

»»» DIVERSITY, EQUITY, & INCLUSION «««

# BELONGING-GLOBAL JOURNEY

The beauty of inclusion.



## WELCOME

By Cheryl Ellis



Happy Fall/ Harvest everyone!!!. October is often known for its Halloween festivities, but it's also a month loaded with national and global holidays and celebrations. October starts the preparation of the Northern Hemisphere for the upcoming winter months. It is also the month in which we celebrate Global Diversity Awareness, National Disability Employment Awareness Month, and continue our celebration of Hispanic Heritage Month, to name just a few. Diversity is inevitable in our world, but inclusion is intentional. Be intentional, learn and embrace other's differences, similarities, and uniqueness.

Global Diversity Awareness Month; National Disability Employment Awareness Month; National Polish American Heritage Month; National Filipino American History Month; World Mental Health Day; Italian American Heritage Month; International Pronoun Day and more.



**IN THIS  
EDITION:**

# Global Diversity Awareness Month

ON BEHALF OF THE JOSSIE TORRES, SELF-ADVOCATE COORDINATOR



## ORIGINS OF GLOBAL DIVERSITY AWARENESS MONTH

WHILE THE NATIONAL ORIGINS OF GLOBAL DIVERSITY AWARENESS MONTH ARE DIFFICULT TO TRACE, MANY CREDIT THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, WHICH WAS ADOPTED BY THE UNITED NATIONS GENERAL ASSEMBLY AFTER WORLD WAR II. THE DECLARATION TOOK PLACE AT THE PALAIS DE CHAILLOT, IN PARIS AND REPRESENTS THE FIRST GLOBAL EXPRESSION OF RIGHTS TO WHICH ALL HUMAN BEINGS ARE INHERENTLY ENTITLED. THESE RIGHTS ACKNOWLEDGE THE IMPORTANCE OF REMEMBERING AND UNDERSTANDING THE VALUE OF EACH HUMAN BEING REGARDLESS OF NATIONALITY, COLOR, RACE, SEX, GENDER, COUNTRY OF ORIGIN, LANGUAGE, OR OTHERWISE. (SOURCE: [WWW.OURLITTLEROSES.ORG](http://WWW.OURLITTLEROSES.ORG))

## VIDEO ENJOY THE MESSAGE OF GLOBAL DIVERSITY



[Click here for more information](#)

**“OBSERVED EACH OCTOBER, NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM) CELEBRATES THE CONTRIBUTIONS OF AMERICA’S WORKERS WITH DISABILITIES PAST AND PRESENT AND SHOWCASES SUPPORTIVE, INCLUSIVE EMPLOYMENT POLICIES AND PRACTICES THAT BENEFIT EMPLOYERS AND EMPLOYEES. (SOURCE: FROM THE U.S. DEPARTMENT OF LABOR, OFFICE OF DISABILITY EMPLOYMENT POLICY (ODEP))**



**ON BEHALF OF TREVER MEDEIROS ROGERS, EDUCATION SERVICES SPECIALIST**

**THE NATIONAL CORE INDICATORS-INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (NCI-IDD) 2021-22 NATIONAL IN-PERSON SURVEY REPORT IS NOW AVAILABLE.**

**ACROSS THE 48 PARTICIPATING STATES, CONNECTICUT RANKED 2ND IN THE PERCENTAGE OF INDIVIDUALS WITH IDD ENGAGING IN COMPETITIVE EMPLOYMENT. CONNECTICUT WAS A LEADER ACROSS ALL EMPLOYMENT DATA FOR INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES, RANKING “ABOVE AVERAGE” IN ALMOST ALL EMPLOYMENT CATEGORIES. BELOW IS A BRIEF SUMMARY OF SOME OF CONNECTICUT’S ACCOMPLISHMENTS:**

**Living the Mission!**

Mission of the Department of Developmental Services is to partner with the individuals we support and their families, to support lifelong planning and to join with others to create and promote meaningful opportunities for individuals to fully participate as valued members of their communities.

The infographic includes a word cloud with terms such as: family, valued, pursue, relationships, passions, contributions, safe, choices, financial, security, services, supported, volunteers, talents, developmental, friends, personal, strengths, voters, individuals, life, rights, advocates, dignity, informed, personal, responsibility, work, learn, enjoy, and community.

Has a paid community job: CT Ranked 2nd	Average number of biweekly hours by type of community job CT Ranked 3rd	Average hourly wages by type of community job CT Ranked 3rd	Use of Assistive Technology in employment CT Ranked 3rd	Has community employment as a goal in their service plan CT Ranked 4th
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# **ACTIVITIES TO RECOGNIZE NDEAM & IMPORTANCE OF DEI**

**\* REVIEW COMPANY POLICIES - NDEAM PRESENTS AN OPPORTUNE TIME TO REVIEW COMPANY POLICIES TO ENSURE THEY CONVEY A COMMITMENT TO WORKPLACE CULTURE INCLUSIVE OF PEOPLE WITH DISABILITIES. FOR ASSISTANCE IN DOING SO, ACCESS INCLUSION@WORK: A FRAMEWORK FOR BUILDING A DISABILITY-INCLUSIVE ORGANIZATION (SEE IN PARTICULAR THE FIRST SECTION, "LEAD THE WAY: INCLUSIVE BUSINESS CULTURE" ). [Access here](#)**

**\* SHARE INFORMATION ABOUT DISABILITY HISTORY - FOR AN OVERVIEW OF MAJOR MILESTONES IN DISABILITY HISTORY AND RESOURCES FOR EDUCATORS TO ENHANCE AWARENESS OF IT,**

**SEE DISABILITY HISTORY: AN IMPORTANT PART OF AMERICA'S HERITAGE BY CLICKING HERE**

**PROACTIVELY RECRUIT PEOPLE WITH DISABILITIES**

**TAKE ADVANTAGE OF THE JOB ACCOMMODATION NETWORK (JAN)**

**MORE TO COME FROM EMPLOYMENT AND DAY SERVICES UNIT DURING NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH. KEEP YOUR EYES OPEN FOR FUTURE EMAILS.**



**EMPLOYMENT BY DELORES WILLIAMS**

**IT IS IMPORTANT FOR PEOPLE WITH DISABILITIES TO HAVE EMPLOYMENT, BUT IT IS ALSO DIFFICULT TO FIND EMPLOYMENT AND KEEP EMPLOYMENT. THE BARRIERS TO FINDING A JOB SOMETIMES IS NEEDING HELP WITH THE APPLICATIONS AND GETTING THE INTERVIEW. IF YOU DO GET EMPLOYED, YOU HAVE TO DO BACKGROUND CHECKS, THE PAY RATE, HOURS, TRANSPORTATION NEEDED FROM STAFF, AND THE TYPE OF JOB IT IS MAY NOT WORK FOR YOU. YOU HAVE TO BALANCE IT IF YOU ARE ALSO DOING OTHER THINGS LIKE YOU ARE IN SCHOOL. SOME JOBS YOU NEED CERTIFICATIONS AND IF YOU DON'T HAVE IT YOU CANNOT GET THE POSITION. WE NEED JOBS BECAUSE WE STILL HAVE BILLS TO PAY, NEED TO FEED OURSELVES, AND IT FEELS GOOD TO HAVE A JOB.**



# NATIONAL POLISH HERITAGE MONTH

**POLISH AMERICAN HERITAGE CELEBRATED IN OCTOBER MONTH SINCE 1981, IS INTENDED TO BE A NATIONAL CELEBRATION OF POLISH HISTORY, CULTURE, AND PRIDE. DURING AMERICAN HISTORY AND CULTURE, POLISH PEOPLE HAD PLAYED AN IMPORTANT ROLE SINCE 1608, WHEN THE FIRST POLISH SETTLERS ARRIVED AT JAMESTOWN, VA. TWO EARLY IMMIGRANTS, CASIMIR PULASKI AND TADEUSZ KOŚCIUSZKO, LED ARMIES IN THE REVOLUTIONARY WAR AND ARE REMEMBERED AS NATIONAL HEROES (SOURCE: EISENHOWERLIBRARY.ORG)**



**POLISH AMERICANS HAVE BEEN DEFINED AS THOSE AMERICANS WHO HAVE TOTAL OR PARTIAL POLISH ANCESTRY. THERE ARE AN ESTIMATED 9.5 MILLION POLISH AMERICANS, REPRESENTING ABOUT 3% OF THE U.S. POPULATION. POLISH AMERICANS ARE THE LARGEST SLAVIC ETHNIC GROUP IN THE UNITED STATES, SECOND LARGEST CENTRAL EUROPEAN GROUP AND THE EIGHTH LARGEST IMMIGRANT GROUP OVERALL. (SOURCE: EISENHOWERLIBRARY.ORG)**



**IN THE LATE 19TH CENTURY, POLISH IMMIGRANTS STARTED ARRIVING IN NEW BRITAIN IN LARGE NUMBERS TO BEGIN NEW LIVES WORKING IN THE CITY'S MANY FACTORIES. BY 1930, ONE-QUARTER OF THE CITY'S POPULATION WAS OF POLISH ANCESTRY. THE MAJORITY SETTLED IN AND AROUND THE BROAD STREET AREA, NEAR SACRED HEART CHURCH AND CREATED A STRONG CULTURAL, SOCIAL, AND RELIGIOUS COMMUNITY. THIS SECTION OF BROAD STREET BECAME KNOWN AS "LITTLE POLAND." (SOURCE:CONNECTICUTHISTORY.ORG)**



PHOTO: POLISH CLUB OF NAUGATUCK

**ACCORDING TO ZIPATLAS.COM QUINEBAUG HAS THE HIGHEST PERCENTAGE OF POLISH AMERICANS IN CT (31.53%).**

# Filipino Heritage Month



**FILIPINO AMERICAN HISTORY MONTH IS CELEBRATED ANNUALLY IN OCTOBER, COMMEMORATING THE ARRIVAL OF THE FIRST FILIPINOS IN MODERN-DAY MORRO BAY, CALIFORNIA ON OCTOBER 18, 1587.**

## **5 FACTS ABOUT FILIPINO-AMERICANS THAT YOU DON'T KNOW**

- **THE SECOND-LARGEST ASIAN-AMERICAN POPULATION IN THE U.S.**
- **OUT OF 50 STATES, FILIPINO-AMERICANS ARE THE LARGEST GROUP IN 11 OF THEM.**
- **FILIPINOS WERE THE FIRST DOCUMENTED ASIAN PEOPLE TO ARRIVE IN THE UNITED STATES.**
- **MANY HOLLYWOOD CELEBRITIES ARE FILIPINO-AMERICANS, INCLUDING NICOLE SCHERZINGER AND VANESSA HUDGENS.**
- **A QUARTER OF A MILLION FILIPINO-AMERICANS ARE VETERANS OF WORLD WAR II.**

**(SOURCE: NATIONALTODAY.COM)**



# Mental Health DAY

**ON BEHALF OF NATASHA COLE, SELF-ADVOCATE COORDINATOR**

**What does World Mental Health Day do?**

World Mental Health Day is marked every year on October 10 to raise awareness about mental health around the world and to mobilize efforts to support those experiencing mental health issues.



**Mental Health Is a Universal Human Right**

The World Health Organization recognizes World Mental Health Day on 10 October each year. The theme of 2023's World Mental Health Day, set by the World Federation for Mental Health, was 'Mental health is a universal human right'.



*Italian  
American*  
HERITAGE MONTH



**THIS OCTOBER, MARKS ITALIAN-AMERICAN HERITAGE MONTH, RECOGNIZING THE CONTRIBUTIONS AND ACHIEVEMENTS OF ITALIAN-AMERICANS. OVER 26 MILLION AMERICANS OF ITALIAN DESCENT CURRENTLY RESIDE IN THE U.S. — MAKING THEM AMERICA’S SEVENTH LARGEST ETHNIC GROUP. (SOURCE: NATIONALTODAY.COM)**

**THE STATE OF NEW YORK HAS THE LARGEST POPULATION OF ITALIAN AMERICANS, AT 3.1 MILLION PEOPLE. THE MAJORITY OF ITALIAN AMERICANS IN NEW YORK CITY ORIGINATED FROM SOUTHERN PARTS OF ITALY.**



**[CLICK HERE FOR MORE INFORMATION ABOUT ITALIAN HERITAGE IN CT](#)**

**THE STORY OF CONNECTICUT'S ITALIANS**  
**TOP 5 CITIES IN CT WITH THE HIGHEST ITALIAN POPULATION**

- #1  
NORTH HAVEN  
39.73%**
- #2  
SAYBROOK MANOR  
36.57%**
- #3  
SUFFIELD DEPOT  
35.71%**
- #4  
EAST HAVEN  
35.49%**
- #5  
PEMBERWICK  
33.68%**



INTERNATIONAL  
**Pronoun Day**

**ON BEHALF OF KAI BERZINSKAS-WILLARD, PLEASE SEE AND LEARN MORE ABOUT PRONOUNS FOR PRONOUNS DAY ON OCTOBER 18TH:**

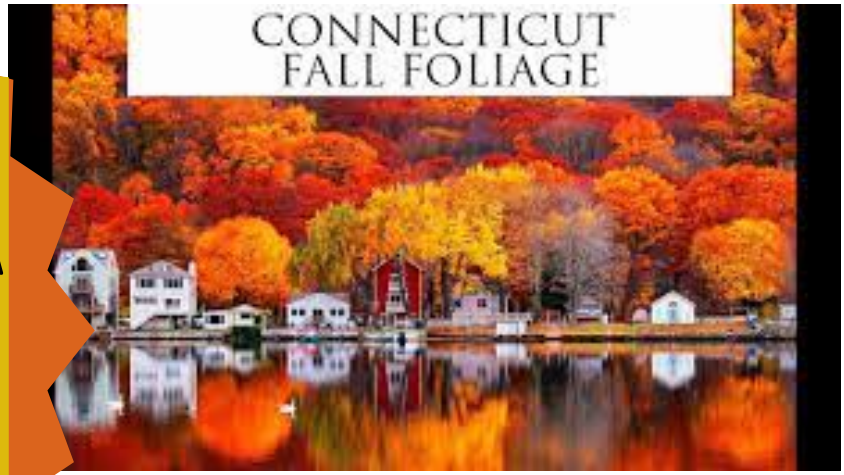
**WORDS ARE POWERFUL LANGUAGE TOOLS THAT HELP US CONVEY MEANING AND CONNECT. WE USE WORDS TO COMMUNICATE, CHARACTERIZE, AND DESCRIBE EVERYTHING AROUND US.**

**FOR MORE INFORMATION ABOUT PRONOUNS PLEASE CLICK THE LINK BELOW**

**[CLICK HERE](#)**



*More*  
**CELEBRATING**



**ON BEHALF OF THE JEREMY POWELL, SELF-ADVOCATE COORDINATOR:**

**OCTOBER 6- NATIONAL PLUS SIZE APPRECIATION DAY: U.S. NATIONAL PLUS SIZE APPRECIATION DAY SERVES AS A GREAT OPPORTUNITY TO REMIND OURSELVES THAT WHEN IT COMES TO BEAUTY, ONE SIZE DOESN'T FIT ALL.**



**OCTOBER 6- GERMAN AMERICAN DAY**

**OCTOBER 10- INTERNATIONAL DAY OF NON-VIOLENCE**

**CLICK ON THE LINK TO LEARN MORE INFORMATION**

**OCTOBER 10 – INDIGENOUS PEOPLE’S DAY: THIS DAY HONORS THE INDIGENOUS PEOPLE OF NORTH AMERICA; THE HOLIDAY IS ALSO CALLED COLUMBUS DAY.**

**OCTOBER 17 – SPIRIT DAY: THIS DAY IS AIMED SPECIFICALLY AT LGBTQ YOUTH AND WHAT THEIR COMMUNITY CAN DO TO SUPPORT THEM. YOU CAN PARTICIPATE IN THIS DAY BY WEARING PURPLE AND SPEAKING OUT AGAINST BULLYING**

**OCTOBER 30-WHITE CANE SAFETY DAY**





**CONSIDER USING LANGUAGE THAT PUTS PERSONHOOD FIRST AND EMPHASIZES HUMANITY.**

## **GLOBAL MAJORITY:**

**KNOWN AS PEOPLE OF THE GLOBAL MAJORITY (PGM), A COLLECTIVE TERM THAT RECOGNIZES AFRICAN, ASIAN, LATIN AMERICAN, AND ARAB COMPRISE THE VAST MAJORITY (AROUND 80 PERCENT) OF PEOPLE IN THE WORLD. (MAHARAJ & CAMPBELL-STEPHENS, 2021).**

## **HUMAN RIGHTS**

**RIGHTS TO WHICH ALL HUMAN BEINGS ARE INHERENTLY ENTITLED. IN RESPONSE TO WIDESPREAD, HORRIFIC VIOLATIONS OF HUMAN RIGHTS IN THE FIRST HALF OF THE 20TH CENTURY, THE INTERNATIONAL COMMUNITY ESTABLISHED THE UNIVERSAL DECLARATION OF HUMAN RIGHTS (1948) AND INTERNATIONAL HUMAN RIGHTS LAWS THAT LAY DOWN THE OBLIGATIONS OF GOVERNMENTS TO RESPECT, PROTECT, AND FULFILL HUMAN RIGHTS (APA, 2015B). HUMAN RIGHTS ARE DEFINED BY THE UNITED NATIONS AS “UNIVERSAL LEGAL RIGHTS THAT PROTECT INDIVIDUALS AND GROUPS FROM THOSE BEHAVIORS THAT INTERFERE WITH FREEDOM AND HUMAN DIGNITY” (APA, 2021B). SOURCE:WWW.APA.ORG**



**FILIP (2023) – POLISH WAR MOVIE SET DURING WW2 ABOUT A POLISH FOOD SERVER AT A LUXURY GERMAN HOTEL**



**KEYS TO THE HEART (2023) NETFLIX ORIGINAL – FILIPINO MUSIC DRAMA ABOUT A BOXER REUNITING WITH HIS LONG-LOST MOTHER.**

**A DEADLY INVITATION (2023) NETFLIX ORIGINAL – MEXICAN SPANISH-LANGUAGE COMEDY BASED ON A BOOK. A TRUE CRIME ENTHUSIAST IS ENSNARED IN HER HIGH-SOCIETY SISTER’S MURDER. WITH A VILLA FULL OF POSH SUSPECTS, IT’S UP TO HER TO FIND THE CULPRIT.**

# THE WORLD'S COOKBOOK

ON BEHALF OF THE SACS IN THE WEST REGION, PLEASE SEE THE LINK BELOW FOR RECIPES:



**10 EASY FILIPINO RECIPES**  
[LINK TO RECIPES](#)

**POLISH CABBAGE ROLLS**  
[LINK TO RECIPES](#)



*OCTOBER 1ST IS NATIONAL HOMEMADE COOKIES DAY. MOST PEOPLE CONSUME 19,000 COOKIES IN THEIR LIFETIME. TAKE A MOMENT TO MAKE ITALIAN WEDDING COOKIES (MY FAVORITE- I DONT BAKE THEM BUT I DEFINATELY EAT THEM) CONTRIBUTION BY CHERYL ELLIS. RECIPE BY LILLUNA.COM*

## **HOW TO MAKE ITALIAN COOKIES**

**COOKIE DOUGH. WHISK TOGETHER EGGS, OIL, SUGAR, AND EXTRACT IN A MIXING BOWL. STIR IN FLOUR, BAKING POWDER, AND SALT.**

**CHILL. ROLL DOUGH BY TABLESPOONFULS INTO BALLS. CHILL BALLS OF DOUGH FOR AT LEAST AN HOUR, OR FREEZE FOR 15-20 MINUTES. PLACE COLD DOUGH BALLS ON COOKIE SHEETS LINED WITH PARCHMENT PAPER.**

**BAKE. BAKE IN THE OVEN AT 350°F FOR ABOUT 9 MINUTES, OR TILL THE TOPS ARE SET. BOTTOMS WILL BE LIGHTLY BROWNED, BUT TOPS SHOULD STILL BE WHITE. REMOVE COOKIES TO COOLING RACKS AND COOL COMPLETELY.**

**GLAZE. COMBINE ALL INGREDIENTS IN A SMALL BOWL AND WHISK TILL SMOOTH, ADDING ENOUGH WARM CREAM TO GET A THIN BUT CREAMY CONSISTENCY.**

**DIP THE TOPS OF THE COOKIES IN THE GLAZE, THEN TOP WITH SPRINKLES.**



# DDS HAPPENINGS

**Oct. 2 West Region DEI Committee Meeting @ 1 PM**

Contact Lisa Fioravanti or Ashley Barr or Rhonda David-Copeland

**Oct. 11 - Coffee Conversation @ 9 AM - Bullying**

[Click here to join the meeting](#)

Meeting ID: 255 821 985 688

Passcode: agfMf5

**Oct. 11- South Region Cultural Committee Meeting @ 10 AM**

Contact Karin Frodel for more details

**Oct. 18 - North Region Cultural Competency Committee @**

**1 PM** - Contact Reginald Robinson or Serginho Walker for more information

**Oct. 19 - Monthly Statewide Diversity Committee Meeting @ 3 PM**

[Click here to join the meeting](#)

Meeting ID: 224 819 464 051

Passcode: bRhHGU