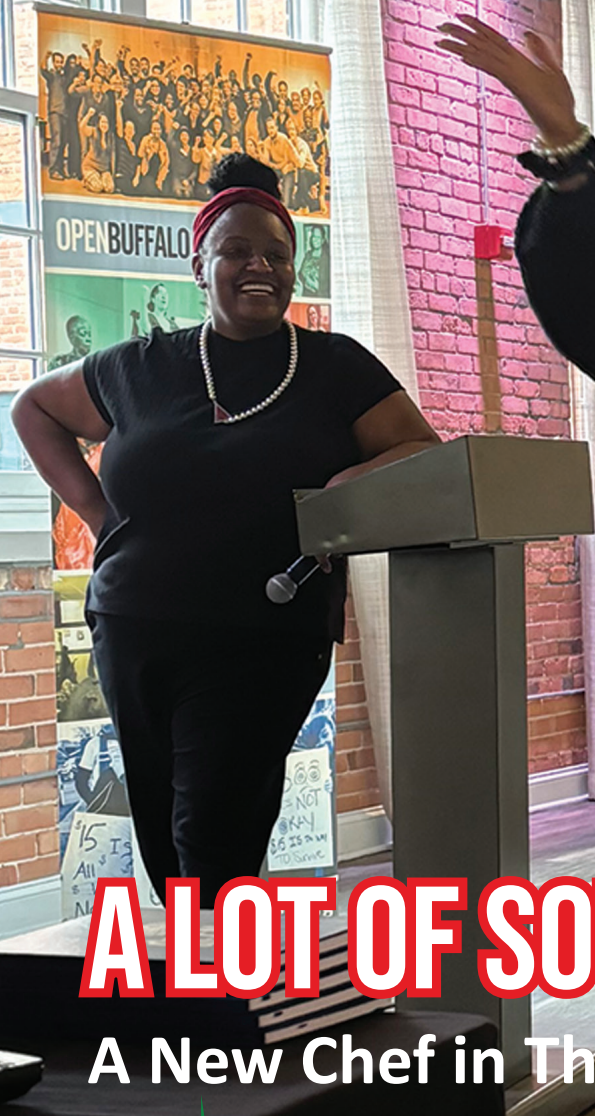


FEBRUARY 2024

CONNECTIONS



A LOT OF SOUL

A New Chef in The Kitchen

MAKING MOVES

The Evolving World
of Healthcare

50+
LIVING THE
MISSION
NOMINEES

MINDY'S MESSAGE 3

A note from the President & CEO

FEBRUARY STORIES

Visiting the Past..... 10

Buffalo offers many places to visit to help you connect with the past for Black History Month

Race, Power & Privilege..... 14

What Does Black History Month Mean to You?.....5

Black History is the Origin of Humanity 15

EMPLOYEE RECOGNITION

February Anniversaries..... 4

Living The Mission 8

Meet Mary 15

Meet Azia 7

Making Moves..... 9

AGENCY INFORMATION

Compliance Hotline 4

Audit Gold Medalists 4

ON THE COVER:

ISSUE IN THIS



14



6

FEBRUARY 2024

CONNECTIONS



A LOT OF SOUL

A New Chef in The Kitchen

MAKING MOVES

The Evolving World of Health Care

50+
LIVING THE
MISSION
NOMINEES



11



9

Working with Open Buffalo, staff took part of many activities that highlighted the importance of acceptance, equality, and respect

TELL US ABOUT YOUR EVENT WITH MARKETING REQUESTS

Do you have an event coming up and need supplies like agency brochures, signage or swag?

Let our Communications & Media Specialist know!

Fill out a Marketing Request on the employee portal for everything you'll need

**Please plan ahead! Submitting a marketing request in advance helps with getting everything ready in time for your event. Marketing requests are available on the portal at any time.*

**Swag, tabling supplies and event coverage are scheduled and may not be available if requests are not submitted in advance. Need help? Email Stacy Coleman: scoleman@csevery1.com*

Mindy's Message

A note from the President & CEO



Mindy Cenovic



1.25.2024

February holds significant importance as Black History Month, a time dedicated to honoring the remarkable achievements of Black Americans and recognizing the arduous journey towards celebration and acknowledgment. Throughout this edition of Connections, we highlight our agency's efforts to honor Black History Month. This month also serves as a reminder to us to continue upholding our commitment to constantly challenge our systems to be diverse, equitable, and inclusive.

At the beginning of the month, Community Services for Every1 participated in Open Buffalo's Race, Power & Privilege (RPP) training, a transformative two-day program that sheds light on the challenges faced by the black community and other marginalized groups. Presenting strategies for empowerment and addressing racism, the RPP training was a crucial step in our commitment to continuing to foster an inclusive workplace for all.

If you're looking for a way to connect with history, Cierra Young, Mental Health Therapist and co-Facilitator of our Diversity, Equity & Inclusion Committee *Every1 Belongs*, compiled a list of black history sites in Buffalo, which serve as poignant reminders of the struggles and triumphs of the black community. Throughout this Connections, we also showcase submissions received from staff on what Black History Month means to them.

The celebration and recognition of Black History Month should extend beyond February. There is so much we all can do throughout the year to continue honoring the culture and contributions of the Black community. We extend our gratitude to all those who contributed to helping us honor this important month. Your contributions are truly valued. I'm personally committed to leading the charge to learn and grow in understanding the unique challenges and prejudices that the black community and other marginalized members of our community have faced historically and still face today.

FEBRUARY ANNIVERSARIES

Congratulations to the following employees celebrating their work anniversaries this month!

Thank you for your hard work, dedication and all you do for Every1.

• 23 YEARS •

Deborah Enders

• 20 YEARS •

Elizabeth Manley

Nicole Costner

• 16 YEARS •

Pamela Pizzacalla

• 13 YEARS •

Erin Simmons

• 12 YEARS •

Holly Clarkston

Shartrece Lewis

• 11 YEARS •

Cortney Pachla

• 10 YEARS •

Shari Johnson

• 9 YEARS •

Michelle Iak

• 8 YEARS •

Patricia Webster

• 7 YEARS •

• 6 YEARS •

• 5 YEARS •

• 4 YEARS •

• 3 YEARS •

• 2 YEARS •

• 1 YEAR •

• 6 YEARS •

Deandra Hall

• 5 YEARS •

Louisa Holt

• 5 YEARS •

Jamie Zachery

Melissa Ruh

• 4 YEARS •

Riquita Moss

Tiana Lloyd

Requeal Cofield

• 3 YEARS •

Nicole D'Addario

Vera Berent

Lanita Badger

• 2 YEARS •

Cathy Smith

Morgan Phillips

Enjahnique Whitlock

Shawn Brawdy

Erica Zunner

Jennifer Edwards

Rayshawn Lewis

LaNya Jones

Talaion Dean

• 1 YEAR •

Brooke Amato

Nicole Davis

Nakia Fears

Kristaly Berrios

Cierra Young

Samara Williams

Destiny Johnson

Armani Lumpkins

Donovan Lowe

Lashawntiana

Johnson

Michael Williams

Jennafer Thorn

Lindsey Salerno

AGENCY INFORMATION

COMPLIANCE HOTLINE

Community Services for Every1 takes theft and falsification of records very seriously. We recognize that the majority of people who work for the agency are ethical employees, therefore we count on you to report any suspected fraudulent behavior. If you feel that an employee or Agency Representative has violated laws, rules or regulations that Community Services for Every1 is governed by, you are required to report it!

- Policy violations
- Falsification of Agency records
- Falsification of claims
- Conflict of interest
- Theft
- Misuse of Agency property
- Retaliation against an individual reporting violations of policy
- HIPAA breach of confidentiality

REPORT COMPLIANCE & HIPAA CONCERNS

Should you call the Hotline number, please leave a detailed message and a thorough investigation will be conducted based on your concerns. You can contact the Corporate Compliance Officer in the following ways:

- **Contacting the Corporate Compliance Officer**
Kimberly Blamowski
Director of Quality Management directly:
883-8888 ext. 137

- **Forwarding a written message to the Corporate Compliance Officer at 180 Oak St, Buffalo NY 14203**
- **Send an E-mail to the Corporate Compliance Officer compliance@csevery1.com**
- **Call the Corporate Compliance Hotline: 716-883-8888 ext. 707**

COMPLIANCE REMINDER

Often scammers try to contact agency locations claiming to be a vendor of printers, copiers or toner for such machines. Do not give out any information by telephone or electronic communication. If someone contacts a site outside of Copier Fax Business Technologies tell them that you are not the person to speak to and give them Janet Attardo's name and phone; 883-8888 ext. 125. We should only be receiving toner and/or maintenance on our machines from Copier Fax Business Technologies

AUDIT GOLD MEDALISTS



A shout out to programs and staff who achieved excellence!

DQI DEFICIENCY FREE SURVEY:

OVERBROOK IRA:

CHANELLE ORTEZ, KRISTIN BRAYLEY, & TEAM

COMPLIANCE CORNER

Compliance Corner is a way to highlight those programs and employees providing exceptional services to the people we support by recognizing them in our "Audit Gold Medalists" section. The Audit Gold Medalists section acknowledges programs and employees that worked hard to receive a deficiency free survey, and those programs/employees who promote a culture of compliance by being survey ready. Survey ready is evident when a site or program receives a Level 3 on a Self-Survey and/or deficiency free DQI or OFPC Survey. A Level 3 on a Self-Survey is comparable to a Deficiency free DQI Survey. *What's in it for you?* Community Services for Every1 will reward every program that has a DQI Deficiency free survey or Level 3 Self Survey with regular giveaways, gifts and prizes.

BLACK HISTORY MONTH

What does Black History Month mean to you?

Black History Month is a time of honor and celebrate the contributions of Black Americans and their AMAZING ideas, and the contributions of Black Americans and Leaders. It's really a time to reflect on history, diversity, equity, inclusion and belonging. My way of celebrating is not just this month but daily on the knowledge and growth of what our Black Leaders accomplished and what we are still accomplishing."

- Nadirah Habeeb

"Black history month for me means I can learn more about the contributions that black people have made, and to appreciate that all of us have something of value to contribute. It means that we can all work together and that our experiences bring something different to the table. Celebrating one group does not mean that we are lessening the contributions of another but lifting each other up to be the best we can be as a community."

Black history month is a time of, recognition, and acknowledgment. A time to receive those beautiful sunflowers that we persevered for so long to receive. A month to be proud of black. A big thank you to the ancestors who paved the way and who can't enjoy the fruits of the new world. A Big Thank You."

- Shawn Faulk

"Personally, I am reflecting on the strong leaders and my favorite African American musicians and actors who I deeply admire the leadership and examples set by. I am also eager to learn so much more about black culture. I am willing to admit that there is so much that I still don't know and fully understand about what it means to be a person of color. I strive to be sensitive, conscientious, and respectful to people of different races, genders, religions, and backgrounds. I am happy to be a part of Community Services, which I consider to be a highly diverse workplace. "





A LITTLE LOVE & A LOT OF SOUL

February was a bustling month for Easy Eats for Every1! They hosted three camps, and each session reached maximum capacity!

The first two camps were Valentine's Day-themed, and during the first Kids Cooking Camp, eager campers crafted heart-shaped pizzas and made scrumptious strawberry crunch brownies. Following suit, the second Kids Cooking Camp learned how to make Valentine's cupcakes, which they then adorned with red sprinkles. The third and final camp of the month was the Teen Cooking Camp, titled "A Little Love, a Lot of Soul," catered specifically to teenagers,

who honed their culinary skills by learning to prepare BBQ chicken with homemade rub and sauce, alongside spaghetti sauce.

Excitingly, more Easy Eats Camps are on the horizon for 2024! Stay updated by following our social media channels for announcements. If you are interested in trying out the featured recipes, visit our website at www.csevery1.com/easy-eats-for-every1/ to explore our online cookbook!





MEET AZIA PALMER CULINARY ARTS MANAGER

Azia is the newest addition to the Community Services for Every1 team. As the Culinary Arts Manager, Azia will be leading cooking camps and classes at the Jefferson Career Exploration Center. "I'm excited to work with the people we serve and bring new ideas, techniques and recipes." Azia has been teaching for the last three years at Buffalo Public Schools during their Thursday and Saturday night academies. We are excited to have Azia as a part of our growing team, and cannot wait to see what delicious creations she cooks up! Welcome to Community Services for Every1, Azia Palmer!

MAC + CHEESE

WHAT YOU'LL NEED

Ingredients

- 1 box of elbow noodles(1lb)
- 2 cups broth
- 1 ½ cups of milk
- 1 egg
- 3 Tbsp flour
- 3 Tbsp butter
- ½ Tbsp of onion powder, garlic powder, pepper, and paprika
- ½ tsp salt
- ¼ tsp chili powder
- 1 cup cheddar cheese
- 1 cup monterey jack cheese

- 1 cup white cheddar cheese
- ½ cup of each cheese in a separate bowls
- paprika and parsley

Utensils

- 2 medium pots
- 13 x 9 baking pan
- whisk
- spatula
- aluminum foil
- strainer/colander
- large mixing bowl
- potholders
- measuring cups & spoons

STEP 1: COOK PASTA

- Add broth and water to pot and bring to a boil.
- Add pasta and cook for 6 minutes.
- Strain noodles and run under cold water.

STEP 2: START THE ROUX

- Melt butter in a separate pot and whisk in flour to create your roux.
- The roux will help to thicken our cheese sauce.

STEP 3: CHEESE SAUCE

- Add milk, all seasonings minus salt, cheese, and egg into the pot and whisk.
- Continue to cook on a medium heat, whisking frequently, until everything is melted and combined.

STEP 4: COMBINE

- Add cooked pasta and finished cheese sauce to large mixing

- bowl and stir to combine. Taste and then salt to taste.
- Pour the mixture into your baking pan and spread it evenly.

STEP 5: OPTIONAL BAKING

- If you have an oven available, sprinkle the ½ cup of each cheese for garnish on top of the mac and cheese.
- Sprinkle paprika, pepper, and parsley on top of that to your liking.

STEP 6: BAKE AND ENJOY

- Cover baking pan with aluminum foil and bake at 350° for 25 minutes.
- Remove foil and continue to bake at 350° for an additional 10 minutes.

-Let cool and enjoy!

LIVING THE MISSION

Culture & Team | Customer Service

Personal Accountability | Knowledge & Expertise

Each month, employees throughout the agency have a chance to be recognized for going above and beyond their typical work responsibilities. The possibilities for nominations are endless.

Have you seen an employee do something nomination worthy after you already submitted someone for that month? Good news! Nominations are unlimited, and can be submitted multiple times throughout the month. Let the employees who deserve extra recognition know that their hard work is seen and appreciated - nominate them for Living The Mission today! Did you nominate an employee and they weren't

on the list of that month? Nominations received after Connections production will be added to the next month's list. No nomination will go without recognition!

This month, Living the Mission nominations have been rolling in with over 60 employees being submitted for recognition! Many of these nominees have been submitted multiple times by different people. With this many nominations in one month, it is clear to see just how dedicated the staff at Community Services for Every1

FEBRUARY 2024

CAROLINE DEBUS
ANNA SANDERS
BRENDA JANKOWSKI
JENNIFER FLAMMGER
KEENAN TERRELL
CHRISTOPHER CLARK
ASHLEY BOND
MEREDITH SCHORK
*EDWARD KING
ISAIAH ZACCHIGNA
LATRICE MCCLURE
VICTORIA LOVEJOY
ALEXANDER BOVA
SHERRY MORING
GENEVA BROWN
BARBARA FRANUSIAK
BRANDON SUMPTER
ONICE CASTRO
SHERRY MORING
DAKEYLA SMITH
SANDRA ROE
JOESPH SMITH

ANDREA WEIDEL
JENNIFER THIEBOLT
CHERYL HOUSTON
KIMBERLY BLAMOWSKI
SHIVOUNE BROWN
JENNIFER O'BRIEN
JENNIFER CAVANA
ERIC PARTELL
NICHOLAS OSINSKI
CAROLINE DEBUS
JACOB WEBB
LATASHA LOATMAN
QUADLYNDRA WILBON
RAYSHAWN LEWIS
MINDY CERVONI
JOSEPH PENDERGAST
AMAR WOODS
TYSHAWN PROCTOR
KASHEENA JOHNSON
FRANK ROMANO
ALEXIS SHELLNBARGER
STACI WILLIAMS

LATOYA LUCAS
JAZMINE BERRIOS
KRISTALY BERRIOS
BRIANA CROSBY
ONYX CASTRO
IAN ARNITZ
CHERELLE WARREN
MARY SANTOWSKI
SEAN VAZQUEZ
MANDY GUEVARA
NADIRAH HABEEB
DECEMBER PATTERSON
RHEA SCHEUER
DEBRA FREUDENHEIM
DARSEAL BROWN
KRISTIN WOLF

Making Moves: Shannon Graham



In the dynamic and challenging world of healthcare and support services, Shannon Graham is making significant strides. As an Assistant Program Manager at the 1377 Abbott Group Day Habilitation, Shannon's journey has been profoundly impacted by her completion of the New Career Comprehensive Care (NCCC) Direct Support Professional (DSP) course through Niagara County Community College. Shannon has undertaken various roles during her three-year tenure at Community Services for Every1, including positions as day medical personnel and assistant site manager. Her growth in the field is a testament to her unwavering commitment.

Shannon's motivation stems from the breakthrough moments with the individuals she supports, "What I like about my job here is the excitement that the people I support give after they have mastered a goal or accomplished something they have been told no they can't do because of their limitations." Her passion for her work is complemented by her gratitude for the NCCC DSP course, especially its flexible, self-paced structure, which perfectly suited her busy life as a mother of four. "The program's self-paced nature was a blessing. As a mother of four, with the youngest being 10 months old, I was able to set my schedule while balancing home, work, and school."

The program has been both an educational pursuit for Shannon and a journey that has enhanced her professional skill set, "This program will benefit my future career because I will now have a better understanding of how to deal with the challenges that come when supporting individuals with developmental disabilities." These newly refined skills have equipped her to place even greater focus on the interests and voices of the people she supports. Looking ahead, Shannon sees the course as a cornerstone for her future, Shannon's progression from relief staff to an assistant manager in a day habilitation program is a

clear indicator of her growth, a change she directly attributes to her engagement with the NCCC DSP course. Information on this course and enrollment is available on the employee portal. Now holding the title of Assistant Program Manager, Shannon exemplifies how far dedication and hard work can propel one's career. When asked if she would recommend this course to others looking to advance education, Shannon expressed confidence in its value. "I would recommend the program to others for one the knowledge that you will gain is priceless. The program trains you through scenarios and activities that we don't get during orientation. Granted, not every situation is the same but you will have an idea of how to even approach the situation when arise. Also, as a person that has been in the health field, it's never too much knowledge as things are evolving around us." **Community Services for Every1 is proud to have such a dedicated and hard working individual as Shannon Graham on our team.**

...as a person that has been in the health field, it's never too much knowledge as things are evolving around us."

VISITING THE PAST

In honor of Black History Month, our very own Cierra Young, Mental Health Therapist, created a list of historically significant black history sites in Buffalo to visit. As an agency, we recognize the privilege of residing in Buffalo, a city steeped in rich history encompassing culture, culinary delights, artistic expressions, architectural marvels, and groundbreaking inventions, many of which owe their origins to the contributions of Black Americans. Buffalo has a rich array of significant black history landmarks intertwined throughout, including sites associated with the Civil Rights Movement and the Underground Railroad, which serve as poignant reminders of the struggles and triumphs of black communities throughout history. We encourage you to embark on your own exploration and delve deeper into Buffalo's diverse tapestry of black heritage. Attached is the list of historically significant black history sites to explore that are open to the public, free or low cost, and family friendly.

1: MICHIGAN STREET AFRICAN AMERICAN CORRIDOR

michiganstreetbuffalo.org

A nationally and internationally recognized Buffalo neighborhood that serves as the focal point of residents' and visitors' experience for learning about Buffalo's rich black history through its vibrant neighborhoods, shops, restaurants, unique structures, historical markers, people and institutions, as well as its significant impact on local, national and international history.

2: JESSE NASH HOUSE MUSEUM

nashhousemuseum.com

The homestead of the Rev. J. Edward Nash, who was involved in the efforts to bring branches of the Urban League and the NAACP to Buffalo. Nash also hosted Booker T. Washington during Washington's meeting with "Afro-American Citizens of Buffalo." Some of the important unwritten events in the history of Buffalo's black community were first conceptualized, discussed, and set in motion in the Nash home.

3: MICHIGAN BAPTIST CHURCH

michiganstreetbaptistchurch.org

From Freedom Seekers traveling along the underground railroad to activists laying the foundation for the civil rights movement, the Michigan Street Baptist Church has hosted countless heroes united in an unwavering pursuit of progress.

4: COLORED MUSICIANS CLUB AND JAZZ MUSEUM

www.thecoloredmusiciansclub.com

Through live music and historical programming, the Club is dedicated to promoting research and preserving the history of African-American music both in Buffalo and globally.

5: AFRICAN AMERICAN CULTURAL CENTER

aacbuffalo.org

The Center has robust programming and services. The Paul Robeson Theater showcases the talents of black playwrights, producers, directors, actors and stage technicians in Buffalo and the surrounding WNY region. The Cultural Enrichment Program teaches African Dance, African Drumming, Theatre & Video Production and African History, and more.

6: AFRICAN AMERICAN VETERANS MONUMENT

aavmwny.org

This the first monument to recognize and honor the contributions of African Americans who have served and are currently serving in all six branches of the military. African Americans have fought in all 12 of the United States' military conflicts since the country's first war, whether they enlisted voluntarily or were drafted.

7: BLACK ACHIEVERS MUSEUM

**appointment only | buffaloblackachievers.org/museum*

The museum permanently houses standing exhibitions and archival resources that will enlighten, educate, motivate and inspire not only the black community, but the wider population by focusing attention on the educators, businesspeople, social advocates, clergy and public figures who built Buffalo's past and who plan the city's future.



3

From Freedom Seekers traveling along the underground railroad to activists laying the foundation for the civil rights movement, the Michigan Street Baptist Church has hosted countless heroes united in an unwavering pursuit of progress.

MICHIGAN BAPTIST CHURCH

www.michiganstreetbaptistchurch.org/



4

Through live music and historical programming, the Club is dedicated to promoting research and preserving the history of African-American music both in Buffalo and globally.

COLORED MUSICIANS CLUB AND JAZZ MUSEUM

www.thecoloredmusiciansclub.com/



5

AFRICAN AMERICAN CULTURAL CENTER

www.aacbuffalo.org/

The Center has robust programming and services. The Paul Robeson Theater showcases the talents of black playwrights, producers, directors, actors and stage technicians in Buffalo and the surrounding WNY region. The Cultural Enrichment Program teaches African Dance, African Drumming, Theatre & Video Production and African History, and more.



6

AFRICAN AMERICAN VETERANS MONUMENT

aavmwny.org/

African American Veterans Monument
This the first monument to recognize and honor the contributions of African Americans who have served and are currently serving in all six branches of the military. African Americans have fought in all 12 of the United States' military conflicts since the country's first war, whether they enlisted voluntarily or were drafted.



BLACK ACHIEVERS MUSEUM

buffaloblackachievers.org/museum/

The museum permanently houses standing exhibitions and archival resources that will enlighten, educate, motivate and inspire not only the black community, but the wider population by focusing attention on the educators, businesspeople, social advocates, clergy and public figures who built Buffalo's past and who plan the city's future.



JESSE NASH HOUSE MUSEUM

www.nashhousemuseum.com

The homestead of Rev. J. Edward Nash, who was involved in the efforts to bring branches of the Urban League and the NAACP to Buffalo. Nash also hosted Booker T. Washington during Washington's meeting with "Afro-American Citizens of Buffalo." Some of the important unwritten events in the history of Buffalo's black community were first conceptualized, discussed, and set in motion in the Nash home.



MICHIGAN STREET AFRICAN AMERICAN CORRIDOR

www.michiganstreetbuffalo.org/

A nationally and internationally recognized Buffalo neighborhood that serves as the focal point of residents' and visitors' experience for learning about Buffalo's rich black history through its vibrant neighborhoods, shops, restaurants, unique structures, historical markers, people and institutions, as well as its significant impact on local, national and international history.

2024 MINI-GRANTS

Now Accepting Proposals

DO YOU HAVE AN AWARD WINNING IDEA?

The Board of Directors of Community Services Support Foundation are very excited to announce that they are once again accepting Mini Grant Proposals. **Each year we receive dozens of mini-grant requests that are creative, fun, positive, and innovative. While we cannot always award them all, many do get funded! Over the last nine years the foundation supported over \$110,000 in grants to benefit the people we work with!**

The funded projects enrich the lives of others, specifically in arts, fitness, social well-being, music, therapy, play, technology, among so many others. If you have an idea for a proposal, please share it with your supervisor to work out the details. You can also contact Kelly Kinderman by phone or email to discuss potential ideas: (716)883-8888 ext. 143 or kkinderman@csevery1.com.

The minimum funding request per project is \$500 and the maximum funding request per project is \$5,000. Do keep in mind that a little can go a long way – the foundation board looks to award multiple projects staying within their allocation.

All proposals must be submitted via the link provided and each question be answered completely. Additionally, the proposed project must be reviewed by the corresponding Assistant Director or Director prior to submission. No paper applications will be accepted this year.

All applications must be submitted via the link provided: www.surveymonkey.com/r/minigrant2024.

USE YOUR PHONE'S
CAMERA TO **SCAN THIS**
QR CODE TO OPEN THE
SUBMISSION SURVEY



Ask yourself...

- Will this grant improve quality of services?
- Will this grant help meet unmet needs or gaps in service funding?
- Will this grant grow or develop services?



PROPOSAL DEADLINE:
Please submit electronically via the Application Link: <https://www.surveymonkey.com/r/minigrant2024> no later than Friday, April 5, 2024

If awarded, FUNDS MUST BE SPENT by 12/31/2024!

Deadline for Submission Friday, April 5, 2024

Those who submit approved proposals will be contacted by April 26, 2024

RACE, POWER & PRIVILEGE

Community Services for Every1 is aptly named because we are committed to serving everyone, irrespective of color, ethnicity, gender identity, sexual orientation, disability, trauma, or history. We prioritize creating an environment where all individuals, including those we employ and those we support, feel empowered to be their authentic selves. With this commitment in mind, and our thanks to a grant from the Tower Foundation, our entire agency management team and many support staff participated in Open Buffalo's "Race, Power, & Privilege" Program (RPP).

Open Buffalo, dedicated to advancing racial, economic, and ecological justice, provides the RPP Program to assist organizations in developing anti-racist frameworks. Throughout the Program, we delved into the historical aspects of race in America, examined entrenched systems of oppression, biases, white privilege, and learned effective strategies for combating racism. The training equipped staff with practical strategies and empowerment for combating racism, along with tools to implement positive, tangible change in our daily lives.

Recognizing our dual role as a leading organization in Western New York and as individuals contributing to the broader global community, Community Services is committed to continue engaging in challenging and uncomfortable conversations. The Race, Power, & Privilege Program provided us the invaluable opportunity to expand our knowledge and critically examine our stereotypes, motives, and biases. We remain intentional in our actions to consistently challenge our systems to be diverse, equitable, and inclusive.

We are profoundly grateful for this enriching experience and are committed to catalyzing change and actively participating in the ongoing journey towards creating a more equitable and just society in Western New York and beyond. Strides have been made towards equity, but we acknowledge there is still a considerable distance to cover. We extend our gratitude to all those who have contributed to progress and moved the needle.



OPEN BUFFALO PETER & ELIZABETH TOWER FOUNDATION





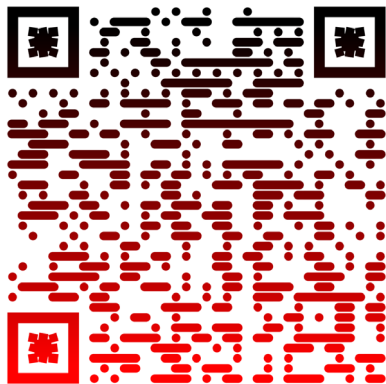
MEET MARY DEE SANTOWSKI BENEFITS ASSISTANT

We would like to recognize Mary Dee Santowski for her promotion to the Benefits Assistant at 180 Oak Street office! For over a year, Mary has been welcoming each person walking through the doors of the 180 Oak with a smile. With her kindness and helpfulness, there is no doubt that Mary will excel in her new role. "I like to laugh and I'm always ready to learn. Thank you, I'm so excited to start THIS NEW JOURNEY!" Congratulations on your promotion Mary Dee Santowski - we are so proud of everything you have accomplished, and we can't wait to see you thrive in your new role!

BLACK HISTORY IS THE ORIGIN OF HUMANITY

Members of the Diversity, Equity & Inclusion (DEI) Committee attended a Black History Month event on February 23, 2024 at the Frank E Merriweather Jr Library Called "Black History is the Origin of Humanity" with speaker Emmanuel Kulu Jr.

Scan this QR with your phone to watch Emmanuel Kulu Jr.'s "Untold, the Golden Age of Africa" Ted X Talk.



WE NEED YOUR HELP!

To enrich our monthly Connections newsletter, we are seeking more contributions from our employees, and we're counting on your support!

We encourage all staff members to submit content. Your participation will greatly enhance the vibrancy and inclusivity of our newsletter.

THANK YOU FOR BEING PART OF OUR COLLABORATIVE EFFORT!

SEND YOUR SUBMISSIONS TO STACY COLEMAN:
SCOLEMAN@CSEVERY1.COM | EXT 153

WHAT'S ACCEPTED?

- ▶ Nominations or special recognitions for outstanding staff or individuals we serve
- ▶ Information about upcoming events
- ▶ Inspiring images showcasing the remarkable achievements of the individuals we serve—such as artwork
- ▶ Action shots of our dedicated staff members at their respective sites
- ▶ Captivating snapshots of Community Services events

**WANT TO SEE YOUR ART IN THE NEXT ISSUE OF CONNECTIONS?
SUBMIT YOUR WORK TODAY!**

BLACK HISTORY MONTH

