

April 2023

Belonging— New Beginnings



new beginnings,
is now.

[WWW.AHCHEALTH
ENEWS.COM](http://WWW.AHCHEALTH
ENEWS.COM)

In this Issue:

- Autism Acceptance Month
- Celebrate Diversity Month
- National Day of Silence
- Earth Day

The Celtic Symbol for New
beginnings



[WWW.THEIRISHRO
ADTRIP.COM](http://WWW.THEIRISHRO
ADTRIP.COM)

www.theirishroadtrip.com

Welcome

“You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make.”

— Jane Goodall (Quote thanks to Karin Frodel, South Region)

Autism Acceptance Month

April is Autism Awareness Month



AWARENESS | UNDERSTANDING | ACCEPTANCE | INCLUSION

Let's talk

Why autism acceptance? It is the fastest-growing developmental disorder. (nationaltoday.com). There are 2257 individuals that have ASD and with DDS. 3799 individuals that are active with DDS report ASD in their LON (Julia Walsh).

What is the color for autism?

The "Light It Up Blue" campaign championed by Autism Speaks has popularized the color blue and autism. (autismspeaks.org)

What is the autism infinity symbol? The Rainbow infinity symbol is used to represent neurodiversity and the "idea that people experience and interact with the world around them in many different ways."

(columbusspeech.org)

April used to be known as Autism Awareness Month. But in 2021, the designation changed to Autism Acceptance Month.

The Autism Society of America announced the suggested shift in terminology, urging the media to go along, in order to ignite change in the lives of those with autism and their families. Christopher Banks, president and CEO of The Autism Society of America is quoted as saying "Awareness is knowing that somebody has autism, acceptance is when you include (a person with autism) in your activities. Help (them) to develop in that community and get that sense of connection to other people." (www.usatoday.com)

April with the focus on Autism acceptance charges us all to raise our awareness and inclusion of all individuals. To see people with Autism's gifts, talents, and contributions to our community.

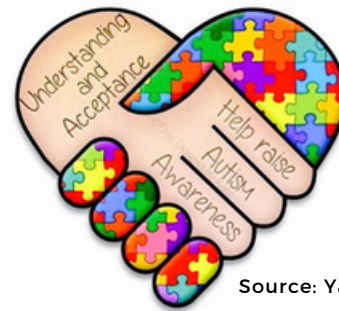


Graphic: karlamclaren.com

A proclamation released by President Biden said, "I call upon all Americans to learn more about autism to improve early diagnosis, to learn more about the experiences of autistic people from autistic people, and to build more welcoming and inclusive communities to support people with autism." (www.usatoday.com)

DID YOU KNOW?

According to the CDC, for the first time the percentage of 8-year-old Asian/Pacific Islander (3.3%), Hispanic (3.2%) and Black (2.9%) children identified with autism was higher than the percentage of 8-year-old White children (2.4%).



Source: Yahoo Images).



April is Autism Acceptance Month

According to the CDC, 1 in 36 (2.8%) 8-year-old children have been identified with autism spectrum disorder (ASD) – up from the previous 2018 estimate of 1 in 44 (2.3%).

The latest data also show that ASD prevalence among Asian, Black, and Hispanic children was at least 30% higher in 2020 than in 2018, and ASD prevalence among White children was 14.6% higher than in 2018.



Source: www.ahchealthenews.com

The CDC suggest disparities for co-occurring intellectual disability have also persisted, with a higher percentage of Black children with autism identified with intellectual disability compared with White, Hispanic, or Asian/Pacific Islander children with autism. These differences could relate in part to access to services and the diagnose and support children with autism receive.



Celebrate Diversity Month

Celebrate Diversity Month was initiated in 2004 following a campaign led by two American consulting firms, ProGroup and Diversity Best Practices, to celebrate the growing multiculturalism in global societies. It is a time to recognize, appreciate, and understand our differences, be it gender, race, ethnicity, faith, sexual orientation, or what makes you unique while honoring the common essence of humanity. Celebrating diversity involves embracing the concepts of acceptance and respect ensuring true diversity developing a safe, positive world where differences are acknowledged and encouraged. (nationaltoday.com)

What is diversity and why it's crucial in the workplace?

Organizations that simply look at diversity as a trend are missing out on the depth and value that a truly diverse and inclusive organization brings. Diversity at work refers to a number of different perspectives and experiences represented on a team. The term represents a broad range of experiences, including gender, sex, socioeconomic background, upbringing, religion, education, sexual orientation, gender identity, ethnicity, neurodiversity, and life experience. The United Nations recognizes over thirty characteristics that represent diversity, these characteristics are classified into four types of diversity: internal, external, organizational, and worldview.

Internal diversity - refers to any trait or characteristic that a person is born with, race, sex, ethnicity, sexual orientation, or physical ability.

External diversity - includes any attribute, experience, or circumstance that helps to define a person's identity, education, marital status, religion, or appearance.

Organizational diversity - the difference in job function, work experience, seniority, department, or management level

Worldview diversity- encompasses a broad range of beliefs, political affiliations, culture, and travel experiences. They way we interpret and view the world.

(www.betterup.com)

Diversity month is an opportunity for thought-provoking reflection and growth. A chance to push us out of our comfort zone and into "something greater and more worthwhile". (nationaltoday.com)

[For more information please access article by clicking link.](#)



7 Steps to Creating Kindness in the Workplace

Submitted by Erin M. Conneely PT,MS,GCS,CLT
DDS North Region Private Division Therapy Services
adapted from article by Random Acts of Kindness Foundation

Creating a workplace where people feel connected, a sense of purpose, and are appreciated makes a stronger and more successful organization. Those who are engaged in their workplace are more productive, have fewer accidents and make fewer errors. The positive emotions and desire to show up to work as you truly can be contagious and penetrate a team with positive feelings and interactions. It builds a kinder, more encouraging work environment. These positive environments create gratitude, build integrity, create a safe space for all, increase positive working relationships, and recognize and encourage each team member's strength. According, to the Random Acts of Kindness Foundation there are seven key components that make for a positive kind workplace:

- 1.Setting a Tone
- 2.Modeling Behavior
- 3.Creating a Safe and Supportive Environment
- 4.Strengths, Mistakes, and Growth Mindset
- 5.Trust, Boundaries, and Belonging
- 6.Communication and Collaboration
- 7.Celebration

To read the article click [here](#).



Graphic: peregrineglobal.com



Earth Day



What is Earth Day and why do we celebrate it?

Earth Day is an annual celebration that honors the achievements of the environmental movement while raising awareness of the need to protect Earth's natural resources. (nationalgeographic.org)

Is Earth Day always on April 22?

Every year Earth Day is celebrated on April 22. First, held in 1970 thanks to Sen. Gaylord Nelson of Wiscon, is not a federally recognized holiday. People celebrate the day through education, awareness, and action toward the environmental movement. (usatoday.com)

How can we celebrate Earth Day?

The theme for Earth Day 2023 – “Invest in Our Planet” focused on engaging governments, institutions, businesses, and the more than 1 billion citizens who participate annually in Earth Day to do their part. – "everyone accounted for, everyone accountable".

We can invest in our planet by:

- *Support Pollinators
- *Clean up plastic from our communities and local parks
 - *Plant a tree
 - *Reduce, reuse, recycle
- *Stop pesticides and chemical use in the garden
 - *Conserve water
- *Think about how to make your diet healthier for the planet (1/3 of food we produce a year goes to waste)
(Source: www.almanac.com)



National Day of Silence

Created in 1996 and taking place on April 14 this year, Day of Silence is a campaign that seeks to shed light on what many LGBTQ adults and youth experience daily. Initially intended to focus on this problem within the school system, the Day of Silence has expanded into workplaces, university campuses, and sporting events. Yearly, millions participate by staying silent for the duration of their day, representing the silencing of LGBTQ students and communities.

Day of Silence was created by a University of Virginia student named Maria Pulzetti. She felt that LGBTQ youth were consistently silenced and ignored by parents and administrators; that their concerns and complaints were falling on deaf ears. Initially, Maria created the Day of Silence as a one-time event held during the University's LGBTQ pride week. She believed the day would promote awareness amongst those who might not have been tuned into these issues, by surrounding them with silence they couldn't help but notice.

In 1997, one year after the day's creation, it went national, with over 100 institutions participating. In 2000, GLSEN, one of the largest LGBTQ education networks in the country, adopted the Day of Silence as one of their official projects. Today, students and others at all levels participate in the day. Many participants choose to wear tape over their mouths or Xs on their hands to further call attention to the movement. (nationaltoday.com)



More to Celebrate

April 6 - International Asexuality Day a coordinated worldwide campaign promoting the ace umbrella, including demisexual, grey-asexual and other ace identities. (internationalasexualityday.org)



April 5-13 -Passover also called Pesach is a Jewish holiday that celebrates the Biblical narrative of the Israelites escape from slavery in Egypt. (en.wikipedia.org)

April 6 - Maundy Thursday also known as the Great and Holy Thursday is the day in Christianity during Holy Week that commemorates the washing of the feet and Last Supper. (en.wikipedia.org)



The Mystical Supper,
Russian Orthodox icon,
1497

April 7- Good Friday the Friday before Easter, the day on which Christians annually observe the commemoration of the Crucifixion of Jesus Christ. (en.wikipedia.org)



April 9 - Easter also called Pascha (Aramaic, Greek, Latin) or Resurrection Sunday, is a Christian festival and cultural holiday commemorating the resurrection of Jesus from the dead, described in the New Testament as having occurred on the third day of his burial following his crucifixion. (en.wikipedia.org)

April 17&18 -Yom HaSho'ah fully named Yom Hashoah Ve-Hagevurah known as the Day of (Remembrance of) the Holocaust and the Heroism commemorates the victims of the Holocaust . (my.jewishlearning.com)



April 21 Eid al Fitr- the Festival of Breaking Fast marks the end of Ramadan, the Muslim holy month of fasting. (www.britannica.com)



Word of the Month

Cretins -

Though most people use the word "cretin" to refer to someone that is "insensitive" or "stupid," Merriam-Webster writes that the word used to refer to those who lives in the French-Swiss Alps, who were affected with hypothyroidism. (Source: www.businessinsider.com)



THE WORLD'S COOKBOOK!

Haroset, a condiment made with fruits and nuts, is traditionally served with matzo during the Passover Seder to represent the mortar enslaved Jews used to build the pyramids. Though the ingredients vary depending on the region from which it evolved, it can be made with dried fruit, nuts, and seeds, as well as fresh fruit like apples and pomegranate seeds, plus a little sweet wine and honey. This version is inspired by Ashkenazi traditions and made with fresh apples, walnuts, sweet wine, honey, and cinnamon. Leftovers would be delicious mixed into your morning yogurt.



Ingredients

- 1 pound Honeycrisp apples, cored, unpeeled, and finely chopped (about 3 cups)
- 1 cup toasted walnuts, chopped
- .3333 cup Concord grape kosher wine (such as Manischewitz)
- 2 tablespoons honey
- 1 tablespoon fresh lemon juice (from 1 lemon)
- $\frac{3}{4}$ teaspoon ground cinnamon
- $\frac{1}{8}$ teaspoon kosher salt

Directions

1. Stir together apples, walnuts, wine, honey, lemon juice, cinnamon, and salt in a medium bowl until evenly distributed. Let stand at room temperature for 30 minutes. Stir before serving.
- 2.
3. Alternatively: Pulse all ingredients in a food processor until finely chopped, about 8 pulses.

DDS HAPPENINGS

Raising Consciousness Series Part 2 Workshop - Microinsults on
April 28th

9 AM Hybrid (Wallingford Office/ TEAMS)

WR Diversity, Equity, & Inclusion Committee presents Women
in Leadership Chief Shelly Carter **May 1st** 9 AM Large
(Conference Room in Cheshire)

4th Tuesday Forum **April 25th** 3 PM (TEAMS)

Monthly Statewide Diversity **April 20th** Meeting 3 PM (TEAMS)



DDS COMMUNITY, WE ARE LOOKING FOR CONTRIBUTIONS TO THE MAY 2023 NEWSLETTER. IF YOU HAVE A STORY, A RECIPE, INTERESTING FACT, OR PHOTO, PLEASE FEEL FREE TO CONTACT ME OR SEND TO CHERYL.ELLIS@CT.GOV. SUBMISSIONS ARE DUE BY APRIL 23, 2023.