

August 2022

BELONGING- Acceptance

We rise by lifting others - Robert Ingersoll

Welcome

When I think of August, I think back to when I moved into my college dorm for the first time. I met all new people, from different towns, states, and countries, while everyone was attempting to utilize the same elevator to move into our respective dorm rooms. Realizing this might take days individually, we succeeded by working together and overcoming one of the first small hurdles of college, all while helping to create new friends and develop a new, strong community environment for the school year to come. I feel like we all helped each other graduate that first year away from home.

The support structure and that 'day one' sense of community college provided me, was the same feeling I got when I first started working at DDS over a year ago. At DDS, our community of staff and stakeholders are ever-evolving, adapting, learning, and becoming stronger together. We must continue supporting each other as we create and innovate new ways to build and strengthen our community post-pandemic. We need to encourage plenty of expression, from everyone. Innovation comes from all of those untested, untried ideas and maybe even unpopular ideas.

Enjoy your August!

Kevin Bronson

*Director of Communications, Legislation & Regulations
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- World Humanitarian Day
- Senior Citizens Day



NATIONAL SENIOR CITIZENS DAY



National Senior Citizens Day, held on August 21, recognizes the achievements of the more mature of our communities. The day provides an opportunity to show our appreciation for their dedication, accomplishments, and services. (source: nationaltdaycalendar.com)

According to the 2017 census, 47 million seniors live in the United States. People age 65 and above comprise the world's fastest-growing age group. According to the United Nations, in 2018 older persons outnumbered children under the age of five. By 2060, that number will nearly double. (source: resources.corpedgroup.com)

FAQ

Q. What age is a senior citizen?

A. The answer varies. Different parts of the U.S. Government. Medicare age-based benefits kick in at the age of 65. However, to collect Social Security, eligibility begins for seniors at age 62.

Q. Do senior citizens receive discounts?

A. Many stores, restaurants, and services offer discounts to senior citizens. Each location may define a senior citizen by different ages, so it's important to check first before expecting a discount.

Q. Do most senior citizens retire at age 65?

A. A growing number of senior citizens are continuing to work beyond the age of 65. According to Pew Research, more Baby Boomers are working beyond retirement than the previous generation. However, more senior citizens still choose to fully retire at the age of 65.

(source: nationaltdaycalendar.com)



photo: timeanddate.com



photo: loanjankari.com

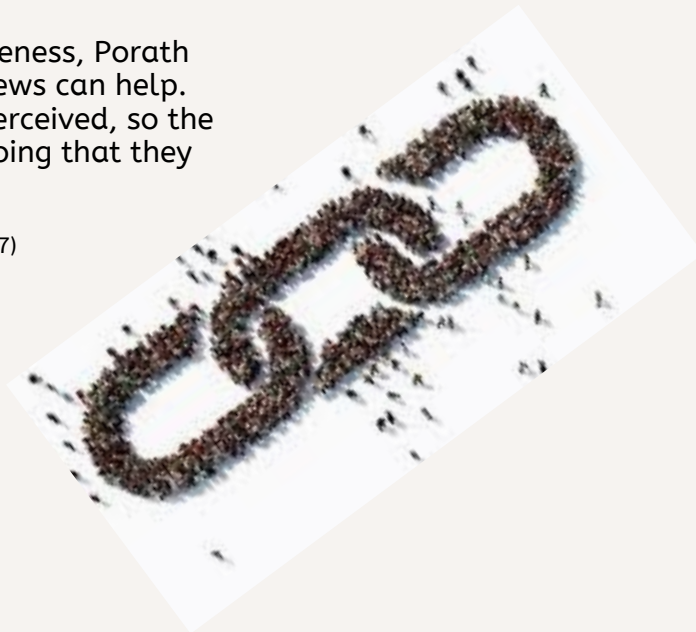


National Civility Month, which is held in August each year, was founded to help the world remember to treat others the way we wish to be treated ourselves – with kindness, empathy, and respect. We are reminded to treat customers, coworkers, family, neighbors, and others with courtesy and respect. (Source: <https://www.presbyterianseniorliving.org>). This does not always happen as we know. In 1998 one quarter of people surveyed reported being treated rudely at work at least once a week. That figure rose to 55 percent in 2011 and 62 percent in 2016. According to Christine Porath, an associate professor at Georgetown University's McDonough School of Business a survey conducted in 2016, found that 74 percent of the 1,005 U.S. adults believe civility has declined in the past few years and 70 percent say incivility has risen to “crisis” levels.

According to the American Psychological Association workplace stress costs billions a year,. And when employee incivility goes unaddressed, organizations experience higher turnover, more absenteeism, and lower productivity. It can also lead to workplace harassment and potentially expensive lawsuits. When Porath surveyed workers two years ago to find out why they behave uncivilly, more than half said they were overloaded at work and 40 percent claimed they had “no time to be nice.” About 25 percent reported being rude because their bosses acted that way. Other possible factors behind the rise of rudeness include fewer people working in the office, cultural clashes due to globalization, and misunderstandings caused by a growing reliance on technology.

In many cases, rude behavior stems from a lack of self-awareness, Porath theorizes, providing coaching or conducting 360-degree reviews can help. She says rude people often “don’t understand how they’re perceived, so the main thing is to get them information about what they are doing that they can improve on.”

(Source: SHRM.org How to create a culture of civility by Dori Meinert March 20, 2017)



Civility What Can We Do?

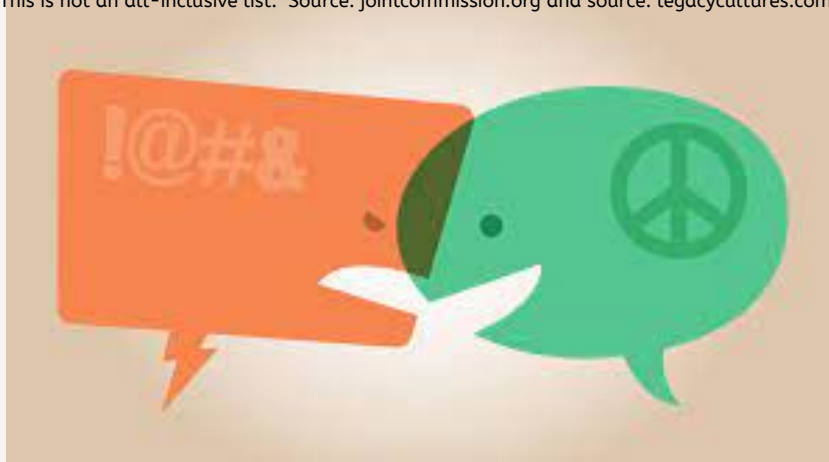
The following are tips for workplace culture to assist each employee in being proactive in promoting respect and civility:

- *Civility matters, is everyone's responsibility.
- *Become a bridge builder and act in a manner that creates an inclusive work environment.
- *Establish a safety system and culture that does not tolerate bullying behaviors.
- *Consider how your words and actions will impact others
- *Educate all team members on appropriate professional behaviors that are consistent with the organization's code of conduct
- *Hold all team members accountable for modeling desirable behaviors

Workplace incivility is expressed as bullying behavior. The Workplace Bullying Institute estimates that 65.6 million U.S. workers are directly impacted by or have witnessed bullying. Bullying conduct takes one or more of the following forms: verbal abuse, threatening, intimidating, or humiliating behaviors (including nonverbal), and work interference which prevents work from getting done. Bullying does not include illegal harassment and discrimination.

If you see incivility, bullying say something, do something, stop it.

Note: This is not an all-inclusive list. Source: jointcommission.org and source: legacycultures.com



celebrate world humanitarian day

International Indigenous Peoples Day

By resolution 49/214 of 23 December 1994, the United Nations General Assembly decided International Day of the World's Indigenous Peoples shall be observed on 9 August every year. The date marks the day of the first meeting, in 1982, of the UN Working Group on Indigenous Populations of the Sub-Commission on the Promotion and Protection of Human Rights. (source: un.org) The latest data reveals that there are about 370 to 500 million indigenous people living in 90 countries. Indigenous communities are noted to have their own unique set of languages, traditions, cultures, and governing systems. For many indigenous groups, the systems that their ancestors have followed for centuries have stood the test of time. Many indigenous people's special bond and connection with nature have also led to the protection of the general environment. However, on the other side, several indigenous communities face difficulties due to covert and overt attempts to control their lives. (source: nationaltoday.com)

DID YOU KNOW?

Though Indigenous peoples comprise only around 6% of the global population, they protect 80% of biodiversity. Preserving biodiversity is key to turning around the climate crisis. (source: the guardian.com)



photo cis.org.au/



Photo: goodreads.com

The Supreme Court ruled three years ago that crimes committed on tribal land would be prosecuted by tribal governments and federal courts. Especially when the individual was a tribal member. However, Wednesday, June 22, 2022 the Supreme Court issued a new ruling that says Oklahoma State can prosecute all crimes and can step in when the victims are tribal members. (source: pbs.org)

Indigenous People of China
Photograph John Thomson Source: pacotaylor.com

the aboriginal peoples then living in Fukien
province of China



(Photo by DeAgostini/Getty Images)

The Etruscan people populated a large region in what is now Tuscany and Lombardy in Italy. These dark skinned peoples were proven in a 2013 DNA study that showed this group of people were indigenous to the region, and in fact, their DNA sequencing links them to other Neolithic groups of central Europe dating back as far as 7,600 years. (source: nationaldaily.org)



Photo: italiangenealogy.blog/



Cheddar Man - original British Man- source theguardain.com

Take some time to learn about others. Attend events held by indigenous peoples to honor their history, culture, and lives.



1. About 10 percent of people worldwide are left-handed.

Left-handers were rarer years ago, according to some estimates, consisting of only 2 percent of the population in about 1860 and 4 percent in 1920. Some attribute the growth to today's 10 percent to a decline in the once-common efforts to force youngsters to use their right hand. (source: nationaldaycalendar.com)

2. Famous left-handed people

(source: nationaldaycalendar.com)



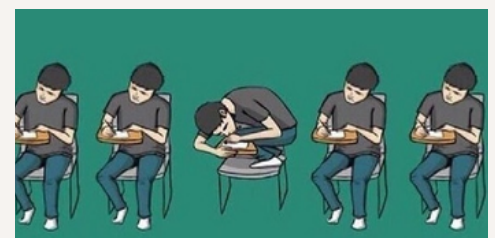
President Barack Obama
 President Bill Clinton
 President George H.W. Bush
 President Gerald Ford
 President Harry Truman
 Leonardo Da Vinci
 Helen Keller

Bill Gates
 Oprah Winfrey
 Steve Jobs
 Mark Zuckerberg
 Henry Ford
 Babe Ruth
 Oscar De La Hoya

source.india.com

3. Challenges of the left hander in a right hand dominant world.

- Ergonomic handle scissors, not for lefties though
- Can openers
- Keyboard number pads
- Swiping credit cards
- Zippers



graphic:: vajiramias.com

(source: interestingengineers.com)

Who is Marcus Garvey?

Marcus Mosiah Garvey Jr. was born on August 17, 1887, in Saint Ann's Bay, Jamaica. His father was a stonemason, and his mother was a domestic servant. As a young man, Garvey traveled and worked in several Latin American countries before relocating to London, England. He studied at Birkbeck College (University of London) and worked as a messenger and handyman for the African Times and Orient Review, a journal that emphasized Pan-African nationalism.

Garvey was known as the founder of the Universal Negro Improvement Association (UNIA). Formed in Jamaica in July 1914, the UNIA aimed to achieve Black nationalism through the celebration of African history and culture. Through the UNIA, Garvey supported the "back to Africa" movement and created the Black Star Line that would carry patrons back and forth to Africa. In addition to his support of Pan-Africanism, Garvey was a Black nationalist who believed in racial separatism. This made him a controversial figure in and out of the Black community.

In 1922, Marcus Garvey was charged with mail fraud in connection with a ship on the Black Star Line. Garvey was convicted of the mail fraud charges and sent to Atlanta Federal Penitentiary. While serving his prison sentence President Calvin Coolidge commuted his remaining time amidst protests from Black Americans. He also gained much criticism when he met with white supremacists like the Ku Klux Klan. In 1927, he was deported from the United States to Jamaica, where he continued his UNIA work and political activism before moving to London in 1935. He died on June 10, 1940, after multiple strokes.

(source: archives.gov)



THE WORLD'S COOKBOOK

NATIVE AMERICAN RECIPE: WILD RICE WITH SWEET POTATO

recipe: Lois Ellen Frank unpeeledjournal.com

Ingredients

- 2 tablespoons olive oil
- 1 medium yellow onion, diced
- 8 cloves garlic, peeled
- 2 cups white mushrooms, cleaned and sliced (about 10 ounces)
- 2 cups brown cremini mushrooms, cleaned and sliced
- 1/2 cup dried tart cherries or dried cranberries
- 1/2 cup fresh or frozen corn kernels
- 2 cups cooked wild rice (from about 3/4 cups dried)
- salt and pepper, to taste
- 4 tablespoons fresh green scallions, finely sliced (about 3 to 4 scallions)
- Roasted sweet potatoes, to serve (optional)



Instructions:

Cook the wild rice according to the package directions. This will take about an hour.

While the rice cooks, heat a small skillet over medium-high heat until hot. Add the garlic cloves and cook until they start to blacken. Toss and lightly blacken on all sides. remove from heat and place into a small bowl to cool. Once the garlic cloves are cooled, finely chop them.

Heat a medium- to large-sized pan. Add the olive oil and add the onions and sauté, stirring for 4 minutes to prevent burning. Add the blackened garlic and sauté for 2 more minutes, stirring constantly to prevent burning.

Add the mushrooms and cook, stirring, for 4 to 6 minutes. Add the dried cherries or cranberries and stir. Cook for another few minutes and then add the corn kernels. Stir and cook for an additional 1 to 2 minutes. Add the cooked rice, salt, and pepper. Stir for two minutes more, until completely hot.

Ed. Note: I used about 1 1/4 teaspoons of salt.

Remove from heat, garnish with fresh sliced scallions, and serve immediately.

This wild rice sauté can be served on its own, or over a roasted, halved sweet potatoes that have been drizzled with a mixture of 1 cup maple syrup, juice of 1 lime, and 2 teaspoons mild to medium chili powder.

HAWAIIAN HAUPIA (COCONUT PUDDING)

recipe Erica Walker (favfamilyrecipes.com)



Ingredients:

- 1/2 cup water
- 5 Tablespoons cornstarch (or arrowroot)
- 1 (13 ounce) can unsweetened coconut milk (full-fat ONLY)
- 1/4 cup sugar (you can use more to taste if you like it sweet)

Instructions: Combine cornstarch and water in a small bowl. Stir until cornstarch is dissolved then set aside. In a medium-sized sauce pan over medium heat, combine coconut milk and sugar. Whisk constantly until mixture begins to simmer. While continuing to whisk, SLOWLY pour in the water/cornstarch mixture until it thickens. Reduce heat to low and continue to whisk until you have a thick, pudding-like consistency (this is important, it needs to be thickened while it is heating or it won't set up). Pour into a greased 8"x8" baking dish* or square containers (I actually like to use my smaller glass Tupperware containers because the sides are more straight, making for more consistent squares). Allow to cool to room temperature (about 10-15 minutes) then cover and refrigerate for 2+ hours. When ready to serve, cut into 2" squares and serve cold.

Dear Colleagues,

We are looking for contributions to the newsletter for the month of September. If you have a story to share, a recipe, or an interesting fact, please feel free to email to Cheryl.Ellis@ct.gov. Submissions will be due by August 22nd. Thank you

•	September 6, Labor Day: Labor Day pays tribute to the contributions and achievements of American workers and is traditionally observed on the first Monday in September.
•	September 11, Patriot day: This day remembers those who were injured or killed on September 11, 2001, terrorist attacks in the US.
•	September 15- October 15 National Hispanic Heritage Month- This month honors the culture and contributions of both Hispanic and Latinx Americans
•	September 21, International Day of Peace: The UN General Assembly has declared this as a day devoted to strengthening the ideals of peace, through observing 24 hours of non-violence and cease-fire.
•	September 22, Autumn Equinox - As summer moves into fall, the autumnal equinox is a time for various religious observances worldwide
•	September 25, Rosh Hashanah begins: This day is the beginning of the Jewish New Year, a time for reflection in the faith.

source: Diversity Calendar

