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DEI Newsletter Attachments:

You can view and comment on "SupportLinc\_TipSheet\_UnderstandingDEI.pdf" at:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:21d4d6dd-1ed3-4afa-a074-865d2b383bb4>

You can view and comment on "SupportLinc\_TipSheet\_EmbracingInclusion.pdf" at:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:a8f5abd0-115d-42e1-a3e5-76db56eb5c16>

You can view and comment on "SupportLinc\_Black history month\_flyer.pdf" at:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:29c166f6-3173-4b8e-9c0d-696301d00419> You

can view and comment on "SupportLinc\_TipSheet\_UnderstandingAndDealingWithRacialTrauma.pdf" at:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:320c6644-ec01-4dde-b66a-a2defaca6aaa>

Celebrating Black History Month



**DIVERSITY & INCLUSION**  
Knowledge • Mindfulness • Behavior

# DEI Newsletter

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## Volume 10 — February 2023

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**Publisher:** Angela Gurule

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## Events & Updates

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### Black History Month Special Presentation:


- A special thanks to Nick Kelly (MS, RD, LD) for his moving, enlightening, and transformative DEI presentation celebrating Black History Month. Nick traveled from his home in Cleveland, Ohio to share his experiences navigating the medical world as a Black provider and patient living with Cystic Fibrosis. We would like to acknowledge and thank speaker series sponsors, Elizabeth A. Harris and Deborah Jensen for making this presentation possible. If you were unable to attend this remarkable presentation, you can find the [recorded version here](#):



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### Diversity, Equity and Inclusion: Special Presentation


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**Nick Kelly, MS, RD, LD**

Passionate, energetic, knowledgeable, and compassionate, are a few words to describe Nicholas's approach to life. His story began at 3 months old when his mother diagnosed him with cystic fibrosis. Growing up, Nick strove for normalcy, valuing himself as a person, meant to stand out. Nick thrived despite his disease; obtaining a Bachelor's and Master's degree from Bowling Green State University, and becoming a Registered Dietitian.

If you missed this presentation you can view it at this [link](#)



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**Looking for recordings of Previous DEI Lectures?**

[Click Here!](#)

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## Monthly Holidays & Recognitions

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## 2023 Notable Dates (past, present, near future):

- January 16 – Martin Luther King Day
- January 22 – Chinese New Year- Lunar New Year
- January 27 – Holocaust Remembrance Day
- February 2 – Groundhog Day
- February 3 – National Women Physician Day
- February 4 – World Cancer Day
- February 5-6 – Tu BiShvat
- February 11 – International Day of Women and Girls in Science
- February 14 – Valentine’s Day
- February 17-18 – Lailat al Ma’raj
- February 17 – Random Acts of Kindness Day
- February 20 – President’s Day
- February 21 – International Mother Language Day
- February 22 – Ash Wednesday
- February 24 – Flag Day (Mexico)
- March 1 – Start of Women’s History Month
- March 1 – Self-Injury Awareness Day
- March 3 – World Hearing Day
- March 3 – Employee Appreciation Day
- March 6 –Taanit Ester
- March 6 -7 – Lailat al Bara’at
- March 6-7 – Purim
- March 7-8 – Shushan Purim
- March 12 – Daylight Savings Begins
- March 14 – Pi Day
- March 17 – St. Patrick’s Day
- March 21 – International Day for the Elimination of Racial Discrimination
- March 22 – Ramadan (Begins)

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## February Spotlight: The History of Black History Month

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*By Tessa O’Connell*

*“Black History Month is an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history. Also known as African American History Month, the event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history” (History.com, 2023).*

Black History Month actually looked quite different in its conception than as we know and celebrate it now. In 1916, Dr. [Carter G. Woodson](#) and [Jesse E. Moorland](#) created the Study of African American Life and History, or ASALH – a

group dedicated to honoring the achievements and contributions of Black and African Americans. After a decade of this great work, the ASALH wanted to host an entire dedicated week to their cause, and thus first sponsored Black History week during the second week of February in 1926. The ASALH chose this week intentionally as it coincided with both [Frederick Douglass](#) and [Abraham Lincoln's](#) birthdays.

Black History Week steadily gained momentum over the years as cities across the nation began recognizing the significance of the week. However, it wasn't until the late 1960s, due in large part to the [Civil Rights Movement](#), that the week-long celebration became the month-long commemoration it is today. Finally, in 1976, President Gerald Ford officially recognized and endorsed the month of awareness. He stated,

*"In the Bicentennial year of our Independence, we can review with admiration the impressive contributions of Black Americans to our national life and culture.*

*One hundred years ago, to help highlight these achievements, Dr. Carter G. Woodson founded the Association for the Study of Afro-American Life and History. We are grateful to him today for his initiative, and we are richer for the work of his organization.*

*Freedom and the recognition of individual rights are what our Revolution was all about. They were ideals that inspired our fight for Independence: ideals that we have been striving to live up to ever since. Yet it took many years before ideals became a reality for black citizens.*

*The last quarter-century has finally witnessed significant strides in the full integration of black people into every area of national life. In celebrating Black History Month, we can take satisfaction from this recent progress in the realization of the ideals envisioned by our Founding Fathers. But, even more than this, we can seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history.*

*I urge my fellow citizens to join me in tribute to Black History Month and the message of courage and perseverance it brings to all of us."*

*-Gerald R. Ford, February 10<sup>th</sup>, 1976*

Finally, in 1986, congress officially recognized February as Black History Month. Today, Black History Month is a time to honor the contributions and legacy of African Americans across U.S. history and society—from activists and civil rights pioneers such as [Harriet Tubman](#), [Sojourner Truth](#), [Marcus Garvey](#), [Scott Joplin](#), [Martin Luther King Jr.](#), [Malcolm X](#) and [Rosa Parks](#) to leaders in industry, politics, science, culture and more.

**A Note from Nick Baldwin (National Jewish Health EAP provider):**

*While learning about and celebrating African American culture is important year-round, Black History Month in February is an excellent time to promote diversity, equity and inclusion (DEI).*

*African Americans continue to face discrimination that can lead to various mental health concerns, yet access to mental health care for these individuals has often been limited. Your [SupportLinc](#) program offers mental health care tailored to each individual's unique experiences. Licensed clinicians and various online resources are available 24/7/365 to*

address issues related to race, DEI and many other mental health topics. For more information, visit your program's web portal.

\*\*\*Please find four resources courtesy of [SupportLine](#) attached to this email\*\*\*

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## Black Influences Today Shaping Tomorrow

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Every year, February gives us the opportunity to celebrate, reflect upon, and recognize the countless contributions and achievements of Black and African Americans. In honor of that spirit, we wanted to take a moment to recognize Black and African Americans who are also shaping the future.

[Kamala Harris](#) - The first Black, first South Asian American, and the first woman Vice President

[Dr. Kizzmekia S. Corbett](#) - Lead scientist on the Moderna Covid-19 vaccine team

[Victor J. Glover](#) - First Black astronaut to live and work for an extended stay on the International Space Station

[Sydney Barber](#) - First Black female brigade commander, U.S. Naval Academy

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## Educational Resources

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### **Suggested Readings by Black American Authors:**

- *The Memory Librarian* by Janelle Monae (fiction)
- *Woke Racism* by John McWhorter (non-fiction)
- *The Freedom Race* by Lucina Roy (fiction)
- *Reclaiming Our Space* by Feminista Jones
- *What the Eyes Don't See* by Dr. Mona Hanna-Attish
  - *NOTE: Although this book was written by a woman of color, she is not a Black American woman. However we included this book because it tells the story of the Flint Michigan Water Crisis that tore through a Black Community, and how the community worked with Dr. Hanna-Attish to affect real, substantial, DEI change. This is a great book to read if you are wondering how to create systemic change in your community!*

**OR... check out the great selection of DEI literature National Jewish Health has to offer at the Gerald Tucker Memorial Medical Library! You can find more information about the library at <http://bit.ly/njdiversity>.**

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## Did you know...?

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Every Black History Month since 1976 has been endorsed by the president of the United States. Each year, the president also assigns a theme. The 2023 Black History Month Theme is “Black Resistance.” This theme explores how, “African Americans have resisted historic and ongoing oppression, in all forms, especially the racial terrorism of lynching, racial pogroms and police killings,” since the nation's earliest days” (History.com, 2023). To learn more about “Black Resistance,” please visit <https://asalh.org/black-history-themes/>.

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## DEI Acknowledgement

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*In the DEI & Leadership Department, we acknowledge that:*

*-No one has all the answers (especially us)*

*-In difference, there is strength*

*-DEI work is never done*

*-DEI is ever-evolving and changing, and as a result, so is our relationship with it*

*-We are all learners in DEI and must learn from one another*

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## Getting Involved

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### **COMING SOON- DEI Culture Survey**

In the coming weeks, we will email a DEI culture and climate survey to all National Jewish staff and faculty through Culture Amp. We acknowledge that surveys are never fun and everyone at National Jewish works exceptionally hard, but this is the very first National Jewish Health DEI Culture Survey. We humbly ask that when this survey does go out, you please take 10 minutes out of your day to complete the survey. Your help with this will make it possible to create a culture of even greater inclusivity and equity. We cannot address those gaps we do not see and every voice matters!

We constantly strive towards positive DEI change and never intend to harm or insult purposefully. However, due to the systemic nature of racism and oppression, sometimes we are unaware of when our biases get in the way of DEI work. Therefore, it is vital for us to know when we do accidentally engage in macro or microaggressions. So, please email [oconnell@njhealth.org](mailto:connell@njhealth.org) to let us know when our unconscious biases get in the way of this good work, or if you have any other ideas, suggestions, questions, or issues. We are working on a survey to submit feedback, so this can be done anonymously.

Stay Tuned!

*Thank you!*  
*Teresa O'Connell*  
*Director of DEI and Leadership Development*

