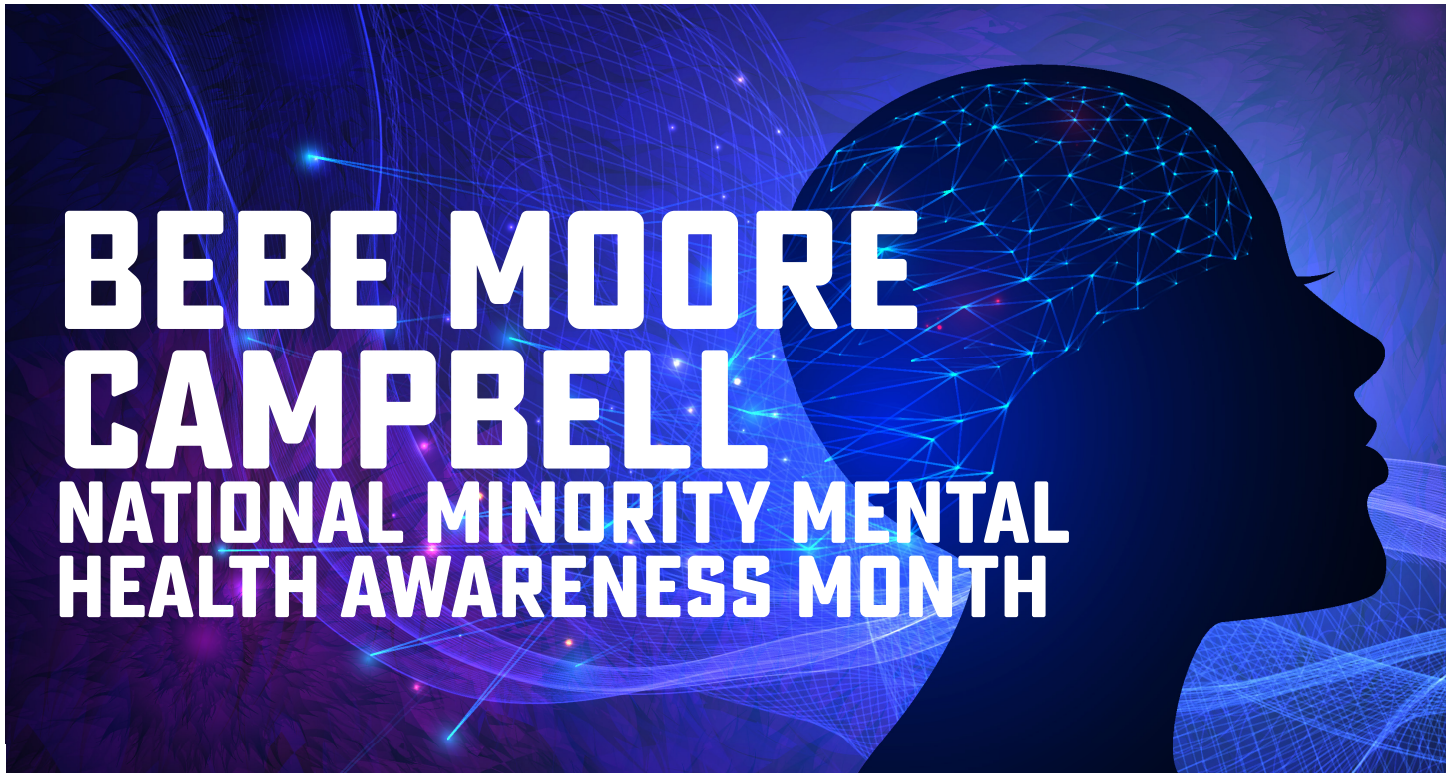
DEI ARTICLES AND RESOURCE CENTER



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

- [ADAA Inclusive Language Guide](#)
- [American Psychological Association 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](#)

July Diversity Holidays and Observances



Bebe Moore Campbell National Minority Mental Health Awareness Month, also called BIPOC (Black Indigenous People of Color) Mental Health Awareness Month, is a month to bring awareness to the mental health struggles that are unique to BIPOC individuals and communities within the United States, which are exacerbated by factors such as racial oppressions, colorism, the environment, access to services and affordable healthcare. Campbell was an American mental health advocate, journalist, author and teacher who worked to address the mental health needs of individuals of underrepresented groups. The month, named in dedication to Campbell, was created to achieve two goals, including improving access to mental health treatment and services and promoting public awareness of mental illness, as well as to enhance public awareness of mental illness among underserved communities (NAMI, 2023).

To learn more about Bebe Moore Campbell National Minority Mental Health Awareness Month, visit the following resources below:

- [National Alliance on Mental Illness](#)
- [Mental Health America](#)
- [United States Department of Health and Human Services](#)
- [National Council for Mental Wellbeing](#)

FRENCH-AMERICAN HERITAGE MONTH

To honor and celebrate the many contributions made to the United States by people of French descent, July is identified as French-American Heritage Month. The month is a time to celebrate the influence that the French have had on art, culture, language, social etiquette, and more.

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

- [National Today](#)
- [French American Cultural Foundation](#)

NATIONAL THERAPEUTIC RECREATION WEEK JULY 9-15

National Therapeutic Recreation Week, established by the National Therapeutic Recreation Society, is celebrated during the second week of July to raise awareness of therapeutic recreation programs and services that support the health and well-being of individuals affected by physical, emotional, or mental health issues.

To learn more about National Therapeutic Recreation Week, visit the following resources below:

- [Livewell Private Care](#)
- [IAB Health Productions, LLC](#)

DIVERSITY CALENDAR

This Month

Bebe Moore Campbell National Minority Mental Health Awareness Month

French-American Heritage Month

National Therapeutic Recreation Week (July 9-15)

JULY 1: Canada Day (Canada)

JULY 3: Asalha Puja (Buddhist)

JULY 3: Asala – Dharma Day (Buddhist)

JULY 4: Independence Day (USA)

JULY 6: 14th Dalai Lama (Tibetan)

JULY 9-10: Martyrdom of the Bab (Baha'i)

JULY 11: World Populace Day

JULY 12: International Malala Day

JULY 14: Bastille Day

JULY 14: International Non-Binary People's Day

JULY 15: St. Vladimir Day (Catholic)

JULY 16: International Drag Day

JULY 18: International Nelson Mandela Day

JULY 18-19: Muharram (Islamic)

JULY 19: Hijri New Year (Islamic)

JULY 24: Pioneer Day (Mormon)

JULY 25: St. James the Great Day (Christian)

JULY 26: National Disability Independence Day
(commemorates the signing of the Americans with Disabilities Act)

JULY 26-27: Tisha B'av (Jewish)

JULY 27: Ashura (Islamic)

JULY 30: International Day of Friendship