



January 2021

Inclusion Council e-Zine

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.

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.

A Reflection After Seeing the News of January 6, 2020 – Assault on the Nation's Capitol

By Kira Morehouse, Senior Digital Marketing Specialist

Typically, the first days and weeks of a New Year bring a sense of new energy, renewal and hope. However, today on January 7, many of us are still reeling and in a state of shock after witnessing the scenes of extremism and violence which erupted in Washington DC yesterday afternoon. While many of us were busy working on projects and focused on catching up after having holiday time off, others among us were the first to see and hear the tragic news.

I had been on back-to-back phone calls and meetings between 11 am and 4:30 pm. During short breaks in-between, I had received a couple of text messages from family and friends. The first one came through around 2:50 pm and simply read "Washington D.C. is on lock down." As alarming as that message was, I could not easily overlook the call that I was involved with at that moment. I was onboarding a new team member – a co-op student who was looking toward me for guidance during her first few days with us. I briefly stared at the text before dismissing it, knowing that I could catch up with that thread later.

As I hung up from one meeting and then proceeded to join the next one at around 4pm, I noticed several more text messages from another person. This time, it was the pastor from my church asking with urgency if I could help post a prayer which she had written for our social media accounts that I help manage as a volunteer. It was at that moment, that I began to realize - although I did not fully comprehend what had been happening in the world outside of my many virtual meetings of the day, something *major* was taking place.

Even during that last video conference of the day, as we were waiting for all the attendees to join the call, there was some small talk about whether all of us had been following the news stories. I could not help but think to myself, "what news stories?" as I had been tied up all day. Most of us were all in the same situation, not yet caught up with what was unfolding, but knowing that soon after we would be making time to consume the latest news cycle. One of the participants on the call mentioned how she had been reaching out to contacts in Washington D.C. to see if they were okay.

As soon as I was able to hang up on the last video meeting of the day, I began to Google "Washington D.C. Protests" and the first images I saw were groups of people literally storming the Nation's Capitol, breaking windows, carrying various flags, and infiltrating office spaces including the Senate Floor. One main image, which was the first one I saw,

showed a man walking proudly into the building with a very large Confederate rebel flag. Another graphic image showed a woman who had been shot and lay bleeding. It looked like modern-day civil war.

Other images, including video showed a lone security guard taking a last stand against a crowd. The men were just the first few of a mob that had begun to cross the threshold of an entrance into a hallway. As the short video clip played on, it became clear that there was a large mob of people behind the first few visible men who were confronting this one security guard. The unarmed guard was a last line defense before he realized that they outnumbered him. It honestly looked like a nightmare unfolding with the video ending soon after he anxiously dropped his security stick and proceeded to flee for his safety while the mob and chaos overflowed into the hallway.

[Caption: Photo Credit – REUTERS/Mike Theiler. A supporter of President Trump carries a Confederate battle flag on the second floor of the U.S. Capitol near the entrance to the Senate after breaching security defenses in Washington D.C. on Wednesday, January 06, 2021.]



As someone who has consciously refrained from over consumption of any type of news media other than business news and hyper-local publications, it was all too much for me to process and I still could not fully comprehend the context. Having studied Mass Media Communication as an undergraduate in college, I have been educated to have deep awareness of how all types of media can have impact on our emotions which can then affect our mental health. After the very first month or two of the COVID-19 Pandemic, I have intentionally limited my consumption of all mass media for self-care.

I don't watch television news or read news websites for current events, but I do see enough of what is going on in the world from scanning my email subscriptions to various professional industry and business news sites as I normally do with managing social media for the bank.

Basically, it's my job to stay ahead of what news is trending which is typically enough for me to understand the basic headlines of any given day. So, it only took me about five minutes of scanning the above Google search results before I decided that I had seen enough for that moment.

After work, I called one of the friends who had reached out to me when I was too busy to pause. I knew I could catch up quickly on context by hearing what they had been following throughout the day, because to me it was still unbelievable. We talked for a while, which was comforting but not necessarily reassuring.

Now, 24 hours later as I am writing this, we as a nation are still feeling a sense of surrealness and disbelief that we would bear witness to such a major breach in physical safety happening to some of our nation's highest office of elected officials. Of course, the most recent violence of yesterday along with the ongoing events of this past year continue to play upon our fears and uncertainty.

However, at least we know that in this new year there is space for new energy of hope and healing. We have hope in the form of medicine and vaccines. We have hope in being able to have more candid and necessary conversations about social topics, which were once taboo, such as racial equity. We know that there is still a great need for progress and change based on our nation's legacy that includes white supremacy having been the norm for too long. Thankfully, more people are starting to recognize that there are systemic cultural and political norms which have led to modern-day inequality that is unacceptable.

We have hope that although tragic and atrocious, the violence against our Nation's Capitol may have helped to bring people together in the realization that we must move forward. It was healing to hear those who have been politically polarized recognize that we cannot give into domestic terrorism and dehumanizing hatred that dims the light of our humanity.

After months of isolation and constant change we must be gentle with ourselves. There are many days when I have moments of feeling fatigued, fearful and uncertain, but it is the sense of hope that keeps me going. We are desperately in need of healing after the collective trauma of what we are enduring.

In 2021, we must continue to be mindful. We have come a long way over the past 10 months, since the beginning of COVID-19 and our "new normal," but there is a lot more that lie ahead of us in this journey. We must stay aware of what is happening around us. However, as our CEO recently mentioned during a video message to our team members that it is always a good idea to renew our focus on the things in which we could control. And perhaps *most of all*, we must realize that the first light of hope and healing begins by looking inward.

January and February Events

By Sophy Theam, D&I and Leadership Program Specialist

2020 was an unprecedented year with a world wide pandemic, that doesn't seem to be getting any better in 2021, but at least we have vaccinations underway in a number of countries. For many people of color, with the disparities that exist as it relates to health, economic well-being, unequal treatment in all facets of life, 2020 was an unbearable year with record numbers of Blacks and African-Americans moving abroad as shared in the following articles:

- ◇ <https://fortune.com/2020/08/10/black-african-americans-leaving-us-moving-abroad-professionals-race-opportunity-careers/>;
- ◇ <https://www.usatoday.com/story/news/world/2020/06/26/blaxit-black-americans-leave-us-escape-racism-build-lives-abroad/3234129001/>; https://www.huffpost.com/entry/black-americans-leaving-country-racism_n_5f809c25c5b6e6d033a1e3bd;
- ◇ <https://www.elle.com/culture/career-politics/a34327214/black-women-leaving-american-healthcare/>;
- ◇ <https://abcnews.go.com/US/black-americans-leaving-homes-start-black-communities/story?id=73344171>)

However as indicated in other sources, not all can just up and move out as it's a mentally and physically draining thing to do, in addition to costly if you have a family and want to head to another first world country.

Speaking from someone whose family and people came from a war-torn country, to be honest, we always talk about moving out of the United States and go back to live in our "motherland", as we have been told, "Go back to your country," by some Americans who don't welcome people like us. However, we can never find the right time. Currently, as much as we would love to go back to Cambodia, some of us just can't because the health conditions that we have here can't be treated in such a developing country. There would be limited access to modern healthcare and medicines, among other resources. We are making the best with what we have. Are we happy? Not necessarily because even after 36 years of living here, we still don't feel like we quite belong. But we stay because the U.S.A is symbol of freedom and democracy, something we don't necessarily have in our native lands and unfortunately that many take for granted in this country.

With the upcoming remembrance of Dr. Martin Luther King and Black History Month, it is heartening to read about the many lives who have fought vigilantly for civil rights so that we (people of color and other marginalized communities) can have the same right to live and continue living in this country.

Celebrating MLK Day and the Civil Rights Movement

By Tammy Dohner, Marketing Specialist II

The Civil War and Abraham Lincoln's Emancipation Proclamation officially abolished slavery, but they weren't the end of discrimination against Black People, who continued to endure the effects of racism. The 14th Amendment to the Constitution gave Black people equal protection under the law in 1868, and the 15th Amendment granted Black American men the right to vote in 1870, but there were still many laws in place allowing for discrimination and limiting the rights of Black Americans. "Jim Crow" laws in the South allowed for separation of Blacks and whites in public facilities, schools, and marriage, and established voter literacy tests to block Black Americans from voting. In the northern states, Black people often experienced discrimination at their jobs or when trying to get an education or buy a home.

During the 1950s and 1960s, Black Americans, joined by many white Americans, mobilized in the struggle for social justice in the civil rights movement and influential figures emerged.

Rosa Parks, who was arrested for refusing to give up her seat on the bus to a white man who couldn't find a seat in the white section, has been dubbed the "mother of modern day civil rights movement." Martin Luther King, Jr., a Baptist minister and leader of the Montgomery Improvement Association, is known for advancing civil rights through nonviolence, and is the most visible spokesperson and leader in the civil rights movement.

Profiles of some important Black leaders are presented here. Visit [History.com](https://www.history.com/topics/civil-rights-movement) for more information about the [Civil Rights Movement](#).

Facts you may not have known about Dr. Martin Luther King Jr.

By Prema Nagathan, Security Director

1. King's birth name was Michael, not Martin.

The civil rights leader was born Michael King Jr. on January 15, 1929. In 1934, however, his father, a pastor at Atlanta's Ebenezer Baptist Church, traveled to Germany and became inspired by the Protestant Reformation leader Martin Luther. As a result, King Sr. changed his own name as well as that of his 5-year-old son.

2. King entered college at the age of 15.

King was such a gifted student that he skipped grades nine and 12 before enrolling at Morehouse College, the alma mater of his father and maternal grandfather. He received his doctorate in systematic theology from Pennsylvania's Crozer Theological Seminary. King attended graduate school at Boston University, where he received his Ph.D. degree in 1955.

3. King's 'I Have a Dream' speech was not his first at the Lincoln Memorial.

Six years before his iconic oration at the March on Washington, King was among the civil rights leaders who spoke in the shadow of the Great Emancipator during the Prayer Pilgrimage for Freedom on May 17, 1957. Before a crowd estimated at between 15,000 and 30,000, King delivered his first national address on the topic of voting rights. His speech, in which he urged America to “give us the ballot,” drew strong reviews and positioned him at the forefront of the civil rights leadership.

4. King was imprisoned nearly 30 times.

According to the King Center, the civil rights leader went to jail 29 times. He was arrested for acts of civil disobedience and on trumped-up charges, such as when he was jailed in Montgomery, Alabama, in 1956 for driving 30 miles per hour in a 25-mile-per-hour zone.

5. His first experience with racism was a very personal one. Dr. King recounted in his autobiography that his first personal encounter with segregation occurred when his white childhood friend suddenly refused to play with him anymore. This betrayal marked the moment he first became interested in fighting against racism.

6. His house was bombed. As soon as King became a spokesperson for civil rights, white supremacists and other hate groups began targeting him. In January of 1956, militant segregationists attempted to destroy King and his family by bombing his house while his wife and child were home. The bomb reportedly destroyed a portion of the front porch, but thankfully didn't injure anyone.

7. He traveled several times to visit countries such as India, Ghana, and England.

According to History.com, once King became president of the Southern Christian Leadership Conference, he began traveling all over the world to deliver speeches about the importance of fighting for racial equality. Some of his notable trips included his visit to Ghana where he celebrated the country's independence, his overnight stint in the UK where he accepted an honorary degree from Newcastle University, and his pilgrimage to India where he met the followers of Mahatma Gandhi.



<https://www.facebook.com/BethsBoutiqueCO/photos/a.250778938293806/3108213439216994/?type=3>

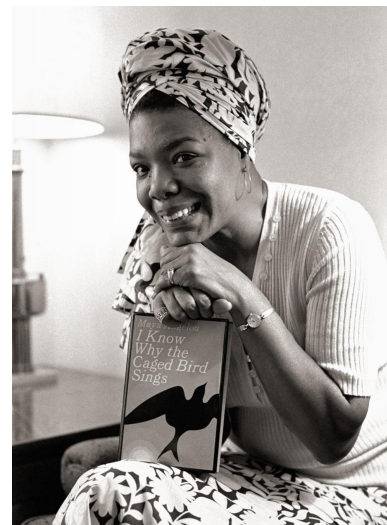
Do you know who Marguerite Annie Johnson is?

By Mona Tyree, Senior Cash Management Operations Supervisor

- Dr. Maya Angelou is Marguerite Annie Johnson.
- Dr. Maya Angelou was a Civil Rights Activist, Singer, Dancer, and Accomplished Writer/Poet, Maya toured 22 countries for her performance in Porgy and Bess in 1954-1955, she then moved to Egypt in 1961 and worked as an editor for the Arab Observer newspaper. She lived in Ghana and worked for the African Review newspaper for several years.
- The assassination of Dr. Martin Luther King Jr propelled Maya to throw herself into writing as she was preparing to join forces to help bring attention to his Poor People's Campaign when she was preparing to accompany Dr. Martin Luther King Jr on her 40th Birthday April 4th 1968 Martin Luther King Jr was Killed .
- Dr. Maya Angelou began to publish her multivolume autobiography, the first of many, was I Know Why the Caged Bird Sings was her lived story and resonated with anyone that has read her books.
- Dr. Angelou read her Poem Still I Rise at President Bill Clinton's Inauguration.
- Dr. Angelou received the Presidential Medal of Freedom from President Barack Obama.



<https://time.com/5226045/dr-maya-angelous-90th-birthday/>



<https://www.northcountrypublicradio.org/news/npr/147369802/maya-angelou-poet-activist-and-singular-storyteller-dies-at-86>



<https://www.businessinsider.com.au/maya-angelou-memorial-service-2014-6>



<https://www.littlerocksoiree.com/post/121522/celebrate-maya-project-to-honor-maya-angelous-90th-birthday>

Phenomenal Woman

By Maya Angelou

Pretty women wonder where my secret lies.
I'm not cute or built to suit a fashion model's
size

But when I start to tell them,
They think I'm telling lies.

I say,

It's in the reach of my arms
The span of my hips,
The stride of my step,
The curl of my lips.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

I walk into a room

Just as cool as you please,

And to a man,

The fellows stand or

Fall down on their knees.

Then they swarm around me,

A hive of honey bees.

I say,

It's the fire in my eyes,

And the flash of my teeth,

The swing in my waist,

And the joy in my feet.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

Men themselves have wondered

What they see in me.

They try so much

But they can't touch

My inner mystery.

When I try to show them

They say they still can't see.

I say,

It's in the arch of my back,

The sun of my smile,

The ride of my breasts,

The grace of my style.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

Now you understand

Just why my head's not bowed.

I don't shout or jump about

Or have to talk real loud.

When you see me passing

It ought to make you proud.

I say,

It's in the click of my heels,

The bend of my hair,

the palm of my hand,

The need of my care,

'Cause I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

John Lewis (1940-2020)

By Marlene Hoyt, Construction Lending Director

John Robert Lewis was honored and respected as the conscience of the US Congress and an icon of American history. A civil rights leader whose fight for racial justice began in the Jim Crow south and ended in the halls of Congress.

When he was born on February 20, 1940, outside of Troy, Alabama, he entered a world of racial segregation. The son of sharecropper parents, he was the third of ten children. In the mid 1950's he first heard Martin Luther King, Jr. on the radio and closely followed him from that moment on. Lewis preached his first public sermon at the age of 15. At 17, he met Rosa Parks, who was notable for her role in the bus boycott and met Dr. King for the first time at the age of 18. Lewis wrote to Dr. King after he was denied admission to Troy University in Alabama. He was invited to meet with Dr. King and discussed suing the university for discrimination. Dr. King warned Lewis that doing so could endanger his family in Troy. Ultimately, he decided to leave Alabama in 1957 to attend the American Baptist Theological Seminary in Nashville, TN, where he graduated and was ordained a Baptist minister. It was there he learned about nonviolent protest and helped to organize sit-ins at segregated lunch counters. He was arrested during these demonstrations, which upset his mother, but Lewis was committed to the civil rights movements and was inspired by Dr. King.

He demonstrated his commitment to civil rights but when he went on to participate in the Freedom Riders of 1961 who challenged segregated facilities, they encountered violence and resistance at interstate bus terminals in the South, which had been deemed illegal by the Supreme Court. In 1963 he became the Chairman of the Student Nonviolent Coordinating Committee. That same year, as one of the "Big Six" leaders of the civil rights movement, he helped plan the March on Washington. While the youngest speaker at this event, he delivered a powerful speech declaring, "We all recognize the fact that if any radical social, political and economic changes are to take place in our society, the people, the masses, must bring them about."

After the March on Washington, in 1964, the Civil Rights Act became law. This did not make it any easier for African Americans to vote in the South. To bring attention to this ongoing struggle, Lewis and Hosea Williams led a march from Selma to Montgomery, Alabama on March 7, 1965. After crossing the Edmund Pettus Bridge, the marchers were attacked by state troopers. Lewis was severely beaten, suffering a fractured skull. These violent attacks were recorded and disseminated throughout the country and became known as "Bloody Sunday".

He left the Student Nonviolent Coordinating Committee (SNCC) in 1966. While devastated by the assassinations of Martin Luther King and Robert Kennedy in 1968, Lewis continued to work to enfranchise minorities. In 1970 he became Director of the Voter Education Project. During his tenure, he helped to register millions of minority voters.

He was elected to Congress in 1986 representing Georgia's 5th District and served until his death in July 2020. Indicative of his entire life, he battled Stage IV pancreatic cancer. He was one of the most respected members in Congress and received the Presidential Medal of Freedom in 2011 by President Barack Obama.

Below are some poignant, symbolic and noteworthy quotes of John Lewis that resonant today as they did the day he spoke them.

"My dear friends: Your vote is precious, almost sacred. It is the most powerful nonviolent tool we have to create a more perfect union."— *A 2012 speech in Charlotte, North Carolina*

"You are a light. You are the light. Never let anyone – any person or any force – dampen, dim or diminish your light. Study the path of others to make your way easier and more abundant."

"Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble."— *A tweet from June 2018*

"Freedom is not a state; it is an act. It is not some enchanted garden perched high on a distant plateau where we can finally sit down and rest. Freedom is the continuous action we all must take, and each generation must do its part to create an even more fair, more just society."— *From his 2017 memoir, "Across That Bridge: A Vision for Change and the Future of America"*

"When he was killed, I really felt I'd lost a part of myself." — *On Martin Luther King Jr.'s assassination, from his 1998 memoir "Walking with the Wind"*

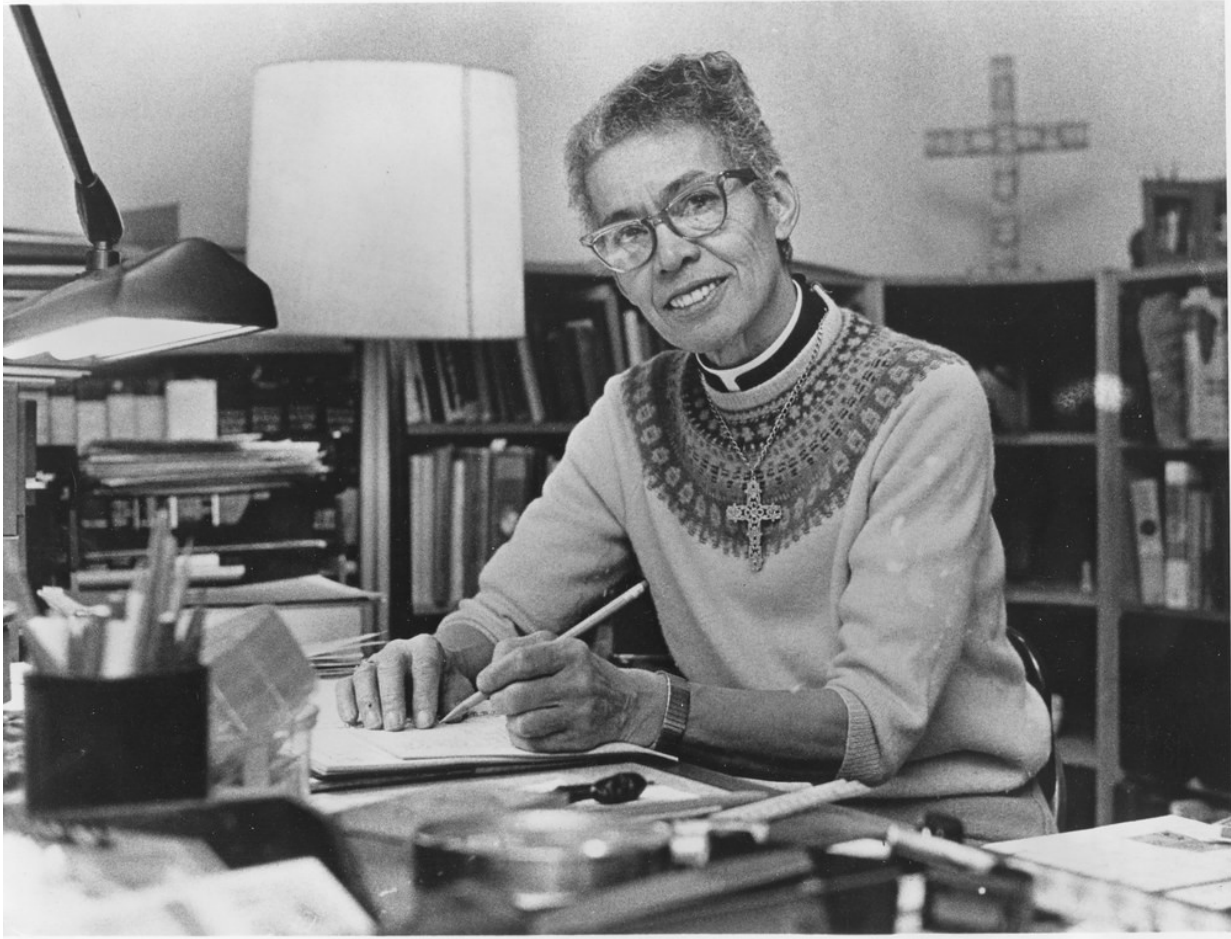
Sources: Wikipedia, Britannica, CNN.com and USA Today.com



https://twitter.com/TheBlackCaucus/status/1284339453348261888?ref_src=twsrc%5Etfw%7Ctwcamp%5Etweetembed%7Ctwterm%5E1284339453348261888%7Ctwgr%5E%7Ctwcon%5Es1_&ref_url=https%3A%2F%2Fwww.legacy.com%2Fnews%2Fcelebrity-deaths%2Fjohn-lewis-1940-2020-civil-rights-legend-u-s-rep-from-georgia%2F

Dr. Anna Pauline “Pauli” Murray

By Timna Nwokej, Compensation Rewards Analyst



<https://www.baileywealthadvisors.com/blog/who-was-pauli-murray>

We often hear about civil rights activists who are often mainstream like Rosa Parks and Dr. Martin Luther King Jr. but there were such a large number of civil rights activists who worked hard for not only racial equity and equality but focused in on gender equality. One such activist was Dr. Pauli Murray born in Maryland in 1910.

Dr. Murray was a women's rights activist, civil rights activist, author and Episcopalian priest. Dr. Murray was mostly raised by their grandparents after being orphaned at a young age. Murray's foray into civil rights came about after they and a friend sat in the "whites-only" section of a Virginia bus in 1940 and were arrested for breaking segregation laws. They also came up with the term "Jane Crow" which was a take on the "Jim Crow" laws but as it related to sexism, which they found to be a huge problem in general but also within the civil rights movement. Though they graduated first in their class at Howard University, subsequently they were denied post graduate work at Harvard because of their gender. Dr. Murray then went on to get their master's degree in law at University of California, Berkley and then in

1965 became the first African American to receive a Doctor of Juridical Science degree from Yale.

Dr. Murray wrote a book in 1950 called "States Laws on Race and Color", a book that Thurgood Marshall called the "bible" of the civil rights movement. They continuously fought against racial discrimination, sex discrimination and gender discrimination while always remaining a true advocate of the work.

Dr. Pauli Murray also had inner struggles with their own sexual and gender identity; describing themselves as having an "inverted sex instinct" and had relationships with both men and women. Those who have written about Dr. Murray have identified them as being transgender, but of course at the time it was not accepted or well known. In a quote from Rosalind Rosenberg, the author of *Jane Crow: The Life of Pauli Murray* who categorized Murray as a transgender man; Rosalind stated:

"(During Pauli's early life) These were years when the term transgender did not exist and there was no social movement to support or help make sense of the trans experience. Murray's papers helped me to understand how her struggle with gender identity shaped her life as a civil rights pioneer, legal scholar, and feminist."^[75] In an interview with Huff Post Queer Voices agreed on the matter "Murray preferred androgynous dress, had a short hairstyle and may have identified as a transgender male today ... but lacked the language to do so at the time."

There was an inner struggle throughout Dr. Murray's life to understand themselves but Murray was truly a champion of all, and worked hard as an advocate until they passed away in 1985.

*Though Dr. Murray often referred to themselves as she/her, pronouns and being Transgender was not known or accepted. I have incorporated they/them pronouns in light of this.

Fun facts:

Dr. Murray was chosen by the National Women's History Project as one of its honorees for Women's History Month in 2018.

Dr. Murray was made a permanent part of the Episcopal's Church calendar of saints in 2018.



Trivia: African Americans in U.S. Politics

http://www.diversityhotwire.com/tools_and_resources/diversityquiz.php

by Barbara Deane

February 2016

Test your knowledge. Answers are posted later in this e-zine.

1. When did African American men first get the right to vote?

- A. 1869
- B. 1940
- C. 1965
- D. 1970

2. When did African American women fully get the right to vote?

- A. 1920
- B. 1935
- C. 1959
- D. 1960s

3. In the suffrage parade of 1913, organized by Alice Paul's Congressional Union, one African American woman refused to march in a segregated unit, when the African Americans were asked to do so. Who was she?

- A. Sojourner Truth
- B. Mary Church Terrell
- C. Ida B. Wells
- D. Mary Ann Shadd Carey

4. Who was the first African American governor of a U.S. State?

- A. Henry Warmoth
- B. Pinckney Pinchback
- C. Booker T. Washington
- D. Douglas Wilder

5. Which political party did African Americans first support?

- A. Democratic Party
- B. Republican Party
- C. Whig Party
- D. Free Soil Party

6. African Americans have the highest representation of any ethnic minority group in the United States Congress.

- A. True
- B. False

Visualize Lowell's Black History Volunteerism

By Kira Morehouse, Senior Digital Marketing Specialist

Two of our Enterprise Bank team members, Mona Tyree and Kira Morehouse have begun volunteering as part of a planning community committee in support of a Free Soil Arts Collective in partnership with DIY Lowell on a project called *Visualize Lowell's Black History*. This project is being supported by a Commonwealth Places grant from MassDevelopment. (You can check out [Governor Baker's press conference here](#)). This work has a goal of revitalizing the downtown Lowell community, while showcasing under-explored Black stories by creating opportunities in the following ways:

- ◆ Black History Trail with Relevant Signage
- ◆ 3D Temporary Sculpture
- ◆ Art Walk
- ◆ Socially Distant Theatre
- ◆ Directory and Kiosk
- ◆ Art Projections
- ◆ And More

For many generations, Black History has been among the lesser known history in and around our neighborhoods and businesses. It is exciting to think about all these opportunities. For example, most of us who work here know that Enterprise Bank's main office building is formerly the Old City Hall, and its history includes a past visit from President Abraham Lincoln commemorated by one of our conference meeting rooms having been named "The Lincoln Room." However, this past June 2020 the National Park Service shared some information with our institution to inform that our building was also a stop on the [National Underground Railroad Network to Freedom](#). Thankfully, many of us have interest in equitable representation and inclusivity regarding local historical narratives being shared. And, through this project, the possibility of commemorating other heroes like Harriet Tubman who made 19 trips into the South and escorted over 300 slaves to freedom as part of the Underground Railroad is meaningful.

Some other enlightening discussion from our volunteering during these meetings uncovered the story of Harry Haskell "Bucky" Lew who was the first Black man to play in a professional basketball game. Born in Lowell, in 1884, Bucky Lew's family history dates back to the Revolutionary War when his great grandfather is known to have played the fife at the Battles of Bunker Hill and Saratoga (source: <https://www.massmoments.org/moment-details/harry-bucky-lew-born.html>).

In addition to these two examples which just begin to scratch the surface, we must also consider the history of countless African Americans who found their way to Northern industrial cities like Lowell during The Great Migration, also known as The African American Exodus North. This specific period of mass migration within our United States was prompted by the need for jobs and greater freedom to be had after the Civil War and Jim Crow Era between 1915 and 1970. According to a recent WBUR podcast which featured an interview with popular author of the book titled "The Warmth of Other Suns," Isabel Wilkerson "[The Great Migration] had such an effect on almost every aspect of our lives -- from the music that we listen to the politics of our country to the ways the cities even look and feel, even today," says Isabel Wilkerson. "The suburbanization and the ghettos that were created as a result of the limits of where [African-Americans] could live in the North [still exist today.] And ... the South was forced to change, in part because they were losing such a large part of their workforce through the Great Migration" (source: <https://www.wbur.org/npr/129827444/story.php>). Many African American families, including my own which dates back at least five generations rooted in the Southern United States of Alabama, Georgia, North Carolina and Virginia still maintain culture that is deeply rooted with that of the which is known as "Southern" style food, music, spoken vernacular and storytelling.

Additionally, in Greater Lowell, we are fortunate and unique in comparison to many other surrounding towns in that we have a larger population of New Americans including people who have migrated here from countless other places outside of the United States, including Africa, Latin America and the Caribbean. All of us have come here for various reasons and share the same goal of seeking a good life full of opportunities to thrive and be part of a community. All of us, as Black people living here are part of the larger worldwide Diaspora, creating a rich tapestry of stories, history and culture. These aspects of who we are will be important for us to document and share so that future generations know we were here.

Perhaps it is too easy to separate our idea of who we are today from the past by thinking that it was too long ago for that history to have impact. However, history and the passing of time is fluid. When considering our modern day neighborhoods, and citizens in Lowell and how much we celebrate the ideal of diversity, it certainly will be great to celebrate the people who came before us and helped blaze a trail so that we could be here today. We look forward to sharing more about the Visualizing Black History in Lowell project as it develops.



[Caption: The Lew Family Square in downtown Lowell is named for this family (Photo Credit, Lowell National Historical Park Facebook Post from June 16, 2020: https://m.facebook.com/Lowell.NPS/photos/a.388564274214/10157860652799215/?type=3&source=57&_tn=-EH-R)]

Decoding Microaggressions

By Sophy Theam, D&I and Leadership Program Specialist

There has been many questions and inquiries about micro-aggressions. What are they? What are specific examples? What can we do? The photos on the left came from <https://empathyeducates.org/Journeys-to-and-through/moving-photos-show-the-not-so-subtle-effect-of-racial-micro-aggression/>.

I attended a great breakout session during a DEI Symposium in December that covered just that and they have encouraged us to share with our team members. I've recreated the slides to include all I learned in that session. I hope you will find it useful! [Decoding Microaggressions](#) (also posted on the Inclusion Council page)

Here are additional articles that give a history and more examples on microaggressions:

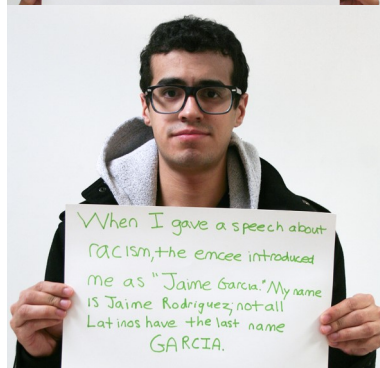
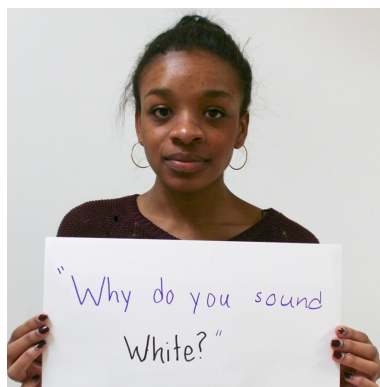
<https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201010/racial-microaggressions-in-everyday-life>

<https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-out-and-when-to-walk-away>

<https://www.apa.org/monitor/2009/02/microaggression>

<https://blogs.scientificamerican.com/observations/the-science-of-microaggressions-its-complicated/>

The Inclusion Council is in the process of organizing a Conversation about Microaggressions. Stay tuned for more information!



<https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis>

Winter Traditions Around the World Trivia

By Jasmine Pandit, Michael Santos and Sophy Theam

Here are the questions and answers (we certainly learned a few interesting facts about different cultures):

1. Ancestral spirits abound. Which country celebrates the arrival of winter during Dongzhi?
 - a) Indonesia
 - b) Asgard
 - c) China**
 - d) Japan
2. In which country must you eat a dozen grapes at the stroke of midnight on New Year (in 12 seconds or less) for good luck?
 - a) Spain**
 - b) Scotland
 - c) Neverland
 - d) Canada
3. Which autonomous region exorcises ghosts for New Year's?
 - a) Nepal
 - b) The Galaxy
 - c) Singapore
 - d) Tibet**
4. Which group feasts on caribou and seal during the Sinck Tuck festival?
 - a) New Yorkers
 - b) Maori
 - c) Inuit**
 - d) Cherokee Indians
5. Where is Yalda Night – a celebration of victory over darkness – celebrated?
 - a) Ethiopia
 - b) Egypt
 - c) Iran**
 - d) Russia
6. Welcome, vegetarians and artists, to the "Night of the Radishes" festival, held where?
 - a) The Shire
 - b) Mexico**
 - c) Austria
 - d) Germany
7. Which Native American tribe celebrates Soyal on Winter Solstice by welcoming protective spirits from the mountains?
 - a) Crow Indians
 - b) Hopi Indians**
 - c) Cherokee Indians
 - d) Apache Indians
8. In which country do they dress as bears to carol for the new year?
 - a) Romania**
 - b) Transylvania
 - c) Macedonia
 - d) Hogsmeade
9. Where is Matariki – Maori New Year – celebrated with kite-flying?
 - a) Australia
 - b) New Zealand**
 - c) King's Landing
 - d) Peru
10. Where do locals engage in the "Polar Bear Plunge" on New Year's Day?
 - a) Canada**
 - b) Finland
 - c) South Park
 - d) Mongolia
11. If you've ever wanted to feast alongside dozens of monkeys, then celebrate with this country's customary "monkey buffet."
 - a) Indonesia
 - b) Pandora
 - c) Vietnam
 - d) Thailand**
12. Where do grown men dress up like horned devils to chase winter away?
 - a) Pemberley
 - b) Ukraine
 - c) Poland
 - d) Hungary**

13. What country celebrates Boxing Day on December 26th?
- Brazil
 - Australia**
 - China
 - Sweden
14. What is the Hindu "festival of lights" called?
- Holi
 - Maha Shivaratri
 - Diwali**
 - Rama Navami
15. What are the names of the designs that Hindus create using colored sand or flour?
- Mandala
 - Rangoli**
 - Madhubani
 - Kalamkari
16. What does the term "Hanukkah" mean?
- Celebration
 - Love
 - Dedication**
 - Connection
17. In which town of Spain is the La Tomatina festival held?
- Barcelona
 - Bunol**
 - Madrid
 - Valencia
18. In what part of the world do people celebrate St. Lucia Day?
- Australia
 - Asia
 - Scandinavia**
 - New Zealand
19. What does "Kwanzaa" mean or signify in Swahili?
- festival of joy
 - first fruits**
 - night of lights
 - true love
20. In which country would you be most likely to celebrate the holiday Tet?
- China
 - Vietnam**
 - Japan
 - Malaysia
21. On December 24th, Italian families participate in what kind of feast?
- The feast of eight veals
 - The feast of meatballs
 - The feast of seven fishes**
 - The feast of six meats
22. On what continent do people celebrate Aboakyere?
- Asia
 - Australia
 - Africa**
 - South America
23. Where do residents celebrate Obon?
- Japan**
 - China
 - Germany
 - Korea
24. On what day do Mexicans celebrate Dia de los Muertos?
- Oct. 30
 - Oct. 31
 - Nov. 1**
 - Dec. 31
25. Which festival is held in the Philippines every year in December?
- Giant Tree Festival
 - Dia de Los Muertos
 - Shining Festival
 - Giant Lantern Festival**



Diversity Calendar

January

January 1: New Year's Day, the first day of the year according to the modern Gregorian calendar, celebrated within most Western countries.

January 1: Feast Day of St. Basil, a holiday observed by the Eastern Orthodox Church, commemorating the death of Saint Basil the Great.

January 3: Feast of the Holy Name of Jesus, which is celebrated in the Roman Catholic Church, commemorates the naming of the child Jesus.

January 4: World Braille Day, observed in order to raise awareness of the importance of braille as a means of communication in the full realization of the human rights for blind and partially sighted people. Celebrated on Louis Braille's birthday, the inventor of braille.

January 5: Guru Gobind Singh Ji's birthday, the Tenth Guru of the Sikhs who initiated the Sikhs as the Khalsa (the pure ones) and is known as the Father of the Khalsa.

January 5: Twelfth Night, a festival celebrated by some branches of Christianity that marks the coming of the Epiphany.

January 6: Epiphany or Dia de los Reyes (Three Kings Day), a holiday observed by Eastern and Western Christians that recognizes the visit of the three wise men to the baby Jesus 12 days after his birth.

January 6: Christmas, recognized on this day by Armenian Orthodox Christians, who celebrate the birth of Jesus on Epiphany.

January 7: Christmas, recognized on this day by Eastern Orthodox Christians, who celebrate Christmas 13 days later than other Christian churches because they follow the Julian calendar rather than the Gregorian version of the Western calendar.

January 13: Lori-Maghi, an annual festival celebrated by the Sikhs commemorating the memory of 40 Sikh martyrs.

January 14: Makar Sankranti, a major harvest festival celebrated in various parts of India.

January 14-April 27: Kumbh Mela, a mass pilgrimage event which takes place every 12 years and is of deep religious significance to Hindus. Millions of devotees and pilgrims congregate on the banks of the Ganges River to take part in a ritual bathing on various dates through April 27. It is believed that taking a dip in the holy water cleanses devotees of their sins. It is known as the world's largest religious and cultural human gathering.

January 17: World Religion Day, observed by those of the Bahá'í faith to promote interfaith harmony and understanding.

January 18: Martin Luther King Jr. Day commemorates the birth of Martin Luther King Jr., the recipient of the 1964 Nobel Peace Prize and an activist for nonviolent social change until his assassination in 1968.

January 18-25: The Week of Prayer for Christian Unity, during which Christians pray for unity between all churches of the Christian faith.

January 19: Timkat, a holiday observed by Ethiopian Orthodox Christians who celebrate the baptism of Jesus in the Jordan River on Epiphany.

January 26: Republic Day of India recognizes the date the Constitution of India came into law in 1950, replacing the Government of India Act of 1935. This day also coincides with India's 1930 declaration of independence.

January 27: The International Day of Commemoration to remember the victims of the Holocaust. The anniversary of the liberation of the Auschwitz death camp in 1945 and U.N. Holocaust Memorial Day.

January 27 (sundown to sundown): Holocaust Remembrance Day, a time to “mourn the loss of lives, celebrate those who saved them, honor those who survived, and contemplate the obligations of the living.” — Former President Barack Obama.

January 27 (sundown to sundown): Tu B'Shevat or Rosh HaShanah La'Ilanot, a Jewish holiday recognizing “The New Year of the Trees.” It is celebrated on the 15th day of the Hebrew month of Shevat. In Israel, the flowering of the almond tree usually coincides with this holiday, which is observed by planting trees and eating dried fruits and nuts.

January 28: Mahayana New Year, a holiday celebrated by the Mahayana Buddhist branch, on the first full-moon day in January.

February

February 1: National Freedom Day, which celebrates the signing of the 13th Amendment that abolished slavery in 1865.

February 1-2: Imbolc, a Gaelic traditional festival marking the beginning of spring.

February 1: St. Brigid of Kildare, feast day for St. Brigid celebrated by some Christian denominations.

February 2: Candlemas – A Christian holiday that celebrates three occasions according to Christian belief: the presentation of the child Jesus; Jesus' first entry into the temple; and Virgin Mary's purification.

February 3: St. Blaise Day (The Blessing of the Throats), the feast day of St. Blaise of Sebaste celebrated by the Roman Catholic Church and some Eastern Catholic churches.

February 3: Setsubun-Sai (Beginning of Spring), the day before the beginning of spring in Japan, celebrated yearly as part of the Spring Festival.

Diversity Calendar Continued

February 3: Four Chaplains Day commemorates the 55th anniversary of the sinking of the United States army transport Dorchester and the heroism of the four chaplains aboard.

February 11: Asian-American Women's Equal Pay Day. The aim is to raise awareness about the pay gap between Asian-American women and White men. Asian-American women are paid 90 cents for every dollar paid to white men.

February 12: Lunar New Year, one of the most sacred of all traditional Chinese holidays, a time of family reunion and celebration. The Lunar New Year is also celebrated at this time in Japan, Korea, Vietnam and Mongolia.

February 12-14: Losar, the Tibetan Buddhist New Year, a time of renewal through sacred and secular practices.

February 14: St. Valentine's Day, a Western Christian feast day honoring one or two early saints named Valentinus. Typically associated with romantic love and celebrated by people expressing their love via gifts.

February 15: Parinirvana Day (or Nirvana Day), the commemoration of Buddha's death at the age of 80, when he reached the zenith of Nirvana. February 8 is an alternative date of observance.

February 15: Presidents Day, a federally recognized celebration in the United States of George Washington's birthday, as well as every president proceeding Washington.

February 16: Vasant Panchami, the Hindu festival that highlights the coming of spring. On this day Hindus worship Saraswati Devi, the goddess of wisdom, knowledge, music, art, and culture.

February 16: Mardi Gras, the last day for Catholics to indulge before Ash Wednesday starts the sober weeks of fasting that accompany Lent. The term "Mardi Gras" is particularly associated with the carnival celebrations in New Orleans, Louisiana.

February 16: Shrove Tuesday, the day before Ash Wednesday. Though named for its former religious significance, it is chiefly marked by feasting and celebration, which traditionally preceded the observance of the Lenten fast. It is observed by various Christian denominations.

February 17: Ash Wednesday, the first day of Lent on the Christian calendar. Its name is derived from the symbolic use of ashes to signify penitence. It takes place immediately after the excesses of the two days of Carnival that take place in Northern Europe and parts of Latin America and the Caribbean.

February 25-28: Intercalary Days or Ayyám-i-Há, celebrated by people of the Bahá'í faith. At this time, days are added to the Bahá'í calendar to maintain their solar calendar. Intercalary days are observed with gift giving, special acts of charity, and preparation for the fasting that precedes the New Year.

February 25-26: Purim, a Jewish celebration that marks the time when the Jewish community living in Persia was saved from genocide. On Purim, Jewish people offer charity and share food with friends.

February 26: Lantern Festival, the first significant feast after the Chinese New Year, named for watching Chinese lanterns illuminate the sky during the night of the event.

February 27: Maghi-Purnima, a Hindu festival especially for worshippers of Lord Vishnu. Millions of devotees take a holy bath on this day. Devotees also carry out charity work on this day.

February 27-March 28: Magha Puja Day (also known as Maka Bucha), a Buddhist holiday that marks an event early in the Buddha's teaching life when a group of 1,250 enlightened saints, ordained by the Buddha, gathered to pay their respect to him. It is celebrated on various dates in different countries.

February 28 (sunset) to March 19 (sunset): Nineteen-Day Fast, a time in the Bahá'í Faith to reinvigorate the soul and bring one closer to God. This fast takes place immediately before the beginning of the Bahá'í New Year.

Source: <https://www.diversitybestpractices.com/2021-diversity-holidays>



Trivia: African Americans in U.S. Politics Answers

1. [A] 1869.

The U.S. Congress Passed the Fifteenth Amendment in 1869, which gave African American men the right to vote. However, by 1896, the state of Louisiana passed “grandfather clauses” that effectively barred former slaves and their descendants from voting. This action dramatically lowered the number of black voters—only 4% voted in 1873, down from 44.8% voting four years earlier in 1869. Soon other southern states followed suit—Mississippi, South Carolina, Alabama and Virginia established their own grandfather clauses. By 1940, only 3% of African Americans eligible to vote were registered.

Jim Crow laws greeted African Americans at the polls in the form of literacy tests and poll taxes. In 1965, President Lyndon B. Johnson signed the Voting Rights Act into law; some of the provisions were permanent outlawing barriers to political participation by all racial and ethnic minorities. Jurisdictions that had a history of discriminatory practices in voting were subject to federal approval before they could make changes in their election laws.

In 1970, President Richard Nixon signed an extension of the Voting Rights Act of 1965, as did President Gerald Ford in 1975. However in 2011, that requirement came into question and many states, many that had had histories of voter discrimination, began legislating an array of voting restrictions once again. In the 2013 Supreme Court decision of *Shelby v. Holder*, the Court dismantled the requirement that states with a history of voting discrimination get federal approval before they changed their election laws.

Source: ACLU. Retrieved from <https://www.aclu.org/files/VRATimeline.html?redirect=timeline-history-voting-rights-act>

2. [D] 1960s

African American women legally received the right to vote along with all women with the passage of the 19th Amendment in 1920. However, by the 1930s, southern states enacted laws and vigilantes took the law into their own hands that prevented African American women in the south, for the most part, from voting. African American women in the south did not start voting in significant numbers until the 1960s.

Source: National Women’s History Museum. Retrieved from <https://www.nwhm.org/online-exhibits/rightsforwomen/AfricanAmericanwomen.html>

3. [C] Ida B. Wells

Ida B. Wells (officially Ida B. Wells-Barnett, 1862-1931) refused to march in a segregated unit of African American women in the 1913 suffrage parade. Instead, she waited for the parade to start and then slipped in with her state's delegation. Ida Wells founded the first black women's suffrage organization in Chicago in 1913, the Alpha Suffrage Club of Chicago, focusing exclusively on suffrage. She had a gift for language, which she used both in writing and oratory to challenge injustices, such as discrimination, sexism as well as lynching. When three of her friends were lynched, she wrote an expose about the lynchings calling for African Americans to leave Memphis, Tennessee. She enraged the white population to the point that they ran her out of town. She headed north to Chicago where she took up a tireless dedication to fight for equality and fairness.

Sources: National Women's History Museum. Retrieved from <https://www.nwhm.org/online-exhibits/rightsforwomen/AfricanAmericanwomen.html>; <https://www.nwhm.org/online-exhibits/rightsforwomen/WellsBarnett.html>

4. [B] False

Pinckney Pinchback (1837 – 1921) was appointed governor of the State of Louisiana serving a short term from 1872 to 1873, the first person of African American descent to serve in a U.S. state's highest elected office. He fought in the Civil War on the Union side and became a captain in the army. After the war, he returned to New Orleans and entered politics as a Republican.

In 1968, he became a delegate to Louisiana's state constitutional convention and helped draft its new constitution. Later that year, he won his election to become a state senator. In 1871, the lieutenant governor died and Pinchback, as president of the senate, assumed his role because the elected governor, Henry Warmoth, was under impeachment proceedings. Pinchback served officially for 36 days, December 1872 to January of 1873, and approved ten legislative bills. He continued to rise in Louisiana politics and was elected to the United States Senate, but was denied his seat due to an election embroiled by racial tensions. He died at the age of 84 in Washington, DC in 1921.

Pinchback's father was a white Mississippi planter and his mother a freed black slave. When his father died in 1848, his mother moved her family of nine children to Ohio to avoid any future effort to return them to slavery. Pinchback began working as a cabin boy on Mississippi River steamboats at the age of 12 to support his family, and rose to become a ship steward. He married Nina Hawthorne at the age of 21 and the couple became parents of four children.

Source: <http://www.biography.com/people/pinckney-pinchback-9440897>

5. [B] The Republican Party

African Americans were attracted to the Republican Party first because President Abraham Lincoln, a Republican, freed the slaves in the American states. The Republican Party got its start when two anti-slavery parties, the Conscience Whigs and the Free Soil Democrats joined forces to oppose the Kansas-Nebraska Act, which opened the Kansas Territory and Nebraska Territory to slavery and future admission to the United States as slave states. The party did not organize in the South, apart from St. Louis and a few areas adjacent to free states but focused its organizing on the Northeast and Midwest. The Republican Party was influenced by the ethnic and religious group members that joined it, which resulted in the party focusing on purging sins, particularly alcoholism, polygamy and slavery.

Source: Boundless.com. African Americans as a Political Force. Retrieved from <https://www.boundless.com/sociology/textbooks/boundless-sociology-textbook/government-15/the-u-s-political-system-116/african-americans-as-a-political-force-648-8122/>

Wikipedia. Retrieved from https://en.wikipedia.org/wiki/History_of_the_United_States_Republican_Party#Organizational_beginnings_.281854.29

6. [B] False

It is only true in the House of Representatives, not in the Senate.

Source: <https://www.boundless.com/sociology/textbooks/boundless-sociology-textbook/government-15/the-u-s-political-system-116/african-americans-as-a-political-force-648-8122/>



Inclusion Council
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Did you know that March is Women's History Month!



<https://becomempowered.wordpress.com/2014/03/15/did-you-know-that-a-woman/>