While this time of year can be a season of joy for many, it can also be a time of high stress and high expectations. This holiday season, we encourage our colleagues to think about the importance of setting healthy boundaries to protect your physical and emotional health.

Setting boundaries does not mean just saying "no." Establishing time limits on activities, prioritizing tasks and completing the most important ones, taking time to rest, creating and
sticking to a budget, and knowing when to leave a situation are all examples of setting boundaries.

Check out these resources for ways to create healthy boundaries:

- [Establishing Boundaries: Essential or Selfish? | USU](#)
- [How to Create Healthy Boundaries | UKY](#)
- [A Guide to Creating, Communicating, and Enforcing Personal Boundaries | University of Florida](#)

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**International Day of Persons with Disabilities December 3**

With the purpose of promoting the rights and well-being of those with a disability, the International Day of Persons with Disabilities was proclaimed by the United Nations General Assembly in 1992.

In 2011, the World Health Organization and the World Bank released the first [World report on disability](#). In the report, they estimated more than one billion people - approximately 15% of the world's population - have a disability. Also noted in the report, women with disabilities face both gender discrimination and disability discrimination. These women find themselves with fewer job opportunities, lower wages, diminished access to health care, and diminished access to formal education. Oftentimes those with disabilities are denied the right to make choices for themselves and undergo human rights violations like forced sterilization.

A disability is defined by the Americans with Disabilities Act (ADA) as a "physical or mental impairment that substantially limits one or more major life activities." In the 2013 Kansas Disability Status Report, approximately 12.2% of Kansas females reported a disability.
Looking for ways to observe this day? Consider one of the following:

- Look for opportunities to be more inclusive of persons with disabilities
- If you have children, teach them to treat those who are different with kindness and respect
- Donate to an organization that supports persons with disabilities
- If you're a business owner, offer discounts to people with disabilities, as well as their families and caregivers
- If you have a disability or have been affected by it, share your story on social media using #DayOfPersonsWithDisabilities

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**Universal Human Rights Month and Human Rights Day**

December is Universal Human Rights Month along with December 10th - Human Rights Day

This year's Human Rights Day (December 10, 2021) focuses on equality and Article 1 of the Universal Declaration of Human Rights: "All human beings are born free and equal in dignity and rights."

At the core of human rights are the principles of equality and non-discrimination. Ongoing efforts have been made to address and create solutions for deep-rooted forms of discrimination that have affected some of the most vulnerable people in societies: women and girls, indigenous peoples, people of African descent, LGBQT, migrants, people with disabilities, and others.
Kansas women have long been involved in the fight for human rights.

Clarina Nichols (Born January 25, 1810), attended the Wyandotte constitutional convention as the representative of the Moneka Woman's Rights Association. At the convention, Nichols actively shared her support for equality, and her dedication to the cause made a lasting impact on Kansas history. Her commitment to women's rights is reflected in the final version of the Wyandotte Constitution, which includes specific provisions regarding child custody, property rights, and equality in public schools. Read her full biography online at the Kansas Historical Society.

Celebrating Our Achievements

Erica Hunter was promoted to Deputy Director of Safety and Thriving Families at the Department for Children and Families. In this role, Erica will work on initiatives moving Kansas towards a prevention-focused child and family wellbeing system. She will work closely with programs regarding upcoming legislation, collaborating with learning and development, and finding ways to keep children safely with their families.
15 years ago, Brandi Turner of DCF was featured on the cover of Topeka Magazine. Fast forward to today, Topeka Magazine took the original photo and rendered it into a digital drawing that made the Fall 2021 anniversary edition cover!

Brandi is the DEI Officer at DCF, a founding member of the Kansas Racial Equity Collaborative, and a founding member of Kansas WISE.

Have you, your colleagues, or your department been nominated for or won an award? Do you want your colleagues to be recognized for their achievements? We want to hear about it! Please submit awards or achievements to KansasWISE@ks.gov for inclusion.

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**Kansas WISE Mentoring Event**

Please join the Mentoring Subcommittee as they present:

**Need a Connection?**

Remote work, child care, health care, the economy and relationships - no question the pandemic has impacted us all. More than ever we must be deliberate about finding support and connecting with others.

We are asking - Who needs a connection? Open and free to all State of Kansas employees, join us for the WISE Mentoring event to start this needed conversation.

- What: Need a Connection?
- When: Tuesday, December 14, 10:30-11:30 am
We understand people are busy and schedules may prevent you from attending Kansas WISE events. Other information and opportunities are forthcoming so stay tuned!

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**Online Events and Resources**

Check out these free online opportunities:

- **Feminism: The Fourth Wave: Guest Curator-Led Virtual Tour:** Join the National Women’s History Museum for a guest curator-led virtual walkthrough of their upcoming exhibit, Feminism: The Fourth Wave. - December 5 at 2:00 pm - Register [here](#).

- **The Missing Waves of Feminism: A Four-Part Virtual Symposium Series:** Presented by the National Women’s History Museum, “The Missing Waves” examines the “lost eras” of the traditionally recognized canon of the Four Waves of Feminism, including examples of early activism, the roles of minority women, and the impact of social movements that continued to progress for women’s rights even as the nation’s attention was turned to wars, pandemics, and internal disputes. - December 12 at 5:00 pm - Register [here](#).

- **Protecting Your Mental Health Over the Holidays:** This free virtual session is a great way to ground yourself and gain skills to power through the holiday season. This session is open to all genders. - December 15 at 2:00 pm - Register [here](#).

- **Making the Most of Family Occasions:** If you are a parent, you probably share a desire to make family occasions special for your children. You also may have to overcome obstacles to creating those special experiences such as finances, distance from family, and the special circumstances created by divorce, step-parenting, and
blended families. - December 16 at 10:30 am at Landon State Office Building, Room 501 (In-Person Training) - Register here.

- Appointment Project Overview hosted by Rosie: Free overview to allow women to learn about leadership opportunities by serving in public office and increase the gender diversity of civic board and commissions and guide them through the process of applying. - December 18 at 12:00 pm - Register here.

- Call for Stories: Access to Childcare: United WE is advocating for policy considerations regarding access to childcare. Do you have a personal story about access to childcare? - To share your story, complete the form here.

Did You Know?

State employees have access to hundreds of deals and discounts through the State Thanks and Recognition (STAR) program. On the STAR website, you can find lots of great coupon codes and discounts for gifts, events, hotel accommodations, travel, theme parks, and even day to day items and services! Before you finish your holiday shopping, take a few minutes and check it out!

Subscribe or manage your subscription settings here.

Questions and feedback can be sent to KansasWISE@ks.gov