

BELONGING - ALL IN THIS TOGETHER

HAPPY ALL-DAYS!



IMAGE BY WWW.SIMONANDSCHUSTER.COM

IN THIS :

HOLIDAY:

CHRISTMAS, HANUKKAH, ADVENT, KWANZZA, BOXING DAY, FEAST OF OUR LADY OF GUADALUPE,

- **WORLD AIDS DAY**
- **INTERNATIONAL DAY OF PERSONS WITH DISABILITIES**
- **INTERNATIONAL HUMAN RIGHTS DAY**
- **ST. LUCIA'S DAY**
- **YULE WINTER SOLSTICE**
- **WATCH NIGHT**

WELCOME

CHERYL ELLIS, DIRECTOR OF DIVERSITY, EQUITY, & INCLUSION

Happy days of celebration. It is the time of year we celebrate the many holidays, holy days, and more. It is a time we spend with family, friends, and coworkers reminded of the importance of relationships and community. We treasure the time and opportunity to say thank you, I appreciate you, I miss you, I value who we are together. It is the time of year where the air becomes crisp and cold, the light of day gets shorter, and the night stars seem to shine so brightly. We hopefully will slow down our pace to restore and renew. To become the best of who we can be.

“The best things in life are the people we love, the places we have been and the memories we have made along the way.” (Irish Proverb)

Enjoy this December Newsletter and remember we can do more together.

ALL-DAYS

Hanukkah (Photo and article source: chabad.org)

Chanukah (also spelled Hanukkah) is an 8-day Jewish festival marking the miraculous victory of the Maccabees, Jewish freedom fighters, over the Seleucid Greek occupiers in the year 139 BCE. After recapturing Jerusalem's Holy Temple, which had been converted into a place of idol worship, they searched for pure oil with which to light the Temple menorah. They found just enough to burn for one day, but miraculously it burned for eight days until more oil could be brought.

For more information on the Story of Hanukkah. [Click here](#)



Advent

The word "Advent" comes from the Latin word "adventus," which means "a coming, approach, arrival." When we expect guests to arrive at our homes, we turn the lights on; we anticipate their arrival and welcome them with joy. In Advent, we prepare our homes and churches as we joyfully anticipate His arrival, and the light also gets brighter as we near Christmas day. Advent wreaths and candles are commonly seen in Catholic churches during the liturgical season. Many people also display Advent wreaths in their homes and light a candle each Sunday as families. The four candles of Advent represent the four Sundays of Advent, and they respectively symbolize hope, peace, joy, and love. (Source: hallow.com)

Kwanzaa

Kwanzaa is an African American and pan-African holiday which celebrates family, community, and culture. It was created in 1966 by Dr. Maulana Karenga, a professor of Africana Studies. Kwanzaa, a seven-day cultural festival, begins December 26 and ends January 1. It joins communitarian values and practices of Continental African and African American culture. During the holiday, families and communities organize around the Nguzo Saba (Seven Principles): Umoja (Unity); Kujichagulia (Self Determination), Ujima (Collective Work and Responsibility), Ujamaa (Cooperative Economics), Nia (Purpose), Kuumba (Creativity) and Imani (Faith). Participants also celebrate with feasts, music, dance, poetry, narrative and end of the holiday with a day dedicated to reflection and recommitment to The Seven Principles or other central cultural vales. (Source: <https://nmaahc.si.edu/>)



The holiday season is a perfect time to reflect on our blessings and seek a better life for all around us. (Poem by Terri Marshall)

Christmas

Christmas, a Christian holiday honoring the birth of Jesus, has evolved into a worldwide religious and secular celebration, incorporating many pre-Christian and pagan traditions into the festivities. (Sources: www.history.com)



[Click here to learn more about the history of Christmas and its traditions.](#)

Santa Claus, also known as St. Nicholas, has been an American Christmas mainstay for more than 200 years. According to tradition, the rotund, bearded, red-garbed elf delivers toys to all good children around the world via a reindeer-guided flying sleigh, while appreciative youngsters gift him milk and cookies. But Santa Claus isn't the world's only Christmas visitor. Many countries have their own traditional holiday callers, some kind, others not so much. (Krampus, La Bafana, Ded Moroz, Agios Vassilis, Jolasveinar)

[To learn more about Santa and Santa like figures all over the world Click here.](#)

Boxing Day

Submitted by Natasha Cole, SAC Coordinator

Boxing Day, in Great Britain and some Commonwealth countries, particularly Australia, Canada, and New Zealand, is a holiday (December 26) on which servants, tradespeople, and the poor traditionally were presented with gifts. By the 21st century it had become a day associated with shopping and sporting events. Explanations for the origin of the name have varied, with some believing that it derived from the opening of alms boxes that had been placed in churches for the collection of donations to aid the poor. Others, however, have held that it came from the boxes of gifts given to employees on the day after Christmas. According to this theory, because the work of servants was required for the Christmas Day celebrations of their employers, they were allowed the following day for their own observance of the holiday. The practice of giving bonuses to service employees has continued, although it is now often done before rather than after Christmas Day. When December 26 comes on a Saturday or Sunday, the following Monday is designated as the official public holiday. December 26 is also the feast day of St. Stephen (St. Stephen's Day), the patron saint of horses, and Boxing Day has come to be a day of sporting events, including horse races, foxhunting, and rugby. Traditional foxhunting was modified in 2005 after the enactment of legislation in England and Wales that largely banned the use of hounds in hunts. The holiday was not perpetuated by the English in the American colonies. (Source: www.Britannica.com)



Feast of Our Lady of Guadalupe

Our Lady of Guadalupe Feast Day commemorates the appearance of Mary to a Mexican man, Juan Diego, on December 9th and 12th 1531. It is now the most visited Catholic site in the world. Lady of Guadalupe's famous image, a brown-skinned woman in a starry blue mantle, hands folded in prayer, is cherished in Mexico. The day has been declared a national holiday in Mexico. Lady of Guadalupe is the patron saint of Mexico, and a symbol of religious life for Mexicans & Mexican Americans, as it's said that Mary's appearance drove millions of indigenous people to convert to Christianity. It's celebrated by praying in church, and going on pilgrimage to see an image of Mary in the Basilica of Guadalupe in Mexico City. (Source: www.internationaldays.com/)



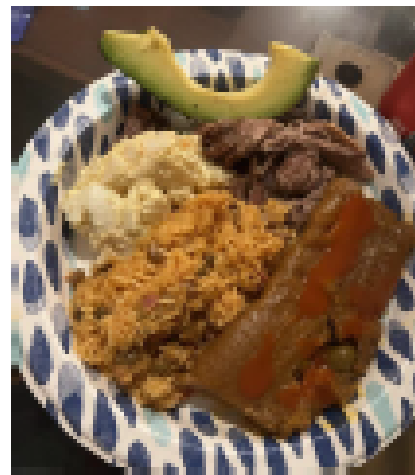
CELEBRATING THE *holidays*

Casandra Morales, Registered Nurse, Waterbury Office

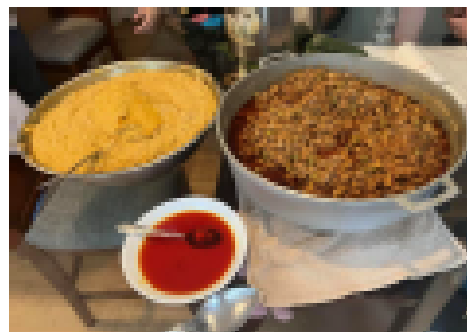
Family Tradition Story

Interviewed by: Natasha Cole, DDS Self-Advocate Coordinator

Casandra's family gets together for the holidays every first or second week of November and makes Pasteles. She celebrates with her parents, siblings, and cousins. Casandra's favorite part about the holidays is spending time with her family.



For the holiday her family cooks Pasteles, rice and gandules, baked mac and cheese, pernil, potato salad, turkey, collard greens and stuffing. To make Pasteles you make the meat which is pork shoulder cut up and cook it in a stew with seasonings, then make the masa (grind different vegetables together) to make a paste, and boil annatto achiote with oil. Then get a piece of pastel paper. Put a large circle size of achiote on the paper, then masa on top of the achiote, then the meat on top of the masa, then fold it a specific way and tie them. You put two together and tie them. That's called a junta and then you boil that in salt.



Cassandra and her family love to listen to Spanish music and her favorite dance is the Salsa. Cassandra's favorite dish for Thanksgiving is Baked macaroni and cheese and pasteles. Her tradition means to her "Family time and passing part of our culture down to our kids."



Family



Poetry Quote

"I am the person I am today because of all the people who have shaped me in every way"



Submitted Jeremy Powell, Self-Advocate Coordinator,

Did You Know?

- Approximately 1.2 million people in the U.S. have HIV. About 13 percent of them don't know it and need testing.
- HIV continues to have a disproportionate impact on certain populations, particularly racial and ethnic minorities and gay, bisexual, and other men who have sex with men (MSM).
- In 2021, an estimated 32,100 new HIV infections occurred in the U.S.
- Estimated new HIV infections declined 12% from 36,500 in 2017 to 32,100 in 2021.
- In 2021, 36,136 individuals received an HIV diagnosis in the U.S. and 6 dependent areas.
- HIV diagnoses are not evenly distributed across states and regions. The highest rates of new diagnoses continue to occur in the South. (Source: www.hiv.gov)

For more interesting facts about HIV please [click here](#) or scan QR code




How we can prevent the spread of AIDS:

Going to the doctor for your annual yearly appointment.



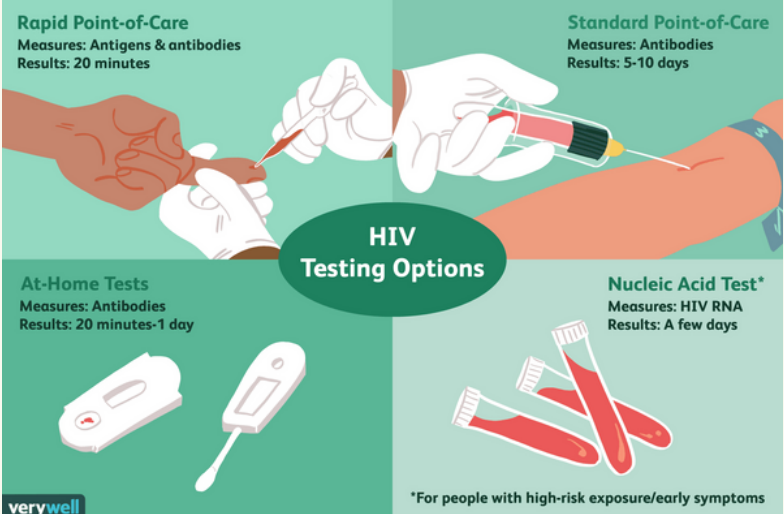
Having protected sex with a condom. Knowing the person who you are sleeping with.



HIV Testing Options

Rapid Point-of-Care Measures: Antigens & antibodies Results: 20 minutes	Standard Point-of-Care Measures: Antibodies Results: 5-10 days
At-Home Tests Measures: Antibodies Results: 20 minutes-1 day	Nucleic Acid Test* Measures: HIV RNA Results: A few days

*For people with high-risk exposure/early symptoms



INTERNATIONAL DAY OF PERSON WITH DISABILITIES

Submitted Jeremy Powell, Self-Advocate
Coordinator,

Over **1 billion people** globally experience disability (One in 7)

International Day of Persons with Disabilities
3 December 2022

Disability is universal

It is estimated **80%** of people with disability live in developing countries.

It is estimated that some **93 million children** – or one in 20 of those under 15 years of age – live with a **moderate or severe disability**.

70 million people need a wheelchair. Only **5-15%** have access to one.

Disability disproportionately affects women, older people, and poor people.

People with disabilities have the same general health care needs as others. But they are:

- 2x** more likely to find health care providers' skills and facilities inadequate;
- 4x** more likely to be treated badly in the health care system; and
- 50%** more likely to suffer catastrophic health expenditure. These out of pocket health care payments can push a family into poverty.

Half (1/2) of people with disabilities cannot afford health care.

Communication disorders/difficulties are not consistently recognised globally as a disability.

360 million people globally have moderate to profound **hearing loss**.

Production of hearing aids only meets **10% of global needs** and **3% of developing country needs**.

Making all health care services **accessible** to people with disabilities is achievable and will reduce unacceptable health disparities.

Disability is included in five of the goals of the United Nations' 2030 Agenda for Sustainable Development.

 www.internationalcommunicationproject.com

Sources: www.disabled-world.com | www.who.int/en | www.un.org/development/desa/disabilities

For more information on how to Celebrate International Day of Disabled Persons
[Click here](#) or scan QR code

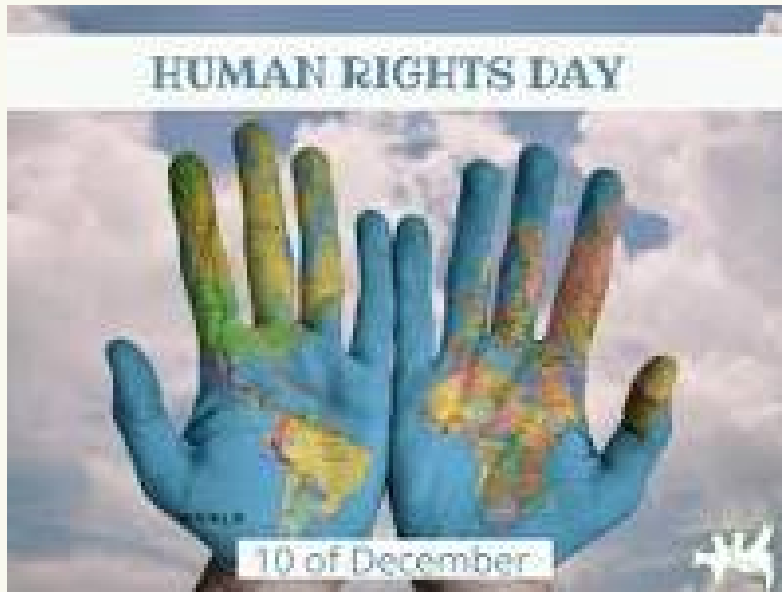


INTERNATIONAL DAY OF HUMAN RIGHTS

TITLE IX OF THE
EDUCATION
AMENDMENTS OF
1972

AGE DISCRIMINATION
IN EMPLOYMENT
ACT OF 1967 (ADEA)

EQUAL PAY ACT
OF 1963



AGE DISCRIMINATION
IN EMPLOYMENT ACT
OF 1975

AMERICANS WITH
DISABILITIES ACT OF
1990 (ADA)

CIVIL RIGHTS
ACT OF 1964

The Universal Declaration of Human Rights (UDHR) is a landmark document that records the inalienable rights that everyone is entitled to as a human being - regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. The Declaration was proclaimed by the United Nations General Assembly in Paris on December 10, 1948 and set out, for the first time, fundamental human rights to be universally protected. In the decades since the adoption of the Universal Declaration of Human Rights (UDHR) in 1948, human rights have become more recognized and more guaranteed across the globe. The UDHR has since served as the foundation for an expanding system of human rights protection that today focuses also on vulnerable groups such as persons with disabilities, indigenous peoples and migrants. However, the promise of the UDHR, of dignity and equality in rights, has been under a sustained assault in recent years. As the world faces challenges new and ongoing – pandemics, conflicts, exploding inequalities, morally bankrupt global financial system, racism, climate change – the values, and rights written in the UDHR provide guides for our collective actions that do not leave anyone behind. The 2023 Theme: Freedom, Equality and Justice for All is the year-long Human Rights 75 initiative which seeks to shift the needle of understanding and action towards greater knowledge of the universality of the UDHR and the activism associated with it.

(Source: www.un.org)

To hear more about Human Rights [Click Here](#) or scan QR code





St. Lucia Day



When is Saint Lucia National Day?

This public holiday in Saint Lucia is always celebrated on December 13th.

History of Saint Lucia National Day

The Windward Island now known as Saint Lucia was first discovered by Europeans in the late 15th or early 16th century. The first settlers were French and they named the island after Saint Lucia. St. Lucia's Day, festival of lights celebrated in Sweden, Norway, and the Swedish-speaking areas of Finland on December 13 in honor of St. Lucia (St. Lucy). One of the earliest Christian martyrs, St. Lucia was killed by the Romans in 304 AD because of her religious beliefs. According to legend, she converted to Christianity after an angel appeared to her. Lucy dedicated her life to Christianity and started giving away her family's wealth to the poor and needy. She was betrothed to a man from a pagan family and when he heard that Lucy was giving away his dowry, he reported her to the authorities. Refusing to honor the Roman gods, she was put to death.

How to celebrate St. Lucia Day

Indeed, in Saint Lucia, The National Festival of Lights and Renewal starts on the evening before Saint Lucy's day heralding the Christmas period. Castries, the capital of Saint Lucia is illuminated by numerous decorative lights. Local workers will compete to make the best-decorated lantern and festivities end with a fireworks display. In Scandinavian countries each town elects its own St. Lucia. The festival begins with a procession led by the St. Lucia designee, who is followed by young girls dressed in white and wearing lighted wreaths on their heads and boys dressed in white pajama-like costume singing traditional songs. The festival marks the beginning of the Christmas season in Scandinavia, and it is meant to bring hope and light during the darkest time of the year. Schools generally close around noon on the day of the festival so that families can prepare for the holiday. Families observe St. Lucia's Day in their homes by having one of their daughters (traditionally the eldest) dress in white and serve coffee and baked goods, such as saffron bread (lussekatter) and ginger biscuits, to the other members of the family. These traditional foods are also given to visitors during the day.

Did you know?

- Saint Lucia is the only country in the world named after a female.
- Lucia derives from the same Latin root as light - lux, and this made her feast day a popular day as it fell on the Winter Solstice - the longest night of the year.
- Interestingly, Saint Lucia is also the patron saint of another small island - Malta and the patron saint of the blind, throat infections, epidemics, writers, and salesmen.

(Source: www.britannica.com)



Winter Solstice

Submitted by Lisa Fioravanti

Winter solstice occurs on Thursday, December 21, 2023, at 10:27 p.m. EST for the Northern Hemisphere. For this reason, it is also known as the December Solstice. What Does “Solstice” Mean? The term “solstice” comes from the Latin words sol (Sun) and sister (to stand still) because, during the solstice, the angle between the Sun’s rays and the plane of the Earth’s equator appears to stand still.

Upon the winter solstice, the Sun appears at its lowest in the sky, and its noontime elevation seems to stay the same for several days before and after this day. The Sun’s gradual decrease in the sky reverses upon the winter solstice, marking what many cultures believe to be a “rebirth” of the Sun as the hours of daylight become longer. Information cited: First Day Of Winter: Winter Solstice Traditions - Farmers' Almanac. (farmersalmanac.com)



Watch Night



The tradition of Watch Night may be traced to the early 18th century in Moravian churches, when churchgoers began marking the occasion with a vigil to reflect upon the year past and to contemplate the one to come. John Wesley adopted the practice for his Methodist followers. It was given new significance among African Americans on December 31, 1862, when, according to tradition, slaves in the Confederate states gathered in churches and private homes on the night before U.S. President Abraham Lincoln's Emancipation Proclamation was expected to go into effect. The soon-to-be-free slaves stayed awake all night and watched the night turn into a new dawn while awaiting the news that the Emancipation Proclamation (www.britannica.com)

During the first Watch Night, many enslaved African Americans gathered to pray, worship, sing, and dance. White enslavers feared that religion, which was often used to quell slave resistance, could incite the exact opposite if practiced without observance. They wrote laws that restricted worship and large gatherings, such as that in the 1848 Georgia Slave Code: "No person of color . . . shall be allowed to preach, to exhort, or join in any religious exercise with any persons of color, either free or slave, there being more than seven persons of color present". Today, Watch Night is an annual New Year's Eve tradition that includes the memory of slavery and freedom, reflections on faith, and celebration of community and strength. The occasion is customarily marked by celebrations of fellowship and a worship service, followed by a large meal on New Year's Day.

Celebratory foods that can be traced back to Southern traditions, influenced by beliefs across West Africa. Chief among these foodways is the practice of eating collard greens, representing the promise of prosperity, and eating black-eyed peas with rice, also known as Hoppin' John. Traditionally, Hoppin' John consists of black-eyed peas, rice, red peppers, and salt pork, and it is believed to bring good fortune to those who eat it. Before finding its way into American traditions, the black-eyed pea (also known as cowpea) traveled from Central Africa to the West Indies and finally to the Carolinas in the early 1700s. Many West African cultures regard the pea as lucky, and memories of its luck remained with enslaved black people in the American South and still endure today. Some other common dishes include: candied yams, cornbread, potato salad, and macaroni and cheese. (Source: nmaahc.si.edu)



THE WORLD'S COOKBOOK

SCONES

(submitted by Natasha Cole, Self Advocate Coordinator)

Scones originated in Scotland as early as 1505 according to most. They were originally made as a quick bread cooked with oats and then baked on a griddle. There are a couple of different origin stories of how the scone got its name, but the one that is most widely accepted is the story that refers to the Stone of Destiny, which is where the Kings of Scotland were coronated. The other story is that the word scone was adapted from the Dutch word schoobrot, which translates to “beautiful bread.”

Even though the earliest scones have been traced back to the early 1500s, they didn't take off in popularity until almost two hundred years later. It was the early 1800s and the Duchess of Bedford, Anna, requested her tea later in the afternoon and asked her servants to bring some sweetbreads as well, and scones just happened to be one of them. She ended up being the one who started the tradition of England's “Afternoon Tea,” which is usually around four in the afternoon because this arrangement ended up working so well for her.

Scones became a favorite with her afternoon tea, normally served with clotted cream and jam. (source: bakerycity.com)

Ingredients

- 2 cups all-purpose flour
 - 1/3 cup granulated sugar
 - 1/4 teaspoon baking soda
 - 2 teaspoons baking powder
 - 1/2 teaspoon salt
 - 1/2 cup unsalted butter
 - 1/3 cup Greek yogurt
 - 1/3 cup heavy whipping cream
 - 1 large egg
 - 1 teaspoon vanilla extract
 - 1/2 cup dried Craisins or other mix-in
- For the Glaze:
- 1 cup powdered sugar
 - 1-2 Tablespoons milk



Instructions

- Preheat oven to 400 degrees F. Line a baking sheet with parchment paper.**
 - In a mixing bowl whisk together flour, sugar, baking powder, baking soda and salt.**
 - Grate the frozen butter and add to dry mixture. Use a fork or pastry blender to cut in the butter.**
 - In a separate bowl whisk together yogurt, cream, egg, and vanilla until well blended.**
 - Add to the dry mixture along with craisins (or other add-ins) and use a rubber spatula to fold the ingredients in until it starts to come together in large clumps.**
 - Gently knead mixture by hand (in the mixing bowl) just a few times until it comes together in a ball. Try not to handle the dough too much.**
 - Dust a clean surface with a little flour and drop dough on top. Gently pat and shape into an 8-inch circle. Cut into 8 wedges then transfer to a parchment lined baking sheet.**
 - Bake in preheated oven until golden, about 16 - 18 minutes. Cool on a wire rack for 10 minutes before drizzling the glaze on top. These are best served the day they are prepared.**
- For the Glaze:**
- Add powdered sugar to a mixing bowl with 1 Tbsp milk and stir until smooth. Add additional milk, if needed. Drizzle over scones.**

Let's make latkes!

6 Easy Steps



Ingredients

- 1 lb russet potatoes shredded
- 1 small onion shredded
 - 1 large egg
 - 2 tbsp flour
- 1 tsp kosher salt adjust to taste
 - 1/2 cup oil

1. Peel the potatoes and onion. Shred the potato and onion using a food processor or hand grater.
2. Add the shredded potatoes to a cheesecloth or towel and squeeze out as much liquid as possible.
3. Add the shredded potato and onion into a bowl, followed by whisked egg, flour, and salt. Toss until evenly combined.
4. Preheat a pan over medium-heat with oil. Place a spoonful of the latke batter into the pan and press it with the back of the spoon to flatten it.
5. Turn the latke over as soon as its golden. Fry on the other side. Repeat until you run out of batter. Serve immediately and enjoy while they are still crispy.
6. Top with sour cream or applesauce and keep coming back for more!

8 Facts About Hanukkah

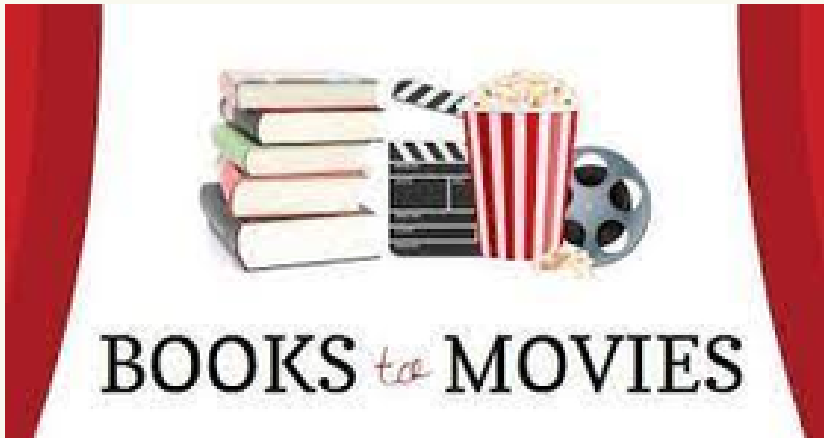
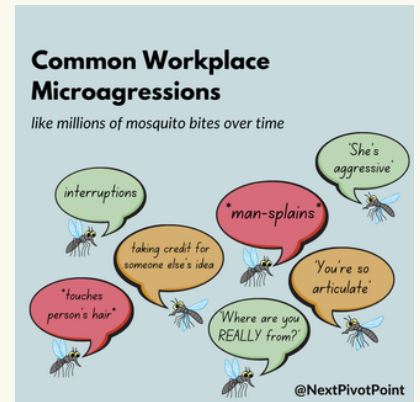
חַנּוּכָּה

1. Hanukkah is a Jewish holiday known as the “Festival of Lights.” It is the celebration of one of the greatest miracles in Jewish History. It occurs between late November and December, although the exact dates change every year. Hanukkah is always on the 25th day of Kislev, the 9th month in the Hebrew calendar. This year, Hanukkah begins the evening of Thursday, December 7th and ends on Friday, December 15th.
2. Hanukkah is a Hebrew word and there is no correct way to directly translate the Hebrew sounds to English, so it is spelled in many different ways. According to the Oxford English Dictionary, there are 24 variant spellings for Hanukkah.
3. Regardless of spelling, the word has the same meaning: Dedication. In 164 BC, a band of Jewish fighters called Maccabees, defeated the Greek army that had captured the city of Jerusalem in 200 BC. They re-dedicated the Holy Temple in Jerusalem and sought to re-light its menorah. They only found enough oil to keep the menorah lit for one day. However, the oil kept the menorah alight for 8 days- A miracle!
4. Menorah is the Hebrew word for candelabra and it has any number of branches. During Hanukkah, a 9 branch menorah is called a Hanukkiah. It contains eight candles, plus a central slot for the shamash “servant” or “helper” which is used to light the other eight candles. On the first night of Hanukkah, a single candle is lit. Each succeeding night, an additional candle is lit, so all eight are burning on the final night.
5. Families and friends will often gather and recite traditional blessings or sing songs together as they light the hanukkiah after sundown. Often, hanukkiahs are displayed in the window as a reminder to others of the miracle that inspired the holiday.
6. Traditional Hanukkah foods are fried in oil. This isn't a coincidence; this symbolizes the miracle oil that burned for eight nights straight. Two favorites are Potato pancakes (latkes) and jam-filled donuts (sufganiyot). Over 17.5 million oily donuts are eaten each year in Israel.
7. Children can often be found playing with a dreidel, a four-sided spinner that contains letters of the Hebrew alphabet. The letters are nun, gimmel, hey, and shin, an acronym for the phrase “nes gadol hayah sham,” which means “a great miracle happened there.” Children gather to spin the dreidel while they place chocolate coins (gelt) into a pot. When the dreidel stops spinning, the letter facing up signifies what the player must do with their gelt.
8. The world's largest hannukiah is 36 feet tall and can be found in New York City.

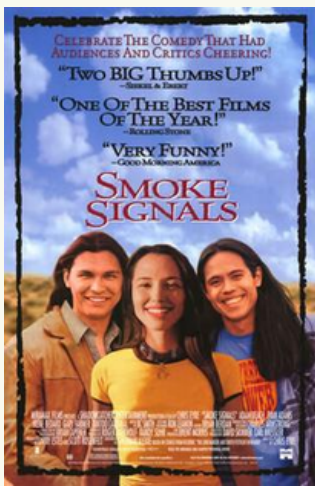
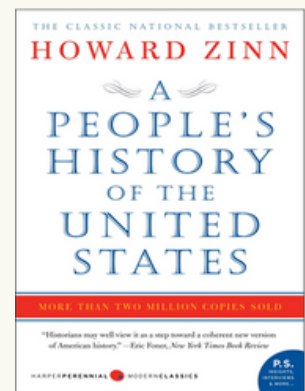




Microaggressions- The verbal, non-verbal, and environmental slights, snubs, insults or actions, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon discriminatory belief systems. (Source: environment.uw.edu)



A People's History of the United States is a 1980 nonfiction book by American historian and political scientist Howard Zinn. In the book, Zinn presented what he considered to be a different side of history from the more traditional "fundamental nationalist glorification of country".[1] Zinn portrays a side of American history that can largely be seen as the exploitation and manipulation of the majority by rigged systems that hugely favor a small aggregate of elite rulers from across the orthodox political parties. (Recommended reading by Rhonda David-Copeland, Southbury Training School)



Smoke Signals is a 1998 coming-of-age comedy-drama film directed by Chris Eyre from a screenplay by Sherman Alexie. The film concerns two young Idaho men with radically different memories of one Arnold Joseph (Gary Farmer), a former resident of the reservation who split years before and has just died in Phoenix. Arnold's strapping, popular son, Victor (Adam Beach), remembers him best as an alcoholic, occasionally abusive father who drove off one day and never came back. By contrast, Thomas Builds-the-Fire (Evan Adams), whom Arnold had saved from certain death years earlier, has chosen to exaggerate the man's life and deeds in a mythmaking fashion that drives Victor crazy. Circumstances bring the two together, however, in a bus ride to retrieve Arnold's ashes. There, in Phoenix, a confrontation with the reality of the dead man's fullest legacy has a profound effect on both characters.



House Bill No. 6909

Public Act No. 23-133

***AN ACT CONCERNING STATE AGENCY COMMUNICATIONS
RELEVANT TO THE LATIN AMERICAN COMMUNITY.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (NEW) (Effective October 1, 2023) As used in this section, (1) "state agency" means any department, board, council, commission, institution or other executive branch agency of state government, including, but not limited to, each constituent unit and each public institution of higher education, and (2) "state employee" means any employee of a state agency, whether in the classified or unclassified service, but excluding any elected official. On every official communication or form of a state agency relevant to the Latin American community, or communication by a state employee on behalf of a state agency relevant to such community, such communication or form shall use the terms "Latino", "Latina" and "Latine" to refer to such community.

Approved June 26, 2023

More information to come