



DEI-Related Enrichment Opportunities Become More Accessible with New Initiative

By: Keion Taylor, Visual Communication Specialist

Starting this fall, Second Helpings is launching a “DEI Experience” opportunity for each staff member. Second Helpings will pay up to \$50 between now and June 30, 2024 for each employee to choose a DEI-related enrichment experience that is consistent with the ABIDE values of diversity, equity, inclusion, access, and/or belonging.

Admission and parking for an event may be reimbursed with receipts. Travel, food, or drink at an event are not eligible for reimbursement.

For example, you could go to a festival for Hispanic Heritage Month and Second Helpings will pay for your ticket, but not the meal that you get during the festival. Other examples of eligible experiences could be attending a relevant webinar, concert, community fair or event, festival, play, etc.

How does it work?

1. Identify an experience that falls within ABIDE's values. (Tip: scroll to the "Upcoming Events" section in the ABIDE newsletters for inspiration.)
2. Fill out [the Prepayment/Reimbursement Form](#). This is a seven-question form that asks for basic information about the event you are attending and how you would like Second Helpings to pay.
 - a. If you want to request funds, fill out this form **before** you attend the event.
 - b. If you want to be reimbursed, you can wait to fill out this form **after** you attend the event.
3. Once you submit your form, Claire will reach out to you to fulfill your payment request.
4. Attend the event and be sure to collect your receipts.
5. Fill out [the Debrief Form](#) to share your insights from the event.

Thank you to our Second Helpings leadership team of Linda, Julie, Katie, and Nora for supporting creative DEI experiences for each one of us by committing organizational financial resources to this project.

See Claire if you have questions along the way!

Would you like to share about an event you've attended in a future issue of the ABIDE Newsletter? Let [Keion](#) or [Jen](#) know!

Observances & Celebrations

National Hispanic Heritage Month

Celebrated from September 15 to October 15, National Hispanic Heritage Month celebrates the histories, cultures, and contributions of those who are of Spanish, Mexican, Caribbean, and Central and South American descent. The observation started in 1968 as Hispanic Heritage

Week and was expanded in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. [Find more resources about National Hispanic Heritage Month here.](#)

Rosh Hashanah and Yom Kippur

Rosh Hashanah and Yom Kippur are the two “High Holy Days” in the Jewish faith.

The Jewish New Year, or Rosh Hashanah, is a fall holiday taking place at the beginning of the month of Tishrei, the seventh month of the Jewish year. It is a time to celebrate the completion of another year while also taking stock of one’s life. Rosh Hashanah commemorates the creation of the world and marks the beginning of the Days of Awe, a ten-day period of introspection and repentance that culminates in the Yom Kippur holiday, also known as the Day of Atonement. According to tradition, it is on Yom Kippur that God decides each person’s fate, so Jews are encouraged to make amends and ask forgiveness for sins committed during the past year. Yom Kippur is observed with a 25-hour fast and a special religious service.

This year, Rosh Hashanah begins on Friday, September 15 and ends on the evening of Sunday, September 17. Yom Kippur begins on the evening of Sunday, September 24 and ends on the evening of Monday, September 25. Read more about [Rosh Hashanah](#) and [Yom Kippur](#).

As part of the development team’s stewardship of our Jewish donors, we recently mailed Rosh Hashanah cards to ~60 donors. We know from years past that this relationship-building touchpoint has been much appreciated by these donors. Please help us keep our list current; if you work with any donors or volunteers who are Jewish, please let Katie or Alison know so we may include them in future years.

And more...

Even more observances fall under the month of September! Here are just a few more to explore:

- [Enkutatash \(Ethiopian New Year\)](#) on September 12

- [Ganesh Chaturthi](#), 10-day Hindu Festival which starts on September 18 this year
- [Bi Visibility Day](#) on September 23



Subcommittee Updates

Education

This summer, we hosted conversations around Disability Visibility resources and the topic of “How Does Racism Affect All of Us?” We’re taking our monthly conversation on the road for September to hear the author of *How the Other Half Eats* speak on Thursday, 9/28; please join! We plan to alternate our monthly gatherings between discussions around a specific resource or topic with an external field trip, sometimes outside of work hours. We paused the newsletter for August but are back for September. Have ideas for the education committee? **Join our next meeting on Wednesday, September 13 at 11 am** in the board room, or talk with Alison.

Community Engagement

Eight staff members volunteered at Horizon House recently by passing out Second Helpings sandwiches to neighbors in the day center and sorting clothing and household goods in their donation center. Horizon House provides comprehensive services to help neighbors experiencing homelessness – food, showers, clothes, a PO Box, resume writing, practice interviews, and much more. Have ideas for how Second Helpings can engage with our community? **Come to our next meeting on Thursday, September 14 at 2 pm** in the boardroom, or talk with Keion or Emily.

Upcoming Events



Purdue’s John Martinson Honors College Hosting “Think Local”: Black Life in Indianapolis

September 16 | 9:00 AM-5:00 PM

Location: Purdue Polytechnic High School (Englewood)

Purdue University's John Martinson Honors College is hosting its first “**Think Local**” event on **Saturday, Sept. 16**, from 9 a.m. - 5 p.m. This free event will take participants to various Indy locations

and tell the story of Indiana's Black history. Here's a sample of what participants will experience:

- Visit the **Flanner House District** and meet housing activists and homeowners
- Watch the **Freetown Village Singers** perform inspirational and historically significant spiritual and gospel songs
- Tour the **Crispus Attucks Museum**, which chronicles Black education and social activism in the city

Purdue invites all students, staff, faculty, and Greater Lafayette and Indianapolis community members. Please note that all events are *free* and include lunch from a local Black-owned restaurant.

Take the opportunity to learn more about Indy's Black history and the storytelling contributing to advancing the image of Black-owned businesses. [Register here!](#)

A Conversation with Dr. Priya Fielding-Singh

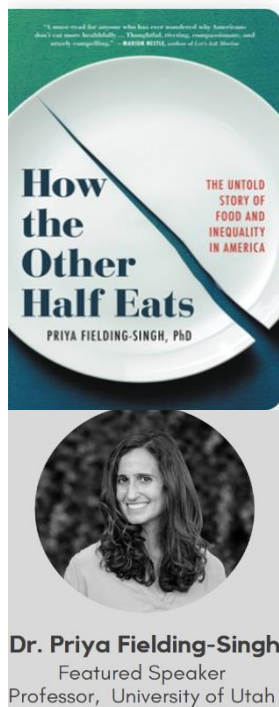
September 28 | 7:00-8:15 PM

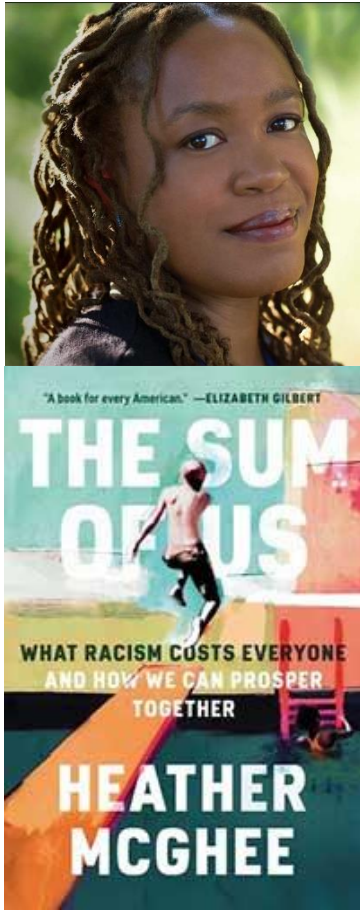
Location: Jewish Community Center, 6701 Hoover Rd, 46260

Our monthly gathering is going on the road: join Caitlin and Alison after work for this conversation with *How the Other Half Eats* author Dr. Priya Fielding-Singh, hosted by Indy Hunger Network. Dr. Fielding-Singh will share insights to explore how inequality shapes the way we eat and what that means for local food pantries. The event is free, but **registration is required**. [Get your tickets here.](#)

Interested in carpooling? Connect with one of the staff members listed above or let Heather know.

A copy of *How the Other Half Eats* is available in our ABIDE Library, located between Julie's and Claire's offices.





Heather McGhee Discusses How Racism Affects All of Us and How We Can Overcome It

October 3 | 7:00 PM

Location: Shelton Auditorium at Christian Theological Seminary Center, 1000 W 42nd St, 46208

Racism has yet another dirty secret: the poverty it creates doesn't stop at color lines. On the contrary, it poses a cost to us all, limiting economic prospects and stunting generational prosperity. **Join the Faith & Action Fall Event** to hear author and economist **Heather McGhee** discuss this paradox and how we can overcome it. The author of the *New York Times*-bestseller ***The Sum of Us***, McGhee argues that we could derive a benefit from this quandary. Sharing the fight against economic injustices could serve to unite us across racial divides, creating multiracial coalitions that address income inequality, healthcare, and fair wages and helping to end poverty and injustice.

Join Linda and Alison to become empowered and better informed on how to make a difference, change policies that keep people trapped in poverty, and stop systems from perpetuating inequality.

The event is free, but **registration is required**. **[Get your tickets here.](#)**

Interested in carpooling? Connect with one of the staff members listed above or let Heather know!

A copy of *The Sum of Us* is available in our ABIDE Library, located between Julie's and Claire's offices.

Staff Insights



Chris Reflects on Inclusion after Disability Visibility Conversation

Staff Insight By: Chris Renollet, Facilities Manager

I thought it was important to go to this conversation because when we think about access and ability we often are restricted to our own experience. I wanted to be able to share my personal experiences and perspective while listening to others.

However, this meeting opened me to perspectives that I had not considered in the past. ABIDE stands for access, belonging, inclusion, diversity, and equity. I have always been focused on inclusion. It is my belief that by generating an environment that is inclusive to everyone, we will develop a diverse, equitable workplace where everyone has access and a sense of belonging.

This meeting introduced me to a different idea. In a passage we listened to from *Disability Visibility*, the author talked about spaces built specifically for people with disabilities, where disabilities are celebrated and embraced. **These spaces do not exclude nondisabled people; they are just designed without them in mind.** This opened me up to the idea that **inclusion may be the starting point but beyond that we may need to offer experiences for people to just be themselves.** We may need to allow someone the space to decompress and just “be” without having to educate others on their experiences.

Resources

Article:

[How Food Inflation Adds to the Burdens Disabled People Carry](#) (socioeconomic status)

Nearby:

The International Marketplace: “shrinking the globe and creating a village” at 38th & Lafayette. Check out their food guide! (race)

Flyer:

People Matter, Words Matter: How do you perceive mental health conditions? This flyer provides helpful tips for how to respond with compassion in different scenarios around mental health and mental illness. (physical and mental ability)

A dark purple horizontal banner with the text "A.B.I.D.E. News" in white, serif font. The banner is decorated with faint, light purple handprints scattered across the background.

A.B.I.D.E. News

Have an idea for the newsletter? Let Heather know by emailing her or using this form.