BELONGING

December 2022



OUR STORIES

What People First Language Means to Me

My name is Carol Grabbe and I am a selfadvocate coordinator for the Department of Developmental Services. People first language is so important to me because its about the individual and NOT the disability. I am a strong advocate when I hear offensive language being misused Its important to use people first language to understand what you should and should not say. An example would be when someone says, "a disabled person". Instead you put the person first by saying, "the individual with a disability." Another example is instead of saying "client or handicapped" say "individual (by their name)." During my time in school I was called "retarded" which was extremely hurtful. People with disabilities around the world are offended by these hurtful words. People first language is so easy to understand. It's simply putting the person first, not their disability. People First Language is being used locally, statewide, and nationally. There's no reason why it can't be used internationally as well, no matter what language you speak.

WELCOME

Tis the season. December is the holiday season for many. Long lines of shopping, family and friendly get togethers. Food, food, and more food. A time of giving, thankfulness, celebration, sacrifice, and well wishing.My favorite time of year. For me many of my family's traditions have changed with the start of the pandemic, our small (40) close family dinners has dwindled to 15. The large gatherings once held at work are no longer, but that does not change the merryment and the meaning of this holiday season. I still enjoy the hot chocolate, the cakes, mac and cheese and the smiles. So enjoy, take time, and belong.



Why do I wish people "Happy Holidays"? Because from 1 November to 15 January there are approximately 29 holidays observed by 7 of the world's major religions.

And I don't think mine are the only ones that count.



IN THIS EDITION

Worl AIDS Day (12/1), International Day for People <u>with Disabilities</u> (12/3), International Volunteer Day (12/5),Genocide Prevention Day (12/9),, International Human Rights Day (12/10), Hanukkah (12/18-12/25), Yule Winter Solstice (12/21), Christmas (12/25), Kwanza (12/26), Boxing Day (12/26), New Year's Eve (12/31), Las Posados (12/16-12/24)



World AIDS Day

THIS YEAR'S THEME FOR WORLD AIDS DAY IS "PUTTING OURSELVES TO THE TEST: ACHIEVING EQUITY TO END HIV." IT ENCOURAGES PEOPLE TO UNITE GLOBALLY TO ELIMINATE THE DISPARITIES AND INEQUITIES THAT CREATE BARRIERS TO HIV TESTING, PREVENTION, AND ACCESS TO HIV CARE. FIRST OBSERVED IN 1988, WORLD AIDS DAY IS A DAY TO UNITE TO HELP END HIV AND REMEMBER THOSE LOST TO AIDS-RELATED ILLNESSES. SOURCE: WWW.HIV.GOV

IN 2020, 30,635 PEOPLEPEOPLE RECEIVED A HIV DIAGNOSIS IN THE UNITED STATES (US) AND DEPENDENT AREAS. FROM 2016 TO 2019, HIV DIAGNOSES DECREASED 8% OVERALL IN THE US AND DEPENDENT AREAS. SOURCE WWW.CDC.GOV



PERSONS WITH DISABILITIES ARE OFTEN AT HIGHER RISK OF EXPOSURE TO HIV. THIS IS FURTHER COMPOUNDED BY SOCIETAL BARRIERS INCLUDING ACCESS TO EDUCATION, LACK OF ACCESS TO PROGRAMS, SERVICES, AND RESOURCES. IN ADDITION. SOCIETAL BARRIERS THAT HINDER INDIVIDUALS WITH DISABILITIES FULL AND EFFECTIVE PARTICIPATION IN SOCIETY. FURTHERMORE. PREVENTION PROGRAMS, TREATMENT, CARE, AND SUPPORT PROGRAMS FAIL TO MEET INDIVIDUALS WITH DISABILITIES SPECIFIC NEEDS. INFORMATION IS OFTEN NOT OFFERED IN ACCESSIBLE FORMATS, SUCH AS BRAILLE, SIGN LANGUAGE, AUDIO OR PICTORIAL LANGUAGE DOCUMENTS. NOT ONLY IS EDUCATION AND MATERIALS NOT APPROPRIATELY AVAILABLE FOR INDIVIDUALS WITH DISABILITIESDISABILITIES, BUT STIGMATIZING BELIEFS OR MISINFORMATION THAT THEY ARE NOT SEXUALLY ACTIVE OR DO NOT ENGAGE IN OTHER RISKY BEHAVIORS SUCH AS DRUG USE MAY EXCLUDE THEM FROM BEING EDUCATED AND INFORMRED AND BEING FURTHER MARGINZLIZED. SOURCE: WWW.UN.ORG

INTERNATIONAL DAY FOR PEOPLE WITH DISABILITIES

SOURCE: CWCARE.NET

International Day of People with Disability

International Day of Persons with Disabilities on December 3 is a day to help everyone become more compassionate and understanding of the challenges faced by people with disabilities. The day doesn't discriminate between mental and physical disabilities, and the spirit of the day is to ensure that all people in the world have equal opportunities for work, play, health, and success; to promote an understanding of issues and mobilize support for the dignity, rights, and well-being of persons with disabilities. The annual observance of the International Day of Persons with Disability was claimed in 1992 by the United Nations General Assembly. Source: idpwd.org

There are several steps we can take to be more inclusive of individuals with disabilities. Don't make assumptions

Ask if the individual needs help before just helping

Talk directly to the person, not the interpreter or staff person

If talking to someone in a wheelchair for extended periods of time, sit down to be at eye level

Make eye contact, and don't ignore individuals



Use people-first language

Educate yourself

Be aware of personal space

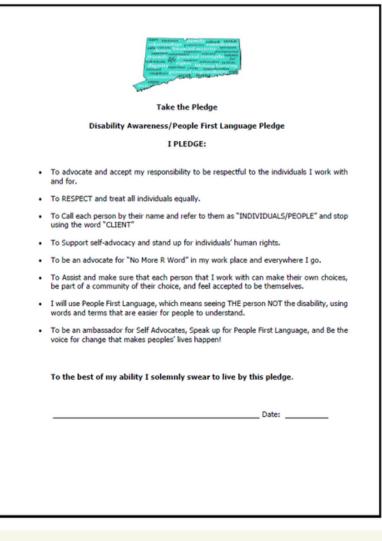
Don't underestimate an individual's ability



People First Language

Examples of People First Language: JUS

| Say: | Instead of: |
|---|--|
| Individuals with disabilities. | The handicapped or disabled. |
| Paul has a cognitive disability (diagnosis). | He's mentally retarded. |
| Kate has autism (diagnosis of). | She's autistic. |
| Ryan has Down syndrome (diagnosis of). | He's Down's; a Down's person; mongoloid. |
| Sara has a learning disability (diagnosis). | She's learning disabled. |
| Bob has a physical disability (diagnosis). | He's a quadriplegic/is crippled. |
| Mary is of short stature/she's a little person. | She's a dwarf/midget. |
| Tom has a mental health condition. | He's emotionally disturbed/mentally ill. |
| Nora uses a wheelchair/mobility chair. | She's confined to/is wheelchair bound. |
| Steve receives special education services. | He's in Special Ed; he's a "SPED" student. |
| Tonya has a developmental disability. | She's developmentally delayed. |
| Children without disabilities. | Normal/healthy/typical children. |
| Communicates with her eyes/device/etc. | ls non-verbal. |
| Individual (By Name) | Client, Retarded, Handicapped, Ward etc. |
| Congenital Disability | Birth defect |
| Acquired Brain injury | Brain damaged |
| Accessible parking, accessible hotel room | Handicapped parking, hotel room, etc. |
| She needs or he uses | She has problems/special needs. |
| | |



INTERNATIONAL VOLUNTEER DAY

IN 1985 THE GENERAL ASSEMBLY OF THE UNITED NATIONS DESIGNATED DECEMBER 5TH AS INTERNATIONAL VOLUNTEER DAY (IVD). THE DAY CELEBRATED ANNUALLY IS AN OPPORTUNITY TO PROMOTE VOLUNTEERISM, ENCOURAGE THE SUPPORT OF VOLUNTEER EFFORTS, AND RECOGNIZE VOLUNTEER CONTRIBUTIONS IN TRANSFORMING THE LIVES AND COMMUNITIES OF MANY. (SOURCE: UNV.ORG)

HISTORY OF VOLUNTEER

THE FIRST INSTANCE OF VOLUNTEERISM DATES BACK TO MEDIEVAL EUROPE. HUNDREDS OF HOSPITALS RUN BY CHURCHES IN COUNTRIES LIKE ENGLAND TENDED TO LEPERS AND VICTIMS OF THE PLAGUE. IN THE U.S., VOLUNTEERISM STARTED DURING THE REVOLUTIONARY WARS. ORGANIZED VOLUNTEERING AS WE KNOW IT TODAY BEGAN TO TAKE OFF IN THE LATE 18TH AND EARLY 19TH CENTURIES. WITH ORGANIZATIONS LIKE THE RED CROSS, LIONS CLUB, ROTARY CLUB, SALVATION ARMY, UNITED WAY, AND THE Y.M.C.A CAME INTO EXISTENCE.

FOLLOWING THE GREAT DEPRESSION IN THE 1930S, HOMELESS SHELTERS AND SOUP KITCHENS BECAME A STANDARD PART OF LIFE IN THE U.S. (SOURCE: NATIONALTODAY.COM)

WHY VOLUNTEER?

THE ACT OF VOLUNTEERING IS FOUND IN ALL CULTURES. EACH YEAR, HUNDREDS OF MILLIONS OF PEOPLE VOLUNTEER THEIR TIME AND SKILLS TO HELP MAKE THE WORLD A BETTER PLACE. VOLUNTEERS ARE THE CHANGE AGENTS THAT IMPROVE THE LIVES OF OTHERS AND CREATE A GREATER SENSE OF BELONGING FOR INDIVIDUALS IN THEIR COMMUNITIES. THROUGH VOLUNTEERISM, COMMUNITIES AROUND THE WORLD OFTEN EXPERIENCE STRENGTHENED SOLIDARITY AND INCLUSION WITHWITH INHERENT RESPECT FOR ALL PEOPLE; REGARDLESS OF GENDER, AGE, ETHNIC BACKGROUND, DISABILITY, OR SEXUALITY. SOURCE: NATIONALTODAY.COM



THE BEST WAY TO FIND YOURSELF IS TO LOSE YOURSELF IN THE SERVICE OF OTHERS. – MAHATMA GANDHI



GENOCIDE PREVENTION DAY

GENOCIDE EDUCATION SAVES LIVES

"GENOCIDE" IS A TERM COINED BY RAPHAEL LEMKIN, A POLISH-JEWISH SOLICITOR WHO FLED POLAND BECAUSE OF NAZI RULE. AFTER ARRIVING IN THE US IN 1941 LEMKIN SET OUT TO COIN A WORD TO DEFINE NAZI ATROCITIES AGAINST EUROPEAN JEWS DURING WORLD WAR II. LEMKIN INVENTED THE TERM 'GENOCIDE' IN 1944 BY COMBINING THE GREEK WORD 'GENOS,' WHICH MEANS 'RACE' OR 'TRIBE,' WITH THE LATIN SUFFIX 'CIDE,' WHICH MEANS "TO SLAUGHTER."

IN 1948 THE UNITED NATIONS DEFINED GENOCIDE TO BE AN INTERNATIONAL CRIME.THE GENOCIDE CONVENTION (ARTICLE 2) DEFINES GENOCIDE AS "ANY OF THE FOLLOWING ACTS COMMITTED WITH INTENT TO DESTROY, IN WHOLE OR IN PART, A NATIONAL, ETHNICAL, RACIAL OR RELIGIOUS GROUP ... ", INCLUDING:

*KILLING MEMBERS OF THE GROUP; *CAUSING SERIOUS BODILY OR MENTAL HARM TO MEMBERS OF THE GROUP; *DELIBERATELY INFLICTING ON THE GROUP CONDITIONS OF LIFE CALCULATED TO BRING ABOUT ITS PHYSICAL DESTRUCTION IN WHOLE OR IN PART; *IMPOSING MEASURES INTENDED TO PREVENT BIRTHS WITHIN THE GROUP; OR *FORCIBLY TRANSFERRING CHILDREN OF THE GROUP TO ANOTHER GROUP.

THE CONVENTION CONFIRMS THAT GENOCIDE, WHETHER COMMITTED IN TIME OF PEACE OR WAR, IS A CRIME UNDER INTERNATIONAL LAW WHICH PARTIES TO THE CONVENTION UNDERTAKE "TO PREVENT AND TO PUNISH" (ARTICLE 1). THE PRIMARY RESPONSIBILITY TO PREVENT AND STOP GENOCIDE LIES WITH THE STATE. UNDER THE GENOCIDE CONVENTION, NOT ONLY IS GENOCIDE PUNISHABLE, BUT ALSO COMPLICITY IN GENOCIDE. THOSE SUBJECT TO PUNISHMENT ARE NOT ONLY CONSTITUTIONALLY RESPONSIBLE LEADERS BUT ALSO PUBLIC OFFICIALS OR PRIVATE INDIVIDUALS. (SOURCE: DOCUMENTS-DDS-NY.UN.ORG)

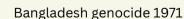
TO PREVENT GENOCIDE AND GENOCIDAL CONFLICTS, IT IS CRITICALLY IMPORTANT TO UNDERSTAND THEIR ROOT CAUSES. WHILE CONFLICT HAS MANY CAUSES, GENOCIDAL CONFLICT IS IDENTITY-BASED. GENOCIDE AND RELATED ATROCITIES TEND TO OCCUR IN SOCIETIES WITH DIVERSE NATIONAL, RACIAL, ETHNIC, OR RELIGIOUS GROUPS. IT IS NOT SIMPLY THE DIFFERENCES IN IDENTITY, WHETHER REAL OR PERCEIVED, THAT GENERATE CONFLICT, BUT THE IMPLICATION OF THOSE DIFFERENCES IN TERMS OF ACCESS TO POWER AND WEALTH, SERVICES AND RESOURCES, EMPLOYMENT, DEVELOPMENT OPPORTUNITIES, CITIZENSHIP, AND THE ENJOYMENT OF FUNDAMENTAL RIGHTS AND FREEDOMS. (SOURCE: WWW.UN.ORG)

AS A RESULT, GENOCIDE IS MORE LIKELY TO OCCUR IN COMMUNITIES WHERE DIFFERENT RACIAL, NATIONAL, ETHNIC, AND RELIGIOUS GROUPS ARE INVOLVED IN IDENTITY STRUGGLES. THE FIRST STAGE OF PREVENTING GENOCIDE IS TO IDENTIFY THE ELEMENTS (DISCRIMINATORY BEHAVIORS) THAT CONTRIBUTE TO THE VIOLENT TREATMENT OF A GROUP OF PEOPLE. THE SECOND STAGE INVOLVES INVESTIGATING STRATEGIES TO REDUCE AND ELIMINATE THESE CONTRIBUTING FACTORS. SINCE NO COUNTRY IS COMPLETELY HOMOGENEOUS, GENOCIDE IS A GLOBAL PROBLEM. (SOURCE: NATIONALTODAY.COM) Dzungar genocide 1750s

Circassian genocide 1800s-1870s

California genocide 1846-1873

NACKAR MICHAE MICHAE



Greek Genocide 1914-1922



Rwandan genocide 1994

Bosnian genocide 1995

Dufar genocide 2003- and continues Source: en.wikipedia.org



Photo: www.project20s.eu

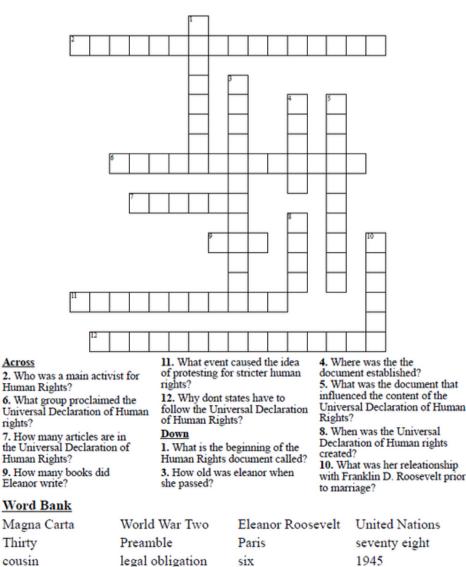
Human Rights Day is observed every year on 10 December – the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR). The UDHR is a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status (source: un.org) The Declaration of Human Rights was created to be a "common standard of achievement for all peoples and all nations". This document has been translated into over 500 languages, and is the most downloaded document in the world!

Eleanor Roosevelt, a former First Lady of America, was a very influential figure involved in creating the Universal Declaration of Human Rights. She served as the Chairperson of the Commission of Human Rights, and she was later awarded the United Nations Human Rights Prize. source: www.twinkl.com)

World Human Rights Day inspires everyone to speak up and take action to end discrimination in all forms, whenever and wherever it happens. This, in a nutshell, is what World Human Rights Day is all about.

World Human Rights Day 2022, and every other World Human Rights Day, is a day to celebrate the achievements of those who have fought for and protected human rights. It is also a day to reflect on the future and work out what needs to be done to make society fairer for everyone. HumanBiet

The Universal Declaration of human rights



HOLIDAYS CELEBRATING YOU AND YOURS







Las Posadas

Las Posadas is a nine-day celebration before Christmas, beginning with a procession with candles, songs, and sometimes even people playing the parts of Mary and Joseph who lead the parade. Every night of Las Posadas is celebrated with gifts, piñatas, songs, parties, tamales, and prayer



Kwanzaa



In the United States, roughly five million people celebrate Kwanzaa each year! Kwanzaa is a seven-day holiday that celebrates African culture. On the sixth day of Kwanzaa, there's a Kwanzaa Karamu, which is a big feast. Gifts of Kuumba (creativity) are given to loved ones. Kwanzaa's also celebrated through lighting the Kinara, performing and listening to traditional music and discussing African principles and history



Hanukkah



The Jewish Festival of Rededication, also called the Festival of Lights, is an eight-day celebration that falls each year on the Hebrew calendar date of 25 Kislev, which generally falls in December in the Gregorian calendar. (In 2022, Hanukkah is December 18 through December 26.) Hanukkah, also referred to as Chanukah, celebrates the rededication of the second Jewish temple in Jerusalem



For Pagans, December means the holiday of Yule is coming! It falls on December 21st, which is the shortest day and longest night of the year. The winter solstice celebrates the rebirth of the sun because days get longer from then on out.



Boxing Day

Boxing Day is held every December 26th in many countries associated with the British empire. It started as a day to give gifts to the household staff of Britain's upper classes but has morphed into a sort of shopping holiday of its own. In fact, its one of the most popular days to return Christmas gifts to the stores. When Christmas Day is over, the celebration continues on Boxing Day on December 26. The name was first used in 1833, but the exact origin has never been determined. Theories behind 'Boxing' Day include references to Christmas gifts, charity

drives, or a nautical tradition.

Christmas



Every year on December 25, we celebrate Christmas, a day for spending time with family, observing an important Christian holiday, partaking in lighthearted traditions, or just spreading some holiday cheer! Christmas has evolved over several millennia into a worldwide celebration that's both religious and secular and chock full of fun-filled, family activities. Traditionally, Christians claim Christmas as the day on which Jesus Christ, the Son of God, was born. The fact is that no one knows the exact time and place of Jesus' birth. December 25 is largely attributed to the first Christian historian, Sextus Julius Africanus, around 221 A.D.By the Middle Ages, Europeans created some of the Christmas customs we recognize today. In Strasbourg, apple-decorated fir trees appeared in homes. During the 17th and 18th centuries, people started to give gifts as symbolic of the Magi arriving in Bethlehem with offerings for the newborn baby Jesus. By the 19th century, fir wreaths laden with 24 candles representing the 24 days before Christmas were later reduced to a much safer four candles. Eventually, Christmas Day traditions spread beyond Europe to Latin and North America and other places around the world.

Source: nationaltoday.com



THE WORLD'S COOKBOOK LATKES

INGREDIENTS

1 1/2 pounds baking potatoes (3 to 4 potatoes) 1/2 medium yellow onion, peeled and quartered 1 large egg 2 tablespoons matzo meal or unseasoned dry breadcrumbs 1 teaspoon kosher salt 1/8 teaspoon freshly ground black pepper 1 cup canola oil or chicken schmaltz, or a combination of both Applesauce and sour cream, for serving



Step-by-Step Guide to Easy, Simple Classic Latkes

Prepare your setup. Heat the oven and prep a baking sheet with a wire cooling rack, so latkes can stay warm and crisp. Prepare a paper towel-lined baking pan ready to receive piping-hot latkes for draining.

Grate the potatoes and onions. Use the large shredding blade on your food processor to grate the potatoes and onions in seconds. A box grater works well too (it just requires some extra elbow grease).

Squeeze the potatoes and onion. To get crispy latkes, the potato and onion mixture needs to be dry. A tea towel absorbs the liquid and starch, while cheesecloth lets it pass right through. Tie the cheesecloth around the handle of a wooden spoon for extra leverage in squeezing.

Mix the potato starch, egg, matzo, salt, and pepper with the potatoes and onion. Use your fingers to evenly distribute all of the ingredients. The potato starch is slippery and wants to cling to itself. Be sure to work it into the potato mixture. Form latkes. Use a 1/4 cup measuring cup, a fish spatula, your

fingers, and a fork to form a flat, four-inch patty. Fry the latkes. Heat the oil (and schmaltz, if using) until latkes sizzle immediately upon entering the oil. Fry until each side is dark golden-brown.

Drain and serve. Remove hot, crisp latkes from the oil and drain on paper towels. Serve or keep warm in the oven

Recipe by: www.thekitchn.com

Celebrating Las Posadas with Galletas de Atole

Author: Vianney Rodriguez



Ingredients

1/2 cup butter 1 cup sugar 2 cup corn flour 1 egg 1 teaspoon vanilla extract 1 tablespoon ground cinnamon 1/2 cup milk 1 cup La Lechera dulce de leche

Instructions

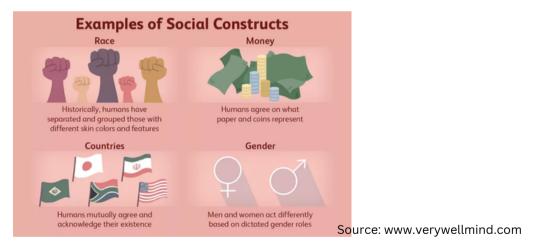
Pre-heat the oven to 350 degrees and line a baking sheet with parchment paper. Beat butter and sugar until light and fluffy, about 4 minutes. Add corn flour, egg, vanilla extract, cinnamon; mix well. Slowly add the milk mixing just until dough comes together. Shape the dough into 1 ¼ inch balls and place 3 inches apart on baking sheet. Flatten each cookie in a crisscross patter with a fork. Bake for 10-13 minutes or until bottom of cookie is light and golden brown. Remove the cookies from the oven, allow to cool on baking sheet for a few minutes, and then transfer to a rack to cool completely. Warm dulce de lehce in the microwave, drizzle cookies with warm dulce de lehce



Happy Holidays in ASL

Did you know?

Social constructs are often the things that divide us and challenge our sense of belonging. So why do humans create social constructs it is believed so that we can make sense of the objective world. We take what we see and experience and place them in categories. So if we did not agree would race, religion, gender, states, countries, money would they not exist, would we see them differently, would they matter.



Answers to crossword puzzle: Down: (1)Preamble, (3) Seventy eight (4) Paris (5) Magna Carta (8) 1945 (10) cousin Across: (2) Eleanor Roosevelt (6) United Nations (7)Thirty (9) six, (11) World War Two (12) Legal Obligation

UPCOMING EVENTS

Coffee Conversation: December 14 at 9:00 AM

Self Advocate Employment Group- December 14 at 4:00PM

January DEI Calendar 2023

January 1 – Emancipation Proclamation: President Lincoln declared all individuals held in slavery free on this day in 1863

January 4 – Louis Braille's birthday: he was a French educator who created a reading and writing system known as "braille" for the visually impaired

January 6 – Feast of the Epiphany: this Christian feast day celebrates the star leading the three wise men to baby Jesus closing the Christmas season

January 15 – Makar Sankranti: Hindu festival dedicated to the god of the sun, Surya

January 16 – Martin Luther King Jr. Day: celebrates one of the bestknown civil rights activists, MLK Jr.

January 22 – Lunar New Year: this festival marks the start of the new year in the lunar calendar used in East Asia, Southeast Asia and elsewhere

January 27 – International Day of Commemoration in Memory of Victims of the Holocaust: a United Nations holiday that remembers the approximately 6 million Jews murdered during World War II

January 29 – Birthday of Oprah Winfrey: the birthday of the "Queen of Media," a well-known talk show host and philanthropist. She is also North America's first black billionaire

Dear DDS Community, we are looking for contributions to the December newsletter. If you have a story to share, a recipe, interesting fact, or a photo, please feel free to send it to Cheryl.Ellis@ct.gov. Submissions are due by December 21st.