

Action for Equity Diversity and Inclusion (AFEDI) Council Update

The next AFEDI Council Meeting is
Tuesday, August 15, at 1:00 pm – 2:00 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, August 18, 1:00 pm – 4:00 pm
Log into MyLearningPointe to register

Supervisor's Roundtable and DE&I Leadership Development

Wednesday, August 23, 11:30 am – 1:00 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 August trainings have been 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**.

AUGUST SCHEDULE

History of Underrepresentation in the Workplace

Tuesday, August 1, 3:00 - 3:45 PM – OR –
Wednesday, August 2, 9:00 - 9:45 AM

Barriers to Success and Innovation

Tuesday, August 8, 3:00 - 3:45 PM – OR –
Thursday, August 10, 9:00 - 9:45 AM

Modern Impacts of Discrimination

Monday, August 14, 3:00 - 3:45 PM – OR –
Wednesday, August 16, 9:00 - 9:45 AM

Intersectionality as Strategy (Activity)

Tuesday, August 22, 3:00 - 3:45 PM – OR –
Thursday, August 24, 9:00 - 9:45 AM

DEI ARTICLES AND RESOURCE CENTER



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

- [Access for Everyone - National Council for Mental Wellbeing \(thenationalcouncil.org\)](https://thenationalcouncil.org)
- [ADAA Inclusive Language Guide](#)
- [American Psychological Association Inclusive Language Guide](#)
- [Behavioral Health Equity Resources | SAMHSA](#)
- [Research: What Effective Allies Do Differently \(hbr.org\)](https://hbr.org)
- [Recognizing and Responding to Microaggressions at Work \(hbr.org\)](https://hbr.org)
- [3 Strategies to Bridge Generational Divides at Work \(hbr.org\)](https://hbr.org)
- [Social Matrix Diagram](#)
- [Words Matter - Terms to Use and Avoid When Talking About Addiction | National Institute on Drug Abuse \(NIDA\) \(nih.gov\)](https://nih.gov)
- [PowerToFly Diversity Reboot Series 2023](#)

AUGUST SPOTLIGHT

CHR Pathways Enfield July Celebrations Wall



AFEDI Council Meeting on July 18



Pictured: Heather Gates, MBA; Angela Rizzolo, MBA; Ngina McMillian, LMSW, MBA; Beatrice Mathis, LCSW; Janell Lewis



Pictured: Kate Battista, CAC, LPC; Heather Gates; Beatrice Mathis, LCSW



Pictured: Jul Gorman, LMSW, EdM; Ngina McMillian, LMSW, MBA

August Diversity Holidays and Observances

NATIONAL NONPROFIT DAY (AUGUST 17)



National Nonprofit Day is celebrated every year on August 17 to recognize the hard work and dedication of nonprofits that advocate for and support their communities.

This year, the Wellness Committee and the Action for Equity, Diversity and Inclusion Council are hosting a potluck lunch – a gathering where guests bring a different dish of food to be shared with all in attendance – in our Enfield, Manchester, Willimantic, and Windsor locations to give our hardworking staff the opportunity to bring their favorite dish and come together to celebrate.

A Save-the-Date has been sent to all staff. Please keep an eye out for further details.

To learn more about National Nonprofit Day, visit the following resources below:

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

DIVERSITY CALENDAR

This Month

Black Business Month

National Immunization Awareness Month

National Health Center Week (August 6-12)

AUG 1: Lughnasadh (Gaelic)

AUG 1: National Minority Donor Awareness Day

AUG 4: Single Working Women's Day

AUG 7: Purple Heart Day

AUG 9: International Day of the World's Indigenous People

AUG 10: National Connecticut Day

AUG 12: International Youth Day

AUG 12: Hungry Ghost Festival (Chinese)

AUG 13: Black Women's Equal Pay Day

AUG 13-15: Obon (Buddhist)

AUG 15: Feast of the Assumption (Catholic)

AUG 17: National Nonprofit Day

AUG 19: World Humanitarian Day

AUG 21: National Day of Remembrance and Tribute to the Victims of Terrorism

AUG 21: National Senior Citizens Day

AUG 22: International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief

AUG 23: International Day for the Remembrance of the Slave Trade and its Abolition

AUG 23: Health Unit Coordinator Day

AUG 26: Women's Equality Day

AUG 30: Raksha Bandhan (Hindu)

AUG 30: Ullambana (Buddhist)

AUG 31: International Overdose Awareness Day

AUG 31: International Day of People of African Descent

AUG 31: Ganesh Chaturthi (Hindu)