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# ***Inclusion Council E-Zine***

October - December 2021 Edition



**Inclusion Council**  
Influence, Impact, Positive Change



# Oct-Dec 2021

*The mission of Enterprise Bank's Inclusion Council is to celebrate and promote awareness of personal identity in the workplace, identify equity gaps in order to help resolve them, and strengthen everyone's sense of belonging within our Enterprise Bank family. The Inclusion Council is committed to helping influence and impact positive change towards social justice and inclusivity within the communities we serve.*

## Inclusion Council e-Zine

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.

### Our Enterprise Bank Diversity, Equity and Inclusion Value Statement!



At Enterprise Bank, people and relationships come first. We encourage and foster a culture of diversity, equity, and inclusion, 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](#) to view our Inclusion website for more information. To learn about Enterprise Bank's history and Core Values [click here](#).

Have you seen the above statement posted on our job postings and website?

We are continuing to work this into some parts of our external platforms and a few other publications and documents.

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### Want To Get Involved?

For this e-zine, we'd like to thank our contributors: Laurie Bozek, Edie Joyce, Kira Morehouse, Eva Perez and Sophy Theam. We'd also like to thank Eva and Elliot Hoan who arranged all the content and helped edit as well.

Our e-zine team is always looking for contributions by our team members. If you wish to submit an article—or photos for the travelogue section for our next edition (January—March), please email your content to Eva Perez by December 17, 2021.

Thank you!



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# Native American Heritage Month: Celebrating Past, Present, and Beyond

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By: Kira Morehouse



November is National Native American Heritage Month. Each year during this time, many communities across the country take part in celebrations with intentions of honoring the rich ancestry, traditions, history, and heritage of Indigenous People. Here in the United States of America, indigenous communities include Native American, Alaska Native, and Native Hawaiian cultural lineage that dates back thousands of years before European Colonialism.

Current events and the evolution of inclusion efforts continue to spark scrutiny upon the traditional ways of teaching American history. Greater visibility is being focused on indigenous communities that are still here in existence today, despite their prior existence having been disrupted over the last several hundred years. This has created space for the rest of the world to learn another side of history.

Now, as many among us are at various stages along the journey of inclusive cultural awareness, this is a great time to reflect on some opportunities we have available to us as we head into October and beyond.

In years past, Enterprise Bank team members from the Multicultural Alliance committee have made it a regular occurrence of inviting local guest speakers for Lunch and Learn presentations including Tom “Eagle Rising” Libby, chief of the Greater Lowell Indian Cultural Association (GLICA). We’ve also invited them to participate in our Multicultural Holiday Celebration to further spread cultural education and awareness to attendees.

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## Native American Heritage Month: Celebrating Past, Present, and Beyond

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(Continued)

Chief Libby and others from GLICA visited with us while sharing their mission to “educate the public, educate our children, and others” through storytelling and traditional dance. During these visits, Chief Libby emphasized that it was important for everyone to know that Native American people are still here, and that often stereotypes from mainstream portrayal would mislead others to think that American Indians are extinct groups still in existence today.

Chief Libby also spoke about how people of American Indian descent being from a variety of cultures that vary greatly across the continent depending upon the region defy the idea that they are a homogenous group - they are not a monolithic group of people. Native American culture consists of various tribal groups with their own respective histories, languages, and cultures beyond being lumped together under the more visible mainstream designations as most non-Native people might naturally misappropriate since there are hundreds of tribes.

Chief Libby shared with us that he and many in this region near, what is currently known as Greater Lowell, are of Mi'gmaq/Mi'kmaq descent with ancestors who originally lived in the areas of Nova Scotia, Canada and spread through the coastal areas of Maine, New Hampshire, and northern Massachusetts.

Beyond our Greater Lowell region, in New Hampshire, there are various other tribal groups who remain active and are regularly holding public events for the purposes of celebrating, educating, and creating space for everyone to join them in being part of the Native American community.

During the first annual [BIPOC \[Black Indigenous People of Color\] Fest](#) in Portsmouth, New Hampshire, which took place on September 26, 2021, the Cowasuck Band of the Pennacook - Abenaki People were also present. They have a [Facebook Page](#) and [website](#) where they are regularly sharing content, events and information for the public to stay up to date. Additionally, their online presence is featured among many others found on this Internationally renowned Native Land acknowledgment website <https://native-land.ca/> where anyone can type in their address or location into this interactive map to discover information about Indigenous Peoples who existed and/or continue to exist prior to non-Native arrival.

Including both our Massachusetts and New Hampshire regions within the broader span of New England, the United American Indians of New England (UAIINE) also have their own online presence on [Facebook](#) and their [website](#) where people can connect with more opportunities for learning.

The common theme among Native American descendants seems to be the message which is prominently displayed on the UAIINE homepage right now: “We Are Not Vanishing. We Are Not Conquered. We Are As Strong As Ever.” – and this is something we all can continue to celebrate.

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# The Columbus Day Holiday Conundrum

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Information compiled by: Edie Joyce

Christopher Columbus, considered a native of Italy, is often credited with discovering America, yet he never actually set foot on the continental United States. Millions of people were already living in North America in 1492. Generations of Native people throughout the Western Hemisphere have protested Columbus Day as the colonial takeovers of the Americas, starting with Columbus, led to the deaths of millions of Native people and the forced assimilation of survivors.

The first documented observance of Columbus Day in the United States took place in New York City in 1792, on the 300th anniversary of Columbus's landfall in the Western Hemisphere in what is now the Bahamas. The holiday originated as an annual celebration of Italian American heritage in San Francisco in 1869. In 1934, at the request of the Knights of Columbus and New York City's Italian community, President Franklin Roosevelt declared the first national observance of Columbus Day. President Roosevelt and the U.S. Congress made October 12th a national holiday three years later. In 1972 President Richard Nixon signed a proclamation making the official date of the holiday the second Monday in October.

In 1977 participants at the United Nations International Conference on Discrimination against Indigenous Populations in the Americas proposed that Indigenous Peoples' Day replace Columbus Day. Indigenous Peoples' Day recognizes that Native people are the first inhabitants of the Americas, including the lands that later became the United States of America. Recognition of Indigenous Peoples' Day urges Americans to rethink history. South Dakota was the first state to recognize the Day in 1989. Today fourteen states plus the District of Columbia along with more than 130 cities observe Indigenous Peoples' Day instead of or in addition to Columbus Day.



Source: [http://www.stevestravelguide.com/wp-content/uploads/2014/02/Native-American-Tribes-in-New-England-1024x730.jpg?sa=X&ved=2ahUKEwi059T7nLHzAhUHFlkFHdiFB04Q\\_B16BAgDEAI](http://www.stevestravelguide.com/wp-content/uploads/2014/02/Native-American-Tribes-in-New-England-1024x730.jpg?sa=X&ved=2ahUKEwi059T7nLHzAhUHFlkFHdiFB04Q_B16BAgDEAI)



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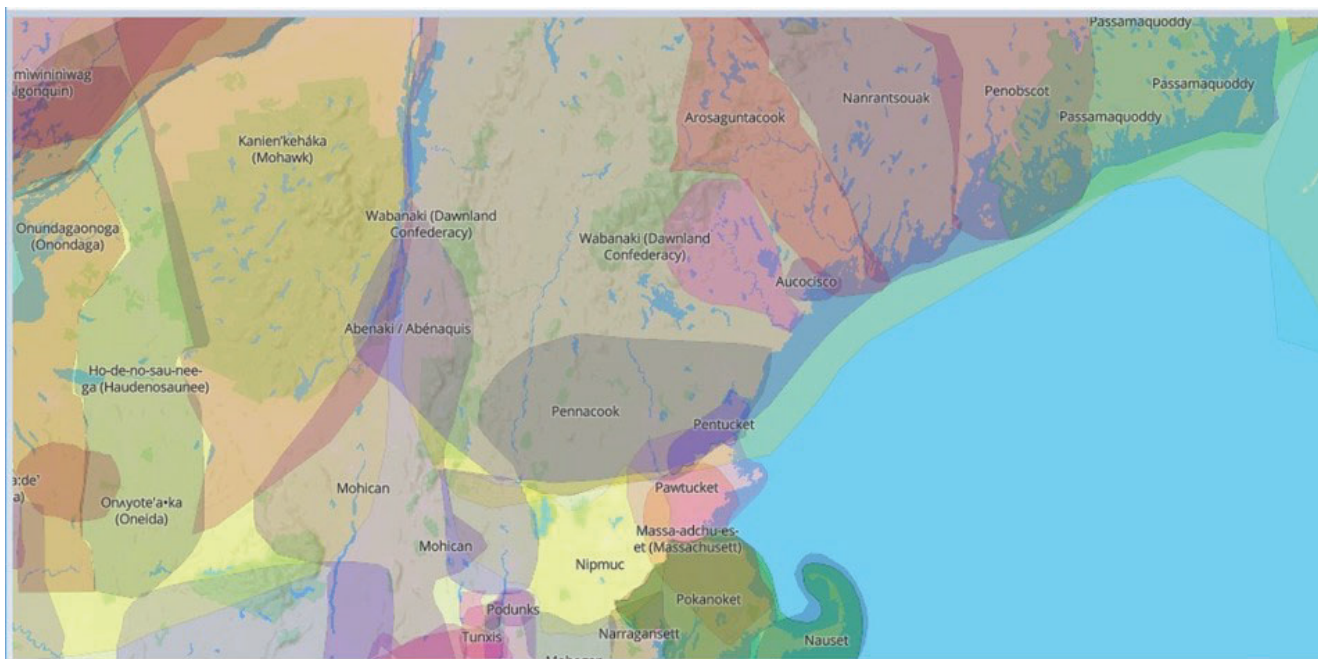
## The Columbus Day Holiday Conundrum cont'd

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### Who are Indigenous Peoples?

Indigenous is the most inclusive term, as there are Indigenous Peoples on every continent throughout the world. The Sami in Sweden, the First Nations in Canada, Mayas in Mexico and Guatemala, and the Ainu in Japan are examples of people fighting to remain culturally intact on their land bases. Indigenous Peoples refers to a group of indigenous individuals with a shared national identity, such as “Navajo” or “Sami” and is the equivalent of saying “the American people”.

Native American and American Indian are terms used to refer to peoples living within what is now the United States prior to European contact, settlement, and colonization. American Indian has a specific legal context because the branch of law, Federal Indian Law, uses this terminology. American Indian is also used by the U.S. Office of Management and Budget through the U.S. Census Bureau. When possible, experts recommend using the name of an individual’s particular Indigenous community or nation of people. For example, familiar names such as “Abenaki”, “Massachusett”, “Mi’gmaq/Mi’kmaq”, “Narragansett”, “Nipmuc”, “Pawtucket”, “Pennacook”, “Pentucket”, and “Wampanoag”, and are among the Indigenous Peoples of the New England area, and the names are also “American Indian”, “Native American”, and “Indigenous”.



Source: [Native-Land.ca](https://native-land.ca/) | [Our home on native land](https://native-land.ca/) (also an app that enables you to see if the land you are standing on was Native land)

Sources:

[Native American and Indigenous Peoples FAQs - UCLA Equity, Diversity & Inclusion](#)  
[Rethinking How We Celebrate American History—Indigenous Peoples' Day | Smithsonian Voices](#) | [National Museum of the American Indian Smithsonian Magazine](#)  
[What Is Indigenous Peoples' Day? \(oprahdaily.com\)](#)

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# Kindness As A Core Value

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By: Laurie Bozek

*"Kindness means building bridges instead of walls."  
-Anonymous*

It has been said that a little kindness goes a long way. This is just as true at work as it is in our personal lives. When we make kindness a priority in the workplace, it can create a ripple effect and help to foster a culture of inclusion and diversity. Embracing kindness in the workplace can help you to get to know your co-workers better, build trust, reduce stress and absenteeism, make people feel a sense of belonging and ultimately increase productivity.

Brian Eno has said, "You either believe that people respond to authority or that they respond to kindness and inclusion. I'm obviously in the latter camp. I think that people respond better to reward than punishment."

When you make an effort to show kindness, you're demonstrating respect, generosity and caring. Studies have shown that kindness brings positive feelings to not only the giver and the recipient, but also to anyone who witnesses the kind act. Practicing kindness may take a little thought and commitment at first, but with time it will become second nature. Challenge yourself to make kindness a regular part of your day!

*Here are some ideas for showing kindness at work,  
but the list is endless:*

- Check in on someone who's having a bad day
- Admit your own mistakes
- Thank someone for doing their job well (Think RAVEs!)
- Help a co-worker with their workload
- Praise someone in front of the team
- Come up with ideas for short mental health breaks
- Remember birthdays and work anniversaries
- Ask people about their weekends and vacations
- Practice active listening
- Be a mentor to someone
- Bring in drinks or snacks for the team
- Start emails with compliments
- Encourage your team to participate in the Wellness Program
- Help a co-worker learn or practice a new skill
- Make sure everyone is invited to after-work gatherings
- Share a (clean) joke
- Organize a potluck lunch for your co-workers
- Offer to clean the work fridge or microwave
- Invite someone new to lunch
- Sign up to be a new hire buddy
- Refill your co-worker's candy dish
- Organize a volunteer project
- Celebrate crazy holidays (Left-Handed day, Ice Cream Day, etc.)

*And some ideas for outside of work:*

- Buy lemonade at a child's lemonade stand
- Leave a little surprise in a library book for the next reader to find
- Bring home a souvenir for someone when you travel
- Pay for someone's coffee or meal
- Tip your wait staff generously (even for takeout)
- Send someone a care package (college student, elderly relative, etc.)
- Sign up to read books to school children on "Read In" Day
- Bake someone a treat
- Do something nice for a Veteran
- Compliment a parent on how well-behaved their child is at a restaurant or in church
- Mail a card or letter to someone
- Take the time to comment on someone's post on social media
- Write a positive Yelp review on a small, local business
- Gift an inspirational book to someone
- Offer to help an elderly neighbor with yard work or errands
- Teach your children kindness
- Welcome a new neighbor with a treat
- Volunteer your time at a local non-profit
- Provide a meal to someone in need
- Buy school supplies for a teacher
- Donate diapers to a family shelter
- Register to be an organ donor
- Offer to babysit for a friend
- Call your mom!

*"A single act of kindness throws out roots in all directions, and the roots spring up and make new trees."*

*-Amelia Earhart*



# National Hispanic Heritage Month Celebration

By: Sophy Theam

From <https://hispanicheritagemoth.gov/about/> and <https://www.pewresearch.org/fact-tank/2021/09/09/key-facts-about-u-s-latinos-for-national-hispanic-heritage-month/>

## - About National Hispanic Heritage Month -

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

September 15 is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Belize celebrates their independence on September 21.

## - What is the difference between Hispanic and Latino? -

Hispanic and Latino are often used interchangeably though they actually mean two different things. Hispanic refers to people who speak Spanish or are descended from Spanish-speaking populations, while Latino refers to people who are from or descended from people from Latin America.

## Latinx Directors to Look Out For and Must Watch Films:

<https://www.aarp.org/entertainment/movies-for-grownups/info-2020/latinx-film-directors.html>

- **Natalia Almada** of Mexico, *El General*, *El Velador (The Night Watchman)*
- **Miguel Arteta** of Puerto Rico, *Chuck and Buck*, *The Good Girl*, *Succession*, *American Horror Story*, *Grace and Frankie*, *Beatriz at Dinner*
- **Peter Bratt**, Peruvian Quechua Indian, *La Mission*, *Dolores*
- **Patricia Cardoso** of Colombia, *Real Women Have Curves*, *Tales of the City*, *Emergence*, *Queen Sugar*
- **Reinaldo Marcus Green**, Black Puerto Rican, *Monsters and Men*, *Good Joe Bell*
- **Aurora Guerrero**, Chicana, *Mosquita Y Mari*, *Queen Sugar*, *13 Reasons Why*, *Gentrified*, *Real Women Have Curves*
- **Gigi Saul Guerrero**, Mexican-Canadian, *La Quinceanera*, *The Purge*, *Into the Dark*
- **Cristina Ibarra** of Mexico, *The Infiltrators*, *Las Marthas*, *Love & Monster Trucks*
- **Luis Iga** of Mexico, *Murder in the Woods*
- **Gregory Nava** of Mexico & Spain, *El Norte*, *Mi Familia*, *Selena*
- **Patricia Riggen** of Mexico, *The 33*, *Under the Same Moon*, *Jack Ryan*, *Proven Innocent*
- **Robert Rodriguez** of Mexico, *El Mariachi*, *Desperado*, *Once Upon a Time in Mexico*, *From Dusk Till Dawn*, *Machete*, *Spy Kids*

## Want more? Check out these famous celebrities with Hispanic roots:

<https://www.aarp.org/entertainment/celebrities/info-2020/stars-with-surprising-hispanic-roots.html>

# National Hispanic Heritage Month Celebration: Trivia

1. When was the first time Hispanic Heritage Week (now Hispanic Heritage Month) celebrated in the U.S?
  - A. 1988
  - B. 1968
  - C. 1990
  - D. 1978
2. Hispanic Heritage Month starts on September 15 in part because it coincides with the independence dates of these countries:
  - A. Costa Rica, El Salvador and Guatemala
  - B. Honduras and Nicaragua
  - C. Mexico, Chile, and Belize
  - D. A only
  - E. All of the above
3. What does the United States celebrate during Hispanic Heritage Month?
  - A. The traditions of Spain
  - B. The people and culinary culture of Mexico
  - C. The first Caribbean immigrants
  - D. The culture and traditions of people with Hispanic-American roots
4. How large was the self-described U.S. Hispanic population as of 2019?
  - A. 132 million
  - B. 50.5 million
  - C. 27.8 million
  - D. 60.6 million
5. Which 12 states had a population of more than 1 million Hispanic residents as of 2019?
  - A. Arizona, California, Louisiana, Florida, Georgia, Massachusetts, Nevada, New Mexico, New York, Pennsylvania, Texas, and Virginia
  - B. Arizona, California, Colorado, Florida, Georgia, Illinois, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, and Texas
  - C. Arizona, California, Hawaii, Florida, Georgia, Illinois, Massachusetts, New Jersey, New Mexico, New York, North Carolina, and Texas
6. The year 2000 marked the first time Hispanic surnames made the list of the 15 most common surnames in that year's census. Do you know which one was the most common?
  - A. Rodriguez
  - B. Martinez
  - C. Hernandez
  - D. Garcia

Answer Key: 1;B 2;E 3;D 4;D 5;B 6;D

# October is National Disability Employment Awareness

By: Sophy Theam

[A Proclamation on National Disability Employment Awareness Month, 2021 | The White House](#)

[National Disability Employment Awareness Month 2021 | U.S. Department of Labor \(dol.gov\)](#)



From the U.S. Department of Labor, the theme for the 2021 National Disability Employment Awareness Month is “America’s Recovery: Powered by Inclusion.” The government wants to ensure that people with disabilities have the same access to employment during the recovery from the pandemic.

At Enterprise Bank, we take the equal treatment of all people seriously. In “Creating and Managing a Respectful Workplace,” we spend a considerable amount of time sharing information and discussing scenarios with our new managers and supervisors:

**“Qualified individuals with a disability”** is a person who:

- Has a physical or mental impairment that substantially limits one or more major life activities,
- Has a record of such an impairment, or
- Is regarded as having such an impairment.

**“Reasonable accommodations”** can include, but is not limited to:

- Making existing facilities used by employees readily accessible to and usable by persons with disabilities.
- Job restructuring, modifying work schedules, reassignment to a vacant position.
- Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

**“Interactive Process”**

After a team member shares that they may need a reasonable accommodation to conduct their work, managers should initiate an interactive dialogue with their HR Business Partner to discuss the disability, struggles and solutions. The interactive process should identify potential reasonable accommodations to overcome team member’s particular limitations.



# Travelogue

By: Eva Perez

A few months ago, my husband and I embarked a 46 hour road trip around the perimeter of Iceland and let me tell you – it was like we were in another world. The word beautiful doesn't come close to describing this country.



Photo by Eva Perez



Photo by Eva Perez

The picture on the above left is the Hallgrímskirkja church located in Reykjavík, Iceland. Its architecture was highly influenced by the above picture on the right, Svartifoss, a waterfall located in Skaftafell, Iceland. According to tourists we met there, this waterfall is one of the most unique waterfalls in Southern Iceland. Its name comes from the lava basalt columns that surround the waterfall.



Photo by Eva Perez

Above is my favorite unedited photo of Vestrahorn, a mountain known for its distinctive jagged peaks located in south-east Iceland. This is a site to see!



Photo by Eva Perez

Above is a picture of my husband and I standing in front of Dynjandi waterfall, the biggest waterfall in the Westfjords of Iceland. Its name means "thunderous". The walk was only about 200 meters up and this waterfall cascades at approximately 100 meters high.