



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.

Happy New Year!

As we enter 2023, I hope you and your loved ones enjoy a year of peace, inspiration, and health. On the inspiration front, one of my greatest heroes and inspirations has always been Martin Luther King Jr., whose birthday we commemorate this month. (My other is Rosa Parks.) Dr. King stood for the ideals we continue to strive for Justice, Equity, and Inclusion. His peaceful protests led a movement of change that promoted racial justice and challenged white supremacy. I am proud of his tradition and of the fact that he is the only non-President to have a national holiday in his name.

Despite many achievements over the years, we know that many of the root causes of racial injustice remain today. Our work, and Dr. King's work, is not done. There is still bigotry, hate, and prejudice – against Blacks, against persons identifying as LGBTQ+, against Jews, and other disenfranchised persons. Each of us can strive to call out injustice when we see it.

We also are committed to promoting justice, equity, diversity, and inclusion by continuing our training workshops. The first round was a great hit and the evaluation of the trainer and content were glowing! We will be embarking on a second round in January as well. Thank you to each staff member who participated!

One of my favorite MLK quotes is "In the End, we will remember not the words of our enemies, but the silence of our friends." At CFP, one way to have your voice heard and effect change, is to join our JEDI Council. We need your voices! Soon, we also will be beginning the process of recruiting and hiring a new COO, and I am pleased to inform you that members of the JEDI council will be participating in the process and serving on the Screening Committee. Join us!

Lastly, I want to encourage you to participate in our FIRST Annual Diversity and Inclusion Survey that will hit your inbox on February 1. It should only take about 5 minutes of your time but will help keep CFP accountable to our Diversity and Inclusion goals. This follows up and continues the work started with our first data collection efforts in 2020-21. The survey is centered around researched constructs of Inclusion, such as fairness, belonging, and voice. We will ask you to complete the survey annually so that we can measure our progress, drive systemic change, establish priorities, and stay accountable to you.

This survey also asks important, though sensitive, demographics like gender identity, race/ethnicity, and sexual orientation. Diversity is about much more than the demographics that we, as a company, have to report under federal law. We believe government-mandated forms oversimplify the broad range of identities that we're trying to create more space for every day. This survey gives our employees a way to be measured as they self-identify, and gives us a way to measure whether we're truly building an inclusive workplace where people from all backgrounds can thrive.

This survey is 100% secure, anonymous, and optional, though we strongly encourage you to participate. With a high participation rate, we can confidently take actions that focus on making life at CFP more inclusive and equal for all.

Should you have any questions, please reach out and I would be happy to answer them. Thank you, and thank you for all you do to help CFP be a truly inclusive workplace!

-Craig



BLACK HISTORY MONTH

FEBRUARY 2023

Black History Month: February was chosen to celebrate African American History because it holds the birthdays of two men who helped eliminate slavery: Frederick Douglass and President Abraham Lincoln

The Black History Month 2023 theme, "Black Resistance," explores how "African Americans have resisted historic and ongoing oppression, in all forms, especially the racial terrorism of lynching, racial pogroms, and police killings," since the nation's earliest days.

- **January 1** – *Emancipation Proclamation 1863*
- **January 16** – *Martin Luther King Jr. Day*
- **February 12** – *The NAACP was founded in 1909, the centennial anniversary of the birth of Abraham Lincoln.*
- **February 14** – *Frederick Douglass' birthday*



Black History Month

February is dedicated as Black History Month, honoring the triumphs and struggles of African Americans throughout U.S. history.

HISTORY / Jan 14, 2010

How will YOU celebrate?

SHOP



Support Local Black-Owned Businesses

Use our list as a resource guide for planning events, hiring catering and marketing support and dining out an...

Rhode Island Monthly / Jun 19, 2022

WATCH



Black History Month Playlist

February is Black History Month — a time to remember more than 400 years of Black heritage. To celebrate the achievements of the community, we created a playlist of our favorite conversations.

NPR.org / Feb 26, 2021

READ

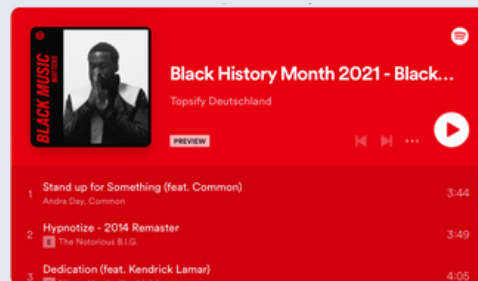


15 Books to Read During Black History Month and Beyond

From science fiction to memoirs to history, these are must-reads for any time of year.

Innocence Project / Feb 1, 2021

LISTEN



Black in Fostercare



Child Welfare and Foster Care Statistics

This post provides the latest statistics on child welfare in the United States, focusing on foster care, adoption and transitioning youth statistics. Explore the data.

The Annie E / May 16, 2022

Black, American Indian, and LGBTQ+ youth and young adults are overrepresented in the foster care system, while Asian, White, and Hispanic children tend to be underrepresented. Black and American Indian families are more likely to be reported for maltreatment and neglect.

BY THE NUMBERS

In 2020, 213,964 children under 18 entered foster care in the United States, a rate of 3 per 1,000. The rate of entry has hovered at 3 or 4 per 1,000 for two decades.

Kids ages 1 to 5 make up the largest share (30% in 2020) of children entering care. National data also show that Black and American Indian children continue to be overrepresented among those entering foster care.

In 2020, Black children represented 20% of those entering care but only 14% of the total child population, while American Indian kids made up 2% of those entering care and 1% of the child population.



Integrating Positive Youth Development and Racial Equity, Inclusion, and Belonging Approaches Across the Child Welfare and Justice...

Over the past 30 years, a growing body of research has indicated that Positive Youth Development (PYD) approaches can improve mental and physical health, education, and employment outcomes for young people.

Child Trends

Don't Forget



Remembrance
yadvashem

January 27



Biography: Susan B. Anthony

Champion of temperance, abolition, the rights of labor, and equal pay for equal work, Susan Brownell Anthony became one of the most visible leaders of the women's suffrage movement. Along...

National Women's History Museum

February 15

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