

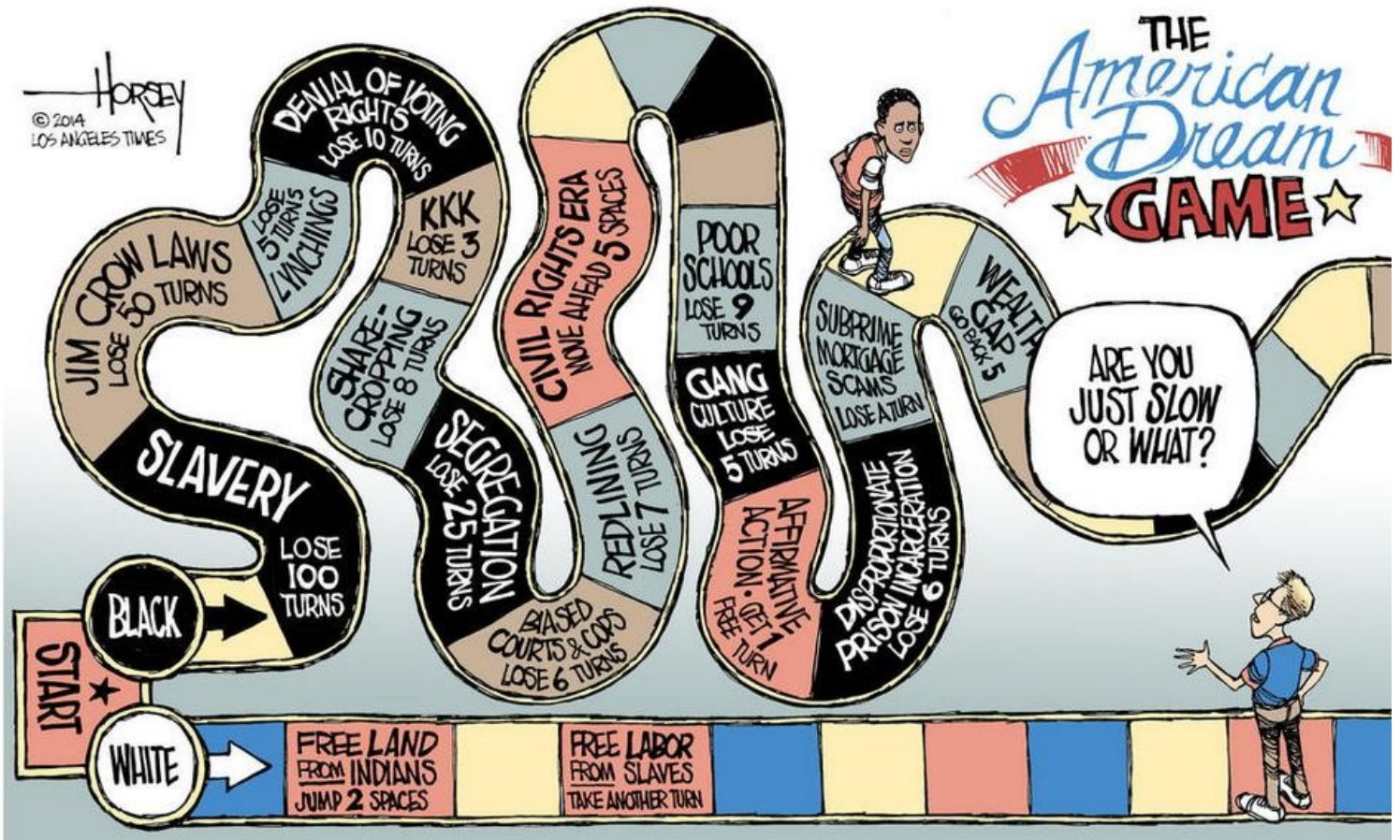
Newsletter: August, 2020 Edition



EP Inclusion Council
Influence, Impact, Positive Change

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.

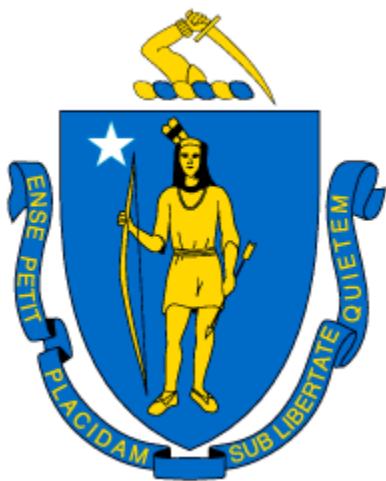
“Black Lives Matter” has been on the forefront of the news lately and there’s been so many interpretations of why “now” and why can’t we say “All Lives Matter?” It’s unfortunate that we don’t get taught the history of systemic racism in the United States, unless we take it as an elective in school. We found an infographic that lays out some of the basic history into why so many rallies and protests are happening across the nation. Simply put, Blacks have been brought into this country as slaves for as long as the first European “pioneers” came in and with back-breaking labor, has helped the country prosper into what it is today. That’s over 450 years ago. Yet, why is it that Blacks are still behind in pretty much all facets of life? So the point to the “Black Lives Matter” movement is that until the lives of Black and other BIPOC (Black, Indigenous, and People of Color) matter, we can’t say that “All Lives Matter.” What can we do to help unravel the systemic oppression that has caused so much pain, anger and death?



as featured in Los Angeles Times, September 9th, 2014

Mass. Senate Unanimously Approves Commission To Replace State Seal And Motto

July 28, 2020 by Chris Lisinski, State House News Service



The Senate voted 39-0 to approve a Sen. Jason Lewis resolve forming a special commission tasked with designing a new seal and state motto and with studying ways that the existing version, which depicts a Native man standing beneath a disembodied arm and sword, "may be unwittingly harmful to or misunderstood by the citizens of the commonwealth."

Tribal leaders and activists have pushed for decades to replace the state seal, warning that the individual pictured reinforces stereotypes against Native Americans and that the inclusion of the overhead sword implies violent subjugation of the Indigenous people. "This flag and emblem has long been viewed by indigenous people and others as symbolizing white supremacy and ethnic cleansing perpetuated against the Native populations," Lewis said on the Senate floor.

Gov. Charlie Baker said last week that he is "open" to discussions about changing the state seal, though it is not clear if the House also plans to take up the resolve.

Inclusion Council Page

Our Inclusion Council's Training and Awareness team have been hard at work meeting with vendors and doing research to find out the "right fit" for us. This is still a work in progress, but we'd like to continue to drive direction to our Inclusion Council page for various resources and information.

Because there is a lot of content on our IC page, We'd like to highlight a few items:



"I had been aware of this film for over a year, but admittedly only made time to watch it this past June after current events sparked my interest to take a deeper dive in learning about the impact of systemic racism. My mind was opened up to a new reality after watching 13th because it did a great job of examining the role of politics and historical disen-

franchisement which includes over-policing of Black communities. I firmly believe that these are issues we all need to be aware of as Americans, so that our society can come together and move forward towards a reparative healing process. The only way to eradicate racism is to open our hearts and minds towards gaining new perspective." – **Kira Morehouse**

"13th" is a documentary film directed by Ava DuVernay, illuminating the idea that modern-day prison systems continue to serve longstanding patterns of social inequity and racism. The title references the 13th Amendment of the United States Constitution, adopted in 1865, which intended to abolish and end involuntary servitude with the exception of punishment through due process for conviction of a crime. Disenfranchisement and the chronology of social, political, legislative and punitive movements are deeply examined and decoded with a critical viewpoint towards the systemic and disproportionate impact within Black communities.

August Diversity, Equity, and Inclusion Calendar

Coast Guard Day (8/4)

August 4th celebrates the inception of the oldest maritime service in the United States: the Coast Guard. The United States Coast Guard consists of Armed Forces whose responsibilities range from search and rescue to national defense. Members of the Coast Guard rescue victims and contribute to environmental safety and awareness. They make invaluable contributions to society, and this day has been declared to promote awareness and appreciation for this branch of the military that protects United States waters and residents.

International Youth Day (Second Friday)

International Youth Day is an opportunity for communities and organizations to recognize issues concerning the youth of this generation. Through worldwide events and fundraisers, this day is meant to recognize the capabilities of youth, congratulate their achievements and encourage future achievements through educational development. Events revolving around this day recognize the importance of decision-making in the development of our world's youth. The ability to make the right decisions in the present will result in the ability to make the right decisions in the future, and ultimately, the younger generation is our future.

National Aviation Week (8/15 – 8/21)

Annually observed during the week of Orville Wright's birthday, August 19, National Aviation Week promotes the education, awareness and celebration of aviation. While we often take our ability to fly on commercial aircrafts for granted, this week gives us a great opportunity to reflect on the tremendous accomplishments of the Wright Brothers and other significant contributors to the history of aviation.

Women's Equality Day (8/26)

Women's Equality Day is an annual recognition of the passage of the 19th Amendment which granted women's suffrage. Since that momentous day on August 26th, 1920, women have enjoyed the benefits of their civil rights efforts, and continue to strive towards absolute equality. The movements propelled by women during the early 1900's (and even earlier at the Seneca Falls Women's Rights Convention in 1848) have increased women's rights not only in the political realm but in the occupational and social realms as well. August 26th not only commemorates the achievements realized in 1920, but it recognizes the need for continued progress, to the point where gender is no longer a discriminatory factor that works against women.

Be Kind to Humankind Week (Last Week)

Be Kind To Humankind Week is a week long celebration of kindness that takes place August 25-31 every year. Inspired by a tragic story of a young man who drowned because nobody would stop and help him, Lorraine Jara created this week in 1988. Since then, Be Kind to Humankind Week has received endorsements by former presidents Reagan and Bush, as well as publicity in major newspaper and magazine articles. During this week, Jara encourages everyone worldwide to perform kind acts.



August Diversity, Equity, and Inclusion Calendar

Cataract Awareness Month

Throughout August, The American Academy of Ophthalmology educates people about cataracts, a relatively common and cureable eye disease. This month is known as Cataract Awareness Month, and its focus is to clear up misinformation and misleading myths about the condition.

National Inventors Month

August is National Inventors' Month. It was originally founded in 1995 by the United Inventors Association of the USA (UIA-USA), the Academy of Applied Science, and Inventors' Digest to teach children about inventing and to educate those who have ideas for new products about the process of new product development and finding ethical business partners. In conjunction with its original purpose, National Inventors' Month also promotes a positive image of inventors and the real contributions they give to this world.

Psoriasis Awareness Month

Every August, the National Psoriasis Foundation sponsors Psoriasis Awareness Month to raise awareness, educate people, and dispel myths about psoriasis. Psoriasis is an immune-mediated, genetic disease manifesting in the skin and/or the joints. According to the National Institutes of Health, up to 7.5 million Americans have psoriasis. Psoriasis can be limited to a few patches or can involve moderate to large areas of skin. The severity of psoriasis varies with each person, but for most people, psoriasis tends to be mild. Contrary to popular belief, psoriasis is not contagious and people with psoriasis pose no threat to the health or safety of others.

Spinal Muscular Atrophy Awareness Month

Spinal Muscular Atrophy is one of the most prevalent genetic disorders in America, affecting one in every 6,000 babies born. Spinal Muscular Atrophy (SMA) is a disease that destroys the nerves controlling voluntary muscle movement. In children, this affects crawling, walking, head and neck control, and even swallowing. One in every 40 people carries the gene that causes Spinal Muscular Atrophy, and the condition can strike anyone of any age, race or gender.

Working Parents, Take It Easy on Yourselves Right Now (Taken from "The Management Tip of the Day" by Harvard Business Review)

How does anyone effectively juggle a busy family life and career during quarantine? There's no doubt that it's challenging, but you can make it easier on yourself by focusing on some simple principles. Instead of aiming for perfection, aim for happiness. Try to be patient with yourself if you need extra time to get your work done, because you often will. Accept that your days won't go as planned. And rather than dwelling on your mistakes, be curious about them. What can you learn? Are there meaningful patterns in the mistakes you're making? How can you adapt? You may be reading advice about how to be productive during this time — how much sleep and exercise you should be getting, or how to enrich your kids' online learning experience over the summer. Ask yourself if these recommendations are actually serving you at this moment. If they aren't, let them go and identify what your family really needs. Finally, make sure you find time for laughter. Especially during a crisis, we need to find ways to turn stressful moments into light-hearted ones — whenever we can.