

JANUARY 2024



Culture, Equity, Diversity, and Inclusion Committee

## 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 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 pm.

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

HAPPY NEW YEAR



# Celebrate in January

Join us in fostering a spirit of inclusivity and celebration this January 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*

- Celebration of Life Month
- World Religion Day
- World Braille Day
- Poverty in America Awareness Month
- Martin Luther King Jr. Day
- International Holocaust Remembrance Day
- Mahayana New Year

1/1 - First-Foot Day

1/1 - Mummer's Parade

1/1 - New Year's Day

1/5 - Harbin Ice Festival

1/7 - Distaff Day

1/8 - Argyle Day

1/8 - Coming of Age Day

1/13 - Korean American Day

1/15 - Martin Luther King Jr. Day

1/20 - Inauguration Day

1/21 - Mariachi Day

1/21 - World Religion Day

1/25 - Burns Night

1/25 - Burns Supper

1/25 - Mahayana New Year

1/25 - Thaipusam Cavadee

1/26 - Durate Day

1/27 - International Holocaust

Remembrance Day

1/30 - Martyrs' Day

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



# 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.*

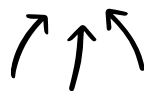
# WHATS NEXT

**RESULTS**  
**PARTY**

**DATE:** February 8th  
**TIME:** 10:00 AM - 11:30 AM

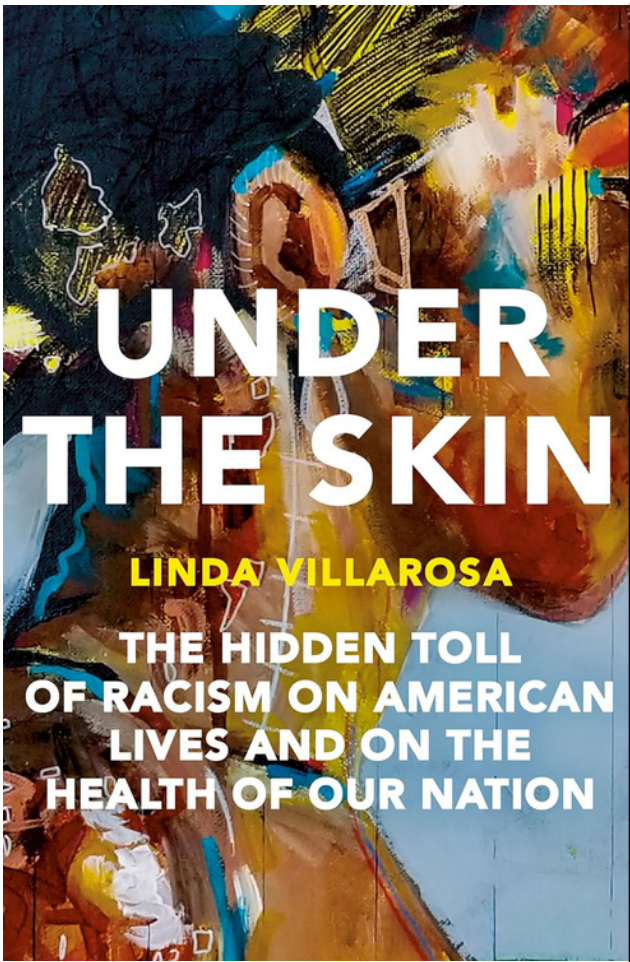


**Register Now:** [Click Here](#)



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

# JANUARY BOOK HIGHLIGHT



“  
A stunning exposé of why Black people in our society live sicker and die quicker’ - an eye-opening game changer.  
-Oprah Daily

## Breaking Barriers: Implementing Inclusive Unisex Bathrooms in the Workplace

During the latest CEDI Public Policy Committee meeting, spirited discussions unfolded around the imperative of updating employee handbooks to foster a more inclusive workplace environment. A central focus emerged on the necessity of accommodating diversity and promoting equality, particularly in the context of restroom facilities. Members engaged in thoughtful deliberations on the implementation of unisex bathrooms, emphasizing the importance of creating a supportive and welcoming atmosphere for all employees, irrespective of gender identity.

Below is a list of helpful resources in how you can achieve this within your organization.

[Transitioning in the Workplace: A Guide for Trans Employees - Human Rights Campaign \(hrc.org\)](#)

[Transitioning in the Workplace: A Guide for Trans Employees - Human Rights Campaign \(hrc.org\)](#)

[Trans Toolkit for Employers - HRC Foundation \(thehrcfoundation.org\)](#)

[TransgenderBathroomAccessBestPractices.pdf \(dol.gov\)](#)

# A Year in Numbers

With all of the possibilities of 2024 ahead of us, The Trevor Project wants to take a moment to celebrate the profound impact they've achieved together in 2023. The unwavering support has made the past year truly transformative for LGBTQ+ young people, and they're thrilled to share the remarkable numbers that tell the story of their collective success.

- ★ Over 552,132 crisis interventions were provided, ensuring that no LGBTQ+ young people faced challenges alone.
- ★ Their programs reached 7,435 youth-serving adults, fostering understanding and acceptance in diverse communities.
- ★ Of the 664 anti-LGBTQ+ bills introduced in 2023, nearly 90% were blocked or stopped.
- ★ 53,016 new young people connected with us online on TrevorSpace, finding support and community in a virtual environment.
- ★ 28,524 youth experiences were captured in their 2023 U.S. National Survey on the Mental Health of LGBTQ+ Young People.

These numbers represent not just statistics but lives touched, perspectives changes, and progress made.

To learn more about  
The Trevor Project:  
[Click Here](#) 

# CEDI Interim Chair Introduction



Daniel Guest has been employed at Behavioral Health Response since 2020, where they initially worked as a Crisis Clinician in the Crisis Response Unit from November 2020 to May 2021. Daniel then transitioned to clinical Care Follow-up in the same unit from May 2021 to October 2022. Currently, Daniel has served as a Community Engagement Liaison since October 2022.

In addition to Daniel's employment, he also holds the position of Community Life Pastor at Living The Word Church in Collinsville, IL, where he leads the mental health portion of the Wellness ministry.

Regarding education, Daniel Guest obtained a Master of Arts degree in Community Leadership and Social Advocacy from Eden Theological Seminary in May 2022. Later, in 2022, Daniel became a Certified Peer Specialist accredited by the Missouri Credentialing Board. Furthermore, Daniel holds a Bachelor of Arts degree in Sociology from the University of Illinois Champaign-Urbana. Daniel also holds a certification of instruction for Mental Health First Aid from the National Council for Mental Wellbeing in 2023 and for educating community members with the program "Conversations for Suicide Safer Homes Instructor."

Daniel has been involved in various volunteer and directorship roles. He serves as a Board Director for Horizon Housing Development Corporation since 2022 and Metropolitan Congregations United since 2023, where he is the treasurer. Daniel has also held a Board Director position at St. Charles Community Council since 2022. Recently, Daniel Guest served as the sub-committee chair for education as a part of the Cultural Equity, Diversity, and Inclusion Committee for the Missouri Behavioral Health Council.

Daniel is passionate about pulling up more chairs to the proverbial table of Diversity. He believes that change happens once members see the humanity in each other. People start to see that each of us brings unique talents and gifts that can change our families, communities, and, ultimately, our nation. I am honored to serve; this is what I am here for.

## Volunteer/ Directorships

- Horizon Housing Development Corporation (Board Director 2022-
- Metropolitan Congregations United (Board Director 2023-
- St. Charles Community Council (Board Director 2022-
- CEDI Interim Chair Missouri Behavioral Health Council



## 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).**

# training opportunity

## DIVERSITY, EQUITY & INCLUSION

CONFERENCE 2024 | MARCH 5, 2024

HOSTED BY THE MISSOURI CHAMBER OF COMMERCE AND INDUSTRY

Segment Feature:



Bringing Trauma Sensitivity to  
the Workplace with  
Rachel Jones

Trauma Informed Care is an organization approach to understanding the science of stress and trauma and how it impacts individuals, teams, clients and service delivery.

This presentation will provide an overview of trauma science, trauma informed principles and the Missouri Model Development Framework for Trauma Informed Approaches that businesses can use to shift their practices, programming and policies to create a trauma sensitive workplace culture.

To learn more and register for this upcoming conference: [Click Here](#) 