

DEIJ Bulletin

Michigan Chapter of AFS DEIJ Committee

October 2023

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Hello MI AFS members,

We are happy to share our second MI AFS DEIJ Bulletin. Please contact us if you would like to become involved with the DEIJ committee or if you come across items that you would like to have shared. You can reach us at miafsdeij@gmail.com (or you may contact us [anonymously](#)).

We will be hosting a virtual conversation with the committee on Friday, January 5, 12-1 pm. Please share any conversation topics you would like to raise (miafsdeij@gmail.com).

Your DEIJ Committee -

Kyle Brumm (he/him/his)

Dana Castle (she/her/hers)

Lydia Doerr (she/her/hers)

Tracy Galarowicz (she/her/hers)

Kynzie House (she/her/hers)

The charge of the Michigan AFS Diversity, Equity, Inclusion, and Justice (DEIJ) Committee is “to cultivate a chapter culture that ensures all members feel welcome and respected, recruits and retains members with underrepresented identities and backgrounds, and works with the Executive Committee to create and advocate for policies and procedures that promote diversity, equity, and inclusion at the chapter, regional, and international levels”.

Tools & Resources

- [Podcast – Diversity, Equity, and Inclusion in Fisheries](#) - Episode 16, Inclusive Hiring Practices
- [6 Best Practices for Creating an Inclusive and Equitable Interview Process](#) - Harvard Business School 2023
- [Intersectionality: The Pathway to Inclusion](#)- Michigan Diversity Council, October 11, 12pm -1:30pm ET- Virtual Registration \$49

October Awareness Month & Days

- Global Diversity Awareness Month
- [LGBT+ History Month](#)
 - [Celebrate the achievements of lesbian, gay, bisexual and transgender Icons](#)
- [National Disability Employment Awareness Month- U.S. Department of Labor](#)
 - [NDEAM 2023 Spotlight](#)
- [Down Syndrome Awareness Month](#)
- [Bullying Prevention Month](#)
- Breast Cancer Awareness Month
 - [What is Breast Cancer Awareness Month?- Breastcancer.org](#)
- National Polish American Heritage Month
 - [Polish American Heritage Children's Book Recommendations - Chicago Public Library](#)
- [National Filipino American Heritage Month](#)
- National German American Heritage Month
 - [Books To Read During German American History Month - Jacksonville Public Library](#)
- [National Italian American Heritage Month](#)
- National Work and Family Month
 - [Making October's National Work & Family Month Matter For Your Organization - Forbs](#)



Upcoming Events & Opportunities

- Indigenous People's Day - October 9
 - [Indigenous Peoples Day](#) – Columbia River Inter-Tribal Fish Commission (from 2018)
 - [Podcast - Understanding Indigenous Fisheries with Rosalie Francis](#)
 - [Unlearning Columbus Day Myths: Celebrating Indigenous Peoples' Day](#)
- World Mental Health Day - October 10
 - [How To Be Supportive Of Co-Workers Struggling With Their Mental Health](#) - Forbes 2020
- National Coming Out Day - October 11
 - [3 Simple Steps to Create a More Inclusive Work Space for Our LGBTQ+ Community](#) - from Fisheries 2021
- Women in Military Service for America Memorial Anniversary - October 14
- White Cane Safety Day - October 15
 - [10 ways you can support blind and visually impaired colleagues working remotely](#)
 - [Support – 7 Simple Ways to Help a Colleague Who is Visually-Impaired Succeed](#)
- Spirit Day - October 19

“We are what we imagine. Our very existence consists in our imagination of ourselves. Our best destiny is to imagine, at least, completely, who and what, and that we are. The greatest tragedy that can befall us is to go unimagined.” - N. Scott Momaday

Momaday is a Kiowa writer and poet. In 1969, his novel *House Made of Dawn* – which is considered the first major work of the Native American Renaissance – won the Pulitzer Prize for Fiction. He holds many honorary degrees and awards, including the National Medal of Arts. Most of Momaday's work fuses prose and poetry. As a professor, Momaday specializes in American Indian oral traditions and culture ([Human Right Careers](#)).

