



Diversity, Equity and Inclusion

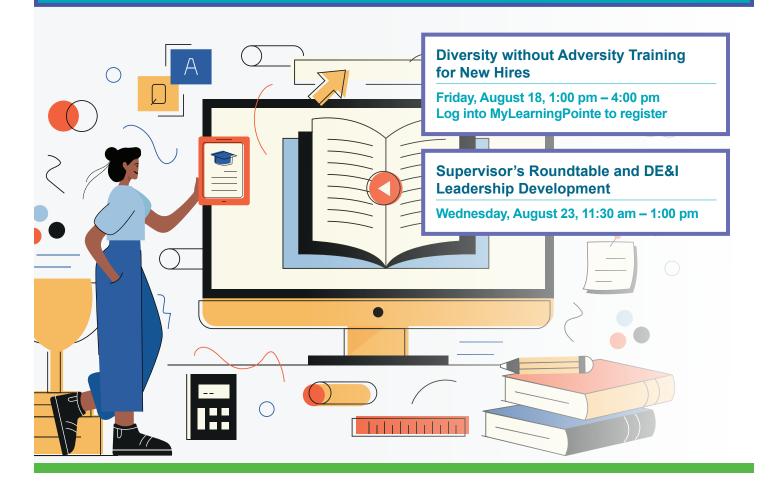
August 2023

## **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

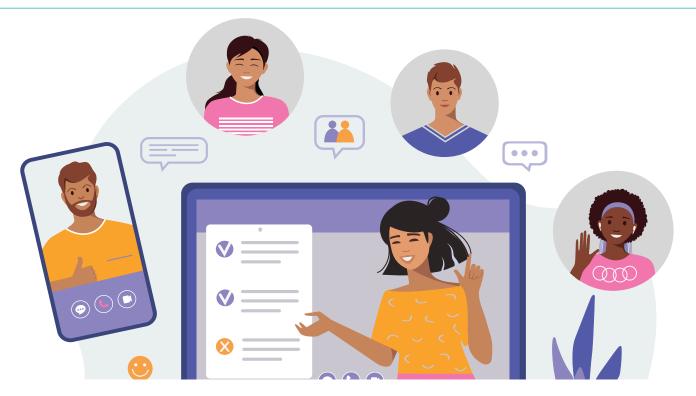
The AFEDI Council continues to meet the third Tuesday of each month at 1:00 pm via Zoom. Last year, we worked with Leading Culture Solutions to revamp the Council and develop our Purpose, Direction, and Behaviors to help CHR's DE&I journey. Recently, we worked to develop CHR's diversity roadmap and are 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 <a href="mailto:nmcmillian@chrhealth.org">nmcmillian@chrhealth.org</a>.

### **Upcoming Events and Trainings**





# 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: <a href="mailto:info@leadingculturesolutions.com">info@leadingculturesolutions.com</a>, 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)
- 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



### **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





#### **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)