

diversity newsletter

November

National American Indian Heritage Month



National American Indian Heritage Month was established in 1990 by President George H.W. Bush, who approved a joint resolution designating the celebration. It's the best time of the year to note the important contributions of Native Americans, and the unique challenges they've faced in the past and present. In response to an effort by many to gain a day of recognition for the great influence American Indians have had upon the U.S., Congress designated a week of October to celebrate **Native American Awareness Week** in 1976. Yearly legislation was enacted to continue the tradition until August of 1990, when President Bush approved the designation of November as **National American Indian Heritage Month**. Each year a similar proclamation is issued. President Clinton noted in 1996, "Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against all odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence." November is an appropriate month for the celebration because it is traditionally a time when many American Indians hold fall harvest and world-renewal ceremonies, powwows, dances, and various feasts. The holiday recognizes hundreds of different tribes and approximately 250 languages, and celebrates the history, tradition, and values of American Indians. National American Indian Heritage Month serves as a reminder of the positive effect native peoples have had on the cultural development and growth of the U.S., as well as the struggles and challenges they have faced.



Photo from NC Museum of History's American Indian Heritage Celebration (Source: [website](#)).

For more information:

- ◆ <http://diversitycentral.com/calendar/heritagemonthguide.php>
- ◆ <https://www.officeholidays.com/diversity-months/american-indian-heritage-month>
- ◆ <https://nativeamericanheritagemonth.gov/>
- ◆ <https://americanindian.si.edu/nk360>

Find out more about the **eight recognized tribes** in NC!

- ◆ Cherokee (<https://visitcherokeenc.com/eastern-band-of-the-chokeee/>)
- ◆ Coharie (<http://coharietribe.org/>)
- ◆ Lumbee (<https://www.lumbeetribe.com/>)
- ◆ Haliwa-Saponi (<http://www.haliwa-saponi.com/>)
- ◆ Sappony (<https://www.sappony.org/>)
- ◆ Meherrin (<http://meherrinnation.org/index2.html>)
- ◆ Occaneechi Band of Saponi Nation (<http://obsn.org/>)
- ◆ Waccamaw-Siouan (<https://waccamaw-siouan.org/>)
- ◆ <https://www.ncpedia.org/tribes>
- ◆ <https://www.ncmuseumofhistory.org/american-indian/handouts/timeline>
- ◆ <https://americanindiancenter.unc.edu/resources/about-nc-native-communities/>

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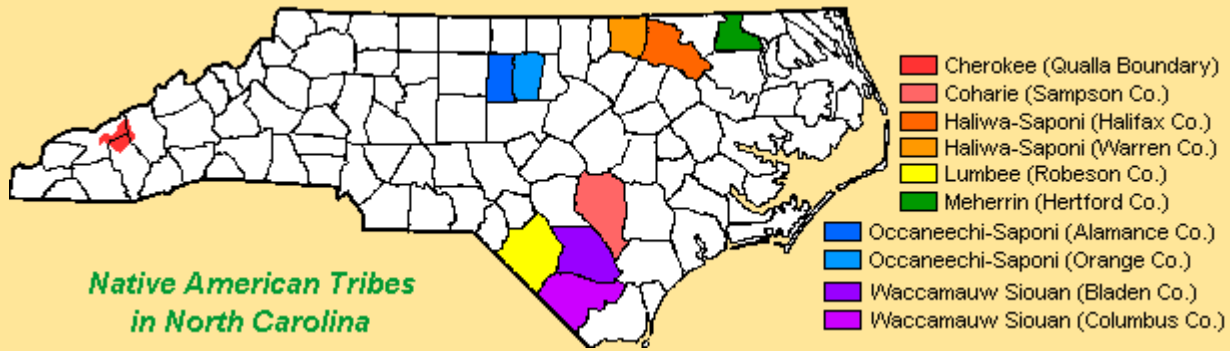
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Please reach us at AIMSDiversity@ad.unc.edu — Thank you!



November Diversity Calendar

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 13: World Kindness Day

November 14: Diwali, the Hindu, Jain and Sikh five-day festival of lights that may coincide with harvest and new year celebrations and celebrates new beginnings and the triumph of good over evil and lightness over darkness.

The day before Diwali is spent cleaning the house, shopping, and decorating with flowers. A design is painted in white in front of the door of the house to bring good luck. Lamps are lit for the entire five days besides roads and streams, along edges of roofs, and on window sills to enable Lakshmi, the Hindu goddess of prosperity, to find her way to every home. For Jains, Diwali is celebrated as the day that Mahavira attained Nirvana.

November 16—Dutch American Heritage Day, The United States and the Netherlands have a longstanding friendship, commemorated on November 16th each year. This holiday dates back to November 16, 1776, when the Netherlands was one of the first countries to recognize the United States as a sovereign nation. As a result, Congress declared a national holiday!

November 16: International Day of Tolerance

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 – Day of the Covenant (Baha'i)

November 25 is International Day for the Elimination of Violence Against Women, designated in 1999 by the UN General Assembly. At least 1 out of every 3 women around the world has been beaten, coerced into sex, or otherwise abused in her lifetime — with the abuser usually someone known to her.

November 25 to December 10, the 16 Days of Activism against Gender-Based Violence, aims to raise public awareness and mobilize people everywhere to bring about change. (You'll notice that the beginning of the 16 days is actually Int'l Day for the Elimination of Violence Against Women, and the final day is Human Rights Day.)

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 27 – Ascension of Abdu'l-Baha (Baha'i)

November 29 – Eid Milad ul-Nabi (Muslim)

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.

November 30: Guru Nanak Jayanti, a famous festival in India, celebrated to honor the birth of Guru Nanak, who was the first Sikh Guru. It is a special festival for the Sikh community residing in the state of Punjab. Guru Nanak's birthday usually falls on Kartik Purnamashi, according to the Indian calendar.

More Info:

<https://excellentpresence.com/555/diversity-calendar-2020-multicultural-holidays/>

<https://www.tmcc.edu/diversity/awareness-calendar>

November 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 ♦ All Saints' Day	2 ♦ All Souls' Day	3	4	5	6	7
8	9	10	11 ♦ Veterans Day	12	13 ♦ World Kindness Day	14 ♦ Start of Diwali
15	16 ♦ Dutch American Heritage Day ♦ International Day	17	18	19	20 ♦ Transgender Day of Remembrance	21
22 ♦ Feast of Christs the King			25 ♦ Day of the Covenant (Bahá'í) ♦ International Day for the Elimination of Violence Against Women ♦ Start of 16 Days of Activism against Gender Based Violence ♦ Nativity Fast	26 ♦ Thanksgiving (USA)	27 ♦ Native American Heritage Day ♦ Ascension of Abdu'l-Baha (Bahá'í)	
29 ♦ Eid Milad ul-Nabi (Muslim) ♦ Start of Advent	30 ♦ St. Andrew's Day ♦ Guru Nanak Jayanti	<p>(above) Photo from NC Museum of History's American Indian Heritage Celebration (source: website).</p>			(to right) Cherokee Beadwork by Martha Berry (source: website)	

Upcoming Events & Diversity Trainings

- ◆ 11/19, 12/02, 12/17 — Green Zone (military affiliated student experience), [link](#)
- ◆ 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 20-21 — American Indian Heritage Celebration North Carolina Museum of History (Free admission!): <https://www.ncmuseumofhistory.org/aihc-2020>
- ◆ 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: 11/16
 - ◆ Health Care Safe Zone: 11/10
 - ◆ Safe Zone Continuing Education- Transgender and Nonbinary: 11/17
- ◆ 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](#))

Additional Trainings & Information

[Structures of Inequality: System Racism and The Way We Think, November 2 @ 4:00 - 4:45 PM](#)

Today, the longstanding realities of systemic racism are being laid bare by the COVID-19 pandemic and ongoing police violence. Issues of injustice and inequality are broad, deep, and interconnected. Honors Carolina invites the campus community to come together for six topical discussions with faculty experts and six hours of action designed to marshal knowledge in the fight against racism. Series Schedule: Systemic Racism and Health Disparities Geni Eng, Professor Gillings School of Global Public Health Thursday, August 27 4:00 PM... [Find out more »](#)

[IAAR Graduate Student Colloquium Talk: “Technology Sounds: Black Sonic Technopoetics, 1908-1972”, November 4 @ 2:00 pm](#)

The Institute of African American Research's Graduate Student Colloquium talks by graduate students who were awarded the IAAR Graduate Student Summer Research grant will present Aldwyn Hogg, Jr., Department of Musicology, who will speak on "Technology Sounds: Black Sonic Technopoetics, 1908-1972." [Find out more »](#)

[National First-Generation College Student Celebration, November 5 @ 6:00 pm - 7:00 pm](#)

Join DJ Faro and your first-generation college student peers and champions for this National First-Generation College STUDENT Celebration. Brought to you by the Council for Opportunity in Education and the Center for First-generation Student Success, this will be a fun-filled hour of music, trivia, and prizes. Engage with us on social media using hashtag #CelebrateFirstGen2020 to join forces with and show love to your first-gen community.

[First Gen Faculty Panel: “How My Identity Influences My Academic Research”, November 6 @ 4:00 pm - 5:30 pm](#)

Join us for a panel discussion with some of our own outstanding first-generation faculty. The panelists will share their own personal experiences as first-generation faculty and why they've chosen their particular area of research. Panelists include: Cassandra Davis, PhD, Research Assistant Professor in the Department of Public Policy, College of Arts & Sciences Nicole Else-Quest, PhD, Associate Professor in the Department of Women's & Gender Studies, College of Arts & Sciences Jennifer M. Morton, PhD, Associate Professor in the Department [Find out more »](#)

[Race Workshop: Transgenerational Trauma and Behavioral Health in Latinx Populations, November 9 @ 2:00](#) Led by graduate students, the Institute for African American Research (IAAR)'s Race Workshop is a space for dynamic and engaged interdisciplinary explorations of race and ethnicity broadly and interdisciplinarily. The fall line-up for talks includes presentations by faculty and graduate students in anthropology, sociology and social work. Stefani Baca-Atlas, School of Social Work, will speak on "Transgenerational Trauma and Behavioral Health in Latinx Populations." [Find out more »](#)

[Home for the Holidays: Navigating Family Boundaries as a First-Gen Student, Nov. 9 @ 3:00 - 4:00](#) How, as a first-generation undergraduate or graduate student, can we navigate the homestretch of the end of the semester, along with going home for the holidays or staying here in the area? Join us for a discussion with staff from Counseling and Psychological Services. Co-facilitated by staff from Counseling and Psychological Services: Jenai Copeland, MBA, MSW, CAPS, MSW Fellow LaVoya Woods-Dionne, LCSWA, CAPS Multicultural Health Program [Find out more »](#)

Health Care Safe Zone Training, November 10 @ 5:00 pm - 9:00 pm

An alternative to Safe Zone that similarly introduces concepts, terminology and resources related to sexual orientation, gender identity, and gender expression. The curriculum also covers LGBTQ health disparities, health resources, and common health professional scenarios, along with a terminology primer and strategies for allyship. This training is intended to address concerns particular to Health Care professionals, though it is open to all campus and community members.

Standard Safe Zone Training, November 16 @ 12:00 pm - 4:00 pm

Designed to introduce concepts, terminology and resources related to sexual orientation, gender identity and gender expression. Trainees develop a deeper awareness of personal ideas, stereotypes and assumptions related to gay, lesbian, bisexual, transgender, intersex, queer and asexual (LGBTIQA) individuals; an increased comfort level in addressing concepts and language regarding LGBTIQA communities; an increased awareness of services on campus that support LGBTIQA and allied individuals; and a network of community and campus staff, faculty and students to support people of all sexual orientations, gender identities and gender expressions on campus.

Safe Zone: Transgender & Non-Binary Communities Training, November 17 @ 10:00 am - 12:00 pm

Safe Zone: Transgender and Non-Binary Communities Training is a two-hour session designed to make the University community a safer and more supportive place for all Carolina students, faculty, and staff members by creating a network of allies who have basic knowledge about transgender and intersex communities. Standard Safe Zone training is a prerequisite for this training. [Find out more »](#)

Dismantling Racism in Academia (DRA): Journal & Discussion Club, November 18 @ 5:00 pm

Graduate students, postdocs, faculty, and staff in the biomedical sciences (and beyond) are invited to join in on a monthly DRA Journal & Discussion Club, a series of discussions focused on a variety of journal articles, books, podcasts, and other media. Articles or links to podcasts will be sent out to registrants in advance of each event, or links will be provided. Sponsored by Training Initiative for Biological and Biomedical Sciences (TIBBS) - Dismantling Racism in Academia (DRA) [Find out more »](#)

Green Zone Training, November 19 @ 9:00 am - 12:00 pm

Green Zone Training is for faculty, staff and students who wish to learn more about the military-affiliated student experience. The purpose of Green Zone is to train members of the Carolina community to know more about the issues and concerns faced by military-affiliated students and to identify individuals who are available to assist this population.

Trainings with Flexible Schedule

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

- ♦ **Harassment:** The use of comments or actions that can be offensive, embarrassing, humiliating, demeaning, and unwelcome.
- ♦ **Implicit Bias:** Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.
- ♦ **Institutional Racism:** Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.
- ♦ **Intersectionality:** A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.
- ♦ **“Isms”:** A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group. For example, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.
- ♦ **Microaggression:** The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems.
- ♦ **Privilege:** Exclusive access or availability to material and immaterial resources based on the membership to a dominant social group.
- ♦ **Safe Space:** Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience

For more information: <https://environment.uw.edu/about/diversity-equity-inclusion/tools-and-additional-resources/glossary-dei-concepts/>