

JANURARY - MARCH 2024

# Inclusion and Belonging Circular

County of San Luis Obispo  
Department of Behavioral Health



[www.slobehavioralhealth.org](http://www.slobehavioralhealth.org)

# Diversity, Equity, & Inclusion Committee



- **Kimberli Andridge**, Cal Poly, San Luis Obispo
- **Jay Bettergarcia**, Cal Poly, San Luis Obispo
- **Ana Isabel Cabezas**, Cal Poly, San Luis Obispo
- **Kianah Corey**, SLO Behavioral Health
- **Thomas Cuddy**, SLO Behavioral Health
- **Bryanna Gay**, SLO Behavioral Health
- **Amanda Getten**, SLO Behavioral Health
- **Star Graber**, SLO Behavioral Health
- **Nancy Jambor**, SLO Behavioral Health
- **Barry Johnson**, Transitions-Mental Health Association
- **Margaux Jones**, Family Care Network
- **Brooke Klever**, Transitions-Mental Health Association
- **Claudia Lopez**, SLO Behavioral Health
- **Annika Michetti**, SLO Behavioral Health
- **Jo Nibbio**, Family Care Network
- **Lizzy Novikoff**, Transitions-Mental Health Association
- **Carlos Olson**, SLO Behavioral Health
- **Joy Pedersen**, Transitions-Mental Health Association
- **Matt Pennon**, SLO Behavioral Health
- **Lilia Rangel-Reyes**, Tri-Counties Regional Center
- **Jill Rietjens**, SLO Behavioral Health
- **Nasseem Rouhani**, SLO Behavioral Health
- **Kendra Scott**, SLO Veterans Services
- **Karina Silva Garcia**, SLO Behavioral Health
- **Katherine Soule**, UC Cooperative Extension
- **Rachel Tarver**, SLO Behavioral Health
- **Joyce Tseng**, SLO Public Health
- **Laura Zarate**, SLO Behavioral Health

# The DEI Committee: Our Shared Journey



In our dedicated journey towards creating a more inclusive and understanding community, the County of San Luis Obispo Behavioral Health Department's Diversity, Equity, and Inclusion Committee stands as a beacon of commitment to progress. We are wholeheartedly committed to fostering cultural humility at all organizational and service levels. Our mission transcends beyond awareness; it is about actively engaging in respect, access, empowerment, and understanding the diverse tapestry of individuals, cultures, ethnic groups, genders, gender identities and expressions, sexualities, abilities, veteran statuses, spiritual affiliations, and linguistic backgrounds that enrich our community.

We are enthusiastic about leading, developing, enhancing, and maintaining a culturally-aware workforce, shaping policies, services, and programs that not only embrace but celebrate our community's diversity. Our focused efforts are dedicated to ensuring improved healthcare outcomes for every individual, honoring their unique identities and experiences.

In line with our vision of making diversity, equity, and inclusion the foundational values of our behavioral health services and management operations, we are excited to share our 'Inclusion & Belonging Circular.' This quarterly publication will be a cornerstone in our collective journey towards well-being. It will highlight vital information, resources, and services within our community, supporting us all on this path of inclusive excellence.

Through the 'Inclusion & Belonging Circular' and our ongoing efforts, we aspire to build an environment where everyone feels seen, heard, and valued, and where the well-being of each individual is our shared responsibility. Enjoy!

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## Awareness of Israel and Palestine

# Empathize. Educate. Respect.

The Israeli-Palestinian conflict is a complex and longstanding issue, deeply affecting many lives and communities. As a County department committed to the principles of inclusion and belonging, we recognize the profound human impact of this conflict and the diverse perspectives within our community.

Our role is not to engage in the political aspects of the conflict but to provide a safe and supportive environment for all community members. We are dedicated to promoting understanding and empathy, respecting the rights and dignity of every individual, regardless of their connection to or views on this issue.

We understand that global events can evoke strong emotions and stress, which is why we are here to offer support and resources. Below, you will find a list of services available for anyone seeking assistance or a space to process their thoughts and feelings in a respectful and confidential setting.

We recognize the rise of divisive rhetoric in our county and want to provide resources for those who need the support.

As a community, our focus is on ensuring safety and well-being for all within our county. We are committed to fostering a space where every voice is heard and valued, and where empathy and respect guide our actions.



# RESOURCE LIST

**MENTAL HEALTH AND HUMAN RIGHTS  
VIOLATIONS IN DISASTER, WAR, AND  
CONFLICT AREAS**

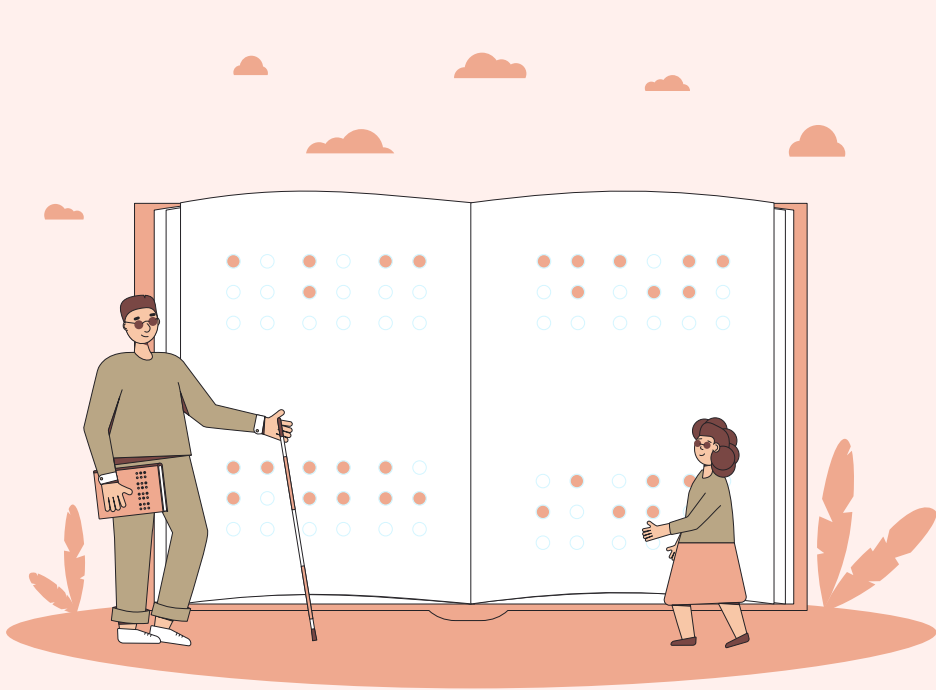
**CHILDREN'S UNLEARNING OF  
PREJUDICE**

**HATE SPEECH VERUS FREE SPEECH**

**ISRAEL-PALESTINE: HOW TO HELP THE VICTIMS  
OF THE DEADLY ATTACKS**

**REPORTING ANTISEMITISM LOCALLY**





4 January

# WORLD BRAILLE DAY

On January 4th we celebrate in community World Braille Day in honor of the inventor, Louis Braille's Birthday. Braille literacy is incredibly essential all over the world as it gives reaching blind and visually impaired people the opportunity to feel a sense of liberation. On this day we not only recognize but we celebrate those with visual impairments as they are deserving of basic human rights like everyone else. World Braille Day is intended to raise awareness of the importance of Braille as it is an essential for communication for many across the globe.

# Martin Luther King Jr. Day



On this day, we remember the incredible work and invaluable sacrifices made by Martin Luther King Jr. in advancing the civil rights of Americans and people across the globe.

Join the community in celebration, memorial and legacy of the life of Dr. Martin Luther King Jr.

Upcoming events to attend:

Cal Poly's Black Academic Excellence Center & Race Matters SLO



# International Holocaust Remembrance Day

27th

Jan

Holocaust Remembrance Day, also known as Yom HaShoah, is an international day to honor the victims and survivors of the Holocaust. It is observed annually on different dates depending on the country.

In other countries, it is often observed on the 27th of January, marking the anniversary of the liberation of Auschwitz-Birkenau concentration camp in 1945.

The day serves as a reminder of the atrocities committed during the Holocaust and the importance of educating future generations about the dangers of hatred, prejudice, and genocide. It is a solemn occasion for reflection, remembrance, and honoring the memory of the millions of innocent lives lost during this dark period in history.





**CELEBRATE**

9

**BLACK  
HISTORY  
MONTH**



**FEB 01, 2023**

ORIGINALLY STARTING AS JUST A WEEK, THIS CELEBRATION AND GRATITUDE FOR BLACKNESS HAS EXPANDED TO A FULL MONTH, BUT IS NOT JUST LIMITED TO THE MONTH OF FEBRUARY. THIS MONTH IS JUST A REMINDER OF THE RESILIENCE, LEADERSHIP AND STRENGTH OF BLACK LIVES. THIS YEARS THEME FOR BLACK HISTORY MONTH IS AFRICAN AMERICAN AND THE ARTS. AFRICAN AMERICAN ART INCLUDES INNOVATIVE FASHION, TEXTURED HAIRSTYLES, UNIQUE CREATION OF MUSIC, EMPOWERMENT THROUGH DANCE AND THE BEAUTY IN BOTH TRADITIONAL AND NON TRADITIONAL ART PIECES.

HERE IS HOW YOU CAN ENGAGE IN AFRICAN AMERICAN ART AND OTHER BLACK HISTORY MONTH ACTIVITIES IN SAN LUIS OBISPO COUNTY:

THE CAL POLY'S BLACK ACADEMIC EXCELLENCE CENTER WILL BE HAVING THEIR SECOND ANNUAL BLACK HISTORY MONTH KICK OFF AND OTHER FUN CELEBRATORY EVENTS THROUGHOUT THIS MONTH. THE BRAND-NEW TEXTURE SALON PARTNERED WITH RACE MATTERS SLO WILL BE HAVING ARTISTS IN AND OUT OF THE SPACE THROUGHOUT THIS JOYOUS MONTH. THE COUNTY WILL BE CELEBRATING PRESENTS BIPOC AFFIRMING SERVICES AND ADDICTION & MENTAL HEALTH RESOURCES FOR BIPOC PARENTS.



# Lunar New Year

## February 10th, 2024

The origins of Lunar New Year can be traced back to ancient agrarian societies in China. It was originally a time to celebrate the end of winter and the beginning of spring, as well as to pray for a good harvest in the coming year. Over time, it evolved into a festival that incorporates various cultural and religious traditions.

Lunar New Year is also a time for cultural performances, such as dragon and lion dances, as well as various traditional games and activities. Each year is associated with one of the twelve animals of the Chinese zodiac, and people believe that the characteristics of that animal will influence the year ahead. This year's animal is the **DRAGON!**

Overall, Lunar New Year is a time of joy, celebration, and renewal. It is a cherished tradition that brings people together to honor their heritage and look forward to a prosperous and auspicious year ahead. [Check out what SLO does for Lunar New Year!](#)





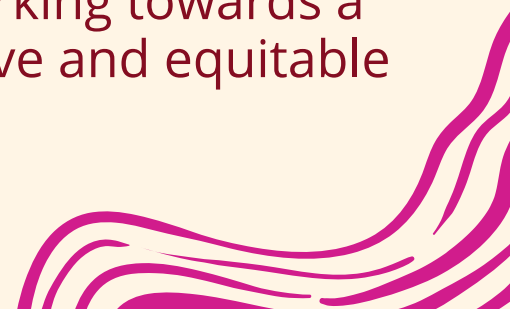
**MARCH 2024**

# Women's HISTORY MONTH

This years theme is **Women who  
advocate for Equity, Diversity  
and Inclusion.**

Women's History Month is celebrated annually in March to recognize and honor the contributions and achievements of women throughout history. During Women's History Month, various events, programs, and initiatives are organized to highlight the accomplishments of women in various fields, including politics, science, arts, literature, sports, and more. It is a time to reflect on the progress made in gender equality and to raise awareness about the ongoing challenges that women face.

The month-long celebration provides an opportunity to learn about the significant role women have played in shaping history and society. It is a time to honor the trailblazers who have broken barriers and paved the way for future generations. It also serves as a reminder of the importance of gender equality and the need to continue working towards a more inclusive and equitable world.





# INTERNATIONAL WOMEN'S DAY

Each year, International Women's Day has a specific theme that focuses on different aspects of women's empowerment and equity. This year we will be celebrating **#InspireInclusion**. It is celebrated through various activities, including rallies, marches, conferences, panel discussions, cultural events, and campaigns. Many organizations and individuals also use this day to honor and recognize the contributions of women in their communities and around the world.

International Women's Day serves as a reminder of the progress made towards gender equality, but also highlights the work that still needs to be done. It is an opportunity to promote inclusivity, challenge stereotypes, and work towards a more equitable and just society for all genders.

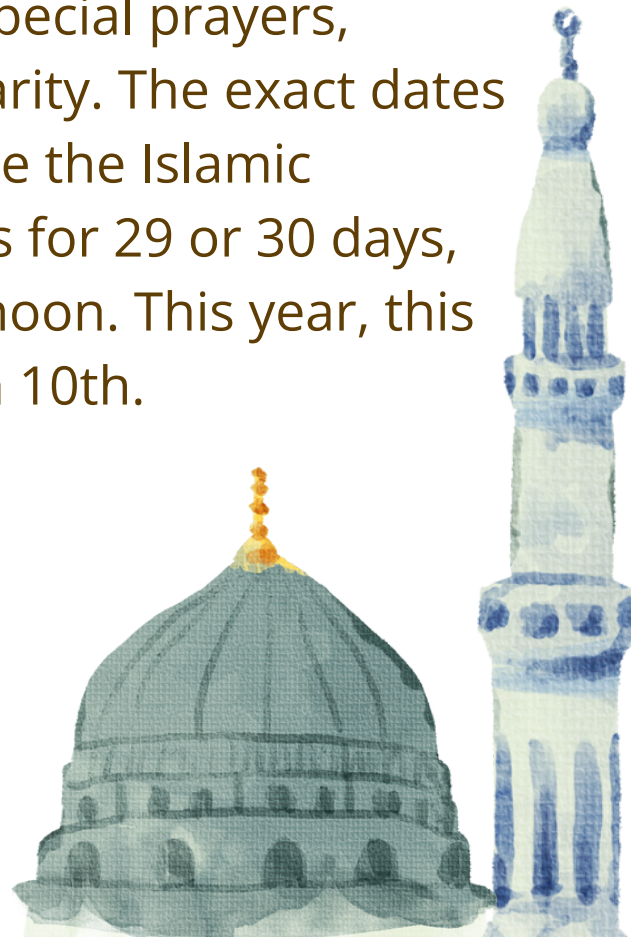
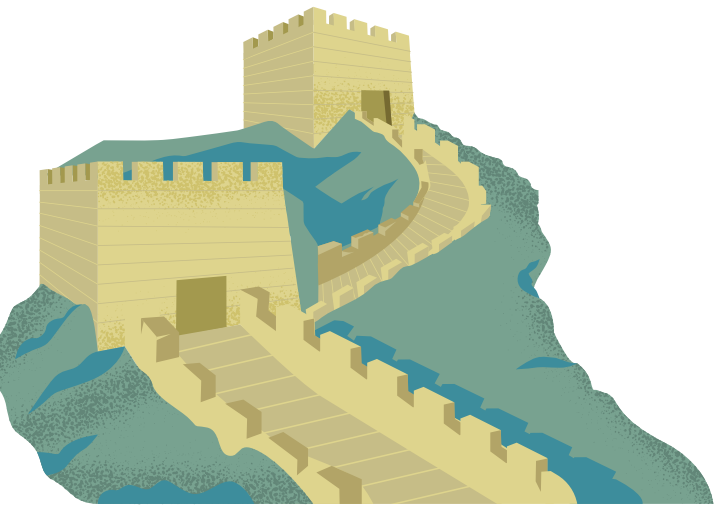




# Happy Ramadan

Ramadan is the ninth month of the Islamic lunar calendar, and it holds great significance for Muslims around the world. It is considered the holiest month, during which the Quran, the holy book of Islam, was believed to have been revealed to Prophet Muhammad.

The end of Ramadan is marked by the celebration of Eid al-Fitr, a festival that includes special prayers, feasting, and giving of gifts and charity. The exact dates of Ramadan vary each year because the Islamic calendar is lunar-based, and it lasts for 29 or 30 days, depending on the sighting of the moon. This year, this celebratory month starts on March 10th.



March 21, 2024



# WORLD DOWN SYNDROME DAY

World Down Syndrome Day is observed on March 21st each year. It is a global awareness day that aims to promote understanding, inclusion, and acceptance of individuals with Down syndrome. The date, 21/3, represents the triplication of the 21st chromosome, which is characteristic of Down syndrome.

The purpose of World Down Syndrome Day is to raise awareness about Down syndrome, challenge stereotypes, and advocate for the rights, well-being, and inclusion of individuals with Down syndrome in society. It provides an opportunity to celebrate the achievements and abilities of people with Down syndrome, as well as to highlight the challenges they may face and the support they need.



# MEET

## FRANK WARREN



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Friday, October 27th

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It is with great enthusiasm that we spotlight Deputy Director Frank Warren, a stalwart member of our county team for over 28 years. Frank's leadership journey is characterized by empathy, grace, and unwavering passion, qualities that he brings into his innovative role.

Frank's career trajectory is as diverse as it is inspiring. His eclectic background spans radio hosting, journalism, music, drug and alcohol counseling, public policy, administrative work, and teaching. This rich tapestry of experiences informs his unique approach to leadership and community engagement.

Having been a part of the SLO community since the age of 12, Frank's connection to the county is deep-rooted and personal. His love and passion for our community are the driving forces behind his commitment to public service. In his new role, Frank aims to foster an environment of comfort, safety, and playfulness. His vision is to secure robust grant funding that supports both new initiatives and enhances our existing programs.

A notable achievement in Frank's career is his instrumental role in the creation of what is now the DEI Committee. Alongside his colleagues, Frank laid the groundwork for this committee in the early 2010s, though their DEI efforts trace back to 2005. This highlights a key aspect of Frank's vision: understanding that diversity, equity, inclusion, and belonging are not fleeting trends but fundamental pillars for a vibrant, healthy community. His dedication to these principles has been a guiding light in our county's journey toward a more inclusive and equitable future.

We celebrate Frank Warren not just for his extensive professional accomplishments but for his enduring commitment to making our county a place where everyone feels valued, understood, and included.



WEDNESDAY,  
NOVEMBER 8TH



# INTRODUCING Dr. Star Grabber

We are thrilled to introduce Dr. Star Graber in our Inclusion & Belonging Newsletter. Dr. Graber, a cherished member of our community, steps into the role of Behavioral Health Director after a remarkable 37-year journey with our county.

Dr. Graber's academic foundations were solidified at Cal Poly, where she earned a Master's in Counseling/LMFT. This crucial milestone further fueled her already established professional dedication to therapy and mental health. Throughout her career, Dr. Graber has been a beacon of support for individuals, parents, families, and children. Her passionate work in substance use treatment speaks volumes of her commitment to healing and growth. Her approach has always been one rooted in empathy and understanding, reflecting our core values of inclusivity and belonging.

As our new director, Dr. Graber envisions a Behavioral Health landscape where accessibility and structure are paramount. She is dedicated to securing the necessary funding to expand programs and facilities, ensuring that every individual receives the care they need in a welcoming, supportive environment.

We express our deepest gratitude for the dedication and passion Dr. Graber has invested in our county. Her visionary leadership is not just a promise of progress but a testament to our collective commitment to health, healing, and community. We are excited to embark on this new chapter with Dr. Graber at the helm, confident in her ability to guide us towards a more inclusive, understanding, and healthy future.

# Embracing Inclusion & Belonging in our Behavioral Health Initiatives



Messages  
from  
Matt

I hope this message finds you embracing the start of a new year with hope and enthusiasm! As we transition into the heart of the year, our conversations and efforts within the Department of Behavioral Health are increasingly centered on the vital issues of mental health and substance abuse. These are more than just areas of professional focus; they are threads woven into the fabric of our communities, touching many lives in deeply personal ways.

In this edition of "Messages from Matt," I'm eager to delve into how inclusion and belonging profoundly impact mental health and recovery journeys. The principles of Diversity, Equity, Inclusion, and Belonging (DEIB) are not just pillars within our department; they are beacons that guide us towards more compassionate, supportive services and outcomes for everyone that we serve.

In our ongoing mission to be a force for positive change, we are actively seeking ways to ensure that every individual—regardless of their background or the challenges they face—feels welcomed and valued. We're reimagining how we can be more inclusive and create safe spaces where people not only find the support, they need but also where they truly feel they belong.

In our work, we recognize that to foster a sense of belonging, we must listen to and learn from the diverse voices of our community. It's about building relationships that are rooted in respect and understanding. That's why we're focusing on initiatives that break down barriers and open doors, particularly for those grappling with mental health and substance abuse issues.

It's crucial that we continue to challenge ourselves to think beyond traditional frameworks and embrace innovative approaches. Just as my family finds solace and connection in the stunning landscapes of the San Luis Obispo coastline and mountains, we want our community to find a sanctuary within our services—a place where the beauty of diversity is celebrated and where everyone can find the path to wellness surrounded by support. Take a moment to visit our [DEI Resources](#).

We are always evolving, learning from you, our community, and each other. Our Inclusion & Belonging Circular is one of the many ways we hope to keep you informed and involved. Your insights are invaluable, and I encourage you to share your experiences and suggestions. Together, we can create a tapestry of care that is as diverse and vibrant as the community we serve. I am always happy to have a conversation and can be reached at [msnyderpennon@co.slo.ca.us](mailto:msnyderpennon@co.slo.ca.us).

**Join Our Inclusion &  
Belonging Community!  
Ready to explore, connect,  
and grow with us?**

**Simply scan this QR Code  
to sign up for our Inclusion  
& Belonging Circular**



# Dates to Remember



## January

- Celebration of Life Month
- International Quality of Life Month
- Self Love Month
- World Braille Day (Jan.4)
- Martin Luther King Jr. Day (Jan.15)
- International Holocaust Day (Jan.24)

## February

- Black History Month
- Teen Dating Violence Awareness Month
- Self Love Day (February. 3)
- Lunar New Year (Feb.10)
- Random Act of Kindness Week (Feb.13-19)
- National Eating Disorder week (Feb.19-Feb. 25)

## March

- Women's History Month
- Self Harm Awareness Month
- National Developmental Disabilities Awareness Month
- Zero Discrimination Day (March 1)
- International Women's Day (March 8)
- Ramadan (March 10)
- World Down Syndrome Day (March 21)
- World Teen Mental Wellness Day (March 2)
- World Bipolar Day (March 30)



# Resources

## DRUG & ALCOHOL SERVICES

SAN LUIS OBISPO ADULT  
2180 Johnson Ave  
San Luis Obispo, CA 93401  
805-781-4275  
[Website](#)

SAN LUIS OBISPO YOUTH  
277 South St., Suite T,  
San Luis Obispo, 93401  
805-781-4754  
[Website](#)

PASO ROBLES ADULT  
805 4th St  
Paso Robles, CA 93446  
805-226-3200  
[Website](#)

ATASCADERO ADULT  
3556 El Camino Real  
Atascadero, CA 93422  
805-461-6080  
[Website](#)

GROVER BEACH ADULT  
1523 Longbranch Ave  
Grover Beach, CA 93433  
(805) 473-7080  
[Website](#)

PREVENTION & OUTREACH  
277 South St  
San Luis Obispo, CA 93401  
805-781-4754  
[Website](#)

## MENTAL HEALTH SERVICES

SAN LUIS OBISPO YOUTH 0-5  
MARTHA'S PLACE  
CHILDREN'S ASSESSMENT  
CENTER  
2925 McMillan Avenue Suite  
108  
San Luis Obispo, CA 93401  
805-781-4948  
[Website](#)

SAN LUIS OBISPO YOUTH  
1989 Vicente Avenue  
San Luis Obispo, 93401  
805-781-4179  
[Website](#)

SAN LUIS OBISPO ADULT  
2178 Johnson Avenue  
Paso Robles, CA 93446  
805-781-4700  
[Website](#)

SAN LUIS OBISPO  
PSYCHIATRIC HEALTH  
FACILITY  
2178 Johnson Avenue  
San Luis Obispo, CA 93401  
805-781-4711  
[Website](#)

CRISIS STABILIZATION UNIT  
2180 Johnson Avenue  
San Luis Obispo, CA 93401  
805-781-4275  
[Website](#)

ARROYO GRANDE YOUTH  
345 S. Halcyon Road  
Arroyo Grande, CA 93420  
805-473-7060  
[Website](#)

ARROYO GRANDE ADULT  
1350 East Grand Avenue  
Arroyo Grande, CA 93420  
805-474-2154  
[Website](#)

ATASCADERO YOUTH AND  
ADULT  
5575 Hospital Drive  
Atascadero, CA 93422  
805-461-6060  
[Website](#)

SERVICES AFFIRMING  
FAMILY EMPOWERMENT  
(SAFE)  
[Website](#)

## RESOURCES IN THE COMMUNITY

ACCESS SUPPORT NETWORK  
(ASN)  
1320 Nipomo St  
San Luis Obispo, CA 93401  
805-781-3660  
[Website](#)



## Resources (continued)

### RESOURCES IN THE COMMUNITY (CONTINUED)

#### ASPIRE COUNSELING SERVICES

865 Aerovista Suite 130  
San Luis Obispo, CA 93401

888-585-7373

[Website](#)

ATASCADERO - THE LINK  
FAMILY RESOURCE CENTER  
4507 Del Rio Ave. Building  
#1

Atascadero, CA 93422

805-794-0217

[Website](#)

#### CAL POLY COUNSELING SERVICES

(STUDENTS ONLY)

1 Grand Ave, Building 27

San Luis Obispo, CA 93405

805-756-2511

[Website](#)

#### CENTER FOR FAMILY STRENGTHENING (CFS)

3480 Higuera St, Suite 100

San Luis Obispo, CA 93401

805-543-6216

[Website](#)

#### CENTRAL COAST AREA NARCOTICS ANONYMOUS

800-549-7730

[Website](#)

#### CENTRAL COAST INTERGROUP (ALCOHOLICS ANONYMOUS)

1333 Van Beurden Drive

Los Osos, CA 93402

805-541-3211

[Website](#)

#### COMMUNITY ACTION PARTNERSHIP OF SAN LUIS OBISPO (CAPSLO)

1030 Southwood Dr

San Luis Obispo, 93401

805-544-4355

[Website](#)

#### COPE INTENSIVE OUTPATIENT PROGRAM

628 California Blvd. Suite A

San Luis Obispo, CA 93401

805-541-9113

[Website](#)

#### CUESTA COLLEGE MENTAL HEALTH SERVICES

(STUDENTS ONLY)

Building 3100, Room: 3150

Highway 1

San Luis Obispo, CA 93405

805-546-3171

[Website](#)

#### FAMILY CARE NETWORK

1255 Kendall Rd

San Luis Obispo, CA 93401

805-781-3535

[Website](#)

#### THE GALA PRIDE AND DIVERSITY CENTER

1060 Palm St

San Luis Obispo, CA 93401

805-541-4252

[Website](#)

#### HOSPICE OF SLO COUNTY

1304 Pacific St

San Luis Obispo, CA 93401

805-544-2266

[Website](#)

#### LUMINA ALLIANCE

51 Zaca Lane, Suite 150

San Luis Obispo, CA 93401

805-545-8888

[Website](#)

#### PASO ROBLES - COMMUNITY COUNSELING CENTER

1035 Vine Street, Suite #A

Paso Robles, CA 93446

805-543-7969

[Website](#)

#### PASO ROBLES - THE LINK FAMILY RESOURCE CENTER

1802 Chestnut Street

Paso Robles, CA 93446

805-794-0217

[Website](#)

## Resources (continued)

### RESOURCES IN THE COMMUNITY (CONTINUED)

SAN LUIS OBISPO -  
COMMUNITY COUNSELING  
CENTER  
676 Pismo St  
San Luis Obispo, CA 93401  
805-543-0859  
[Website](#)

TRANSITIONS-MENTAL  
HEALTH ASSOCIATION  
784 High St  
San Luis Obispo, CA 93401  
805-540-6500  
[Website](#)

WILSHIRE COMMUNITY  
SERVICES  
285 South St, Suite J  
San Luis Obispo, CA 93401  
805-547-7025  
[Website](#)

### CRISIS RESOURCES VIA PHONE

CENTRAL COAST HOTLINE  
800-783-0607  
[Website](#)

CRISIS TEXT LINE  
Text 'HOME' to 741-741  
[Website](#)

FRIENDSHIP LINE (PEOPLE  
AGED 60+)  
800-971-0016  
[Website](#)

LUMINA ALLIANCE 24 HOUR  
CRISIS LINE (FOR SURVIVORS  
OF SEXUAL/INTIMATE  
PARTNER VIOLENCE)  
805-545-8888  
[Website](#)

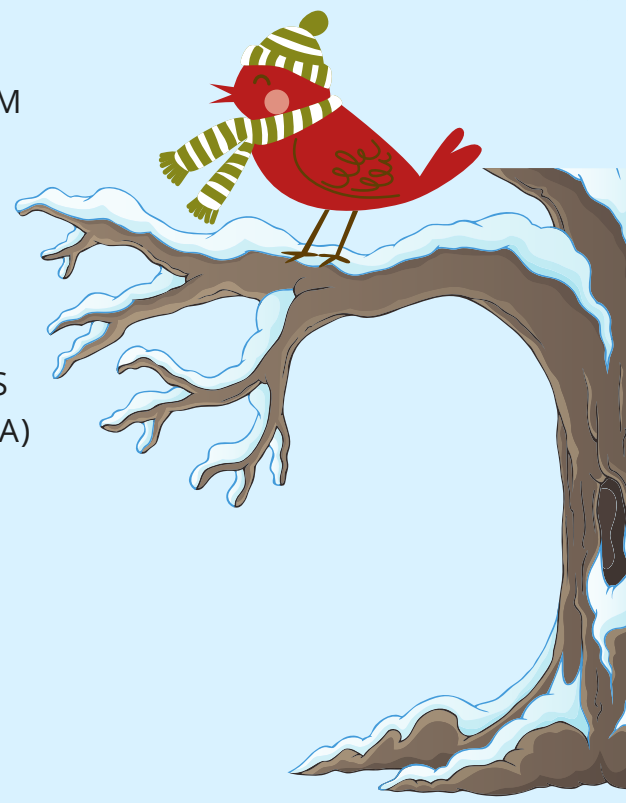
NATIONAL SUICIDE  
PREVENTION LINE  
988  
[Website](#)

NATIONAL ALLIANCE ON  
MENTAL ILLNESS (NAMI)  
HELPLINE  
1-800-950-6264  
Text 'NAMI' to 741-741  
[Website](#)

SLO COUNTY MENTAL  
HEALTH EVALUATION TEAM  
(MHET)  
800-838-1381  
[Website](#)

SUBSTANCE ABUSE AND  
MENTAL HEALTH SERVICES  
ADMINISTRATION (SAMHSA)  
NATIONAL HELPLINE  
1-800-622-4357  
[Website](#)

TREVOR LIFELINE (LGBTQ+  
YOUTH)  
1-866-488-7386  
Text 'START' to 678-678  
[Website](#)





# Diversity, Equity, Inclusion and Belonging



**COUNTY  
of SAN LUIS  
OBISPO**



*County of San Luis Obispo  
Department of Behavioral Health*

