

MARCH 2024



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!



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.



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

14 SPRING CELEBRATIONS AROUND THE WORLD

- Northern Hemisphere's Bye-Bye, Winter!
- India's Color-Drenched Spring Festival
- Old-Fashioned Traditions in Slovakia
- The World's Biggest Water Fight in Thailand
- Central Asia's Over-the-Top, Monthlong Celebrations
- Colorful Bracelets in Bulgaria
- Ancient Rituals in Teotihuacan, Mexico
- The White House Easter Egg Roll
- Spring Feasts in Uzbekistan
- Stonehenge and the Spring Equinox
- Honoring the Dead in Japan
- Scrambled Eggs in Bosnia
- Watching the Sunrise at the Perfect Spot in Cambodia
- Tomb Sweeping Day in China

Read more about the celebrations [here](#).



CELEBRATE IN MARCH

Join us in fostering a spirit of inclusivity and celebration this March 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:

- Daylights savings time
- Irish American Heritage Day
- National Irish American Heritage Month
- Red Cross Month
- Women's History Month
- Social Workers Month
- National Brain Injury Awareness Month
- National Nutrition Month
- World Day of Prayer
- World Compliment Day
- National Anthem Day
- Plant a Flower Day
- Spring Equinox
- International Day of Happiness
- Ramadan Holiday
- National Deaf History Month

3.1 - Employee Appreciation Day

3.3 - Caregiver Appreciation Day

3.8 - International (Working) Women's Day

3.10 - Daylight Savings

3.17 - St. Patrick's Day

3.19 - First Day of Spring

3.29 - Good Friday

3.31 - Easter Sunday

List of all holidays & Observances : [Here](#)



THE **TREVOR** PROJECT
Saving Young LGBTQ Lives



DEVELOPMENTAL DISABILITIES AWARENESS MONTH

IN HONOR OF THIS MONTH, WE'RE EXCITED TO SHARE [BEING THERE FOR LGBTQ+ YOUNG PEOPLE WITH DISABILITIES](#), DESIGNED TO ENCOURAGE ALLYSHIP AND COMMUNITY FROM SUPPORTIVE ADULTS LIKE YOU. THIS INSIGHTFUL PIECE OFFERS PERSPECTIVES AND GUIDANCE ON SUPPORTING LGBTQ+ YOUNG PEOPLE WITH DISABILITIES - SHEDDING LIGHT ON THE IMPORTANCE OF ALLYSHIP AND UNDERSTANDING.

FOR FURTHER INSIGHTS, CHECK OUT OUR OTHER RESOURCES:

REFLECTIONS ON MY JOURNEY:

EMBARK ON A JOURNEY ALONGSIDE COPYWRITER SUE AS THEY SHARE THE INTERSECTIONS OF THEIR MENTAL HEALTH AND THEIR LGBTQ+ IDENTITY IN THIS COMPELLING EDITORIAL. JOIN SUE IN EXPLORING THE DEPTHS OF UNDERSTANDING AND COMPASSION FOR LGBTQ+ YOUNG PEOPLE WITH DISABILITIES AS THEY DEMONSTRATE HOW DISABILITY IS NOT A LIMITATION BUT RATHER A WELLSPRING OF UNIQUELY INSIGHTFUL PERSPECTIVES.

OUR LATEST RESEARCH BRIEFS AND REPORTS:

THE TREVOR PROJECT IS COMMITTED TO PRODUCING RESEARCH THAT PROVIDES NEW KNOWLEDGE AND CLINICAL IMPLICATIONS RELATED TO LGBTQ YOUTH AND SUICIDE RISK.

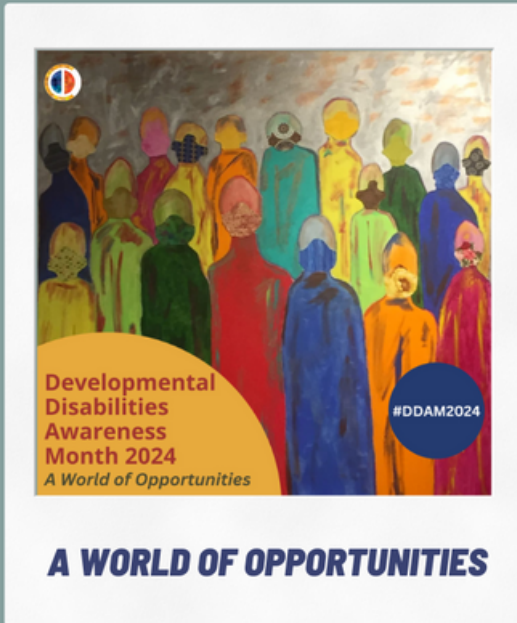
MENTAL HEALTH AMONG AUTISTIC LGBTQ+ YOUTH:

LGBTQ YOUTH WHO ARE DIAGNOSED WITH AUTISM HAD OVER 50% GREATER ODDS OF ATTEMPTING SUICIDE IN THE PAST YEAR COMPARED TO THOSE WHO HAD NEVER BEEN DIAGNOSED WITH AUTISM.

THANK YOU FOR SUPPORTING LGBTQ+ YOUNG PEOPLE WITH DISABILITIES. YOUR COMMITMENT HELPS US ENSURE THAT EVERY YOUNG PERSON KNOWS THEY ARE VALUED, SUPPORTED, AND DESERVING OF LOVE.

MARCH IS DEVELOPMENTAL DISABILITIES (DD) AWARENESS MONTH

DDAM 2024 Theme: A World of Opportunities #AWorldofOpportunities



Join the Division of Developmental Disabilities Director Jess Bax as she [shares information](#) about the history of Developmental Disabilities Awareness Month and how you can participate.



mark your calendars for the next

Culture, Equity, Diversity, & Inclusion Symposium

JUNE. 17-18, 2024

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

Celebrating Women's History Month



Women's History Month is a month dedicated to reflecting on the often-overlooked contributions of women to U.S. history. From **Abigail Adams** to **Susan B. Anthony**, **Sojourner Truth** to **Rosa Parks**, the timeline of women's history milestones stretches back to the founding of the United States.

The actual celebration of **Women's History Month** grew out of a weeklong celebration of women's contributions to culture, history, and society organized by the school district of Sonoma, **California**, in 1978. Presentations were given at dozens of schools, hundreds of students participated in a "Real Woman" essay contest, and a parade was held in downtown Santa Rosa.

A few years later, the idea caught on within communities, school districts, and organizations across the country. In 1980, President **Jimmy Carter** issued the first presidential proclamation declaring the week of March 8 as National Women's History Week. The U.S. Congress followed suit the next year, passing a resolution establishing a national celebration. Six years later, the National Women's History Project successfully petitioned Congress to expand the event to the entire month of March.



"Champions keep playing until they get it right." - **Billie Jean King** (1943 -), tennis champion.

"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent." - **Madeleine Albright** (1937-2022), U.S. Secretary of State.

"Women are like teabags. We don't know our true strength until we are in hot water." - **Eleanor Roosevelt** (1884-1962), political figure, diplomat, activist, First Lady.

"You must never be fearful about what you are doing when it is right." - **Rosa Parks** (1913-2005), civil rights activist.



Women's History Month: How it was born and why it's o...



WOMEN'S HISTORY MONTH



Watch on YouTube

12 Useful DEI Metrics to Track Today

DEI - Diversity, Equity, and Inclusion isn't new to the corporate agenda, but the events of 2020 really accelerated the conversation around it. So much so that, between 2018 and 2020, the demand for recruiters with experience in diversity hiring jumped by 800%, according to Gartner. While investing in your DEI efforts is important, it's equally important to track them and see what's working for your organization and what needs improvement. In this article, we cover 12 key DEI metrics to track to help you identify bias in the workplace culture and work towards a safe, inclusive, and equitable workplace.

To learn more | [Click Here](#)

TRANS DAY OF VISIBILITY



BREAK THE
BINARY
BREAK THE
BINARY
BREAK THE
BINARY

Trans
LIVES MATTER!

[Learn More](#)



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.