

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

The next AFEDI Council Meeting is  
Tuesday, September 19, 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](mailto:nmcmillian@chrhealth.org).

## Upcoming Events and Trainings

### Diversity without Adversity Training for New Hires

Friday, September 15, 1:00 pm – 4:00 pm  
Log into MyLearningPointe to register

### Supervisor's Roundtable and DE&I Leadership Development

Wednesday, September 27, 12:30 am – 2:00 pm



# 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

We hope everyone enjoyed  
National Nonprofit Day on August 17.

## National Nonprofit Day Windsor Office



# AUGUST SPOTLIGHT

## CHR Pathways Enfield August Celebrations Wall



## Milagros Sinclair, LCSW featured on Bomba Radio Station

Last month, Milagros Sinclair, LCSW participated in an interview with Bomba Radio station. Milagros discussed CHR's vision as well as employment opportunities within the bilingual communities of Connecticut. Listen to her radio interview featured on our website [here](#).



Milagros Sinclair,  
Clinical Program Director, DOC



# AUGUST SPOTLIGHT

## Turkessa Antrum SCP, SPHR Recognized as the Hartford Yard Goats' Community Kindness Hero!

**Congratulations to CHR's Turkessa Antrum SCP, SPHR**, for being recognized as the Hartford Yard Goats & Liberty Bank Community Kindness Hero of the Game! On Wednesday night, Turkessa was recognized for her work in DE&I during pre-game ceremonies at a Yard Goats home game. We are so thankful to Turkessa for all the hard work she does for us at CHR!



Turkessa Antrum SCP, SPHR

# AUGUST SPOTLIGHT

## CHR Recognizes International Overdose Awareness Day

CHR joined a global movement for understanding, compassion, and change by recognizing **International Overdose Awareness Day**. CHR's Putnam Campus held an awareness event in which CHR staff set up a Narcan information table and had clients remember and honor those who have passed away due to overdose by placing their name on a healing tree. Other CHR staff in Enfield set up a poster board and had individuals fill out purple ribbons, hearts, and stars to remember loved ones as well. If you or someone you know is seeking assistance, to reach CHR, call **1-877-884-3571**. Learn more by visiting our [news page](#).



## September Diversity Holidays and Observances



**National Hispanic Heritage Month** is celebrated each year from September 15 through October 15. The month-long celebration recognizes the contributions of Hispanic and Latino American to the achievements, history, and culture in the United States.

To learn more about National Hispanic Heritage Month, visit the following resources below:

- [United States Census Bureau](#)
- [National Hispanic Heritage Month](#)
- [Hispanic Heritage Month](#)



# NATIONAL RECOVERY MONTH



**National Recovery Month**, which began in 1989, to recognize and educate Americans that services for mental health and substance use are effective, promote and support new treatment and recovery practice, and celebrate the steps made by those in recovery. According to the CDC, this year's tagline, "Every Person, Every Family, Every Community," will be used to emphasize that recovery is possible for everyone. This month reinforces the message that behavioral health is important to our overall health.

To learn more about National Recovery Month, visit the following resources below:

- [Centers for Disease Control and Prevention](#)
- [SAMHSA](#)
- [NAADAC](#)



# SUICIDE PREVENTION MONTH



**988**  
SUICIDE  
& CRISIS  
LIFELINE

**While prevention must be discussed throughout the year, Suicide Prevention Month is recognized in September.** Organizations and individuals across the country will come together this month to raise awareness of suicide and share tools and resources to support those affected by suicide. The entire month reminds us that we all can help. On World Suicide Prevention Day, observed on September 10th, the international community will join to focus attention and efforts on reducing the stigma associated with suicide and share a common message that suicide can be prevented. If you or someone you know is in crisis, **please call 988 or text “HOME” to 741741.**

To learn more about Suicide Prevention Month, visit the following resources below:

- [988 Lifeline](#)
- [NAMI](#)
- [AFSP](#)

# SELF-CARE AWARENESS MONTH

Love your  
self

## September is National Self-Care Awareness Month!

This month, CHR's Wellness Committee is bringing staff a 4-week self-care challenge. At CHR, we believe taking care of oneself is the first step towards leading a fulfilling and balanced life. The Wellness Committee is thrilled to invite you to join the CHR Self-Care Challenge, designed to rejuvenate your mind and body! Life's demands can often make self-care feel like a luxury when, in reality, it's an essential investment in our overall well-being.

Throughout September, we'll focus on various self-care themes contributing to a healthier mind, body, and spirit. From mindfulness practices and physical activities to creative outlets and meaningful connections, our challenge will help you explore self-care dimensions and find what resonates most. There will be weekly prizes, too. Keep an eye out for weekly emails and chances to win prizes while practicing wellness and self-care. We look forward to everyone participating in this event.

## How to Participate:

1. Sign Up today [here](#).
2. Log your activities on the Challenge website every week to be entered to win fun prizes. Starting today, you'll receive weekly emails on Fridays with the theme for the week ahead and simple, yet impactful ideas, tips, and related activities.
3. *OPTIONAL*: Engage with other CHR staff in our private CHR wellness Facebook group. Request to join [here](#).
4. *OPTIONAL*: Bonus Bingo - Complete one activity daily on your attached Calm Self-Care Bingo card. Hold onto your card until the end of the month for an extra chance to win!

To learn more about Self-Care Awareness Month, visit the following resource below:

- [National Day](#)



## This Month

[National Hispanic Heritage Month](#)

[Suicide Prevention Month](#)

[National Recovery Month](#)

[Self-Care Awareness Month](#)

## September Diversity Holidays and Observances

4: Labor Day	18: Ganesh Chaturthi (Hindu)
5: International Day of Charity	20: HeForShe
6: Krishna Janmashtami/Jayanti (Hindu)	21: International Day of Peace
10: National Grandparents Day	21: World Gratitude Day
10: World Suicide Prevention Day	22: National Native American Day
10-16: Suicide Prevention Week	23: Bi Visibility Day
11: Remembrance Day	23: International Day of Sign Languages
11: Ethiopian New Year	24-25: Yom Kippur (Jewish)
15: International Day of Democracy	27: Mawlid Al-Nabi (Islamic-Sunni and Shi'a)
15-17: Rosh Hashanah (Jewish)	28: Meskel (Ethiopian Orthodox and Eritrean Orthodox)
16-23: Bisexual Awareness Week	29: Michaelmas (Christian)
16: Mexican Independence Day	9/29-10/6: Sukkot (Jewish)
18: International Equal Pay Day	

## Professional Development Days/Weeks

1-8: National Clinical Nurse Specialist Recognition Week (CNS week)	21: National IT Professionals Day
4-8: National Payroll Week	22: Business Women's Day
10-16: Direct Support Professional Recognition Week	25: Family Health and Fitness Day
16: National Working Parents Day	26: Human Resources Professionals Day
11-17: Nursing Professional Development Week	30: Women's Health and Fitness Day
18-24: National Rehab Week	