



Newsletter: September, 2020 Edition

With the recent police shooting of Jacob Blake in front of his three children, it's really hard to take our minds off of the ongoing injustices that are happening to people of color and ask, "When is it all going to stop?"

I was just in Cape Cod this past weekend and witnessed racism happening in front of me and my two children.

We were at a large indoor pool and originally there was no one else in the room. Then a white woman and her young daughter walked in, and a few minutes later, a small group of young boys who looked like they were in their early teens. Four of them were Black and two were white and they were all friends. The white woman goes to me, "There goes a chance for a peaceful swim."

We were in the pool before everyone else, mostly in the shallow end. The boys came in and stayed for the most part away from us, in the deeper end. Then the woman jumped into the deep end where they were and boys being boys they were playing and having fun.

All of a sudden the woman starts yelling at them. I couldn't hear what she was saying due to the high ceiling and acoustics. Then I heard, "You don't speak English?"

Please read more on our Inclusion Council page and share your thoughts.
<http://esource.ebtc.com/sites/communities/inclusioncouncil>

Thank you to Celeste Leahy, Marketing Co-Op for pulling the majority of this newsletter content and layout together, and Kira for helping with the edits and overseeing it's "production."

We welcome all our team members to submit content for our monthly newsletters, due two weeks before each month. Please send the content to Celeste.Leahy@ebtc.com.

—Sophy Theam

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.

Highlights

Encounter with Racism.....	1
What is Implicit Bias?.....	1
Inclusion Calendar.....	3
Medical Awareness calendar.....	5

What is Implicit bias? How do they cause micro aggressions?

Implicit bias, also referred to as **unconscious bias** are thoughts and attitudes within our unconscious mind. These thoughts affect our actions and decisions and may go against what we consciously believe. Everyone has implicit bias, and generally they tend to favor one's in-group. All implicit thoughts are learned but can be unlearned with conscious effort. Being unaware of one's own implicit bias may lead to **micro aggressions**.

Micro aggressions are small aggravating or insulting actions, or words directed towards someone based solely on their marginalized group membership. These remarks often fall under the category of being sexist, racist, or offensive to a social group. Micro aggressions are not always intentional but it's important to recognize how these actions can dehumanize an individual/ group.

Why Microaggressions Hurt

by Alli Kirkham

An Everyday Feminism Comic



as featured in everydayfeminism, October 5th, 2015

September Diversity, Equity, and Inclusion Calendar

September 7: Labor Day

The only federal holiday in September, Labor Day is in honor of American workers, and their contributions to creating a productive, stable, and prosperous society. It always occurs on the first Monday of September.

September 8: International Literacy Day

This international day is marked around the world; we hesitate to say celebrated, as part of its goal is to bring awareness to illiteracy around the globe, although, certainly, it does seek to celebrate growing literacy rates, too.



*International
Literacy Day*

As featured in Win Calendar September 2020

September 11: Remembrance (Patriot) Day

The scars left from the terrorist attacks on September 11, 2001 continue to haunt our nation, and the movement to Never Forget remains strong, no doubt in part because so many of us were alive to witness the horror and tragedy of that day. While it is not an official holiday, it is a day of remembrance; many people derive comfort on this day by gathering together to remember the lives lost and to reflect on America.

September 17: Constitution Day

While it is not a federal holiday, Constitution Day is a big deal. It occurs on September 17, which is the actual day when the Constitution of the United States of America was signed (in 1787!) by our nation's [Founding Fathers](#) in Philadelphia. The Constitution signified each person born in America, or through naturalization, is a citizen of the United States.

September 18-20: Rosh Hashanah



Rosh Hashanah marks the Jewish New Year, and literally means “head [of] the year.” A two-day holiday that begins at sunset on Day 1 and ends at nightfall of Day 2, it always occurs in September (except in 1815, 1929, and 1967...and again in 2043, when it falls in October), though the exact dates float. The differing dates are due to the way the Hebrew Calendar falls in line with the Gregorian calendar (what most of the world follows today).

September 27-28: Yom Kippur

Yom Kippur is another Jewish holiday; and this one is regarded the holiest of all Jewish holidays. The name translates to “Day of Atonement” and as the name suggests, is focused on repentance and atonement. Similar to Rosh Hashanah, it often occurs during the month of September, but can also fall over dates in October – the actual dates of the holiday change each year. Yom Kippur includes a 25-hour fast accompanied by praying. Many spend the day in synagogue services. Overall, it is considered a solemn day – at least until sunset. Then, many partake in a feast to mark the end of the fast.

September Diversity, Equity, and Inclusion Calendar continued

September 15-21: Child Passenger Safety Week

A premise of Child Passenger Safety Week is that many of the injuries and deaths of children that occur while driving can be prevented with the proper use of car seats, booster seats, and/or safety belts. This weeklong event, from September 15-21, is held to encourage and educate the safest way to keep young passengers safe – something we can all get behind!

September 15 – October 15: Hispanic Heritage Month

Hispanic Heritage Month celebrates the many histories, cultures and contributions of American citizens who come from Hispanic countries, including Spain, Mexico, Central and South America, and the Caribbean. September 15 is a significant day for several Latin American countries, including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua, as it's the day they celebrate their country's independence.



as featured in Invoca September 25th, 2015

Baby Safety Month



Baby Safety Month is held annually in September to promote and educate consumers about safety issues, as well as the choosing of safe baby products. This information is useful not just for parents, but extended family, daycare teachers, nannies, manufacturers and retailers of baby products, and basically anyone who comes in contact with babies! It is sponsored by the Juvenile Products Manufacturers Association.

As featured in Onsafty Cpssc August 31st 2018

National Campus Safety Awareness Month

Unfortunately, campus safety has become a public health concern around the country. Occurring during the entire month of September, National Campus Safety Awareness month aims to promote best practices and tips to promote campus safety. It is an important step in opening up a public conversation about how to prevent campus violence and bringing attention to a topic most of us would like to forget for how horrifying it is to think about.

National Food Safety Education Month

[According to the CDC](#), 1 in 6 Americans get sick, 128,000 are hospitalized, and 3,000 die (!) from eating contaminated foods. This September 's month-long awareness event is aimed to educate individuals about food safety as a means to preventing food poisoning.

National Preparedness Month

No one wants to think about disasters but being educated ahead of one can be the difference between life and death. National Preparedness Month aims to promote family and community disaster and emergency planning.

Medical Awareness in September

- World Heart Day – Cardiovascular disease is the world’s number one killer. This awareness day seeks to reduce the number of those affected by it.
- World Alzheimer’s Month – A tragic disease effecting the brain and memory, this international event aims to raise awareness and “challenge the stigma that surrounds dementia.”
- Blood Cancer Awareness Month – Blood cancers (leukemia and lymphoma) are diagnosed in 14,000 individuals in the U.S. monthly.
- Childhood Cancer Awareness Month – In the U.S., nearly 16,000 children (those under the age of 21) are diagnosed with a cancer each year. This event aims to spread education and raise funds for research and those families affected by these horrific cancers.
- Cholesterol Education Month – The CDC estimates that more than 102 million Americans have high cholesterol, putting them at higher risk for heart disease.
- Craniofacial Acceptance Month – Craniofacial refers to the cranium and face. The Children’s Craniofacial Association hosts this event to raise awareness of the challenges of craniofacial differences, as well as to encourage individuals to see that “beyond the face is a heart.”
- Drug-Free Pain Management Awareness Month – It is estimated about 115 people in the U.S. die each day from opioid overdoses. This important, potentially life-saving awareness event aims to educate individuals on the available drug-free alternatives to pain management.
- Pain Awareness Month – Chronic pain can be debilitating and life-altering. Sponsored by the American Chronic Pain Association, this event seeks to raise public awareness of issues related to pain and pain management.
- Youth Suicide Prevention Week – This week-long event aims to raise awareness about suicide prevention, as well as warning signs of suicide.
- Neonatal Nurses Day – Neonatal nurses work with the tiniest, most fragile humans – newborn infants with a potential range of issues such as prematurity and birth defects.
- Surgical Technologist Week – Surgical technologists are part of the surgical team and often work in hospitals. They prepare operating rooms, arrange equipment, and assist doctors during surgeries.

