

# COALITION

## Culture, Equity, Diversity, & Inclusion Committee

April 2021

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

CEDI is the Coalition'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 Coalition 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 KC Rafferty: [krafferty@mocoalition.org](mailto:krafferty@mocoalition.org)



**CEDI Chair** | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

**CEDI Vice-Chair** | Dr. Shelly Farnan-Moore, VP of Be Well Initiatives, Burrell Behavioral Health

April is [National Minority Health Month](#) (NMHM), and the theme for this year's observance is **#VaccineReady**. The Office of Minority Health (OMH) will focus on the impacts COVID-19 is having on racial and ethnic minority and American Indian and Alaska Native communities and underscoring the need for these vulnerable communities to get vaccinated as more vaccines become available. Additional COVID-19 vaccine resources:

- » [Vaccines | CDC](#)
- » [Covid Vaccine \(mo.gov\)](#)



**#VaccineReady | April 2021**

### CEDI Resources for You!

Dianne Asher, Director of Behavioral Health Workforce Development at Truman Medical Center, shared the following articles and video:

[Disarming Racial Microaggressions: Microintervention Strategies for Targets, White Allies, and Bystanders](#)

[Community Readiness for Community Change](#)

[The Trauma of an American Untouchable](#)

['Hidden Bias of Good People' \(yahoo.com\)](#)



April is also **Celebrate Diversity Month!** You and your organization can celebrate by



learning more about diverse customs, cultures, and experiences. This helps us appreciate everyone's unique backgrounds and identities

of others AND better leverage diverse perspectives for innovation, problem-solving, productivity, and collaboration. The Diversity Movement has developed a Programming Guide to assist organizations in honoring and celebrating diversity: [Celebrate Diversity Month - The Diversity Movement](#)

CEDI Committee members are developing micro-trainings to be shared on social media and with your agencies. Please let us know if you would like to share your story. Stay tuned!



*We appreciate everything you are doing, and will do, in this effort!*

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**KUDOS TO REDISCOVER!** In February 2021, the ReDiscover Board of Directors approved ReDiscover's Big IDEA (*Inclusion, Diversity, Equity and Action!*) Plan, a one-year strategic plan aimed at helping the organization build a foundation to become more inclusive. Based on feedback received from the surveys, in addition to several town halls and listening sessions led by Vice President of Culture and Inclusion, Astra Garner, ReDiscover's three primary areas of focus for the year are: recruiting, training and psychological safety. Throughout the year several activities have been planned, including launching a four-part Speaker Series to provide additional training to employees, partnering with a local consultant to support ReDiscover's talent acquisition team and hiring managers through mitigating implicit bias in recruiting, and some virtual simulations and conversational group work.



More ways to bring **April Awareness** to important topics and populations we serve in Missouri:

- ✓ [Child Abuse Prevention Month](#)
- ✓ [World Autism Awareness Month](#)
- ✓ [Scottish-American Heritage Month](#)
- ✓ [Sexual Assault Awareness Month](#)
- ✓ [Stress Awareness Month](#)

The American Public Health Association (APHA) has posted a webinar series and discussion guide, *Advancing Racial Equity*, which explores efforts to address systems, policies and practices designed to limit and shape opportunities for people of color. The presenters highlight collective and individual actions we can take to advance racial equity and justice. View series, discussion guide, and other resources here: [Advancing Racial Equity Webinar Series \(apha.org\)](#)



### Loving, Respecting, & Serving Missourians who are Transgender and Gender Diverse

March 31 was International Transgender Day of Visibility, meant to celebrate the vibrant trans community that is thriving. Certainly, a necessary celebration, and one that requires acknowledgement of the realities negatively impacting the trans community, as over 100 anti-trans

ills have been proposed and advanced across our nation, including Missouri, and discrimination and hate crimes continue. As organizations aspiring to be trauma-informed, we are leaders in responding to adverse community events that might impact our clients and employees. Our clients and our colleagues include people who are transgender. Mental Health America says it best, "Creating safe inclusive, and affirming spaces for transgender and nonbinary individuals is a mental health issue. Mental health advocacy includes advocating for the civil and human rights of transgender and nonbinary folks." To our colleagues who identify as transgender and gender diverse, we stand with you and are proud to serve alongside you. To the Missourians we serve who are transgender and gender diverse, we stand for you, we are proud to serve you and deeply grateful to know you.

**Did you know** that a leading best practice guide for transgender individuals *and* mental health and medical providers who serve people who are transgender is offered by the [World Professional Association for Transgender Health \(WPATH\): Standards of Care Version 7?](#)

## Pronouns Matter, Pronouns Save Lives

### Your Identity is Yours to Define

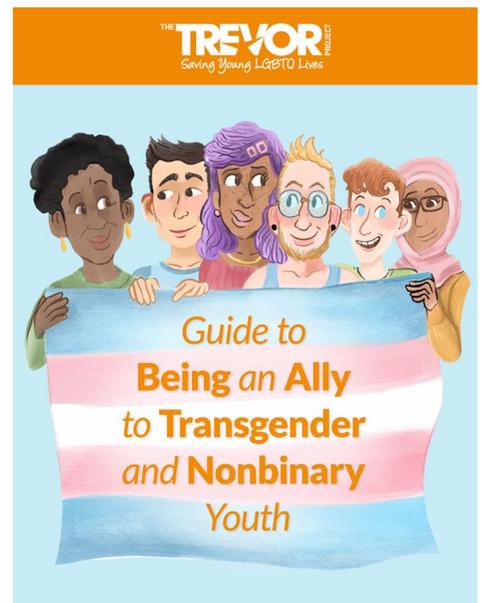


The Trevor Project's 2020 National Survey on LGBTQ Mental Health represents the experiences of over 40,000 LGBTQ youth, ages 13-24, across the US. The unsettling statistic regarding suicide and suicidal thoughts in the trans and nonbinary community was once again confirmed. At least **50%** of those who identify as transgender and nonbinary youth seriously considered suicide. What also remains consistent are the factors which have been proven to **reduce** thoughts of suicide and death by suicide, signaling HOPE and healing. When a trans and nonbinary individual has **one affirming human** in their life, the risk of suicide drastically reduces. One way that a person is affirming includes respecting the pronouns a person goes by. There are a variety of pronouns which accurately reflect identity, beyond the binary "she/her/hers" and "he/him/his" pronouns that our culture has been raised with, and subsequently feel comfortable with, such as "they/them," "ze/hir," and several others. "Transgender and nonbinary youth who reported having pronouns respected by all or most people in their **lives attempted suicide at half the rate** of those who did not have their pronouns respected." *Pronouns matter, pronouns save lives.*

To view the full results (*interactive and informative*) of The Trevor Project's 2020 National Survey on LGBTQ Mental Health: [The Trevor Project National Survey](#)

### Helpful Tips

- When introducing yourself, share your pronouns so as to welcome others to share theirs with you.
- Rather than assuming who another person is or the pronouns they use, ask what pronouns they go by
- Instead of using the term "Preferred pronouns," just say "Pronouns." "Preferred" insinuates choice and to many who identify as trans and non-binary, this is not their choice.
- For more information on pronouns:
  - [NWMSU LGBTQIA Resources: Home](#)
  - [Truman Name and Gender Information Policy](#)
  - [LGBTQ Resource Center University of Missouri](#)
  - [UMKC Pronoun Guidance & Allyship](#)
  - [MSU Gender Pronoun Guide](#)
  - [UMSL Using Inclusive Language @ UMSL](#)



References/Resources: <https://www.thetrevorproject.org/survey-2020/>

*Click the picture above to access an educational resource which covers a wide range of topics and best practices on how to support transgender and nonbinary people*



### CEDI On the Move!

On March 18, ReDiscover hosted its first speaker series entitled, "The Zone, Safe Space Design for LGBTQIA2S+. The event was led by training facilitator, Clinton Shane Bradley, SHRM-SCP (they/them/theirs). In the training they helped educate and inform participants on how to foster a more inclusive space for LGBTQIA+ individuals. In the training, Clinton debunked myths and stereotypes, reviewed the importance of pronouns and discussed the spectrum of inclusion. This was an incredible training opportunity for all those involved.