



Culture, Equity, Diversity, and Inclusion Committee

# APRIL 2024 NEWSLETTER

CEDI Interim Chair |  
Daniel Guest, Community  
Engagement Liaison,  
Behavioral Health Response



# Welcome

TO THE MONTHLY NEWSLETTER FOR THE CULTURE, EQUITY,  
DIVERSITY, AND INCLUSION COMMITTEE, BETTER KNOWN AS CEDI



CEDI is MBHC's way of offering equitable support, guidance, and resources to each participating organization, which in turn provides equity and access to the 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 pm.

If you want to join the CEDI Committee, please email Megan Kempker at [mkempker@mobhc.org](mailto:mkempker@mobhc.org).



## april is stress awareness month

We all face varying levels of stress each day in our work and personal lives. However, the last two years seem to have intensified these feelings even more! We are all acutely aware of the detrimental impact the COVID-19 pandemic has had on humans and our mental health.

We must do better to remember and take care of ourselves so we can properly care for others at work, at home, and in our communities.

## Black Maternal Health Week April 11-17

More women of color than white women report feeling mistreated, ignored, or dismissed by their prenatal providers. The Office of Minority Health has a free and accredited e-learning program for maternal healthcare providers. The program is designed to develop providers' skills related to culturally and linguistically appropriate services (CLAS) as a strategy to increase the quality of care for women of all backgrounds. Visit the [OMH Think Cultural Health](#) website to register for and complete the CLAS in Maternal Health Care program.





Culture, Equity, Diversity, and Inclusion Committee

# Culture, Equity, Diversity, & Inclusion Symposium

Join us for the 2nd annual Culture, Equity, Diversity, and Inclusion Symposium! Network, collaborate, and learn from experts on embedding culture, equity, diversity, and inclusion in our daily work and life.

The speakers and topics will provide equitable support, guidance, and resources. Don't miss out!

## JUNE. 17-18, 2024

HOLIDAY INN & EXPO CENTER  
COLUMBIA, MO

**COST: FREE**

**REGISTRATION: [CLICK HERE](#)**



**DR. JOY DEGRUY**



**DEMETRIOS WALKER**

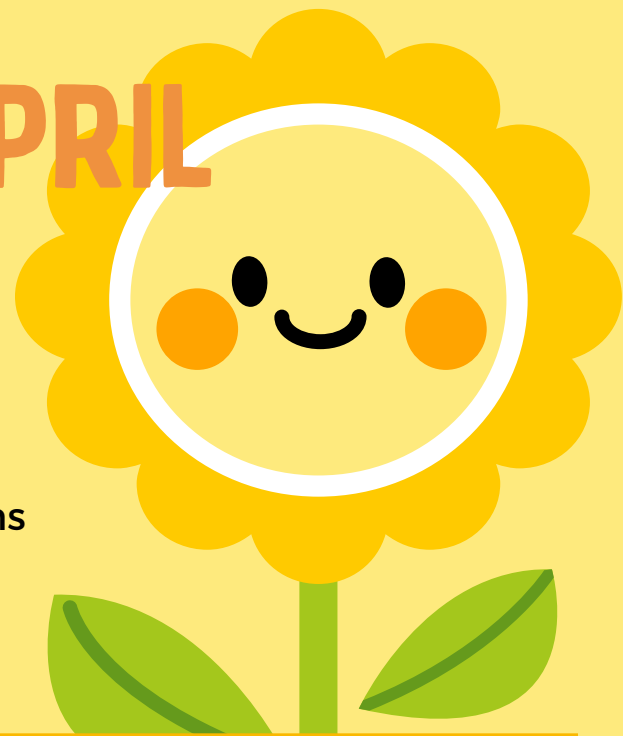


**ROSETTA CLAY**



# CELEBRATE IN APRIL

Join us in fostering a spirit of inclusivity and celebration this month as we embrace and honor the rich diversity of our community by commemorating various DEI holidays throughout the month. Let's come together to learn, share, and celebrate the unique traditions that unite our communities.



## THIS MONTH, WE HIGHLIGHT:

- National Fun Day
- National Find a Rainbow Day
- National Inspiring Joy Day
- National School Librarian day
- National Self Care Day
- National Walking Day
- Global Pay it Forward Day
- National Public Health Week
- Gathering of Nations
- National Volunteer Week
- Autism Awareness Month
- Celebrate Diversity Month
- Counseling Awareness Month
- National Alcohol Awareness Month
- National Month of Hope
- National Stress Awareness Month
- Sexual Assault Awareness Month
- 4.2 - World Autism Awareness Day
- 4.9 - End of Ramadan
- 4.15 - National ASL Day
- 4.18 - Adult Autism Awareness Day
- 4.22 - Earth Day
- 4.22 - Passover begins
- 4.26 - Administrative Professionals Day
- 4.30 Passover Ends

List of all holidays & observances [here](#).

# Autism Acceptance Month

The Autistic Self Advocacy Network states it best on the website [“Autism Acceptance Month”](#)

- **Definition** | Autistic culture is a culture built around the ways of speaking, thinking, and acting that come naturally to autistic people or which have been created in Autistic communities.
- **Description** | Autistic culture is the culture created by and for autistics. Much of it has been developed in the Autistic community, while other parts of it have developed as a result of interactions outside of it. Autistic culture has been studied by cultural anthropologists.

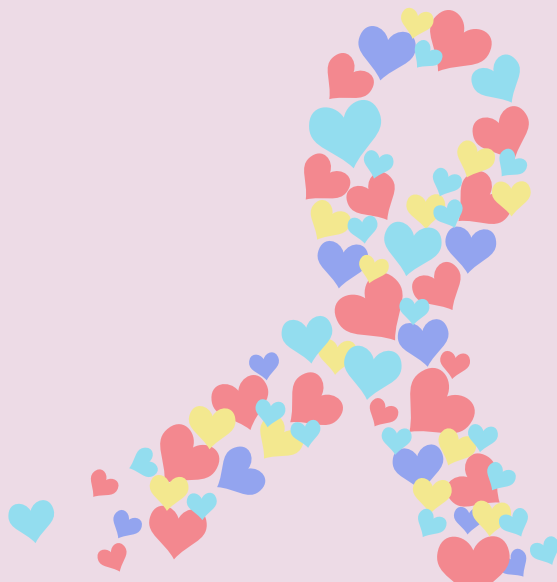
Autistic culture has developed its own customs, traditions, and approaches to expression and social interaction. There are also events that are both a product of the culture as well as a venue to participate in it. It also includes distinctively Autistic art, writing, idioms, and vocabulary.

Autistic culture started developing in small pockets across the world in the 1990s and, with the growth of the Internet, has become a worldwide phenomenon, also known as the [Autism Rights Movement \(ARM\)](#).

## **Additional Links:**

[General Etiquette and Other Thoughts](#)

[Autism Culture Video](#)





## HOW TO SIGNAL YOU ARE AN ALLY IN A HOSTILE ENVIRONMENT

IN LIGHT OF RECENT TRAGIC EVENTS AND THE ONGOING POLITICAL ATTACKS TARGETING LGBTQ+ RIGHTS IN THE UNITED STATES, IT IS IMPERATIVE THAT WE COME TOGETHER, UNITED AS ALLIES FOR LGBTQ+ YOUNG PEOPLE. INNOCENT LIVES LOST IN THE WAKE OF DISCRIMINATION AND HATE, WHETHER THROUGH SUICIDE OR VIOLENCE, SERVE AS PAINFUL REMINDERS OF THE CHALLENGES OUR COMMUNITY FACES.

WHILE THE TREVOR PROJECT IS AVAILABLE 24/7 TO PROVIDE CRISIS SUPPORT, FOSTERING ALLYSHIP AT HOME CAN SIGNIFICANTLY IMPACT THE LIVES OF LGBTQ+ YOUNG PEOPLE.

WE ENCOURAGE YOU TO TAKE ACTION AS AN ALLY BY EXPLORING OUR GUIDE "HOW TO SIGNAL YOU ARE AN ALLY IN A HOSTILE ENVIRONMENT." THIS VALUABLE RESOURCE SERVES AS A BEACON OF HOPE, OFFERING TANGIBLE WAYS TO SUPPORT LGBTQ+ INDIVIDUALS IN EVERY SETTING.

FROM CLASSROOMS TO WORKPLACES AND SOCIAL GATHERINGS TO ONLINE SPACES, WE MUST ACTIVELY DEMONSTRATE OUR ALLYSHIP. TOGETHER, WE CAN CULTIVATE ENVIRONMENTS WHERE LOVE, ACCEPTANCE, AND RESPECT TRIUMPH OVER HATE.

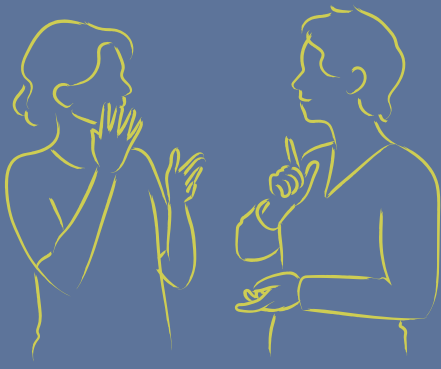
HELP SOMEONE IN CRISIS TODAY: SHARE OUR CRISIS SERVICES RESOURCES WITH THOSE WHO MIGHT NEED SUPPORT > >

ELEVATE YOUR  
ALLYSHIP



**MORE THAN HALF OF LGBTQ+ YOUNG PEOPLE IN MEXICO SERIOUSLY CONSIDERED SUICIDE IN THE PAST YEAR**

**Read more about the first-ever study on the mental health of LGBTQ+ young people in Mexico [here](#).**



# National Deaf History Month

Based on the feedback from the NAD Deaf Culture and History Section (DCHS) and various stakeholders, including from organizations that represent marginalized communities within the Deaf Community, the NAD Board has chosen April 1-30 as the National Deaf History Month (NDHM). This decision is partly based on a mandate from our delegates that the NAD engage in efforts to dismantle racism within our community, and this requires ensuring that our historical lens must include the experiences of BIPOC Deaf People. The efforts of NDHM must celebrate and recognize all Deaf People in the U.S., especially BIPOC Deaf People. | **The National Association of the Deaf**

Deaf History Month takes place in April every year. Although National Deaf History Month is not a federally recognized holiday, it's a time to raise awareness about the deaf community and their struggles in our society. The month also focuses on honoring the immense contributions of deaf individuals and the deaf community to our country. During this month, we also get to learn more about the ongoing advocacy work many organizations undertake to make life easier and more inclusive for deaf and hard-of-hearing individuals.

**Learn more about Deaf History here:** <https://nationaltoday.com/deaf-history-month/>



## 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](mailto:MKEMPKER@MOBHC.ORG).**