

# Diversity, Equity & Inclusion

A QUARTERLY NEWSLETTER BY THE DEI OFFICE

---

## Table of Contents

- Making Connections Through DEI Discourse. P.2
- Did You Know? P.5
- Words And Concepts of the Quarter P.7
- This Quarter... P.9
- Days of the Quarter (July, August & September) P.15
- Employee Inclusive Series P.29
- Call for Submissions, Feedback and Suggestions P.34



## Making Connections Through DEI Discourse

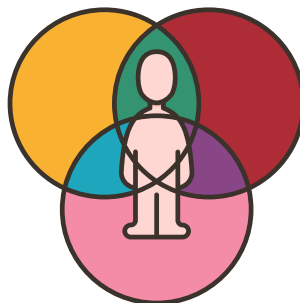
### The Intersectionality of Black Identity: Exploring the Complexities of Race, Gender, and Sexuality

Intersectionality is a critical framework for understanding how different social identities and systems of oppression intersect and interact to produce unique experiences of discrimination, marginalization, and privilege. The term "intersectionality" was coined by American civil rights advocate and Legal scholar Kimberlé Crenshaw in 1989. Intersectionality recognizes that people have multiple social identities (e.g., race, gender, class) that intersect with systems of oppression, resulting in unique experiences of discrimination, marginalization, and privilege. By acknowledging and analyzing these intersections, intersectionality provides a powerful tool for understanding complex social issues, promoting inclusivity and equity, and empowering marginalized communities.

Black identity is a rich, complex, and multi-dimensional concept, shaped by the intersection of history, culture, and the resilience of individuals and communities in the face of systemic oppression, racism, and discrimination. The experiences of Black people are deeply influenced by the legacy of slavery, colonialism, and the systemic racism that followed, such as Jim Crow laws and segregation. The Civil Rights Movement of the 1950s and 1960s brought exceptional progress, but challenges persist.

The intersection of race and gender profoundly impacts Black identity. Black men are often stereotyped as aggressive, intimidating, and threatening, with exaggerated notions of masculinity and prone to violence or criminal behavior. Black women face both racism and sexism, leading to the erasure and marginalization of their experiences. The experience of Black women in the U.S., is further complicated by intersecting stereotypes that distort their experiences and limit their expression. Black women are often subjected to damaging tropes, such as being perceived as aggressive when exhibiting confidence and assertiveness, forcing them to compromise their authenticity in spaces like the workplace.

Race and sexuality intersect in important ways for Black LGBTQ+ people. They face exclusion and stigma due to racism, homophobia, and transphobia. Additionally, the impact of HIV/AIDS on Black LGBTQ+ communities has been severe, partly due to systemic barriers to healthcare. The lack of representation of Black LGBTQ+ people in mainstream media further perpetuates their invisibility, making it harder for them to find role models and support.



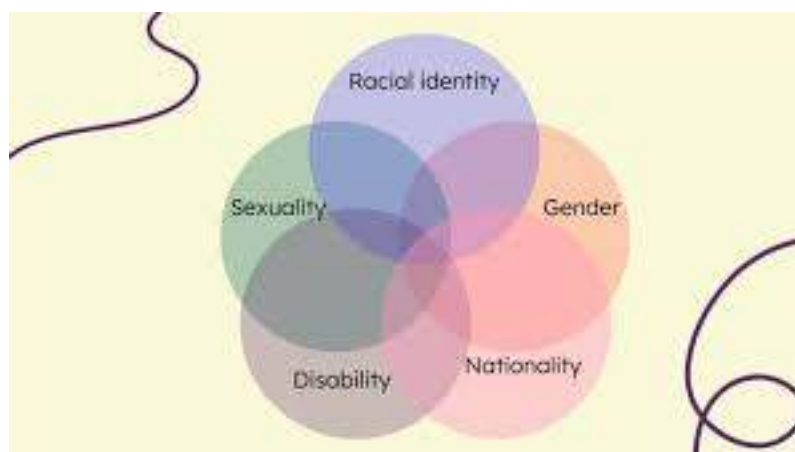
Gender and sexuality are central to understanding Black LGBTQ+ experiences. The intersection of these identities often brings challenges, including violence, marginalization, and exclusion. Black queer feminism and womanism help examine how racism, sexism, homophobia, and transphobia overlap and impact their experiences. Advocacy for Black LGBTQ+ people must consider these intersections to be effective in promoting justice and human rights.

The implications for social justice are significant. It's clear that an intersectional approach is needed in advocacy and activism. By understanding how multiple forms of oppression intersect, we can move beyond focusing on just one issue at a time. This requires a deeper understanding of oppression and the creation of spaces that are inclusive of marginalized groups, particularly Black LGBTQ+ people. The work of groups like the Combahee River Collective and the Black Lives Matter movement shows the importance of addressing multiple forms of oppression, including racism, sexism, and homophobia.

Future advocacy efforts must prioritize the needs and voices of Black LGBTQ+ people, incorporating inclusive strategies for social justice. This involves addressing unique challenges and removing systemic barriers that may prevent leadership and organization. Advocacy should also focus on increasing visibility and support for these communities within mainstream society and their communities, ensuring their concerns are heard and valued.

#### Resources

- Black Lives Matter (BLM) <https://blacklivesmatter.com/>
- The National Black Feminist Organization (NBFO) <https://www.blackwomenradicals.com/nbfo-summit>
- Black Feminist Thought <https://blackfeminisms.com/black-feminist-thought/>
- Intersectionality Matters! <https://www.aapf.org/intersectionality-matters>
- Kimberlé Crenshaw: Intersectionality and Gender Equality <https://www.youtube.com/watch?v=-DW4HLgYPIA>
- "Sister Outsider: Essays and Speeches" by Audre Lorde
- "The Combahee River Collective" (2017)  
[https://americanstudies.yale.edu/sites/default/files/files/Keyword%20Coalition\\_Readings.pdf](https://americanstudies.yale.edu/sites/default/files/files/Keyword%20Coalition_Readings.pdf)



# Did You Know?

## **The National Black Disability Coalition advocates for the rights and inclusion of Black people with disabilities, including women and girls with IDD?**

The National Black Disability Coalition (NBDC) is a vital organization that advocates for the rights and inclusion of Black people with disabilities. This organization was founded by Vilissa Thompson, L. - Founder and CEO of the National Black Disability Coalition, and championed by Talila Lewis, Disability rights activist and lawyer, Leroy Moore Jr., Disability rights activist and artist. Disability advocacy and inclusion are crucial for promoting equity and challenging systemic barriers that prevent people with disabilities from fully participating in their communities. The NBDC is a nonprofit organization that defines itself as "a coalition of Black disabled people, advocates, and allies committed to promoting disability equity and inclusion." The organization's mission statement emphasizes its commitment to "empowering Black people with disabilities to advocate for themselves and their communities." The NBDC's goals and objectives include promoting disability awareness and education, advocating for policy changes, and providing resources and support to Black people with disabilities and their families.

### The Intersection of Disability and Race

Black people with disabilities face unique challenges that intersect disability and race. Systemic racism and ableism can lead to the following:

- Inadequate Healthcare: Black people with disabilities may experience inadequate healthcare due to systemic racism and ableism, leading to poor health outcomes and reduced quality of life.
- Limited Education and Employment Opportunities: Systemic barriers can limit access to education and employment opportunities, perpetuating poverty and marginalization.
- Increased Risk of Violence and Trauma: Black people with disabilities may face increased risk of violence and trauma due to systemic racism and ableism.
- Stigma and Social Isolation: Systemic racism and ableism can lead to stigma and social isolation, exacerbating mental health issues and reducing overall well-being.

### NBDC's Advocacy Efforts and Success Stories

The National Black Disability Coalition's (NBDC) advocacy initiatives include policy advocacy, community outreach and education, and leadership development. The organization has successfully advocated for policy changes, such as the passage of the Americans with Disabilities Act (ADA) Amendments Act. NBDC has also launched successful campaigns, including the "Black Disability Awareness Month" campaign, which raises awareness about disability issues affecting Black communities.



**National Black Disability Coalition**



# Did You Know?

## **The National Black Disability Coalition advocates for the rights and inclusion of Black people with disabilities, including women and girls with IDD?**

Continued...

Other success stories of the NBDC include:

- **Empowerment through Self-Advocacy:** One person, who had been marginalized and excluded from education and employment opportunities due to their disability, found empowerment through the NBDC's self-advocacy training program. They learned to advocate for themselves and assert their rights, leading to increased confidence and independence.
- **Breaking Down Barriers in Education:** A young Black woman with a disability, who had been denied access to education due to systemic barriers, received support and advocacy from the NBDC. With their help, she was able to access inclusive education and pursue her dreams.
- **Finding Community and Belonging:** A Black person with disabilities, who had experienced social isolation and stigma, found community and belonging through the NBDC's peer support program. They connected with others who shared similar experiences, leading to increased self-esteem and a sense of purpose.
- **Increased Representation in Media:** The NBDC's advocacy efforts have led to a 25% increase in representation of Black disabled people in media, including film, television, and print.
- **Improved Access to Education:** The NBDC's work has resulted in a 30% increase in access to inclusive education for Black students with disabilities.
- **Enhanced Employment Opportunities:** The NBDC's advocacy has led to a 20% increase in employment opportunities for Black people with disabilities, with a focus on inclusive and accessible workplaces.
- **Reduced Health Disparities:** The NBDC's health advocacy efforts have resulted in a 15% reduction in health disparities for Black people with disabilities, including improved access to healthcare and health education.





# Did You Know?

## **The National Black Disability Coalition advocates for the rights and inclusion of Black people with disabilities, including women and girls with IDD?**

Continued...

### Call to Action

You may join the National Black Disability Coalition (NBDC) in its mission to empower Black people with disabilities. Here are the ways to get involved:

- Volunteer: Share your time and skills to support NBDC's advocacy efforts.
- Donate: Contribute to NBDC's mission and help create a more inclusive society.
- Spread Awareness: Share information about disability issues affecting Black communities and promote NBDC's work.

Supporting disability advocacy and inclusion efforts is crucial for promoting equity and challenging systemic barriers. By working together, we can create a more just and inclusive society for Black people with disabilities.

Get involved today and join the NBDC in its mission to empower and uplift Black people with disabilities!

### Resources:

1. National Black Disability Coalition (NBDC) - <https://www.blackdisability.org/>
2. Disability Rights Education and Defense Fund (DREDF) - <https://dredf.org/>
3. National Disability Rights Network (NDRN) - <https://www.ndrn.org/>
4. American Association of People with Disabilities (AAPD) - <https://www.aapd.com/>
5. The Arc of the United States - <https://thearc.org/>



# Words & Concepts of the Quarter

## Disability Allyship: Supporting disability rights and accessibility

Disability allyship refers to the practice of supporting and advocating for the rights and accessibility of people with disabilities. Disability allyship has a rich history, from the early days of the disability rights movement to the present.

### Early Beginnings of Disability Allyship:

- 1970s: The disability rights movement emerged in the United States, with activists like Judy Heumann, Ed Roberts, and Kitty Cone advocating for accessibility and equal rights.
- 1980s: Non-disabled allies began to support the disability rights movement, recognizing the importance of accessibility and inclusion.

### Key Milestones of Disability Allyship:

- 1990: The Americans with Disabilities Act (ADA) was signed into law, marking a significant victory for disability rights advocates and their allies.
- 2000s: Disability allyship gained momentum, with organizations like the Disability Rights Education and Defense Fund (DREDF) and the National Disability Rights Network (NDRN) promoting inclusive practices and policies.
- 2010s: Social media campaigns like #DisabilityToo and #AbleismExists raised awareness about disability issues and allyship.

### Notable Disability Allies:

- Justin Dart Jr.: A non-disabled ally who worked closely with disability rights activists to advocate for the ADA.
- Mia Mingus: A queer activist with disabilities who has written extensively on disability justice and allyship.

Lydia X. Z. Brown: An activist with disabilities and attorney who has advocated for disability rights and inclusive practices.



### Challenges and Opportunities of Disability Allyship:

- **Ableism:** Disability allies must recognize and challenge ableism within themselves and their communities. Ableism simply means treating people with disabilities unfairly or seeing them as less important than others.
- **Listening to Disability Voices:** Allies must prioritize listening to and amplifying the voices of disabled people, rather than speaking over them.
- **Intersectionality:** Disability allyship must consider the intersections of disability with other identities, such as race, gender, and sexuality.

### Key Components of Disability Allyship:

1. **Awareness:** Educating oneself about disability issues, rights, and accessibility.
2. **Advocacy:** Supporting and amplifying the voices of people with disabilities.
3. **Accessibility:** Promoting inclusive environments and practices that accommodate people with disabilities.
4. **Inclusive Language:** Using respectful and inclusive language when interacting with people with disabilities.
5. **Active Listening:** Listening to and amplifying the voices and concerns of people with disabilities.

### Tips for Being a Disability Ally:

1. **Learn about disability etiquette:** Understand how to interact with people with disabilities in a respectful and inclusive manner.
2. **Use accessible language:** Avoid using language that perpetuates stigma or marginalization.
3. **Support disability-inclusive initiatives:** Advocate for policies and practices that promote accessibility and inclusion.
- Listen to and amplify disability voices:** Center the voices and concerns of people with disabilities in your advocacy efforts.





### Call to Action:

As we move forward, it's essential to recognize the importance of allyship, challenge ableism, and prioritize the voices and perspectives of disabled people.

Join us in promoting disability allyship and inclusion in our community.

Share your thoughts and suggestions on how we can create a more inclusive environment for people with disabilities.

### Resources:

1. Disability Rights Education and Defense Fund (DREDF) - <https://dredf.org/>
2. National Disability Rights Network (NDRN) - <https://www.ndrn.org/>
3. American Association of People with Disabilities (AAPD) - <https://www.aapd.com/>



# This Quarter...

## January

### **National Poverty Awareness in America Month**

National Poverty in America Awareness Month aims to raise awareness of poverty in the United States and encourage solutions to end it.

[Learn more](#)



### **Slavery and Human Trafficking Prevention Month**

Slavery and Human Trafficking Prevention Month is dedicated to a holistic approach to preventing trafficking. The theme highlights the connection between trafficking and other forms of violence and social issues.

[Learn more](#)



### **National Mentoring Month**

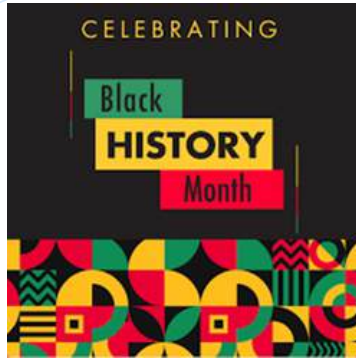
National Mentoring Month is a time to recognize the impact of mentors on people's lives, and to encourage people to volunteer as mentors.

[Learn more](#)



# February

## Black History Month



Black History Month is an occasion to celebrate the contributions of so many black American patriots who have indelibly shaped our Nation's history.

[Learn more](#)

## American Heart Month



American Heart Month is dedicated to raising awareness about heart disease and the leading cause of death in the United States. It aims to encourage people to learn about heart health, take steps to prevent heart disease, and support research and treatment efforts.

[Learn more](#)

## National Veterans and Military Families Month



Ethnic Equality Month is a time to celebrate the world's diversity and to recognize the value of different cultures and backgrounds

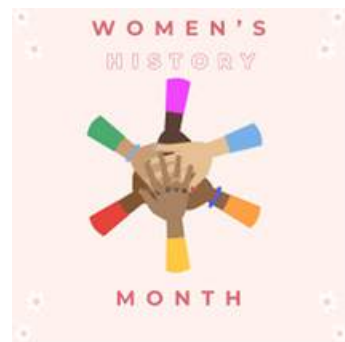
[Learn more](#)

# March

## Women's History Month

Women's History Month is to give a little extra attention to all the amazing accomplishments of strong, determined women. Since 1987, the United States has formally recognized March as National Women's History Month.

[Learn more](#)



## Developmental Disabilities Acceptance Month

Developmental Disabilities Awareness Month is a time to celebrate diversity and inclusion, and to advocate for people with developmental disabilities

[Learn more](#)



## Irish American Heritage Month

Irish American Heritage Month gives a chance for us to delve deeper into the legacy and celebrate the entirety of Irish-American contributions; From John F. Kennedy to Brad Pitt, some of the most famous, prolific, and influential Americans are of Irish descent.

[Learn more](#)



## Deaf History Month

Deaf History Month (begins March 13 – April 15) is a time to honor the accomplishments of people who are deaf and hard of hearing.

[Learn more](#)



## Gender Equality Month

Gender Equality Month is dedicated to celebrating the social, political, cultural, and academic achievements of women in the world and to raising awareness against gender bias while teaching people about the indispensable role of women in society.

[Learn more](#)



## Greek American Heritage Month

Greek American Heritage Month is set aside to honor the contributions of people of Greek descent to the United States

[Learn more](#)



# Days of the Quarter

---

## January 1 New Years Day



[Learn more](#)

## January 1 to 3 Gantan-Sai



[Learn More](#)

## January 2 Hanukkah ends at sunset (Jewish)



[Learn more](#)

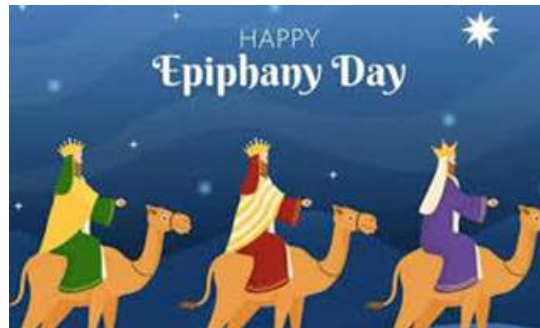


## January 4 UN World Braille Day



[Learn more](#)

## January 6 Epiphany (Christian)



[Learn more](#)

## January 7 Coptic & Eastern Orthodox Christian Christmas



[Learn more](#)

## January 13 Maghi (Sikh)



[Learn more](#)



## January 14 Buddhist Mahayana New Year



[Learn more](#)

## January 14 Makar Sankranti



[Learn more](#)

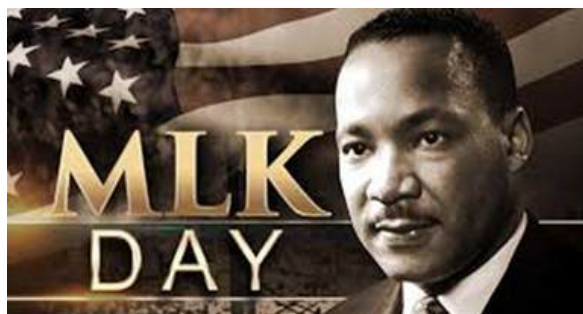
## January 19 World Religion Day



[Learn more](#)

[Learn more](#)

## January 20 Martin Luther King Jr. Day



[Learn more](#)

## January 24 International Day of Education



[Learn more](#)

## January 27 International Day of Commemoration in Memory of Victims of the Holocaust



[Learn more](#)

## January 29 Lunar New Year



[Learn more](#)

# February

**February 1 UN World Interfaith Harmony Week )**



[Learn more](#)

**February 1 National Freedom Day**



[Learn more](#)

**February 2: Imbolc (Pagan and Wiccan)**



[Learn more](#)

## February 2 Vasant Panchami (Hindu)



[Learn more](#)

## February 4 Rosa Parks Day



[Learn more](#)

## February 4 World Cancer Day



[Learn more](#)

## February 10 International Epilepsy Day



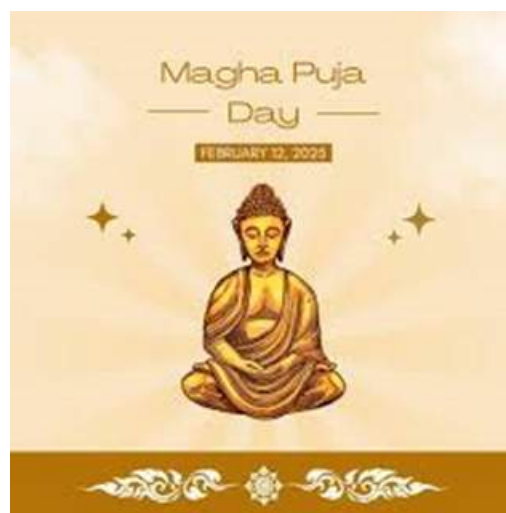
[Learn more](#)

## February 11 International Day of Women & Girls in Science



[Learn more](#)

## February 12 Magha Puja Day (Buddhist)



[Learn more](#)



## February 12 Lantern Festival (Chinese)



[Learn more](#)

## February 12 Tu Bishvat (Jewish)



[Learn more](#)

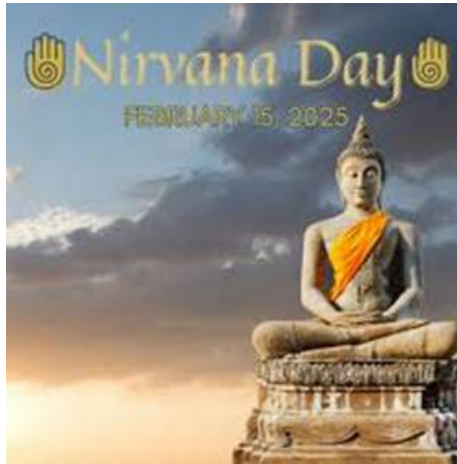
## February 13 Lailat al Bara'a (Muslim)



[Learn more](#)



## February 15 Nirvana Day (Buddhist)



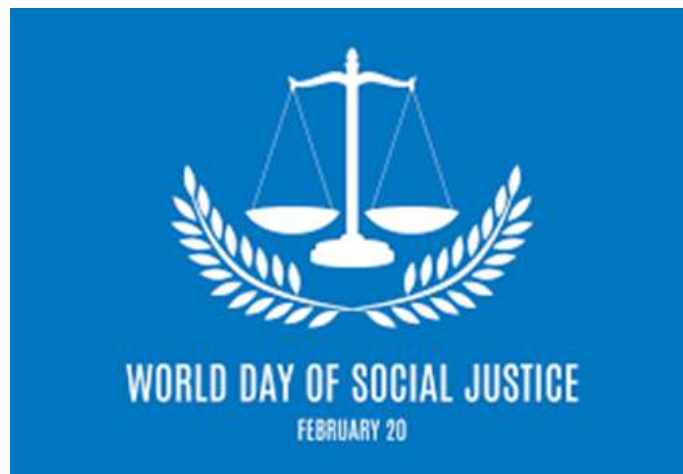
[Learn more](#)

## February 19 Day of Remembrance of Japanese American Incarceration During World War II



[Learn more](#)

## February 20: World Day of Social Justice



[Learn more](#)

## February 21 International Mother Language Day



[Learn more](#)

## February 24 Magha Puja Day



[Learn more](#)

## February 25 - 26 Maha Shivaratri (Hindu)



[Learn more](#)

## February 28 Losar (Tibetan)



[Learn more](#)

## February 28 Ramadan Begins



[Learn more](#)

## February 28 to Mar 19\* The Nineteen Day Fast (Bahá'í)



[Learn more](#)

# March

**March 3 to April 19 Great Lent (Christian - Eastern Orthodox)**



[Learn more](#)

**March 3 World Hearing Day**



[Learn more](#)

**March 4 Mardi Gras**



[Learn more](#)



## March 5: Equal Pay Day



[Learn more](#)

## March 5: Ash Wednesday (Christian)



[Learn more](#)

## March 5 to April 17: Season of Lent (Christian)



[Learn more](#)

## March 8 International Women's Day



[Learn more](#)

## March 13 Fast of Esther (Jewish)



[Learn more](#)

## March 14 Purim (Jewish)



[Learn more](#)

## March 14 Holi (Hindu)



[Learn more](#)



## March 14 Hola Mohalla (Sikh)



[Learn more](#)

## March 17: St. Patrick's Day



[Learn more](#)

## March 17 to 23: Neurodiversity Week



[Learn more](#)

## March 20: Ostara (Wicca/Paganism)



[Learn more](#)

## March 20 Nowruz (Persian New Year)



[Learn more](#)

## March 20 Shunbun No Hi (Vernal Equinox Day)



[Learn more](#)

## March 21 World Down Syndrome Day



[Learn more](#)

## March 21 International Day for the Elimination of Racial Discrimination (UN)



[Learn more](#)

## March 25 International Day of the Remembrance of the Victims of Slavery and the Transatlantic Slave Trade



[Learn more](#)

### March 27 Laylat al-Qadr (Islam)



[Learn more](#)

### March 29 Eid al-Fitr (Islam)



[Learn more](#)

### March 30 Navratri begins (Hindu New Year)



[Learn more](#)

### March 31 International Transgender Day of visibility



[Learn more](#)

# Employee Inclusive Series

## **Resources Regarding Help for Racial Trauma and Related Issues**

As part of our ongoing commitment to fostering a supportive and inclusive work environment, we are pleased to share the resources from our agency website:

Resources Regarding Help for Racial Trauma and Related Issues  
(<https://www.ahrc.org/resourcesracialtrauma/>)

This resource hub is designed to offer guidance, support, and professional resources for those experiencing the emotional impact of racial trauma and other related concerns. Understanding that these issues can deeply affect both personal well-being and work-life balance, the following list of services, tools, and expert advice has been made available for your support:

- [Tips For Self-Care: When Police Brutality Has You Questioning Humanity and Social Media Is Enough](#)
- [Emotionally Restorative Self-Care for BIPOC](#)
- [The Road to Resilience](#)
- [101 Ways to Take Care of Yourself when the World Feels Overwhelming](#)
- [Racial Trauma](#)
- [Psychological Toll of Racism](#)
- [Psychological Impact of Traumatic News](#)
- [BIPOC Addiction Resources](#)



# Employee Inclusive Series

## Resources Regarding Help for Racial Trauma and Related Issues

- [Live Another Day](#)
- [Southeast Addiction](#)
- [Impact of Racial Trauma on Black Americans](#)
- [Advice for White Individuals Following a Shooting of a Black person](#)
- [Curriculum for White Americans to Educate Themselves on Race and Racism](#)
- [How White People can be Allies](#)
- [Teaching and Discussion resources about police violence and Black Lives Matter, Racism](#)
- [To our Black staff and employees, if you are thinking about therapy but don't know where to start, please click here](#)
- [Louisville Addiction Center](#)
- [The Health Impacts of Racism](#)
- [Mental Health Resources for the BIPOC Community](#)





# Employee Inclusive Series

## DEI Office Achievements

The Quality Assurance department of AHRC Nassau is excited to recognize Coleen Mackin, a dedicated QA Trainer and DEI Liaison, with the "Helping to Make Dreams Come True" award. Coleen was honored for her tireless efforts to improve both the workplace and the lives of those we serve.

Beyond her role as a trainer, Coleen is a recognized leader in self-advocacy, empowering individuals to speak up for themselves and be active participants in their own care. As a DEI Liaison, she is a strong advocate for fostering a culture of diversity, equity, and inclusion, ensuring that all voices are heard and valued. Her passion for quality assurance, self-advocacy, and DEI initiatives has made a lasting impact on her colleagues and the individuals we support.

Congratulations, Coleen, and thank you for your incredible dedication to making a difference!





# 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)**