

## Diversity, Equity, Inclusion, & Belonging Electronic Magazine

### In This Issue

- Welcome
- EB Team Member Events
- Customer Appreciation Week!
- National Recovery Month
- National Hispanic Heritage Month
- Travelogues—Cambodia Film Festival
- Contributor/Committee Bios

### DEIB Value Statement

At Enterprise Bank, people and relationships come first. We encourage and foster a culture of diversity, equity, inclusion, and belonging where everyone feels valued and respected. We are committed to a caring workplace that recognizes the importance of making a meaningful, positive difference in the lives of our team members, customers, and communities. Please [click here](#) for more information. To learn about Enterprise Bank's history and core values, [click here](#).

## Welcome to Summer!

By: Tenesha Scarlett

Now that all of the graduations and proms are completed, it is officially summertime. This time of year is easily one of my favorite seasons. I try to enjoy the fun in the sun with my kids as much as I can now that the school year is completed. Being a New Englander, this season goes quite quickly. Our first summer celebration is July 4th. During this time, there are barbecues with family and friends, fireworks, and the celebration of America's Independence. I have the privilege and honor to perform our National Anthem each year for the city of Lowell, which is by far an amazing experience. The community comes together in large numbers to celebrate with their family and friends. There are performances from local artists and various community organizations represented at this amazing event. During the month of July, I also enjoy taking my boys to the beach as much as possible. Our favorite beach is Long Sands in York, ME. We eat lots of seafood and my boys love burying each other in the sand. Walking along the beach as the sun is setting is absolutely gorgeous. When we are unable to go to the beach, we swim in the pool at our complex. It's a great time to get to know our neighbors and meet folks from the community.

My favorite summertime memories are of family trips to South Carolina. We spent a week at a timeshare, which was coincidentally called "Nana's Nook." That was special to me because my Nana who passed was from South Carolina, so it felt like she was there with us. My boys and I had the best time with family that summer. We went to the beach every day and spent as much time in the sun as possible. Also, being with my family was so great. No phones, no electronics, just good old fashioned time well spent. We laughed a lot, played board games, hung out on the porch and just relaxed.

I hope everyone has an enjoyable summer, making memories, and being with those you love!



Personal views and opinions expressed here are those of individual volunteer contributors, and do not necessarily reflect the official policy or position of Enterprise Bank.



*(Some of our Young Professional Resource Group (YPRG) team members at the Enterprise Bank event at Wamesit Lanes in Tewksbury.)*

**Employee Resource Groups and Team Members in the Community!!**



*(Raysa Ortega at the NH Special Olympics)*



*(Raysa Ortega and Kaleemah at the NH Special Olympics)*



*(Megan Pardoe, Jeffrey Guimond, Raysa Ortega, and Stephen Cochrane at the Lowell Pride Festival)*



*(Philly Marte, Maryann Freedman and Michael Santos at the Lowell Pride Festival)*



Pictures from the June Roller Kingdom outing, which was hosted by the Working Parents Resource Group.



(Mia Perreira (left) & Alessandra Saati, who is team member Donna Saati's daughter in the red shirt, (right))



(Team member Michael Dyleski and his son Brody.)



(Team member Kerin Pintzopoulos with her family and friends having a great time together.)



Check out Windham Branch Celebrations, Customer Appreciation Week, Windham Strawberry Festival, as well as Windham Pride!



## Customer Appreciation Week



(Team members are JoAnne Desrosiers, Dwight Feeney with Cyr Lumber; JoAnne Desrosiers with Windham Restaurant; Quinn Cerami and Holly Montmarquet with owner of Pearls Candy; JoAnne Desrosier with Kani from Lucky and Me; Hannah Peacock and JoAnne Desrosiers with owner of 36 Creative; Quinn Cerami with customer Joe Higginbottom)

## 2024 Strawberry Festival



(JoAnne Desrosiers, Karen Fournier, Quinn Cerami)

## 2024 Windham Pride Fest



(Jeff Marquis, Destiny Forte, Michelle Jones, JoAnne Desrosiers, Megan Pardoe, Christine Forte)



Some of our team members were also able to attend the African Festival, as well as the Tewksbury Pride Picnic! It was so great to have such nice weather for all of our events so far!



*(Sophy Theam, Philly Marte, Raysa Ortega at the African Festival)*



*(Sophy Theam & Philly Marte at the African Festival)*



*(Megan Pardoe and Erica Peirce at the Tewksbury Pride Picnic)*

---

### **Changing Seasons Brings Meaningful Changes**

By: Megan Pardoe

As we grow closer to September, we grow closer to the changing of seasons. The hot lazy days of summer change into the cooler and colorful days of fall. As the seasons change we also celebrate the meaningful changes of those in recovery. National Recovery Month is marked every September in the United States. Recovery Month celebrates those who have made gains in their path towards freedom for addiction.

Just as we have months to celebrate health improvements made by those who are struggling with medical conditions like cancer, diabetes and more, this celebration enforces a positive message that behavioral health is essential to overall health and that recovery is possible for all.

The message for Recovery Month is “Every Person, Every Family, and Every Community.” This highlights that anyone and everyone can face addiction or be affected by addiction in their life. According to a 2022 survey from the US National Survey on Drug Use and Health; 46.8 million Americans have battled a substance abuse disorder. Within this stat, 21.5 million Americans battled both an addiction and suffered from a mental health disorder. The goal for Recovery Month is to work and promote treatments and recovery programs around our nation. With the support from programs, family members and loved ones, Recovery Month aims to bring all those suffering from addiction to the pathway towards recovery.

Personally, addiction has affected me as someone who is young and lives in New Hampshire. My state has one of the highest rates of drug abuse. Based on stats from the Global Medical Response Solution reports in 2022 there were 701 reported overdosed from opioids and 79 of these resulted in death. This is a disturbing number of people who are battling addiction. I know some people from my friend group in high school that are currently battling addiction and are seeking help in Nashua. This is why Recovery Month is so important to me.

This September as the seasons change and we move towards making changes, we should all reflect on Recovery Month. Anyone could be suffering from addiction around us and they will need our support. Recovery Month will continue to promote education and resources to make the path of recovery accessible to all.

#### **Sources:**

<https://www.naadac.org/national-recovery-month>

<https://americanaddictioncenters.org/addiction-statistics>

<https://www.dhhs.nh.gov/programs-services/health-care/substance-misuse-data-page>



**2024 Branch Celebrations from Customer Appreciation Week**



***(Acton)***



***(Nashua—Amherst Street)***



***(Andover)***



***(Billerica)***



***(Chelmsford)***



***(Derry)***



***(Dracut)***



2024 Branch Celebrations from Customer Appreciation Week... cont'd



*(Chelmsford—Drum Hill)*



*(Fitchburg)*



*(Hudson)*



*(Lawrence)*



*(Leominster)*



*(Londonderry)*



2024 Branch Celebrations from Customer Appreciation Week... cont'd



*(Lowell Connector)*



*(Lowell)*



*(Nashua—Main Street)*



*(Methuen)*



*(North Andover)*



*(Pelham)*



*(Salem)*



2024 Branch Celebrations from Customer Appreciation Week... cont'd



*(Tewksbury Center)*



*(Tewksbury—910 Andover Street)*



*(Tyngsboro)*



*(Westford)*



*(Windham)*

WE LOVE OUR CUSTOMERS!

THANK YOU FOR BEING A PART OF  
OUR ENTERPRISE BANK FAMILY!

## National Hispanic Heritage Month

By: Kevin Bruckenstein

Hispanic Heritage Month is celebrated each year from September 15 to October 15. It began as a week-long celebration in 1968 under President Johnson and was expanded to a month by President Reagan in 1988. Rather than covering a single month, Hispanic Heritage Month spans from the middle of September to the middle of October. Here are a few dates commemorating the Independence of several Central and South American countries:

September 15 - Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua

September 16 - Mexico

September 18 - Chile

September 21 - Belize

According to the U.S. Census Bureau, as of July 1, 2021, the Hispanic population in the U.S. was more than 62 million, accounting for 18.9% of the total population and making people of Hispanic origin the country's largest racial or ethnic minority. They are also the fastest growing population in the U.S.

Hispanic Heritage Month is important because it serves as a time to recognize and celebrate the diverse histories and cultures, and the incredible achievements and contributions, of Hispanic and Latino Americans.

**Hispanic**  
**Heritage Month**  
September 15-October 15



As someone who grew up in Florida, the state with the third-largest Hispanic population in the U.S., and as a person of Argentinian descent, I've experienced and witnessed firsthand the richness and diversity of Hispanic culture, the warmth, energy, and strength of the Hispanic community, and the varied and profound contributions and achievements of Hispanics in this country. The veritable melting pot of cultures in Florida, particularly in South Florida (where I am from) played a significant role in shaping who I am today, and I consider myself extremely lucky to have grown up within a Hispanic community.

A few examples of notable Hispanic Americans who have had transformative impacts on the United States include:

**Cesar Chavez:** Born in Yuma, Arizona, to a Mexican-American family, Chavez was a civil rights activist who was a leader in the fight to improve the working and living conditions of farm workers in the United States. Chavez co-founded the National Farm Workers Association in 1962 alongside Dolores Huerta which later became United Farm Workers.

**Justice Sonia Sotomayor:** Born in the Bronx borough of New York to Puerto Rican parents, Sotomayor earned degrees from Princeton University and Yale Law School. In 2009, she broke boundaries by becoming the first Latina, first non-white woman, and third woman to serve on the Supreme Court of the United States.

**Lin-Manuel Miranda:** Born in Manhattan to Puerto Rican parents, Miranda is a Pulitzer Prize-, Grammy-, Emmy-, and Tony Award-winning songwriter, actor, producer, and director. Some of his works include creating and starring in the hit musical, "Hamilton," and composing for the Tony-winning musical, "In the Heights."

**Sandra Cisneros:** Born in Chicago, IL, Cisneros is of Mexican heritage and is an American writer best known for her first novel, *The House on Mango Street*, and her subsequent short story collection, *Woman Hollering Creek and Other Stories*. She is the recipient of numerous awards, including a National Endowment for the Arts Fellowship, was awarded one of 25 new Ford Foundation Art of Change fellowships, a National Medal of Arts, a MacArthur fellowship, and is regarded as a key figure in Chicano literature.

**Dr. Ellen Ochoa:** Born in Los Angeles, CA, Ochoa is of Mexican heritage. In 1993, she became the first Latina to go to space, flying aboard the space shuttle *Discovery*, and later became the Johnson Space Center's first Latina director. She earned her B.S. in physics from San Diego State University and later went on to receive her M.S. and Ph.D. in electrical engineering from Stanford University.



### Sources:

<https://www.census.gov/newsroom/facts-for-features/2022/hispanic-heritage-month.html>

[https://en.wikipedia.org/wiki/Cesar\\_Chavez](https://en.wikipedia.org/wiki/Cesar_Chavez)

[https://en.wikipedia.org/wiki/Sonia\\_Sotomayor](https://en.wikipedia.org/wiki/Sonia_Sotomayor)

[https://en.wikipedia.org/wiki/Lin-Manuel\\_Miranda](https://en.wikipedia.org/wiki/Lin-Manuel_Miranda)

[https://en.wikipedia.org/wiki/Sandra\\_Cisneros](https://en.wikipedia.org/wiki/Sandra_Cisneros)

[https://en.wikipedia.org/wiki/Ellen\\_Ochoa](https://en.wikipedia.org/wiki/Ellen_Ochoa)



# Travelogues

## Our Films Made it to the Cambodia International Film Festival 2024!

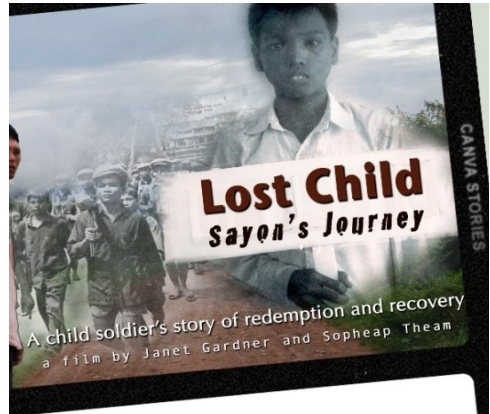
By: Sophy Theam

During college, I have always kept busy, working at least two jobs and trying to help when I can. One summer, I was invited to volunteer for the Yale Genocide Project, where we listened to tape cassette recordings of Khmer Rouge soldiers being interviewed and translated the conversations. It was here that I met people from all walks of life, some directly from Cambodia, and some who were Khmer Americans living in the United States. One person, Botumroath LeBun, the rambunctious one, had studied journalism and was always interested in following different stories related to our Khmer American diaspora. It was she who had connected me with Janet Gardner of the Gardner Documentary Group who was looking for a translator and transcriber of footage for a film she was working on. I ended up living with Janet and her now deceased husband George in Rocky Hill, NJ, just outside of Princeton, for one summer and we commuted into NYC into her office almost every day to work on the film.

My role and title eventually evolved to Assistant Producer on “Dancing Through Death: the Monkey, Magic, and Madness of Cambodia.” Even though I hadn’t been directly involved in the shooting of the film, I felt a closeness to the subjects that it followed. Coincidentally, one of the troupes featured, Angkor Dance Troupe, was a troupe that the foundation I’ve been a part of since 2002, the Theodore Edson Parker Foundation, had funded for a number of years. I’ve also had the opportunity to serve as an Advisory Board member to this troupe. The main dancers and masters in the film also were a part of the U.S. tour of “Dance the Spirit of Cambodia” where I had been fortunate to be the company manager for the 42+ member troupe in 2000 and 2001. Although they live in Cambodia and I am here in the Greater Lowell area, we have kept in touch somewhat through the years. Each time I visit the country I make it a point to try to meet up with them. The last time was January 2019.

Now, June of 2024, approximately 25 years after “Dancing Through Death” was completed, we were just notified that this film, along with a film Janet and my sister, Sopheap, made about my husband’s journey as a child soldier have both been accepted into the Cambodia International Film Festival. The Festival is taking place June 27 – 30<sup>th</sup> and our two films will be screened back to back on June 29<sup>th</sup> in Phnom Penh, the capital of Cambodia with Q&As scheduled after each film.

Upon learning about this, all of us were excited and we (mostly Sopheap) organized a crowd-funding campaign and benefit dinner and concert to fundraise for this momentous trip for us! We are so very happy to share that we made our fundraising goal, thanks to some readers here, and our friends and family. Janet, Sopheap and I will be traveling to Cambodia from June 23 – July 3, 2024 to attend the festival, and hopefully reconnect with the dancers, masters, and consultants featured on the film. In the next DEIB e-zine, I hope to share some photos from that journey. In the meantime, here are summaries of the two films by the Gardner Documentary Group that were accepted into the Film Festival.





# Travelogues

## Our Films Made it to the Cambodia International Film Festival 2024! (cont.)

**Dancing Through Death: The Monkey, Magic and Madness of Cambodia** is the story of Thavro Phim a Cambodian dancer, who came of age under the Pol Pot regime and lost his father, brother and grandfather during the bloody reign of the Khmer Rouge. Thavro's dedication to Cambodian Classical dance and to his role as the magical white monkey kept him whole during the ordeal.

The secondary theme of the documentary is about teaching Khmer dance to children of Cambodian refugees in Lowell, MA and San Jose, CA. Personifying the younger generation is Samnang Hor, a 13-year-old monkey dancer with the Angkor Dance Troupe in Lowell, MA, where Thavro was a guest performer. The documentary follows Thavro to New Haven, CT, where he joins the Cambodian Genocide Project to document the story of the Khmer Rouge and to search for his own relatives.

### **Lost Child: Sayon's Journey**

Sayon Soeun was abducted at the age of six, exploited by the Khmer Rouge, his family life and education stolen. His recovery and redemption from unimaginable evil entails his transition from an orphanage in a refugee camp to adoption by a loving American family. After more than 35 years, he recently made contact with brothers and a sister he assumed were dead. The documentary follows his journey back to Cambodia to heal himself by finding the family that let him slip away and forgiving himself for his complicity as a Khmer Rouge child soldier.





**New to 2024: Enterprise Bank Diversity Spotlights!**

Our DEIB Attraction & Recruiting Team came up with the idea of highlighting the diversity of our team members on social media at least once a month. We are excited for this new feature within the Bank and have received so many great comments from the community! Thank you to those who have agreed to or who are volunteering to be highlighted! It’s wonderful to learn about our team members this way! Please keep an eye out for team members being spotlighted the whole year!



**Meet: Francis Gonzalez**

Senior Loan Servicing Supervisor, AVP, Francis Gonzalez has been with the Bank for 20 years. Francis was born in Aguadilla Puerto Rico and when she was a toddler, her family moved to Lowell but made sure to carry on their traditions and manners.

Francis is fluent in both English and Spanish. She has sometimes been subjected to negative looks and comments from strangers when they hear her speaking Spanish, to which she has responded in fluent English. Francis believes there is never an excuse to assume or judge someone based on the language they speak no matter where they are.

Francis celebrates Caribbean Heritage Month and her culture by enjoying traditional foods such as arroz con gandules, empanadas, tostones and bacalaitos and listening to music. According to Francis, family gatherings and sharing stories about the past is the best part of the celebration. “It is important that we share our family history with our children so they can carry them into the next generation. This is a great month to re-member where you came from and be even prouder of your heritage.” Francis says her daughters and grandson are her greatest inspiration as they are the ones she will pass on her knowledge and stories to so they can pass it on to the next generations.

Francis is very involved in supporting the community and was honored with the key to the city of Lowell for helping save a life. She is proud to be a Latina with such a big accomplishment. Among many other organizations Francis is involved with, she organizes an annual sock drive and is a committee member at the Lowell Transitional Living Center, is the co-chair and a committee member of the American Foundation for Suicide Prevention, and is a board member of Open Pantry of Greater Lowell.

**Fun Facts about Puerto Rico:**

- El Yunque is the only natural rainforest in America’s Forest System.
- El Coqui (Rain Frog) can be found in Puerto Rico and gets its name from the unique nighttime calling sound.
- Has bioluminescent beaches.
- Home to the largest rum distillery.
- The birthplace of the iconic Piña Colada.





## Enterprise Bank Diversity Spotlights!... Cont'd



### Meet: Mark Watson

Lead Mail Clerk Mark Watson has been with Enterprise Bank from the very beginning, working here for over 35 years. Mark's ancestry is a mix of French and Irish on his mother's side, and British and Scottish on his father's. While growing up, Mark was heavily influence by the French culture and was able to speak and understand the language thanks to family parties, French radio stations, and music.

July is the time of year for Mark's favorite holiday – Independence Day. Mark likes to spend the day relaxing and the night catching a fireworks display. He even participated in the Chelmsford parade for a couple years waving to the crowd on the Enterprise Bank float. His favorite parade memory is the year he dressed as a "Starship Enterprise Crew" on the Bank's Star Trek themed float.

Mark has been involved with numerous charitable and civic events over the years. Along with various fundraisers and organizations he has supported, examples of his volunteerism include the Lowell General Hospital TeamWalk for CancerCare (25 Years), Make A Wish of NH Car Show (15 years), and the Lowell Folk Festival (34 years).

#EnterpriseBanking #CreateYourSuccess



## Contributor/DEIB E-Zine Committee Bios



**Kevin Bruckenstein** is the Internal Communications Specialist for Enterprise Bank. Formerly the Head of Marketing at FinMason, a fintech startup in Boston, Kevin specializes in writing, copyediting, messaging, and communications planning and execution. He earned his bachelor's degree in advertising and his master's degree in mass communication, with a concentration in communication law, from the University of Florida. In his spare time, he enjoys traveling, reading, gaming, and hiking.

**Eddie Enea** has been with Enterprise Bank since March of 2022. He is the bank's Talent Acquisition Specialist. He adores his three beautiful children and says that he is terrified of how much they remind him of himself. Cooking is one of his passions, especially his Sunday dinner prep. He prefers Lake Winnepesaukee to any beach and misses the days of watching good football.



## Contributor/DEIB E-Zine Committee Bios



**Autumn Ouellet** started her career with Enterprise Bank in January 2022 as the Marketing & Social Media Co-op through the Co-op Learning Program with the University of Massachusetts – Lowell. After completing her undergraduate degree with a bachelor's in business administration and a double concentration in Marketing and Management, Autumn returned to Enterprise Bank as the Marketing & Social Media Specialist. In her spare time, she enjoys going to concerts, reading, spending time with her friends and family, and exploring new places.

**Kira Morehouse** has been with Enterprise Bank since 2015 specializing in Digital Marketing. Kira has a B.A. in Communication Arts with a Cognate in Interpersonal Communication and Cultural Studies, and a Global M.B.A. with specialization in Corporate Strategy. As part of her undergraduate studies, Kira spent time studying abroad in Japan for six months, with focus on Language, Literature, Culture, and Zen Buddhism. In her spare time, Kira enjoys being a mother to her two daughters, going on family adventures, volunteering within her church community, and relaxing at home watching movies with her husband.



**Megan Pardoe** is a Relationship Advisor at the Nashua Main Street Branch. She currently serves as co-chair of the Pride C.O.R.P.S. ERG. She enjoys writing about LGBTQIA+, history, and women-related topics. In her free time, she enjoys spending time with her boyfriend, Jonathan, and playing video games.

**Tenesha Scarlett** is one of our newer Enterprise Bank Team Members. She started with the bank in October of 2023. Her position is DEIB Coordinator II. She has a bachelor's degree from the University of Massachusetts at Amherst in Sociology, specializing in Social Services. Her passions are spending time with her two boys Linton Jr (13) and Declan (9). She also enjoys performing with her band, Tee & The Gents. She loves her family and friends and loves to give back to the community.



**Sophy Theam** is the Senior Manager—Diversity, Equity, Inclusion, and Belonging (DEIB) at Enterprise Bank. In addition to co-chairing the Multicultural Alliance, she serves as an advisor for other employee resource groups and manages the Bank's DEIB program. Sophy enjoys watching historical/period dramas and high-action and investigative shows and movies. Her favorite superhero is Aquaman and she enjoys traveling! Her resolution in 2024 is to be healthy, happy, and to fulfill a couple of dreams, including learning to sing traditional Khmer songs!

**We hope you have enjoyed this quarter's e-Zine.**

**Have a safe and enjoyable summer!**



**Enterprise Bank**

Member FDIC

CREATE YOUR SUCCESS