

# Diversity, Equity, and Inclusion Newsletter

September 2023 | Volume 05

## HERITAGE

Our heritage is handed down from the past to us. It is a tradition to help us find value in our present and pass that on to our future generations. Heritage is made up of many things. Some are tangible like buildings and artifacts. Others are found in nature such as landscapes and wildlife. Then there are the intangible things like traditions, customs, folklore, and dance. Each of these areas develop our unique selves and how we communicate and express ourselves to the world around us.

It's important to remember each member of our community has a heritage that is special to them, and many times the heritage of underrepresented groups hasn't been recognized or celebrated throughout history. This is why we take time to acknowledge those cultures and heritages that have too often been misrepresented or even forgotten.



[Click here](#) for an article highlighting ways to teach children about their heritage. Remember, we can all use the tips given to learn and deepen our understanding of our own heritage and the heritage of others.

## CREATING AN INCLUSIVE SEPTEMBER

### **Labor Day September 4th**

Celebrate today by spending time relaxing and doing something you love! Thank you for being an amazing part of this team!

### **Patriot Day September 11th**

Take a moment today in remembrance of those who lost their lives in 2001. There are in person and virtual memorials to view as well. Spread love and kindness.

### **Grandparents Day September 10th**

Spend today listening to and learning about stories from your grandparents. If you no longer have your grandparents, take a moment to write down your favorite memory of them.

### **Love People Day September 30th**

Today is the day to lift others up through the profound power of unconditional love. Volunteer, share, and give to support people in your community with love and kindness.

## PROSPERITY, POWER, PROGRESS

Hispanic Heritage Month begins September 15th and goes through October 15th to coincide with the independence anniversaries of El Salvador, Guatemala, Costa Rica, Nicaragua, and Honduras. These dates include the independence days for Mexico and Chile on the 16th and 18th, respectively. We ask that our team members use this moment to appreciate the diversity in our team and community!

### COMMUNITY EVENTS

For more information and links to these events check out the DEI Calendar! There are many events celebrating a variety of communities coming up!

**C'Ville Sabroso** - September 16th - 2pm-9pm  
Washington Park, Charlottesville

**Culpeper Fiesta** - September 22nd - 6pm-10pm  
Downtown Culpeper

**Tracey Kyle Book Reading** - October 15th  
2pm-3pm Barnes & Noble Charlottesville

**Hispanic Film Festival** - September 20th-24th  
JMU Court Square Theater

**Virginia Fiesta!** - September 30th - 9:30am-5pm  
Science Museum of Virginia, Richmond

### COMMUNITY INVOLVEMENT

If you are looking for ways to get involved in your local community, here are just a couple places to start! Both of these non-profits are available throughout our service areas!



## INCLUSIVE HEALTHCARE

In our ongoing mission to provide the best care and support for every individual in our communities, it's important to recognize that many racial and ethnic minority groups continue to have higher rates of illness and death than the US population as a whole. A few examples that disproportionately affect Hispanic and LatinX communities are:

- Hispanics/Latinos are about 50% more likely to die from diabetes or liver disease than non-Hispanic whites.
- Compared to non-Hispanic whites, Hispanics are 22% less likely to have controlled high blood pressure.
- The proportion of Hispanic adults with obesity is about 20% higher than non-Hispanic whites.
- Hispanics/Latinos are almost 3 times as likely to be uninsured as non-Hispanic whites.

The following links provide information to learn about the resources available to us while working in our communities to promote and inspire healthcare for everyone.

## SEPTEMBER LUNCH & LEARN



### Zoom Link for September 6th at 12pm!

Join Heather Tebbenhoff and Catherine McCall of Literacy Volunteers of Charlottesville/Albemarle to learn how they train and empower volunteers to tutor adult learners. They will discuss the need for adult education services within Central Virginia, how LVCA serves adult learners (especially English language learners), and their growing mission of aiding refugees and immigrants to become U.S. citizens.

Email Samantha at [kbx4dh@virginia.edu](mailto:kbx4dh@virginia.edu) for the invitation or use the link provided.

## DEI POP CULTURE CLUB RECOMMENDS

Pop Culture Club is a gnarly break in your day once a month to discuss what we are vegging out to. Are you watching, reading, listening to, or anything totally radical that incorporates an inclusive message? Then be fetch and join us for the next meeting in September! Give Samantha a buzz at [kbx4dh@virginia.edu](mailto:kbx4dh@virginia.edu) for the invite! Catch you on the flip side!







Child Mind  
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## BACK TO SCHOOL

# Supporting Our Neurodiverse Students

### What is neurodiversity?

[CLICK HERE](#)

Neurodiversity was coined in the 1990s to fight stigma against people with autism, as well as ADHD and learning disorders like dyslexia. This has grown into a movement to support people who are neurodivergent — outside of the mainstream in the way their brains work — and to focus on developing their strengths and talents.

### Tips for Kids Who are Struggling

[CLICK HERE](#)

The first day of a new school year always feels like a new start. New school supplies, new classes, new teachers, new hopes and — for many kids — new struggles. Educate your child about their learning difference. Understanding how it affects them will make it easier prepare for problems before they come up.

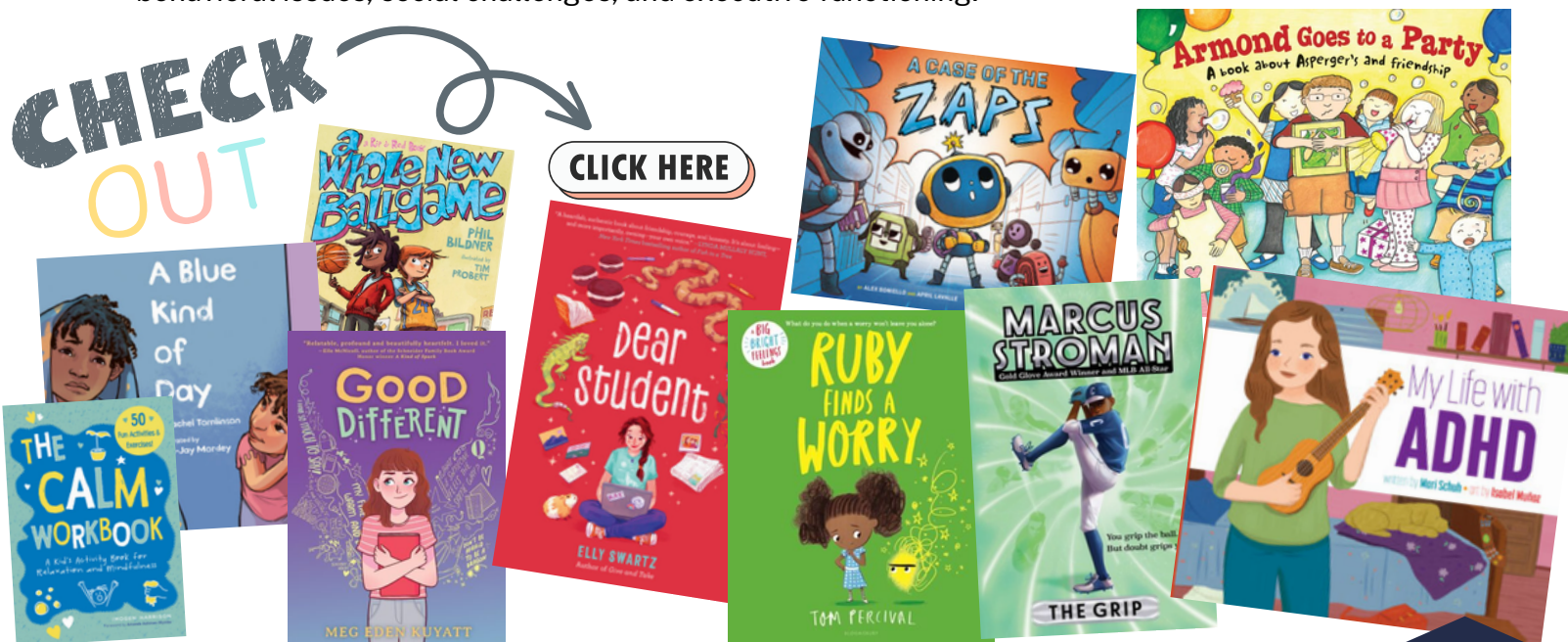
### How Schools Can Support

[CLICK HERE](#)

While neurodivergent students may possess unique strengths, such as exceptional memorization skills or hyper-focus abilities, they often require additional support from teachers, counselors, administrators, and support staff in the school to excel academically and socially. Three fundamental areas where neurodivergent students tend to need help are behavioral issues, social challenges, and executive functioning.

CHECK  
OUT

[CLICK HERE](#)



## TEAM MEMBER SHOUT OUT!

We love seeing our team members giving back to the community!

Way to go **Darlene Brown** for a successful Back to School drive for kids and families in Culpeper!



Are you or someone on your team making a difference in your community?  
Let Samantha know by emailing information and pictures to [kbx4dh@virginia.edu](mailto:kbx4dh@virginia.edu).

## CELEBRATING WOMEN IN MEDICINE AND SCIENCE!



September is a time set aside to recognize and celebrate the amazing women in medicine and science! At UPG, we want to take a moment to recognize all of the amazing women in our organization who devote their lives to caring for our communities.

During this month, we would love to hear a special story, memory, or shout out to an amazing woman, or women, whose impact you have witnessed. Send any photos or stories to Samantha Strong at [kbx4dh@virginia.edu](mailto:kbx4dh@virginia.edu).

And, THANK YOU to our UPG Women in Medicine!