



JANUARY 2023 NEWSLETTER

Welcome to the monthly newsletter for the **Culture, Equity, Diversity, and Inclusion Committee**.
Better known as CEDI!

CEDI is MBHC's way to offer equitable support, guidance, and resources to each participating organization which in turn offers equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented. The CEDI Committee meets the second Wednesday of each month at 12:30 pm. If you would like to join the CEDI Committee, please email Nicole Lee: nlee@mobhc.org



CEDI Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health
All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](#)

CEDI Survey Report | Take Action!



As part of the CEDI Committee's ongoing collaboration with Integrated Work, five recommendations have been identified as priorities for Missouri based on overarching themes from the CEDI Survey responses collected by Integrated Work. This month, the newsletter will focus on the fourth recommendation: **Take Action!**

05



Take Action

- Prioritize and protect staff wellbeing
- Cultivate healing and trust among staff
- Be transparent about staff stories and organizational progress

Respondents identified the need to review and implement policies that support inclusion, take action to consistently prevent and address racism (and other isms) in leadership, staff, and clients and the importance of addressing gaps between verbal commitments and everyday actions that support CEDI.

What Action Steps Can We Take?

- Create, communicate, implement, and enforce policies and procedures about workplace safety throughout the organization.
- Ensure there are accessible, confidential, and responsive channels for reporting and resolving injustices and disputes.
- Regularly audit the organization's culture to remain current on the honest experience of staff. Widely share those reports along with updates regarding progress toward achieving DEI-related goals.



In future newsletters, we will continue to keep each of the five recommendations as part of the conversation and how we, as individuals, as agencies, and as communities can take actionable steps to more inclusivity and belonging for all humans!



Registration for the **Third Annual Engagement in the Black Community Summit Has Opened!** NAADAC's third annual [Engagement in the Black Community: A Virtual NAADAC Summit](#) will take place in three months on Thursday, February 9, and Friday, February 10, 2023. This [free two-day event](#) will feature prominent industry professionals speaking on critical issues in the Black community relevant to treatment and recovery. Open to all professionals, this free summit seeks to foster diversity, openness, and inclusion within the recovery community, and highlight some of the unique needs and traits of this identified group. [Register now!](#)



Celebrating Dr. Martin Luther King, Jr.!

Martin Luther King Day is observed every year on the third Monday of January, but Dr. King’s actual birthday is January 15. It is a day to reflect on the work which still needs to be done for racial equality and to take action on civil rights issues around the world. Martin Luther King Day is also considered a National Day of Service, encouraging all Americans to volunteer to improve their communities. A social activist and Baptist minister, Dr. King played a key role in the American civil rights movement.



- [Martin Luther King - I Have A Dream Speech - August 28, 1963 - YouTube](#)
- [King Holiday 2023 - The King Center](#)
- ReDiscover staff honored Dr. King by volunteering on January 16 (day of observance) to refresh, revitalize, and repaint their South office!
- If you, your agency, and/or your community honored Dr. King by giving a day of service on January 16, send your information and pictures to Nicole Lee nlee@mobhc.org!



UNITE was established to identify and address structural racism within the NIH-supported and the greater scientific community. With representation from across the NIH Institutes and Centers, the UNITE Initiative aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce. From December 1, 2021, through February 1, 2022, UNITE hosted 14 listening sessions with external stakeholders who work and serve in diverse settings. The insights shared provided valuable information on the full range of issues and challenges facing diverse talent and will help develop UNITE priorities and an action plan. For more information: [NIH UNITE | National Institutes of Health \(NIH\)](#)



Brave Safe Space is an empowering, non-biased, and nonjudgmental space shared with people who not only look alike, but also share some of the same experiences and frustrations. It is a space where African Americans in the behavioral health field can come together to: take care of mental and emotional well-being; feel empowered; celebrate shared heritage; understand

shortcomings; feel each other’s pain; connect energies; relax; and enjoy the ambience of the space through art, games, and therapeutic exercises. You can join Brave Safe Space on the **second Thursday of each month from 6:30 pm – 8:00 pm CT via this Zoom link:** <https://us02web.zoom.us/j/89190741128> Meeting ID: 891 9074 1128

CEDI Policy Subcommittee Corner

Resources for supporting employees who are transitioning at work:

- <https://www.thehrfoundation.org/professional-resources/trans-toolkit-for-employers>
- <https://www.shrm.org/hr-today/news/hr-magazine/Pages/0915-transgender-employees.aspx>

Have questions? The CEDI Committee is here to support Inclusion efforts within all MBHC organizations.



2022 National Survey on LGBTQ Youth Mental Health | MISSOURI

47% of LGBTQ youth in Missouri seriously considered suicide in the past year

including 55% of transgender and nonbinary youth.

Access to mental health care among LGBTQ youth



The Trevor Project, the leading suicide prevention organization for LGBTQ young people, produces innovative original research that amplifies the experiences of diverse LGBTQ young people and brings new knowledge and clinical implications to the suicide prevention field. Since 2019, their annual national surveys have been among the largest and most diverse surveys of LGBTQ young people in the U.S. For the first time ever, they are publishing the findings of their national survey, which captured the experiences of nearly 34,000 LGBTQ people ages 13-24 across the United States in 2022, segmented by all 50 states. To view all results for Missouri | [The-Trevor-Project-2022-National-Survey-on-LGBTQ-Youth-Mental-Health-by-State-Missouri.pdf](https://www.thetrevorproject.org/the-trevor-project-2022-national-survey-on-lgbtq-youth-mental-health-by-state-missouri.pdf) (thetrevorproject.org)



What makes a space affirming for LGBTQ young people in Missouri?



the presence of other LGBTQ people • "safe space" signs • pride flags • anti-harassment policies that are actually enforced • GSA for schools • LGBTQ teachers/staff • general respect towards everyone • positive and welcoming environment

Rates of LGBTQ youth who have been physically threatened or harmed



Additional January Observances



- January 13 is **Korean American Day** which commemorates the arrival of the first Korean immigrants to the United States in 1903 | [Korean American Day 2023 - Korea Economic Institute of America \(keia.org\)](https://www.keia.org/korean-american-day-2023)
- January 16 is **World Religion Day** to promote inter-faith understanding and harmony | [WORLD RELIGION DAY - Third Sunday in January - National Day Calendar](https://www.nationaldaycalendar.com/world-religion-day-third-sunday-in-january/)

- January 27 is **International Holocaust Remembrance Day** commemorating the six million Jewish victims of the Holocaust | [International Holocaust Remembrance Day — United States Holocaust Memorial Museum \(ushmm.org\)](https://www.ushmm.org/international-holocaust-remembrance-day) and [Holocaust Memorial Day Trust | HMD 2023 Theme](https://www.holocaustremembrance.com/hmd-2023-theme)

Holocaust Memorial Day 2023 Theme vision



Ordinary People

'What is abnormal is that I am normal. That I survived the Holocaust and went on to love beautiful girls, to talk, to write, to have toast and tea and live my life - that is what is abnormal.'
Elie Wiesel, survivor of the Holocaust



MISSOURI BEHAVIORAL
HEALTH COUNCIL

WE APPRECIATE EVERYTHING YOU ARE DOING, AND
WILL DO, IN THIS EFFORT!

Resources and Learning Opportunities

- **Combined Language Guide for Behavioral Health in Older Adults, African Americans, LGBTQ+ Individuals, and Families** | The E4 Center

REFRAMING LANGUAGE

WHY CHANGING OUR THINKING, OUR ACTIONS AND OUR LANGUAGE MATTERS



understands that words matter, and through collaboration with the Reframing Aging Initiative, works to address ageism in our society by changing the language around aging. They recently launched a Combined Language Guide in partnership with the SAMHSA-funded Centers of Excellence for African American Behavioral Health, LGBTQ+ Behavioral Health Equity, and the National Family Support Technical Assistance Center. This resource provides guidance on discussing behavioral health concerns among the populations which we serve and outlines why this language is critical. Check out the guide <https://e4center.org/wp-content/uploads/2022/09/Combined-Language-Guides-2.pdf>

- The **National Council for Mental Wellbeing** has partnered with the newly established **African American Behavioral Health Center of Excellence (AABH CoE)** at Morehouse School of Medicine to provide training and technical assistance to help organizations address the needs of Black and African American (B/AA) communities. Explore the [new fact sheet](#) with information, resources and potential solutions to better address suicide among B/AA communities. **Wednesday, Feb. 8, 1 p.m. ET – DCM Associates: Diversity, Equity and Inclusion (DEI) Plus – Building a Culture of Inclusion**
- **The Fenway Institute** provides educational programs, resources, and consultation to health care organizations with the goal of optimizing quality, cost-effective health care for lesbian, gay, bisexual, transgender, queer, intersex, asexual, and all sexual and gender minority (LGBTQIA+) people | www.lgbtqihealtheducation.org



- Launched in 2021 in response to action from the Conference of Chief Justices and the Conference of State Court Administrators, the **Blueprint for Racial Justice** is examining the systemic changes needed to make equal justice under the law an enduring reality for all. Working with National Center for State Courts staff, the project is generating policies, webinars, bench cards and other resources designed to assist state court leaders with local racial justice, equity and inclusion efforts. These resources are housed in NCSC's [Racial Justice Resource Center](#).

- **Trans Inclusivity in Recovery Housing** | Inspired by the Ohio Recovery Housing Best Practices for LGBTQ+ Inclusion Guide, this toolkit has been designed by the Missouri Institute of Mental Health to provide information and resources for Missouri recovery providers to create a more inclusive environment. Creating a home-like environment is imperative to positive outcomes & successful homes can provide an environment for all people regardless of gender identity to accomplish their recovery goals. [LGBTQ+ Inclusivity in Recovery Housing \(usfiles.com\)](#)

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H.E.A.T. H.E.R. TRAINING

With:
DARRYL TURPIN
MPA, CADC

Training Descriptions:

- H.E.A.T. is a holistic, afro centric, strength based, trauma informed model that emphasizes a positive and engaging approach to treatment.
- H.E.R. is a therapeutic intervention created to address the specific needs of Black/African American women who have experienced victimization, have mild to moderate substance use disorders and who have current or past involvement with the criminal justice system; with an emphasis on Black/African American women.

H.E.A.T. Training | February 27-March 1

H.E.R. Training | March 1-3

Missouri Behavioral Health Council
221 Metro Drive
Jefferson City, MO 65109

This is a **free** training. Click The link below to learn more and get registered.

REGISTER NOW



USING AN ANTI-RACIST, FAMILY-CENTERED FOCUS TO IMPROVE PEDIATRIC CARE

CLICK IMAGE FOR MORE RESOURCES



MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

grief support

EMPLOYEE RESOURCE GROUP



As a support to BHR staff who are living with grief this group is an opportunity to build community around loss and share stories about the people, pets and situations who are at the heart of your grief. This group can move you closer to finding peace and hope after loss.

This is not a substitute for therapy but instead an opportunity to destigmatize grief as a collective and welcome more healing in a safe and supportive environment.



For more info contact Scott Emanuel semanuel@bhrworldwide.com

DEI Employee Resource Group

BIPOC

Black, Indigenous, & People of Color

Come join us to plan amazing activities for BHR staff, have open dialogue, share resources, and be part of a collaborative effort to support each other.

If you're interested, please email smontilla@bhrworldwide.com



DEI Employee Resource Group

NEW PROFESSIONALS

Calling all new professionals! Whether you are new to the field or new to BHR, please join us in an open and supportive space to promote professional growth. This is a time where we can plan activities, share resources, and make BHR an inclusive place for all.

If you are interested to hear more information, please email viannazzo@bhrworldwide.com

LGBTQ+

EMPLOYEE RESOURCE GROUP

This group's primary focus is to provide BHR employees a place to be heard, to be welcomed and celebrated, to address concerns as they are discovered, and to work on eliminating potential risks for both staff and clients.

This space will encourage discussion and provide support necessary to continue furthering positive development in the arena of LGBTQ+ here at BHR. All are welcome to attend regardless of identity.

For more info contact Taylor Harvey tharvey@bhrworldwide.com

BRAVE SAFE SPACE IS AN EMPOWERING, NON-BIASED, AND NONJUDGMENTAL SPACE SHARED WITH PEOPLE WHO NOT ONLY LOOK ALIKE, BUT ALSO SHARE SOME OF THE SAME EXPERIENCES AND FRUSTRATIONS.

JOIN ON THE 2ND THURSDAY OF EACH MONTH.

6:30 PM - 8:00 PM CT

**[HTTPS://US02WEB.ZOOM.US/J/89190741128](https://us02web.zoom.us/j/89190741128)
MEETING ID: 891 9074 1128**



National Network to Eliminate Disparities in Behavioral Health

Striving for behavioral health equity for all individuals, families, and communities.

Register Now!

IN HONOR OF BLACK HISTORY MONTH, THE SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION (SAMHSA) IS HOSTING A VIRTUAL ROUNDTABLE FEATURING SPEAKERS WITH LIVED EXPERIENCE, COMMUNITY LEADERS, AND PRACTITIONERS TO DISCUSS BEHAVIORAL HEALTH CHALLENGES IN BLACK COMMUNITIES. THROUGH PERSONAL STORIES AND INNOVATIVE PROGRAMS, SPEAKERS WILL HIGHLIGHT THE OFTEN UNTAPPED CULTURAL RESOURCES THAT LESSEN THE BURDEN OF DISEASE AND PROMOTE RESILIENCY. THIS ROUNDTABLE WILL SHOWCASE UNITY AMONG COMMUNITY IN CELEBRATION OF CULTURE AND HISTORY.

BLACK HISTORY MONTH



MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

Love is in the air on Valentine’s Day on February 14. Even though we believe that love should be spread and celebrated every day, we don’t always remember to do that. So, on this dedicated day, go above and beyond in expressing your love for family, friends, and of course, your significant other.



ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

ADDRESSING ALCOHOL USE DISORDER IN AFRICAN AMERICAN YOUTH

CEDI POLICY SUBCOMMITTEE CORNER

RESOURCES FOR SUPPORTING EMPLOYEES WHO ARE TRANSITIONING AT WORK:

[HTTPS://WWW.THEHRCFOUNDATION.ORG/PROFESSIONAL-RESOURCES/TRANS-TOOLKIT-FOR-EMPLOYERS](https://www.thehrcfoundation.org/professional-resources/trans-toolkit-for-employers)

[HTTPS://WWW.SHRM.ORG/HR-TODAY/NEWS/HR-MAGAZINE/PAGES/0915-TRANSGENDER-EMPLOYEES.ASPX](https://www.shrm.org/hr-today/news/hr-magazine/pages/0915-transgender-employees.aspx)

HAVE QUESTIONS?

THE CEDI COMMITTEE IS HERE TO SUPPORT INCLUSION EFFORTS WITHIN ALL MBHC ORGANIZATIONS.



BLACK HISTORY MONTH





MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

Right To Be provides free trainings to the public and customized training experiences for businesses, organizations, schools, and colleges. The trainings are oriented to empower people to make a change and channel attention into simple, creative, and effective action. You will find tools to learn how to respond, intervene, and heal from harassment. They want to empower you with the resources you need to take care of yourself and others because they believe we all have the right to be who we are, wherever we are. To access the free trainings, click on image



The Cultural, Equity, Diversity, and Inclusion (CEDI) Committee is working on putting together a Micro-Aggression video and we would love your help!

WE WOULD LIKE ALL SUBMISSIONS FOR THE VIDEO BY MARCH 1, 2023.

Please communicate to anyone who would like to be a part of the video that it will be a public. The video will be shared during trainings and online via social media and YouTube.

Along with the picture that is sent in, please fill out the attached photo release, so we have that on file with the picture.

Form submission:

<https://katiehorst.wufoo.com/forms/r1ha55e71yo8vy2/>

To see a sample of what the video will look like, please click the link here: [cedi 23.mp4](#)



Mental illness is nothing to be ashamed of. It is a medical problem, just like heart disease or diabetes. Mental illnesses are health conditions involving changes in emotion, thinking or behavior (or a combination of these). **Mental illnesses** are associated with distress and/or problems functioning in social, work or family activities - and they are often accompanied by **substance use**. It's critical that we talk about these challenges and that we do so **in the right way**.

REFRAMING LANGUAGE



WHY CHANGING OUR THINKING, OUR ACTIONS AND OUR LANGUAGE MATTERS

The terms we use to describe mental illness matter. We have all heard derogatory terms used to describe someone who has a mental illness. Here are a few to jog your memory: Cuckoo; Mad as a hatter; Screwy - having a screw loose; Bananas; Loopy; Crackers; Wacko (whacko); Loony; Nuts; Freak; Crazy; Weirdo. Can you imagine mocking someone with an illness such as cancer or heart disease? **Here's how we can do better.**

#OurHearts



February is American Heart Month

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MISSOURI BEHAVIORAL HEALTH COUNCIL

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Nonprofit Basics:
Strengthening Organizational Capacity
a Learning Series

The Diversity, Equity, Inclusion, and Belonging (DEI&B) Inventory® for Recovery Community Organizations (RCOs) - Nonprofit Basics: Strengthening Organizational Capacity Learning Series

Black Men in White Coats Youth Summit

Saturday, April 29, 2023
8 a.m. - 2:30 p.m.

University of Missouri School of Medicine
Patient Centered Care Learning Center
745 Kentucky Boulevard Columbia, MO 65212

All students from third grade through undergraduate and parents are welcome!

Enjoy panel discussions, hands-on workshops and mentorship opportunities.

Scan the code to register



From Critical to Curious:
Finding Common Ground with DEI Late Adopters



the diversity movement





MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

MARCH 2023

Historically Black Colleges and Universities Center of Excellence in Behavioral Health



THIS PROGRAM RECRUITS STUDENTS TO CAREERS IN THE BEHAVIORAL HEALTH FIELD TO ADDRESS MENTAL AND SUBSTANCE USE DISORDERS, PROVIDING TRAINING THAT CAN LEAD TO CAREERS IN THE BEHAVIORAL HEALTH FIELD, AND/OR PREPARING STUDENTS FOR OBTAINING ADVANCED DEGREES IN THE BEHAVIORAL HEALTH FIELD.

THE HBCU-CFE ACTIVITIES SHOULD EMPHASIZE EDUCATION, AWARENESS, AND PREPARATION FOR CAREERS IN MENTAL AND SUBSTANCE USE DISORDER TREATMENT, INCLUDING ADDRESSING:

- OPIOID USE DISORDER TREATMENT
- SERIOUS MENTAL ILLNESS (SMI) (INCLUDING FIRST EPISODE PSYCHOSIS (FEP), AND
- SUICIDE PREVENTION.



2023 Missouri Crisis Intervention Team (MO CIT) Conference

MARCH 19-21, 2023 | COLUMBIA, MISSOURI

2023 MISSOURI CRISIS INTERVENTION TEAM CONFERENCE

Sunday, March 19 – Tuesday, March 21, 2023

Holiday Inn Executive Center | Columbia, Missouri

[Reserve your hotel room here](#)

STRONGTALK



CHALLENGES, CRISIS SERVICES ACCESS, EQUITY, INNOVATIONS, LIVED LENS

A NEW PODCAST ON RACISM, MENTAL HEALTH, AND THE IMPORTANCE OF TOUGH CONVERSATIONS

NEWSLETTER

MARCH 2023



A Look Inside...

- 2 CEO Spotlight
- 3 ReDiscover Attends 2023 Mayor's Character Breakfast
- 4 Black History Month at ReDiscover
- 5 A Story From Sam

"SUCCESS IS TO BE MEASURED NOT SO MUCH BY THE POSITION THAT ONE HAS REACHED IN LIFE AS BY THE OBSTACLES WHICH HE HAS OVERCOME WHILE TRYING TO SUCCEED!"

-BOOKER T. WASHINGTON

DIVERSITY, EQUITY & INCLUSION at

ST. LOUIS | MARCH 9, 2023

8:30 a.m. Breakfast/Registration

9 a.m. Conference kick-off

11:40 a.m. Lunch

3:30 p.m. Conference concludes





MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

Substance Use Disorders, Sexual Health & the LGBTQ+ Community, Part One: LGBTQ+ Affirmative Care

Date: March 23, 2023 2 - 3 PM ET
Speakers: Michael Vigorito, LMFT, CGP, CST-S

Opioid Response Network *Expanding Practice Standards*



Training and education provided by the Opioid Response Network (ORN) is evidence-based, designed to meet your local needs and delivered at no cost. Our array of workgroups can help you help others. Tell us how we can enhance your prevention, treatment and recovery efforts in addressing the opioid and stimulant use disorder crisis. Submit a request at OpioidResponseNetwork.org.



Sexuality and Gender Diversity Workgroup

LGBTQ+ people are met with a variety of intersecting experiences such as racism, discrimination and stigma that can lead to elevated rates of substance use and co-occurring psychiatric disorders. The Opioid Response Network's Sexuality and Gender Diversity Workgroup supports the coalition's overarching goal of providing education and training in the prevention, treatment and recovery of opioid and stimulant use disorders to LGBTQ+ communities in a culturally responsive and structurally competent manner. To achieve this mission, this workgroup provides resources as well as guidance on education and training activities.

Let us know your needs. Submit a request for no-cost training or educational resources at OpioidResponseNetwork.org.

the diversity n

thediversitymovement.com

Women's History Month

Programming Guide

By Kaela Sosa

Updated February 2023

March is Women's History Month



MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

MARCH 2023



HEARTLAND CENTER for behavioral change
REBUILDING LIVES SINCE 1982

In Honor of Black History Month

Heartland Center for Behavioral Change's Cultural, Equity, Diversity, and Inclusion (CEDI) Committee will be hosting a ***Soul Food Lunch & Learn!***

THURSDAY, FEBRUARY 23, 2023 12PM TO 1:30PM

Black History Month is a time for Americans to acknowledge key figures from our past and present. It's an opportunity to spotlight and celebrate the achievements that African Americans have accomplished in this country, despite the presence and history of racism and oppression.

Location: Dining Room at 1514 Campbell St., Kansas City, MO 64108

Clinicians in attendance will receive 1 hour towards their KPIs.

SAVE THE DATES

*Missouri Children's Trauma
Network Training Summit*
MAY 2-3, 2023

**HOLIDAY INN & EXPO CENTER
COLUMBIA, MISSOURI**

**"HATE IS A WASTEFUL EMOTION.
MOST OF THE PEOPLE
YOU HATE DON'T KNOW
YOU HATE THEM
AND THE REST
DON'T CARE."**

- Medgar Evers



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Network Training Summit

MAY 2-3, 2023

**HOLIDAY INN & EXPO CENTER
COLUMBIA, MISSOURI**



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

APRIL 2023

SAVE THE DATE

JUNE 7, 2023 | COLUMBIA, MISSOURI



Cultural, Equity, Diversity,
& Inclusion Symposium

Join us for a one day event to network and collaborate with each other to amplify our efforts to provide cultural, equity, diversity, and inclusion in our daily work and life! The speakers and topics will lend itself to equitable support, guidance, and resources. More information on the agenda and registration to come!





CEDDI



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

APRIL 2023



**National Public Safety
Telecommunicators Week**
April 9-15, 2023

The “911 Telecommunicator Tree of Life” is a joint effort between the National 911 Program and a number of 911 industry organizations to honor and celebrate the individuals who serve each day. Visit the 911 Telecommunicator Tree of Life (TOL) site to share an inspiring story recognizing a telecommunicator you know.

Silence is a powerful message. On Day of Silence, the LGBTQ community and its supporters use the same silence that they are subjected to for highlighting issues they face and promoting the rights of the LGBTQ community.

In solidarity with the LGBTQ community, students take a vow of silence and participate in silent campus rallies and demonstrations. The message is executed with colorful posters, tapes over mouths, and staged theatrics. The silence is broken by the end of the day.

APRIL 14th

SILENCE IS LOUD





CEDI



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

APRIL 2023

CEDI Member Highlights & Resources

Brightli (Burrell/PFH) is excited to share that we just offered our first of several Deaf and Hard of Hearing trainings and look forward to the additional trainings by the Missouri Commission for the Deaf and Hard of Hearing that are forthcoming.

Here are some resources if you are interested in learning more about ASL:

[Oklahoma School for the Deaf \(osd.k12.ok.us\)](https://osd.k12.ok.us)

[Online Classes | SOURCES for Community Independent Living Services \(arsources.org\)](https://arsources.org)

[Learn ASL in 29 Hours \(tmz.com\)](https://tmz.com)

Burrell Speaker Series Training called Learning to Unlearn - Here are some self-reflection prompts to help guide people through the reflection process of unlearning:

- What small steps can I make to bring about actionable change at work/home/community?
- Think of a time when you felt excluded. What were your feelings? How did they impact you?
- What is a multicultural experience? Do you think you've had a multicultural experience? If so, did you know at the time that you were having one? Did it happen on purpose or just by happenstance? What were the necessary elements or circumstances?
- What makes diversity issues so hard to talk about?
- What happens when people with clear differences do get to know each other? What role do friendship and loyalty play as people learn about differences and diversity?



CEDI



MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

APRIL 2023

MAY 12, 2023

ST. LOUIS REGIONAL SUICIDE PREVENTION COALITION

Spring 2023 Speaker Series

1:00 PM - 2:30 PM
(CST)



NATIONAL MINORITY HEALTH MONTH

Better Health Through Better Understanding | April 2023

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at [Missouri Behavioral Health Council | Culture
Equity Diversity... \(mobhc.org\)](https://www.mobhc.org/CultureEquityDiversity)



MISSOURI BEHAVIORAL HEALTH COUNCIL

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MAY 2023

SAVE THE DATE

JUNE 7, 2023 | COLUMBIA, MISSOURI



Cultural, Equity, Diversity, & Inclusion Symposium

Join us for a one day event to network and collaborate with each other to amplify our efforts to provide cultural, equity, diversity, and inclusion in our daily work and life! The speakers and topics will lend itself to equitable support, guidance, and resources. More information on the agenda and registration to come!



MAY 12, 2023

ST. LOUIS REGIONAL SUICIDE PREVENTION COALITION

Spring 2023 Speaker Series

1:00 PM - 2:30 PM (CST)



CEDI Chair | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives and leads The Office of DEI at Burrell Behavioral Health

All previous CEDI Newsletters may be accessed at [Missouri Behavioral Health Council | Culture Equity Diversity... \(mobhc.org\)](https://www.missouri-behavioral-health-council.org/CultureEquityDiversity...)

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nlee@mobhc.org



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

MAY 2023

**ASIAN
PACIFIC
AMERICAN
HERITAGE MONTH**

A banner for Asian Pacific American Heritage Month with a blue background and colorful floral patterns. A small white banner in the bottom left corner contains the text "#CulturalDiversity".

**INTERNATIONAL DAY AGAINST
HOMOPHOBIA, TRANSPHOBIA
AND BIPHOBIA**

MAY 17

A banner for International Day Against Homophobia, Transphobia, and Biphobia featuring a rainbow background and a black diagonal stripe.

**World Day
for Cultural Diversity
for Dialogue and Development**

21
MAY

A banner for World Day for Cultural Diversity for Dialogue and Development with a colorful geometric background and a calendar icon showing May 21st.

**MAY IS
OLDER
AMERICANS
MONTH!**

WE ARE GOING TO CELEBRATE AGE
AND SHARE THE WISDOM FROM
OUR OLDER SENIORS ALL MONTH!

An illustration of five diverse older adults standing together.

In diversity
there is beauty and
there is strength.

-MAYA ANGELOU

A banner featuring a tree whose branches are formed by many colorful hands of various colors and sizes.

**JEWISH
AMERICAN**

Heritage Month

A banner for Jewish American Heritage Month featuring a blue Star of David and a white background with blue brushstrokes.

**HAITIAN
HERITAGE
MONTH**

A banner for Haitian Heritage Month with a blue and red background, featuring the Haitian flag and a central illustration of a Haitian landscape with a palm tree and a building.



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

MAY 2023



2023 Toolkit

Check out our Mental Health Month toolkit for media and social media resources, printable informational handouts, posters, and DIY tools.

[Download the toolkit](#)



CELEBRATING THE STRENGTH & BEAUTY OF
WOMEN EVERYWHERE



May is Mental Health Awareness Month



NEWSLETTER

MAY 2023

Summary

Diversity, Equity, Inclusion and Belonging with CLAS! (Culturally and Linguistically Appropriate Services)



May 25, 2023

10:00 AM-1:00 PM ET

🕒 Viewing in Eastern Time **Adjust****REGISTER
NOW!**

YOU ARE NOT
YOUR ILLNESS.
YOU HAVE A NAME,
A HISTORY,
A PERSONALITY.
STAYING YOURSELF
IS THE BATTLE.



Northeast & Caribbean (HHS Region 2)

PTTCPrevention Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration**Mental
health
matters****No storm****lasts forever**

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at [Missouri Behavioral Health Council | Culture
Equity Diversity... \(mbhc.org\)](https://www.missouri-behavioral-health-council.org/culture-equity-diversity)

**BIRTHING
JUSTICE**

Every Woman Deserves A Beautiful Birth Story



A WOMEN IN THE ROOM PRODUCTIONS

"BIRTHING JUSTICE"

EXECUTIVE PRODUCERS ALLEYSON FELIX AND JACQUBA ATLAS & DENISE PINES PRODUCED BY SASHREEN ANTES CO-PRODUCED BY NAOMI

HANEZ SCHAFFERH WITH SAM LITTON, ACE, NATALIE KARDON AND CHRIS MYERS SUPPORTING PRODUCER LIA ODESK CADNEY

CONCEPTUAL PRODUCER NATIONAL BIRTH EQUITY COLLABORATIVE DIRECTOR OF PHOTOGRAPHY CLARE MAJOR

WRITTEN BY JACQUBA ATLAS & MONIQUE N. MATTHEWS DIRECTED BY MONIQUE N. MATTHEWS

BIRTHINGJUSTICE.COM



MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

JUNE 2023



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JUNETEENTH 1865 2015

ON JUNE 19, 1865, THE RESIDUE OF SLAVERY WAS FINALLY EXTRACTED FROM THE ORIGIN OF ITS ROOTS IN THE SOUTH. AS YOU MAY RECALL, THE EMANCIPATION PROCLAMATION (1863) ONLY FREED SLAVES WHO LIVED IN THE SOUTHERN CONFEDERATE STATES. THESE SLAVES WERE ALLOWED TO JOIN THE UNION ARMY AND FIGHT FOR THE ABOLISHMENT OF SLAVERY. THE WAR WAS WON, HOWEVER, THE FIGHT TO ILLEGALIZE SLAVERY WAS A SLOW, STUBBORN, DEBILITATING PROCESS. IT WASN'T UNTIL TWO YEARS LATER, THAT THE NEWS FINALLY REACHED TEXAS. TOWARDS THE FINAL CURTAIN CALL OF THE CIVIL WAR, MANY SLAVEHOLDERS RETREATED TO TEXAS, DUE TO ITS GEOGRAPHICAL ISOLATION AND LACK OF UNION PRESENCE IN THE STATE. BUT ON JUNE 19, 1865, AFTER GENERAL ROBERT E. LEE SURRENDERED ON APRIL 9, 1865, FEDERAL TROOPS, LED BY GENERAL MAJOR GRANGER, LANDED AT GALVESTON, TEXAS WITH NEWS THAT THE WAR WAS OVER AND THAT THE ENSLAVED WERE FREE. THE JUBILATION ENSUED, AND THUS, WE CONTINUE THIS CELEBRATION OF INDEPENDENCE FROM THE CHAINS THAT SHACKLED AFRICAN AMERICANS TO AN INITIAL EXISTENCE OF BONDAGE AND DEGRADATION.



NEWSLETTER

JUNE 2023

[Pride Month History](#)

[Rainbow Flag Origin Story](#)

[The Fight for Equality \(HRC\)](#)

[Being an Ally](#)

[Pride Month & Mental Wellbeing](#)

[Pride Month Resources \(MHA\)](#)

[PrideFest St. Louis](#)

[The Trevor Project](#)





MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

JUNE 2023



Race Unity Day

JUNE 20TH



WORLD
REFUGEE
DAY




Loving Day is an annual celebration held on June 12th, celebrating the day that Mildred and Richard Loving finally won their case against Virginia in the US Supreme Court in 1967, legalizing interracial marriage in the US.

CELEBRATING BLACK MUSIC MONTH



Love has no limits!

A black and white photograph of a Native American woman with long dark hair, wearing a beaded necklace and a fur garment, looking to the side.

The Indian
Citizenship Act
passed on June 2,
1924.

A collage of Caribbean flags, including the Jamaican flag, the Cuban flag, and the flag of the Dominican Republic, with a silhouette of a building in the background.

JUNE IS
CARIBBEAN AMERICAN
HERITAGE
MONTH



CEDI



MISSOURI BEHAVIORAL HEALTH COUNCIL

NEWSLETTER

JUNE 2023

2023 Missouri Suicide Prevention Conference

JULY 19 - 20, 2023

REGISTER NOW!

Working More Effectively with LGBTQ+ Children and Youth

For assistance in viewing and/or navigating this module, select the "Help" button located in the top right.

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RELIAS

save the date

2023 MISSOURI BEHAVIORAL HEALTH CONFERENCE

SEPTEMBER 10-22
THE WESTIN AT CROWN PLAZA
KANSAS CITY, MO



IF YOU STAND FOR NOTHING, YOU'LL FALL FOR ANYTHING.
-ALEXANDER HAMILTON

"Alone we can do so little; together we can do so much."

HELEN KELLER



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NEWSLETTER

JULY 2023



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JULY IS
NATIONAL
FRENCH-AMERICAN
HERITAGE MONTH



July 24 is International Self-Care Day



18TH JULY

INTERNATIONAL

**NELSON
MANDELA DAY**

WHY DON'T
SCIENTISTS TRUST
ATOMS?

Because they
make up
everything.

NEWSLETTER

JULY 2023



National Disability Independence Day, celebrated annually on July 26, commemorates passage of the Americans with Disabilities Act, the U.S. law prohibiting discrimination against those with disabilities.

International Friendship Day, also known as World Friendship Day, is an initiative established by the UN General Assembly that is observed annually on July 30. The UN uses this day to promote friendship and peace, regardless of race, country, culture, and ideologies. As much as we'd like to believe the world is at peace, it simply isn't true.





MISSOURI BEHAVIORAL
HEALTH COUNCIL

NEWSLETTER

JULY 2023

DO YOU KNOW WHAT
THE HARDEST THING
ABOUT HAVING A 10
SECOND MEMORY IS?

I don't know, but do
you know what the
hardest thing about
having a 10 second
memory is?

CEDI Symposium Highlights



MISSOURI BEHAVIORAL
HEALTH COUNCIL



NEWSLETTER

JULY 2023



Heartland Center for Behavioral Change was proud to offer staff the opportunity to bring awareness and support Pride & Juneteenth. In an effort to support/serve as an ally, we offered staff an opportunity that everyone could (optionally) be a part of! If a staff member attended a public PRIDE or JUNETEENTH event for a minimum of 1 hour, they were able to submit their experience(s) to their direct supervisor applied an additional hour towards their monthly billable hours. For staff who do not have any billing expectations, their name was submitted in a drawing for a gift card.

Pride Month Feature

"I marched with Rediscover on Saturday for the pride parade. We were number 86 and carried a banner for Rediscover. This was my first experience at a pride parade. It was a great event there were hundreds of entries in the parade, music and people dancing and cheering. It was a really nice turn out of people to see the parade as well. It was a great feeling to see so much love and diversity celebrating pride."

LISTEN NOW

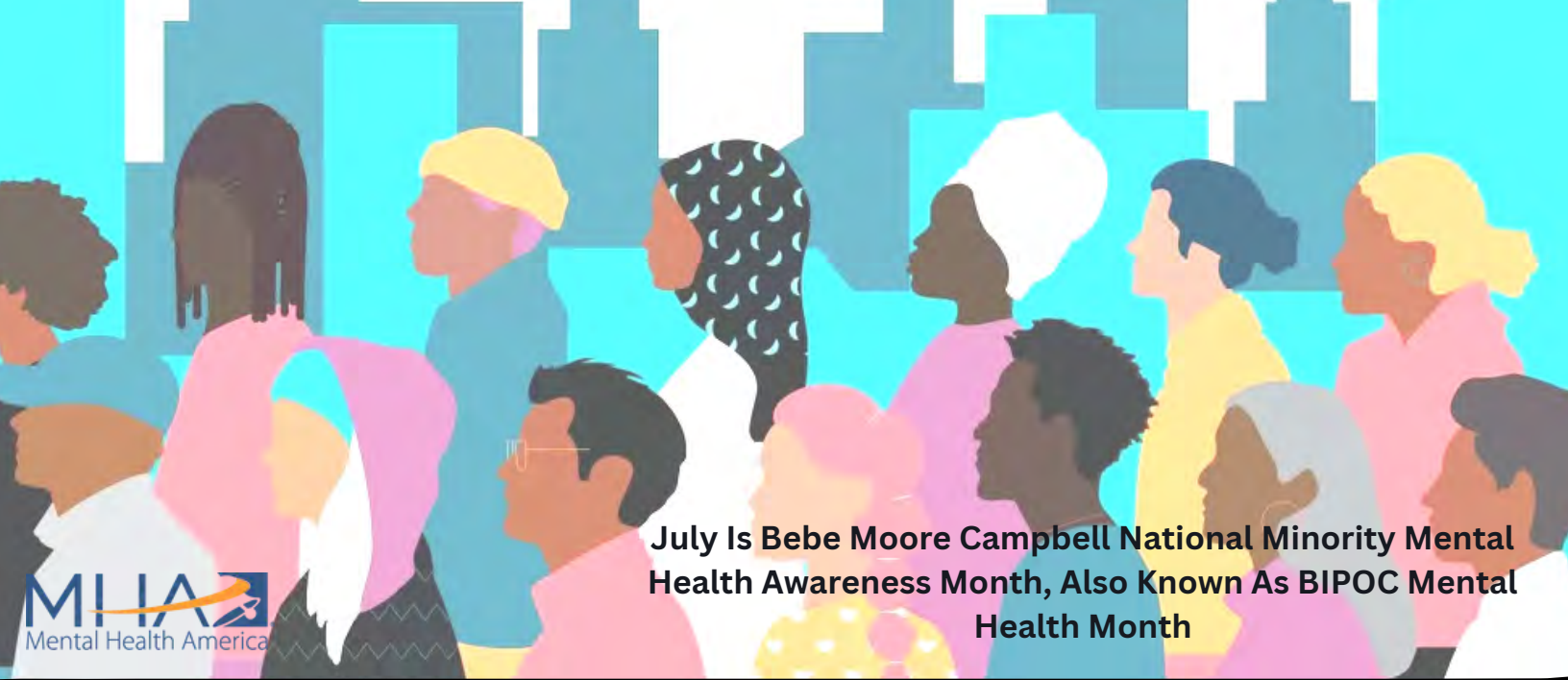


Happy - From
"Despicable Me 2"

Pharrell Williams

You
deserve to
become the
person
you
dream of.

- Alexandra ESH



July Is Bebe Moore Campbell National Minority Mental Health Awareness Month, Also Known As BIPOC Mental Health Month



MISSOURI BEHAVIORAL HEALTH COUNCIL

10th Annual

MISSOURI BEHAVIORAL HEALTH CONFERENCE

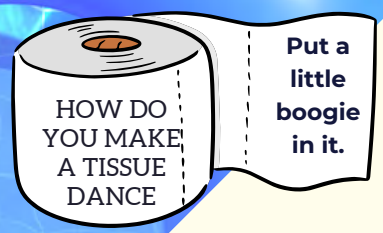
Kansas City, MO

GLOBAL FORGIVENESS DAY

JULY 7th



2023 Missouri Suicide Prevention Conference
JULY 19 - 20, 2023



HOW DO YOU MAKE A TISSUE DANCE

Put a little boogie in it.

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WHAT DOES A NOSY PEPPER DO?

Gets jalapeño business!

AUGUST 2023



Culture, Equity, Diversity, and Inclusion Committee

NEWSLETTER



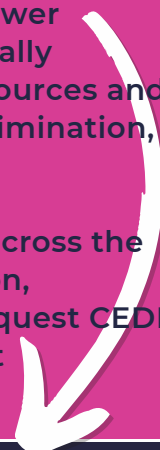
Back-to-School Season

It's back-to-school season, and this can be a time of increased anxiety for all of us, including our children.

This month – as we acknowledge the reality that for 315 years, public schools were built for identities of majority culture - we're mindful of the unique challenges faced by our youth who are BIPOC, members of the Q+ community, navigating back-to-school with disabilities and mental health illness, and all youth who are members of historically excluded and oppressed groups. Navigating systems that are trying to catch up to welcoming all identities is challenging.

Thank you for helping ensure our schools are safe, welcoming, and inclusive environments. Please review the resources below to help equip and empower students, families, and educators with culturally inclusive, trauma-informed best practice resources and tools to prevent and address exclusion, discrimination, and bullying.

Remember, you have a team of DEI leaders across the state ready to navigate exclusion in education, healthcare, and employment with you. To request CEDI connection and support, email KC Rafferty at krafferty@mobhc.org.



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Trauma-Informed Resources:

- [Missouri Department of Elementary and Secondary Education Resources - Trauma - Informed and More](#)

Bullying Resources:

- [Stop Bullying on the Spot](#)
- [Students with Disabilities and Bullying](#)
- [Bullying Prevention for Children with Disabilities](#)

Additional Resource:

- [Cultural Inclusiveness and Equity \(CIE\): Well-Being Information and Strategies for Educators](#)

Oppressed Youth Resources:

- [Examining Oppression in Our Schools and Communities](#)
- [The Experiences of Lesbian, Gay, Bisexual, and Transgender Students of Color in Our Nation's Schools](#)

August 31st

NATIONAL GRIEF AWARENESS DAY



Grief is a universal emotion. Something we all feel, no matter where we come from or what we've been through. How we experience grief is unique and directly connected to culture.

As we honor National Grief Awareness Day, it's important for healthcare providers, healthcare systems, colleagues, friends, and family to understand grief within the context of one's culture, not assuming that grief will look like it looks through my/our lens. Grief does not, and will not, look the same person-to-person or culture-to-culture.

When Navigating Grief, Remember:

- Remaining person-centered and multiculturally competent is necessary.
- Be mindful that:
 - Individual grief is expected/common in cultures originating in the Western world.
 - Collective grief is expected/common in cultures originating in the Eastern world.
 - Grieving times vary from brief moments to weeks, months, and years.
 - Customs and traditions vary by culture.

Resources Covering Grief for Those That Are Marginalized:

- [How People Of Color Can Experience Grief Differently Than White People](#)
- [The Impact of Grief in Different Communities](#)
- [Understanding Black Grief](#)
- [Transcending Culture: The Universality of Grief](#)



Have you registered for the 10th annual Missouri Behavioral Health Conference?

Click [here](#) to attend.

We hope to see you there!



Celebrating National Senior Citizens Day

Growing old is a gift; on August 21st, we celebrate this with National Senior Citizens Day! A time to raise awareness about older adults and celebrate the fantastic things our aging population contributes to our communities. Click [here](#) for more suggestions on how to celebrate!



- National Breastfeeding Month
- Spinal Muscular Atrophy Awareness Month
- National Immunization Awareness Month
- National Minority Donor Awareness Month
- Black Owned Business Month
- 08/01 – Lughnasadh
- 08/01 – Asahna Bucha Day
- 08/02 – Buddhist Len
- 08/04 – Barack Obama’s Birthday
- 08/07 – Kadooment Day
- 08/08 – Culturama Day
- 08/09 – Suriname Indigenous People’s Day
- 08/09 – International Day of the World’s Indigenous People
- 08/12 – International Youth Day
- 08/14 – Pakistan Independence Day
- 08/15 – Foundation of Old Panama City
- 08/15 – Indian Independence Day
- 08/15 – National Acadian Day
- 08/15 – Feast of the Assumption
- 08/18 – Lord Krishna’s Birthday
- 08/20 – Onam
- 08/21 – National Senior Citizens Day
- 08/26 – National Day of Repentance
- 08/26 – Women’s Equality Day
- 08/30 – Raksha Bandhan
- 08/30 – National Grief Day
- 08/31 – Ullamban
- 08/31 – International Day of People of African Descent
- 08/31 – International Overdose Prevention Day



Celebrate in August



SUGGESTION SECTION

DID WE MISS SOMETHING THIS MONTH? LET US KNOW!

EMAIL ANY LINKS, TOPICS, OR SUGGESTIONS FOR CONSIDERATION IN FUTURE NEWSLETTERS TO KRAFFERTY@MOBHC.ORG.



we're hiring

ADMINISTRATIVE SERVICES COORDINATOR



MBHC IS SEEKING AN ADMINISTRATIVE SERVICES COORDINATOR TO JOIN OUR TEAM. IF YOU'D BE A GREAT FIT, CLICK [HERE](#) TO APPLY!

CEDI Symposium Overview

Have you been wondering how the inaugural CEDI Symposium turned out?

We are excited to share the feedback, comments, and statistics collected below!

Symposium Feedback

Registrations:	179
Participants:	131
How Satisfied:	
• Very Satisfied	76%
• Satisfied	24%
Event Rating:	
• Excellent	73%
• Very Good	24%
• Average	03%
Content Appropriate & Informative:	
• Agree	100%

Comments

I think more time should be allocated to the sessions, but have fewer options for sessions. I think there should have been time as a group to heal after the privilege walk things were very tense and high emotion. The event felt very heavy, and there was no action plan or next steps."

"Great Symposium overall!!!!"

"Make it a day-and-a-half conference."

Longer break-out sessions."

"This is a training I would pay for if it were two days."

"It was great. Make sessions longer or a 2-day conference. Time to network with others in the field."

"T-shirts, T-shirts, T-shirts"

"I just want to say, WOW!! It was so much more than what I expected. What an AWESOME event!!! Thank you!!!!"



CEDI Symposium
Culture, Equity, Diversity, and Inclusion Committee
#MOVINGBEYONDCOMFORTZONES
MISSOURI BEHAVIORAL HEALTH COUNCIL

Agenda

Wednesday, June 7, 2023

- 7:30 a.m. | Atrium |** Registration Opens
- 8:30 a.m. | Windsor I, II, III |** Welcome | Dr. Shelly Farnan-Moore
- 9:00 a.m. - 9:30 a.m. | Windsor I, II, III |** Micro-Aggression Presentation & Video | Daniel Guest, Community Engagement Liaison, Behavioral Health Response
- 9:45 a.m. - 11:15 a.m. | Windsor I, II, III |** Keynote | From Awareness to Understanding Racial Battle Fatigue: A Behavioral Healthcare Provider's Guide to Supporting Racially Minoritized Communities | Dr. William A. Smith, Chief Executive Administrator, Huntsman Mental Health Institute, University of Utah
- 11:30 a.m. - 12:30 a.m. |** Sessions
 - Parliament I |** Disparities in Diverse Communities: Plan to Action for Young Black Men's Mental Health | Paul Thomlinson, Psychologist & Exec Director-Research, Compass Health Network
 - Parliament II |** This is What You Can Do to Make It Better! | Trent Norman (he/his/him), Executive Consultant, Integrated Work Solutions
 - Picadilly's |** Trauma Informed Care with Cultural Diversity Lens | Kinya Johnson, Community Engagement Liaison, Behavioral Health Response
 - Parliament III |** Why DEI Matters in Combatting Fentanyl and SUD | Jean Sokoro, Program Director, Preferred Family Healthcare - Darla Bellflower, Director of SUD Services, Swope Health - Melissa Stump, Qualified Substance Use Disorder Counselor, Swope Health - Imani House Change
- 12:30 p.m. | Windsor I, II, III |** Lunch
- 1:30 p.m. - 2:00 p.m. | Expo Center |** Privilege Walk Activity | Janice Ruesler, MA, LPC, NCC, CCTP [she, her, hers], Educational and Special Initiatives, Gibson Center for Behavioral Change
- 2:15 p.m. - 3:15 p.m. |** Sessions
 - Parliament III |** How to be an Ally: Advocacy Guided by Anti-Racism & Anti-Sexism | Heather A. Hathaway Miranda, M.A., Speaker/Consultant
 - Parliament I |** How to Launch Diversity and Inclusion in Your Organization | Ashanti Tate, Manager of the SW Region, Heartland Center for Behavioral Change
 - Parliament II |** Let's Talk About Inclusion! | Trent Norman (he/his/him), Executive Consultant, Integrated Work Solutions
 - Picadilly's |** Safe Zone - LGBTQIA+ Language | Darla Young, Director of DEIB, Compass Health Network
- 3:30 p.m. - 4:30 p.m. | Windsor I, II, III |** Keynote | Racial Healing: Yours, Mine, Ours | Heather A. Hathaway Miranda, M.A., Speaker/Consultant



Additional Resources



CRISIS HOTLINES AND RESOURCES:

- [988 Suicide & Crisis Lifeline](#)
- [988 Servicios En Español](#)
- [988 Material and Resources](#)
- [National Maternal Mental Health Hotline](#)
- [Línea Nacional de Asistencia de Salud Mental Materna Para Mamás Primerizas y Embarazadas](#)
- [National Maternal Mental Health Hotline Toolkit](#)
- [Veterans Crisis Line](#)
- [Veterans Crisis Line Material and Resources](#)
- [Strong Hearts Native Helpline](#)
- [Strong Hearts Native Helpline Material and Resources](#)

TEACHER RESOURCES:

- [TeachWell - Wellness Exercises for Educators](#)

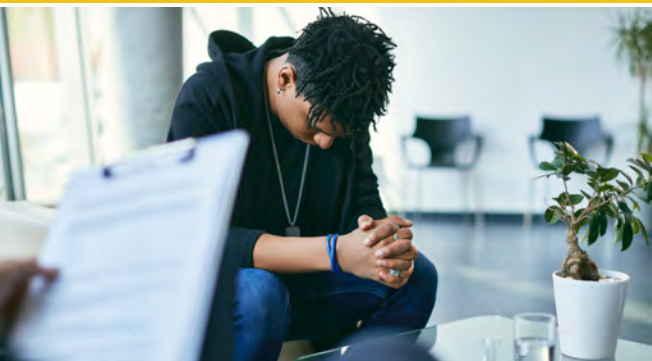


WEBINAR RESOURCES:

- [Embedding Equity into 988](#)

NAMI RESOURCES:

- [Advancing Equity in Mental Health Care for Black/African Ancestry Communities](#)
- [Navigating Trauma as a Refugee](#)
- [We Don't Feel Safe: Marginalization and Mental Health Challenges in the Queer Community](#)



ADDITIONAL RESOURCES:

- [ReDiscover Joins the Hispanic Chamber of Commerce of Greater Kansas City](#)
- [Race-Based Traumatic Stress \(RBTS\)](#)
- [Access for Everyone](#)
- [Child and Adolescent Mental Health Digital Materials](#)

ALL PREVIOUS CEDI NEWSLETTERS CAN BE FOUND [HERE](#)



Culture, Equity, Diversity, and Inclusion Committee

SEPTEMBER 2023 NEWSLETTER

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September

CENTERING SUICIDE PREVENTION MONTH, RECOVERY MONTH, HISPANIC HERITAGE MONTH AND THE JEWISH COMMUNITY

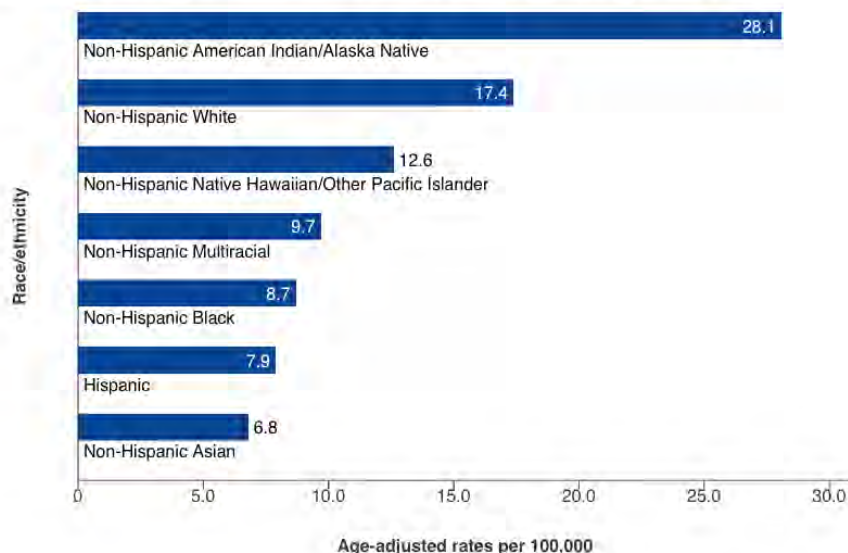
September is a power-packed month for behavioral health and DEI teams. While all of us and all our organizations are going above and beyond this month to increase awareness and hope for suicide prevention and recovery for all of humanity, CEDI is honored to provide a spotlight on suicide prevention and recovery for members of historically excluded groups.

Important note: Suicide and Substance use, misuse, dependence, addiction, and overdose are realities for all of us. This is about us, too: you and me and those we love, not just "those out there" or "those we serve." As the great Joe Yancey always reminds us, "They are us, and we are them."

Know the data and understand the groups that have disproportionality high rates of suicide.

Suicide Data and Statistics | Suicide | CDC: Some groups have disproportionately high rates of suicide.

The racial/ethnic groups with the highest rates in 2021 were non-Hispanic American Indian and Alaska Native people and non-Hispanic White people.



Resources:

- o [The Lifeline and 988](#)
- o [Native American, Indian, Indigenous, & Alaska Natives](#)
- o [Suicide Prevention | Indian Health Service](#)
- o [Tribal Suicide Prevention | CDC](#)
- o [Suicide Prevention Resources](#)
- o [Mental Health America of Hawaii](#)
- o [The Trevor Project | For Young LGBTQ Lives](#)
- o [AFSP | LGBTQ Mental Health & Suicide Prevention](#)
- o [National Latino Behavioral Health Association](#)

Recovery Month

Be sure to listen to the Addiction Technology Transfer Center's (ATTC) podcast series of essential conversations for Recovery Month [here](#).

New episodes will drop every Thursday during recovery month!



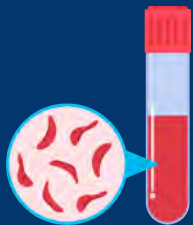
Recovery Month Resources:

- [National Recovery Month 2023 | SAMHSA](#)
- [SAMHSA - Substance Abuse and Mental Health Services Administration](#)



On September 30th the Gibson Center and Mobilize Recovery Day of Service will be hosting an event to mark the culmination of National Recovery Month and International Recovery Day. The south-side clean-up event will involve patients from multiple agencies and volunteers. A mobile unit will be available at the event to dispense water. The event will start at 10 a.m. at the Gibson Center parking lot on Linden.

Please come help recognize those in recovery and the allies who helped get them there!

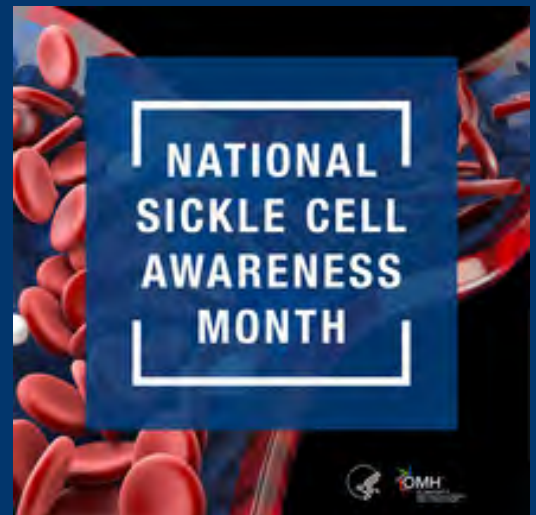


SEPTEMBER IS NATIONAL SICKLE CELL AWARENESS MONTH

National Sickle Cell Awareness Month serves as a time to recognize the perseverance of patients living with sickle cell disease (SCD) and recommit ourselves to improving the quality of life and health outcomes for all individuals living with the disease.

Since 2018, the National Heart, Lung, and Blood Institute (NHLBI) [Cure Sickle Cell Initiative](#) has accelerated promising genetic therapies to cure SCD helped advance research and brought together the SCD community—patients, advocates, caregivers, providers, researchers, industry, and others.

Visit the [NHLBI Sickle Cell Disease website](#) for more information, patient resources, shareable graphics, and social media messaging.



During National Hispanic Heritage Month, we honor, spotlight, and extend our love and support to our Hispanic loved ones, colleagues, clients, and community members.

National Hispanic Heritage Month is observed from September 15 - October 15, celebrating the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America while remaining mindful of the health disparities of those in this community.

Resources:

- [National Hispanic American Heritage Month](#)
- [National Latino Behavioral Health Association](#)
- [Hispanic and Latino Americans | SAMHSA](#)



September 30

Celebrating International Translation Day

Recognizing the importance of translation and languages from all over the world



Did you know [mobhc.org](#) offers the Recite Me accessibility toolbar built-in to provide multiple language translation options and many other features, making our website accessible and inclusive for all who visit.

To translate our newsletter, visit the [mobhc.org](#) homepage, click the button circled below, go to the CEDI page, and click on the newsletter; most, not all, text will be converted.



For more in-depth information about Recite Me, click [here](#).

This month, we are also sincerely focusing our adoration and encouragement on our Jewish loved ones, colleagues, clients, and community members. We wish you a safe and meaningful Rosh Hashana, Yom Kippur, and Sukkot.

Did you know that antisemitic incidents in the U.S. rose 36% in 2022? The Anti-Defamation League stated, *“This escalation in antisemitic incidents comes just as ADL has reported on Americans’ highest level of antisemitic attitudes in decades.”*

Resources:

- [AJC Kansas City](#)
- [Jewish Community Relations Council](#)
- [The Blue Dove Foundation](#)
- [Audit of Antisemitic Incidents 2022](#)



Celebrate in September

9/4 Labor Day

9/10 World Suicide Prevention Day

9/14 The Death of Prophet Muhammad

9/15 – 9/30 The Martyrdom of Imam

9/17 Rosh Hashanah

9/19 Ganesh Chaturthi/Vinayaka Chaturthi

9/21 Black Women’s Equal Pay Day

9/21 International Day of Peace

9/23 Teal Talk Day

9/23 Celebrate Bisexuality Day

9/24 – 9/25 Yom Kippur

9/26 World Day of The Deaf

9/26 World Day of Migrants and Refugees

9/27 Al-Mouled Al-Nabawy/Moulid El Nabi



SUGGESTION SECTION

DID WE MISS SOMETHING THIS MONTH? LET US KNOW!

EMAIL ANY LINKS, TOPICS, OR SUGGESTIONS FOR CONSIDERATION IN FUTURE NEWSLETTERS TO [KRAFFERTY@MOBHC.ORG](mailto:krafferty@mobhc.org).

THE **TREVOR** PROJECT
Saving Young LGBTQ Lives

To continue to support LGBTQ young people going back to school, we invite you to watch the first episode of the new series TrevorTalks. In this episode, three LGBTQ young people share their own experiences with bullying and offer suggestions for how we can all be better allies, inside and outside of school.

Bullying can be devastating for LGBTQ young people. Providing safe spaces and allyship whenever possible promotes inclusion and acceptance. And school is one of the most important safe spaces in a young person's life!

click here



Watch Now 

TREVOR
talks EPISODE 1

How to Support LGBTQ Young People and Prevent Bullying

NARCAN VENDING MACHINE

Gibson Center for Behavioral Change has been working on community initiatives to help reduce stigma and address harm reduction.

Recently, Gibson worked to find funding for a Narcan vending machine to be placed in one of our catchment area communities. The Narcan vending machine was established in August 2023 and is located at the **DAEOC Outreach Center at 620 S. Kings Highway, Sikeston, Missouri.**

This machine dispenses Narcan, free of charge, to anyone at risk of an overdose or anyone who knows someone at risk. The Sikeston location was chosen because of the high risk of overdose in this rural area. Anyone who would like Narcan is welcome to pick it up anonymously, 24/7.



BJC Healthcare believes in being a national healthcare leader where diversity, equity, and inclusion are embedded in our values, honored in our daily practices, and experienced by everyone we serve. BJC is fortunate to have the Office of Diversity, Equity & Inclusion (ODEI), which oversees interpreters and programming for diversity, equity, and inclusion. The ODEI maintains a webpage with tabs for Diversity Week: Hispanic Heritage Month, cultural observances, DEI resources, language services, and workforce demographics. The week of September 18-24th was Diversity Week, whose theme this year was Belonging in Action. Activities included BJC's Got Talent, guest speakers, and a virtual block party.

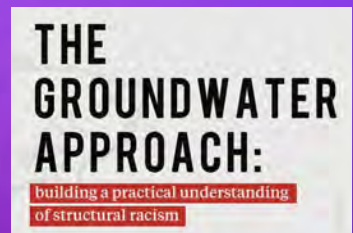


BRIGHTLI OFFERS REI GROUNDWATER TRAININGS

This month, Brightli offered two more REI Groundwater Trainings. Brightli has participated in eight Groundwater trainings and reached 450 team members.

Groundwater is one training of many provided to Brightli employees. It helps to ensure that everyone in our communities has a fair and just opportunity to attain their highest health (health equity), including Black and African American people. Groundwater is one of the most recommended foundational DEI training across industries, addressing the reality and ongoing inequities of living in a racially structured society.

As a healthcare system, this training helps us understand how historic and ongoing systemic racism causes racial inequality, which leads to health inequities.



Announcements:

1 SB598 went into effect on August 28th, banning gender-affirming healthcare in Missouri.

Please check on your transgender friends, family, clients, and community members. Reach out to CEDI if you have questions or needs.

2 Loading: 2023 CEDI Survey coming this October. *More information to come!*





Policy Tips to Consider

- ✓ Have you noticed your policies using exclusive language?
- ✓ Are your policies reviewed annually for inclusive language?
- ✓ What best practice guide supports your inclusive language policy guide?
- ✓ What is your strategy for reviewing policy every year? The Policy Subcommittee recommends the APA [Inclusive Language Guidelines](#) and suggests using [ChatGPT](#) to aid in reviewing your policies for inclusive updates.

RELIAS TRAININGS

- 1.0 Respecting Cultural Diversity in Persons with IDD
- 1.0 Cultural Competence in ABA
- 1.0 Cultural Competence for Supervisors
- 0.5 Cultural Competence and Healthcare
- 1.15 Cultural Diversity and the Older Adult
- 1.5 Cultural Factors and ABA Service Delivery
- 1.0 Understanding and Minimizing Cultural Bias for Paraprofessionals
- 0.5 Cultural Competence
- 1.0 Cultural Differences Impact Interpersonal Communication
- 1.0 Introduction to Cultural Variations in Behavior Health for Paraprofessionals
- 0.5 Using Communication Strategies to Bridge Cultural Divides
- 0.5 Influence of Culture on Care in Behavioral Health for Paraprofessionals
- 1.0 Patient Cultural Competency for Non-Providers
- 1.0 DEI: An Introduction to Multicultural Care
- 0.5 How Culture Impacts Communication
- 1.0 A Culture-Centered Approach to Recovery
- 1.5 Substance Use Treatment & Relapse Prevention for Racial and Ethnic Minorities
- 1.5 Understanding and Addressing Racial Trauma in Behavioral Health
- 1.5 Diversity, Equity, and Inclusion for the Healthcare Employee




Culture, Equity, Diversity, and Inclusion Committee

OCTOBER 2023 NEWSLETTER

Welcome to the monthly newsletter for the Culture, Equity, Diversity, and Inclusion Committee, better known as CEDI!

CEDI is MBHC's way to offer equitable support, guidance, and resources to each participating organization, which in turn provides equity and access to those communities each organization is honored to serve. Our goal is to have every MBHC agency and region of Missouri represented.

The CEDI Committee meets on the second Wednesday of each month at 12:30 p.m. If you want to join the CEDI Committee, please email Megan Kempker at mkempker@mobhc.org.



CEDI Chair | Dr. Shelly Farnan-Moore, Vice President of Be Well Initiatives, leads the Office of DEI at Burrell Behavioral Health.

MHTTC RACIAL EQUITY & CULTURAL DIVERSITY (RECD) RESOURCE COLLECTION

The mental health workforce interacts with members from a diverse range of communities each & every day. Learn about the specific mental health needs of these communities by accessing the [MHTTC Racial Equity and Cultural Diversity Resource Collection](#).

With recent enhancements to the [MHTTC Cultural Responsiveness Resources and Products page](#), it's even easier to find the right tools for specific needs. Using new Audience, Resource Type, and Time Commitment descriptors, you can determine if a resource fits your need within seconds!

There are 50+ (!) handouts, podcasts, webinars, and readings to explore, all centered on cultural responsiveness and humility. In addition to MHTTC-developed resources, we also highlight key resources from other mental health organizations.



Please note: This is an ever-evolving resource collection developed and updated periodically by the MHTTC Building Health Equity & Cultural Responsiveness Workgroup. If you have any questions or additional resources you'd like to see on this page, please email Jessica Gonzalez at jegonzalez@stanford.edu.

RECD RESOURCE COLLECTION - CLICK HERE



CHAMPIONS FOR DIVERSITY & INCLUSION AWARDS: TIFFANY LACY CLARK TAKES THE REINS AT BEHAVIORAL HEALTH RESPONSE

From the St. Louis Business Journal: By Olivia DeSmit, Sep 19, 2023:



Since 2005, the St. Louis Business Journal has celebrated individuals working to advance diversity, equity, and inclusion issues in the St. Louis region. And just three years ago, we revamped the program to refine its focus even more in order to celebrate those who, through their work, are truly championing the cause of making St. Louis a more inclusive place to live and work.

The program has recognized people who make a difference through education, tackling food insecurity, healthcare, and literacy, among other topics and industries. For most of the people we've celebrated over the years, their love and passion for DEI issues stem from various experiences and for a number of reasons. So, as part of this year's Champions for Diversity & Inclusion Awards coverage, we asked our 14 individual honorees to share names and stories of

people they admire as champions of diversity, equity, and inclusion efforts.

Here's what they had to say:

“Dr. Shelly Farnan is a champion of DEI that I admire. Her ability to connect with people is unmatched. She has a vested interest in making the world a better place and uses brain science to connect our human need for belonging to larger systems of care. She makes Missouri a better place for all who she encounters.” - Tiffany Lacy Clark, president and CEO, Behavioral Health Response.

Tiffany Lacy Clark was named president and CEO of Behavioral Health Response (BHR) earlier this year after serving as the organization's chief operating officer for several years.

She was instrumental in developing a partnership with the city of St. Louis and the St. Louis Metropolitan Police Department to create the 911 Call Diversion and Crisis Response Unit. The program sends 911 mental health calls to BHR's trained clinicians for support. The objective of the program is to divert mental health crises from jail and provide the right behavioral health resources.

CONTINUED →



**TIFFANY
LACY CLARK**

Since the program's inception, 1,278 callers have been diverted to BHR, and the organization engaged with 10,000 individuals in 2022, saving the city of St. Louis 3,000 police hours and \$5-5 million.

Within her role at BHR, Lacy Clark launched a Diversity, Equity, Inclusion, and Belonging committee, incorporated certified peer specialists into the workforce, recruited minority interns and employees, and hired a diverse leadership team.

What personal accomplishment in the past two years has helped advance DEI at your organization?

Currently, our board of directors is comprised of 71% women and/or people of color, and 50% of our executive team is comprised of women and/or people of color, as well as our employees' educations ranging from high school to PhDs, with diverse religious groups reflected as well. I also helped formulate the 911 Call Diversion and Crisis Response Unit partnerships. For 911 Call Diversion, in 2022, 90% of calls from 911 were diverted from police, EMS, or a combination of responders. The Crisis Response Unit in 2022 resulted in 99% of individuals in crisis being diverted from hospitalization and connected to services.

What are the biggest challenges you face when advocating for DEI?

The biggest challenge that I face as an advocate for DEI is the counter movements that are birthed from frustration about the national focus on DEI. Recognizing that equity feels like oppression to the people who have historically received the larger pieces of the pie is vital to working through the feelings of loss and defiance that birth the counter-movements. Creating space for all views and feelings to be acknowledged, discussed, and processed is time-consuming and tedious work.

What do you hope to conquer next in regard to DEI work?

I hope to leverage data around DEI to create a more inclusive organization to improve clinical outcomes for the people that we serve and to increase economic empowerment for people who otherwise would not be truly represented in the workforce. I would love for federal and state funders to require deeper dimensions of diversity to be represented across organizations that provide clinical care to the community.

More about Tiffany Lacy Clark:

- **Title and company:** President and CEO, Behavioral Health Response
- **Age:** 41
- **Education:** Bachelor of Arts, Eastern Illinois University; Master of Arts, Lewis University; and is a Ph.D. candidate at The Chicago School of Professional Psychology with a focus on business psychology and organizational leadership.
- **Family:** Clark has two teenagers, one who plans to become a psychiatrist and the other a chef and restaurateur. The family has a 9-month-old golden doodle who keeps them entertained, snuggled, and busy.

Celebrate in October

- AIDS Awareness Month
- Blindness Awareness Month
- Emotional Wellness Month
- German American Heritage Month
- Global Diversity Awareness Month
- Health Literacy Month

10/1 - Chinese National Day
10/1 - Cyprus Independence Day
10/1 - Filipino American History Month
10/1 - International Day of Older Persons
10/1 - National Day of China
10/1 - Nigeria Independence Day
10/1 - Tuvalu Independence Day
10/1 - World Communion Sunday
10/3 - Iraq Independence Day
10/5 - Hoshana Rabbah

- National LGBTQ+ History Month
- National Bullying Prevention Month
- Church Safety and Security Month
- National Disability Employment Awareness Month
- Polish American Heritage Month

10/10 World Mental Health Day
10/10 World Inclusion Day
10/11 - National Stop Bullying Day
10/11 - National Coming Out Day
10/18 - National Speak Up for Victims of Sexual Abuse Day
10/18 - International Pronouns Day
10/26 - National Transgender Children Day
10/28 - Make a Difference Day



SUGGESTION SECTION

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Community Connection



October 2023



A Look Inside...

- 2 CEO Spotlight
- 3 ReDiscover Events
- 4 Big IDEA!
- 5 ReDiscover In the Community
- 7 Inside ReDiscover
- 8 Around Town
- 9 ReDiscover's Impact



Click here to find out what ReDiscover has been up to this month. They share photos and information about all of their events and community happenings!

EMPLOYEE CULTURE SPOTLIGHT Maria Godoy

DEIB's Monthly Employee Culture Spotlights will help us foster a community of collaboration and belonging at BHR. Through exposure to different cultures, traditions, and beliefs, we begin to appreciate different perspectives, ways of living and experiences that we would not have been exposed to prior to hearing from employees themselves.





NOVEMBER 2023 NEWSLETTER

Welcome to the monthly newsletter for the Culture, Equity, Diversity, and Inclusion Committee, better known as CEDI!

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The CEDI Committee meets on the second Wednesday of each month at 12:30 p.m. If you want to join the CEDI Committee, please email Megan Kempker at mkempker@mobhc.org.

REMEMBER

Remember, this season can be - among many other things - invigorating, spiritual, festive, fun, stressful, sad, painful, dismissive, disheartening...and most often, a variation of them all. Hold close all that keeps you well, and remember the most precious gift is our time together in meaningful connection.

If you take one thing away from this month's CEDI newsletter, let it be this - you and yours matter deeply. We are all navigating something, and it's time to intentionally connect with those within your reach, even those who just so happen to be along your path during your daily walk or trip to the store - it will mean more to the recipient of your eye contact, smile, and check-in than you will ever know.



CEDI Chair | Dr. Shelly Farnan-Moore, Vice President of Be Well Initiatives, leads the Office of DEI at Burrell Behavioral Health.



In light of world news, remain mindful that every human life is precious. Take time to understand various perspectives from your own.

In this age of social, media information is immediate, constant, and has a significant impact on everyone



Celebrate in November

Colleagues, we are in the midst of such a meaningful season. We are grateful to each of you for joining us again this month in inclusive action, ensuring that we are trusted healthcare providers and employers for **all** Missourians.

This month, we highlight

Native American Heritage Month, Veterans Day, National Veterans and Military Families Month, Diwali, Transgender Awareness Week, and Transgender Day of Remembrance.

This season and always, CEDI invites us, in a place of assuming those around us celebrate like we do, learn more about those around you and then incorporate celebrations into your daily environment at your organization

11/1 - National Stress Awareness Day

11/2 - Be the Impact Day

11/2 - Day of the Dead

11/2 - Thanksgiving Liberia

11/11 - Veterans Day

11/12 - Deepavali

11/12 - Diwali

11/13-11/19 - Transgender Awareness

Week / Transgender Day of Remembrance

11/13 - World Kindness Day

11/14 - Children's Day

11/16 - International Day of Tolerance

11/17 - National Rural Health Day

11/18 - International Survivors of Suicide Loss Day

11/20 - Transgender Day of Remembrance

11/23 - Macy's Thanksgiving Day Parade

11/23 - National Day of Mourning

11/27 - Guru Nanak Gurburab

2024

SAVE THE DATE



CEDI

Culture, Equity, Diversity, and Inclusion Committee

Culture, Equity, Diversity, & Inclusion Symposium

June 17 - 18, 2024

Holiday Inn & Expo Center Columbia, MO



CULTURE, EQUITY, DIVERSITY, & INCLUSION SYMPOSIUM

JUNE 17 - 18, 2024

HOLIDAY INN & EXPO CENTER | COLUMBIA, MO



WHAT IS THE CEDI SYMPOSIUM?

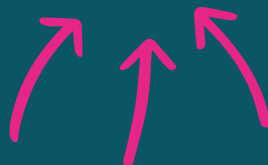
The CEDI Symposium is a no-cost event to network, collaborate, and amplify our efforts to embed culture, equity, diversity, and inclusion into our daily work life! The speakers and topics will provide equitable support, guidance, and resources.



CALL FOR SUBMISSIONS

We invite you to submit a symposium theme and hashtag ideas to help us plan the 2024 Symposium!

Submit your ideas [here](#), and must be received
by **December 29, 2023**.



LAUNCHING THE 2023 CEDI SURVEY

CEDI is thankful to announce the launch of the 2023 CEDI Survey.

Partnering with Integrated Works, a social impact consulting firm that will help launch this survey. They will gather quantitative and qualitative data through an online survey, one-on-one interviews, and focus groups. The CEDI Survey will provide the foundational knowledge we as a CEDI committee **must** understand to drive action across the state effectively.

What's better? Regardless of your organization's current DEI structure, you, too, will have access to best practice foundational knowledge to begin understanding CEDI needs at your organization.

LAUNCH

PARTY

DATE: November 16

TIME: 11 AM - 12 PM

**DURING OUR TRAUMA
INFORMED MEETING**



Register Now: [Click Here](#)

Click [here](#) to learn more about CEDI, or email events@mobhc.org.



SUGGESTION SECTION

DID WE MISS SOMETHING THIS MONTH? LET US KNOW!

**EMAIL ANY LINKS, TOPICS, OR SUGGESTIONS FOR CONSIDERATION
IN FUTURE NEWSLETTERS TO MKEMPKER@MOBHC.ORG.**



The CEDI committee is excited to collaborate with SQSH, an organization that is making a significant impact on increasing access to resources for LGBTQIA+ individuals.

This guide lists over 1,200 resources in St. Louis, gathers information from LGBTQ+ organizations, and connects users to LGBTQIA+ supportive services. Unlike national directories, SQSHBook taps into local community knowledge for culturally competent resources. You can use SQSHBook to discover LGBTQIA+ affirming services in housing, food, healthcare, and support groups. Additionally, the CEDI training subcommittee recently met with Luke from SQSH to enhance LGBTQIA+ resources in our agencies, policies, and communities.

To learn more about these resources, [click here](#).

St. Louis Training Series

The CEDI committee is teaming up with the St. Louis region to further the cause of diversity, equity, and inclusion in the St. Louis area and across the state. The St. Louis training series consists of three parts featuring experts Rudy Nickens, Dr. Zhanna Keeton, and Khatib Waheed. The topics covered include “Effective Coordinaton with the existing public sector system of care,” “Understanding Trauma for Our Patients... What about us?,” and an introduction to the “Theory of Change.” The objective is to expand the availability of these training sessions to other regions in the state and within various agencies, making them accessible to all staff and leadership.

Our very own Shelly Farnan, Ashanti Tate, Diana Jones, and Deanna Williams have represented the CEDI committee at these trainings.

SPOTLIGHT

Deanna Williams, DEI Business Partner for the Greater St. Louis Area from Preferred Family Healthcare, is being honored as an honoree from the Emerging 100 of the 100 Black Men of Metropolitan St. Louis for their Fall 100 Networking Event.

“I am grateful for the recognition from the Emerging 100. My community of St. Louis means a lot to me, and I look forward to making a greater impact in St. Louis with Preferred Family Healthcare!”

“This prestigious occasion aims to recognize and celebrate millennial women who have made significant contributions to our community, aligning with the four pillars of our organization: Education, Health and Wellness, Mentorship, and Economic Empowerment. Your influential standing within the community has not gone unnoticed, and it is with great pleasure that we extend this invitation to honor your remarkable achievements. Your dedication and commitment have positively impacted the lives of many, and we believe that your continued efforts deserve recognition and appreciation.”



EMERGING 100 METROPOLITAN STL

Fall 100

HONOREE SPOTLIGHT

INFLUENTIAL MILLENNIAL WOMAN

DEANNA WILLIAMS, M.ED.

DIVERSITY, EQUITY, AND INCLUSION BUSINESS PARTNER
PREFERRED FAMILY HEALTHCARE

IG: @Loveheartsdw
LinkedIn: Deanna Williams

LEVELS

@Emerging100STL

A graphic featuring a circular portrait of Deanna Williams with a background of autumn leaves. Text includes 'EMERGING 100 METROPOLITAN STL', 'Fall 100', 'HONOREE SPOTLIGHT', and her name and title. Social media handles and a QR code are also present.



AN UPDATE FROM

BEACON

MENTAL HEALTH

TRI-COUNTY MENTAL HEALTH SERVICES IS NOW BEACON MENTAL HEALTH SERVICES. OUR NAME MAY HAVE CHANGED, BUT WE REMAIN COMMITTED TO CULTIVATING A WORKPLACE WHERE EVERYONE'S IDEAS AND OPINIONS ARE HEARD AND VALUED AND WHERE EVERYONE IS FREE TO BRING THEIR WHOLE SELVES TO WORK AND PROVIDE THEIR UNIQUE POINT OF VIEW. WE ARE COMMITTED TO PROVIDING SERVICES THAT AFFIRM THE DIGNITY, WORTH, AND VALUE OF ALL INDIVIDUALS AND SEEK TO UNDERSTAND AND HONOR INDIVIDUAL DIFFERENCES. BY CREATING AN ATMOSPHERE OF OPENNESS, TRUST, RESPECT, AND SAFETY, WE CAN WORK SIDE BY SIDE TO PROVIDE PREVENTION AND RECOVERY-ORIENTED MENTAL HEALTH AND SUBSTANCE USE SERVICES WITH COMPASSION THAT ADDRESSES THE 'WHOLE PERSON.'

NATIONAL AMERICAN INDIAN HERITAGE MONTH

BY: JOHN CORNELIUS III FCC BEHAVIORAL HEALTH

Welcome to Native American Heritage Month! Waniyetu Wí (November) The winter moon, in Lakota. Over the month of November, I encourage you all to take a deeper look into Native American history, culture, food, and what it looks like to be a Native American in modern day America, both on and off the reservation.

I am from the Pine Ridge Indian Reservation in South Dakota, and I am from Oglala Lakota and Oneida bloodlines. I can only speak from my heart about my place and time. I would like to share a personal story from my younger years with you, this is the way we passed our history from generation to generation. Now you all will become part of the Sacred Hoop of passing the history along. The knowledge we accumulate through our life is not ours to keep. When we stop telling the stories, the future generations pay the price.

My grandfather used to tell me about the world when he would guide me through our little box garden behind the house. He would always sit on one of those metal wireframe milk crates, hose in one hand spraying the soil and his cane or a Budweiser in the other hand. He would tell me which weeds to pull, “you have to keep them away from the veggies, or they will steal all the nutrients, and they will weaken the crops.” Everything exists as it should, he would say. The Creator is very wise in his design. For every poison, there is a cure. For every wound, there is a medicine. He made it that way so we could co-exist with the Mother in balance. Just like this little garden that you take care of, the earth is our responsibility. We owe her everything.

The Sacred Hoop brings everything to balance. Everything enters the circle and begins its journey around the hoop. Growing, learning, gathering, and then distributing what it has accumulated as it passes through death to the Spirit World. Everything that is born will die. The purpose of itself lies between the beginning and the end. “These veggies are growing to feed us through the winter.” That is their purpose, and they are happy to fulfill it. We have to ensure they are safe and healthy so they can make us healthy. The Sacred Hoop continues.

He taught me to appreciate nature and being outside. He taught me which snakes could hurt me and which could kill me and how to treat both respectfully. He taught me how to count beans on his dinner plate and how to fall on the floor laughing at jokes about family members and friends. I was his favorite, other family members have told me...I'm glad I was his favorite.

He always told me stories while doing an activity related to the story. Such was the way of passing down our history. Every action performed served as a reminder of who we are. Because we are not ourselves but the culmination of our ancestors in the present. As I write this to you today, the voices of generations speak to the present. We are still here!

Thank you for your time!

Mitakuye Oyasin (we are all related) Lakota

EMPLOYEE CULTURE
SPOTLIGHT
Raveena Chauhan

11.7.2023

DEIB's Monthly Employee Culture Spotlights will help us foster a community of collaboration and belonging at BHR. Through exposure to different cultures, traditions, and beliefs, we begin to appreciate different perspectives, ways of living and experiences that we would not have been exposed to prior to hearing from employees themselves.



RAVEENA GAVE US A TASTE OF INDIA...THE CULTURAL SPOTLIGHTS HAVE HELPED US WITH OUR MISSION FOR DIVERSITY, EQUITY, INCLUSION, AND BELONGING.

PRESENTERS FEEL A SENSE OF INCLUSION AND BELONGING. THIS HAS BROUGHT OUR COMMITTEE CLOSER TO OUR PRESENTERS AND GIVEN US A DEEPER APPRECIATION FOR THE VARIOUS CULTURES PRESENTED TO THE GROUP.

**Accessibility
to Me 2023**



**Let's build a united
world together**

November 13-17th, 2023

Recite me



DECEMBER 2023



CEDI

Culture, Equity, Diversity, and Inclusion Committee

NEWSLETTER



Welcome to the monthly newsletter for the Culture, Equity, Diversity, and Inclusion Committee, better known as CEDI!

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A Joyous and Stressful Season

The Winter Holiday Season is upon us, filled with meaningful holidays and a season with significant impact on health and well-being. A season filled, for some, with significant meaning, hope, and joy; for others, a time filled with stress and overwhelm; some with grief, sadness, and/or isolation; and for most, a messy mixture of all of the above.

The American Psychological Association's new poll indicates that 41% of us say our stress increases this time of year. Nearly nine in 10 (89%) say something causes stress during the holiday season, citing finances, gifting, grief, overwhelm, expectations, food, substances, inability to be with loved ones, family conflict, feeling left out, and travel as the most common sources of holiday stress.

[Learn more here](#)

Supporting Data:

"Those who celebrate traditionally Jewish or other non-Christian religious holidays reported additional sources of stress during these months. Roughly one in five adults who celebrate traditional Jewish holidays (23%) and those who celebrate other non-Christian holidays (20%) said they experience stress because the holiday season doesn't reflect their culture, religion, or traditions, compared with 7% of adults who celebrate traditionally Christian holidays. They also said they do not feel a part of what is considered "the holiday season" in the U.S. (45% of those celebrating Jewish holidays and 57% other non-Christian holidays vs. 29% Christian holidays) and that they worry they may be discriminated against for their religion, traditions or culture at this time of year (42% and 55% vs. 13%, respectively.)"



CEDI Chair | Dr. Shelly Farnan-Moore, Vice President of Be Well Initiatives, leads the Office of DEI at Burrell Behavioral Health.



This month and always, CEDI hopes to provide you, the human, the professional, and your community mental health center support with inclusive awareness, resources, and connection, deserved all year and long.

Celebrate in December

Many thanks to the CEDI Committee member who noticed and brought to our attention that Thanksgiving was not explicitly mentioned in our November CEDI newsletter.

This oversight, unintentional like many others, highlights our shared humanity and fallibility. Our aim is not perfection but to build inclusive systems, communities, and relationships. We appreciate our colleague for bringing this to our attention and express gratitude to the subcommittee for engaging in meaningful dialogue.

We hope your Thanksgiving was filled with healing, gratitude, and connection.

This month, we highlight

- Universal Human Rights Month
- Hanukkah
- Bodhi Day
- Winter Solstice
- Christmas
- Kwanzaa
- Yule

The CEDI Committee wants to emphasize that widely celebrated holidays are often well-represented, marketed, and discussed. While DEI teams may not intentionally overlook mainstream holidays, it's their responsibility to ensure equitable recognition of all identities. The goal is to foster learning, growth, and awareness so team members feel seen and valued.

Wishing you a happy and meaningful:

12/1 - World AIDS Day

12/1 - Rosa Parks Day

12/2 - International Sweater Vestival

12/3 - Day of Navarre

12/3 - Advent Begins

12/4 - National Human Rights
Consciousness Week

12/5 - Discovery Day (Haiti)

12/7 - Hanukkah

12/7 - National Pearl Harbor Day of
Remembrance

12/8 - Bodhi Day

12/10 - Human Rights Day

12/12 - International Day of Neutrality

12/21 - Winter Solstice

12/21 - Yule

12/25 - Christmas

12/26 - Kwanzaa

12/26 - Boxing Day

12/28 - Proclamation Day

12/31 - Hogmanay

12/31 - World Peace Meditation Day

2024

SAVE THE DATE



CEDI

Culture, Equity, Diversity, and Inclusion Committee

Culture, Equity, Diversity, & Inclusion Symposium

June 17 - 18, 2024

Holiday Inn & Expo Center Columbia, MO



CULTURE, EQUITY, DIVERSITY, & INCLUSION SYMPOSIUM

JUNE 17 - 18, 2024

HOLIDAY INN & EXPO CENTER | COLUMBIA, MO



WHAT IS THE CEDI SYMPOSIUM?

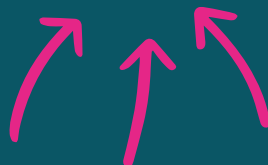
The CEDI Symposium is a no-cost event to network, collaborate, and amplify our efforts to embed culture, equity, diversity, and inclusion into our daily work life! The speakers and topics will provide equitable support, guidance, and resources.



CALL FOR SUBMISSIONS

We invite you to submit a symposium theme and hashtag ideas to help us plan the 2024 Symposium!

Submit your ideas [here](#), and must be received
by **December 29, 2023**.





2023

CEDI SURVEY

We are thrilled to announce the outstanding success of our recent CEDI Survey!

Our initial goal was to gather **3,000** completed surveys, and thanks to your incredible participation and engagement, we surpassed expectations with a grand total of surveys, and thanks to your incredible participation and engagement, we surpassed expectations with a grand total of **3,666** completed surveys.

We extend our heartfelt gratitude to each participant for taking the time to contribute to this crucial initiative. Your voices matter, and together, we are building a stronger foundation for positive change.

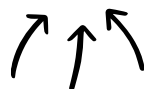
WHATS NEXT

RESULTS
PARTY

DATE: January 18th
TIME: 11 AM - 12 PM



Register Now: [Click Here](#)



Click [here](#) to learn more about CEDI, or email events@mobhc.org.



Reflections on Wisdom:
Geries Shaheen LPC, NCC
at Brightli Echoes Professor
Nichols in Inspiring Quotes

Treat everyone you run into as a walking cultural library; learn them! If you don't, it would be no different than burning down an entire library.
-Professor Nichols



SUGGESTION SECTION

DID WE MISS SOMETHING THIS MONTH? LET US KNOW!

EMAIL ANY LINKS, TOPICS, OR SUGGESTIONS FOR CONSIDERATION IN FUTURE NEWSLETTERS TO MKEMPKER@MOBHC.ORG.

We will
miss
you



As we bid farewell to a valued member of our CEDI family, Shelly Farnan, we want to take a moment to express our deepest gratitude for her unwavering dedication and contributions to the committee.

Shelly's last day with us is December 22nd, and we want to acknowledge her tremendous impact on the CEDI committee and its members. Her commitment, passion, and hard work have significantly enriched our collaborative efforts, leaving an indelible mark on our shared mission.

Shelly, your presence will be sorely missed, and your legacy will continue to inspire us. We extend our heartfelt thanks for all you have done, and we wish you the very best in your future endeavors.