



Inclusion Council
Influence, Impact, Positive Change

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

November 2020

Inclusion Council e-Zine

The last few months have been rough on all of us, on many fronts. So to start off this newly named bimonthly Inclusion Council e-Zine, we thought it would be appropriate to begin with a poem about HOPE. Be well!

- Celeste Leahy, Kira Morehouse, and Sophy Theam

Still I Rise

By MAYA ANGELOU

You may write me down in history
With your bitter, twisted lies,
You may trod me in the very dirt
But still, like dust, I'll rise.

Does my sassiness upset you?
Why are you beset with gloom?
'Cause I walk like I've got oil wells
Pumping in my living room.

Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still I'll rise.

Did you want to see me broken?
Bowed head and lowered eyes?
Shoulders falling down like teardrops,
Weakened by my soulful cries?

Does my haughtiness offend you?
Don't you take it awful hard
'Cause I laugh like I've got gold mines
Diggin' in my own backyard.
You may shoot me with your words,
You may cut me with your eyes,
You may kill me with your hatefulness,
But still, like air, I'll rise.

Does my sexiness upset you?
Does it come as a surprise
That I dance like I've got diamonds
At the meeting of my thighs?

Out of the huts of history's shame
I rise
Up from a past that's rooted in pain
I rise
I'm a black ocean, leaping and wide,
Welling and swelling I bear in the tide.

Leaving behind nights of terror and fear
I rise
Into a daybreak that's wondrously clear

I rise
Bringing the gifts that my ancestors gave,
I am the dream and the hope of the slave.
I rise
I rise
I rise.

Sisters, Jessica and Lianna Oddi illustrate their life with a disability through short comics. Knowing about the lack of disabled people represented in comics they started a blog on Tumblr called "The Disabled Life" where they post their work. Here are just a few of their illustrations.

(Source: thedisabledlife.tumblr.com)

OVER-SIZED SWEATERS



THE LOOK



ON ME

PERSONAL SPACE



HALF DECKED HALLS



MAMA CLEAN



A Glimpse into the Whitewashing In the US Education System

Today's youth is shaped by their teachers and professors, they influence their students who influence their peers and often go back to influence their parents. That being said it's important to have the continued conversation about race and injustice faced by BIPOC communities throughout k-12 education. The phenomenon that young students are too fragile to learn about race is ignorant to the fact that BIPOC children were never too young themselves to feel prejudiced against. I want to highlight on the fact that with the recent media coverage of the black lives matter movement that has already been going on for years that its more important than ever to discuss this topic so we can educate our youth for a brighter and more inclusive future.

Having grown up in a predominantly white school it was easy to see the way American History was whitewashed. White washing history makes it easy for students to forget that racism is still alive and negatively affects the daily lives of BIPOC everywhere in the United States. It was even not until the last few years that the timeline of the civil right movement was better understood to myself and many of my peers. Our textbooks deliberately displayed the movement in black and white to make it seem as if these issues were ages ago, effectively convincing myself and many of my peers that racism was a thing of the past and that those holding on to these basis were few in number. Flash forward to now, after doing some of my own research it has become evident the amount of information omitted from the chapter that taught me about the civil rights movement. Many injustices that are important to learn from are excluded from textbooks because they are "too graphic", "upsetting", or simply deemed not important enough. We cannot expect students to grow and learn from history if we are only teaching them the parts the United States is not ashamed of. I may not speak for every school in the United States, but I know I am not alone when I say my public education failed at fully informing me on matters that impacted so many BIPOC.

However on a brighter note there are teachers nowadays taking a stance. One such individual is Melissa Statz from Wisconsin, she created neutral worksheets about the Black Lives Matter Movement. She asked her fourth-grade class what the movement was about as well as if they had any ideas how to stop systematic racism. She showed them educational videos and children's books on the subject. Some of her students thanked her for having started the conversation within the classroom. In a survey by the EdWeek research Center it was found that 81% of educators support Black Lives Matter and many of them were willing to support an anti-racist curriculum. Organizations like NEA Ed Justice are sharing resources online for teachers to use to teach lessons on racial justice. It may require more steps for history teachers to change their curriculum to be more inclusive and diverse but I have seen many other teachers on social media showcase the posters they put up around their virtual and in person classrooms for the BLM movement. We have a ways to go but Its uplifting to see how this conversation is becoming more comfortable .

- Celeste Leahy

Native American History

(Source: www.scholastic.com/history-native-americans/)

Many thousands of years ago, late in the Ice Age, humans journeyed across the Bering land bridge, from Asia into Alaska. Their descendants explored along the west coast of North America. As early as 1000 BC, they had covered nearly the entire continent. It is not known when the first people arrived in the Americas. Some archaeologists (scientists who study the remains of past human lives) believe it might have been about 12,000 BC.

Over thousands of years, as they migrated across the continents, American Indians have developed a wide range of languages, customs, and civilizations. There are as many different tribal nations in the Americas as there are nations in Europe, Asia, or Africa, and there is as much variety among them.

Ten thousand years ago, when the Ice Age ended, changes in climate and increasing populations inspired some Native American tribes to experiment with growing different crops. Some became highly skilled farmers. As early as about 5500 BC, tribes in Mexico cultivated corn and squash. They raised turkeys, llamas, and guinea pigs for food and they hunted deer and bison. They regularly burned off patches of land to keep it in pasture, so the animals would come to graze. Many tribes on the coasts hunted sea mammals from boats and caught fish, using a variety of efficient methods.

After 2000 BC, some Native Americans developed states, each governing thousands of people. They established extensive trade routes across the continents. And they used cargo rafts and other boats to ship their goods from one trading point to another. In South America, llamas provided transportation on land.

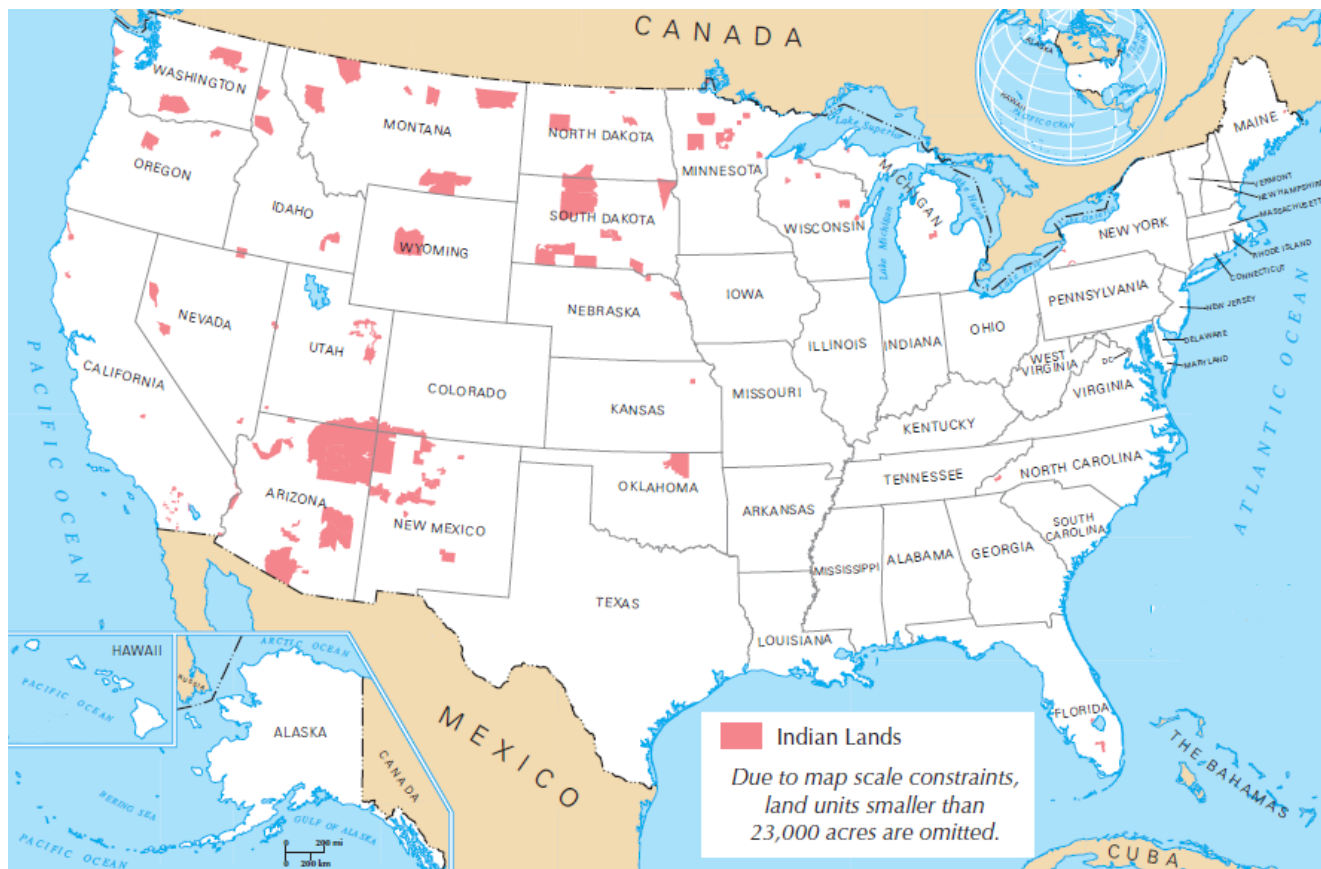
From the present-day region of the mid-western United States to southern Peru in South America, centers of government were marked by enormous mounds of earth. Most of these mounds were flat on top, with palaces and temples built on them. Some were burial sites of honored leaders. American Indian cities were as big as the cities in Europe and Asia at that time. Their fine architecture is still greatly admired.

European invasions of the Americas began with Columbus's voyages to the "New World" in 1492. The Europeans brought diseases with them, including smallpox and measles. These unfamiliar diseases spread quickly among Native Americans. They wiped out the populations of many native cities.

The Europeans started colonizing the Americas in order to cultivate new farmlands and create new jobs for the growing populations of Europe. To do so, they often fought Native American tribal nations for the land. Several factors gave the Europeans the advantage in these conflicts. First, they had some immunities to their own diseases. Thus they were not as devastated by them as Native Americans were. Second, the Europeans had horses and guns, which overpowered the Native Americans' hand weapons and arrows in battle. Third, European settlements in the Americas grew at such a rate that the Europeans' descendants eventually outnumbered the native people.

Native American tribal nations resisted colonization, but eventually, many were forced to surrender their lands. In the regions of present-day southern Canada, the United States, and southern South America, survivors were gathered up and involuntarily moved to specific areas, called reservations. In Mexico, Central America, and northern South America, the native people were forced to live as peasants and laborers, under Spanish rule. In the last few decades, developments in transportation and earth-moving machinery have made it profitable for outsiders to colonize the tropical lowland forests. Now the way of life for those tribal nations, too, is threatened.

Today Native American populations across both continents are once again on the rise. Native American leaders are achieving greater political success in fighting for the rights of their peoples. In addition, recent widespread concern over human rights has prompted governments and others to respect Native American cultures and traditions when responding to their needs.



Native American Indian Heritage Month

(Source: <https://nativeamericanheritagemonth.gov/about/>)

What started at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose.

One of the very proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the “First Americans” and for three years they adopted such a day.

In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as an American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 14, 1915, he presented the endorsements of 24 state governments at the White House. There is no record, however, of such a national day being proclaimed.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any recognition as a national legal holiday.

In 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.” Similar proclamations, under variants on the name (including “Native American Heritage Month” and “National American Indian and Alaska Native Heritage Month”) have been issued each year since 1994.





Arlington Cemetery Jeopardy Questions:

- 1. How many steps does the guard take during his walk across the tomb of the Unknowns and why?*
- 2. How long does he hesitate after his about face to begin his return walk and why?*
- 3. Why are his gloves wet?*
- 4. Does he carry his rifle on the same shoulder all the time and , if not, why not?*
- 5. How often are the guards changed?*
- 6. What are the physical traits of the guard limited to?*

(Answers are on the last page of this e-Zine.)



A Commentary by Samantha Bigelow

I thought this would be interesting to share, especially after the recent Disabilities panel. For those unable to attend, I spoke about my own limb difference, symbrachydactyly, and how my own self-perceived stigma of having a disability has been something I struggled with since a child. This is something all people with disabilities, visible or not, struggle with through their entire life.

The movie “The Witches” was remade by HBO and during Halloween, it was extremely popular. For those who watched Anjelica Huston in the 90’s version, or even read the book it’s based upon, there was something that’s been standing out as a new addition to many in my limb-different community.

Anne Hathaway’s character in the recent remake was made to have a limb difference, medically called ectrodactyly, which is a difference where the person has missing fingers characterized by a split-hand look. For some with a limb difference, they may have had surgery to *improve* their limb function and it has the same appearance as this. Anne’s character was given this limb difference to appear scary and grotesque in addition to having a large monster-like mouth, split tongue and pointy teeth. She’s a witch after-all, right?

Much during the movie she’s seen wearing gloves, to hide her hands. The limb difference was not something in the book or original movie, but to those people with a ‘lucky fin’, like myself and organizations I support, the choice to use a disability in this manner sets back the positive image of those with a disability we’ve fought so hard for. I have to wonder, how will those watching it react to seeing her hands? Will children now fear those with a hand difference, just as depicted by a witch in a movie, or worse, will a child with a limb difference feel less like the children around them?

I understand this is a movie, and while I’m not easily offended, this did hurt to see how much it’s impacted those around me, especially parents of children with a limb difference. It’s unfortunate that those with disabilities are being made to feel their characteristics fit better with a monster than a human being. It’s disheartening to see that even if their choice was to display this character with a limb difference, they chose to keep the stigma of disabilities present and kept her hands covered with gloves for the majority of the movie because ‘who would want to see that?! That’s not normal.’

As we all learn about Diversity and Inclusion, and celebrate each other’s differences and reasons why we’re unique, I’m hoping that pointing out things like this make others aware of how something that seems so small can really impact those we’re trying to celebrate.

#NotAWitch 😊

Thank you,

Sam



Image featuring Actress Anne Hathaway in character from
Film Referenced Above: Zemeckis, Robert, director.
The Witches. HBO Max, 2020, play.hbomax.com/

Multicultural Holiday Celebration 2020

As is everything around us, our holiday season will be different than in years past and so will how we celebrate our holidays this year. With the pandemic, we won't be able to get together for a full 3+ hours in one location to taste the different food, dessert and drinks, participate in crafts, or enjoy live cultural performances. We're going to miss our EB Team Fashion Show!



However, we have a team who is planning for a few activities that we hope many of our team members will be able to engage in during this colder season. **Stay tuned for more information.**



Image Source Royalty Free from @goian on Unsplash

Diversity is having a seat
at the table, inclusion is
having a voice, and
belonging is having that
voice be heard.

@LIZ ANDMOLLIE

(Image Source: <https://www.lizandmollie.com/>)

Diversity Calendar

November

November is National Native American Heritage Month, which celebrates the history and contributions of Native Americans.

November 1: All Saints' Day, a Christian holiday commemorating all known and unknown Christian saints. (In Eastern Christianity, the day is observed on the first Sunday after Pentecost.)

November 2: All Souls' Day, a Christian holiday commemorating all faithful Christians who are now dead. In the Mexican tradition, the holiday is celebrated as Dia de los Muertos (October 31- November 2), which is a time of remembrance for dead ancestors and a celebration of the continuity of life.

November 11: Veterans Day, a U.S. federal holiday honoring military veterans. The date is also celebrated as Armistice Day, or Remembrance Day, in other parts of the world and commemorates the ending of World War I in 1918.

November 14: Diwali, the Hindu, Jain and Sikh five-day festival of lights celebrates new beginnings and the triumph of good over evil and lightness over darkness.

November 20: Transgender Day of Remembrance, established in 1998 to memorialize those who have been killed as a result of transphobia and to raise awareness of the continued violence endured by the transgender community.

November 22: Feast of Christ the King, a Catholic holiday established in thanking God for the gift of time and a rededication to the Christian faith.

November 25-January 6: Nativity Fast, a period of abstinence and penance practiced by the Eastern Orthodox, Oriental Orthodox and Eastern Catholic churches in preparation for the Nativity of Jesus.

November 26: Thanksgiving in the United States. It began as a day of giving thanks for the blessing of the harvest and of the preceding year.

November 27: Native American Heritage Day, held annually the Friday after Thanksgiving, encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities. The day was signed into law by George W. Bush in 2008.

November 29- December 24: Advent, a Christian season of celebration leading up to the birth of Christ.

November 30: St. Andrew's Day, the feast day for St. Andrew within various Christian denominations.



December



December 1: World AIDS Day, commemorating those who have died of AIDS, and to acknowledge the need for a continued commitment to all those affected by the HIV/AIDS epidemic.

December 3: International Day of Disabled Persons, designed to raise awareness in regards to persons with disabilities in order to improve their lives and provide them with equal opportunity.



December 8: Immaculate Conception of Mary, the Feast of the Immaculate Conception celebrates the solemn celebration, by various Christian denominations, of belief in the Immaculate Conception of the Blessed Virgin Mary.

December 10: International Human Rights Day, established by the United Nations in 1948 to commemorate the anniversary of the Universal Declaration of Human Rights.

December 10-18: Hanukkah, a Jewish holiday that is celebrated around the world for eight days and nights. Hanukkah celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.

December 12: Feast of Our Lady of Guadalupe, a religious holiday in Mexico commemorating the appearance of the Virgin Mary near Mexico City in 1531.

December 13: St. Lucia's Day, a religious festival of light in Scandinavia and Italy commemorating the martyrdom of St. Lucia, a young Christian girl who was killed for her faith in 304 C.E. She secretly brought food to persecuted Christians in Rome while wearing a wreath of candles on her head so both her hands would be free.

December 16-24: Las Posadas, a nine-day celebration in Mexico commemorating the trials Mary and Joseph endured during their journey to Bethlehem.

December 21: Yule Winter Solstice, celebrated by Pagans and Wiccans. The shortest day of the year represents a celebration focusing on rebirth, renewal and new beginnings as the sun makes its way back to the Earth. A solstice is an astronomical event that happens twice each year when the sun reaches its highest position in the sky.

December 25: Christmas Day, the day that many Christians associate with Jesus' birth.

December 26: Boxing Day, a secular holiday celebrated in the U.K., Canada, Ireland, Australia, New Zealand, Hong Kong and South Africa.

December 26-January 1: Kwanzaa, an African-American holiday started by Maulana Karenga in 1966 to celebrate universal African-American heritage.

December 26: Zartosht No-Diso (Death of Prophet Zarathushtra), a day of remembrance in Zoroastrian religion. It is a commemoration of the death anniversary of the prophet Zoroaster, or Zarathushtra

December 26: St. Stephen's Day, a day to commemorate St. Stephen, the first Christian martyr, or protomartyr.

December 27: St. John's Day, Apostle and Evangelist, feast day for St. John celebrated by Christian denominations.

December 27: Feast of the Holy Family, a liturgical celebration in the Catholic Church in honor of Jesus, his mother and his foster father, St. Joseph as a family. The primary purpose of this feast is to present the Holy Family as a model for Christian families.

December 28: Feast of the Holy Innocents, a Christian feast in remembrance of the massacre of young children in Bethlehem by King Herod the Great in his attempt to kill the infant Jesus.

December 31: Watch Night, a day for Christians to review the year that has passed, make confessions, and then prepare for the year ahead by praying and resolving



Arlington Cemetery Jeopardy Answers

Answers Checked Against Information from: www.Arlingtoncemetery.mil/Explore/Changing-of-theGuard

1. How many steps does the guard take during his walk across the tomb of the Unknowns and why?

Answer: 21 steps symbolizing 21-gun salute, highest honor given to any military/foreign dignitary.

2. How long does he hesitate after his about face to begin his return walk and why?

Answer: 21-seconds for the same reason as answer number one.

3. Why are his gloves wet?

Answer: His gloves are moistened to prevent his losing his grip on the rifle.

4. Does he carry his rifle on the same shoulder all the time and , if not, why not?

Answer: He carries the rifle on the shoulder away from the tomb. After his march across the path, he moves the rifle to the outside shoulder.

5. How often are the guards changed?

Answer: Guards are changed every thirty minutes, twenty-four hours a day, during the period from early spring to early autumn; every hour during the rest of the year; and every two hours while the cemetery is closed.

6. What are the physical traits of the guard limited to?

Answer: For a person to apply for guard duty at the tomb, he must be between 5' 10" and 6' 2" tall and his waist size cannot exceed 30.

After two years, the guard is given a wreath pin that is worn on their uniform jacket signifying they served as guard of the tomb. There are only 400 presently worn.

The shoes are specially made with very thick soles. There are metal heel plates that extend to the top of the shoe in order to make the loud click as they come to a halt.

There are no wrinkles, folds or lint on the uniform. Guards dress for duty in front of a full-length mirror.

Off duty time is spent studying the 175 notable people laid to rest in Arlington National Cemetery. A guard must memorize who they are and where they are interred. Notables include:

- United States Presidents William Howard Taft and John F. Kennedy
- Joe Louis (American Professional Boxer)
- Medal of Honor Recipient, Audie L. Murphy who is the most decorated soldier of WWII and of Hollywood fame.

