



## Monthly News

### **SOME DISABILITIES LOOK LIKE THIS**



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## Who's Living with an Invisible Disability? Some of Your Second Helpings Colleagues Are.

*By: Jen Tornatta, Staff Accountant*

Recently, a group of Second Helpings staff met to discuss living with an invisible disability. Approximately 10% of Americans have an invisible disability and this number could be higher, since people with invisible disabilities often do not self-identify or disclose this information. While it may not be visible, for those who live with it every day, it is very much a part of their lives.

We started the conversation by [watching a video](#) showing what a group of college students deal with in their everyday lives. Even though they are students, we were able to see what it could be like for our co-workers, friends, or family members living with an invisible disability. This led to a discussion of what life/work could look like to those with an invisible disability.

It was a good conversation and here are some of our group takeaways:

- listen and believe someone when they share that they have an invisible disability;
- understand that work life might be different than their home life, where the person can make the accommodations they need;
- ask what someone needs; and
- letting someone know you are here for them or just willing to listen can be powerful.

In addition to the above video, here are other resources we shared:

- [Video - The Most Ridiculous Things People With Invisible Illness Hear](#) (this video ends with what you *should* say)
- [Article – Supporting Invisible Disabilities in the Workplace](#)
- [Video - Four Tips to Support Individuals with Invisible Disabilities](#)
- [Magellan Employee Assistance Program](#) – Our Employee Assistance Program is available to all Second Helpings employees. We have access to free counseling sessions, articles, webinars, and discount services.
- Claire also reminded us about the reasonable accommodations section from [the Second Helpings employee handbook \(bottom of page 11\)](#).

Regardless of disability status, no one ever truly knows what another person is going through. This conversation was a reminder to give each other grace and support as we collectively maneuver through our personal and professional lives.

## Observances & Celebrations

### Diwali (November 1)

Diwali, known as the "Festival of Lights," is a significant Hindu festival celebrated over five days, symbolizing the triumph of good over evil and light over darkness. Celebrants light *diyas* (oil lamps), decorate homes with *rangoli* designs, and partake in family feasts. In Indianapolis, Diwali is celebrated by the South Asian community through events organized by local cultural organizations such as the India Association of Indianapolis and Butler University's South Asian Student Association. These celebrations often include traditional activities like lighting *diyas*, creating *rangoli*, and sharing Indian food. [Learn more.](#)

## Kwanzaa (December 26 to January 1)

Created in 1966 by Maulana Ron Karenga, Kwanzaa is an African American and Pan-African holiday that celebrates history, values, family, community and culture. The ideas and concepts of Kwanzaa are expressed in the Swahili language, one of the most widely spoken languages in Africa. The seven principles which form its core were drawn from communitarian values found throughout the African continent. These principles are: [Umoja](#) (Unity), [Kujichagulia](#) (Self-Determination), [Ujima](#) (Collective Work and Responsibility), [Ujamaa](#) (Cooperative Economics), [Nia](#) (Purpose), [Kuumba](#) (Creativity), and [Imani](#) (Faith). Kwanzaa gets its name from the Swahili phrase, “matunda ya kwanza” and is rooted in first fruit celebrations which are found in cultures throughout Africa both in ancient and modern times. [Learn more.](#)

## Other Observances or Celebrations

[Election Day](#) – November 5

[Transgender Awareness Week](#) – November 13-19

[World Diabetes Day](#) – November 14

[Native Women’s Equal Pay Day](#) – November 21

[International Survivors of Suicide Loss Day](#) – November 23

[World AIDS Day](#) – December 1

[International Day for the Abolition of Slavery](#) – December 2

[International Day of Persons with Disabilities](#) – December 3

[Las Posadas](#) – December 16-24

[Winter Solstice](#) – December 22

[Christmas](#) – December 25

[Hanukkah](#) – December 26-January 2



## Subcommittee Updates

### Education

We coordinated the Invisible Disabilities lunch & learn session described above and explored hosting a book truck at Second Helpings. If you’d like to join or lead the Education committee in 2025, let Alison know!

### Community Engagement

Members of our committee helped develop "standard operating procedures" for front desk volunteers around working with unhoused neighbors. Resources are available at the front desk for anyone interested in learning more.

# Upcoming Events



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## Having Our Stories Told: Preserving LGBTQ+ History

**November 9 | 2:00-4:00 pm | FREE**  
**Indiana History Center, 450 W. Ohio St**

Remembrance is a gratitude that honors our past and propels us forward with love and knowledge. Join LGBTQ+ organizations from across Indianapolis for a community discussion and behind-the-scenes tour of the Indiana Historical Society LGBTQ collection.

Attendees are invited to explore holding of the IHS archives and engage in small group conversations examining the theme of gratitude as well as queer recognition, forgetting, agency, and storytelling. Guests will reflect on how these acts of acknowledgement, or lack of, influence understanding of queer communities and identity. Tour and talk with others to find new connections while delving into the IHS's LGBTQ collection and deepen your sense of gratitude for past generations and the stories they've shared. **This event is part of the 2024 Spirit & Place Festival, which is focused on the theme of Gratitude.**

***ASL provided by students in IUI's Program in American Sign Language (ASL) and English Interpreting***



## Indianapolis LGBT Film Festival

**November 8-17 | Times vary | Prices vary**  
**Live events at Kan-Kan Cinema; streaming options available**

The **Indianapolis LGBT Film Festival** is an annual fundraising event benefitting **Indiana Youth Group (IYG)**, a non-profit

organization founded in 1987, that serves young people ages 12-24 who self-identify as LGBTQ+, as well as their allies.

The festival debuted in September, 2001. Since 2013, the festival has been presented with the help of Indy Pride, Inc., Indy's LGBTQ non-profit community organization, that hosts the annual Indy Pride Festival and Parade, as well as numerous events year round.

Committed to promoting diversity through the medium of film, the festival has been a pivotal contributor to our city's cultural and artistic landscape for the past 23 years. Shining a spotlight on LGBTQ+ feature films, documentaries, and shorts, representing local and international talents, the festival takes place during the second weekend of November.



## [Cooking with Flavors from Around the Globe with the Marion County Health Dept](#)

**November 12 | 10:30-11:30 am | Free**  
**Irvington Branch, IndyPL, 5625 E Washington St**

Ever get bored cooking the same old meals? If you're looking for some culinary inspiration, look no further! There is a whole WORLD of flavor out there. Join us as we explore ingredients, spices and herbs from around the world, and how to use them in your own kitchen. Recipes and samples included!



## [Eiteljorg Artist-in-Residence Workshop: Bobby Silas](#)

**November 12 | 2:00 – 4:00 pm | Free**  
**Haughville Branch, IndyPL, 2121 W Michigan St**

Come learn from Hopi potter Bobby Silas! Bobby will share his work to revive Sikyatki pottery and how he combines both Hopi and Zuni design styles. This is part of the Eiteljorg Artist-in-Residence Workshop series, in partnership with the Eiteljorg Museum of American Indians and Western Art. Bobby will

share how he achieves the variety of design styles by demonstrating some of the artistic techniques he uses.

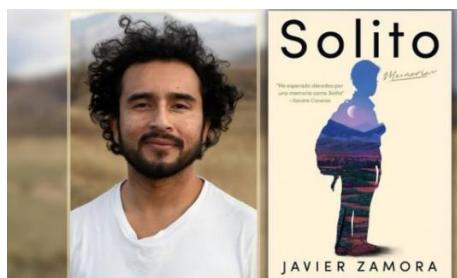


## [Community Resource Fair](#)

**November 12 | 1:00-5:00 pm | Free  
Central Library, 40 E St Clair St**

Join us for our 2024 Community Resource Fairs! Connect with local providers to find support & overcome challenges. This free and open to the public event brings together community members from all backgrounds to receive support with medical screenings, mental health, housing, employment, substance abuse recovery, and teen & youth needs.

The Library will be giving away free emergency kits while supplies last. Drop in and discover the resources available to you in Marion County in one convenient place.



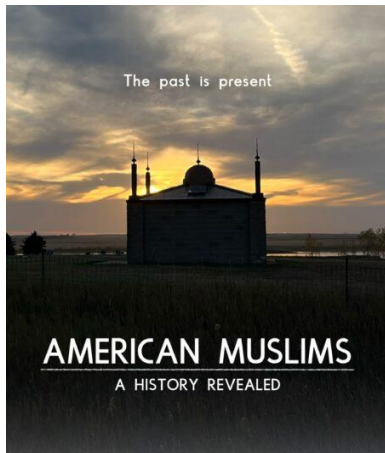
## [Virtual Author Talk: On Childhood Migration in Central America](#)

**November 14 | 4:00 – 5:00 pm | Free  
Online**

Tune in for a special conversation with New York Times bestselling author Javier Zamora as he chats with us about his riveting tale of survival and perseverance as told in his award-winning memoir *Solito*.

Javier Zamora was born in El Salvador in 1990. His father fled the country when he was one, and his mother when he was about to turn five. Both parents' migrations were caused by the U.S.-funded Salvadoran Civil War. When he was nine Javier migrated through Guatemala, Mexico, and the Sonoran Desert. His debut poetry collection, *Unaccompanied*, explores the impact of the war and immigration on his family. Zamora has been a Stegner Fellow at Stanford and a Radcliffe Fellow at Harvard and holds fellowships from the National Endowment for the Arts and the Poetry Foundation.



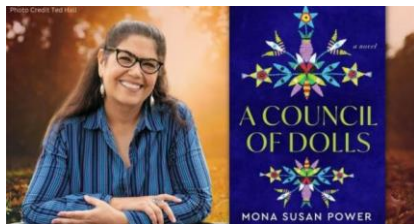


## [American Muslims: A History Revealed](#)

**November 18 | 7:00-9:00 pm | Free**  
**Kan-Kan Cinema, 1258 Windsor St**

Join the IU Indianapolis [Arabic Studies Program](#) and the Indiana Muslim Advocacy Network for the Indiana premiere of a new PBS documentary, [American Muslims: A History Revealed](#). Make new discoveries about African American, South Asian American, and Arab American Muslims in the Midwest and beyond, from the Gilded Age to the Great Migration.

Event includes Q & A with one of the film's main historical advisers.



## [Virtual Author Talk: Native Rights and Culture in Fiction](#)

**November 20 | 7:00-8:00 pm | Free**  
**Online**

You're invited to join us as Mona Susan Power chats about her newest novel *A Council of Dolls*. This conversation highlights how her work explores Native Rights and Native American culture, in particular using an important symbol that anchors comfort and companionship in Native life: dolls.

Mona Susan Power is an enrolled member of the Standing Rock Sioux Tribe. Her novel, *A Council of Dolls*, was longlisted for the National Book Award and the Carol Shields Prize for Fiction. She is the author of three previously published works of fiction, *The Grass Dancer*, which won the Pen/Hemingway Prize, *Sacred Wilderness*, and *Roofwalker*. Her short stories have been published by The Atlantic Monthly, The Paris Review, The Best American Short Stories, and more. Mona is a graduate of Harvard and the University of Iowa Writers' Workshop. She lives in Saint Paul, Minnesota.



## [Approaching Medicare Age? Considering Retirement? What You Need to Know Now](#)

**November 25 | 6:00-7:30 pm | Free  
Garfield Park Branch, IndyPL, 2502 Shelby St**

This session will teach you about Medicare, its costs, its coverage, an overview of how it works, and all of your choices as you approach Medicare eligibility.

Learn the real information from certified [SHIP \(State Health Insurance Assistance Program\)](#) counselors who provide impartial information with no sales pitch.

Approaching Medicare Age is brought to you by SHIP. Funded by the Centers for Medicare and Medicaid Service and provided by the Administration for Community Living and the Indiana Department of Insurance, SHIP is a free and impartial counseling program for people with Medicare.

## Resources

### **Article:**

[Tips for Allies of Transgender People](#)

These tips can be used as you move toward becoming a better ally to transgender folks.

### **Video:**

[How to Successfully Support Mental Wellness at Work](#)

As a workplace mental health expert and person with lived experience, Matthew Ratz gives a powerful TEDx talk on how to successfully support mental wellness at work. He discusses the importance of accommodations and strategies for creating a mentally healthy workplace culture, and offers mindset shifts for creating a mentally healthy and supportive work environment.

### **Podcast:**

[Aging Up, Not Out](#)



An aging expert talks about the challenges of growing older at work, gives advice for staying on top of what's new in our fields, and shares personal experiences. *Can also read the transcript via the link.*

### **Online/Apps:**

[Indiana Poverty Fact Sheet and Resource List](#) – End Poverty USA

[Indigenous Peoples in Indiana](#) – Department of Natural Resources



## A.B.I.D.E. News

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