



**JUNE 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](mailto:krafferty@mobhc.org)

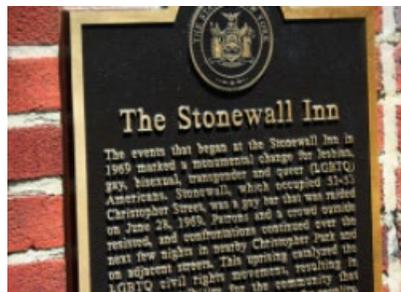
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**CEDI Chair** | Tiffany Lacy Clark, Chief Operating Officer, Behavioral Health Response

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

**CEDI is honoring #PrideMonth 2021!** We welcome and encourage all organizations of MBHC to honor #PrideMonth 2021. We are thankful to serve alongside LGBTQIA+ experts and honored to competently serve mental health wellness of LGBTQIA+ Missourians. To our Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, + (LGBTQIA+) colleagues, we celebrate **YOU** this month, **we honor the LGBTQIA+ individuals** who have helped us arrive where we are today, and **renew our commitment to ensuring equity, inclusion, belonging, and care for LGBTQIA+ Missourians.**



**A brief history:** The LGBTQ Movement is known to have begun in the 1920s when activists began organizing. Subsequently, legal and discriminatory acts against LGBTQ people worsened. In the 60's, it was common for gay bars to be raided in cities around the country and it was common for LGBTQ people to be arrested, force hospitalized in psychiatric institutions, beaten, and/or killed. In New York City, "the Public Morals Division enforced laws regarding vice and gambling, including prostitution, narcotics, and homosexuality." On June 28<sup>th</sup>, 1969 eight officers from the NY City's Public Moral Division raided the Stonewall Inn, again. Unlike the raids before, the bar patrons, following Marsha P. Johnson, stood up against the raid and what became known as the Stonewall Uprising ensued. The protest lasted six days. The Stonewall Uprising, in which LGBTQI+ people took a stand against the violence, harassment, and discrimination they endured, is recognized as pivotal for the growth of the Gay Liberation Movement in the United States. In June 1970, cities around the country began honoring the anniversary of the Stonewall Uprising. 52 years later, June is commonly known as Pride Month. The purpose, to recognize and celebrate the historical impact and contributions of LGBTQI+ people and to continue necessary efforts towards equity and inclusion of all who are LGBTQIA+, through elevating LGBTQIA+ voices, sharing our own LGBTQIA+ voices, advocacy, education, and visibility. **For more resources and events to celebrate #PrideMonth 2021, see pages 3 and 4 of the CEDI Newsletter!**



[The Trevor Project](#) shared four short videos released by State Farm with their employees to tell their story and inspire others to be the **ONE GOOD NEIGHBOR** for the LGBTQ youth in their lives: [One Good Neighbor | State Farm® - YouTube](#)





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

Juneteenth is the oldest nationally celebrated commemoration of the ending of chattel slavery in the United States. On June 19, 1865, a Union General rode into Galveston, Texas to announce that the Civil War had ended, and slaves that were prisoners of war had been freed. **Why is Juneteenth called Juneteenth?** The day's name is a combination of "June" and "nineteenth" in honor of the date of Granger's announcement and first appeared around 1903. It is also **known as** African American Freedom Day or Emancipation Day. ... **Juneteenth** is recognized as a state holiday or special day of observance in 45 states.

# CELEBRATE

Since



1865

# JUNETEENTH

## How Can We Celebrate Juneteenth?

1. **Make Juneteenth A Company-Wide Effort** | In light of D&I efforts such as the Black Lives Matter movement (BLM) across the nation, everyone in your business should be encouraged to participate in **Juneteenth** activities.
2. **Plan a workshop** | They can help your employees be more hands-on with Juneteenth traditions and think critically about ways to support D&I values in your organization. A number of tools exist to help you do these things. For instance, Procter & Gamble's "[The Look](#)" is a film that discusses racial bias. P&G has made available [assets](#) to help you use the film as a learning tool in the workplace.
3. **Decorate your workspace** | You can get creative by using Juneteenth flags, colors (red, white, and blue), and traditional foods like strawberry soda and red velvet cake to acknowledge the day's significance.
4. **Discuss company-wide diversity action plans** | Because Juneteenth symbolizes more than just freedom, it's important to ensure employees that race, religion, sexual identity, and gender will never be barriers to their growth and success within the business.
5. **Volunteer At Local Juneteenth Events** | Many communities across the United States host yearly Juneteenth parties, concerts, and festivals. If these events have moved to virtual due to COVID-19 restrictions, your organization can still take part in the online experience by sponsoring or donating to an event. You can also consider giving your employees paid time off (PTO) on June 19th and allow them to spend the day volunteering around their neighborhood. (A [growing number of businesses are treating the day as a holiday already.](#)) Start by providing a list of community service projects, or local Juneteenth events and ask how your workers can get involved. Learn more about volunteer opportunities near you by visiting the official [Juneteenth website](#).
6. **Invite A Guest Speaker** | Bringing in guest speakers like authors, historians, or civil rights activists can inform your employees on important topics that are related to racial reform. Whether you choose to have an open panel discussion or presentation, it is sure to be an engaging experience for everyone.

# JUNETEENTH

## Celebrate Freedom

### JUNE 19

**How will you create a more diverse and  
inclusive environment for your company?**



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## ReDiscover's BIG IDEA

*Inclusion, Diversity,  
Equity and Action!*



**DRESS FOR YOUR DAY** | As part of the journey to becoming a more inclusive and welcoming workplace, ReDiscover committed to reviewing and updating policies outlined in the 2021 Big IDEA (Inclusion, Diversity, Equity and Action!) Plan. A quick review of literature shows ReDiscover is just one of many companies rethinking their dress code as a way to help reach diversity, equity, inclusion and belonging goals. This month, ReDiscover's executive team unveiled the new dress code. The new **"Dress for Your Day"** policy is more inclusive in that it **removed references to gender labels and binary pronouns and included language in support of employees displaying their tattoos**. The new policy works to dismantle the normative ideas of

"professionalism" particularly in how it shows up in employee dress and grooming expectations. ReDiscover's new dress code policy **encourages and empowers employees** to dress in their own style, while acknowledging that clothing is a personal matter which requires each employee to exercise their own judgment while **expressing their personality**. While the dress code does set some general guidelines, it relies heavily on employee discretion and their individual sense of comfort allowing them to be both responsible and intentional in their choices. **In a nutshell, the new dress code is about the empowerment of the employee!**

**#PrideMonth 2021 Events:** With events being scheduled throughout the summer and early fall, begin planning for your safe involvement. **Did we miss an event? Let us know!**

- All events in/around Kansas City: <https://kansascity.outvoices.us/calendar/> (KC Pride: August 21-22)
- Warrensburg Pride Festival: 6/26: <https://kansascity.outvoices.us/calendar/warrensburg-pride-festival/>
- Columbia: Mid-Missouri Pridefest: 8/28 & 8/29: <https://www.midmopride.org/>
- Joplin: JOMO Pride: 8/28 & 8/29: <https://www.jomopride.org/>
- St. Joseph: September 10-11: <http://midlandequality.com/StJoePride.html>
- Springfield: October 9: <https://ozarkspridefest.com/>
- St. Louis: postponed until June 2022

We know from our **CEDI Policy Subcommittee**, each of you are doing amazing work in assessing your current policies through **the lens of Inclusion**. This month we offer a few questions for consideration:

- **Are you confident in your understanding of company policies and procedures?**
  - Consider this: If someone asks you if your organization protects and supports the LGBTQIA+ population, what would your response be?
- **Are your policies and standard operating procedures inclusive?**
  - Review policies and update:
    - Do your policies continue to have "he/she" throughout? Update "he/she" to "they/them" or remove pronouns and directly identify such as "person(s)" or "employee(s)" or "client(s)" to be more inclusive.
  - Is the LGBTQIA+ population protected in your organization?
    - Check: It is recommended, if your organization is committed to inclusion, that your non-discrimination policy specifically includes sexual orientation, gender identity, and gender expression.
  - Supporting Transgender Employees:
    - What is your organization's approach to supporting Transgender, gender expansive, and or non-binary employees?
    - Resources:
      - [SHRM Employing Transgender Workers](#)
      - [Creating a Trans-Inclusive Workplace](#)
  - Dress Code:
    - Updating dress code policy is critical in creating inclusive cultures.
    - Thank you, ReDiscover for a wonderful example!





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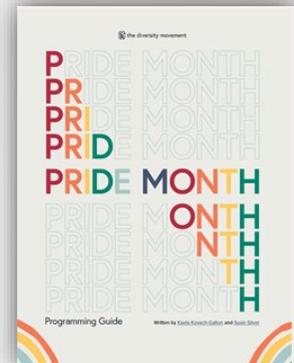
### How can I be a better ally?

- Introduce yourself with your pronouns and welcome others to share their pronouns with you
- Review all regulatory (ethical, accreditation, legal, etc.) requirements/expectations in serving the LGBTQIA+ community
- Be visible in your support of, and commitment to, the LGBTQIA+ Community
- Honor/Celebrate Pride Month | Within your organization and in your community
- Honor/Celebrate the LGBTQIA+ community all year long
- Recruit/Retain LGBTQIA+ employees



### #PrideMonth 2021 and LGBTQIA+ Resources

- ✓ [National Survey on LGBTQ Youth Mental Health 2021](#)
- ✓ [LGBTQ+ Mental Health Insights from MHA Screenings](#)
- ✓ [HRC Glossary of Terms](#)
- ✓ [The Trevor Project](#)
- ✓ [APA Practice Guidelines for LGB Clients](#)
- ✓ [APA Practice Guidelines for Transgender and Gender-Nonconforming People](#)
- ✓ [WPATH Standards of Care](#)
- ✓ [SAMHSA LGBT Behavioral Health Equity](#)
- ✓ [PROMO](#)
- ✓ [MHC Roadmap LGBTQ.pdf \(thementalhealthcoalition.org\)](#)
- ✓ [Trans Inclusivity in Recovery Housing | Developed in partnership with DMH and MIMH](#)



Click on the icon above for The Diversity Movement's Pride Month Programming Guide!



### What is your organization's stance and approach to honoring Juneteenth?

- **BHR** will celebrate and honor Sumner High School in St. Louis (first high school for African American students west of the Mississippi River) the week of Juneteenth. Go Bulldogs!
- **Heartland Center for Behavioral Change** in Kansas City will hold a Juneteenth celebration for the first time this year and employees will be able to recognize the day as a holiday!
- **ReDiscover** in Kansas City has given art canvases to all their locations for everyone to add their creations and then all the canvases will be collected and placed together for display!
- **Burrell Behavioral Health** (SW and Central Regions) will focus on Juneteenth throughout the week leading up to June 19 in the Be Well Community. They have partnered with the Red Cross to raise awareness of Sickle Cell Disease and will join with NAACP for an event in Springfield (<https://www.naacpspringfieldmo.org/juneteenth-celebration>) as well as their other locations! All are welcome to the live Be Well Community Facebook conversations on Monday, Wednesday, and Friday (<https://www.facebook.com/BurrellCenter>).
- 10<sup>th</sup> anniversary of Juneteenth KC | [Juneteenth | Kansas City's Official African American Heritage Event](#)
- Every Wednesday in June in St. Louis | [2021 Juneteenth Celebration, Missouri History Museum, St. Louis](#)
- Missouri Juneteenth events | [Visit Missouri | Articles | Juneteenth in Missouri](#)

**JUNETEENTH:**  
Celebrating  
African-American  
FREEDOM,  
families, heritage...  
and becoming  
the ancestors' DREAM.

Courtesy of Compass Health Network



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COVID-19 Vaccines and Racial and Ethnic Minority Populations

The U.S Department of Health and Human Services (HHS) Office of Minority Health (OMH) has developed a new COVID-19 resource that provides information to help address concerns people might have about the COVID-19 vaccines, such as safety, cost, and side effects. This resource also includes key facts about COVID-19 vaccines as well as pertinent information about clinical trials. It is important that we use every tool to stay healthy and to stop the pandemic. To access this resource, visit our website (English | Spanish). OMH encourages you to share this resource within your network and to sign up for OMH email to receive updates on COVID-19 vaccine news and activities.



June 15 is World Elder Abuse Awareness Day | Defined as an intentional or negligent act by any person that causes harm or a serious risk of harm to an older adult, elder abuse covers a wide range of crimes. It includes physical, sexual, and psychological abuse; neglect; and financial exploitation. Following are some resources related to this topic:

- [Elder Justice Initiative](#)
- [National Elder Fraud Hotline](#)
- [When Grandpa Gave Away the Farm: His Own Darn Fault, or a Case of Elder Abuse?](#)



National PTSD Awareness Month is observed annually in June | The month is dedicated to raising awareness about the condition and how to access treatment. June 27th is also National PTSD Awareness Day. According to the National Center for PTSD, between 7 and 8 percent of the population will experience Post Traumatic Stress Disorder (PTSD) during their lifetime. Men, women, and children can experience PTSD as a result of trauma in their lives. Events due to combat, accidents, disasters, and abuse are just a few of the causes of PTSD. No matter the reason, PTSD is treatable, but not everyone seeks treatment. There are resources available to help diagnosis PTSD and get help. HOW TO OBSERVE:

- If you or someone you know might be experiencing PTSD, visit these resources below, or seek professional care from a therapist who has experience treating PTSD.
  - [Veterans Crisis Info – National Center for PTSD](#)
  - [Find Therapist – National Center for PTSD](#) or in Missouri <https://www.missouricit.org/first-responders>
  - [Help for Veterans – National Center for PTSD](#)
  - [National Alliance on Mental Illness](#)



Please share how you are honoring Pride Month 2021, Juneteenth, and all other upcoming events, with #MBHC and #CEDI on social media! You may also send information to [krafferty@mobhc.org](mailto:krafferty@mobhc.org). The CEDI Committee wants to shine the spotlight in future issues how each of you are advocating for a more diverse, equitable, and inclusive world within your communities!



Click icon above for access to the Joyful June calendar from Action for Happiness!