



Enterprise Bank
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CREATE SUCCESS

Introducing A New Look

Inclusion Council E-Zine

July - Sept 2021 Edition



Inclusion Council
Influence, Impact, Positive Change

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July-Sept 2021

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

Inclusion Council e-Zine

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

Introducing: Our Enterprise Bank Diversity, Equity and Inclusion Value Statement!



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

Thanks to Charlene Jancsy, Allison Sullivan, Sophy Theam and Eva Voraphonh, we have a DEI value statement and image that will go along with it.

INTERNATIONAL NON-BINARY DAY

Wednesday July 14th, 2021

By: Elliot Hoan



Above, Non-Binary Flag

<https://upload.wikimedia.org/>

Wait, let's stop for a second

Now I am no specialist, but I am learning just like everyone else. So let me emphasize that this is what I learned as being part of the community. We need to establish some basics before we move forward. If not, I may lose you somewhere along the line and gee golly gosh we wouldn't want that to happen.

Biological Sex Vs. Gender Identity

A person's biological sex is what they are born with and how we anatomically categorize who is male or female by what kind of organs and parts they have.

A person's gender is how they self identify regardless of their physical appearance. We usually associate boys being strong, tough, and masculine. Boys don't cry, it's as true as much as the world is flat. Girls are sugar, spice, and everything nice. Wait are we talking about real people or the power-puff girls?

These mannerisms are social constructs that we as a society use to categorize people's personality to a gender. Over time we are slowly moving away from these constructs. Boys can cook, bake, create and be a fashionista. Girls, can hunt, run, and play sports for fun. No problem! We are already slowly moving away from these limitations that was previously created as time goes on. Some of us might not even realize it!

What is Non-Binary?

Growing up, we have learned that there are two genders right? You can identify as male or as female. But what if you feel like neither is right for you? If that is on your mind then, that is where being "non-binary" comes in.

Non-Binary

Non-binary / adjective /

Having a gender identity that is not simply male or female.

Some people who are non-binary experience their gender as both male and female, and others experience as neither male or female.

Cambridge Dictionary

<https://dictionary.cambridge.org/us/dictionary/>

INTERNATIONAL NON-BINARY DAY (CONTINUED)

Wednesday July 14th, 2021

By: Elliot Hoan

Why is it important?

A person's identity in this case gender identity is such a personal journey that can change left or right. It is not just one race or one marathon in which there is a magic map outlining the entire course of who someone is.

Having a recognized day like this offers inclusiveness and respect to those who are part of this particular community.

How Can I Help?

1. Introduce yourself along with your pronouns.

He/Him/His

She/Hers/Her

They/Them/Theirs



2. Watch for exclusive language

We by habit love to talk and use introductions such as "Ladies and Gentleman..." If you want to be more inclusive and avoid offending anyone you can try to switch it up and say something like "Friends, Folks, Everyone, etc."

3. Don't Be Afraid To Ask

If you are unsure about someone's gender pronouns, just ask. It is probably the best thing that you can do. If you are offending someone by asking, it can't be worse then getting it wrong and offending it can it?

If that is also not an option, speak in the third person! Refer to the other person by their name. They may ask you afterwards why you are doing so, but it would be a good way to bring up the topic for discussion.

Alas, we must part with some words of goodbye...

This topic alone has a lot that can be discussed and covered. I hope you appreciate and enjoy this basic bootcamp guide to understand what non-binary means and the importance of its celebrated holiday.

Until we meet again!

PRIDE C.O.R.P.S

Introduction

By: Elliot Hoan

What is the “PRIDE C.O.R.P.S”?

The PRIDE C.O.R.P.S is a new LGBTQ+ Employee Resource Group (ERG) at Enterprise Bank.

Why Was It Started?

I believe that we all have a voice—and sometimes, that voice gets washed away in a sea of personalities. Enterprise Bank has been striving for inclusion with some great groups such as the Inclusion Council and the Multicultural Alliance that a new chapter in the Book of Inclusion is ready to be written. Let’s all take part of this new adventure.

What does the “C.O.R.P.S” stand for?

Community
of
Respecting
People’s
Sexuality & Gender

We recently had the opportunity to set up a table at Lowell City Hall for the annual Pride Flag Raising Ceremony.



FLAG RAISING

Above is Stephen Cochrane, Kira Mirahouse, Elliot Hoan, and Mona Tyree at the City Hall Pride Flag Raising Event from June 1st, 2021.

Diversity, Equity, and Inclusion Trivia

By: Sophy Theam

1. Which if the following is not a benefit of diversity?
 - A. Keeps and increases market share
 - B. Increases productivity
 - C. Improves quality of management
 - D. Lowers wages
2. Discriminating against someone because of a hearing impairment is illegal under which act of legislation?
 - A. Title VII of the Civil Rights Act
 - B. Immigration and Reform and Control Act
 - C. Americans with Disabilities Act
 - D. Family and Medical Leave Act
3. Francine took a three-week unpaid absence from her job as a dining room manager to care for her elderly mother who was severely injured in a car accident. When she came back, her supervisor told her she was being demoted to maitre'd because she obviously didn't care enough about her job. What law was violated?
 - A. Title VII of the Civil Rights Act
 - B. Immigration and Reform and Control Act
 - C. Americans with Disabilities Act
 - D. Family and Medical Leave Act
4. Which of these would be a potential barrier that could accidentally discriminate against certain employees?
 - A. Having fruit as a snack in a business meeting
 - B. Holding an event on a Monday morning
 - C. Using a different office across the corridor
 - D. Attending a business lunch with alcoholic drinks
5. In Hong Kong, you and your counterpart share a cup of tea. During the negotiations, you notice that he keeps moving his cup either closer to you or further away. Why?
 - A. This is a method used in feng shui to gage positive energy.
 - B. This represents how far away/close you are to agreement.
 - C. This indicates nervousness and should be capitalized upon.
6. During negotiations in Italy, two members of the Italian negotiation team keep taking phone calls. Why?
 - A. This is a sure sign they have little interest in your proposal.
 - B. This is a well-known tactic to make foreigners feel uncomfortable and expose weaknesses..
 - C. They are probably taking calls from superiors; to not answer would be rude.
7. Russia is home to how many ethnic/culture groups?
 - A. 6
 - B. 16
 - C. 60
 - D. 160
8. The Dutch prefer to get down to business quickly:
 - A. Yes, Dutch communication is direct and to the point.

Nb. o, you can expect a long get-to-know conversation with your business partner before getting down to business.
9. In Singapore, always send a list of people who will be attending the negotiations and their title well in advance.
 - A. True
 - B. False

10. When analyzing and adapting group member diversity, you should consider members':
- A. Race
 - B. Gender
 - C. Age
 - D. Sexual orientation
 - E. All of the above
11. During the 1990's, _____ were the fastest growing racial/ethnic group.
- A. African Americans/Black
 - B. Asian Americans
 - C. Hispanic/Latino Americans
 - D. European Americans
 - E. Native Americans
12. According to a report the Center for American Progress, schools with 90% White students receive how much more funding on average than schools with 90% students of color?
- A. \$733
 - B. \$533
 - C. \$333
 - D. \$3
13. According to a Kids Count report, 13% of White children in the US live in poverty. What percentage of American Indian/ Native American children in the US live in poverty?
- A. 13%
 - B. 31%
 - C. 52%
 - D. 74%
14. According to a study sponsored by the Pew Research Center, the median wealth of White households in the US is how many times larger than that of African American households?
- A. Three times larger
 - B. Thirteen times larger
 - C. Twenty-three times larger
 - D. Thirty-three times larger
15. According to a national study of US parents with children in public schools, 66% of parents from families not experiencing poverty reported they always checked to ensure their children did their homework. What percentage of parents from families experiencing poverty reported they always checked to ensure their children did their homework?
- A. 32%
 - B. 52%
 - C. 72%
 - D. 92%
16. Who said: "It should, it seems to me, be our pleasure and duty to make those people free, and let them deal with their own domestic questions in their own way. And so I am an anti-imperialist. I am opposed to having the eagle put its talons on any other land."
- A. John Kerry
 - B. Maya Angelou
 - C. Mark Twain
 - D. Jesse Ventura
 - C. Tammy Baldwin (D-Wisconsin), first openly lesbian congresswoman
 - D. Coretta Scott King, civil rights activist

17. Who said: "Of all the evils for which man has made himself responsible, none is so degrading, so shocking, or so brutal as his abuse of the better half of humanity; to me, the female sex is not the weaker sex."
- A. Gloria Steinem, journalist and women's rights activist
 - B. Margaret Thatcher, former prime minister of the United Kingdom
 - C. John Adams, second president of the United States
 - D. Mahatma Gandhi, leader of the Indian Independence movement
18. Who said: "I am not now, nor ever have been in favor of bringing about in any way the social or political equality of the white and black races. I am not now nor ever have been in favor of making voters or jurors of Negroes, nor of qualifying them to hold office, nor of intermarriages with white people. There is a physical difference between the white and the black races which will forever forbid the two races living together on social or political equality. There must be a position of superior and inferior, and I am in favor of assigning the superior position to the white man."
- A. Abraham Lincoln, 16th president of the United States
 - B. George Wallace, pro-segregation governor of Alabama in the 60's, 70's and 80's
 - C. Elizabeth Cady Stanton, suffragist
 - D. Jesse Helms, former five-term Republican Senator from North Carolina
19. Who said: "I appeal to everyone who believes in Martin Luther King, Jr.'s, dream to make room at the table of brother and sisterhood for lesbian and gay people."
- A. Adrienne Rich, poet and activist
 - B. Martina Navratilova, tennis player and activist
 - C. Tammy Baldwin (D-Wisconsin), first openly lesbian congresswoman
 - D. Coretta Scott King, civil rights activist



DIVERSITY EQUITY INCLUSION

<https://theatre.utk.edu/dei-committee-and-task-force/>



FUN FACTS

By: Bethzalie Santos

Fun facts that were featured on our Instagram story! Did you know?

1. Just as Earth has Earthquakes, the moon has moonquakes.
2. The heads on Easter Island have bodies that measure as high as 33 feet.
3. Cotton Candy was invented by a dentist.
4. The Eiffel tower can grow more than six inches during the summer.
5. The first person convicted of speeding was going eight mph.
6. The natural animal of Scotland is a unicorn.
7. It rains diamonds on Saturn and Jupiter.
8. Movie trailers originally played after the movie.
9. Ripe bananas glow blue under a black light.
10. You can hear a blue whale's heartbeat from more than 2 miles away.
11. In Switzerland, it is illegal to only own one guinea pig.
12. The Supreme Court has its own private basketball court called the "Highest Court in the Land".
13. A U.S. town in Minnesota had a 3-year-old mayor.
14. Monowi, Nebraska is the only US town with a population of one.
15. If you lift a kangaroo's tail off the ground it cannot hop.
16. A lion's roar can be heard from 5 miles away.
17. Crocodiles cannot stick their tongue out because their tongues are attached to the roof of their mouths.
18. Jellyfish can clone themselves.
19. A chameleon can stretch its tongue more than three times the length of its body.
20. The heart of a shrimp is in its head.



Credit: Alexander Semenov *Getty Images*

LOST IN TRANSLATION

By: Kira Morehouse

Are You The One?

Are you multi-lingual and have you ever learned words from another culture that simply does not exist or have the equivalent meaning in trying to translate into the English language or vice versa? It can be fascinating to learn about other cultures in this way. We thought it would be fun to highlight some foreign words, like this, as a way to learn some insight into other cultures. as well as invite others who are reading out e-Zine to submit their own favorite words or phrases that are “Lost in Translation.”

[

Aware

]

A surface level attempt at translating this meaning behind this word would be in reference to the bittersweet appreciation of impermanence, especially in the context of changing seasons, as in everything has its time even though it does not last forever.

This edition’s word is “aware” which is pronounced something like “Ah-Wah-Rey” comes from Japanese language, often used in the phrase “Mono no aware.” A surface level attempt at translating this meaning behind this word would be in reference to the bittersweet appreciation of impermanence, especially in the context of changing seasons, as in everything has its time even though it does not last forever. For example, we might feel a sense of “aware” once the summer season changes into fall, even though we look forward to the change we might miss the fun that goes along with sunnier days and warmer weather.

Want To Learn More?

A couple of good articles here to learn more about “aware” and understand how it gets lost in translation:

1. [June 2020 Edition of Tokyo Weekender’s Japanese Words We Can’t Translate: Mono No Aware](#)
2. [Wikipedia: Mono no Aware](#)

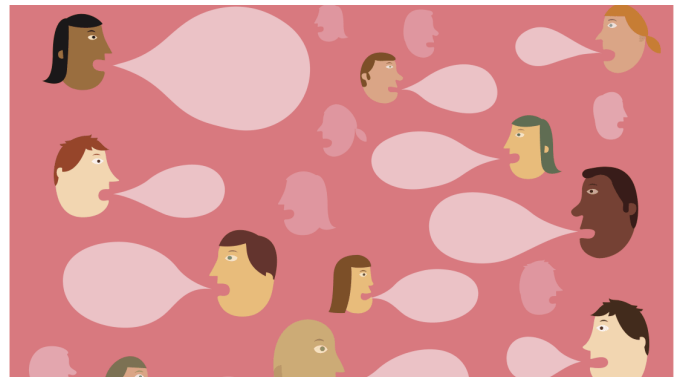


Photo from istock: 539787-istock-165062463

Travelogue

By Eva Voraphonh

The Journey

In 2017, I travelled to Greece with my family. I was able to meet my extended family in the northern region and even enjoy some relaxation in Santorini and Paros. This was the first time I was meeting them and the third time seeing my great-grandmother. Unfortunately, it was the last time I got to see her as she just passed away earlier this year. She was an incredible woman. One story that will always stick with me that my Yiayia (grandmother in Greek) told me is what my great grandmother did when Nazi Germany invaded Greece and started to bomb Karditsa, Thessaly, Greece in the early 1940s. She was ten when they started to bomb their village and the bombing left everyone scattered.



Here is a picture of my yiayia and my great grandmother together in 2017. May her memory be eternal.



Photo by Eva Voraphonh

My great grandmother's mother made a difficult decision by taking only her and her older sister to safety and leaving her two-year-old brother behind. It was too far to go back home and rescue him, and very likely that if her mother went back, she would die. Angered by this decision, my great grandmother decided to go back and miraculously saved her brother from the second floor of the burning porch. Just minutes after escaping, the house exploded.

Looking back at my time in Greece- the food was amazing! This picture I took on the right shows the contents of a deconstructed gyro- tomato, carrot, cilantro, onion, fries, pita, tzatziki (a garlicky cucumber yogurt sauce) with three choices of meat: beef, chicken, and pork. Homemade gyros are a staple in my home, but they will be never as good as the ones over there. I hope to go again next year because I feel like I missed so much more when it came to exploring and getting to know my culture.

SEPTEMBER IS NATIONAL SUICIDE PREVENTION MONTH

By: Edie Joyce

Suicide is a public health crisis, ranking as the 10th leading cause of death in the United States. The Centers for Disease Control (CDC) tracks suicide rates and trends. According to the CDC's most recently published report in 2019, we lose more than 47,000 loved ones to suicide each year.

During September mental health advocates, prevention organizations, survivors, allies, and community members unite to promote suicide prevention awareness. Although most of us have been touched by suicide in some way, the topic is difficult for us to discuss. A 2018 article in *The Atlantic* aptly described reasons why we are uncomfortable talking about suicide:

"Death is always messy and hard to understand, suicide even more so. It's a broad (and increasing) public-health problem with a million different faces, affected by many factors. Mental illness is one of them, but the CDC also found that experiences such as relationship problems, financial problems, loss of housing, and substance use, among others, contributed to some suicide deaths. The traumas and losses of people's lives and the ways they respond to them are infinitely varied and context-dependent. And that makes suicide hard to talk about." ([Why Suicide Is So Hard to Talk About - The Atlantic](#))

Statistics help us to understand the gravity of this public health crisis. The 2019 CDC report covered the statistics for individuals who died by suicide:

78% of all people who die by suicide are male.

Suicide is the 2nd leading cause of death for people ages 10-34 and 4th leading cause of death for people 35-54.¹

The overall suicide rate in the U.S. has increased by 35% since 1999.

46% of people who die by suicide had a diagnosed mental health condition.

While nearly half of individuals who die by suicide have a diagnosed mental health condition, research shows that 90% experienced symptoms.

Based on 2017 community statistics, suicide was the:

second leading cause of death for American Indian/Alaska Natives between the ages of 10-34.¹

second leading cause of death for African Americans, ages 15-24.¹

leading cause of death for Asian Americans, ages 15-24.¹

second leading cause of death for Hispanic people in the U.S., ages 15-34.

American Indian/Alaska Native adults die by suicide at a rate 20% higher than non-Hispanic white adults. Lesbian, gay, and bisexual youth are four times more likely to attempt suicide than straight youth. Transgender people are nearly 12 times more likely to attempt suicide than the general population. Of young adults aged 18-25, 11.8% say they experienced suicidal thoughts in the past year.

The numbers speak for themselves. Many resources available for individuals at risk of suicide and for their loved ones. The Bank's Employee Assistance Program can help identify resources. Several other resources are listed below:

American Foundation for Suicide Prevention: afsp.org

Stop A Suicide Today: stopasuicide.org

Samaritans (Boston-based): samaritanshope.org

National Suicide Prevention Lifeline: suicidepreventionlifeline.org

National Center for Injury Prevention and Control. Web-based Injury Statistics Query and Reporting System (WISQARS). [Accessed 08/02/2019]. <https://www.cdc.gov/injury/wisqars/index.html>



<https://www.aarp.org/politics-society/history/info-2020/american-flag-myths.html>

Getty Images

Independence Day commemorates the Declaration of Independence of the United States as the thirteen colonies declared freedom from the British monarchy on July 4th, 1776. This federal holiday is commonly associated with fireworks, barbeques, concerts, etc.



<https://www.un.org/en/observances/equal-pay-day>

ILO / Marcel Crozet

First celebrated on September 18, 2020, International Equal Pay Day “represents the longstanding efforts towards the achievement of equal pay for work of equal value. It further builds on the United Nations commitment to human rights and against all forms of discrimination, including discrimination against women and girls.” <https://www.un.org/en/observances/equal-pay-day>

SUPPORTING OUR COMMUNITIES

By Alison Burns

As a true community bank, Enterprise Bank is deeply committed to supporting the organizations and community initiatives happening where we have a presence. Included in this list are the organizations and programs focused on diversity, equity, and inclusion that Enterprise Bank has supported over this past year. Many of the organizations listed have missions that ensure equitable access to resources for those they serve in our communities.

50 Legs In 50 Days Foundation
African Community Center of Lowell
Akshaya Patra Foundation
American Foundation for Suicide Prevention
Asperger Works, Inc.
Boys & Girls Club of Fitchburg & Leominster (NCM)
Boys & Girls Club of Greater Billerica
Boys & Girls Club of Greater Derry
Boys & Girls Club of Greater Lowell
Boys & Girls Club of Greater Nashua
Boys & Girls Club of Greater Salem
Boys & Girls Club of Lawrence
Boys & Girls Club of Souhegan Valley
Brain Injury Association of New Hampshire
Building Dreams for Marines Foundation
Cambodian Mutual Assistance Association
Carroll Center for the Blind, The
Catie's Closet
Center for Hope & Healing
Center for Life Management Foundation
Challenge Unlimited
Coalition for a Better Acre
Community Crossroads
Community Health Connections
Community Inroads (North Andover)
Community Teamwork Inc.
Elder Services of the Merrimack Valley
ELS for Autism Foundation
Essex County Community Foundation
Girls Inc of Greater Lowell
Girls Inc. of New Hampshire (Nashua)

SUPPORTING OUR COMMUNITIES (CONTINUED)

By Alison Burns

Greater Lawrence Community Action Council
Greater Lawrence Family Health Center
Greater Lawrence YMCA
Greater Lowell Community Foundation
Greater Lowell Community Foundation - *Racial Equity Action Fund*
Greater Lowell Family YMCA
Greater Lowell Indian Cultural Association
Greater Nashua Habitat for Humanity - *Veteran's Day Branch Promotion*
Harbor Care
International Institute of New England
Lowell Association for the Blind
Lowell Community Health Center
Merrimack Valley YMCA
Minute Man Arc For Human Services
New England Veteran's Liberty House Inc.
NuPath, Inc.
Opportunity Networks
Paul Center For Learning And Recreation Inc
Saint Anselm College - *Requity Lab*
Seven Hills Foundation
Tamil Makkal Mandram Inc.
The Free Soil Arts Collective
Veteran Homestead, Inc - *Veteran's Day Branch Promotion*
Veterans Assisting Veterans - Dracut - - *Veteran's Day Branch Promotion*
Veterans of Foreign Wars - *Veteran's Day Branch Promotion*
Veterans of Foreign Wars of US Auxiliary - *Veteran's Day Branch Promotion*
Women Working Wonders Fund
YMCA of Greater Nashua
YMCA Haverhill
YMCA North Shore
YWCA of Northeastern Massachusetts

Diversity, Equity, and Inclusion Trivia

Answer Key

Question	Answer
Which of the following is not a benefit of diversity?	d. Lower wages
Discriminating against someone because of a hearing impairment is illegal under which act of legislation?	c. Americans with Disabilities Act
Francine took a three-week unpaid absence from her job as a dining room manager to care for her elderly mother who was severely injured in a car accident. When she came back, her supervisor told her she was being demoted to maitre'd because she obviously didn't care enough about her job. What law was violated?	Family and Medical Leave Act
Which of these would be a potential barrier that could accidentally discriminate against certain employees?	Attending a business lunch with alcoholic drinks
In Hong Kong, you and your counterpart share a cup of tea. During the negotiations, you notice that he keeps moving his cup either closer to you or further away.	This represents how far away/close you are to agreement
During negotiations in Italy, two members of the Italian negotiation team keep taking phone calls. Why?	They are probably taking calls from superiors; to not answer would be rude
Russia is home to how many ethnic/culture groups?	160
The Dutch prefer to get down to business quickly.	Yes, Dutch communication is direct and to the point.
In Singapore, always send a list of people who will be attending the negotiations and their title well in ad-	True
When analyzing and adapting group member diversity, you should consider members'	All of the above
During the 1990's, _____ were the fastest growing racial/ethnic group.	c. Hispanic/Latino Americans
According to a report the Center for American Progress, schools with 90% White students receive how much more funding on average than schools with 90% stu-	\$733
According to a Kids Count report, 13% of White children in the US live in poverty. What percentage of American Indian/Native American children in the US live in pov-	b. 31%

Diversity, Equity, and Inclusion Trivia (Continued)

Answer Key

According to a study sponsored by the Pew Research Center, the median wealth of White households in the US is how many times larger than that of African Ameri-	c. Twenty-three times larger
According to a national study of US parents with children in public schools, 66% of parents from families not experiencing poverty reported they always checked to ensure their children did their homework. What percentage of parents from families experiencing poverty reported they always checked to ensure their children did their homework?	c. 72%
Who said: "It should, it seems to me, be our pleasure and duty to make those people free, and let them deal with their own domestic questions in their own way. And so I am an anti-imperialist. I am opposed to having the eagle put its talons on any other land."	c. Mark Twain
Who said: "Of all the evils for which man has made himself responsible, none is so degrading, so shocking, or so brutal as his abuse of the better half of humanity; to me, the female sex is not the weaker sex."	Mahatma Gandhi
Who said: "I am not now, nor ever have been in favor of bringing about in any way the social or political equality of the white and black races. I am not now nor ever have been in favor of making voters or jurors of Negroes, nor of qualifying them to hold office, nor of intermarriages with white people. There is a physical difference between the white and the black races which will forever forbid the two races living together on social or political equality. There must be a position of superior and inferior, and I am in favor of assigning the superior position to the white man."	Abraham Lincoln
Who said: "I appeal to everyone who believes in Martin Luther King, Jr.'s, dream to make room at the table of brother and sisterhood for lesbian and gay people."	Coretta Scott King