

Diversity, Equity & Inclusion

A MONTHLY NEWSLETTER BY THE JOINT DEI COMMITTEE

Table of Contents

- Making Connections Through DEI Discourse. P.2
- Did You Know? P.4
- Words And Concepts of the Month P.6
- This Month... P.8
- Days of the Month P.11
- Independence Days Around the World P.16
- Story By Susan Gill-Orange P.19
- Recipe of the Month By Susan Gill-Orange P.20
- Call for Submissions, Feedback and Suggestions P.22





Making Connections Through DEI Discourse



Celebrating Disability Employment Awareness Month: The Wright's Journey

Data from the national labor market demonstrates that only one in five Americans with intellectual and developmental disabilities have employment prospects, indicating a notable shortage of employment opportunities for those with I/DD. The co-founders of Bitty and Beau's Coffee, Amy and Ben Wright, are businesspeople who are also parents. They are bridging the gap between market demand and labor supply at a time when employers are having difficulty filling all of their open positions.

The Wrights have four kids, two of them living with Down Syndrome. To demonstrate that a business strategy centered on hiring people with disabilities can be successful, they created a coffee franchise, which is named after these kids. Bitty & Beau's has expanded to 19 locations and more than 400 staff members, the majority of whom live with intellectual and developmental disabilities.

The founders of this coffee place believe that any company can adopt the strategy of including at least one person with a disability in their workforce. In an interview with CNBC, the father Ben Wright said "What I saw was that when people spent time with our kids, Bitty and Beau, who have Down syndrome, it changed them. They saw them as real people, not just oh, there's a person with a disability." Demonstrating the incalculable benefits to society and people with I/DD that these hiring practices provide.

The State and Federal government also offer tax incentives for businesses that hire people with disabilities. In addition to the tax credits that are available, businesses will discover that when they start to employ people with I/DD, a whole new level of innovation, problem-solving, and creativity will start to develop in a business.



Coffee

However, labor statistics continue to demonstrate that change is slow and that there is more work to be done so we can become an inclusive and equitable society for people with I/DD. According to the Bureau of Labor Statistics, the labor force participation rate (23.1%) and employment-population ratio (21.3%) for workers with disabilities rose in 2022. Since the BLS started monitoring this data in 2008, those were record levels. Disability-related unemployment decreased by 2.5 percentage points to 7.6% in 2022. However, that is still twice the rate of unemployment among those without disabilities. People without disabilities had an employment-population ratio of 65.4% last year.

The Wrights feel there is still a long way to go even though they find the most recent developments encouraging. In 2016, the first Bitty and Beau's Coffee launched in Wilmington, North Carolina, Amy's hometown, after she left her position at another one of her businesses, a youth theater program. After working at a financial advice firm Ben created in 2013, he quit his job in 2020 to focus full-time on the Bitty and Beau's franchise. With 19 locations, Bitty and Beau's operates in 11 states, the bulk of which are in the South, Southwest, Midwest, and Northeast. Look them up and see if you can find a coffee shop near you!



If you liked this story, check out this other business venture that only employs people living with Dementia. It is a restaurant based in Tokyo, Japan named The Restaurant of Mistaken Orders.

[Click Here](#)

Did You Know?



Employment statistics for people with I/DD

As we already know, employment is essential for everyone, more so for people with intellectual disabilities as it provides them with financial independence, a sense of purpose, and a better quality of life. It also has benefits for the rest of society as it helps to break down stereotypes and promote inclusion and opportunities for everyone. So, let's look at employment statistics for people living with I/DD.

- According to the Centers for Disease Control and Prevention (CDC), about 6.5 million people in the United States have an intellectual disability. These populations face many challenges in life, and one of the most significant is employment, having a very high unemployment rate being often underemployed or working in low-wage jobs.
- While the Bureau of Labor Statistics (BLS), reports that the employment rate for people with a disability was 17.9% in the last years, compared to 61.8% for people without disabilities, the employment rate for people with intellectual disabilities is shockingly lower.
- The Special Olympics organization found that less than one out of every two working-age adults with ID is in the labor force (meaning currently employed or searching for work). And 28% of working-age adults with ID have never held a job.
- According to a 2018 report by the Institute on Disability at the University of New Hampshire, only 19.1% of people with intellectual disabilities were employed in the United States. This is a significantly lower rate than people with other disabilities, and also lower than the general population. The employment rate for people with intellectual disabilities has remained relatively stagnant for the past few years.





Did You Know?

Employment Statistic Continued

- The unemployment rate for people with intellectual disabilities is even more staggering. The unemployment rate for people with disabilities in the United States is 8%, but for people with intellectual disabilities, the rate is 17%. This is more than double the unemployment rate for people with other disabilities and almost four times the unemployment rate for the general population.
- During the COVID-19 pandemic, people with an intellectual disability experienced a greater impact on their employment than the general population, with many losing their jobs or experiencing reduced hours. This highlights the need for increased support and resources for people with intellectual disabilities during times of economic instability.
- People with intellectual disabilities also face challenges in accessing health insurance and medical leave. According to a 2017 report by the National Council on Disability, people with intellectual disabilities were more likely to be uninsured than people without disabilities. And 16.6% of people with intellectual disabilities are currently uninsured, compared to 7.7% of people without disabilities.
- Despite the unemployment figures, those who have access to employment may have moderate stability. Around 62% of adults with ID employed in a competitive setting have been at their current job for 3 years or more. While 81% of adults with ID employed in a sheltered setting have been at their current job for 3 years or more.
- Additionally, based on the American Community Survey, in 2018, the median annual earnings for people with intellectual disabilities were \$11,400, compared to \$31,100 for people without disabilities.

Learn about Inclusive practices of employment for people living with I/DD by clicking on the video title below.



Inclusive Career Placement for People with Intellectual Disabilities

by

Michelle Chimuka

In this talk, Michelle Chimuka inspires the audience by sharing about the work of the Sani Foundation, who created a career development and placement system to help people with intellectual disabilities gain independence and fulfillment in the workplace.

Words & Concepts of the Month

What is Bullying, and What Types do we Know Exist?

October is National Bullying Prevention Month. Research shows bullying CAN be stopped, but true change requires consistent education and intervention. Below are different ways of understanding bullying and some examples so we can spot them and stop them.

- **Bullying**: when someone aggressively uses their “power” to target another individual with repeated, unwanted words or actions. Those targeted are hurt either physically or emotionally and have a hard time stopping what is happening to them.
- **Conflict vs. Bullying**
 - Conflict is a disagreement or argument in which both sides express their views.
 - Bullying is negative behavior directed by someone exerting power and control over another person.

Bullying happens with the intent to damage, humiliate, or cause pain. Bullying frequently involves an imbalance of power between the parties involved, with power being characterized as having a higher social position, being physically stronger, or siding with a group against an individual. When we think of bullying we usually focus on children and school/college students, however, it is also important to remember that adults experience bullying too.

What is the difference between bullying and harassment?

When discussing harsh or damaging behavior, the terms bullying and harassment are frequently used interchangeably. Although they are quite similar, there is a significant definitional difference between the two.

Bullying and harassment are similar as they are both about:

- power and control
- actions that hurt or harm another person physically or emotionally
- an imbalance of power between the target and the individual demonstrating the negative behavior
- the target having difficulty stopping the action directed at them



The difference between harassment and bullying is that harassment is defined as behavior directed towards a target that is also based on a protected class. Race, gender, religion, sex, age, disability, and national origin are examples of protected classes.

- **Direct Bullying**: Behavior that is overt, visible, and apparent to anybody seeing it, and which causes harm, humiliation, or pain. The bully's identity is typically known, the acts are aimed toward the victim, who is aware of the bullying as it is happening, and the words and actions are simple to recognize.
- **Indirect bullying**: Behavior that causes harm, humiliation, or pain and is frequently hidden, subtle, or not always immediately recognized as bullying. The target might not become aware of the bullying until after it has already occurred because the words and deeds may be more difficult to distinguish and may be carried out covertly and anonymously.

Why is prevention important?

If we only take action while bullying is already occurring, we may only focus on intervention and may never be able to put an end to this conduct. A smart method to make environments and communities safer and healthier for all, is to encourage and model positive social behaviors before negative effects like bullying happen. An example is making sure that no one tolerates these behaviors and everyone is encouraged and empowered to prevent them.

What are some common myths about bullying?

- **Words will never hurt you**: Even though words don't leave bruises or broken bones, studies have shown they may leave deep emotional scars that can have lifelong implications.
- **Some people deserve to be bullied**: No one's behavior justifies being hurt or harmed in any manner. Everyone deserves to be treated with respect and consideration.
- **Bullying will make you tougher/develop thick skin**: Bullying does not make someone tougher. Research has shown it often has the opposite effect and lowers someone's sense of self-esteem and self-worth. Bullying often creates fear and increases anxiety.
- **Boys will be boys**: The implication here is that bullying is acceptable, and that it is normal to be physically or verbally aggressive. However, research indicates aggression is a learned behavior, not a natural response.

[Learn more by clicking here](#)



This Month...

National Disability Employment Awareness Month

First declared by Congress to raise awareness for the needs of those disabled in the United States, this month also celebrates the contributions of the nearly 18.6 million members of the United States Workforce. As a result of the month being honored, Congress has since created the Office of Disability Employment Policy in the Department of Labor which helps to educate and train people who are unemployed or underemployed and living with a disability in the U.S.



[Learn more](#)

Breast Cancer Awareness Month

This annual international health campaign day can be celebrated in many ways, whether breast cancer walks or runs as well as other events honoring those who are fighting the disease and those who have lost their fight too. In 2009, Male Breast Cancer Awareness Week began during the third week of October too.



[Learn more](#)

Global Diversity Awareness Month

October is also a time to celebrate and promote respect for all cultures and embrace the richness of diversity in our global community. It is an opportunity to learn about different backgrounds, traditions, and perspectives that contribute to the tapestry of humanity.



[Learn more](#)

National Polish American Heritage Month

Polish American Heritage Month is an annual designation observed in October. Across the globe, there are about 9.5 million Polish Americans. They represent about 3% of the American population. The first wave of millions of Poles migrated America between 1800 and 1860.



[Learn more](#)

Bullying Prevention Month

A month-long campaign to unite everyone to take on bullying. Every October, join the thousands of students, teachers, parents, and community members around the nation, and even the world, taking action.



[Learn more](#)

Domestic Violence Awareness Month

Domestic Violence Awareness Month is designed to unify people all across the world who have been victims of domestic violence. It is important to recognize that domestic violence impacts millions of people regardless of gender. It is a problem across every status, culture, religion, and race. There are many different forms of domestic violence as well, which is why raising awareness is so critical.

[Learn more](#)



Filipino-American Heritage Month

In 2009, the US Congress designated October as Filipino American History Month, a monthlong commemoration and appreciation for the Filipino experience throughout American history stretching as far back as 1587.

[Learn more](#)



German-American Heritage Month

October is German American Heritage Month in recognition of the founding of Germantown, Pennsylvania in October 1683. Fifteen percent of Americans are of German descent, which is one of the largest ancestral group in the United States.

[Learn more](#)



Italian-American Heritage Month

Italian-American Heritage and Culture Month is celebrated by proclamation of the President and Congress in the United States to honor the achievements and contributions of Italian immigrants and their descendants living in the United States, particularly in the arts, science, and culture.

[Learn more](#)



LGBTQIA+ History Month

Every day in October, LGBTQIA+ History Month recognizes the achievements of people in the LGBTQIA+ community. LGBT History Month encourages informative discussions to learn more about the leaders in the movement who drove equality forward. Throughout the month, community events profile the civil rights history. Many initiatives impacted social, legal, and political change.

[Learn more](#)



National Work and Family Month

National Work and Family Month is an annual designation observed in October. During this time, businesses across the U.S. are asked promote healthier and more flexible work environments. The goal of the campaign is to remind employers about the business benefits of supporting work-life effectiveness programs. Today, our families come in all shapes and sizes. Between work, family, and personal life, we all face many responsibilities every day... which is why finding a healthy balance among them all is so important.

[Learn more](#)



Aids awareness month

AIDS Awareness Month, observed every October, supports educational campaigns that disseminate science-based, factual, and clear information to youths, at-risk people, and the general public. With over 37 million people living with HIV worldwide, public information about its prevention, transmission, and treatment must be accurate and widely available.

[Learn more](#)



Down Syndrome Awareness Month

October was first designated as Down Syndrome Awareness Month in the 1980s and has been recognized every October since. It is a time to celebrate people with Down syndrome and make others aware of their contributions and accomplishments.

[Learn more](#)



Days of the Month

October 2 International Day of Nonviolence

International Day of Non-Violence is observed on 2 October, the birthday of Mahatma Gandhi. It was established on 15 June 2007 according to United Nations General Assembly resolution A/RES/61/271.

[Learn more](#)



October 4 St. Francis Day

A feast day for St. Francis of Assisi, the patron saint of animals and the environment. It's celebrated by many Catholic denominations.

[Learn More](#)



October 5 Latina Equal Pay Day

More than 50 years after the passage of the Equal Pay Act of 1963, full time, year-round and part-time Latina workers earn only 57 cents for every dollar earned by white, non-Hispanic men. Those who work full time year-round only earn 54 cents to the dollar.

[Learn more](#)



October 6 (sundown) to October 8 (sundown) Shemini Atzeret

Shemini Atzeret is a Jewish holiday also known as The Eighth (Day) of Assembly. It takes place the day after the Sukkot festival, where gratitude for the fall harvest is deeply internalized.

[Learn more](#)



October 6 German American Heritage Day

Although Pennsylvania's Germantown colony, established in 1683, became the basis for the official German-American Day observance, Germantown was actually not very German in the beginning. Earlier a sprinkling of Germans arrived in the English colony of Jamestown in 1608 and 1620, but we don't even know their names.



[Learn more](#)

October 7 (sundown) to October 8 (sundown) Simchat Torah

Simchat Torah is a Jewish holiday that marks the end of the weekly readings of the Torah. The Torah is read from chapter one of Genesis to Deuteronomy 34 and then back to chapter one again in acknowledgment of the words of the Torah being a never-ending cycle.



[Learn more](#)

October 9 Indigenous Peoples' Day

Celebrated the second Monday of October, this day honors the culture and history of all Native American people in the United States and its territories. It's a day to recognize the violence they have faced in our history and the continued pursuit to change Columbus Day to Indigenous Peoples' Day forever. If you live in South Dakota, it's known as Native Americans' Day, Discoverers' Day in Hawaii, and American Indian Heritage Day in the State of Alabama.



[Learn more](#)

October 10 World Mental Health Day

Nearly 50.2% of the LGBT community and 1 in 5 adults have experienced mental illness, according to the National Alliance on Mental Health. This international effort to expand mental health awareness was first celebrated in 1992. This day is intended to support those inflicted with mental illness and to break the silence on the stigma of having illness in America. For some additional insights on diversity and mental health, check out our Workplace Diversity and Mental Health article.



[Learn more](#)

October 11 National Coming Out Day (LGBTQIA+)

National Coming Out Day is an annual LGBT awareness day observed on October 11, to support anyone "coming out of the closet."

[Learn more](#)



October 15 White Cane Safety Day

White Cane Safety Day is a national observance in the United States, celebrated on October 15 of each year since 1964. The date is set aside to celebrate the achievements of people who are blind or visually impaired and the important symbol of a tool of independence, the white cane.

[Learn more](#)



October 15 to 24 Navrati begins (Hinduism)

Sharada Navrati—which translates to nine nights—is an autumnal Hindu holiday, held in honor of the divine feminine: “Devi”. The holiday’s exact customs vary by region—associated in some with the victory of the Durga Puja over a buffalo demon, and in others with Rama’s defeat of the demon king Ravana— but in each the theme of divine victory of Good over Evil features prominently.

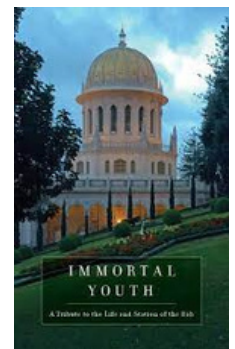
[Learn more](#)



October 16 Birth of the Bab (Baha’i)

The Báb (meaning “Gate” in Arabic) is considered to have paved the way for the incarnation of Bahá’u’lláh. Born in 1819 in Shiraz, Iran, The Báb’s mission was to awaken the people to the fact that a new period in human history had begun. He called for spiritual and moral reformation – a revolutionary message in his time.

[Learn more](#)



October 17 Women in Military Service for America Memorial Anniversary

Women in Military Service for America Memorial Anniversary, celebrated on October 17, is a special day that pays a tribute to the millions of military women who have lost their lives in service. Yes, men aren’t the only saviors during the war and the U.S history includes many women who contributed to success in combat.

[Learn more](#)



October 19 International Pronouns Day

International Pronouns Day seeks to make respecting, sharing, and educating about personal pronouns commonplace. International Pronouns Day happens each year on the third Wednesday of October. Referring to people by the pronouns they determine for themselves is basic to human dignity.

[Learn more](#)

October 19 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. Take a look at the jarring statistics.

[Learn more](#)

October 20 Sikh Holy Day (birth of Guru Granth)

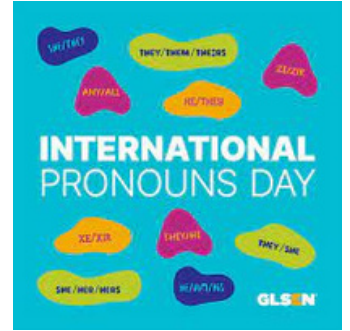
The Guru Granth Sahib is considered by the Sikhs to be the sovereign, final, and eternal Guru following the lineage of the 10 human gurus of the religion. It's also considered to be the central holy religious script of Sikhism.

[Learn more](#)

October 22 International Stuttering Awareness Day

October 22 was designated International Stuttering Awareness Day (ISAD) in 1998. This day is intended to raise public awareness of stuttering, which affects one percent of the world's population.

[Learn more](#)



October 25 Birth of Baha'u'llah (Baha'i)

During both of these days – from sunset on October 25th to sunset on the 27th – the world's Baha'is and their friends and families will celebrate and joyously commemorate the twin birthdays of the prophets who brought the Baha'i teachings to humanity – remembering, as the Bab wrote, that “God desireth not to see ... any soul deprived of joy and radiance.”



[Learn more](#)

October 31 Halloween

Halloween or Hallowe'en is a celebration observed in many countries on 31 October, the eve of the Western Christian feast of All Saints' Day. It begins the observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints, martyrs, and all the faithful departed.



[Learn more](#)



Independence Days Around The World

October 1 Nigeria Independence Day

Independence Day is an official national holiday in Nigeria, celebrated on the 1st of October. It marks Nigeria's proclamation of independence from British rule on 1 October 1960.

[Click to learn more](#)



October 1 Palau Independence Day

During the 1970s, Palau began a movement towards independence from the United States. This lasted until the Compact of Free Association was ratified in 1993 and would officially take effect on the 1st of October in 1994. Independence Day would then be established as a holiday to celebrate this momentous event.

[Click to learn more](#)



October 1 Cyprus Independence Day

Cyprus Independence Day, observed on October 1 every year, is a special day to observe the independence of Cyprus from the British and honor the efforts of every individual who worked tirelessly to make Cyprus an independent nation.

[Click to learn more](#)



October 2 Guinea Independence Day

Independence Day in Guinea is celebrated on October 2. This public holiday commemorates the independence of the Republic of Guinea from France in 1958.

[Click to learn more](#)



October 3 Iraq Independence Day

Independence Day in Iraq is observed annually on October 3. Also known as National Iraqi Day, it commemorates the nation's independence from Britain in 1932. The people of Iraq celebrate the joyous occasion with military and civilian parades, ceremonies marked with speeches from political leaders, and official celebrations in every city, town, and village. The Iraqi flag – their symbol of identity, is proudly put on display, waved in parades, and hoisted on buildings. Firework shows begin on the eve of the national holiday.



[Click to learn more](#)

October 4 Lesotho Independence Day

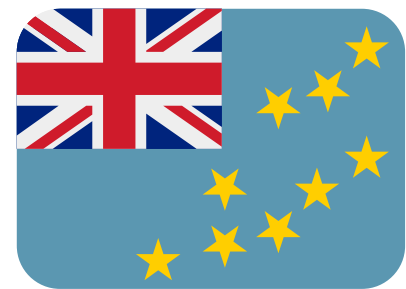
Lesotho Independence Day is celebrated on October 4. This public holiday commemorates the independence of the Kingdom of Lesotho from Great Britain in 1966.



[Click to learn more](#)

October 9 Tuvalu Independence Day

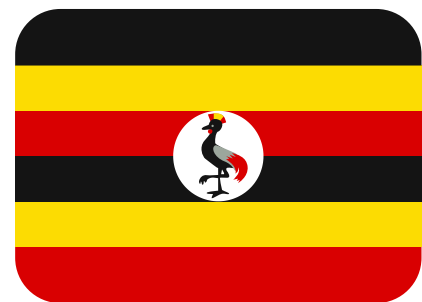
Tuvalu Independence Day is celebrated on October 1 every year. This holiday marks the day when Tuvalu gained independence from the United Kingdom in 1978. The island nation is located in the Polynesian region of the Pacific Ocean and is made up of nine different islands.



[Click to learn more](#)

October 9 Uganda Independence day

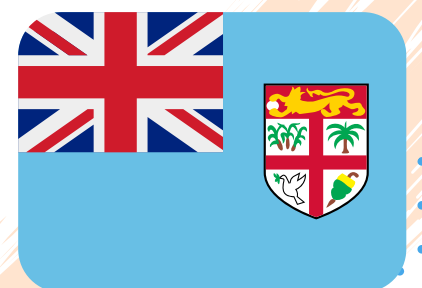
On October 9th, 1962, Uganda gained its independence from British colonial rule and became a republic. The following November, Sir Edward Mutesa II, "kabaka" (king) of the kingdom of Buganda, was elected ceremonial President of Uganda.



[Click to learn more](#)

October 10 Fiji, Fiji Day

Fiji was officially granted independence on 10 October, 1970, after 96 years of British colonial rule. October 10 is a significant date in the country's history that is commemorated every year with a week of festivities and celebrations. Almost every town and city in the archipelago organizes its own events in honor of the occasion, which include military parades, speeches, performances, and street parties.



[Click to learn more](#)

October 10 Cuba Commencement of the wars of independence

Led by sugar planter Carlos Manuel de Cespedes, the Cuban Revolution began in 1868. Cespedes proclaimed independence and formed the Republic of Cuba on October 10, 1868. By 1869, Cespedes had written a constitution that abolished slavery.

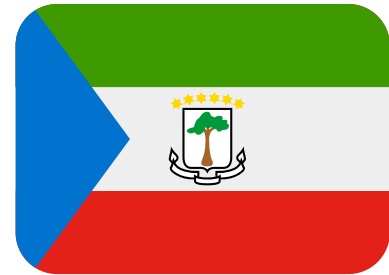
[Click to learn more](#)



October 12 Guinea Equatorial Dia de la Independencia

The holiday marks the day on which Equatorial Guinea gained independence from Spain in 1968. The country is located in West-Central Africa and is divided into one major landmass on the continent of Africa and islands. Due to Spain's centuries-long domination of the country, the national language is still Spanish. The country does have over 18 states recognized languages, including English, French, Portuguese, Hindi, Combo, Susu, Gujarati, Bubi, Hassaniya Arabic, and Nzebi among others.

[Click to learn more](#)



October 18 Azerbaijan Independence Restoration Day

The Day of Restoration of Independence (Azerbaijani: Azərbaycanda Müstəqilliyin Bərpası Günü) is a state holiday in Azerbaijan. It is celebrated annually on October 18. On this day in 1991, the Supreme Soviet of Azerbaijan adopted a Constitutional Act on the Declaration of Independence of Azerbaijan.

[Click to learn more](#)



October 24 Zambia Independence Day

People of Zambia celebrate Independence Day on October 24. This is the anniversary of declaration of independence of Zambia from Great Britain in 1964. The British South Africa Company obtained the mineral rights from the Paramount Chief of the Lozi for the area in 1881.

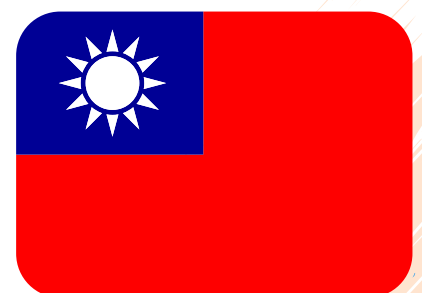
[Click to learn more](#)



October 25 Taiwan and Penghu Retrocession Day

Retrocession Day is the name given to the annual observance and a former public holiday in Taiwan to commemorate the end of Japanese rule of Taiwan and Penghu, and the claimed retrocession ("return") of Taiwan to the Republic of China on 25 October 1945.

[Click to learn more](#)



October 27 Saint Vincent and Grenadines Independence Day

Saint Vincent and the Grenadines Independence Day, celebrated on October 27, is the celebration of independence in the iconic Windward island of Saint Vincent and Grenadines. Saint Vincent and Grenadines is a Caribbean nation with 32 islands of which only nine are inhabitable. The British, Spanish, and French had tried to claim the island only to find brave resistance from the Caribbeans. The day commemorates freeing the island from the constraints of the British through a referendum that empowered the island nations to gain their freedom.



[Click to learn more](#)



October 10 is World Mental Health Day

By Susan Gill-Orange

The crisis of effective mental health resources has made a great impact on the policies of the World Health Organization. Their goal is to make mental health a global right. In an effort to achieve this The World Federation for Mental Health has established that October 10 2023 will be celebrated as World Mental Health Day. The theme for this day will be “Mental Health is a Universal Human Right”.

In 1948, the WFMH was founded and at its inception was positioned to recommend that the United Nations help to establish mental health programs around the world. They also recommended that the World Health Organization provide attention to mental health. It is interesting to note that 1948 was the year that the Universal Declaration of Human Rights was adopted by the UN and declared that all human beings “are born free and equal in dignity and rights.” In 1966, there was recognition of the inherent right of all people to attain the “highest standard of physical and mental health”.

Despite all these good efforts, the discrimination posited towards people with mental health issues continues to exist .Stigmas, and stereotypes, persist in our communities, our families, our work places and our schools. Statistics show that this type of negative attitude affects the social interactions and the lack of social capital of people for have mental health challenges. It is disturbing to note that people who face mental health conditions experience higher rates of physical health and even reduced life expectancy which is only exacerbated by lack of public understanding and support

The idea of stating that good mental health is a human right is to open the door wider for better physical health, and to stop the human rights violations that people with mental health challenges often face. This effort is a hope and a dream that World Mental Health Day will “rekindle efforts to make the world a better place.”



Recipe of the Month

By Susan Gill-Orange

Mediterranean Baked Sweet Potatoes

Simple, 30-minute baked sweet potatoes topped with roasted chickpeas, a simple garlic-herb sauce, and a parsley-tomato salad. Delicious, fresh, healthy, and naturally vegan and gluten-free.

4 Servings

Ingredients

- 4 medium (~1/3 lb each) sweet potatoes
- 1 15-ounce can chickpeas (rinsed and drained)
- 1/2 Tbsp olive oil
- 1/2 tsp each cumin, coriander, cinnamon, smoked (or regular) paprika
- 1 pinch sea salt or lemon juice (optional)



Garlic Herb Sauce

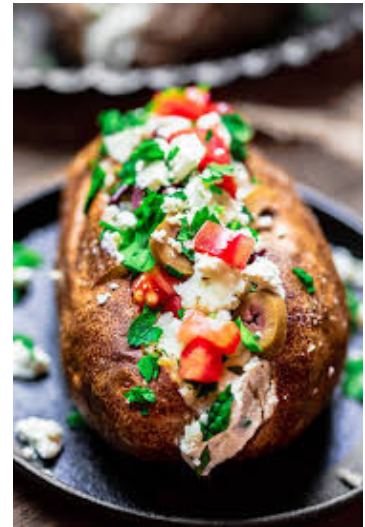
- 1/4 cup hummus (or tahini) (optional)
- 1/2 medium lemon, juiced (1/2 lemon yields ~1 Tbsp juice)
- 3/4 - 1 tsp dried dill (or sub 2-3 tsp fresh per 3/4-1 tsp dried)
- 3 cloves garlic, minced (3 cloves yield ~1 1/2 Tbsp or 9 g)
- Water or unsweetened almond milk (to thin)
- Sea salt to taste (optional // I didn't need any)

Recipe of the Month

By Susan Gill-Orange

Toppings

- 1/4 cup cherry tomatoes (diced)
- 1/4 cup chopped parsley (minced)
- 3 Tbsp finely chopped red onion
- 2 Tbsp lemon juice
- Chili garlic sauce



Directions

- Preheat oven to 400 degrees F (204 C) and line a large baking sheet with foil.
- Rinse and scrub potatoes and cut in half length wise. This will speed cooking time. Otherwise leave whole and bake longer (approximately double the time (45 min - 1 hour).
- Toss rinsed and drained chickpeas with olive oil and spices and place on a foil-lined baking sheet.
- Rub the sweet potatoes with a bit of olive oil and place face down on the same baking sheet (or another baking sheet depending on size).
- While the sweet potatoes and chickpeas are roasting, prepare your sauce by adding all ingredients to a mixing bowl and whisking to combine, only adding enough water or almond milk to thin so it's pourable. Taste and adjust seasonings as needed. Add more garlic for more zing, salt for savoriness, lemon juice for freshness, and dill for a more intense herb flavor. I found mine didn't need anything else.
- NOTE: If you don't have hummus, tahini (which you can DIY!) will make a great base substitution for the sauce - just adjust the seasonings to accommodate the lack of flavor tahini provides.
- Also prepare the parsley-tomato topping by tossing tomato, parsley, and red onion (optional) with lemon juice and set aside to marinate.
- Once sweet potatoes are fork tender and the chickpeas are golden brown - roughly 25 minutes - remove from oven.
- For serving, flip potatoes flesh-side up and smash down the insides a little bit. Then top with chickpeas, garlic herb sauce, parsley-tomato salad, and chili garlic sauce (optional). Serve immediately.
- Additional side ideas might include Hummus, Pita Chips, Baba Ganoush, or Persian Eggplant Dip. Enjoy!

Call for Submissions, Feedback and Suggestions

The Diversity, Equity, and Inclusion Monthly Newsletter invites contributions to our monthly publication that fits into the following categories:

- News items and announcements
- Short stories
- Recognitions
- Member profiles



Tell us what you want to see more of!

Send us your feedback!



**Submit your materials to:
Dr. Sarah Gonzalez Noveiri
DEI Officer
snoveiri@ahrc.org**

AHRC Nassau
Brookville Center for Children Services &
Citizens Options Unlimited
P. 22