



We are committed to creating an environment in which all of our team members feel valued, included, and empowered to fully participate, bring their full selves to their work, and confidently bring great ideas to the table in service of our mission.

Message from Craig Gordon

As the Thanksgiving holiday approaches, I want to express my gratitude to our staff who tirelessly work to improve the lives of kids and families impacted by the state's foster care system. As visions of turkeys, stuffing, green bean casseroles, and desserts loom large in popular advertising, I know the holiday season brings with it enormous anxieties and challenges for both those we serve as well as our staff. Thank you for your efforts every single day.

As we focus on diversity, and CFP's JEDI initiative, I also know that those Thanksgiving images do not invoke the same sentiments for those with Indigenous heritage and backgrounds. History is often written by the group in power, and those who are disenfranchised don't have their voices heard. Let's keep that in mind as we work to make CFP an inclusive workplace where every voice is heard and matters. You have an opportunity to help make CFP that kind of workplace each and every day. Please help us bring that vision to reality!

JEDI UPDATES

The CFP journey into JEDI has begun. 63 team members completed Ally training on October 27 and 31. Participants explored identities, privilege, and implicit bias – learning how to recognize and disrupt bias in themselves. These 63 people will attend Advocate Training in December to further explore bias and methods for intervening in its impact, as well as ways to honor the diversity of identities in the workplace. Watch for more training dates to be announced for 2023.

KEEP IN MIND

1. We are still seeking nominations and applications for the JEDI Council. Please see details later in this newsletter.
2. Our next round of data collection about diversity and the workplace climate for inclusion and belonging will take place in January/February, we hope everyone will participate fully!





Foster Care Facts

- Prior to ICWA, 4/5 of Native Americans living on reservations lost at least one child to the foster care system, and 25% of all Native American children were removed from their families.
- Today, Native Americans make up 9% of Oklahoma's population yet Native children represent 35% of those in the state's foster care.
- Native American families are up to four times more likely to have their children removed than non-Natives.

Learn more at nicwa.org

Disproportionate representation of Native Americans in foster care across United States

Native Americans are up to four times more likely to have their children taken and placed into foster care than their non-Native counterparts.



Native American tribes in Massachusetts

Native American tribes in Massachusetts are the Native American tribes and their reservations that existed historically and those that still exist today in what is now...

Wikipedia / Nov 2



BY THE NUMBERS

There are 5.2 million American Indians and Alaska Natives making up approximately 2 percent of the U.S. population. There are 14 states with more than 100,000 American Indian or Alaska Native residents.

There are approximately 1,122, 043 American Indian and Alaska Native family households. Of those, 54.7 percent are married couples with children.

Twenty-one percent of American Indian and Alaska Natives speak a language other than English.

THE MORE YOU KNOW

WATCH: We Shall Remain, a five-part PBS American Experience series about Native Americans' longtime struggle for land, the Wampanoags and the first Thanksgiving, and a brutal war started by the colonists. Also, Reel Injun: On the Trail of the Hollywood Indian, another PBS documentary which explores the history and stereotypes of Native Americans in film.

DISCOVER: What native land you're on. Long before you lived on it, the land you're on was owned, managed, and maintained by Indigenous people and tribes. Land is sacred and important to all of us — whether we know it or not — and it's important to learn about the history of the land you're on.

PLANT : Native Plants. Due in large part to a sacred connection to the land and its resources, Native Americans are experts at land management. Indigenous knowledge when it comes to soil and ecosystem health is unparalleled and we'd do well to heed their wisdom, experience, and direction.

Use the National Wildlife Federation's Native Plant Finder to both make sure the plants you have now are native, and to find new or better ones to plant based on where you live.

VISIT: Tomaquag Museum's "Away from Home: Native American Boarding School Stories, 11/10/22-1/7/22, URI



INTERNATIONAL DAY OF PEOPLE WITH DISABILITIES

December 3



Finding the Sweet Spot: Foster Care, Disability and Special Education

By Kelly Henderson, Ph.D. Like summer and popsicles, some things just go together. Foster care and special needs are interwoven. While many children and you...



Making Human Rights Real

Children's Rights' work is part of a global movement to end violence...

childrensrights.org

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

The Universal Declaration of Human Rights (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 as a common standard of achievement for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected. *



Preamble

All people everywhere have the same human rights which no one can take away. This is the basis of freedom, justice and peace in the world.

This Declaration affirms the dignity and worth of all people, and the equal rights of women and men. The rights described here are the common standard for all people everywhere. Every person and nation is asked to support the understanding and respect for these rights, and to take steps to make sure that they are recognized and observed everywhere, for all people.

Basis and Extent of Human Rights

ARTICLE 1:

Everyone is born **free and equal** in dignity and with rights.



ARTICLE 2:

You should **never** be **discriminated** against for any reason.



Economic, Social, & Cultural Rights

ARTICLE 22:

You have the right to **social security**.



ARTICLE 23:

You have the right to **desirable work** and to join **trade unions**.



ARTICLE 24:

You have the right to **rest** and **leisure**.



ARTICLE 25:

You have the right to an **adequate standard of living**.



ARTICLE 26:

You have the right to **education**.



ARTICLE 27:

You have the right to **Participate** in the **Cultural Life** of Community.



Civil & Political Rights

ARTICLE 6:

You have the right to be treated as a **person in the eyes of the law**.



ARTICLE 3:
Everyone has the rights to **life, liberty and security**.



ARTICLE 9:
No-one shall be subject to **arbitrary arrest, detention or exile**.

ARTICLE 12:
No-one has the right to interfere with your **privacy, family, or home**.



ARTICLE 15:
You have the right to a **nationality**.



ARTICLE 18:
You have the right to **freedom of belief and religion**.



ARTICLE 4:
No-one shall be held in **slavery** or servitude.



ARTICLE 7:
You have the right to **equality before the law**.

ARTICLE 10:
You have the right to a **fair public hearing**.



ARTICLE 13:
You have the right to freedom of **movement** in and out of the country.



ARTICLE 16:
You have the right to **marriage** and to raise a **family**.

ARTICLE 19:
You have the right to **freedom of opinion and expression**.



ARTICLE 8:
You have the right to **remedy by competent tribunal**.



ARTICLE 11:
You have the right to be considered **innocent until proven guilty**.



ARTICLE 14:
You have the right to seek **asylum** in other countries from persecution.



ARTICLE 17:
You have the right to own **property**.



ARTICLE 20:
You have the right to **freedom of peaceful assembly and association**.



ARTICLE 21:
You have the right to **take part in the government** of your country.



Conditions Necessary For the Exercise of the Rights



ARTICLE 28: You have the Right to a **Social Order** that Articulates this Document.



ARTICLE 29: We all have a **responsibility** to the people around us and should **protect** their **rights and freedoms**.



ARTICLE 30: You have the right to **freedom from** from State or personal **Interference** in these rights.



HRE USA

Human Rights Educators USA

A national network dedicated to building a culture of human rights.
hreusa.org

HUMAN RIGHTS EDUCATION is a lifelong process of teaching and learning that helps individuals develop the knowledge, skills, and values to fully exercise and protect the human rights of themselves and others; to fulfill their responsibilities in the context of internationally agreed upon human rights principles; and to achieve justice and peace in the world. **HRE USA** strives to promote human dignity, justice, and peace by cultivating an expansive, vibrant base of support for Human Rights Education (HRE) in the United States.

* The UDHR is divided into five sections: 1) the preamble; 2) the basis and extent of human rights (Articles 1-2); 3) outline of civil and political rights (Articles 3-21); 4) an outline of economic, social, and cultural rights (Articles 22-27); and 5) a conclusion that outlines the conditions necessary for the exercise of the rights (Articles 28-30).



THE MORE YOU KNOW....

Each of these holidays center around a theme of light overcoming darkness.

KWANZAA

The newest winter holiday was created in 1966 as a uniquely African-American celebration. The spirit of Kwanzaa is about connecting with African roots and heritage; the name comes from the Swahili phrase for “first fruits.” Each of the seven days of Kwanzaa is dedicated to one of the seven principles: unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith. Along with the black, red, and green Bendera flag – whose colors represent the people, the struggle, and the hope that results from their struggle – Families celebrate Kwanzaa by wearing the colors of the pan-African movement (red, black, and green), drumming and music, artistic performance, feasting, and candle lighting. A documentary about the holiday, The Black Candle: A Kwanzaa Celebration, was narrated by Maya Angelou.

- 1.Unity (Umoja)
- 2.Self-determination (Kujichagulia)
- 3.Collective work and responsibility (Ujima)
- 4.Cooperative economics (Ujamaa)
- 5.Purpose (Nia)
- 6.Creativity (Kuumba)
- 7.Faith (Imani)

During Kwanzaa, a special candle holder called a kinara is used. 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.

WINTER SOLSTICE/YULE/CHRISTMASTIDE

In the northern hemisphere, the winter solstice is the shortest day/longest night of the year and marks the first official day of winter (although most of us are aware that winter is well underway from a temperature point of view!). Possibly the oldest festival celebrated by humankind – and still celebrated today – is Alban Arthan (Welsh for “Light of Winter”). Despite the chill, the winter solstice marks a rebirth of light in the world - after the solstice the days begin to lengthen again.

This Pagan celebration of the darkest day of the year, originally called Yule, is one of the oldest recorded winter holidays in history. At its core is the rebirth of the sun – a welcoming back of longer days of sunlight – and it has long been viewed as a powerful time for energy renewal and introspection. Historically, Yule – also referred to as Christmastide or Yuletide – was celebrated by feeding a large oak tree into the fireplace. The tree would be cut down on the Winter Solstice and the yule log would be slowly pushed into the flames over the 12 days of Christmas. That ritual became the basis for the modern yule log that’s decorated with candles and berries and generally placed on a mantle or altar. It is called Toji in Japan, where it is traditional to take a hot bath with citrus fruit. While in China it is called the Dongzhi Festival, where people eat tang yuan (湯圓, which is similar to mochi) with their family.

DIWALI

Celebrated by Indians of all Faiths, Diwali is a festival of the light which dispels the darkness of our ignorance; it is a festival of the light which shows us the way on our journey through life. Fireworks - To prepare for Diwali, families clean their homes and decorate with oil lamps and rangoli (decorations made from colored powder or fine sand). Celebrants dress in their finest clothes, attend temple services, and exchange gifts and sweets at family feasts. 5 days Starts on November 4 - <https://youtu.be/LiVoXktqyls>

SOYAL

Zuni and Hopi Native American tribes in the southern U.S. honor the Winter Solstice on Tuesday, December 22 with a ceremony to lure back the sun god, who is believed to have traveled away from the tribes during the winter. It also marks a new cycle of the Wheel of the Year. Traditionally, it’s viewed as a time for purification and, for the Hopi, it’s a festival that lasts 16 days and includes prayers, supplications, a passing down of stories from elders in the tribe, and a feast. At the feast, tribe members dress up in masks and costumes to represent Kachina spirits – spirits believed to support the community – and perform dances. Traditionally, children are given dolls that represent the Kachina spirits as gifts.

CFP JUSTICE, EQUITY, DIVERSITY, INCLUSION COUNCIL



CFP JEDI COUNCIL NEEDS YOU!

The Justice, Equity, Diversity & Inclusion (JEDI) Committee will provide leadership and hold the organization accountable for the integration of justice, equity, diversity, and inclusion into all aspects of our work at Communities for People.

The Council will meet monthly and will provide guidance to leadership on how to build:

- a judgment-free zone where employees feel safe to share their full selves,
- an inclusive climate that encourages employees to ask hard questions, confront hard truths, and participate in difficult conversations without fear of retaliation,
- a safe feedback mechanism to report issues, concerns, or challenges, and a fair process to investigate all reports,
- plans for attracting, retaining, and promoting the best talent, representative of our community and clients,
- equal access to opportunities for professional growth and advancement
- capacity and competency to effectively lead and manage a diverse workforce,
- cultural competence and responsiveness in all stakeholders to maximize our effectiveness in serving our clients and ensuring they feel valued and understood.

Fine Print:

- Council Members will commit to a maximum of 1-2 hours per week for Council Activities
- Council Members will receive recognition and may choose from various forms of compensation for participation
- All nominations/applications must be approved by Program and Regional Directors

INTERESTED? SUBMIT YOUR APPLICATION [HTTPS://BIT.LY/CFPJEDI](https://bit.ly/cfpjedi) OR SCAN CODE ABOVE