



Monthly News



Celebrating Diversity Here at Second Helpings

By: Alison Schumacher, Donor Engagement Director & Jen Tornatta, Special Events Manager

Do you remember the first time you talked with a co-worker here – not someone on your team, but rather someone you only encounter in the hallways, cafeteria or at a staff meeting – and learned enough about them that you felt a deeper sense of connection with them? Maybe you resonated with what their favorite food is, were surprised by their hobbies, or were amazed to learn what they do when they're not at Second Helpings. (Maybe you learned this during staff bingo at the holiday party!)

These connections – whether surprising, delightful, or make us pause – can help us appreciate the ways we’re similar *and* the ways that we’re different. Our similarities and our differences can bring us together and make our teams stronger. And this helps us not only work well together but better serve our students, partners, and neighbors in central Indiana.

April is Celebrate Diversity Month. It was initiated in 2004 as a celebration to recognize and honor the diversity surrounding us all, with the hope that people will gain a deeper understanding of each other.

We like to celebrate diversity *every* month here at Second Helpings, and this month, we’re running an activity to honor our diverse team.

Coming soon to the ABIDE library whiteboard, you will see a collection of post-it notes listing different identities. Take a star sticker and place a star on every post-it that you identify with.

Will it tell us everything about everyone? Not at all. But it will help underscore that our team is made up of many different identities, and that’s part of what makes us amazing.



Observances & Celebrations

Women’s History Month (March)

Women’s History Month is a celebration of women’s contributions to US history, culture and society and has been observed annually in the month of March in the United States since 1987. The National Women’s History Alliance designates a yearly theme for Women’s History Month. The 2024 theme celebrates “Women Who Advocate for Equity, Diversity and Inclusion.” This theme recognizes women who understand the need to eliminate bias and discrimination from individuals’ lives and institutions.

International Women’s Day (March 8) – A global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women’s achievements or rally for women’s equality.

Other resource: [National Women’s History Museum](#)



Developmental Disability Awareness Month (March)

National Developmental Disabilities Awareness Month is a nationwide event to raise awareness about the inclusion of people with developmental disabilities and address the barriers that those with disabilities face. Inclusion is necessary since about 15% of the world's population lives with a disability. Developmental Disability Awareness Month is about understanding the relationship between the way people function and how they participate in society and making sure everybody has the same opportunities in every aspect of life to the best of their abilities. [Learn more.](#)

Autism Acceptance Month (April)

Autism Acceptance Month raises awareness to promote autism acceptance, to celebrate each individual's unique differences, and to foster inclusivity and connectedness. The theme, "Celebrate Differences," will be running for its 5th year.

[World Autism Awareness Day](#) (April 2) – Raises global awareness and promotes advocacy related to all aspects of autism spectrum disorder.

[What is Autism?](#) (Infographic)

[Welcome to the Autistic Community](#) (Digital Book)



Subcommittee Updates

Community Engagement

The Community Engagement Subcommittee is coordinating Second Helpings' presence at the Indy Pride Parade & Festival on Saturday, June 8. The group is also working to promote partner organizations throughout the year, through finding opportunities for collection

Education

A group of 10 gathered in the board room on Feb 26 to discuss questions raised by Origin (movie)/Caste (book). We added an interactive marble activity and whiteboard Q&A to the ABIDE library. We spent time as a subcommittee discussing strengths, opportunities, and questions about our projects (library, this newsletter, and the monthly gatherings), and started

Workplace Culture

At our inaugural meeting, we created a mission statement for our work (*Develop and support an inclusive culture, using equitable strategies to serve Second Helpings staff, students, temporary staff, and volunteers*), brainstormed topics of interest for our focus, including PTO and leave policies, professional education or development, and silo

drives, volunteer opportunities, and communications. **Join us at our next meeting on Friday, April 19 at 2 pm in the board room.**

a list of projects to consider this year. We'll continue that conversation at our meeting on **3/25 at 11 am in the board room.** Interested? **Join us!**

busting. **Our next meeting is March 20; tell Claire** if you'd like to join!

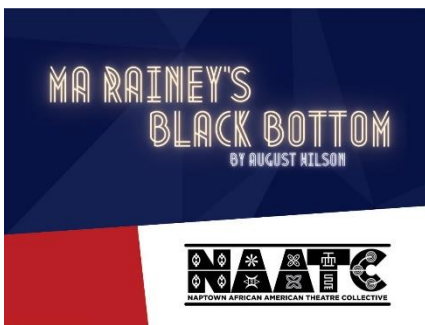
Upcoming Events



OPTIONAL Staff Conversation: Learning About the History of Disability Rights with Judy Heumann

**Wed, March 27 | 12pm – 12:45pm
Board Room**

To honor this year's Women's History Month theme (women who advocate for diversity, equity, and inclusion), we will watch and discuss a video in which Judith Heumann, a disability rights activist, tells the story of her activism. Please feel free to bring your lunch and join the ABIDE Education subcommittee in the board room.



Ma Rainey's Black Bottom

**March 8 – March 24 | Time Varies by Date
Phoenix Theatre**

Ticket Price Varies (use your DEI Experience funds!)

Naptown African American Theatre Collective presents Ma Rainey's Black Bottom by August Wilson in the Russell. Immerse yourself in the collision of legendary Blues and systemic racism as a leading lady fights for her right at the top.



Frida...A Self Portrait

March 12 – April 7 | Time Varies by Date

Indiana Repertory Theatre

Ticket Price Varies by Date (use your DEI Experience funds!)

Iconic Mexican painter Frida Kahlo was a woman who lived boldly, loved wildly, and painted prolifically in order to see herself and the world around her more clearly. With stunning stagecraft and irresistible charm, Brazilian writer and performer Vanessa Severo unearths powerful common ground between herself and Frida, inviting us to experience the artist's vibrant, tumultuous life and rare genius.



Kan-Kan Cinema

Several Upcoming Shows (use your DEI Experience funds!)

This Changes Everything | March 21

An investigative look and analysis of gender disparity in Hollywood, featuring accounts from well-known actors, executives and artists in the Industry. Film will be followed by a panel discussion.

Soul Food Project: A More Than Corn Story | April 4

Spend a year with urban farm Soul Food Project as they push the limits to find out if there's such a thing as growing too much, too fast.

Herron School of Art + Design and Indiana Humanities One State/One Story: Do the Right Thing, a Spike Lee Film |

April 6

On the hottest day of the year on a street in the Bedford-Stuyvesant section of Brooklyn, everyone's hate and bigotry smolders and builds until it explodes into violence.

Check out their full list of upcoming shows [here](#).



Conversations in Indiana African American History and Culture: Recovering the History of Norwood

March 21 | 6pm – 7:30pm

Indiana Landmarks Center | Virtual Option Available

Tickets - Free

Established by US Colored Troop Veterans during the Reconstruction period (1867-1877), Norwood and Barrington are two of the oldest, descendant-maintained African American communities in the United States. Ms. Austin will present aspects of the history of the Indiana 28th Regiment and their Kentucky counterparts during the years of the Civil War and the nearly two centuries of work the descendant community has done to maintain their ancestral homes.



Mirror Indy Community Listening Session

March 21 | 6pm – 7:30pm

Ujamaa Community Bookstore

Tickets - Free

Join us for the Mirror Indy March Community Listening Session at Ujamaa Community Bookstore.

This in-person event is an opportunity to connect with Mirror Indy and share your perspective on local news. They invite you to share your thoughts, ideas, and concerns in a supportive and inclusive environment.

Note: This will NOT be a panel discussion. It's a space for conversation, brainstorming, and refreshments.

Staff Insights



How I Used My DEI Experience Funds

By: Anne King, Culinary Job Training Employment Specialist

I went to *The Folks at Home* - a comedy/play at the IRT about a gay biracial couple and their family. It opens a window into the lives of people from different backgrounds struggling financially and personally, who have a willingness to find their common ground and be open to the love of a family, despite their differences.

What did I learn? - I could relate to the expectations we have for ourselves and our loved ones; having a home, family, work and how we identify through that. It also shed light on family and how different we can be from each other with our views of race and class. There are some uncomfortable scenes where characters make racially insensitive remarks/slurs which are intended to make a point but left me feeling uncomfortable to laugh. However, bringing laughter into the room was in some ways even more impactful.



Resources

Article:

[Tips for How to Help a Person with Mental Illness](#) (ability)

Video:

[Is Racism Over Yet?](#) (race)

By Laci Green, six-minute video about structural racism and privilege.

Websites:

[Facts About Poverty in Your State - Indiana](#) (socioeconomic status)

Poverty by America website showing poverty statistics by state, including an Indiana fact sheet.

[Resources in Indiana that Offer Direct Help to People in Need](#) (socioeconomic status)

Searchable site for Indiana resources for local orgs that help health, food & clothing, legal aid, financial & employment; and housing assistance.

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A.B.I.D.E. News

Have an idea for the newsletter? Let Heather know by [emailing](#) her or using this [form](#)