



MISSOURI BEHAVIORAL
HEALTH COUNCIL

December 2021 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 KC Rafferty: krafferty@mobhc.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

December brings so many wonderful opportunities to celebrate and recognize our diverse communities! Even if your holiday is the same as your neighbor, you likely have very different ways you honor each of your traditions. **The CEDI Committee encourages you to share all of your traditions and celebrations with those around you!**



As the CEDI Committee connected about how we are doing, this time of year, the realities quickly became apparent; an ongoing Pandemic, COVID-19 rates on the rise with new variants, work transitions, work-from-home, holidays and all that happens during the holidays and holidays during a pandemic, end of year, new year, etc. How are you this season? **Our CEDI Committee shared a bit of our realities:**

- *While tired of hearing about covid, new strains of covid, mandates, etc., I am feeling optimistic that 2022 will be full of amazing things. Better Health, More Opportunities, and an expansion of programs to serve our communities.*
- *I'm excited for the holidays, but I'm still feeling off-kilter and like I'm constantly waiting for our world to be plunged into chaos again.*
- *What I want to feel is joy but all I honestly feel is unhappy, sad, and overwhelmed.*
- *I love the people I have worked for 50 years, and it hurts me when they are hurt.*
- *We've lost the art of relationship. We learned 50 years ago that it is the relationship that matters.*

And some humor to lighten it up 😊

Sometimes I wonder if all this is happening because I didn't forward that email to 10 people.

I can't wait for all this to pass, so I can return to "social distancing" on my own terms.

Day 7 of SOCIAL Distancing: Struck up a conversation with a spider today. Seems nice. He's a web designer.

new normal

Some days I'm happy.

Some days I'm scared.

Some days I'm calm.

Some days I'm anxious.

Some days I'm positive & hopeful.

And usually all of this is on the same day!

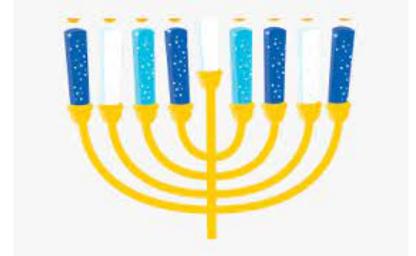
Karen Salmansohn
NotSalmon.com



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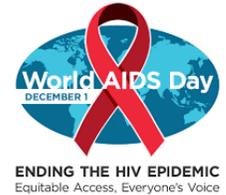
WE APPRECIATE EVERYTHING YOU ARE DOING, AND WILL DO, IN THIS EFFORT!

Hanukkah is celebrated November 28 – December 6, 2021 | Hanukkah is the Jewish festival of lights celebrated with a menorah lighting and special prayers each of the eight nights. The Hebrew word Chanukah means “dedication.” To learn more about this holiday and ways to celebrate: [What Is Hanukkah? - Info you need about Chanukah - Chanukah - Hanukkah \(chabad.org\)](http://www.chabad.org)



December 1 is Rosa Parks Day | On this day in 1955, Rosa Parks boarded a bus in Montgomery, Alabama, but was asked by the driver to give up her seat. She refused and was arrested by police for violating the city ordinance. Learn more about Rosa Parks and her role in the Civil Rights movement: [Rosa Parks: Bus Boycott, Civil Rights & Facts - HISTORY](#) and [Rosa Parks - Quotes, Bus Boycott & Death - Biography](#). The CEDI Committee often speaks about the “CEDI Bus” moving!

December 1 is World AIDS Day | This day is observed to reflect on the worldwide response to the HIV/AIDS epidemic. 2021 marks 40 years since the first five cases were officially reported and honor the more than 36 million people who have died from AIDS-related illness globally. For more information: [World AIDS Day 2021: Ending the HIV Epidemic: Equitable Access, Everyone's Voice | HIV.gov](#) and [Overview | HIV.gov](#)



December 7 is National Pearl Harbor Remembrance Day | We honor and remember the many service members and civilians who were injured and perished in the Japanese attack on Pearl Harbor December 7, 1941. Learn more about this day: [National Pearl Harbor Remembrance Day](#) and [Today in History - December 7 | Library of Congress \(loc.gov\)](#)



December 10 is Human Rights Day | The United Nations adopted the Universal Declaration of Human Rights on December 10, 1948, which proclaimed the inalienable rights every human being is entitled to. The document has been translated in over 500 languages. Learn more about the UDHR: [Human Rights Day | United Nations](#).

December 20-23 is the Winter Solstice | The Maya considered the winter solstice to be a symbol of renewal. Today, Mayan priests pray and light incense to recognize the day of the year when the sun is situated farthest from the Earth in the Northern Hemisphere. Learn more about the history of Winter Solstice: [Winter Solstice Reminds Us of Civilization That Revered the Sun | University of Arizona News](#)

December 25 is Christmas | Christians celebrate the birth of Jesus Christ and many traditions have been made around the world to honor this holiday. Learn more about the history of Christmas: [History of Christmas - Origins, Traditions & Facts - HISTORY](#)



Kwanzaa is celebrated December 26 – January 1 | Kwanzaa is an annual celebration of African American culture culminating in a communal feast called Karamu, usually held on the 6th day. Learn more about Kwanzaa and its history: [Official Kwanzaa Website](#) and [Kwanzaa - HISTORY](#)

December 26 is Boxing Day | Although the exact roots of the holiday are unknown, Boxing Day is a public holiday in the United Kingdom and other British Commonwealth countries. To learn more about the history and how it is usually celebrated: [Why is the day after Christmas called Boxing Day? - HISTORY](#)

December 31 is New Year's Eve | There will be many celebrations to mark the end of 2021 and the new beginning of 2022. However you recognize this occasion, please be safe and healthy (and don't forget to eat your Black Eyed Peas on January 1! 🍀) [New Year's - Traditions, Resolutions & Date - HISTORY](#)





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Holiday Resource Guide

This Holiday Resource Guide provides a one-stop shop for approaching the holiday season in the midst of a pandemic. Learn to address grief and loss, social isolation, and other mental health concerns unique to the pandemic era. Celebrate the holidays with friends and family virtually or in small gatherings in accordance with CDC guidelines, utilize technology to host a virtual celebration, and devise creative strategies for celebrating with family virtually.

[Holiday Resource Guide.pdf \(attcnetwork.org\)](http://attcnetwork.org)

Behavioral Health During the Holiday Season

The holiday season can be a time of celebration for some and, for others, it is a difficult time of year for many reasons. We want anyone struggling with their mental health or a substance use disorder to seek the help they might need during this season. We also understand that for some, it could be the first time with family and friends since the onset of COVID-19. Others may be coping with losses and loneliness during this season. No matter what your situation is, know that you are not alone in this and there are resources available to help you. Check out the SAMHSA mental health resources provided below and share them with family, friends, and your networks during this season.



- If you or someone you know is in a crisis, please call the National Suicide Prevention Lifeline 1-800-273-8255
- Help in English: 1-800-273-TALK (8255) – Ayuda en español: 1-888-628-9454
- For free and confidential treatment referral and information about mental health and/or substance use disorders in English and Spanish, 24/7
- SAMHSA's National Helpline: 1-800-662-HELP (4357) – See more culturally specific helplines [here](#)
- For additional resources and treatment locators visit the [SAMHSA Find Treatment](#) webpage.

CEDI Policy Subcommittee Corner

The CEDI Policy Subcommittee would like to invite questions from all organizations and individuals about developing and implementing INCLUSIVE policies! Please email krafferty@mobhc.org with your questions.

In preparing for the holidays and the start of a new year, the CEDI Policy Subcommittee would like you to consider the following:

How does your organization facilitate Holiday

- Inclusion?
- Policies?
- Holidays?



ACCESS FOR EVERYONE: A TOOLKIT FOR ADDRESSING HEALTH EQUITY AND RACIAL JUSTICE WITHIN INTEGRATED CARE SETTINGS

The Center of Excellence for Integrated Health Solutions (CoE-IHS) developed a toolkit and list of resources for organizations to support you in addressing racial inequities and the associated stigmas that lead to mental health and substance use treatment disparities and ensure you have the tools to support your patients and organizations: [Purpose of this Toolkit - National Council \(thenationalcouncil.org\)](http://thenationalcouncil.org)

December 16 at 1:00 PM CT | CoE-IHS will host a webinar with a panel of health equity experts to explore the connections between health inequity, health disparities, and social determinants of health: [Webinar Registration - Zoom](#)

ICYMI – Advancing Behavioral Health Equity: National CLAS Standards in Action | On Tuesday, November 16, the HHS Office of Minority Health (OMH) and the Substance Abuse and Mental Health Services Administration (SAMHSA) hosted the Advancing Behavioral Health Equity: National CLAS Standards in Action webinar. In case you missed it, a recording of the webinar is now [available on OMH's YouTube channel](#).



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Webinars and Learning Opportunities

- **Thursday, December 16 from 1:00 to 3:00 pm CT** | This course is intended for behavioral health workers who wish to learn more about how experiencing traumatic events, either directly or indirectly, as a first responder reacting to an emergency or crisis situation may impact their professional and personal wellbeing. For more information and to register: [Compassion Fatigue for Behavioral Health Workers 121621 \(configio.com\)](#)
- **Friday, December 17 from 1:00 to 4:00 pm CT** | Building relationships is important when working with people; it is absolutely critical when you are trying to engage Black boys and teens. Caring about them and having a solid understanding of social service interventions isn't the same as knowing how to develop a relationship in which you are seen as an ally and resource. This workshop is based on trauma-informed care, cultural competency, and youth engagement. These concepts will be woven together to help participants become more effective in their engagement and delivery of social services. *This workshop meets the Missouri & Illinois social work licensure requirement for 3 hours of continuing education in cultural competency/humility.* General Admission: \$60. For more information and to register: [Trauma-Informed Engagement with Black Boys: Culturally Competent Approaches to Building Collaborative Relationships | Brown School at Washington University in St. Louis \(wustl.edu\)](#)
- **On-demand with Brown School at Washington University** | [Advocacy & Allyship: Welcoming Afghans to St. Louis](#)
- **Policy Research Associates/SAMHSA article** | [Healing Old and New Wounds: Indigenous Mental Health, Culturally Responsive Treatment, and the Criminal Justice System](#)
- **The Trevor Project Guide to Being an Ally to Transgender and Nonbinary Youth** | The guide includes topics from the basics of gender — identity, expression, and perception to common mistakes and what to do if you've made one. Part of being a good ally is continuing our education which can be a powerful tool. [A Guide to Being an Ally to Transgender and Nonbinary Youth](#)

ReDiscover's Big IDEA

Part of Team ReDiscover's aspirational culture is creating an inclusive environment for staff and clients. In alignment with their Big IDEA strategic plan, ReDiscover has added a Diversity and Inclusion (D&I) training as part of new employee orientation. The training explains what D&I means at ReDiscover, outlines the D&I journey as an organization throughout the years, and encourages staff to actively participate in D&I initiatives.

"I am most excited about establishing a common language of diversity and inclusion concepts and leveraging the dedication and compassion of new employees to move D&I work forward," said Clara Sainte, Diversity and Inclusion Specialist.

It is ReDiscover's hope this training will set the tone early for new staff on the importance of creating a sense of belonging, respecting and valuing diversity, and increasing psychological safety for employees to bring their full selves to the work they are doing. The work of D&I is fundamental to ReDiscover's overall mission and vision.



The smallest act of kindness
is worth more than the
greatest intention

~ Kahlil Gibran



ACTION FOR HAPPINESS



Please email krafferty@mobhc.org to share your agency's events, pictures, and other ways you are honoring diversity, equity, and inclusion!