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Issue
One
July 23, 2021

A Quarterly CFBHN Newsletter Focusing on Diversity

DIJEST

- Diversity
- Inclusion
- Justice
- Equality
- Safety
- Truth

President & CEO statement >>>

Bragging Rights....

Any proud parent loves to brag on their children, and my column gives me open opportunities. My oldest daughter, Darcy has recently filmed and produced an amazing documentary about removing confederate statues. The film entitled *The Neutral Ground* (airing on PBS) documents New Orleans’s fight over the monuments.

When Darcy, who has created numerous documentaries on social justice issues, first told me she was doing a documentary on the removal of confederate statues my unspoken reaction was, “*why is she wasting her time and our taxes on taking down statues, there are so many other issues that need attention.*” Secretly, I continued to think this until I watched the film. It is a fun, entertaining, educational, and disturbing experience to watch.

I had never paid attention to the statues or what they represent to people who have descended through tyranny and slavery as they had to walk by them every day. The movie forced me to look at the confederate statues with another person’s eyes who, just because of the color of their skin, had a different and terrible history with these monuments that I never even thought about.

I highly recommend the movie, not just because I am a proud parent, but because it woke me up a little bit more on my journey to embrace Diversity.

I hope it will for you too. Thanks for reading this and allowing me bragging rights. Linda



Welcome

First Edition of quarterly newsletter

History, despite its wrenching pain, cannot be un-lived, but if faced with courage, need not be lived again. Maya Angelou.

Ahhhh! It is nice to be back! Welcome to the first edition of DIJEST, where diversity, inclusion, justice, equality, safety and truth are the foundation of this newsletter

As you may have heard time and time again, diversity in the workplace and diversity empowerment has many benefits to the workplace such as adding dimension, profitability and expanded talent to an organization.

Our newly designed newsletter is designed to touch all avenues of diversity, while keeping you educated, informed and entertained!

The committee intends to take you on a ride through interviews, recipes, holiday traditions and celebrations, diversity calendar spotlights and more!

Latasha Cohen
Diversity
Committee Chair
CFBHN

We ask that our reading participants refrain from being shy! If there is something you would like to have featured, please submit an email to diveristy@cfbhn.org to submit your ideas! We are always excited to hear the ideas of our readers.

It is my sincere hope that The DIJEST helps in keeping you updated and educated, and is a tool that you can use to expand your knowledge and your every day practices. Thank you for supporting us in this process. Now sit back and enjoy!

June Recognized as Pride Month

Pride Month is celebrated every June as a tribute to those who were involved in the Stonewall Riots. Pride month had its roots in remembrance of the Stonewall uprising in June 1969 that has come to stand for fighting for equal rights of the LGBTQ+ community



History

In 1999, President Bill Clinton issued a proclamation for the Gay and Lesbian Pride Month. Pride Month is for everyone to embrace who they are and let the world know — in style! The rainbow aptly signifies the colorful activities and flavors of this month-long celebration. These include massive rallies, pride parades, parties, workshops, concerts, and countless more LGBTQ+ events to attract participants from all over.

Today

The Pride community takes huge pride in their movement, going all out for the festivities with elaborate costumes, makeup, and, of course, glitter — so that they sparkle for the whole world to see! The official Rainbow Flag of the LGBTQ+ community has only six colors. Each color holds a meaning: red for life, orange for healing, yellow for sunlight, green for nature, blue for harmony and purple for spirit. The **new rainbow flag** includes a black and brown stripe in acknowledgement of LGBT+ people of color within the community, first adopted by the city of Philadelphia in 2017, the flag is a variation of [Gilbert Baker](#) original rainbow flag.

Commemorations and memorials are also held for members of the community who have lost their lives to hate crimes and HIV/AIDS. Campaigns and rallies aim to promote and preserve the history and well-being of the lesbian, gay, bisexual, and transgender community.

Juneteenth new National holiday

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.

Juneteenth (short for "June Nineteenth") marks the day when federal troops arrived in [Galveston, Texas](#) in 1865 to take control of the state and ensure that all enslaved people be freed. The troops' arrival came a full two and a half years after the signing of the [Emancipation Proclamation](#). Juneteenth honors the end to slavery in the United States and is considered the longest-running African American holiday. Confederate General [Robert E. Lee](#) had surrendered at [Appomattox Court House](#) two months earlier in Virginia, but slavery had remained relatively unaffected in Texas—until U.S. General Gordon Granger stood on Texas soil and read General Orders No. 3: "The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free." From this origin the observance of June 19th as the African American Emancipation Day has spread across the United States and beyond. Today Juneteenth commemorates African American freedom and emphasizes education and achievement. It is a day, a week, and in some areas a month marked with celebrations, guest speakers, picnics and family gatherings. It is a time for reflection and rejoicing, a time for assessment, self-improvement and for planning the future. In cities across the country, people of all races, nationalities and religions are joining hands to truthfully acknowledge a period in our history that shaped and continues to influence our society today. With sensitivity we can make improvements in our society.

Interview Segment >>>

Latasha Cohen

LaTasha Cohen was born and raised in Chester, PA, by her Grandmother whom she adores. She is the second oldest of eight children. LaTasha describes her Grandma as a very loving, giving, and welcoming individual who took it upon herself to care for others - especially those who were "down and out". Growing up in a home where everyone was invited in (including those with mental health issues) taught her to be accepting, caring, and not afraid of people with differences. LaTasha's Grandmother was a mixture of black, white and American Indian so cultural diversity began at home and was the norm.

A favorite LaTasha childhood memory was learning to cook with Grandma. There was always a pot on the stove and food for anyone who needed it. For her family - food meant love and caring for others. Grandma became disabled when LaTasha was 11, so she cooked her first Thanksgiving dinner by herself. She became the holder for all of Grandma's favorite recipes and is passing them down to her own daughters. Her absolute favorite is Mac and Cheese aka as "Crack - Mac" and she will NEVER share her secret "sauce" - so don't bother asking!

LaTasha gives all the credit to her Grandmother for who she is today. She was raised to always respect and care for others and believes this is why she chose to work in the Mental Health field. As a young child she had really wanted to be a veterinarian. She even has a great story about her imaginary friend, Regina, who lived in her closet. They spent hours running a veterinary clinic out of that closet.

LaTasha was a shy child who lived in a rough neighborhood and she was often bullied for having long beautiful hair that the kids would try to pull. She once was rescued by her Doberman Pincher after a sledding accident chipped her tooth and bloodied her face. Embarrassed to look "like the Elephant man" she says a chance meeting with a kind Pharmacist who told her she was still beautiful helped her understand at a young age how important it is to be kind and how a small act of kindness can have a profound effect on others' lives.

Latasha and her older sister (also raised by her Grandmother) were inseparable growing up until at age 16 when Latasha was sent to live with her father in California. This was a huge change and very much a "culture shock". Her Father "had money, ate health food, and was very structured". She learned about veggie - burgers, sushi, and rules. Her Dad was in the music business and played drums for a number of bands including the Futures, the Delfonics, and Rick James. LaTasha's mother and father had originally met performing for the Futures. LaTasha herself has a beautiful voice that was discovered at a family talent show. LaTasha family was always involved with and surrounded by music and she continues to love it to this day.

After two years in California she moved back to PA to live with her mother. Pregnant at 17 she was actually filmed by channel 10 on what should have been prom night on what it was like to be pregnant during high school. LaTasha went on to become an EKG technician and got married. She then returned to school at Lincoln University for both her bachelors and master's degrees, not as a vet but still in a helping profession. Married to her husband for 13 years she gave birth to her second daughter 10 years after her first. Soon after LaTasha met her wife of now 13 years.

LaTasha loves the beach, food, cooking, reading and travel. Her favorite place is Mexico because of the warm and kind people who accept and embrace other cultures. She designs her itineraries around "the food" and is planning on going to Bali next. In her spare time she has started her own travel agency called iTravel - luxury travel for all budgets. If you ever need help with travel plans - LaTasha is happy to assist!

LaTasha describes herself as highly diverse checking off "a lot of diverse boxes": black, bi-racial, woman, bi-sexual, and living with a disability. As such, she is a perfect ambassador and leader of our Diversity Committee. She says her desire is simply to help people understand that no matter who you are you should be treated kindly.



Recipe Corner from around the world.....

Flan is easily the most popular Latin dessert and has been for many generations. It's won the hearts of pretty much every Latino, spanning thousands of miles, hundreds of preferences, and people of all ages, sexes, and backgrounds. It's one of those foods. It's made everywhere from the old ranches of rural Mexico, to the upscale restaurants of major cities in South America, to friggin' El Pollo Loco it has certainly won the hearts of our CFBHN family! This sweet is obviously the dessert of the people. Flan is a phenomenon that's been in the works for centuries. And while flan hasn't always been the same sweet dish we know and love, its origin story proves it's an O.G. of Latin foods. The origin of flan can be traced all the way back to the Roman Empire, but certainly the Roman's didn't make flan as great as our very own Ibelice! Thank you for sharing Ibelice.

Flan Recipe by Ibelice Rivera

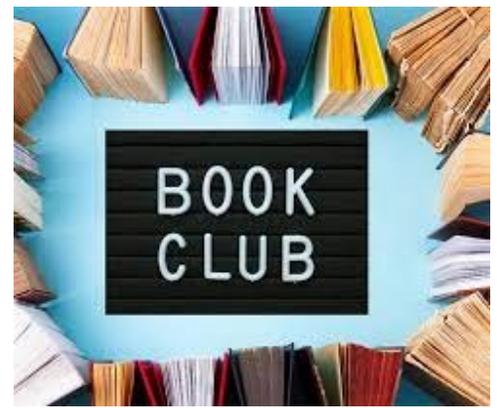


Ingredients

- 1 cup sugar
- 6 eggs
- 1 (14-ounce) can sweetened condensed milk
- 1 (12-ounce) can evaporated milk
- 1/2 teaspoons vanilla extract
- 1/8 teaspoon salt
- Dash of cinnamon powder
- 1 (8-ounce) package cream cheese

Directions

Preheat the oven to 350 degrees F. Melt 1 cup sugar in a medium-size saucepan over medium heat, and stir constantly, 5 minutes or until sugar caramelizes and turns a light golden brown. Quickly pour hot caramelized sugar into a 2-quart flan dish. Using oven mitts, tilt dish to evenly coat bottom and sides. Let stand 5 minutes. Sugar will harden. Blend together the eggs and next 7 ingredients in a large bowl and cover. Pour mixture over caramelized sugar. Add hot water to large pan to a depth of 1/3 up sides of saucepan. Place dish in the pan. The French call this cooking technique, Bain Marie. Latins...called it "Mary's bath" or the "water bath". Bake for 1.5 hours. Place a fork in the middle and if the fork comes clean....it is done! Remove dish from the water bath; cool completely on a wire rack. Cover and chill at least 3 hours. Run a knife around edge of flan to loosen; flip upside down onto a serving plate. Garnish is optional. Serve chilled and enjoy!!!



Caste

"I was moved by several diversity discussions at CFBHN, and, somewhere along the line, it became important to me to peel off the layers and look at the accumulation of beliefs, attitudes and the stuff that I dared not give voice to. So I joined the book club. I've been an avid reader since I was a little kid, and was an English teacher before going into psychology, but never joined a book club! I think we made up our own process (which is pretty loose). The books are a trigger to talk about diversity - the beliefs, feelings, experiences that define how we see ourselves and others. I've talked about the pride and shame I've felt as a Jew and about blackness and whiteness growing up in Philadelphia. It's a good process. Join us."

Fran Grabosky, M.Ed.
Senior QI Specialist

ask the experts >>>

Q: Why should I support diversity, equity and inclusion?

A: Why this response makes sense

It helps dispel negative stereotypes and personal biases about different groups. In addition, cultural diversity helps us recognize and respect "ways of being" that are not necessarily our own. People from diverse cultures contribute language skills, new ways of thinking, new knowledge, and different experiences



Up next.....

We are open to suggestions for our next book choice.

Do you want to be the one to suggest the next title and join this exciting group?

If so, send your suggestion to Fran Grabosky.



Winner!

Nathan Hartman won the naming contest for the Newsletter! The contest was open to all staff of CFBHN.

Thank you Nathan for a great entry!

Nathan got to pick his award from the Diversity Store and chose a sharp looking Diversity T-Shirt. The Diversity Store is located in the Community Manager/Housing Specialists area and features a variety of items with the diversity logo. We look forward to your visit and purchase which supports activities sponsored by the Diversity Committee.

final thoughts...

July is Disability Pride Month!



This annual observance is used to promote visibility and mainstream awareness of the positive pride felt by people with disabilities. Using bold images and strong words, disability pride awareness dates, parades and festivals both uplift and challenge. Pride comes from celebrating our heritage, disability culture, the unique experiences that we have as people with differing abilities and the contributions that we offer society. Let us also take time to remember those with invisible disabilities, also known as Hidden Disabilities or Non-visible Disabilities, which are disabilities that are not immediately apparent, are typically chronic illnesses and conditions that significantly impair normal activities of daily living, which encompasses the populations we serve. The first Disability Pride Day was held in Boston in 1990; and first U.S. based Disability Pride Parade was held in [Chicago](#) in 2004.

Today, Disability Pride Parades are held in a number of places nationwide, such as [Los Angeles](#), [New York City](#), [San Antonio](#), [Madison](#) and [Brighton](#), among many others. These events celebrate "disability culture" with the intention to positively influence the way people think about and/or define disability and to end the stigma of disability. Sadly, because of [misinformation and misunderstanding](#), people with disabilities are often not thought of as equals or valued members of society. Dr. Martin Luther King, Jr. said, "As long as the mind is enslaved, the body can never be free." As long as people feel ashamed of who they are, they will never realize the true equality and freedom they desire and can achieve. Take pride in yourself!

coming soon >>>

In The Next Issue

Board Chair Speaks UP

Feature Interview

Importance of Stigma Busting

Recipe Corner

AND MORE!

