

# Diversity, Equity, and Inclusion (DEI) e-Zine

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](#).

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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.

# Greetings!

I jinxed myself in the last edition saying that our family members have been fortunate not to have contracted COVID yet. As luck would have it, a member of our household caught the virus in the middle of June. She was the most cautious of us all, still continuing to wear masks just about everywhere she goes.

She was so disappointed that she had caught it just before a family gathering on Cape Cod. The first day we found out was a bit surreal. I informed a few members of our HR team and my manager. My HR Business Partner encouraged me to get tested, which I did and the result came out negative, thank goodness! She briefed me what I had to do given I had symptoms, even though they weren't COVID related.

Next, I called both of my kids' schools and spoke with the nurses, who had totally different attitudes about the situation. My 6 year old had been having bad allergies, mostly due to the grotesque amount of pollen mist for weeks, and had gone to see the nurse due to his coughing that morning. She sent him back to the classroom since he didn't have other symptoms. When I called her early afternoon, she said she would call him back and re-evaluate him. Within minutes she asked me to pick him up and make sure to test him when he gets home and every morning before school. Sure enough he tested negative each and every morning up to his last day of school—which was only 4 days later. My daughter's school nurse on the other hand was like, "Oh, your daughter can go to school, not a problem!" "Does she need to be tested every morning?" "No, that's not necessary." Wow! Given she doesn't get bad allergies like my son, and has not been frequently sent home because of sniffles or coughing, I was still surprised how easy it was for my daughter to just go to school "like normal."

Then I looked at my work and personal calendars and canceled all of my in-person physical therapy appointments and community events (which I really was finally looking forward to attending)! Everyone that afternoon tested and the results all were the same—negative! After that, we had to come up with a plan to make sure our COVID positive family member isolates herself and use only one bathroom that none of us will have to share. So my mom had to go up and down the stairs to the lower level bathroom with the rest of us.

Fortunately our family member only had mild symptoms and after the fifth day tested negative. She didn't get to hang out in Cape Cod, but we just couldn't risk her infecting the rest of us.

I was going to dedicate some space to write about some of the recent mass shootings that senselessly took the lives of many children and adults, but I can only think of expressing my condolences to all the families of the victims who recently lost loved ones to gun violence. As a parent, just thinking of how all the ALICE drills (Alert, Lockdown, Inform, Counter, Evacuate) that our kids have gone through may not matter if someone goes into the school with an artillery style rifle intending to kill, is just too scary to fathom. Talking to my kids about these shootings is another matter. Our 11 year old seems to understand, and questions why people can be so evil to fellow humans. Our 6 year old on the other hand just keeps asking, "Why?" It's hard to answer his questions because there's not really a satisfactory answer to all this. Here are some resources schools have been providing parents, guardians and caretakers: [Talking to Children About Violence: Tips for Parents and Teachers](#); [School Violence Prevention: Tips for Parents & Educators](#).

Anyhow, we hope you enjoy reading our July—September edition of the DEI e-Zine. Thanks to our contributing authors this time around: Luisa Bedoya, Elliot Hoan, Edie Joyce, George Nugent, Megan Pardoe, Eva Perez, and Alianni Seberino.

As we begin our summer rituals, we hope that you take some time to relax and rejuvenate your minds and bodies.

Wishing everyone good health, peace, and safety!

**Sophy Theam**

DEI & Leadership Program Specialist



# BUFFALO MASS SHOOTING

By Alianni Seberino

The Buffalo Mass Shooting happened on May 14, 2022, at Buffalo's Top Market, New York. 13 were shot, 10 dead and two injured. 11 of the victims were African American, which led to the theory that this was a racist hate crime. The suspect is Payton Gendron, an 18-year-old white male. He was attending a SUNY community college in Dickinson. Payton has been on the authority's radar since high school when he started making threatening remarks.

The reason why Gendron started this attack was because he felt like the white population is decreasing and being overpopulated by other races and ethnicities. On the weapon that Gendron utilized he had the names of other white Supremacists. He specifically targeted black neighborhoods and tried to kill as many black people as possible.



[Is the Buffalo shooting suspect called a teenager because of his race? : NPR](#)



[Buffalo Shooting \(thequint.com\)](#)

This is a racist hate crime, because Gendron only attacked the black people. The idea that he felt like he needed to protect the white population and the privileges that he gets for being white is sickening. Payton Gendron wanted to protect the white privileges that he thinks are being downgraded because other cultures, ethnicities, and races are being lifted up, and the white population ignored.

As a person of color, I take this to be terrifying and makes me think of my safety and place in this country. It hurts me that just because of the color of your skin or your ethnicity, some individuals make it ok to take the lives of others. This needs to stop, and as grown ups and teenagers, we know what's right and what's wrong, each day we should wake up being kind, and having acceptance in our hearts. This is disappointing, and horrifying. My prayers and thoughts are with the families of the individuals that lost their lives, and each community that is being threatened. We are better than this. Nobody is above anybody.

Justice should be served, and no act like this should ever be condoned.

# Indigenous People Day: Leaving No One Behind

By Megan Pardoe

As of 2016, the National Crime Information Center has reported 5,712 cases of missing native girls and women. However, only 116 of these cases have been logged into the Department of Justice Database. The murder rate among these women is three times higher than white women in the United States and more than 4 out of 5 of Indigenous women have experienced violence. This has led to murder being the third leading cause of death for native women. This fate has been met by many native women and mostly their cases remained unsolved.

The patterns above can be seen in the cases of Henny Scott, Kaysera Stops Pretty Places, and Selena Not Afraid, all three of these women were found dead in Montana, near the Northern Cheyenne and Crow Reservations. Their cases have been ruled as accidental deaths or undetermined cause of death, leaving their families with questions as to what happened to their loved ones.



The case of Henny Scott has gained the most attention in the media. She was 14-years old and a freshmen attending high school where she lived on the Northern Cheyenne Indian Reservation. Her family recalled her as an ambitious girl, who had dreams of becoming a doctor when she graduated. She had a winning smile and loved to hang out with her friends. On the night of December 7<sup>th</sup>, 2018, Henny texted her mom asking if she could attend a basketball game. Her mom texted back that she was grounded and needed to come home. She responded back that she would be home in a little bit. But she never returned home.

The next morning, her mom reached out on social media asking if anyone had seen Henny. With no response, her parents went to the Bureau of Indian Affairs to report her missing. The police dismissed her parents' concerns and brushed them off, asking if Henny has a boyfriend or was with her friends. The police refused to release a missing person's report for Henny. It wasn't until two weeks later when the police reported her missing.

Her parents began to search for Henny on their own and their tribal community assisted them. Then on December 27<sup>th</sup>, 2018, Henny's body was discovered in the snow behind a home. The police declared her cause of death due to hypothermia and said no crime was committed. But her family feels differently, they say Henny had a broken nose and bruises on her body. In May of 2021, the police deemed the case closed and returned the clothes they claim Henny was wearing when she died. Her mother firmly believes these clothes did not belong to Henny. She feels someone put these clothes on her body after they killed her.



## Indigenous People Day: Leaving No One Behind (cont'd)

The family had Henny's body exhumed and hired a coroner to give an independent autopsy. This is a big deal as in their tribe's culture, when one dies the body should be laid to rest and untouched. The findings did not tell the family anything about what happened to Henny. The family hopes for more information to be brought to light about what happened to Henny and won't stop fighting for their daughter.

**We have a long way to go to stop the disappearance and murder of native women. The current Secretary of the Interior, Deb Haaland (a Native Woman), created the Missing and Murdered Unit which, will focus on solving the cases of missing and murdered native people. Visit these resources to find out how you can help, Coalition to Stop Violence Against Native Women, Sovereign Bodies Institute, and the Strong Hearts Helpline: 1-844-7NATIVE.**



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# International Day Against Homophobia, Biphobia, & Transphobia

By: Elliot Hoan

"A letter to those who feel rejected, comes a day to be accepted  
For May 17th marks a day, to hold and resonate through this millennia  
We gather together in all our beauty as a cornucopia  
Against the discrimination towards homosexual, bi-, and transphobia

Look, it is not a phase, there is nothing wrong with you  
Whether the pain or depression is crawling over like ants on your skin  
Sail through the waves of fear and anxiety washing through  
I know I get it, there is a battle to fight within  
But we cannot listen to these thoughts, or our inner demons will win

Whether we are shipwrecked, so far away from home  
Just remember that, you are never alone  
It is normal to journey through life, following the dots and x's on a map  
Withstanding countless battles, ambushes, falls, and booby-traps

Through the darkest caverns, lies what you were looking for, that "fountain of youth"  
That picture perfect version of you, the one that is "normal", the one that "fits in"  
Is nothing more than an insecurity, a fragility, and that's the truth  
Turn around and look at your loved ones, the ones that have been there thick and  
through  
In their eyes, the end of the map was the one holding it,  
The real treasure is you

Let's stand together in solidarity, to support our community  
Starting In 1990, the W.H.O has ordered to declassify  
homosexuality as a mental disorder  
Thank you for fighting, for being here, and for being a supporter"

The International Day Against Homophobia, Transphobia and Biphobia was created in 2004 to draw the attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, and all others with diverse sexual orientations and gender identities.



Pride C.O.R.P.S Employee Resource Group

🔍 Questions?

Please feel free to reach out to Elliot Hoan at  
[Elliot.Hoan@ebtc.com](mailto:Elliot.Hoan@ebtc.com)



# Greater Lowell Pride



On Saturday June 4th, 2022 Enterprise Bank was able to participate and volunteer at the Greater Lowell Pride event that was taking place at Kerouac Park over in Downtown Lowell, MA.

It was a beautiful and bright sun shining day filled with music, food trucks, and overall #Lovewins vibes. The event took place from 12pm-6pm and initially kicked off with the Pride Flag Raising over at City Hall.

Thank you to our Volunteers:

Kate O'Neil, George Nugent, Kira Morehouse, Sophy Theam, Megan Pardoe, Steve Cochrane, Shyan Yen, Maryanne Freedman, Saran Vorn

Special Thanks to:

Courtney Ratty, Alison Burns, Rosalyn Scales



Pride C.O.R.P.S Employee Resource Group



Questions?

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# Bi Visibility Day



Above, Bisexuality Flag from Adobe Stock

## The What

September 23rd marks the day of “Bi Visibility Day” or “Celebrate Bisexuality Day”. It is a day to respect and appreciate the history and struggles revolving Bisexuality and the people within that community such as Biphobia.

Bisexuality is an inclusive term that describes physical and or romantic attraction, and or sexual behavior that is not limited to one sex. Bisexuality is naturally inclusive of everyone, regardless of sex or gender and is often intertwined with pansexuality.

## The Why

Bi people are often overlooked in both inside and outside the community. Their sexual orientation even faces different gendered challenges.

Bi men are often described as “going through a phase” as when they identify their bisexuality it is usually as some sort of transition period from heterosexual to homosexual.

Bi women on the other hand, are usually stereotyped as straight but identifying as bi as a “gimmick” to further attract straight men.

The importance of this day is to respect these individuals, their struggles and identity. It is to break down the barriers created due to biphobia and bi-erasure.

For more information, please feel free to access this resource from the Trevor Project about understanding Bisexuality.

<https://www.thetrevorproject.org/resources/article/understanding-bisexuality/>

Pride C.O.R.P.S Employee Resource Group

🔍 Questions?

Please feel free to reach out to Elliot Hoan at  
Elliot.Hoan@ebtc.com





# WORLD HUMANITARIAN DAY

By Luisa Bedoya, DEI and Talent Management Assistant

World Humanitarian Day is a day we celebrate togetherness. We appreciate those who bring safety and security to communities in times of crisis. It is a sense of integrity where one does the right thing when no one is looking. On August 19th, partners from across the humanitarian system come together to advocate for the survival and well-being of people affected by crisis.

The World Central Kitchen has always been an advocate in “Food is a Universal Human Right”. WCK has built the largest food relief operation in Ukraine, reaching **more than 230 cities and towns**. Combined with the seven other countries they are still cooking in daily, WCK has now served **25 million meals**. In many places, especially towns that were previously under Russian occupation, families are able to cook but are struggling with access to ingredients. WCK meets this need by packing grocery kits containing **30 pounds of products**. From their warehouse in **Dnipro**, the Relief Team is delivering these grocery kits to families throughout the region—especially in places like Nikopol close to ongoing fighting. This work wouldn't be possible without the 4,300 team members – cooking in restaurants, stocking warehouses, delivering meals, driving trucks – who work tirelessly to feed their neighbors in need, even while under attack themselves. WCK will continue its work in the Ukraine and other counties as long as they're needed.



“25 Million Meals: The Latest from Ukraine.” *World Central Kitchen*, 16 May 2022, <https://wck.org/en-us/news/25-million-meals-ukraine>.

With the war of Russia and Ukraine, you can't help but to think about the innocent bystanders of each country. Even communities outside of these countries are being impacted. With millions of refugees fleeing, clean food becoming scarce and dust filling the air, it's hard to believe that the people impacted are consuming clean foods.

## World Humanitarian Day (cont'd)

### WCK's #ChefsForUkraine Team

Across Ukraine, WCK is working with  
**4,300+ team members in 230+ cities**



**3,400+ Kitchen Personnel**



**240+ Warehouse Personnel**



**210+ Logistics Staff**



**20 Regional & Local Coordinators**



**70 Railway Coordinators**



**280+ Volunteers**

"25 Million Meals: The Latest from Ukraine." *World Central Kitchen*, 16 May 2022, <https://wck.org/en-us/news/25-million-meals-ukraine>.

**If you would like to support the WCK efforts of providing millions of fresh, nourishing meals for communities around the world, visit [wck.org/donate](https://wck.org/donate).**



Creating a diverse, equitable, and inclusive workplace is important to Enterprise and one way to promote inclusivity is to enable conversations about team members gender pronouns. Adding gender pronouns to your email signature is a great first step to building gender inclusivity in the workplace. It brings awareness to something that many people might not have thought about before.

Did you know you can add your pronouns to StarLeaf, too? You can do so by going into your account settings and adding your pronoun(s) at the end of your last name. For example, First Name: Luisa, Last Name: Bedoya (She/Her), this will present the name on StarLeaf calls as, "Luisa Bedoya (She/Her)".

If you are having trouble making this change, please reach out to Luisa Bedoya at [Luisa.Bedoya@ebtc.com](mailto:Luisa.Bedoya@ebtc.com).



# Don't Underestimate Me

By Alianni Seberino

You underestimate ME,  
You **underestimate** HER,  
You underestimate HIM,  
You underestimate-US  
Because I'm too wild  
Because she's too crazy  
Because he hasn't had a real life experience  
Because we're young.  
To be taken seriously, is my goal  
To be believed in, is her hope  
To be respected, is his pride  
To make it, is our gold.  
You judge me because of my age  
You judge her instead of educating her  
You judge him instead of telling him, "Try again",  
You push us to the ground- instead of saying "stand up".  
When are you going to see?  
When are you going to understand?  
That a flower blooms because of the help of a hand?

Green: Represents the youth community

Blue & Yellow: Hope & happiness

Purple: Represents Unity

Red: Awareness

Orange: Moving forward

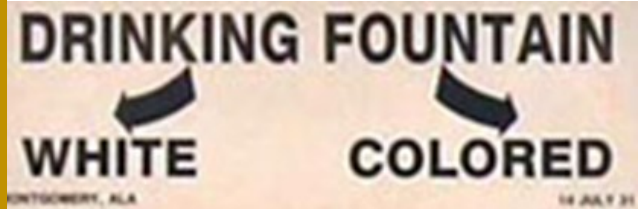
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# THE CIVIL RIGHTS ACT

OF 1964

A LONG STRUGGLE FOR FREEDOM

By Edie Joyce, Cash Management Director



## Ensuring Adherence to the Fourteenth Amendment

There are twenty-seven amendments in the U.S. Constitution, some of which are receiving intense focus in the news today. Amendments are extremely difficult to achieve as they must be ratified (give formal consent) by two thirds of both houses of Congress and then be ratified by three quarters of the states' legislatures. The Thirteenth Amendment that abolished slavery was ratified in December 1865. The Fourteenth Amendment was passed in 1868 to extend the liberty and rights to formerly enslaved people.

As we know from our long history of segregation, these liberties and rights were generally withheld for another century by certain states' Jim Crow laws ("Whites Only" bathrooms and public places), and other restrictions until the passing of the Civil Rights Act in 1964 to ensure adherence to the Fourteenth Amendment. Related to the two prior amendments, the Fifteenth Amendment of 1870 granted African American men the right to vote. However, the Jim Crow laws restricted these rights from becoming a reality until the Voting Rights Act of 1965 to remove barriers to voting for all people.

Below is an important excerpt from the U.S. Department of Labor:

### Legal Highlight: The Civil Rights Act of 1964

In the 1960s, Americans who knew only the potential of "equal protection of the laws" expected the president, the Congress, and the courts to fulfill the promise of the 14th Amendment. In response, all three branches of the federal government--as well as the public at large--debated a fundamental constitutional question: Does the Constitution's prohibition of denying equal protection always ban the use of racial, ethnic, or gender criteria in an attempt to bring social justice and social benefits?

In June 1963, President John Kennedy asked Congress for a comprehensive civil rights bill, induced by massive resistance to desegregation and the murder of Medgar Evers. After Kennedy's assassination in November, President Lyndon Johnson pressed hard, with the support of Roy Wilkins and Clarence Mitchell, to secure the bill's passage the following year. In 1964, Congress passed Public Law 88-352 (78 Stat. 241). The Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, religion, sex or national origin. Provisions of this civil rights act forbade discrimination on the basis of sex, as well as, race in hiring, promoting, and firing. The Act prohibited discrimination in public accommodations and federally funded programs. It also strengthened the enforcement of voting rights and the desegregation of schools.



OF 1964

# CARIBBEAN-AMERICAN HERITAGE MONTH (CONT'D)

Caribbean-American Heritage Month (June) commemoration was adopted by the U.S House of Representatives in 2005 to celebrate and recognize the significance of Caribbean people and their ancestry in the United States.

There have been many individuals that have contributed to the development of the United States, like the founding father, Alexander Hamilton, and journalist, Malcolm Gladwell, who immigrated from the Caribbean. The Caribbean population in the United States is 13.4 million who are diligent in the function that they do day to day.



## The Caribbean consists of:

- 2,381,565 Cubans
- 2,094,222 Dominican's
- 1,171,915 Jamaicans
- 1,084,455 million Haitians
- 218,783 Trinidadians and Tobagonians
- 68,234 Bhajans
- 65,946 Belizeans
- 56,796 Bahamians
- 21,341 U.S. Virgin Islanders
- 5,828,706 Puerto Ricans

## Food

Caribbean cuisines are infused with African, European, Creole, Latin American, Middle Eastern, and Asian influences. The most common ingredients are rice, plantains, beans, coconut, sweet potatoes, cassava, and tomatoes. The food is prepared with local meats and spices.

[17 Most Misunderstood Facts About Caribbean Cooking](#)  
[| Caribbean Green Living](#)

## SPORT

The main sport played in the Caribbean is Football (soccer).

[Caribbean Cup Soccer](#)





# CARIBBEAN-AMERICAN HERITAGE MONTH (CONT'D)

## Music

The Caribbean music reflects the different cultures that have shaped the Caribbean as well as African people. The Caribbean have fabricated music genres such as bachata, cadence rampa, calypso, chutney, compas (Kompa), Cumbia, dancehall, filmi, Latin trap, meringue, merengue, parang, ragga, rapso, reggae, salsa, and zouk, which have impacted the U.S culture .



[Beyond Reggae: The Traveler's Guide to Caribbean Music \(ericomcloud.net\)](https://ericomcloud.net/)

## Literature

The Caribbean literature is written in Spanish, French, and English.

[The Caribbean's foremost literary festival has released its 2021 longlist; Trinidad & Tobago writers dominate - Global Voices](#)



## Carnival

The carnival is a crucial part of the Caribbean that is celebrated even in Latin American cultures.

[The One Caribbean Carnival Festival kicks off with a parade at Clifton Park \(wmar2news.com\)](https://wmar2news.com/)



# Male and Female Identities

by Sophy Theam

On June 14, 2022, I participated in a webinar sponsored by the Enterprise Bank Non-Profit Collaborative called “Gender Identity and Expressions.” The presenters started by sharing a little history of how a high-ranking warrior buried in the 10<sup>th</sup> century, was assumed to be a man for over a century was in fact determined to be a female warrior in 2017. The person was buried with a variety of weapons and two sacrificial horses. There was some pushback with this finding with some suggesting that the person could have been a transgender person from that time period. Here is a great article on this piece of finding: <https://www.history.com/news/viking-warrior-female-gender-identity>.



Our Diversity@Workplace presenters went on to share that globally the idea of female and males are abundant, with most cultures associating more masculine traits to males and feminine traits to females, and they gave examples of the LatinX culture of machismo, the Black and African-American culture of males being the stronger protector and provider. They spoke of how the colors pink and blue were immediately assigned to baby girls and boys – but only since the 1920s.

Weapons found in the grave suggest the occupant was a high-status warrior. *Antiquity Publications Ltd./Neil Price, Charlotte Hedenstierna-Jonson, Torun Zachrisso, Anna Kjellström*

This part of the presentation made me think of my upbringing as a cisgender female in a male dominated culture, even though historically we were a matriarchal society. Cambodia's original ruler was Queen Lieu Ye who formed Nokor Phnom (also known as Funan, a Hindu kingdom, the first large Southeast Asian civilization) in the 1st century AD. “In the memory of Queen Lieu Ye “mae” (mother) “connote the honor of the female-being and, more importantly, traits of ‘greatness, leadership, or of being the essential element.’ For example, you still have gender neutral words such as mae-torp (military commander), mae-khum (commune chief), referring to anyone who holds these positions of power.” (Phnom Penh Post, Keo Kounil, 1/26/2011)

From the 14th to 19th centuries, “Chbab Srey” or “Female Law” was passed down orally, mostly from a mother to a teen daughter. In 1837, it was composed as a poem by King Ang Duong after it may have been penned by a different author. I never read the poem of rules and was only able to discern what a “Neary Krub Lakh” or “virtuous woman” should behave, act, and dress through warnings from my mom.

All I knew was that I was never a perfect Khmer woman, and that I'll never be. I always questioned why there had to be so many rules for females and why the males always got away with everything. “You shouldn't sit like that.” “Girls shouldn't whistle because they'll never get a husband.” “Take care of your skin because if you have bad skin no one's going to find you attractive.” Who cares? Maybe that's why I never liked to wear much make up or dress in fancy clothes or wear uncomfortable shoes just to look good.



Here are some excerpts from Chbab Srey, which has been criticized by many women activists in Cambodia, as they dictate how a woman should be subservient, obedient, and not speak up against men, parents and elders, taken from [From Schoolgirls to “Virtuous” Khmer Women: - ProQuest](#):

*(Don't) Use strong or mocking language without considering that you are a girl.* (Translated, Line 70)

*Even though your husband curses you, go to bed and think it over. Come back to him and use gentle words to rectify his mistake. Even though your husband admonishes you, remember to keep it to yourself. If something goes wrong, don't forget the advice which you were given. If you are not afraid and don't listen to the advice which has been given to you, (you will) create only arguments.* (Translated, Lines 79 - 83)

Chbab Proh (Male Law) consists of an entirely different “code” for men. “The text promotes leadership amongst men: be strong, organized, prepared, responsibly, respectful towards teachers and elders, and take care of your family.” (“The ‘perfect’ Cambodian Woman,” Equal Times, Ana Salva, 10/12/2016)

Growing up in the United States since the age of 8, I had a number of identity issues. I knew I was Khmer in blood and attitude, and I had Khmer pride, but what did that mean? On top of that was I supposed to be a subservient daughter and woman – at home, at the temple, and in the Khmer community. However at school I was taught to be independent, to speak up, to learn all the subjects that the boys and young men were learning.

At home, I felt that I couldn't be smarter than men. At school, I felt that I had to work hard to be their equal. And at all the jobs that I had, I just had to work the best that I can to be a good employee, but still had that lingering warning that I shouldn't talk back or speak up for fear of being punished or seen too “unruly.”

My turning point of deciding who I was going to be (my true self) came one day when I constantly witnessed my dad essentially just being overbearing and patronizing to my mom, who was a good mom and wife. She would work two jobs (although she didn't make as much money as he did), then have to come home to prepare dinner for the family, make sure the house was clean, the clothes laundered, and ensure that we three sisters were “in line.” My mom got fed up one day and said to me, “If you can't take care of yourself, no one will take care of you.” She had turned her attitude about our need to depend on men to ourselves. And to this day, the three of us do not depend on men if we can help it.

I am sad to see so many women (young and old) succumb to family and societal pressures. Many become helpless and cannot fend for themselves. The American Psychological Association published an article entitled “Men and Women: No Big Difference” which found, through studies, that one's gender “has little or no bearing on personality, cognition, and leadership.” Yet, even in this day and age, many females act and behave as if they are inferior to males. Breaking through that perception is tough, unless they have the will and confidence in themselves.

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<https://www.apa.org/topics/personality/men-women-difference>

[Constructive Cambodian: Recounts the fall of matriarchy in Cambodia | Phnom Penh Post](#)  
[The “perfect” Cambodian woman - Equal Times](#)

# Then & Now

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## What was Roe V. Wade?

Roe v. Wade is a Supreme Court case that decriminalized abortion in the United States on January 22, 1973.

## How is it relevant now and what does it mean?

On June 24, 2022, the Supreme Court overturns Roe v. Wade and gives the States the right to legalize abortion.

The overturn has caused tension, anxiety, and many other mixed emotions for our team members, their family members and loved ones and our communities. We would like to provide resources that are available to you.

Planned Parenthood - <https://www.plannedparenthood.org/>

National Women's Health Network - <https://nwhn.org/>

International Planned Parenthood Federation - <https://www.ippf.org/>

### Additional Resources:

#### Youth

GLADLY – Center for Hope and Healing, Lowell MA <https://chhinc.org/lgbq-t/>

MCVAGLY – North Andover MA <https://www.northparish.org/>

Seacoast Outright – Portsmouth, NH <https://www.seacoastoutright.org/>

Manchester Outright – Manchester, NH <https://ywcanh.org/manchester-outright/>

#### Parents & Friends (Allies)

PFLAG Nashua <http://www.pflagnh.org/support-groups>

PFLAG Lowell <https://www.greaterlowellhealthalliance.org/event/2214/>

#### Legal

Gay and Lesbian Advocates and Defenders – [www.glad.org](http://www.glad.org)

#### MA Resource Directory

<https://ma-lgbtq.org/>

#### NH Resource Directory

<https://www.unh.edu/safezones/local-new-hampshire-lgbtqa-resources>