



# May/June 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.

### Support Your Asian American Employees & Colleagues

*This tip is adapted from "What Your Asian Employees Need Right Now," by Shalene Gupta*

- 1. Acknowledge what's happening.** Don't stay silent, dilute the message, or rely on your diversity and inclusion office to speak out.
- 2. Open your door.** Let your team know that resources are available and that you're there to listen to their experiences and needs.
- 3. Create a space for a discussion.** Some employees may want to talk about what's going on and how they're feeling about it.

If you are looking for resources, feel free to visit this site:

<https://www.aacommission.org/resources/anti-asian-hate-resources/>

## Support Your Asian American Employees and Colleagues Cont'd

May is Mental Health Awareness Month and your AAPIs mental health is at risk with the ongoing violence and discrimination against AAPIs, COVID-19 Pandemic and Unemployment. Adapted from Mind Share Partners

**Workplace Mental Health Resources For AAPI Professionals** please click the links to read the articles.

["It Makes You Feel Invisible"](#) - When people can't tell their co-workers of color apart, it's a constant reminder that you're an outsider.

["Why Some Asian Americans Are Staying Silent About the Ongoing Hate Crimes"](#) - Here's how allies can show support during this time.

[How to support Asian American colleagues amid the recent wave of anti-Asian violence](#) - CNBC Make It offers tips for leaders and peers to better support their Asian American colleagues right now.

[Workplace Mental Health for Asian American Professionals](#) - Hear from Asian American professionals about the unique challenges they face around workplace mental health—insights from Employees at Adobe, Dell, Square, and UC Berkeley.



(<https://www.vibrant.org/supporting-aapi-mental-health/>)



(<https://www.dukechronicle.com/article/2021/03/duke-university-asian-american-student-violence->

# AAPI HATE IN YOUR AREA

These tips are adapted from “Stop AAPI Hate”  
@Stopaapihate.org

## What to Do When You Are Experiencing Hate

**SAFETY FIRST:** TRUST YOUR INSTINCTS AND ASSESS YOUR SURROUNDINGS.  
IF YOU FEEL UNSAFE AND YOU ARE ABLE TO, LEAVE THE AREA.

**STAY CALM:** TAKE A DEEP BREATH, LIMIT EYE-CONTACT, AND MAINTAIN NEUTRAL BODY LANGUAGE.

**SPEAK OUT (IF YOU CAN DO SO SAFELY):** IN A CALM AND FIRM VOICE ESTABLISH PHYSICAL BOUNDARIES, AND DENOUNCE THEIR BEHAVIOR AND COMMENTS.

**SEEK IMMEDIATE SUPPORT:** ASK BYSTANDERS FOR SUPPORT OR INTERVENTION.

**SEEK EMOTIONAL SUPPORT:** ONCE YOU FEEL SAFE, TAKE TIME TO RECOVER AND REACH OUT TO SOMEONE TO TALK ABOUT WHAT HAPPENED. REMEMBER THIS IS NOT YOUR FAULT, AND YOU ARE NOT ALONE.

## What to Do When You Are Witnessing Hate

**TAKE ACTION:** APPROACH THE TARGETED PERSON, INTRODUCE YOURSELF, AND OFFER SUPPORT.

**ACTIVELY LISTEN:** ASK BEFORE TAKING ANY ACTIONS AND RESPECT THE TARGETED PERSON’S WISHES. MONITOR THE SITUATION IF NEEDED.

**IGNORE ATTACKER:** USING YOUR DISCRETION, ATTEMPT TO CALM THE SITUATION BY USING YOUR VOICE, BODY LANGUAGE, OR DISTRACTIONS.

**ACCOMPANY:** IF THE SITUATION ESCALATES, INVITE THE TARGETED PERSON TO JOIN YOU IN LEAVING.

**OFFER EMOTIONAL SUPPORT:** HELP THE TARGETED PERSON BY ASKING HOW THEY’RE FEELING. ASSIST THEM IN FIGURING OUT WHAT THEY WANT TO DO NEXT.

STOP  
AAPI  
HATE

# Enterprise Bank to Observe Juneteenth Independence Day

**Tammy Dohner & Kira Morehouse**

*All branches and offices of Enterprise Bank will be closed on Saturday, June 19 in observance of Juneteenth Independence Day, a recognized state holiday in the Commonwealth of Massachusetts and State of New Hampshire.*

Enterprise Bank will observe Juneteenth Independence Day and all branches and offices will be closed on Saturday, June 19. Juneteenth is officially recognized as a state holiday by both the Commonwealth of Massachusetts and State of New Hampshire.

In his proclamation of June 19, 2020 declaring Juneteenth an annual state holiday, Massachusetts Governor Charlie Baker said, “Juneteenth is a chance for us all to reflect on this country’s painful history of slavery and the systemic impact that racial injustice continues to have today. It is also an opportunity to recommit ourselves to the goal of creating a more equal and just society.” In 2007, Governor Deval Patrick, the Commonwealth’s first African-American governor, declared June 19 as Juneteenth Independence Day in Massachusetts, making it the 25<sup>th</sup> state to officially observe and commemorate the date.

New Hampshire Governor Christopher T. Sununu, in his 2020 official proclamation calling Juneteenth Day to the attention of all citizens, noted New Hampshire’s “long history and involvement in the emancipation and abolishment of slavery” that predated the Civil War by many years. Governor Sununu officially recognized Juneteenth as a state holiday in 2019 when he signed into effect Senate Bill 194.

As we continue to learn about the impact of ongoing racism and the greater need for equity and inclusion, we can begin with honoring the history of those who have been denied such acknowledgement until now.

## **History of Juneteenth**

Juneteenth, a combination of “June” and “Nineteenth,” is also known as Freedom Day, Jubilee Day, Liberation Day, and Emancipation Day, and is a holiday celebrating the emancipation of those who had been enslaved in the United States.

President Abraham Lincoln issued the Emancipation Proclamation declaring “that all persons held as slaves” within the rebellious states “are, and henceforward shall be free” on January 1, 1863. It took 2.5 years and an announcement by Union Army general Gordon Granger on June 19, 1865 proclaiming freedom from slavery in Texas, before the enslaved people of Texas learned they were freed.

Juneteenth celebrations date to 1866 and primarily involved church-centered community gatherings in Texas. By the 1920s and 30s, recognition of the date had spread across the South and often centered on a food festival. By 2020, 47 states recognized the date, and activists were campaigning for the United State Congress to recognize Juneteenth as a national holiday.

Modern Juneteenth celebrations tend to be local events that include public readings of the Emancipation Proclamation and works by African-American writers including Ralph Ellison and Maya Angelou and the singing of traditional songs such as “Lift Every Voice and Sing”.

## Local Organizations and Juneteenth Observances

Explore these local organizations for resources and events, including Juneteenth observances.

Explore Lowell's Black history through art and interpretation with Visit Downtown Lowell's Visualize Lowell's Black History program. Learn more at <https://www.visitdtl.com/vlbh/>

The Black Heritage Trail of New Hampshire promotes awareness and appreciation of African American history and life in order to build more inclusive communities today. Learn more at <https://blackheritagetrailnh.org>

Merrimack Valley Black and Brown Voices, Inc., provides Black and Brown people with a safe space to connect, share resources, and create systemic change in our cities/towns for Black and Brown people to live and thrive. Learn more at <https://www.facebook.com/mvbbvoices/>



Image: <https://www.cnet.com/how-to/juneteenth-is-today-what-it-means-why-it-matters-how-to-celebrate-friday/>

**May 25, 2021 will be the one year anniversary of the murder of Mr. George Floyd.**

In an emotional trial, Derek Chauvin was found guilty on all charges for the murder of George Floyd. While this outcome gives closure to George Floyd's family and his daughter, it doesn't solve or put an end to racism. There's still so much work we need to do and help spread the awareness that racism is still an issue we have in today's world.



## Tributes to cities' anti-slavery past *(A Lowell Sun Article)*

<https://www.lowellsun.com/2021/04/30/tributes-to-lowells-and-fitchburgs-anti-slavery-past/>

The first newspaper to openly espouse this view, “The Liberator,” was established in Boston. Its first publisher, William Lloyd Garrison, a prominent abolitionist, journalist and social reformer, oversaw the weekly from 1831 to 1835. The paper appealed to the moral conscience of its readers, urging them to demand immediate freeing of the slaves. Despite its modest operation, it gained prominent and influential readers, including Frederick Douglass, who, after escaping from slavery in Maryland, became a leader of the abolitionist movement in Massachusetts and New York.

At the same time, Massachusetts also provided several stops on the Underground Railroad, a clandestine network run by both blacks and whites, which offered shelter and aid to escaped slaves fleeing to the North and oftentimes Canada. Given this state’s history in this struggle, it’s not surprising to find that several communities, including Fitchburg, Leominster and Lowell, did their part to advance this cause.

Recently, recognition of their efforts drew renewed attention and appreciation to this noble undertaking.

Last week in Lowell, an escaped slave’s barbershop that became a hub of abolitionist activity was officially recognized by the National Park Service for its role in the Underground Railroad. In Fitchburg, an Abolitionist Park, a green space on Snow Street paying tribute to its citizens who opposed slavery, is seeking the public’s help in raising money for the proposed park. Nathaniel Booth, who escaped slavery in Virginia, operated that barber shop on the first floor of Mechanic’s Hall on Dutton Street. There, he and another fugitive slave, Edwin Moore, planned fundraising fairs, arranged anti-slavery lectures and aided fellow freedom-seekers. In 1850, six years after Booth opened his shop, rumors circulated that “manstealers” were coming to Lowell to kidnap runaway slaves, which caused Booth to flee to Canada. However, Booth returned to Lowell a year later and, after another agent for the Boott Cotton Mills helped secure his freedom, he traveled across the Northeast and gave speeches advocating slavery’s abolition, according to information provided by the University of Massachusetts Lowell. When finished, Fitchburg’s Abolitionist Park will stand as a permanent reminder of that city’s role in one of this nation’s greatest struggles.

To keep that history alive, the Friends of the Fitchburg Abolitionist Park scoured neighborhoods to identify possible lots for a “pocket park.” Fitchburg State University donated a parcel of land at 42- 50 Snow St. to serve as the park’s home. “Ideally, the creation of this Abolitionist Park in Fitchburg will give individuals and groups a place to gather and learn about local citizens who before the Civil War were anti-slavery and created methods to disrupt slavery, and who supported the ratification of the 13th Amendment to the U. S. Constitution that abolished slavery after the Civil War,” said Danette Day, co-chair of the Friends of the Fitchburg Abolitionist Park and a member of the Education Department faculty at Fitchburg State University. Fitchburg’s role in the anti-slavery movement dates to the 1830s, when city residents participated in local, regional and national efforts, with multiple homes serving as stations or depots on the Underground Railroad. The Trinitarian Church was established in 1843 as an anti-slavery church, and the home of Benjamin Farwell Snow Jr. (1813-1892) — one of Fitchburg’s stations on the Underground Railroad — was located at Day and Waverly streets. It’s not surprising that two Gateway Cities, which for decades have welcomed immigrants from all over the world seeking a better life, would do the same for the many unfortunate souls forcibly brought to this country as mere chattels.

The residents of Fitchburg and Lowell should be proud of this extraordinary time in their cities’ past, and take it upon themselves to practice a contemporary version of racial acceptance and tolerance.



# Why Are People So Insensitive?

By Sophy Theam

About one year after the Khmer Rouge took over Cambodia, I was born in a labor camp in a small village called Bovel in Battambang Province. I was too young to remember all the hardship that the Khmer “prisoners” went through. But out of natural curiosity I was able to do a number of things to learn about the atrocities and what happened to those who were forced to work in such inhumane conditions, including but not limited to:

- Conducting research projects on Cambodia, the Angkor Kingdom and the Khmer Rouge regime as there was no mention of any of them during my public education.
- Volunteering to transcribe interviews by Khmer Rouge soldiers of “prisoners” of the notorious Tuol Sleng prison (also known as S-21), which was formerly a high school.
- In college, I interviewed my mom and wrote a paper on her life before, during and after the genocide.
- Transcribed, translated and eventually became the assistant director for “Dancing Through Death: the Monkey, Magic & Madness of Cambodia.”
- Helped edit and acted in a play called “Photos from S-21.”
- Wrote my own play called “Flashes” which was titled from my inability to remember the details of my life in the earlier part of my childhood, leading to “adulthood”.
- I agreed with my filmmaker friend to make a documentary on my husband’s life as an orphan called “Lost Child: Sayon’s Journey” (after he gave his permission, of course).
- Participated in an effort to collect stories of Khmer genocide survivors called “More Than a Number.”

When I learned of two activities that took place in this past April (2021), I just really didn’t how to react. Perhaps it’s a part of me being unable to express my feelings throughout my life, as much as I wanted to, so I can’t seem to find any words to show how I feel. However, I will share what happened over the last few weeks, at the very least.

The first was when colorization artist, Matt Loughrey, turned original photos of prisoners from S-21 which were in black and white, colored them and gave the prisoners *smiling faces*.



<https://petapixel.com/2021/04/12/colorization-artist-photoshops-smiles-onto-cambodian-genocide-victims/>

The second instance was when a death metal band from Baltimore debuted on April 12, 2021 (the day before Khmer New Year celebrations were to begin). They named themselves, Tuol Sleng, the torture and execution prison where tens of thousands of Khmer people were killed. They wanted to sell merchandise which had a painting of a gruesome scene in which dead bodies were in a mass grave and a soldier is about to kill a baby. This painting was done by one of the seven survivors of the prison as a way to share how atrocious the Khmer Rouge regime was and the painter did not give the band permission to use his painting this way. The lyrics to their debut song was just so horrendous I can't even include them here in this article as they are both "racist" and "misogynistic."

Here are a few articles that talk about this death metal band who decided to ultimately keep the name Tuol Sleng even after outrage was expressed by mostly the Khmer diaspora.

<https://metalinjection.net/politics/baltimore-death-metal-band-catches-flak-for-naming-itself-after-cambodian-death-camp>

<https://www.khmertimeskh.com/50838340/tuol-slung-band-remains-defiant-and-uses-picture-of-pol-pot-to-say-were-not-changing-our-name/>

<https://www.khmertimeskh.com/50841582/rubbing-new-salt-on-an-old-wound-the-exploitation-of-tragedy-at-s-21/>

I really have no words to express how I feel about the above occurrences except I just can't believe how insensitive some people are. It's really so sad. But then there's been so much cruelty to fellow human beings so this shouldn't be a surprise?



(<https://www.nytimes.com/2021/04/13/world/asia/cambodia-khmer-rouge.html>)



## “No You Cannot Have Five Dollars” - Elliot Hoan



I wanted to create a community for anyone that is curious about topics related to this. You could be straight, gay, bi, lesbian, transgendered, a panda, a penguin, Slytherin, Ravenclaw, etc.

Lol. What kind of things will it have?

It's going to have a bunch of resources to read and navigate through. There's a lot to know and understand about gender, gender pronouns, sexuality, and sexual orientation. The list goes on.

Will there be a possibility for fun events in the future?

Yes lol.

Workshops?

Yeah.

An Open Forum?

Affirmatively.



Eva, the answer to your next question is going to be yes lol.

I was going to ask if I could have five dollars. So can I have five dollars?

-. no. No you cannot have five dollars.

but you said yes.

\* sigh \* alright. I'll send you five dollars on Zelle.

This sounds exciting. Is there anything I can do to help?

You could help however you can. We can help pitch ideas and bring this to life together. If you know anyone that is interested, they can reach out to me at [Elliot.Hoan@ebtc.com](mailto:Elliot.Hoan@ebtc.com)

Sure. I'll let them know.

Wait the meeting started one minute ago. We better go!

Oh lord, you're right. I'll meet you on Starleaf!

*Thus Ends A Modern Epic*

# LGBTQ is Still an Issue in a Workplace

Eva Voraphonh

**June is Pride Month.** Here is a link to the history of the LGBTQ movement, which also contains further resources for those interested: <https://www.history.com/topics/gay-rights/history-of-gay-rights>.

Several years ago, I had the pleasure of meeting a couple through a mutual friend at a house -warming get-together. Right out of college, they both scored jobs with a well-known engineering firm working closely together, but in different departments. Through conversations with them, I learned a few things that made me feel angry and disappointed.

They pretended to be roommates in fear of losing their jobs or being humiliated in their workplace. They would do this by taking separate cars to work and leaving at different times to obscure any suspicion that they were romantically involved. At this point, they've already been in a serious relationship for several years since college. Secondly, no matter how private one could set their social media accounts to be, they never posted or put their relationship in public for the same fear of losing their jobs, and would just hide any information from anyone. Being in a very conservative workplace, the executives and general population in that company made them feel they were walking on glass everyday and having to be careful with every word and action they say or do.

It became more and more difficult for them to hide their relationship as they started to reach life milestones together such as buying a house. Because of the increase in difficulty, one of them was able to find a better paying job with a company that has a great culture while the other one is currently trying to find a new job. Let me just say that I am looking forward to their marriage in the future.

Aside from the happy note of them getting married now and having new jobs, LGBTQ is still an issue in a workplace. So how can we be more accommodating to our LGBTQ community and protect and grow our team members who identify as LGBTQ?

1. We need to offer Transgender-Inclusive Benefits
2. We need to constantly adapt to today's world that still align with our bank's culture and values of a diverse work place
3. We need to offer more educational seminars and workshops on LGBTQ awareness and history
4. We need to integrate protection on our LGBTQ team members by updating our harassment policies
5. We need to establish and promote unity by celebrating and observing LGBTQ related holidays such as "International Day of Pink," "Pronouns Day," and "Trans Day of Visibility."

A few weeks ago I learned about the International Day of Pink. This day originates from when two high school students witnessed someone being bullied because they were wearing a pink shirt and identified as gay. The two students intervened, but they felt there was more they needed to do. They were able to have their entire school wear the color pink in support of the student being bullied and a stand against homophobic bullying. The purpose of this particular day is to "create a more inclusive and diverse world" and encourages all to stand up against any bullying or harassment towards the LGBTQ community.

I admit that I am still actively learning the terms and sayings in respects to our LGBTQ community as one of my personal goals is to be that "safe person" any one could go to and that's what I think we should all strive to be.



[https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.facebook.com%2Fyour.lgbtq.safe.place%](https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.facebook.com%2Fyour.lgbtq.safe.place%2F)

# Self-Care During This Unprecedented Time

Sophy Theam

I have been thinking a lot over the last few weeks on how I need to better take care of myself. Normally, this would happen during “New Year Resolution” time in January, but perhaps I’m now thinking that this is a Khmer New Year resolution time, which started in mid-April! Or maybe it’s because we’re in the Spring season, which reminds me of renewal, sunshine, flowers, and overall healthy well-being that I decided to write this article.

As a mom of a now 10 year old daughter and a soon to be 6 year old son and being very busy at work and in the community, it’s been a challenge to “think of” my own well-being. With a lack of sleep, exercise, and vitamin D, I’ve been feeling tired – exhausted really, very often. But since the beginning of the year, when the weather is above 30 degrees F, on several weekends I would take our kids to a park or trail just to walk, get some sun, and breathe the fresh air that we all need (so we normally would find a place that is not crowded so we can walk with our masks off). I think this has helped a lot. So my “New Year” resolution is to just get outside for at least one of the weekend days and spend a few hours walking (my form of exercise) and spending time hopefully in the sun.

I will attempt to get some fresh air, sun and exercise at least one hour a day during the workweek. That exercise has lately been gardening – part of a project to beautify our home but at the same time get the exercise I really need, something I have stopped doing for a number of reasons since my first child was born.



I know I’m not an avid walker, hiker, runner, or anything ready but at this point in time, I am fine with being “mediocre” for those active things, and I’m not going to feel guilty about it! Otherwise, I won’t do anything at all and I will be back to square one!

<https://star-center.org/self-care-you-gotta-nourish-to-flourish/>



I hope that you, too, if you have been feeling tired (both emotionally and physically) will try to do something on a more habitual basis (what I’m working towards). Being more active (albeit only a little bit more), soaking up some sun, and breathing fresh air is only going to help us.

Remember, there is no “one size fits all” regime for wellness. **Do what you are most comfortable with, but please make time, like I have been trying to!**

([https://www.google.com/url?sa=i&url=https%3A%2F%2Fempoweredlifecounseling.org%2Fself-care-isnt-selfish%](https://www.google.com/url?sa=i&url=https%3A%2F%2Fempoweredlifecounseling.org%2Fself-care-isnt-selfish%2F))



## Asian American and Pacific Islander Heritage Month

May is Asian American and Pacific Islander (AAPI) Heritage Month – a celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian-Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).



Like most commemorative months, AAPI Heritage Month originated in a congressional bill. In June 1977, Reps. Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution that called upon the president to proclaim the first ten days of May as AAPI Heritage Week. The following month, senators Daniel Inouye and Spark Matsunaga introduced a similar bill in the Senate. Both were passed. On October 5, 1978, President Jimmy Carter signed a Joint Resolution designating the annual celebration. Twelve years later, President George H.W. Bush signed an extension making the week-long celebration into a month-long celebration. In 1992, the official designation of May as AAPI Heritage Month was signed into law.

(<https://www.achievementfirst.org/honoring-asian-american-and-pacific-islander-heritage-month/>)

The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants.

A timeline of AAPI history is compiled here: [https://s3.amazonaws.com/site-assets.rbl.ms/diversityinc-media/wp-content/uploads/2017/04/MIB\\_AHM\\_main2017-Timeline.pdf](https://s3.amazonaws.com/site-assets.rbl.ms/diversityinc-media/wp-content/uploads/2017/04/MIB_AHM_main2017-Timeline.pdf).

# Trivia: Asian American & Pacific Islander History and Customs

*Answers will be provided at the end of the Ezine*

1. What island was nicknamed “Ellis Island of the West” because it was a major immigrant processing station in the early part of the twentieth century?
  - A. Goat Island
  - B. Angel Island
  - C. Alcatraz Island
  
2. What were the Pensionados?
  - A. Japanese American veterans from World War II who lobbied congress for pension plans
  - B. Filipino students who came to the U.S. to study medicine, agriculture, and other fields from 1903 to 1910
  - C. Asian American students who started the Yellow Power movement in the 1970s
  
3. Why did many Laotians immigrate to the U.S. after 1975?
  - A. The Khmer Rouge established a state-sponsored extermination of Laotian citizens
  - B. The Cultural Revolution threatened Laotian teachers and intellectuals
  - C. The Pathet Lao, a Communist independent movement, came into power and Laotians feared retaliation.
  
4. What was the purpose of the Chinese Exclusion Act of 1882?
  - A. To increase taxation of the wages of Chinese laborers
  - B. To prohibit the immigration of Chinese laborers into the U.S.
  - C. To establish greater trade controls with China
  
5. When did Chinese workers begin to build the Transcontinental Railroad?
  - A. 1865
  - B. 1900
  - C. 1915

(<https://news.stanford.edu/2019/04/09/giving-voice-to-chinese-railroad-workers/>)



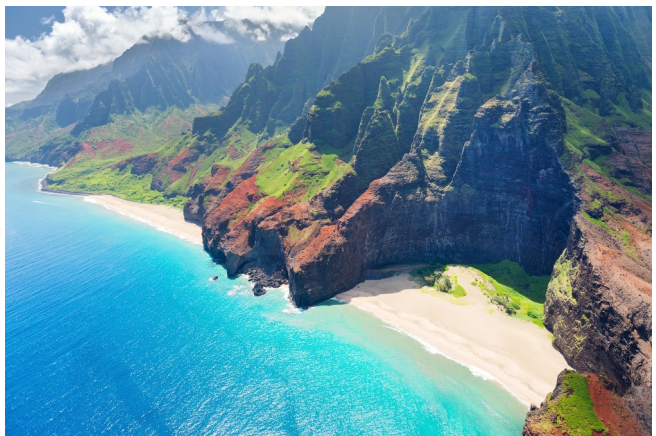
*Building the Transcontinental Railroad*

# Trivia: Asian American & Pacific Islander History and Customs

## Cont'd

*Answers will be provided at the end of the Ezine*

6. In 1976, whose work incorporated Asian American history, myth, and memories of the author's family?
- A. Pearl S. Buck, *The Good Mother*
  - B. Maxine Hong Kingston, *Woman Warrior*
  - C. Amy Tan, *The Joy Luck Club*
7. What group helped to spur passage of the 1991 Civil Rights Act?
- A. Chinese Americans who felt discriminated against in San Francisco's Chinatown
  - B. Cambodian immigrants who had resettled in New England
  - C. Filipino American workers in the Alaskan salmon canneries
8. According to the census, in 2019, what is the population of "Asian alone-or-in combination residents in the United States?"
- A. 10.4 million
  - B. 22.9 million
  - C. 32.5 million
9. In 2019, what was the estimated number of Native Hawaiian and other Pacific Islander population?
- A. 1.2 million
  - B. 1.6 million
  - C. 2.3 million



*Hawaii*

(<https://www.hawaiiinformation.com/>)



## Cinco de Mayo

Cinco de Mayo is a commonly misunderstood “holiday”.

*Please read here for the history behind this date (May 5):*



(<https://www.kpbs.org/news/2019/may/03/san-diegos-top-weekend-arts-events-comedy-concerts/>)

<https://www.npr.org/2019/05/05/720376183/the-real-history-of-cinco-de-mayo>

<https://www.history.com/topics/holidays/cinco-de-mayo#:~:text=Cinco%20de%20Mayo%2C%20or%20the,as%20Battle%20of%20Puebla%20Day>

# National Caribbean American Heritage Month Facts

**Bethzalie Santos**

June is National Caribbean American Heritage Month! Since I'm from the Caribbean (Dominican Republic), I thought it would be great to share some facts about the Caribbean.

- There are four main island groups in the Caribbean region which are the Greater Antilles, Leeward Islands, Leeward Antilles, and the Windward Islands.
- The Caribbean is made up of these Islands: The Bahamas, Jamaica, Puerto Rico, Dominican Republic, Cuba, Haiti, Dominica, Anguilla, British Virgin Islands, U.S. Virgin Islands, St. Vincent and the Grenadines, Aruba, Turks and Caicos Islands, Bermuda, Nevis, St. Lucia, Barbados, Cayman Islands, Antigua and Barbuda, Curaçao, Bonaire, Trinidad, St. Martin, St. Barthelemy, Martinique, Grenada, Guadeloupe, St. Kitts and Nevis, Saba, Montserrat
- The Caribbean region is what is called an archipelago, made up of around 700 islands, islets, reefs, and caves.
- Only around 2% of the islands in the Caribbean are inhabited by people.
- The island of Saba has the shortest commercial airline runway in the world at only 1,312 feet long.
- The first Secretary of Treasury of the US, Alexander Hamilton, was born in the Caribbean island of Nevis.
- Dominican Republic is the only country with a Bible on the flag. It is said to be open to John 8:32 "...and the truth shall make you free."
- There are over 500 species of bird, including 172 species that are found nowhere else in the world.
- The Mesoamerican Barrier Reef is the largest marine habitat in the Caribbean and the second largest in the world stretching 600 miles.
- Haiti was the first country in the Western hemisphere to abolish slavery after breaking free from France on January 1<sup>st</sup>, 1804.
- US citizens do not need a passport to visit Puerto Rico.
- The music genres Reggae and Dancehall originated in Jamaica.

Source:

<https://www.caribbeanandco.com/>





## Diversity Calendar

### May

May is *Mental Health Awareness Month, Jewish American Heritage Month, National Asian American and South Pacific Islander Heritage Month, ALS Awareness Month, Haitian Heritage Month, Indian Heritage Month, and Older Americans Month.*

**May 1:** Beltane- An ancient Celtic festival celebrated on May Day, signifying the beginning of summer.

**May 5:** Cinco de Mayo- Commemorates Mexico's defeat of the French army.

**May 6:** National Day of Prayer- A day of observance to pray to God.

**May 9:** Laylat al-Qadr- Known as the Night of Power and commemorates the night that the Quran was first revealed to the prophet Muhammad.

**May 12-13:** Eid al-Fitr- The first day of the Islamic month of Shawwal, marking the end of Ramadan.

**May 13:** Ascension of Jesus or Ascension Day- Celebrated as the ascension of Christ from Earth in the presence of God.

**May 16-18:** Shavuot- Jewish holiday that marks the wheat harvest in Israel and commemorates the anniversary of the day when God gave the Torah to the nation of Israel assembled at Mount Sinai.

**May 17:** International Day Against Homophobia, Transphobia, and Biphobia- Raises awareness of LGBT rights.

**May 21:** World Day for Cultural Diversity for Dialogue and Development- A day to deepen our understanding of the values of cultural diversity and to learn to live together in harmony.

**May 22:** Declaration of the Bab- The day of the declaration of the Bab, the forerunner of Baha'u'llah, the founder of the Baha'i faith.

**May 23:** Pentecost- The celebration of the giving of the Ten Commandments by God at Mount Sinai.

**May 26:** Buddha Day- Buddhist festival that marks Gautama Buddha's birth, enlightenment, and death.

**May 30:** Trinity Sunday- A feast in honor of the Holy Trinity.

**May 30:** All Saints' Day- Celebrated on the first Sunday after Pentecost, in recognition of all known and unknown saints.

**May 31:** Memorial Day- A federal holiday established to honor military veterans who died in wars fought by Americans forces.

## Diversity Calendar Cont'd

### June

June is *National Caribbean American Heritage Month, Pride Month, Black Music Month, Alzheimer's and Brain Awareness Month, and AIDS Awareness Month.*

**June 3:** Corpus Christi- Catholic holiday celebrating the presence of the body and blood of Christ, in the Eucharist.

**June 8:** Race Unity Day- A day to promote racial harmony and understanding.

**June 12:** Loving Day- Anniversary of the Supreme Court decision, ending bans on interracial marriage.

**June 14:** Flag Day- Observed to celebrate the history and symbolism of the American flag.

**June 15:** Native American citizenship day- Commemorating the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans.

**June 19:** Juneteenth- Also known as Freedom Day or Emancipation Day. Commemorates the emancipation of African Americans.

**June 21:** National Indigenous Peoples Day- A day that gives recognition to the indigenous populations affected by colonization in Canada.

**June 21:** Litha- Summer Solstice

**June 24:** Pride Day

Sources:

<https://www.diversitybestpractices.com/2021-diversity-holidays>  
<https://www.kazoo.hr.com/resources/library/inclusive-workplace-calendar>  
<https://www.diversityresources.com/2021-diversity-calendar/>



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# Trivia: Asian American & Pacific Islander History and Customs

## Answers

1. What island was nicknamed “Ellis Island of the West” because it was a major immigrant processing station in the early part of the twentieth century?

B. Angel Island - [Angel Island](#) processed mainly Asian immigrants from 1910 to 1940.

2. What were the Pensionados?

B. Filipino students who came to the U.S. to study medicine, agriculture, and other fields from 1903 to 1910 - *The Pensionados came to the U.S. under the aegis of the U.S. government. Most of these Filipino students returned to [the Philippines](#) and made significant contributions to agriculture, business, education, medicine, and government.*

3. Why did many Laotians immigrate to the U.S. after 1975?

C. The Pathet Lao, a Communist independent movement, came into power and Laotians feared retaliation. - *Many Laotians feared the Pathet Lao and fled to the U.S. in the 1970s. During this same period as the Pathet Lao, a large wave of Cambodians fled from the Khmer Rouge regime and their horrific "killing fields." The Cultural Revolution, which took place from 1966 to 1976, occurred in China under General Mao Zedong.*

4. What was the purpose of the Chinese Exclusion Act of 1882?

B. To prohibit the immigration of Chinese laborers into the U.S. - *Before 1882, anti-Chinese sentiment had increased and riots occurred in San Francisco due to the quantity of cheap Chinese labor. The Chinese Exclusion Act banned immigration of Chinese laborers for 10 years. Subsequent laws expanded this power, and were finally repealed with new immigration laws in 1943.*

5. When did Chinese workers begin to build the Transcontinental Railroad?

A. 1865 - . *The Central Pacific Railroad recruited Chinese to work on the [transcontinental railroad](#) in 1865.*

## Trivia: Asian American & Pacific Islander History and Customs

### Answers Cont'd

6. In 1976, whose work incorporated Asian American history, myth, and memories of the author's family?

B. Maxine Hong Kingston, *Woman Warrior* - *The publication of Kingston's family memoir was notable for its mainstream success and was awarded the [National Book Award](#) in 1976.*

7. What group helped to spur passage of the 1991 Civil Rights Act?

C. Filipino American workers in the Alaskan salmon canneries - *In the Supreme Court case *Wards Cove Packing Co. v. Atonio*, Filipino workers claimed discriminatory workplace practices because office workers were recruited through a home office, while cannery workers were hired from a Filipino hiring hall. Through a technicality, the workers lost the case. The Civil Rights Act of 1991 sought to overturn the verdict and protect "the right of employees to challenge practices that disproportionately exclude women or minorities from America's workplaces."*

8. According to the census, in 2019, what is the population of "Asian alone-or-in combination residents in the United States?"

B. 22.9 million - *The estimated number of the Asian population of Chinese, except Taiwanese, descent in the United States in 2019. The Chinese (except Taiwanese) population was the largest Asian group, followed by Asian Indian (4.6 million), Filipino (4.2 million), Vietnamese (2.2 million), Korean (1.9 million) and Japanese (1.5 million). These estimates represent the number of people who reported a specific detailed Asian group alone, as well as people who reported that detailed Asian group in combination with one or more other detailed Asian groups or another race(s).*

9. In 2019, what was the estimated number of Native Hawaiian and other Pacific Islander population?

B. 1.6 million - *According to the census, the Native Hawaiian population was the largest detailed Native Hawaiian and Other Pacific Islander (NHPI) group, followed by Samoan (204,640) and Guamanian or Chamorro (160,773). These estimates represent the number of people who reported a specific detailed NHPI group alone, as well as people who reported that detailed NHPI group in combination with one or more other detailed NHPI groups or another race(s).*