

Spark

DEI NEWSLETTER

HIGHLIGHTING DIVERSITY, INCLUSIVE OF ALL VOICES

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Native American SPOTLIGHT

U.S. SECRETARY OF
THE INTERIOR
Secretary Deb Haaland

- First Native American to serve as a cabinet secretary.
- She is a member of the Pueblo of Laguna and a 35th generation New Mexican.
- At the age of 28, Haaland enrolled at the University of New Mexico (UNM) where she earned a Bachelor's degree in English and later earned her J.D. from UNM Law School.
- She ran for New Mexico Lieutenant Governor in 2014.
- She was first Native American woman to be elected to lead a State Party
- She is one of the first Native American women to serve in Congress.
- In Congress, she focused on environmental justice, climate change, missing and murdered indigenous women, and family-friendly policies.



KERRI GALE'S EASY VEGGIE CASSEROLE

- 1 PACKAGE (BAG) FROZEN CALIFORNIA BLEND VEGGIES
- 1 CAN CREAM OF MUSHROOM SOUP
- 1 BAG OF VELVEETA SHREDDED CHEESE
- 1 SLEEVE OF RITZ CRACKERS
- 1 STICK OF BUTTER

1. PUT FROZEN VEGETABLE IN A GREASED 9X13 OR SMALLER PAN
2. SALT AND PEPPER VEGGIES
3. SPREAD CAN OF CREAM OF MUSHROOM SOUP OVER THE TOP OF VEGGIES
4. SPRINKLE 1 BAG OF CHEESE OVER THE TOP OF THE CHEESE
5. CRUSH RITZ CRACKERS AND SPREAD OVER THE TOP OF THE CRACKERS
6. MELT THE STICK OF BUTTER AND DRIZZLE OVER THE TOP OF THE CRACKERS
7. PLACE IN A COLD OVEN – SET TEMP TO 350 DEGREES AND BAKE FOR 1 HOUR AND 20 MINS

**THANKSGIVING DAY IS AN ANNUAL NATIONAL HOLIDAY
IN THE UNITED STATES AND CANADA
CELEBRATING THE HARVEST AND OTHER BLESSINGS OF
THE PAST YEAR.**



IMPRESS YOUR GUESTS WITH THANKSGIVING FACTS & TRIVIA

- ~THE LARGEST TURKEY ON RECORD WEIGHED 86 POUNDS.
- ~ONLY MALE TURKEYS GOBBLE. FEMALE TURKEYS CACKLE.
- ~TURKEYS CAN RUN UP TO 25 MPH (ALMOST AS FAST AS USAIN BOLT).
- ~BABY TURKEYS ARE CALLED POULTS.
- ~ABRAHAM LINCOLN WAS THE FIRST PRESIDENT TO PROCLAIM THANKSGIVING A NATIONAL HOLIDAY.
- ~ALCATRAZ HOLDS AN ANNUAL "UNTHANKSGIVING DAY."

WHAT IS KINDNESS?

Webster's states that kindness is "The quality of being friendly, generous, and considerate." Kindness is an inspiration of light in a world filled with so much darkness. It's a trigger of hope for those who are in pain and a reminder for us all, even in the loneliest of times, that there's still so much good in the world. Kindness can bring out the best in us and of those around us. It's represented in all shapes and sizes and can be the simplest of things like a sincere smile, a helping hand, or just being there in support. Diversity and inclusion drive creativity and innovation.



**BY JCHD HUMAN RESOURCES COORDINATOR
HEATHER MANIS**

Every culture, every nationality, and every single person sees the world in a different way and sees kindness in different ways. When all these different views are shared together, miracles can happen.



We all know the golden rule, "Do unto others as you would have them do unto you." You are stronger than you think. Use the power within and influence for the greater good. When you are kind to others around you and to yourself, the sky is the limit to make the world a better place, not only in your relationships, your life, but the world around you.

Kindness means different things to different people. It's more than just being nice. I don't know about you but I'd rather be seen as 'kind' than 'nice'. Nice seems a bit insincere at times. Kindness can have a chain reaction that can keep going and going. It just needs one person to start it. Think of tossing a rock into a pond. All the ripples just go and go and go... Kindness can do the same thing with that first step.



I went into the grocery store the other day and I was in the check out line. The cashier was having a bad day, you could tell by her actions and facial expressions. Customers weren't happy or maybe complaining. Groceries not getting bagged quick enough. It was my turn, so as she was scanning my groceries, I asked how her day was going. Gave her a friendly smile and as I left, I used her name saying goodbye and telling her to have a great afternoon. Was not a big deal, right? I turned back and looked at her while I was leaving and I saw a smile on her face that wasn't there before. Just by asking her how her day was going and using her name while leaving made her feel better, which in turn make me smile. The smallest act can make a big difference to anyone.

November 13th is World Kindness Day, what can you do for someone today?



THIS VETERANS DAY WE SALUTE THE TUSKEGEE AIRMEN

The Army Air Forces established several African American organizations, including fighter and bombardment groups and squadrons. Between 1941 and 1946, roughly 1,000 black pilots were trained at a segregated air base in Tuskegee, AL. The Tuskegee Airmen flew hundreds of patrol and attack missions for the Twelfth Air Force, flying P-40 and P-39 airplanes, before they were reassigned to the 15th Air Force to escort B-17 and B-24 heavy bombers, using P-47 and P-51 airplanes. The famous "Tuskegee Airmen" of the 332nd Fighter Group became part of the 15th Air Force, escorting American bombers as they flew over Italy. As escorts, flying P-47s and later P-51s, they were responsible for protecting larger bombers from German fighter planes. The Tuskegee Airmen flew more than 15,000 sorties between May 1943 and June 1945. Bomber crews often requested to be escorted by these "Red Tails," a nickname acquired from the painted tails of Tuskegee fighter planes, which were a distinctive deep red. Sixty-six Tuskegee Airmen died in combat. They had one of the lowest loss records of any escort fighter group.



VETERANS DAY
HONORING ALL WHO SERVED

Let Communities Lead

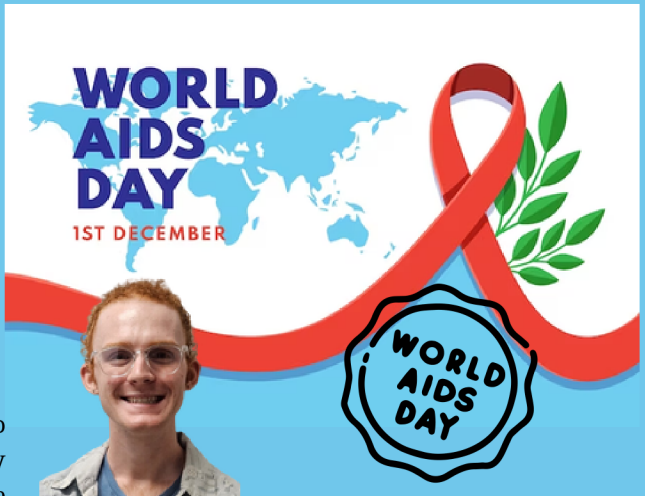
by Sean Stuart, HIV Case Manager



World AIDS Day began in 1988, and each year, there is a theme selected which focuses on a noteworthy aspect in the fight against HIV/AIDS. This year, the theme is "Let Communities Lead;" highlighting the community members that live with, are at risk of, or are affected by HIV. These community members are at the frontline of progress. They work to connect people with necessary health services and provide advocacy for individuals who struggle to navigate the healthcare system.

As a member of a younger generation, "Let Communities Lead" reminds me to look to my community members that are directly affected by HIV/AIDS in order to identify areas in which improvements can be made or where progress is being impeded. I have had many conversations with older adults who have lived with HIV for decades, and listening to their stories has given me a glimpse into what they suffered through. These individuals offer great wisdom in regards to the circumstances and social climate surrounding the disease in the past. Their personal experiences are essential to understanding the history of the disease and how truly devastating it can be. While World AIDS Day is a time for celebrating achievements and progress, it is also a time to reflect on the lives that have been lost and the stigma that persists today.

The communities who are leading the fight against HIV/AIDS face challenges that prevent them from exercising their full leadership potential. With issues such as lack of government funding, policy hurdles, capacity constraints, and crackdowns on the human rights of marginalized communities, the progress of HIV prevention is being obstructed. As individuals, we can do our part by empowering communities' leadership roles and providing them with the agency that will enable them to facilitate the provision of HIV services. Collaborate with your local community members, learn from them, and recognize that sometimes the most effective way to engage in discussions surrounding HIV may be quietly listening and reflecting.



"NOTHING ABOUT US WITHOUT US."

HIV Facts

- HIV (human immunodeficiency virus) is a virus that attacks the body's immune system. If left untreated, it can lead to AIDS (acquired immunodeficiency syndrome).
- There is currently no effective cure. Once people get HIV, they have it for life.
- With effective treatment, HIV can be controlled and patients can live normal lives.
- HIV came from a type of chimpanzee in Central Africa and it may have jumped to humans in the late 1800s.
- The virus has existed in the United States since the mid-1970s.
- The HIV virus was first discovered by scientists in 1983.

Source: CDC



EMPLOYEE SPOTLIGHT

SYLVIA FORESTER, EH HEALTH INSPECTOR

Sylvia is leaving JCHD ~ we wish her the best of luck!



WHAT'S YOUR GO-TO MORNING BEVERAGE?
Cold-brew coffee, black (or with oat milk). There's a myth that people who prefer their coffee black have psychopathic tendencies, don't believe them...

IF YOU COULD SPEAK ANY LANGUAGE, WHAT WOULD IT BE?
Japanese. I was in Japan last year for Military training, and fell in love with the country.

WHAT WAS YOUR FIRST CAR? DID YOU NAME IT?
A 1995 Dodge Intrepid. I totaled it before I became attached enough to name it.

WHAT TV WORLD WOULD YOU WANT TO BE A PART OF?
Loki. Can I switch places with Sylvie? Our names are so similar anyway.

IF YOU HAD TO ENTER A TALENT SHOW, WHAT WOULD BE YOUR ACT?
Can I host it instead? I actually co-hosted a talent show in Junior High.

IF YOU COULD CHOOSE ANY FAMOUS PERSON TO BE YOUR BEST FRIEND, WHO WOULD IT BE?
Honestly, I'm not really big into fandom. However, I would love to hang out with Lin-Manuel Miranda.

WHAT DID YOU WANT TO BE WHEN YOU GREW UP?
An astronaut. I ran into my first-grade teacher last summer - not only did she remember me, she remembered my dreams of being an astronaut (teachers are amazing!)

WHAT WAS YOUR FAVORITE ARTIST OR BAND WHEN YOU WERE IN MIDDLE SCHOOL?
Middle school... hmmm... that was peak boyband era. I was team N*sync. I have my fingers crossed that those reunion rumors are true!!



DECEMBER: THE MOST FESTIVE MONTH OF THE YEAR SPANNING THE GLOBE

While December may have the shortest day of the year and cold winter weather, it also is the most festive and joyous season. People and cultures worldwide have much to celebrate, commemorate and appreciate during the month. December holidays may be observed for various reasons, having different symbolisms and specialty foods but one thing unites us all.... December is a time to CELEBRATE our various cultures and customs and spend time doing so with friends and family. Here is a brief surmise of some of the most iconic global holidays.

Hanukkah

December 7-15

Region: Israel and Jewish communities worldwide

Cultural Background: Religious/Judaism

Hanukkah, also known as the festival of lights, is an 8-day festival that includes traditional customs such as lighting the Menorah for eight nights, playing dreidel, giving gifts, celebrating with Hanukkah music, and eating delicious foods such as fried potato latkes and sufganiyot (jelly donuts)



Christmas

December 25

Region: Worldwide

Cultural Background: Religious/Christianity

Christmas marks the birth of Jesus Christ and is celebrated with religious events, like attending Church on Christmas eve/Day. Christmas is also celebrated by decorating trees, social get-togethers, present giving, and Christmas feasts.



Santa Lucia

December 13

Region: Scandinavia and Italy

Cultural Background: Religious/Christianity

Santa Lucia commemorates Saint Lucy, an Italian Saint who died as a martyr. Her sacrifice is seen as a light figure during the year's darkest time. This day is celebrated by concerts and processions; Children wearing white headdresses and carrying flickering candles. Coffee and saffron bread and ginger biscuits are served and people share small gifts with community members like neighbors and mail carriers.



Winter Solstice and Yule

December 21-January 1

Region: Worldwide, German communities especially

Cultural Background: Pagan

Winter solstice is not only the shortest day of the year but also a holiday of great significance and spiritual practice around the globe. In the UK people gather at Stonehenge to celebrate, in China families get together and have a meal that includes rice balls and Shab-e Yalda. In Iran they celebrate with family gatherings as well that include candles, poetry reading and a feast. In Germany the celebration of Yule includes a Yule alter, creating an evergreen Yule wreath, burning a Yule log and decorating the Yule tree (unlike Christmas trees, Yule trees are live, outdoor trees decorated with hanging candles.)



Boxing Day

December 26

Region: Great Britain and some Commonwealth countries

Cultural Background: Secular Holiday

Boxing day, for people in the UK and some commonwealth countries like Australia, New Zealand, and Canada, is traditionally when gifts (and tips) are given to tradespeople, home aids and the less fortunate. Boxing Day also coincides with St. Stephens's Day. As the patron saint of horses, it is common to see horse races, rugby and foxhunting.



Kwanzaa

December 26-January 1

Region: USA

Cultural/African descendants of all faiths

Kwanzaa was created by Dr. Maulana Karenga in 1966 in the USA. This seven-day holiday aims to celebrate family, culture, and heritage. The name Kwanzaa comes from a Swahili phrase meaning "first fruits." During the holiday, people can recite African poetry and songs, play traditional African instruments, and gather for large meals. A kinara holds seven candles, three red ones on the left, three green ones on the right, and a black one in the center. A candle is lit each night during Kwanzaa representing the seven principles that emphasize a unique set of values and ideals during the seven days of Kwanzaa. Unity (Umoja), Self-determination (Rujichagulia), Collective work and responsibility (Ujima), Cooperative economics (Ujamaa), Purpose (Nia), Creativity (Kuumba) and Faith (Imani)



BOXING DAY

From the DEI committee, Happiest and Healthiest of Holidays from our homes to yours!