

# Diversity, Equity & Inclusion

A QUARTERLY NEWSLETTER BY THE DEI OFFICE

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## Making Connections Through DEI Discourse

### Creating Inclusive Language in the Intellectual and Developmental Disabilities (IDD) Space: Best practices for communication

Inclusive language is a thoughtful and intentional approach to communication that prioritizes respect, dignity, and equality for people with intellectual and developmental disabilities (IDD). By using words, phrases, and terminology that recognize and value diversity, autonomy, and personality, we can create a society that values and respects the contributions, dignity, and autonomy of all people, regardless of their abilities.

The impact of inclusive language is profound. It dismantles harmful stereotypes and stigmas, promotes dignity, self-worth, and empowerment, and fosters inclusive environments and social inclusion. Inclusive language encourages positive attitudes and behaviors, supports disability justice and equality, and recognizes the valuable contributions of people with IDD. On the other hand, exclusive language can have devastating consequences. It perpetuates negative attitudes and stigma, marginalizes and excludes people with IDD, limits opportunities and access, and negatively impacts mental health and well-being.

To illustrate the importance of inclusive language, consider these examples:

Using "accessible restroom" instead of "handicapped restroom" emphasizes equality and dignity. Saying "she lives with cerebral palsy" rather than "she suffers from cerebral palsy" promotes positivity and empowerment. Reframing "disabled students need special accommodations" to "students with disabilities require accommodations" acknowledges personal needs.

A recent conversation with disability professionals highlighted both accurate and inaccurate understandings of ableism. While many recognized ableism as systemic discrimination, others unintentionally reinforced ableist ideas. A common misconception was framing disability as either inability or ability, focusing on personal limitations rather than systemic obstacles.



This approach overlooks complex experiences and blames people for their circumstances. Some professionals assumed only nondisabled people could harbor biases, neglecting internalized ableism within the disability community. Others avoided using the word "disability," perpetuating negative assumptions and ignoring the disability identity.

To foster inclusivity, it's essential to recognize and address these misconceptions. Ableism is rooted in systemic barriers, not personal limitations. Disability is a valued identity deserving respect and recognition. Language matters; using person-first language and avoiding ableist terms creates a more inclusive environment.

To promote inclusivity, take these actionable steps: Educate yourself on ableism, disability, and inclusive language. Engage with disability professionals and advocates to broaden your understanding. Integrate inclusive language into your communications. By acknowledging and addressing these misconceptions, we can work towards a more inclusive and equitable environment for disabled people, valuing their contributions, dignity, and autonomy.

#### Effective Communication in the IDD Space: Guiding Principles and Best Practices

When interacting with people with intellectual and developmental disabilities (IDD), thoughtful communication is crucial. Six core principles form the foundation of respectful and empowering interactions. Respect is paramount, using language that honors people' autonomy and dignity. A person-centered approach focuses on the personal, rather than their disability. Inclusivity is vital, avoiding language that stigmatizes or excludes. Clear and concise language ensures effective communication. Promoting equity, acceptance, and understanding fosters a supportive environment. Finally, recognizing diversity, equity, and inclusion within the IDD community acknowledges the unique experiences and needs of each person.



To put these principles into practice, consider the following language recommendations: Using person-first language, such as "person with a disability" instead of "disabled person," emphasizes the personal identity. Replace outdated terms like "mental retardation" with "intellectual disability" and "birth defect" with "developmental disability." Phrases like "persons with IDD" or "people with disabilities" promote inclusivity.

Conversely, avoid harmful language: Derogatory terms like "retarded" and "handicapped" perpetuate negative stereotypes. Stereotyping language, such as "suffering from," and pity-oriented language, like "victim," undermine dignity. Overly medicalized language objectifies people.

To further enhance communication, adopt these best practices: Incorporate inclusive imagery and graphics. Consult self-advocates, DEI offices, and disability organizations for guidance. Educate yourself on disability culture and history. Utilize accessible language and formats, such as plain language and braille. Avoid assumptions and ask about personal preferences. Finally, participate in staff training on inclusive language.

By embracing these principles and practices, we foster a culture of respect, inclusivity, and empowerment for people with IDD.

## Resources

- The Council on Quality and Leadership: [Many Disability Professionals Don't Understand Ableism - The Council on Quality and Leadership](#)
- GLAAD Media Reference Guide: <https://glaad.org/reference/>
- Disability Language Style Guide: <https://ncdj.org/style-guide/>
- Disability Language Style Guide (National Center on Disability and Journalism)
- Inclusive Language Guide (Disability Rights Education and Defense Fund)
- Disability Etiquette Guide (Job Accommodation Network)



# Did You Know?

## Did you Know? 90% of people with disabilities experience intersectional discrimination?

Intersectionality, as coined by Kimberlé Crenshaw (1989) is a critical framework for understanding how multiple aspects of a person's identity and social positioning intersect to produce unique experiences of discrimination, marginalization, and privilege.

### Key Principles:

1. Interconnectedness: Multiple identities (e.g., race, gender, disability, sexuality, class) intersect and interact.
2. Contextualization: Experiences vary depending on social, cultural, and historical contexts.
3. Power dynamics: Intersectionality highlights how systems of oppression (e.g., racism, sexism, ableism) intersect and compound.

### Example:

A black woman with a disability may face:

- Racism: the systemic and personal attitudes, behaviors, and policies that discriminate against, marginalize, and oppress people or groups based on their racial or ethnic identity.
- Sexism in the workplace: the attitudes, behaviors, and policies that discriminate against, marginalize, or oppress people or groups based on their sex, gender, or gender identity.
- Ableism in accessibility: the systemic and personal attitudes, behaviors, and policies that discriminate against, marginalize, and oppress people with disabilities, impairments, or chronic illnesses.
- Intersectional discrimination: compounded marginalization due to multiple identities

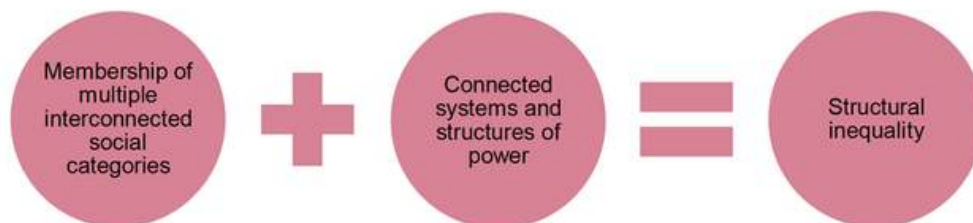
### Why Intersectionality Matters:

1. Recognizes complex experiences
2. Addresses compounded marginalization
3. Fosters inclusive and equitable solutions

Promotes intersectional solidarity and coalition-building

### What is Intersectional Discrimination?

Intersectional discrimination occurs when people face overlapping forms of oppression, leading to unique experiences of marginalization.



# Did You Know?

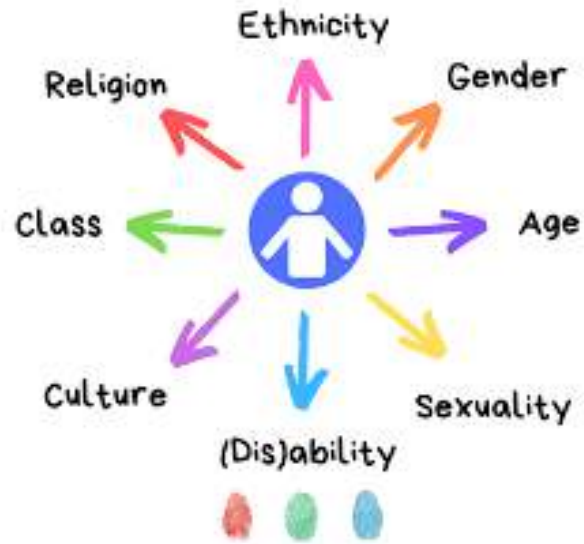
## Did you Know? 90% of people with disabilities experience intersectional discrimination?

Continued...

### Eye-Opening Statistic:

90% of people with disabilities experience intersectional discrimination, facing multiple forms of marginalization based on:

- Disability
- Race
- Gender
- Sexual Orientation
- Age
- Socioeconomic Status



### Real-Life Impact:

- Barriers to education and employment
- Limited access to healthcare
- Increased risk of violence and abuse
- Social isolation and stigma

### Breaking the Cycle:

- Recognize and challenge biases
- Promote inclusive policies and practices
- Support disability justice and advocacy
- Foster diverse and accessible communities

### Resources:

- Kimberlé Crenshaw's work: [https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)
- Intersectional Disability Justice: <https://www.intersectional-disability-justice.org/en/intersectional-disability-justice-english/>
- Racial Equity Tools: <https://www.racialequitytools.org/>
- Intersectional feminism: <https://denison.edu/academics/womens-gender-studies/feature/67969>

# Words & Concepts of the Quarter

## Inclusive Design: Designing spaces and services accessible to all

Inclusive design is a vital approach that prioritizes accessibility, equity, and diversity, ensuring that products, services, and environments are usable by people of all abilities, ages, cultures, and backgrounds. This design philosophy is particularly crucial in Intellectual and Developmental Disability (IDD) spaces, where people with diverse abilities, needs, and preferences interact. Historically, IDD spaces have been designed with a one-size-fits-all approach, often neglecting the unique needs of persons with intellectual and developmental disabilities. Inclusive design challenges this status quo by recognizing and addressing physical, sensory, and cognitive barriers that hinder accessibility.

Effective inclusive design is grounded in several key principles.

- Accessibility and universal design prioritize flexibility and usability, ensuring spaces and products are accessible to the widest possible range of users. This includes features like ramps, elevators, adaptable furniture, and intuitive interfaces.
- Sensory considerations minimize sensory overload through controlled lighting, sound, and color schemes, creating calming environments.
- Cognitive support uses clear, simple language and visual aids to facilitate navigation and understanding.
- Flexibility and adaptability incorporate adaptable elements to accommodate diverse needs and preferences, recognizing people have different abilities and requirements.
- Equity and diversity promote fairness, justice, and inclusivity by valuing and incorporating diverse perspectives and needs.

Benefits in IDD spaces.

- Increased autonomy, empowering people with IDD to navigate and interact independently.
- Enhanced participation encourages social engagement and community building.
- Improved well-being reduces stress and anxiety through supportive environments.

Inclusive design process

- Co-designing with people with IDD, families, and caregivers to understand needs and preferences.
- Iterative user testing refines design solutions,
- Continuous evaluation ensures ongoing accessibility and effectiveness.



Examples of inclusive design in IDD spaces include sensory-friendly environments, accessible technology, and inclusive playgrounds. By integrating these principles and considerations, designers and organizations can create inclusive environments that promote social inclusion, equity, and well-being for all people, regardless of ability or disability.

In conclusion, inclusive design is essential in IDD spaces, ensuring persons with intellectual and developmental disabilities have equal opportunities to participate, learn, and thrive. By embracing inclusive design principles, we can create supportive environments that foster autonomy, social inclusion, and overall well-being.

### Resources for Inclusive Design

1. World Health Organization (WHO) - Disability and Rehabilitation: A comprehensive resource on disability and rehabilitation, providing guidelines and standards for inclusive design. <https://www.who.int/westernpacific/about/how-we-work/programmes/disabilities-and-rehabilitation>.
2. Inclusive Design Research Centre (IDRC) at OCAD University: A leading research center focused on inclusive design, offering resources, tools, and publications. <https://idrc.ocadu.ca/>.
3. Web Content Accessibility Guidelines (WCAG 2.1): The internationally recognized standards for web accessibility, providing guidelines for inclusive design. <https://www.w3.org/TR/WCAG21/>.
4. "Inclusive Design: Design for the Whole Population" by John Clarkson and Roger Coleman: A foundational book on inclusive design principles and practices. [https://www.researchgate.net/publication/242325619\\_edu\\_inclusive\\_design\\_design\\_for\\_the\\_whole\\_population](https://www.researchgate.net/publication/242325619_edu_inclusive_design_design_for_the_whole_population).
5. International Association of Accessibility Professionals (IAAP): A professional organization offering training, certification, and resources on accessibility and inclusive design. <https://www.accessibilityassociation.org/s/>
6. International Association of Accessibility Professionals (IAAP): A professional organization offering training, certification, and resources on accessibility and inclusive design. <https://www.accessibilityassociation.org/s/>





# This Quarter...

## October

### National Disability Employment Awareness Month

First declared by Congress to raise awareness for the needs of those disabled in the United States, this month also celebrates the contributions of the nearly 18.6 million members of the United States Workforce. As a result of the month being honored, Congress has since created the Office of Disability Employment Policy in the Department of Labor which helps to educate and train people who are unemployed or underemployed and living with a disability in the U.S.

[Learn more](#)



### Breast Cancer Awareness Month

This annual international health campaign day can be celebrated in many ways, whether breast cancer walks or runs as well as other events honoring those who are fighting the disease and those who have lost their fight too. In 2009, Male Breast Cancer Awareness Week began during the third week of October too.

[Learn more](#)



### Global Diversity Awareness Month

October is also a time to celebrate and promote respect for all cultures and embrace the richness of diversity in our global community. It is an opportunity to learn about different backgrounds, traditions, and perspectives that contribute to the tapestry of humanity.

[Learn more](#)



### National Polish American Heritage Month

National Polish American Heritage Month: Polish American Heritage Month is an annual designation observed in October. Across the globe, there are about 9.5 million Polish Americans. They represent about 3% of the American population. The first wave of millions of Poles migrated America between 1800 and 1860.

[Learn more](#)



## Bullying Prevention Month

AA month-long campaign to unite everyone to take on bullying. Every October, join the thousands of students, teachers, parents, and community members around the nation, and even the world, taking action.

[Learn more](#)



## Domestic Violence Awareness Month

Domestic Violence Awareness Month is designed to unify people all across the world who have been victims of domestic violence. It is important to recognize that domestic violence impacts millions of people regardless of gender. It is a problem across every status, culture, religion, and race. There are many different forms of domestic violence as well, which is why raising awareness is so critical.

[Learn more](#)



## Filipino-American History Month

In 2009, the US Congress designated October as Filipino American History Month, a monthlong commemoration and appreciation for the Filipino experience throughout American history stretching as far back as 1587

[Learn more](#)



## German-American Heritage Month

October is German American Heritage Month in recognition of the founding of Germantown, Pennsylvania in October 1683. Fifteen percent of Americans are of German descent, which is one of the largest ancestral group in the United States.

[Learn more](#)



## Italian-American Heritage Month

October is German American Heritage Month in recognition of the founding of Germantown, Pennsylvania in October 1683. Fifteen percent of Americans are of German descent, which is one of the largest ancestral group in the United States.

[Learn more](#)



## LGBTQIA+ History Month

Every day in October, LGBTQIA+ History Month recognizes the achievements of people in the LGBTQIA+ community. LGBT History Month encourages informative discussions to learn more about the leaders in the movement who drove equality forward. Throughout the month, community events profile the civil rights history. Many initiatives impacted social, legal, and political change.



[Learn more](#)

## National Work and Family Month

National Work and Family Month is an annual designation observed in October. During this time, businesses across the U.S. are asked promote healthier and more flexible work environments. The goal of the campaign is to remind employers about the business benefits of supporting work-life effectiveness programs. Today, our families come in all shapes and sizes. Between work, family, and personal life, we all face many responsibilities every day... which is why finding a healthy balance among them all is so important.



[Learn more](#)

## Aids awareness month

AIDS Awareness Month, observed every October, supports educational campaigns that disseminate science-based, factual, and clear information to youths, at-risk people, and the general public. With over 37 million people living with HIV worldwide, public information about its prevention, transmission, and treatment must be accurate and widely available.



[Learn more](#)

## Down Syndrome Awareness Month

October was first designated as Down Syndrome Awareness Month in the 1980s and has been recognized every October since. It is a time to celebrate people with Down syndrome and make others aware of their contributions and accomplishments.



[Learn more](#)

# November

## National Native American Heritage Month

National Native American Heritage Month: This month celebrates the contributions – cultures, traditions, histories – of Native people to the United States.

[Learn more](#)



## November

November: A month-long fundraiser that seeks to raise awareness for men's issues such as suicide as well as prostate and testicular cancer.

[Learn more](#)



## National Veterans and Military Families Month

November is also National Veterans and Military Families Month, where we show appreciation to all those serving in our military and veterans who have served. Give our service members and all veterans the appreciation they deserve for the sacrifices they and their families make for our freedoms.

[Learn more](#)



## National Family Caregivers Month

National Family Caregivers Month was proclaimed in 2012 by former President Barack Obama. It honors the more than forty million caregivers across the country who support aging parents, ill spouses, or other loved ones with disabilities who remain at home.

[Learn more](#)



# December

## Universal Human Rights Month

December 10 commemorates the adoption of the Universal Declaration of Human Rights by the United Nations in 1948. The Universal Declaration of Human Rights was written together by people of different backgrounds with the goal of creating a basic standard for treating all human beings.



[Learn more](#)

# Days of the Quarter

## October 2 International Day of Nonviolence



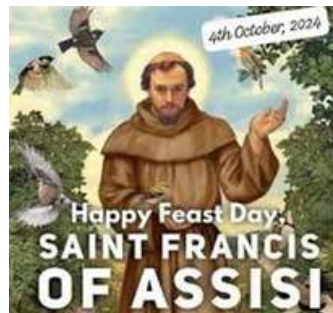
[Learn more](#)

## October 3 Latina Equal Pay Day



[Learn More](#)

## October 4 St. Francis Day



[Learn more](#)

## October 6 German American Heritage Day



[Learn more](#)

## October 9 Indigenous Peoples' Day (US)



[Learn more](#)

## October 10 World Mental Health Day



[Learn more](#)

## October 11 National Coming Out Day (LGBTQ+) Day



[Learn more](#)

## October 15 White Cane Safety Day



[Learn more](#)

## October 15 to 24 Navrati begins (Hindu)



[Learn more](#)

## October 17 Women in Military Service for America Memorial Anniversary



[Learn more](#)

## October 19 International Pronouns Day



[Learn more](#)

## October 19 – Spirit Day



[Learn more](#)



**October 20 Sikh Holy Day (birth of Guru Granth)**



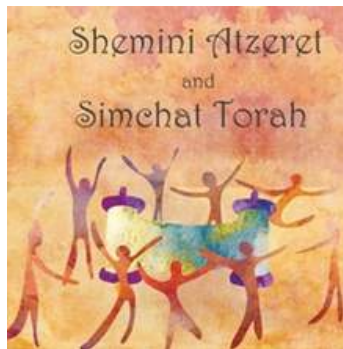
[Learn more](#)

**October 22 International Stuttering Awareness Day**



[Learn more](#)

**October 23 (sundown) to October 24 (sundown) Shemini Atzeret Jewish holiday)**



[Learn more](#)

**October 31 Halloween**



[Learn more](#)

# November

## November 1 All Saints' Day (Roman Catholic)



[Learn more](#)

## November Bandi-Chhor Divas (Sikh)



[Learn more](#)

## November 1-2 Día de Los Muertos



[Learn more](#)

## November 2 All Souls' Day



[Learn more](#)

## November 2 Birth of the Bab (Baha'i)



[Learn more](#)

## November 6 National Stress Awareness Day



[Learn more](#)

## November 9 World Freedom Day



[Learn more](#)

## November 9 World Adoption Day



[Learn more](#)

## November 10 World Science Day for Peace and Development (UN)



[Learn more](#)

## November 11 Veterans Day



[Learn more](#)

## November 12 Diwali



[Learn more](#)

## November 13 – World Kindness Day



[Learn more](#)

November 13-19 Transgender Awareness Week/November 20 Transgender Day of Remembrance



Day of Remembrance, November 20

[Learn more](#)

November 14 – National Philanthropy day

CHANGE THE WORLD



WITH A GIVING HEART

**National  
Philanthropy Day®**

[Learn more](#)

November 15 – Guru Nanak Gurburab



[Learn more](#)

November 16 – International Day for Tolerance



[Learn more](#)

## November 16 – Dutch American Heritage Day



[Learn more](#)

## November 17 – International ERG Day



[Learn more](#)

## November 19 – International Men's Day



[Learn more](#)

## November 20 – Universal Children's Day (Human Rights, U.N.)



[Learn more](#)

AHRC Nassau

Brookville Center for Children Services &  
Citizens Options Unlimited

## November 24 Feast of Christ the King



[Learn more](#)

## November 25 Day of the Covenant (Baha'i)



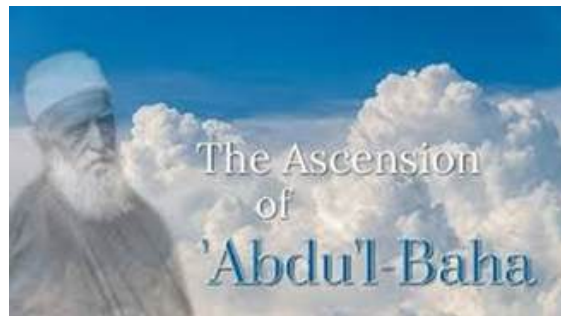
[Learn more](#)

## November 25 International Day



[Learn more](#)

## November 27 Ascension of Abdu'l-Baha (Baha'i)



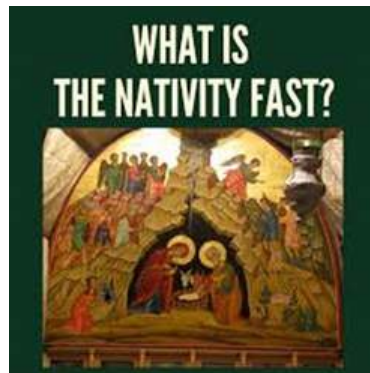
[Learn more](#)

## November 29 Native American Heritage Day



[Learn more](#)

## November 15 to December 25 Nativity Fast



[Learn more](#)

## November 21 Native Women's Equal Pay Day



[Learn more](#)



# December

**December 1 Native American Heritage Day**



[Learn more](#)

**December 1 Rosa Parks Day**



[Learn more](#)

**December 2 International Day for the Abolition of Slavery**



[Learn more](#)

## December 3 International Day of Persons with Disabilities



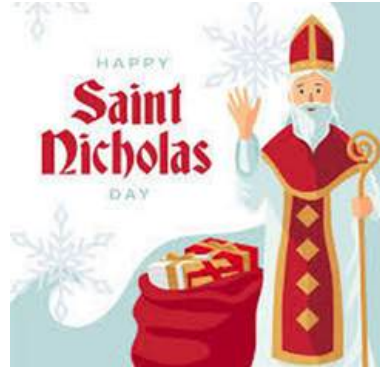
[Learn more](#)

## December 5 International Volunteer Day



[Learn more](#)

## December 6 St. Nicholas Day



[Learn more](#)

## December 8 Bodhi Day (Buddhist)



[Learn more](#)

## December 8 Pansexual Pride Day



[Learn more](#)

## December 10 International Human Rights Day (United Nations)



[Learn more](#)

## December 16 to December 24 La Posada



[Learn more](#)

## December 21 Winter Solstice/Yule



[Learn more](#)

## December 21 Homeless Persons' Remembrance Day



[Learn more](#)

## December 25: Christmas



[Learn more](#)

## December 25 evening to January 2 Hanukkah



[Learn more](#)

## December 26 to January 1 Kwanzaa



[Learn more](#)

# Employee Inclusive Series

## **Hispanic Heritage Month Spotlight: Aracely Baires Shares Her Story**

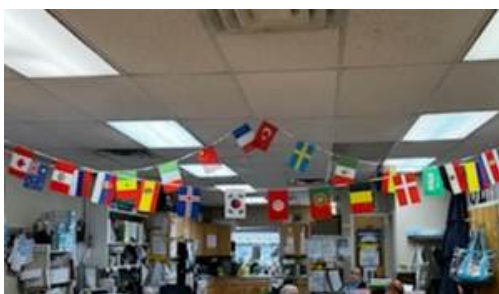
As we celebrated Hispanic Heritage Month, we're excited to share an exclusive email interview with Aracely Baires, Site Manager at Seaford Day Hab. Aracely graciously shared her insights and personal experiences, offering a unique perspective on the significance of Hispanic Heritage month.

- 1. How do you define your cultural identity, and how does it connect to your Hispanic/Latino heritage?
  - I'm Salvadorean naturalized USA citizen, still I embrace my culture as much as possible.
- 2. What traditions or cultural practices from your heritage are most important to you, and how do you incorporate them into your daily life?
  - Caring and getting involved with the people I work with and for. Considering each one as family member.
- 3. Can you share a meaningful family tradition or story that has been passed down through generations?
  - Getting together the day before Christmas, we do start celebrating one day before.
- 4. Are there any significant holidays, festivals, or celebrations from your culture?
  - Christmas and Independence day which is 09/15.
- 5. How do you preserve or pass on your cultural traditions to younger generations?
  - I taught my son and my step son to embrace family, and respect Christmas by including them on family events and at home.
- 6. Is there a special dish from your culture that holds significance? What memories are tied to it?
  - We have a tradition of invite to eat anybody that comes to our house during the holidays; in order to be able to provide to all, we make a chicken salad paste which had been added with cabbage and carrots to make it more affordable and is served as a sandwich. I love to introduce everyone that I can to enjoy it. Actually, that was served at the last picnic to my guys, who enjoyed it!



## Hispanic Heritage Month Spotlight: Aracely Baires Shares Her Story

- 7. What challenges have you faced in preserving or expressing your Hispanic/Latino heritage?
  - People are afraid to taste something new, but once you teach them how to make it, and they see the process it would be easier to dare to try. Another is introducing common Spanish words to my guys, so they can be more familiar, and then encourage to listen and dance Latino music.
- 8. What makes you most proud of your Hispanic/Latino heritage?
  - I love to see my staff and my guys enjoy the things that make me happy and bring a little bit of my roots to them.
- 9. How do you balance your cultural heritage with other aspects of your identity?
  - After so many years in this country, I overcome the fear to expose, present or introduce many of the things that make me who I am., now is quite easy, as I learn how to present new things on a manner that people get curious, and also tried as much as I can to learn other cultures and costumes of the people that work with me or I work for.
- 10. What does Hispanic Heritage Month mean to you personally, and how do you celebrate it?
  - Two years ago we started traveling on YouTube to the countries that identify myself and staff, we learn about the culture of many Latino countries and we saw how similar and different we can be, learn about culture, costumes and culinary traditions, once a month we chose one country /recipe/one flag, and we did a cooking project once a month. After 100 hundred countries we celebrate Diversity on 9/14/2024 with music and food and celebrating the independence of many of Latino countries. See pictures below.



## Honoring Our Heroes: Veterans Day Celebration

On November 11, we proudly celebrated Veterans Day, paying tribute to the brave men and women who have served in the United States Armed Forces.

Recognizing Our Veteran Employees

We would like to extend our deepest gratitude to the following employees who selflessly served our country.

**Anthony Eduardo Ramirez  
Colon,  
A 19K (Tanker) in the US  
Army from 2013-2016.  
Teaching Assistant at BCCS**



**Vaughn Hinkson,  
A DSP at Manhasset,  
currently on Military  
Leave**



**Their dedication, sacrifice, and commitment to  
our nation's freedom are truly inspiring.**

# Employee Inclusive Series

## **Transgender Remembrance Day: Honoring Trans Lives**

As part of our ongoing commitment to diversity, equity, and inclusion, we are honored to share a personal story from one of our own employees. Employees who have chosen to remain anonymous, has bravely shared their personal journey as a trans person, highlighting the challenges, triumphs, and resilience that have shaped their experience. We hope one of the stories shared inspires empathy, sparks meaningful conversations, and strengthens our collective commitment to diversity, equity and inclusion.

### The Story

During my time at AHRC Nassau, I've experienced both support and non-support in my identity at work. One instance that stands out was when a coworker accidentally referred to me by my previous name. What struck me was my supervisor's reaction - they offered to have a one-on-one conversation with the staff member to explain and advocate for me. This gesture made me feel seen and valued.

Our workplace culture has made me feel affirmed as a trans person, particularly through our policies and the general understanding among staff and the people we support to be affirming of trans identities. However, I've found that my gender identity can impact my interactions with the people we support. Sometimes, I feel the need to hide my trans identity due to uncertainty about how it might affect our relationship, especially with the spread of misinformation.

When it comes to discussing my gender identity or concerns related to it, I feel that my comfort level varies depending on the person. Just like the people we support, my coworkers and supervisors are unique, with different perspectives and life experiences. To foster a more inclusive environment, I believe it's essential for leadership to provide explicit expectations for new staff regarding gender-affirming practices towards peers and the people we support.

If I could convey a message to our staff, the people we support, and their families, it would be to trust trans people and respect their identities, regardless of their level of understanding. Ultimately, my wish for other trans employees and the people we support is that they can feel safe being themselves around all AHRC Nassau employees and affiliates.

### Conclusion

On Transgender Remembrance Day, we honor the lives and resilience of trans people, including our anonymous colleague who shared their story. We recognize the challenges and injustices that trans people face and reaffirm our commitment to creating a workplace culture of inclusivity, empathy, and respect.



## DEI Office Achievements

We are proud to highlight that Tolulope Elizabeth Adenekan, PhD, has earned the prestigious SHRM certification to lead workplace investigations on a global scale. As our Workforce Equity and DEI Specialist, her expertise plays a vital role in promoting safe, respectful, and inclusive work environments across our agency. Dr. Elizabeth's commitment to fostering equity and inclusion continues to make a meaningful impact in advancing our mission.



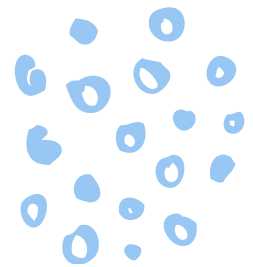
We are excited to announce that Noah Probert, a CoP DEI liaison officer has been recognized with the prestigious AHRC Nassau Heart of the Community Award. This honor was presented in grateful appreciation of Noah's outstanding efforts in uplifting and supporting our community. Congratulations, Noah, on this well-deserved recognition of your dedication and impact!



# Call for Submissions, Feedback and Suggestions

The Diversity, Equity, and Inclusion Monthly Newsletter invites contributions to our monthly publication that fits into the following categories:

- News items and announcements
- Short stories
- Recognitions
- Member profiles



Tell us what you want to see more of!

Send us your feedback!



**Submit your materials to:**  
**Dr. Sarah Gonzalez Noveiri**  
**DEI Officer**  
**[snoveiri@ahrc.org](mailto:snoveiri@ahrc.org)**