

# diversity newsletter

# December

Universal Human Rights Month

Friends,

What a year it has been!!! Just last year this time, many of us were making plans to see family & friends or to attend holiday parties. Who would have thought that one year later, we would be required to wear masks everywhere and to keep our distance from even our closest of friends and family?

But here we are — finally in December, and after a year of turmoil and great national divide, how fitting that December is **the Universal Human Rights Month**, a designation made by the United Nations in 1948 honoring the Universal Declaration of Human Rights, which was drafted after atrocities against humans during WWII.

How fitting that this same document asserts that *| all human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.*”

<https://dignityandrespect.org/universal-human-rights-month/>

How fitting, indeed, as we travel to the unknown of 2021 (and whatever that holds for us) that we have an opportunity to look past our differences, appreciate the commonalities between us, and band together as a department, as an institution, and as a nation.

I remain hopeful that we will.

Kim Nichols, **Anesthesiology Diversity Liaison**

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Please reach us at [AIMSDiversity@ad.unc.edu](mailto:AIMSDiversity@ad.unc.edu) — Thank you!

# December Diversity Calendar

**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 2: the International Day for the Abolition of Slavery**, marking the date the General Assembly adopted the “United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others” (resolution 317(IV) of December 2, 1949). The focus of this day is on eradicating contemporary forms of slavery, such as trafficking in persons, sexual exploitation, the worst forms of child labor, forced marriage, and the forced recruitment of children for use in armed conflict.

**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**, a holiday established in 1996 by Maulana Karenga as a time for African Americans to “discover and bring forth the best of our culture, both ancient and current, and use it as a foundation to bring into being models of human excellence and possibilities to enrich and expand our lives.”

**December 26: Zartosht No-Diso (Death of Prophet Zarathushtra)**, a day of remembrance in the 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.

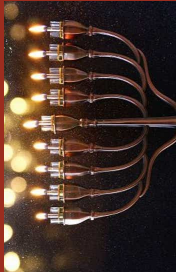

**December 28: Feast of the Holy Innocents**, a Christian feast in remembrance of the massacre of young children in Bethlehem by King Herod the Great in his attempt to kill the infant Jesus.

**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

## Additional Resources:

- ◆ <https://www.diversityresources.com/december-2020-diversity-calendar/>
- ◆ <https://www.diversitybestpractices.com/2020-diversity-holidays#december>
- ◆ <https://excellentpresence.com/5555/diversity-calendar-2020-multicultural-holidays/>

# December 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 ◆ World AIDs Day	2 ◆ The International Day for the Abolition of Slavery	3 ◆ International Day of Disabled Persons	4	5
	7	8 ◆ Immaculate Conception of Mary	9	10 ◆ Start of Hanukkah ◆ International Human Rights Day	11	12 ◆ Feast of Our Lady of Guadalupe
13 ◆ St. Lucia's Day	14	15	16 ◆ Start of Las Posadas	17	18 ◆ End of Hanukkah	
20	21 ◆ Yule Winter Solstice	22	23	24 ◆ End of Las Posadas	25 ◆ Christmas Day	26 ◆ Zartosht No-Diso ◆ St. Stephen's
27 ◆ St. John's Day ◆ Feast of the Holy Family	28 ◆ Feast of the Holy Innocents	29	30	31 ◆ Watch Night	(Jan. 1 <sup>st</sup> , 2021) ◆ End of Kwanzaa	

# Diversity Dictionary

- **Bias** – A tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly (*Bias [Def. simple]. (n.d.). In Merriam Webster Online, Retrieved February 19, 2016, from <http://www.merriamwebster.com/dictionary/bias>*)
- **Classism** – Any attitude or institutional practice which subordinates people due to income, occupation, education and/or their economic condition (*Santa Fe College Office of Diversity. Terms associated with diversity: classism. Retrieved from [http://www.sfcollege.edu/diversity/?section=defining\\_diversity](http://www.sfcollege.edu/diversity/?section=defining_diversity)*).
- **Collusion** – When people act to perpetuate oppression or prevent others from working to eliminate oppression (*Adams, M., Bell, L. A., & Griffin, P. (1997). Teaching for diversity and social justice: A sourcebook. New York, NY: Routledge. Revised June 2020*).
- **Cultural Competence** – A set of congruent behaviors, attitudes and policies that come together in a system, agency or among professionals to enable that system, agency or those professions to work effectively in cross-cultural situations. The word culture is used because it implies the integrated pattern of human behavior that includes thoughts, communications, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group. The word competence is used because it implies having the capacity to function effectively. Five essential elements contribute to a system's, institution's or agency's ability to become more culturally competent which include:
  - valuing diversity
  - having the capacity for cultural self-assessment
  - being conscious of the dynamics inherent when cultures interact
  - having institutionalized culture knowledge
  - having developed adaptations to service delivery reflecting an understanding of cultural diversity.

These five elements should be manifested at every level of an organization including policy making, administrative and practice. Further, these elements should be reflected in the attitudes, structures, policies and services of the organization (*National Center for Cultural Competence, Georgetown University, Center for Child and Human Development. (n.d.). Curricula enhancement module series: Definitions of cultural competence. Retrieved from <http://ncccurricula.info/culturalcompetence.html> and Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). Towards a culturally competent system of care, Volume 1. Washington, D.C.: Georgetown University Child Development Center, CASSP Technical Assistance Center*).

- **Cultural Humility** – The ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]. Cultural humility focuses on taking responsibility for our interactions with others rather than achieving a state of knowledge or awareness. The approach of cultural humility goes beyond the concept of cultural competence to encourage individuals to identify and acknowledge their own biases. Cultural humility acknowledges that it is impossible to be adequately knowledgeable about cultures other than one's own (*Levi, A. (2009). The ethics of nursing student international clinical experiences. Journal of Obstetric, Gynecologic, and Neonatal Nursing, 38(1), 94-99*).
- **Principles that guide the cultural humility approach:**
  - lifelong learning and critical self-reflection
  - recognizing and mitigating/challenging power imbalances
  - institutional accountability to model the principles.

(*Tervalon, M. & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education. Journal of Health Care for the Poor and Underserved, 9(2), 117-125*)

- **Gender Binary System** – A system of oppression that requires everyone to be raised either male or female, and masculine or feminine. Eliminates the possibility for other gender expressions and gives power to people whose genders do not break gender norms at the expense of transgender and intersex people (*Movimiento Estudiantil Chicano de Aztlán. (2003). Glossary of terms relating to sexuality and gender (PDF). Retrieved from [http://www.nationalmecha.org/documents/GS\\_Terms.pdf](http://www.nationalmecha.org/documents/GS_Terms.pdf)*)
- **Gender-Neutral/Gender-Inclusive** – Inclusive language to describe relationships (spouse and partner instead of husband/boyfriend and wife/girlfriend), spaces (gender-neutral/inclusive restrooms are for use by all genders), pronouns (*they and ze are gender neutral/inclusive pronouns*) among other things (*University of California-Berkeley Gender Equity Center. (2013). Definition of terms: gender neutral. Retrieved from [http://geneq.berkeley.edu/lgbt\\_resources\\_definiton\\_of\\_terms#gender\\_neutral](http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#gender_neutral). Revised June 2020*).

# Upcoming Events & Diversity Trainings

- ◆ **LGBTQ Center Book Club:** 1<sup>st</sup> and 3<sup>rd</sup> Friday starting 8/21 from 6:30 pm - 7:30 pm, (more info via [link](#))
- ◆ **Trans Talk Tuesday (LGBTQ Center):** 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays at 6:30 on Zoom, (more info via [link](#))
- ◆ **“Gather: The fight to revitalize our Native foodways”** Documentary Film Free Screening (UNC American Indian Center), 11/30, 6-9 PM (more info via [link](#)).
- ◆ **Department of Allied Health Sciences Research Forums 2020 - Research Opportunities and Funding: A Special Presentation from the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR),** 12/2, 11:30 AM-12:30 PM, (more info via [link](#)).
- ◆ **Black Women in U.S. Politics from 1920 to 2020** (Department of African, African American and Diaspora Studies), 12/4, 3-4:30 PM, (more info via [link](#)).
- ◆ **School of Medicine Unconscious Bias Training** (DEI Certificate program, Office of Inclusive Excellence), 12/7, 1-3:30 PM, (more info via [link](#)).
- ◆ **Touchpoint 20 Zoom Series: Diversity, Equity & Inclusion** (School of Medicine), 12/11, 12 PM-12:20 PM , (more info via [link](#)).
- ◆ **My N.C. from A to Z—A Conversation with Michelle Lanier** about North Carolina’s Rich African American History, Heritage, and Culture (North Carolina Museum of History), 12/15, 5-6 PM, (more info via [link](#)).
- ◆ **School of Medicine Unconscious Bias Training** (DEI Certificate program, Office of Inclusive Excellence), 12/17, 8-10:30 AM, (more info via [link](#)).
- ◆ **Odum Institute: Using Qualitative Research to Study Social Justice** (NC TraCS, Odum Institute), 1/19, 12-4 PM, (more info via [link](#)).

## 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/>