



EB Inclusion Council
Influence, Impact, Positive Change

March/April 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.

The Hill We Climb

by Amanda Gorman

*When day comes we ask ourselves,
where can we find light in this never-
ending shade?
The loss we carry,
a sea we must wade
We've braved the belly of the beast
We've learned that quiet isn't
always peace
And the norms and notions
of what just is
Isn't always just-ice
And yet the dawn is ours
before we knew it
Somehow we do it
Somehow we've weathered and
witnessed
a nation that isn't broken
but simply unfinished
We the successors of a country and
a time
Where a skinny Black girl
descended from slaves and raised
by a single mother
can dream of becoming president
only to find herself reciting for one
And yes we are far from polished*



*far from pristine
but that doesn't mean we are
striving to form a union that is
perfect
We are striving to forge a union
with purpose
To compose a country committed to
all cultures, colors, characters and
conditions of man
And so we lift our gazes not to what
stands between us
but what stands before us
We close the divide because we
know, to put our future first,
we must first put our differences
aside
We lay down our arms
so we can reach out our arms*

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Image source: <https://www.theguardian.com/us-news/2021/jan/27/amanda-gorman-img-models-youth-poet-laureate>

<i>to one another</i>	<i>it can never be permanently</i>	<i>and change our children's</i>
<i>We seek harm to none and</i>	<i>defeated</i>	<i>birthright</i>
<i>harmony for all</i>	<i>In this truth</i>	<i>So let us leave behind a</i>
<i>Let the globe, if nothing else,</i>	<i>in this faith we trust</i>	<i>country</i>
<i>say this is true:</i>	<i>For while we have our eyes on</i>	<i>better than the one we were</i>
<i>That even as we grieved, we</i>	<i>the future</i>	<i>left with</i>
<i>grew</i>	<i>history has its eyes on us</i>	<i>Every breath from my bronze-</i>
<i>That even as we hurt, we</i>	<i>This is the era of just</i>	<i>pounded chest,</i>
<i>hoped</i>	<i>redemption</i>	<i>we will raise this wounded</i>
<i>That even as we tired, we tried</i>	<i>We feared at its inception</i>	<i>world into a wondrous one</i>
<i>That we'll forever be tied</i>	<i>We did not feel prepared to be</i>	<i>We will rise from the gold-</i>
<i>together, victorious</i>	<i>the heirs</i>	<i>limbed hills of the west,</i>
<i>Not because we will never</i>	<i>of such a terrifying hour</i>	<i>we will rise from the</i>
<i>again know defeat</i>	<i>but within it we found the</i>	<i>windswept northeast</i>
<i>but because we will never</i>	<i>power</i>	<i>where our forefathers first</i>
<i>again sow division</i>	<i>to author a new chapter</i>	<i>realized revolution</i>
<i>Scripture tells us to envision</i>	<i>To offer hope and laughter to</i>	<i>We will rise from the lake-</i>
<i>that everyone shall sit under</i>	<i>ourselves</i>	<i>rimmed cities of the</i>
<i>their own vine and fig tree</i>	<i>So while once we asked,</i>	<i>midwestern states,</i>
<i>And no one shall make them</i>	<i>how could we possibly prevail</i>	<i>we will rise from the sunbaked</i>
<i>afraid</i>	<i>over catastrophe?</i>	<i>south</i>
<i>If we're to live up to our own</i>	<i>Now we assert</i>	<i>We will rebuild, reconcile and</i>
<i>time</i>	<i>How could catastrophe</i>	<i>recover</i>
<i>Then victory won't lie in the</i>	<i>possibly prevail over us?</i>	<i>and every known nook of our</i>
<i>blade</i>	<i>We will not march back to</i>	<i>nation and</i>
<i>But in all the bridges we've</i>	<i>what was</i>	<i>every corner called our</i>
<i>made</i>	<i>but move to what shall be</i>	<i>country,</i>
<i>That is the promised glade</i>	<i>A country that is bruised but</i>	<i>our people diverse and</i>
<i>The hill we climb</i>	<i>whole,</i>	<i>beautiful will emerge,</i>
<i>If only we dare</i>	<i>benevolent but bold,</i>	<i>battered and beautiful</i>
<i>It's because being American is</i>	<i>fierce and free</i>	<i>When day comes we step out</i>
<i>more than a pride we inherit,</i>	<i>We will not be turned around</i>	<i>of the shade,</i>
<i>it's the past we step into</i>	<i>or interrupted by intimidation</i>	<i>aflame and unafraid</i>
<i>and how we repair it</i>	<i>because we know our inaction</i>	<i>The new dawn blooms as we</i>
<i>We've seen a force that would</i>	<i>and inertia</i>	<i>free it</i>
<i>shatter our nation</i>	<i>will be the inheritance of the</i>	<i>For there is always light,</i>
<i>rather than share it</i>	<i>next generation</i>	<i>if only we're brave enough to</i>
<i>Would destroy our country if it</i>	<i>Our blunders become their</i>	<i>see it</i>
<i>meant delaying democracy</i>	<i>burdens</i>	<i>If only we're brave enough to</i>
<i>And this effort very nearly</i>	<i>But one thing is certain:</i>	<i>be it</i>
<i>succeeded</i>	<i>If we merge mercy with might,</i>	
<i>But while democracy can be</i>	<i>and might with right,</i>	
<i>periodically delayed</i>	<i>then love becomes our legacy</i>	

National Multiple Sclerosis Month

By Kate O'Neil

Every year, March 1st marks the beginning of National Multiple Sclerosis Month! This a month dedicated to spreading information about MS and helping others understand what life is like living with this disease. This month is important because there are still many who are unsure what Multiple Sclerosis is. MS is a disease where the immune system incorrectly attacks the healthy tissue in the central nervous system. The immune system within the CNS causes inflammation that damages a nerve's myelin and when this happens, messages sent within the central nervous system are altered or stopped completely.

So, what does this mean? Well, symptoms of MS vary from person to person and may change in severity overtime. Common symptoms of this disease include walking difficulties, numbness and tingling, muscle spasms, fatigue, weakness, and vision problems as well as changes in cognitive function. It is sometimes tricky to diagnose this disease since many of these symptoms could be indicative of other medical issues, however strategies for diagnosis often include a neurological exam, a careful look at medical history, and tests such as MRIs, spinal fluid analysis, and blood tests.

There is no current cure for MS however typically a neurologist will lead the efforts towards treatment. Strategies include modifying the disease course, managing relapses (the occurrence of new symptoms or the worsening of old symptoms), and managing overall symptoms. Many people living with this disease live good lives by focusing on exercise, cognitive health, spiritual wellbeing, diet, and emotional wellbeing.

If you want to get involved in creating a world free of MS, there are many fun events such as Walk MS, Bike MS, and in non-covid years, Muckfest- a mud filled obstacle course 5k! For more information on Multiple Sclerosis, feel free to visit this website: <https://www.nationalmssociety.org/>

Source: <https://www.nationalmssociety.org/>



Image source: <https://www.aviornutritionals.com/chances-to-support-ms-the-family-during-multiple-sclerosis-awareness-month/>

Pronouns and Gender: He, She Or They...?

By Kira Morehouse and Matt Coggins

I admit that it took me a while to get started mainly because by no means am I an expert on the use of pronouns. My colleague Matt Coggins and I struck up a conversation after both of us had acknowledged attending one of Enterprise Bank's diversity trainings on Unconscious Bias that our Learning & Development team offers on a regular basis for all team members. Matt and I had both remarked about how effective the training was at helping us become aware of our own biases as well as the impact that such biases have on our interactions with others. However, the training only briefly touched upon the idea of using pronouns as the presenters who were hired from outside of the bank introduced themselves by offering their first names with their preferred pronouns (in their cases it was **She/Her/Hers**) but did not delve in to talking in any great details about what the purpose of sharing pronouns means to them and others in these types of introductions.

Thankfully, both Matt and I share a similar mindset of being open to learn from every one's lived experiences, knowing that we are all different in many ways and that diversity among all of us deserves to be celebrated. Therefore, we will not let fear of being wrong or saying the wrong thing hold us back from attempting to find a good starting point for this topic, because otherwise then how can we learn? Ultimately, we asked Sophy Theam about all of this regarding our questions and lack of knowledge, which then led us here to writing this article based on some conversations we had. Hopefully, this is helpful for others as we dive in. Here is what we found out (and if others reading this know more than we do, we welcome the opportunity to be corrected and to learn more):

Many of us have grown up with the idea that gender is limited to just male and female, and that this type of identity is based solely upon physical standards. However, this concept is challenged by the reality that gender is not limited to physical traits so much as it is a human-made social construct with some people falling into more than one category based upon a spectrum. So many factors come into play, including some scientific ones that are well beyond my ability to properly explain – but in summary, I would tend to look at it as being like racial identity, in that our collective sense of self as human beings and the way we engage in self-expression, is not limited to just black and white.

All these concepts are socially constructed ideas that someone has taught us to be true at some point in our lives based on the dominant way of thinking at that time, which could have been limited due to a lack of broader representation. Ultimately, it is worth taking time to recognize that because we see the world from our own limited lived experiences, we are easily primed to alienate those around us who do not fit into our own individual biased stereotypes of who and how we think other people *should* be.

So, what are pronouns within the context of gender?

A gender-based pronoun refers to an entity other than the speaker or listener. The English pronouns he and she are third-person personal pronouns specific to the gender of the person. Traditional third-person singular pronouns are: **he, she, it, his, hers, him, her**. Meanwhile, **They, them, and their**

are the third person plural pronouns. To take it a step further, this list of examples is not fully inclusive as the idea of **Ms.** and **Mr.** is also leading many people to use **Mx.** As a designation in instances where they are asked to fill out a form for business correspondence.

A [2018 survey from the Pew Research Center](#) found more than 40 percent of Americans believe forms should include gender options beyond “male and female,” and it goes on further in ways which would be hard to cover all examples exhaustively within this article. For example, I am a member of a networking group on social media that uses the reference to “**womxn**” where the x is a signifier that the group is inclusive of everyone who identifies as female gendered regardless of physicality or sexual status, and I appreciate this because it respectfully opens it up for more people to feel welcome and comfortable to join.

Did you know that roughly 1 in 5 Americans said they know someone who uses gender-neutral pronouns, according to a separate [Pew survey](#) from 2019? Although gender pronouns are not limited to the context of sexual orientation, [one in four LGBTQ youth](#) use pronouns or pronoun combinations that fall outside of the gender binary of male/female, according to [The Trevor Project](#), a suicide-prevention hotline for queer youth. “Respecting pronouns is part of creating a supportive and accepting environment, which impacts well-being and reduces suicide risk,” the Trevor Project said in a statement.

Currently, 19 states and Washington, D.C., recognize nonbinary gender markers on IDs and driver’s licenses and 13 allow such designations on birth certificates, according to the [Movement Advancement Project](#).

More and more, we are observing that many organizations including partners and vendors who we interact with outside of our own organization are showing how they allow individuals, whether transgender, nonbinary or cisgender-identified, to indicate their preferred pronouns by integrating these identifiers in their email signatures. We see it when attending Zoom-style virtual meetings, as well as the way people refer to themselves in their bios and profile names on social media networks.

All these instances demonstrate a sense of being welcoming and inclusive. Research has shown that recognition and respect of our pronouns can make all the difference for our health and well-being. When you take time to acknowledge this aspect of who someone is as an individual – because mis-gendering can also be an invalidating and aggressive form of disrespect.

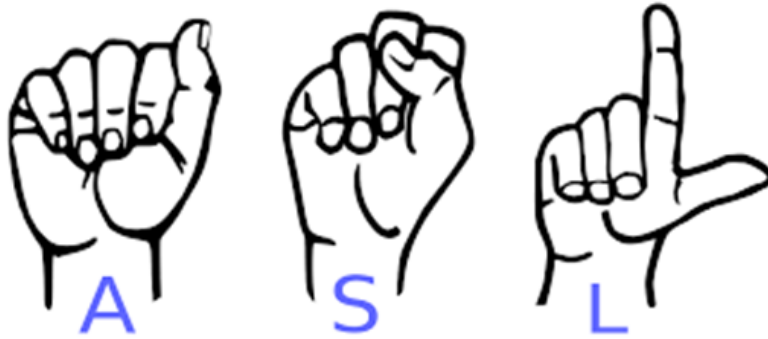
Is all this confusing?

It is okay to admit that it might be for some of us who are not used to the idea that gender is imposed on others based on biases that exist in ourselves and in our society and it takes nothing away from you or others to be humble and admit that we are all still learning as we go. If we are not sure of how someone identifies, we can take time to get to know them so that you might ask. Or, we can start by using the identifiers, “**they/ them/ theirs**” until we know better.

Along these lines, we have an opportunity to learn more about others when we stop and consider our own identity first by including our pronouns as the opportunities arise, as it opens space for everyone to feel seen and respected with full inclusivity for who they are as human beings.

National American Sign Language Day

By Kim Larsen



American Sign Language (ASL) is a comprehensive language that has the same linguistic properties as spoken languages. ASL is the primary language of many people in the United States and Canada who are deaf and hard of hearing and is used by many hearing people as well. It is reported that is used by 1 million Americans and approximately 70 million deaf people worldwide. ASL is a visual language expressed by movements of the hands and face. With signing, the brain processes linguistic information through the eyes. The shape, placement, and movement of the hands, as well as facial expressions and body movements, all play important parts in conveying information. ASL is a language separate and distinct from English. It contains all the fundamental features of language, with its own rules for pronunciation, word formation, and word order.

There is no universal sign language. As with spoken languages, sign languages across the world are different. There are 300 distinct sign languages across the world. Each have their own variations including differences in expression and regional accents and dialects.

According to the National Institute for Deafness and other Communication Disorders (NIDCD), the exact beginnings of ASL are not clear. However, it is suggested ASL was first used over 200 years ago and was influenced by French Sign Language (LSF) with some original local signs.

Each year, National ASL Day takes place on April 15th and is a day of observance celebrating American Sign Language. According to National ASL, on April 15, 1817, the first school for the deaf in the United States opened. Students gathered there over the years and at subsequent deaf schools across our nation. The children intermingled Native American Signs, French Sign Language, and Martha's Vineyard Sign Language which brought forth modern American Sign Language. There are 10 ways to celebrate National ASL Day which include:

- 1 – Film your story about ASL and share it with the #aslday hashtag
- 2 – Host a local signing community potluck or gathering
- 3 – Create ASL Day cards for your family and friends
- 4 – Make artwork celebrating ASL and post it in your shop
- 5 – Perform an ASL poem in your local Deaf club or other community outlet

Image Source: https://en.wikipedia.org/wiki/American_Sign_Language

- 6 – Photograph your favorite ASL handshape and post it online
- 7 – Share the story of how you learned ASL with your children or friends
- 8 – Teach your co-workers or friends 10 ASL words
- 9 – Email your favorite ASL signer a note of appreciation or post it on social media
- 10 – Share more ideas on the National ASL Day Facebook page or email us at celebrate@aslday.org!

There is also the International Day of Sign Language which occurs every year on September 23rd. According to the United Nations, the International Day of Sign Languages is an opportunity to support and protect the linguistic identity and cultural diversity of all deaf people and other sign language users. It was first proposed by the World Federation of the Deaf (WFD), which is a federation of 135 national associations of deaf people, representing approximately 70 million deaf people's human rights worldwide. It was adopted on December 19, 2017. However, the September 23rd date was selected as it commemorates the date the WFD was established in 1951. In 2018, the International Day of Sign Language was first celebrated as part of the International Week of the Deaf.

Recently we have seen an increase in the use of sign language interpreters. Sign language interpreters have always played a critical role when it comes to delivering vital information but especially this last year during COVID-19 updates. Hospitals, schools, meeting rooms and courtrooms have all added interpreters. Additionally, theaters, concert venues, private companies and public companies have hired sign language interpreters in order to serve people who are deaf and hard of hearing and in an effort to be more inclusive. According to Forbes, Amazon was the first major tech company to add full time ASL interpreters for their employees in 2019.

The reason I decided to write about ASL is because my cousin is deaf so when I was younger my entire family learned to sign. Each week we would all gather to learn to sign with the assistance of my cousin's ASL teacher. It was such a great experience for all of us, especially my cousin. As I have gotten older, I have lost a lot of what I have learned as I did not sign often. However, one of my goals is to relearn ASL.

www.nidcd.nih.gov/health/american-sign-language

www.nad.org/resources/american-sign-language/what-is-american-sign-language/

deafhhs.org/questions-and-answers-about-american-sign-language-and-interpreters/

<http://www.aslday.org/>

<https://www.forbes.com/sites/sarahkim/2019/04/28/amazon-asl/?sh=3440698f111b>

<https://www.languagemagazine.com/2019/04/15/celebrate-national-american-sign-language-day/>

<https://www.un.org/en/observances/sign-languages-day>

National Autism Awareness Month

By Samantha Bigelow

She is strong willed, independent, and knows what she likes...She is just difficult! Although all of these explanations seemed to fit, she was a typical baby. By the time she was two, she was reading words and sentences. By the time she was three, she was drawing pictures better than children four times her age.

She had quirks, such as we could not touch her pillow because it would affect how it felt. If we touched it, she would not sleep at night. Giving her medicine or taking her temperature when sick required two people to hold her down. What kids likes that, anyway? Her meals were specific. It had to be mac n cheese, waffles, or breakfast sausage for most meals. But that is every picky kid, right?

Why did it take so long to realize something about her was different? Maybe she was not just strong willed or difficult. In hindsight, it is easy to see that she was not the “normal” we have come to know. Her diagnosis of Asperger’s Syndrome, now known under the umbrella term of Autism Spectrum Disorder (ASD) made sense. With this, we were able to understand more about her personality. She is not difficult, is just being who is who she is. She may not like to hug me, but it does not mean she does not love me. She is extremely intelligent but does not understand the social skills needed to have friendships in person.

One thing that has always stuck with me is her dislike of the puzzle piece used for those with ASD. This is the logo used by the organization Autism Speaks. She told me, “I wouldn’t want to be different. Autism is something that I have, and part of who I am. I do not need to be cured. I’m not a *thing* to be figured out and you don’t need to solve me.” There are people you may encounter on a regular basis who are on the Autism Spectrum or identify as being neurodiverse, even if undiagnosed.

Neurodiversity is a concept that has been around since the 90’s, although it has only gained recognition in more recent years. Sociologist, Judy Singer created this notion when she rejected her own diagnosis of being on the autism spectrum as disabled. She believes an autistic brain works differently than those considered ‘neurotypical’ (Wake Forest University, 2020), and neurological differences, such as ADHD and dyslexia, are considered as part of the neurodiversity concept.

With many neurological differences causing trouble with learning in school, and interacting with peers, it is often defined as a disorder or disability. However, more often, those who identify as neurodivergent do not wish to be *labeled* as such. People with this difference need to be encouraged to share their needs, to adapt to each situation. For children, this may be removing them from an overstimulated environment during learning. For adults, this could mean identifying a way to use their difference to their advantage in the

workplace. By finding ways to support the neurodivergent, we can help reduce the stigma that many feel about being different from others, or that there is something wrong with them. Each person is unique and should be treated as such, regardless of needing to learn or interact with others in a way different than most.

Having neurodiversity and trying to find a job can be a difficult task for those without help, or without an accommodation. Individuals with neurodivergence often struggle to fit the profiles of possible employers, and the impairment of social skills of ASD can render a candidate unacceptable to an interviewer. The workforce is slowly accepting the idea of hiring based upon unique skills, even if candidates are not as proficient with commonly used social skills. “Neurodiversity may be every bit as critical for the human race as biodiversity is for life in general. Who can say which form of [brain] wiring will prove best at any given moment?” (Blume, 1998).

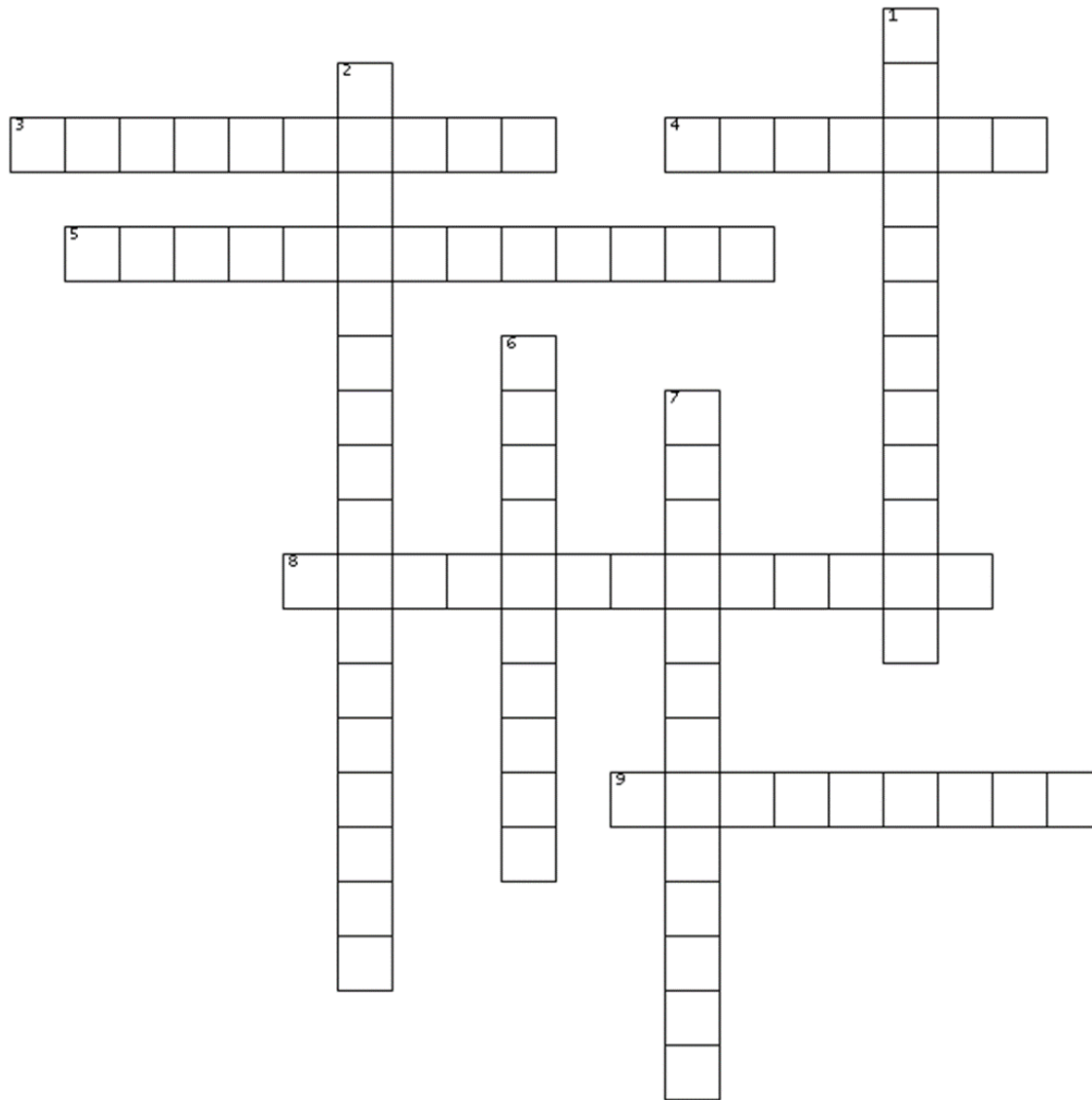
Some companies have realized the importance of hiring for a candidate’s strengths and differences, rather than focusing on what the norm is. For example, Ultronauts (also known as Ultra Testing) began as a small startup company that now has more than 75% of their employees identify as having Autism Spectrum Disorder. Their company has grown to take on large clients, like AIG and WarnerMedia, all from hiring this team based upon their cognitive differences. “We don’t think of what we’re doing as creating accommodations for colleagues who might be wired differently,” says Ultra Testing CEO and co-founder Rajesh Anandan. “We try to make sure that the workplace norms and the business practices that we’re developing are truly inclusive, and ultimately, better for everyone” (Rattini, 2019). Just as with any new team or team member, there is a period where you need to understand the needs and quirks of each other before you can work well together.

Many of the adults with Autism or other forms of Neurodivergence still experience trouble finding jobs. Almost half of 25-year-olds with autism have never held a paying job, while having a job encourages those to be independent and learn to live “normal” lives. (AutismSpeaks, 2021).

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Women's History Crossword Puzzle



ACROSS

3. Painted 55 self-portraits.
4. The first state to grant women the right to vote.
5. "Never lost a passenger."
8. Wrote "Silent Spring" which inspired worldwide movements to protect the environment
9. Became world-famous because of her diary.

DOWN

1. American novelist who was the first woman to receive a Pulitzer Prize for fiction in 1921.
2. The first female Secretary of State of the United States.
6. The only woman to ever win two Nobel Prizes.
7. Was arrested for voting in the presidential election of 1872.

Celebrating the Solar New Year in South and Southeast Asia

By Sophy Theam



“April 14 is the {Khmer, Cham, Thai, Dai, Lao, Shan, Burmese, Mon, Bengali, Assamese, Boro, Manipuri, Oriya, Telugu, Konkani, Kannadiga, Malayali, Tamil, Tuluva, Sinhalese, Punjabi, Maithili, Marathi, Sindhi, Marwari, Nepali, Balinese} New Year.” Image source: https://blogs.reed.edu/reed_linguistics/2015/04/most-of-south-and-southeast-asian-new-year/

When celebrating Khmer New Year, I had always thought that it was celebrated around harvest time and had no associations with the “celestial beings.” However, this year, I learned that our New Year is also called a solar New Year, based on the sun’s entry into Aries. (<https://anydayguide.com/calendar/1649>) This same new year is also celebrated in Thailand, Laos, Myanmar, Sri Lanka, parts of India, Nepal, Bangladesh and Pakistan, and the Maldives and is typically held in mid-April.

For those who had the opportunity to join us for our South and Southeast Asian New Year celebrations in the Community Room in the past, due to the room’s restrictions and size, we were only able to plan small glimpses into how the New Year is celebrated in those respective countries or with those who come from or whose ancestors come from the above countries. Mainly we were able to share food, some décor, and sometimes fashion. One year we were able to show how traditional games were played (in a small corner of the room) and what social dances were done during this festive time.

Normally outside the community room, communities that celebrate this solar New Year attend festivals and ceremonies at temples, open fields, or plazas. In temples, offerings are made to monks, elders are visited, and we pay our respects to our ancestors. Colorful traditional attire is worn throughout the three or five days, depending on the country or community and cultural parades, water fights, and games are played, many around courtship between young attendees. In some countries colorful flour is thrown at each other. There's no shortage of fun and laughter in outside gatherings for these countries, their inhabitants or in communities "abroad" that celebrate them.

Here are some photos of our past events that capture the wonderfully fun moments we will be missing this year.

Photos by Enterprise Bank Team Members





Diversity Calendar

March

March is *Women's History Month, National Developmental Disabilities Awareness Month, & National Multiple Sclerosis education and Awareness Month.*

March 8: International Women's Day – began in 1910 to advocate for greater women's rights, particularly the right to vote

March 10: Harriet Tubman Day – leader of the Underground Railroad, she helped slaves escape to freedom.

March 11: Maha Shivarati- Hindu festival celebrated each year to honor Lord Shiva. It is celebrated just before the arrival of spring. It is also known as the Great Night of Shiva or Shivaratri.

March 17: St Patrick's Day – marks the birthday of this Irish saint, who brought Christianity to the Emerald Isle.

March 19: Naw-Ruz - Bahá'í New Year is a holiday celebrated on the vernal equinox.

March 21: International Day for the Elimination of Racial Discrimination- observed annually in the wake of the 1960 killing of 69 people at a demonstration against apartheid pass laws in South Africa. The United Nations proclaimed the day in 1966 and called on the international community to redouble its efforts to eliminate all forms of racial discrimination.

March 25: Greek Independence Day

March 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade- A United Nations international observation that offers the opportunity to honor and remember those who suffered and died at the hands of the brutal slavery system. First observed in 2008, the international day also aims to raise awareness about the dangers of racism and prejudice today.

March 27: Passover – An eight-day Jewish holiday, commemorating the freeing of Israeli slaves in Egypt.

March 28: Holi – celebrates the winter harvest, and the coming of spring.

March 28: Palm Sunday - A Christian holiday commemorating the entry of Jesus into Jerusalem. It is the last Sunday of Lent and the beginning of the Holy Week.

March 31: International Transgender Day of Visibility- celebrated to bring awareness to transgender people and their identities as well as recognize those who helped fight for rights for transgender people.

April

April is *Celebrate Diversity Month, Autism Awareness Month, & Earth Month*.

April 2: World Autism Awareness Day – created to raise awareness of the developmental disorder around the globe.

April 2: Good Friday- A day celebrated by Christians to commemorate the execution of Jesus by crucifixion. It is recognized on the Friday before Easter.

April 4: Easter – A holiday celebrated by Christians to recognize and honor the resurrection of Jesus.

April 8: Yom HaShoah - Israel's day of remembrance for the approximately 6 million Jews who perished in the Holocaust.

April 12: Hindu New Year

April 12: Ramadan – An Islamic holiday marked by fasting, praise, prayer, and devotion to Islam.

April 13: Vaisakhi (also known as Baisakhi)- The celebration of the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa.

April 13 – 15: South and Southeast Asian (Solar) New Year- Thailand, Laos, Cambodian, Myanmar, Sri Lanka, parts of India, Nepal, Bangladesh and Pakistan, and the Maldives celebrate the new year based on the sun's entry into the constellation Aries.

April 14 - 15: Yom Ha'Atzmaut- National Independence Day in Israel.

April 15: National ASL (American Sign Language) Day

April 19-May 1: The Festival of Ridvan- A holiday celebrated by those of the Bahá'í faith, commemorating the 12 days when Bahá'u'lláh, the prophet-founder, resided in a garden called Ridvan (paradise) and publicly proclaimed his mission as God's messenger for this age.

April 22: Earth Day – Promotes world peace and sustainability of the planet. Events are held globally to show support of environmental protection of the Earth.

April 22-24: Gathering of Nations – More than 500 Native American tribes meet to celebrate their traditions and cultures.

Sources:

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

<https://www.kazoohr.com/resources/library/inclusive-workplace-calendar>

<https://www.diversityresources.com/2021-diversity-calendar/>

Women's History Crossword Puzzle Answers

ACROSS

3. Painted 55 self-portraits. (Frida Kahlo)
4. The first state to grant women the right to vote. (Wyoming)
5. "Never lost a passenger." (Harriet Tubman)
8. Wrote "Silent Spring" which inspired worldwide movements to protect the environment (Rachel Carlson)
9. Became world-famous because of her diary. (Anne Frank)

DOWN

1. American novelist who was the first woman to receive a Pulitzer Prize for fiction in 1921. (Edith Wharton)
2. The first female Secretary of State of the United States. (Madeleine Albright)
6. The only woman to ever win two Nobel Prizes. (Marie Curie)
7. Was arrested for voting in the presidential election of 1872. (Susan B. Anthony)



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Influence, Impact, Positive Change

Image Source: <https://womenshistorymonth.gov/about/>