

diversity newsletter October

National Disability Employment Awareness Month



October is a time of celebrating multiple ethnic heritages:

Filipino American Heritage Month

German American Heritage Month

National Italian American Heritage Month — this October diversity month honors the more than 26 million Italian-Americans living in the United States. As the seventh-largest ethnic group, this month celebrates the unique cultural contributions they have made to the country)

Polish American Heritage Month

October is also a time for certain awareness:

Breast Cancer Awareness Month — October is Breast Cancer Awareness Month. Its goal is to increase awareness of the disease and get women the help they need.

National Disability Employment Awareness Month — Our October diversity topics include National Disability Employment Awareness, promoting awareness of employment for people with disabilities. This month dates back to 1945 when Congress declared the first week of October “National Employ the Physically Handicapped Week.” It has since been expanded to a full month, aiming to inspire full integration of people with disabilities into the workplace.

October is National Disability Employment Awareness Month. This observance was launched in 1945 when Congress declared the first week in October as “National Employ the Physically Handicapped Week.” In 1998, the week was extended to a month and renamed. The annual event draws attention to employment barriers that still need to be addressed.

Domestic Violence Awareness Month

Down Syndrome Awareness Month

LGBT History Month — a U.S. observance started in 1994 to recognize lesbian, gay, bisexual and transgender history and the history of the gay-rights movement.

**UNC Anesthesia
DEI Committee Members:**

Amber Allred
Lauren Andrews
Annika Barnett
Robin Brennan
Cassandra Fox

Amanda Greer
Lynn Harris
Caryn Hertz
UK Iroha
Nasir Khatri
Skye Margolies
Dan Moyles

Gin Niver (newsletter de-
signer)
Suraj Oomman
Brittney Paduchowski
Liz Ross
Beckett Shea-
Shumsky

Marwa Sidani
Corine Thompson
Shanna Weaver
Kim Nichols (Chairperson,
Anesthesia DEI Committee)

Please reach us at AIMSDiversity@ad.unc.edu — Thank you!



October Diversity Calendar

2: International Day of Nonviolence

2-9: Sukkot — a seven-day Jewish festival giving thanks for the fall harvest.

4: St. Francis Day — feast day for St. Francis of Assisi, the patron saint of animals and the environment, celebrated by many Catholic denominations.

4: Blessing of the Animals — in congruence with St. Francis Day. Many Unitarian Universalists have picked up on the Catholic tradition of blessing animals, particularly pets, as St. Francis was known for his special connection to animals.

6: German American Heritage Day — first proclaimed by President Reagan in 1983. This date marked the 300th anniversary of the founding of Germantown. While historical research has shown that nearly all of the first thirteen Quaker and Mennonite families that immigrated were Dutch (instead of German), this day has continued to be observed with German-themed activities.

9-11 (sundown to sundown): Shemini Atzeret — a Jewish holiday also known as The Eighth (Day) of Assembly, takes place the day after the Sukkot festival, where gratitude for the fall harvest is deeply internalized.

10-11 (sundown to sundown): Simchat Torah — a Jewish holiday, marks the end of the weekly readings of the Torah. The holy book is read from chapter one of Genesis to Deuteronomy 34 and then back to chapter one again, in acknowledgement of the words of the Torah being a circle, a never-ending cycle.

11: National Coming Out Day (U.S.) — For those who identify as lesbian, gay, bisexual or transgender, this day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.

12: National Indigenous Peoples Day — an alternative celebration to Columbus Day, gives recognition to the indigenous populations affected by colonization.

15: White Cane Safety Day (Blindness Awareness Day)

17-25: Navaratri — the nine-day festival celebrating the triumph of good over evil. It worships God in the form of the universal mother commonly referred to as Durga, Devi or Shakti, and marks the start of fall.

18: Women in Military Service for America Memorial Anniversary

18: Birth of Báb — a Bahá'í holiday celebrating the birth of the prophet Báb.

18-19 (sundown to sundown): The birth of Bahá'u'lláh — the founder of the Bahá'í religion.

20: Sikh Holy Day — the day Sikhs celebrate Sri Guru Granth Sahib, their spiritual guide.

25: Dasara, or Vijaydashami — in the eastern and northeastern states of India, it marks the end of Durga Puja, remembering goddess Durga's victory over the buffalo demon Mahishasura to help restore dharma.

28-29 (sundown to sundown): Eid Milad un-Nabi — an Islamic holiday commemorating the birthday of the prophet Muhammad. During this celebration, homes and mosques are decorated, large parades take place, and those observing the holiday participate in charity events.

October 29: Mawlid Al-Nabi, the observance of the birthday of Islam founder Prophet Muhammad, celebrated during the month of Rabiulawal, the third month of the Muslim calendar. It was declared an official holiday by the Ottomans in 1588, and later approved by most denominations of Islam as the commemoration of Muhammad's birthday. Today the date is recognized as a national holiday in most Muslim-majority countries.

October 31: All Hallows' Eve (Halloween), a celebration observed in a number of countries on the eve of the Western Christian feast of All Hallows' Day. It begins the three-day observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallows), martyrs and all the faithful departed.

October 31: Reformation Day, a Protestant Christian religious holiday celebrated alongside All Hallows' Eve (Halloween) during the triduum of Allhallowtide in remembrance of the onset of the Reformation.

October 31-November 1 (sundown to sundown): Samhain, a Gaelic festival marking the end of the harvest season and the beginning of winter or the "darker half" of the year.

October 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 ♦ International Day of Nonviolence	2 ♦ Sukkot (2-9)	3 ♦ Sukkot
4 ♦ Sukkot ♦ St. Francis Day ♦ Blessing of the Animals	5 ♦ Sukkot (2-9)	6 ♦ Sukkot ♦ German American Heritage Day	7 ♦ Sukkot	8 ♦ Sukkot	9 ♦ Sukkot ♦ Shemini Atzeret (9-11, sundown)	10 ♦ Shemini Atzeret ♦ Simchat Torah (10-11, sundown)
11 ♦ Shemini Atzeret ♦ Simchat Torah ♦ National Coming Out Day (U.S.)	12 ♦ National Indigenous Peoples Day	13	14	15 ♦ White Cane Safety Day (Blindness Awareness Day)	16	17 ♦ Navaratri (17-25)
18 ♦ Navarati ♦ Women in Military Service for America Memorial Anniversary ♦ Birth of Báb Memorial ♦ The Birth of Bahá'u'lláh (18-19)	19 ♦ Navaratri ♦ The Birth of Bahá'u'lláh	20 ♦ Navaratri ♦ Sikh Holy Day	21 ♦ Navaratri	22 ♦ Navaratri	23 ♦ Navaratri	24 ♦ Navaratri
25 ♦ Navaratri ♦ Dasara, or Vijayadashami	26 ♦ Eid Milad un-Nabi	27	28	29	30	31 ♦ All Hallows' Eve (Halloween) ♦ Samhain (31-Nov.1)

Upcoming Events & Diversity Trainings

- ◆ 10/1, 10/28, 11/19, 12/02, 12/17 — Green Zone (military affiliated student experience), [link](#)
- ◆ Oct. 1 @ 5-6:15 pm: Magic Hour: Black Entrepreneurs Meetup (Kenan Institute Entrepreneurship Center, Registration needed: <https://sph.unc.edu/event/magic-hour-black-entrepreneurs-meetup/>)
- ◆ Oct. 5 @ 1-3:00 pm: NIH Office of Intramural Training & Education - Suicide Prevention and Training English (North Carolina Clinical and Translational Sciences Institute), October 5 @ 1:00 pm- 3:30 pm, <https://tracs.unc.edu/index.php/calendar/83-miscellaneous-events/1639-nih-office-of-intramural-training-education-suicide-prevention-and-training>
- ◆ 10/05 — AHRQ/NRSA Seminar | The importance of extending evidence to Black populations | Mya Roberson, <https://www.shepscenter.unc.edu/events/ahrq-nrsa-seminar-the-importance-of-extending-evidence-to-black-populations-mya-roberson/>
- ◆ Oct. 6 @ 1-3:00 pm: Local LGBTQ+ Virtual Resource Fair (Training Initiative for Biological and Biomedical Sciences, LGBTQ+ Centers of UNC, Carrboro, Durham, and Raleigh), October 6 @ 1:00 pm- 2:00 pm, https://apps.research.unc.edu/events/index.cfm?event=events.eventDetails&event_key=C09C07A97193ECFDDEC0DC9F12EA3447EBC6DA7E
- ◆ 10/07 — How Pandemics Show Us Who We Are: Race and Risk in the United States, <https://www.unc.edu/event/health-human-rights-lecture/>
- ◆ Oct. 7 @ 4:30-6:30 pm: Carolina's Black Trailblazers: Spaces of Belonging (Institute of African American Research), Registration needed: <http://iaar.unc.edu/black-trailblazers/>
- ◆ Oct. 7 @ 6:30-7:30PM: Ida B. Wells Symposia | History of Racial Terror with Paris Miller (Center for the Study of the American South, Orange County Community Remembrance Coalition, Chapel Hill-Carrboro NAACP), Registration needed: <https://www.unc.edu/event/ida-b-wells-symposia-history-of-racial-terror-with-paris-miller/>
- ◆ Oct. 8-12 @ 6:30 pm- 7:15 pm: Parent Child Self-Compassion Class- ONLINE (Frank Porter Graham Child Development Institute), Registration required, 298\$ to attend: https://apps.research.unc.edu/events/index.cfm?event=events.eventDetails&event_key=22C0C12B5BA75F5D230FA6A99C6CE16C41755F3C
- ◆ 10/9 — NUTRITION SEMINAR: WHAT ARE MY BIASES? IMPLICIT BIAS INVENTORY AND DIALOGUE, <https://sph.unc.edu/event/nutrition-seminar-what-are-my-biases-implicit-bias-inventory-and-dialogue/>
- ◆ October 9, October 13: Queer MiniCon: Showcasing LGBTQIA+ Research and Expression in North Carolina to honor National Coming Out Day (LGBTQ Center)<https://lgbtq.unc.edu/news-and-events/news/queer-minicon-2020-call-proposals>
- ◆ October 9-11, virtual race: Kilometers For The Kids Fundraiser Race (Carolina For The Kids Foundation), <https://runsignup.com/Race/NC/ChapelHill/CarolinaFortheKidsformerlyUNCDanceMarathon>
- ◆ 10/12 — AHRQ/NRSA Seminar | Mistrust and barriers to help-seeking for Black men | Leslie Adams, <https://www.shepscenter.unc.edu/events/ahrq-nrsa-seminar-mistrust-and-barriers-to-help-seeking-for-black-men-leslie-adams/>

- ◆ October 14 @ 2:00 pm - 3:00 pm, **Creating Safe and Inclusive Environments for Faculty and Students in the Biomedical Setting** (*Office of Faculty Affairs and Leadership Development*), Registration needed: <https://www.med.unc.edu/facultyaffairs/event/creating-safe-and-inclusive-environments-for-faculty-and-students-in-the-biomedical-setting/>
- ◆ October 14 @ 4:30 pm- 6:30 pm: **Carolina's Black Trailblazers: Inclusion across Carolina's Landscape** (*Institute of African American Research*), Registration needed: <http://iaar.unc.edu/black-trailblazers/>
- ◆ October 14 @ 6:30 pm- 8:30 pm: **Growing up with Siblings with Intellectual or Developmental Disabilities – a Panel Discussion** (*Carolina Institute for Developmental Disabilities*), Registration needed: <https://news.unhealthcare.org/som-vital-signs/user-submitted/growing-up-with-siblings-with-intellectual-or-developmental-disabilities-2013-a-panel-discussion201d>
- ◆ October 16 @ 12:00 pm - 1:00 pm: **Tyson Brown: Structural Racism and Health Stratification in the U.S.: Connecting Theory to Measurement** (*Social Epidemiology Research Program, Carolina Population Center*), Registration needed: https://www.cpc.unc.edu/event/tyson-brown-talk-tba/?utm_source=Carolina+Population+Center&utm_campaign=aa3b1586f7-EMAIL_CAMPAIGN_2020_09_04_02_39&utm_medium=email&utm_term=0_807b260e90-aa3b1586f7-36743809
- ◆ October 20 @ 2:00 pm – 3:00 pm: **Interdisciplinary Seminar in Health Disparities: Direct Care Workforce Job Quality and the Impact of COVID-19** (*Cecil G. Sheps Center for Health Services Research*), Registration needed: <https://www.shepscenter.unc.edu/events/interdisciplinary-seminar-in-health-disparities-healthcare-delivery-in-the-age-of-covid-19/>
- ◆ October 20 @ 5:30 pm – 7:00 pm: **Free Speech on Campus** (*UNC Program for Public Discourse*), Registration needed: <https://www.unc.edu/event/free-speech-on-campus/>
- ◆ October 27 @ 2:00 pm – 3:00 pm: **Interdisciplinary Seminar in Health Equity: Transportation Equity, the Disabled, and Health Disparities** (*Cecil G. Sheps Center for Health Services Research*), Registration needed: <https://www.shepscenter.unc.edu/events/interdisciplinary-seminar-in-health-equity-transportation-equity-the-disabled-and-health-disparities/>
- ◆ Oct. 28 @ 11:30-12:30 pm: **Panel Discussion: How Women Lead in the Business of Health** (*UNC Center for the Business of Health, 100 Women Initiative*), Registration needed: <https://sph.unc.edu/event/how-women-lead-in-the-business-of-health/>
- ◆ October 28 @ 3:00 pm – 3:30 pm: **Fostering Resilience for Our Children: From Birth Through Adolescence** (*Frank Porter Graham Child Development Institute*), Registration needed: <https://www.unc.edu/event/fpg-distinguished-lecture-series-welcomes-dr-joanna-lee-williams/>
- ◆ Oct 28, and Nov 18 (ongoing discussion group) — **Dismantling Racism in Academia - Journal Club & Discussion Group**, [link](#)
- ◆ October 29 @ 8:00 am – 1:00 pm: **Regional Inequality in Europe and the United States** (*Kenan Institute Entrepreneurship Center*), Registration needed: <http://createprosperity.unc.edu/index.php/event/regional-inequality-in-europe-and-the-united-states/>
- ◆ October 29 @ 6:00 pm – 7:00 pm: **US construction of race and how to disrupt racist systems** (*UNC Center for Middle East and Islamic Studies*), <http://mideast.unc.edu/event/virtual-lecture-us-construction-of-race-and-how-to-disrupt-racist-systems-with-kiah-glenn-elon-university-center-for-race-ethnicity-diversity-education/>

- ◆ 11/02 — AHRQ/NRSA Seminar | Racial inequities in cancer screening and strategies to address them | Jennifer Richmond, <https://www.shepscenter.unc.edu/events/ahrq-nrsa-seminar-racial-inequities-in-cancer-screening-and-strategies-to-address-them-jennifer-richmond/>
- ◆ November 4 @ 10:00 am - 2:30 pm: Methods for Cross Cultural Research Short Course (Odum Institute), Registration needed: <https://sph.unc.edu/event/methods-for-cross-cultural-research-short-course/>
- ◆ November 5 @ 10:00 am - 11:30 am: MURAL Series: Working with professional interpreters, translators, and research participants who speak primary languages other than English (North Carolina Clinical and Translational Sciences Institute), Registration needed: <https://tracs.unc.edu/index.php/calendar/81-tracs-sponsored-events/1611-fall-2020-mural-3>
- ◆ November 9 @ 2:00 pm: Race Workshop: Transgenerational Trauma and Behavioral Health in Latinx Populations (Institute of African American Research), <http://iaar.unc.edu/fall-events/>
- ◆ November 10 @ 2:00 pm - 4:30 pm: Odum Institute Short Course — Equity Consideration for Scholars: Taking a Critical Approach to Research (Odum Institute), Registration needed, 20\$ to attend: <https://sph.unc.edu/event/odum-institute-short-course-equity-consideration-for-scholars-taking-a-critical-approach-to-research/> Interdisciplinary
- ◆ November 10 @ 2:00 pm – 3:00 pm: Seminar in Health Equity: Journals and Health Disparities (Cecil G. Sheps Center for Health Services Research), Registration needed: <https://www.shepscenter.unc.edu/events/interdisciplinary-seminar-in-health-equity-journals-and-health-disparities/>
- ◆ November 13 @ 12:00 pm - 1:00 pm: Margaret Hicken: Landscapes of racial dispossession and control: Cultural and structural racism and population health inequities (Carolina Population Center), Registration needed: <https://www.cpc.unc.edu/event/margaret-hicken-landscapes-of-racial-dispossession-and-control/>
- ◆ November 17 @ 2:00 pm – 3:00 pm: Interdisciplinary Seminar in Health Disparities: Health Disparity Issues Faced by Home Health Workers since the COVID-19 Pandemic (Cecil G. Sheps Center for Health Services Research), Registration needed: <https://www.shepscenter.unc.edu/events/interdisciplinary-seminar-in-health-disparities-healthcare-delivery-in-the-age-of-covid-19-2/>
- ◆ November 25 @ 2:00 pm - 3:00 pm: Creating Successful Institutional Culture Change Initiatives at Academic Medical Centers (Office of Faculty Affairs and Leadership Development), Registration needed: <https://www.med.unc.edu/facultyaffairs/event/creating-successful-institutional-culture-change-initiatives-at-academic-medical-centers/>
- ◆ (More info via [link](#)) — LGBTQ Center Safe Zone Trainings:
 - ◆ Standard Safe Zone: 10/12, 10/20, 11/16
 - ◆ Health Care Safe Zone: 10/15, 11/10
 - ◆ Safe Zone Continuing Education- Transgender and Nonbinary: 10/25, 11/17
 - ◆ Safe Zone Continuing Education- Intersex: 9/8, 10/28
- ◆ LGBTQ Center Book Club: 1st and 3rd Friday starting 8/21 from 6:30 pm - 7:30 pm, (more info via [link](#))
- ◆ Trans Talk Tuesday (LGBTQ Center): 1st and 3rd Tuesdays at 6:30 on Zoom, (more info via [link](#))
- ◆ Structures of Inequality: A Focused Look at Systems of Racism (Honors Carolina — Registration required ([link](#)))
 - ◆ 10/8, Systemic Racism and Economic Disparities
 - ◆ 10/20, Systemic Racism and Voting
 - ◆ 11/2, Systemic Racism and The Way We Think

Additional Trainings & Information

- ◆ Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>
- ◆ DEI Trainings & DEI Certificate Program: <https://www.med.unc.edu/inclusion/programs-and-initiatives/dei-certificate-program/>
- ◆ The Racial Equity Institute: <https://www.racialequityinstitute.com/>

Important terms to keep in mind as we learn about embracing our diversity

Diversity Dictionary

- ◆ **Bias:** A form of prejudice that results from our tendency and needs to classify individuals into categories.
- ◆ **Disability:** Physical or mental impairment that affects a person's ability to carry out normal day-to-day activities.
- ◆ **Diversity:** Socially, it refers to the wide range of identities. A broad includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.
- ◆ **Discrimination:** The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favor one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.
- ◆ **Equity:** The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.
- ◆ **Inclusion:** The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
- ◆ **Ally:** Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.