

# DIVERSITY EQUITY AND INCLUSION (DEI) NEWSLETTER

Issue 2 | Q2 2026

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## What Happened This Quarter?

During the months of November and December, we kept moving forward with the goals we set back in October. A lot of the progress right now is going to be gradual, since we're still shifting from building the foundation to actually shaping where we want to go next. This period is more about tightening what we've already started, figuring out what's working, and making small adjustments that make things smoother for everyone. It might not feel dramatic day-to-day, but these steps are what set us up for bigger changes and a more solid direction as we keep moving forward.

CONTINUED WORK  
ON LAST MONTH'S  
GOALS

STAFF SPOTLIGHT

NEWSLETTER UPDATES

PEER SPOTLIGHT

CULTURAL  
SPOTLIGHT

RECIPE OF THE WEEK

HOLIDAY EVENTS

O'Mayra has been a relief staff member at Opportunity Works for many years, and her impact is felt across the organization. She consistently creates a welcoming and inclusive environment, treating everyone with kindness, respect, and care regardless of background, culture, or role.

Her calm presence and willingness to step in where support is needed reflect the values of equity and belonging that DEI work strives to uphold. Whether she is assisting during a busy shift, supporting newer staff, or simply making others feel seen and supported, O'Mayra exemplifies what it means to foster a truly inclusive community at OW.

Q: Why do you think it is important to have an inclusive environment?:

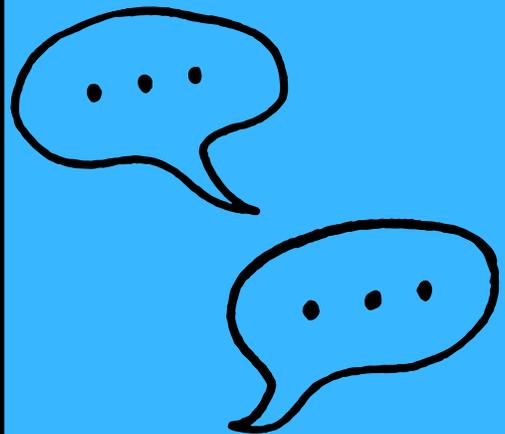
A: When working with different people you gain confidence and security

Q: What do you do to display cultural awareness?

A: I display cultural awareness by learning everyone's culture and treating them equally. By learning their culture you show respect and validate their customs



Starting this quarter we will be making a few additions to the newsletter. These include both staff and peer spotlights that highlight members of our community who show the qualities that DEI represents in their day-to-day actions. We will also be adding a cultural spotlight section that shares information about a holiday or tradition taking place that month. The goal is to make the newsletter not only informative, but also a place where we recognize the people and cultures that shape our environment.



Melvin of the Community Works program demonstrated what it truly means to embrace diversity this month. When his friend was being discriminated against, he stepped in without hesitation, showing resilience, courage, and a genuine commitment to the supportive environment we strive to build every day.

Moments like these remind us that creating a safe space goes beyond policies and conversations. It comes from people choosing to stand up for one another. His actions help foster a safer, more respectful environment for everyone at Opportunity Works.

Q: Why do you think it is important to have an inclusive environment?:

A: It's important because you can get different ideas and perspectives from others

Q: What do you do to display cultural awareness?

A: I display cultural awareness by treating everyone equally



The Thanksgiving event at the end of the month was a meaningful reflection of our community and culture at Opportunity Works.

Staff, peers, managers, and visitors all came together, each contributing in their own way, creating a space that felt welcoming and inclusive.

Moments like these strengthen our culture by reinforcing connection, mutual support, and a sense of belonging. Thank you to everyone who helped make this event possible. The care and collaboration behind the scenes were evident and played an important role in creating a positive experience for all.



Juan Ortega from the Specialized Program enjoying his Thanksgiving meal.



## PASTA SALAD:

### INGREDIENTS:

1 GREEN PEPPER

1 RED PEPPER

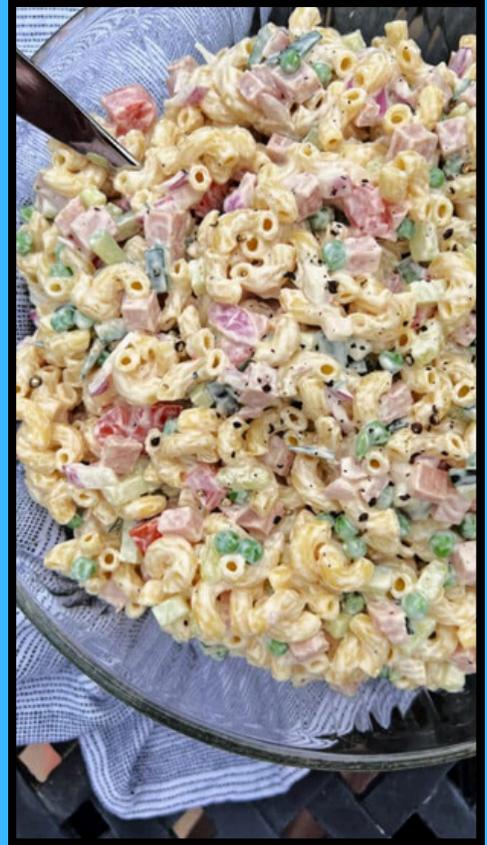
1 ONION

1 SPAM 25% LESS SODIUM

1 CHICKEN BOUILLON

### RECIPE:

1. BOIL THE MACARONI
2. ADD SALT AND OIL TO WATER
3. DICE GREEN PEPPER, RED PEPPER,  
AND ONION
4. CUT SPAM INTO TINY PIECES
5. DRAIN MACARONI
6. ADD INGREDIENTS TOGETHER
7. PUT PACKAGE OF CHICKEN  
BOUILLON
8. ADD MAYONNAISE TO TASTE



## November

- Dia de los muertos (Nov. 1-2)
- All Souls' Day (Nov. 2)
- Veteran's Day (Nov. 11)
- Thanksgiving (Fourth Thursday)
- Native American Heritage Month

## December

- St. Nicholas Day (Dec. 6)
- Bodhi Day (Dec. 8)
- Human Rights Day (Dec. 10)
- Hanukkah (Dec. 14-22)
- Winter Solstice (Dec. 21)
- Christmas Eve (Dec. 24)
- Christmas Day (Dec. 25)
- New Year's Eve (Dec. 31)

## Upcoming Events:

- Black History Month (February)
- Valentine's Day (Feb. 14)
- Lunar New Year (Feb. 17)
- Women's History Month (March)
- International Women's Day (Mar. 8)
- World Down Syndrome Day (Mar. 21)

