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DEI NEWSLETTER

Postpartum Depression

Welcoming a baby into this world is supposed to be one of, if not the happiest, moments of your life. The expectation of becoming a parent is that it should only bring feelings of unbridled joy, and this can create undue..



pressure and feelings of guilt for those who experience anything to the contrary. Mainstream portrayals of motherhood often only emphasize the blissful moments filled with picture-perfect scenes of happiness, sending a message that any other emotions are abnormal or unacceptable. It suggests something must be wrong with you or that you are not a good mother for feeling this way. It is hard enough to admit these things within yourself, let alone to anyone else.

According to CDC research, nationally about 1 in 8 women experience symptoms of postpartum depression/anxiety. It is also reported that a whopping 80% of new moms experience “baby blues” which usually peaks within the first week after delivery, and in most women, goes away as quickly as it came.

Except sometimes it does not go away.

Additionally, reports indicate that postpartum depression/anxiety beyond the “baby blues” impacts 15 – 20% of moms. Left untreated, it can severely impact the family and the development of the new child. In addition, at least one in 10 men experience depression/anxiety in the 12 months following the addition of a child.

In May 1949, a national observance started to recognize Mental Health Awareness Month. And back in 1914, Woodrow Wilson signed a proclamation designating every second Sunday in May as a national holiday to honor

Postpartum Depression

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mothers. So, it would seem natural to have May also be Postpartum Depression/Anxiety Awareness Month.

While significant progress has been made in understanding postpartum depression and anxiety, the exact causes remain complex and multifaceted. Many renowned medical institutions feel that one probable explanation is that it is caused by the abrupt decrease in hormone levels after having a baby. Other potential causes range from having a family history of a mental health condition, lack of social support (especially from their partner), experiences of a traumatic birth, to having a baby in the Neonatal Intensive Care Unit (NICU).

Postpartum depression and anxiety can affect individuals from all levels of society, regardless of race, ethnicity, culture, educational background, or economic status. While certain risk factors may increase the likelihood of experiencing these conditions, they can still occur in anyone, regardless of their demographic characteristics.

Despite being the most common medical complication after childbirth, it is surprisingly something that new mothers

do not know much about and are not adequately prepared for.

A mother's mental health had never been part of the discussion when I was growing up or when I was contemplating a family of my own. The conversation was always about self-sacrifice. A common societal narrative was that a mother should immediately feel an intense bond with her baby and be willing to do anything for them, all while maintaining a constant smile. Forget about putting on your own oxygen mask first, the kids never come second.

When I became a mother of a living child, I did not know what was happening to me. I was not really depressed per se, but I was so anxious I could not sleep. If I slept, who was going to make sure the baby was still breathing?

Sleep deprivation and the profound life changes that come with parenthood can indeed be incredibly overwhelming and scary at times. Suddenly having the responsibility of caring for a newborn, while coping with exhaustion and adjusting to a new routine, can feel like an immense challenge. It makes it hard to do some of the most mundane tasks, let alone look for help from a therapist who does

Postpartum Depression

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not have a six month long waiting list. I was not aware that “postpartum depression” included feelings of anxiety too.

Most people are not aware that there are six different types of postpartum depression. The different types listed by the most common to the least are depression, anxiety, obsessive-compulsive disorder, panic disorder, post-traumatic stress disorder and postpartum psychosis.

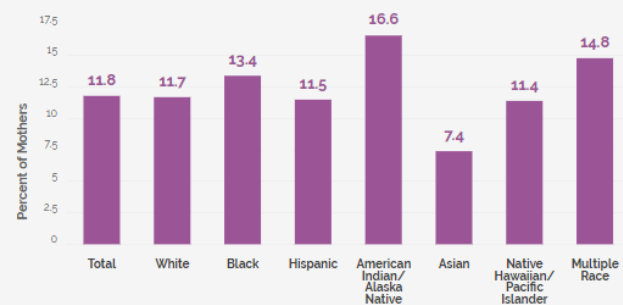
One of many celebrities to continue to speak out about their experience is Gwyneth Paltrow. She recalls that her former husband, Chris Martin, realized her depression first. “About four months into it, Chris came to me and said, “Something’s wrong.” She kept saying, “No, no, I’m fine.” But he identified it and “that sort of burst the bubble,” Paltrow told *Good Housekeeping* in 2011. She continued, “I thought postpartum depression meant you were sobbing every single day and incapable of looking after a child. But there are different shades of it and depths of it, which is why it is so important for women to talk about it. It was a trying time. I felt like a failure.”

According to the Harvard Medical School, encouraging women not to keep postpartum depressive symptoms a secret should be a major priority in the care of all new mothers. That early intervention is key to keeping mom healthy, and in turn keeping the family healthy as well. So, if you know a new mom in your life, ask her how she is doing - how is she really doing? And tell her that she is a great mom. Mothers are not told that as often as they should.

If you know anyone that is struggling, please encourage them to seek help. Two excellent resources include MaternalWellnessProgram.org and MomsBloom.org. They are great local non-profit organizations that provide support for postpartum mothers and their families.

Postpartum Depression in New Mothers by Ethnicity/Race

The following data displays the percentages of women with symptoms of postpartum depression among various different ethnic groups.



<https://mchb.hrsa.gov/chusa13/perinatal-health-status-indicators/p/postpartum-depressive-symptoms.html>



BRETT KARHOFF

PRIDE FESTIVAL

Pride Month is more than just a time of celebration; it's a testament to the resilience and triumphs of the LGBTQ+ community throughout history. As we prepare to honor this momentous occasion once again, let's reflect on the journey that has brought us here.

The origins of Pride Month can be traced back to the Stonewall riots of June 1969, a watershed moment in LGBTQ+ history when individuals at the Stonewall Inn in New York City rose up against police oppression and discrimination. This courageous act sparked a movement for LGBTQ+ rights, paving the way for the first Pride march in 1970 and the establishment of Pride Month as a time of visibility and advocacy.

Since then, Pride Month has grown into a global celebration of love, acceptance, and diversity. It's a time to recognize the contributions and struggles of the LGBTQ+ community, while also reaffirming a commitment to equality and inclusion for all.

GR PRIDE FESTIVAL DETAILS

Date: June 22, 2024

Time: 12:00 pm - 10:00 pm

Location: Calder Plaza

Theme: Queer is Natural

Website: <https://grpride.org/pride-festival/>

Hungerford's DEI team is proud to announce that we'll be joining in the festivities this year! If you're eager to be part of this event and lend your support, we invite you to volunteer for an hour time slot (between noon – 6 pm) at our booth. Whether you're a seasoned advocate or simply want to show your solidarity, your participation is always appreciated! Please contact Brett Karhoff or Heather Halligan if you are interested.



JUNETEENTH.



H A Y D E N G U I L D

JUNETEENTH.

The anniversary of June 19th, 1865, commonly referred to as Juneteenth, is a holiday that has been rising in general popularity after it was declared a Federal U.S. holiday in 2021. However, when compared to other days within the history of the United States, it may not receive the attention it should in the minds of the population. Nonetheless, for many it has been an important date to be celebrated with food, drinks, friends, and family for what it represents – the same rights as others to freedom, liberty, and pursuit of happiness for Black people in America.

Like July 4th which marks the independence and hard-fought-for dream of freedom for the citizen of the United States; June 19th marks the same for the very people that contributed to the wealth and success of the individuals declaring freedom on July 4th, 1776 who were not free on that same day. On January 1, 1863 President Abraham Lincoln issued the Emancipation Proclamation declaring that all persons held as slaves in the Confederate States shall be free. Union soldiers began marching through the Confederate States spreading the news. It wasn't until June 19, 1865 that the troops arrived in Texas, the westernmost Confederate State, to finally proclaim the freedom of the enslaved Black people in that state.

June 19, 1865 does not mark the actual date of freedom and emancipation of ALL enslaved people in the United States. That would come at the end of the year with the ratification of the 13th Amendment and soon after be replaced by Jim Crow second class citizenship. It does, however, represent to many the end of the U.S. Civil War and one of the major steps towards the realization by Black people of the rights and freedoms entitled to all Americans.

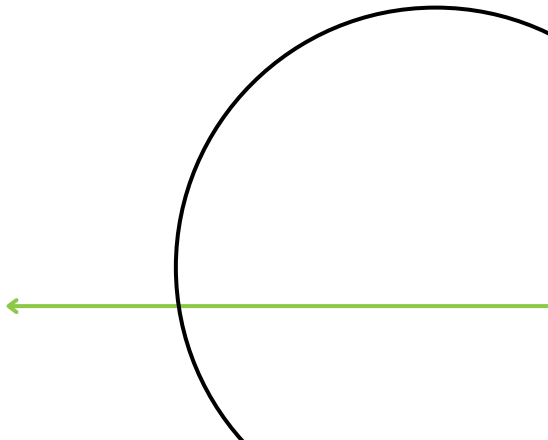
I come from a family that is a newer Juneteenth celebrating family. I was aware of it before 2021, but it was not embedded into our family identity like other families. My mother's side, the melanin rich side of my genetic ancestry, are descendants from Virginia and other east coast slaves, according to oral family histories. As Juneteenth was primarily spread by activists and families immigrating from the deep south, my family who immigrated to the Detroit, Michigan area did not deeply incorporate the holiday celebrations as many others have. None the less, it has not stopped us from having family get togethers, small or large, on or around the day to celebrate what was hard fought and won – the freedom of our ancestors that has allowed our family to become what it is today. Our celebrations looks a little different from some as most of my family do not drink for religious reasons, but we still spend time together and look toward the future success of our family members, as we do whenever we have the opportunity.

With Juneteenth being a firm-wide holiday, I hope we all will consider celebrating, no matter our ancestry or color of our skin, as this is an important day in U.S. history, right up there with the rest of the great days we celebrate as patriots of our nation. It was a day that represents our country taking a bold step in the right direction in the vision of equality and civil liberties for all its citizens; something of which everyone should be proud.



JACKIE DONNELLY

MY DEI WHY

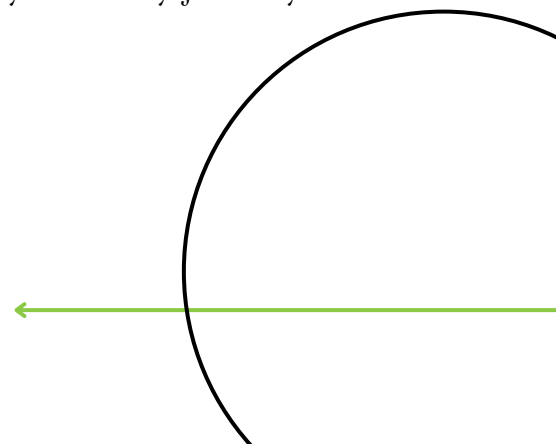




I had always lived in predominantly white, small towns across the northern US while growing up as a military brat and had no idea the importance of diversity until I found myself in the biggest melting pot in the U.S.: New York City. A little over ten years ago, I moved to a Black Caribbean neighborhood in Brooklyn, New York. Not only was I moving into a neighborhood where I was getting a small taste of being in a minority, but also for the first time was challenged to face an invisible advantage that I had never had to reconcile with before: my own privilege. I did not have to grapple with the same systemic pressures that non-white people face in the U.S. and this period in my life taught me so much about what more I could do to use my privilege to uplift my neighbors and their voices.

Around the same time, my older brother met the love of his life, a brilliant MIT graduate and athlete and who is now his wife. She just so happens to be a wheelchair user. I learned how inaccessible the world can be and how much effort it takes for many people with disabilities, in particular physical disabilities, just to plan a day out. Parking, road construction, inaccessible entrances, lack of accessibility education of staff from local establishments, etc. can all be huge barriers to enjoying an outing. I learned one of the ways I can express my love for her is relieve her of the mental load of the outing; I now know how to research whether a venue is accessible for her and call ahead and ask the right questions to determine if we will face any barriers upon arrival. I also recently bought a house and had the deck rebuilt with a ramp to ensure she has barrier-free access to our home when she visits.

A year later, out of fear of being rejected for something that should be a simple piece of his identity, my younger brother came out to me. He was nervous about how this news would be received by our other family members. I have always been a fiercely protective older sister, and while I was sure to educate a few relatives on how this new information about my brother should not determine whether they continue to love and support him, this was when I began my advocacy journey.





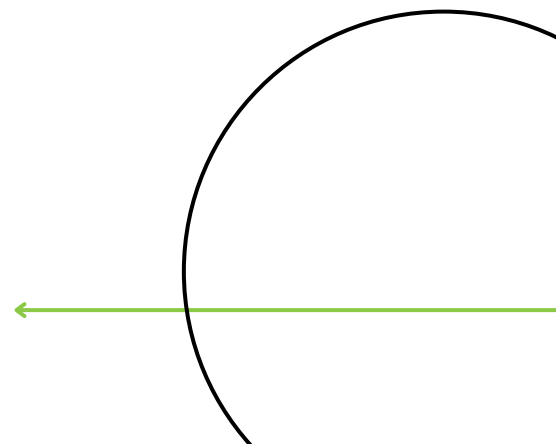
Advocacy is not easy or comfortable work, and it takes repetitive shifts in behavior and thinking to challenge biases not only in me, but in others who surround me. I am grateful that my older brother is a fierce accessibility advocate as well, even launching his own accessibility consultancy this year.

My DEI why is because of the people I cherish and love in my life, and my desire for them to live the most loving, fulfilling lives that they deserve. Even the smallest behavior shifts and accommodations to make things more inclusive can make a huge difference for someone in your life. I know my life has become richer because of all the beautiful, diverse lived experiences of the people with whom I surround myself.

CALL TO ACTION: If you are wondering what you might do today to make a difference, I would ask that you leave a Google review for one of your frequent local establishments to aid people with disabilities on determining accessibility. Make sure you use words like “accessibility” in your review to make the search easy.

Some things that are great to note:

- Accessible parking – parking lot or street parking, where the nearest accessible parking spots are and if you see a ramp from parking to sidewalk.
- Entrance- Are there any steps into the main entrance of the establishment? Is there a ramp at the main entrance? Does the door jamb seem reasonably flat for someone with a wheelchair to maneuver across?
- Interior space – Is at least 20% of the seating low top tables with removable chairs, or is there only bench seating and high-top tables? Is there enough space between tables for someone with a wheelchair to be able to pass through? Are there auto-close door hinges with an unusual amount of force in them? Are handles for the door a simple push/pull, or are there doorknobs?
- Exterior space – is the space paved, or gravel/sand?



2024 DEI EVENTS

GRAND RAPIDS

- Grand Rapids **Pride** Festival: June 17
- Juneteenth Festival: June 19 🇺🇸
- Grand Rapids Hispanic Festival: August 2-4 🇲🇽
- A Glimpse of Africa Festival: August 9-11 🇿🇦
- Latino Health 5K: August 11 🇲🇽
- Grand Rapids Greek Cultural Festival: August 18 🇬🇷
- Fiesta Mexicana: September 13-15 🇲🇽

ST JOE

- **Pride** Festival: June 4

MUSKEGON

- **Pride** Festival: June 1
- Juneteenth Festival: June 19 🇺🇸
- Lakeshore Art Festival: June 29 🎨
- Polish Festival: August 30 🇵🇱
- Latino Festival: September 7 🇲🇽

HOLLAND

- Tulip Time Festival: May 4 - June 12 🌷
- Juneteenth Freedom Festival: June 15 - June 22 🇺🇸
- Waterfront Celtic Festival: June 21 - June 22 🍀
- **Pride** Festival: June 29
- Laup Fiesta: July 15 - July 21 🇲🇽
- International Festival of Holland: September 14 🌐

GREENVILLE

- **Pride** and Progress Picnic: June 23
- Danish Festival: August 16-18 🇩🇰

FOR ADDITIONAL DETAILS PERTAINING TO THESE DEI EVENTS VISIT PAGE 2 OR SEE ANY MEMBER OF THE DEI COMMUNITY SUBCOMMITTEE.



May

- Mental Health Awareness Month
- Asian-American and Pacific Islander Heritage Month
- Haitian Heritage Month
- Indian Heritage Month
- Jewish-American Heritage Month
- Military Appreciation Month
- National Speech-Language-Hearing Month

May 3 – Orthodox Good Friday

May 4 – National Day of Prayer

May 5 – Cinco de Mayo

May 10 – Military Spouse Appreciation Day

May 12 – Mother's Day

May 17 – International Day Against Homophobia, Transphobia, and Biphobia

May 19 – Malcolm X's Birthday

May 21 – World Day for Cultural Diversity

May 26 – Buddha's Birthday

May 27 – Memorial Day



June

- Pride Month
- Caribbean American Heritage Month

June 2 – Indian Citizenship Act of 1924

June 12 – Loving Day

June 14-19 – Hajj

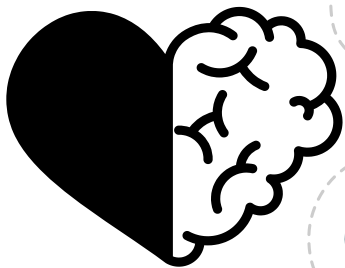
June 17 – Eid al-Adha

June 18 – International Day of Countering Hate Speech

June 19 – Juneteenth

June 22 – Windrush Day

June 28 – Pride Day



BREAK
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STIGMA

July

- Disability Pride Month
- BIPOC Mental Health Awareness Month
- French American Heritage Month

July 2 – Thurgood Marshall's Birthday

July 4 – Independence Day

July 6 – Dalai Lama's Birthday

July 7-8 – Hijri New Year

July 14 – International Non-Binary Peoples Day

July 16 – Ashura

July 26 – Americans with Disabilities Act anniversary

July 27 – National Korean War Veterans Armistice Day

July 28 – National Parents' Day

HEALTHY

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HAPPY

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