

# JEFFERSON PARISH EMPLOYEE DIVERSITY & INCLUSION ADVISORY BOARD *OCTOBER 2020* CALENDAR BULLETS



## Global Diversity Awareness Month

This is the time to demonstrate our commitment to diversity and inclusion. We see the value in operating with greater cross-cultural understanding in an inclusive environment and feel the diversity of our workforce.

## National Disability Employment Awareness Month

This observance was launched in 1945 when Congress declared the first week in October as “National Employ the 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.

## National Bullying Prevention Month

The campaign is held during the month of October and unites communities nationwide to educate and raise awareness of bullying and its prevention.

## Italian American Heritage Month

Over 5.4 million Italians immigrated to the United States between 1820 and 1992. Today, there are over 26 million Americans of Italian descent in the United States, making them the fifth largest ethnic group. The USA was even named after an Italian, the explorer and geographer Amerigo Vespucci.

## German American Heritage Month

This month honors the 300th anniversary of the arrival of 13 German families who established the first German settlement on American soil. This community on the northern outskirts of Philadelphia later came to be known as Germantown.

## Philippino American Heritage Month

The first Filipinos landed in Morro Bay, California in 1587, three decades before the Pilgrims landed on Plymouth Rock. These Filipino men escaped Spanish galleon ships in route to Spain. Some Filipinos migrated in similar ways and settled in the bayous of Louisiana in 1763, giving Filipinos deep roots in the U.S.

## Polish American Heritage Month

In 1608, the first Polish immigrants arrived in Jamestown, Virginia and were quickly recruited by the colony as craftsmen in the colony's glassmaking and woodworking industries. After a decade in Jamestown, the Poles still did not have the right to vote in the elections of the colonial government; thus, in 1619, they held the first labor strike in America. By walking off the job, they affected the local industry enough that voting rights were granted to them.

## Breast Cancer Awareness Month

An annual international health campaign is organized by major breast cancer charities every October to increase awareness of the disease and to raise funds for research into its cause, prevention, diagnosis, treatment and cure.

## World Blindness Awareness Month

According to the World Health Organization, 180 million people worldwide suffer from blindness or some form of impaired vision. Gaining understanding of the magnitude of visual impairment is important at any time of year but especially during the month of October since World Sight Day is observed in October. This observance helps shed light on the importance of vision and assistance for those without.

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## ADHD Awareness Month

ADHD is one of the most common childhood disorders and is a condition characterized by developmentally inappropriate levels of inattention, hyperactivity, and impulsive behavior. Individuals with attention disorders may demonstrate the following symptoms: difficulty staying focused and paying attention; daydreaming a lot; inability to listen; easily distracted from schoolwork or play; forgetful; constant motion or inability to remain seated. If these signs of ADHD are observed frequently and to a degree that is not developmentally appropriate for a child's age, seek assistance. Excessive presence of these symptoms could impair a child's ability to function in everyday life in more than one setting. ADHD is a condition that is currently addressed through various programs. Learn all about attention issues, what criteria is used to diagnose attention disorders, and how programs (such as Brain Balance) can help.

## Liver Cancer Awareness Month

Liver cancer may be less well-known than other cancer types, but it is the fifth most common cancer in the world. Despite progress in other fields, liver cancer is one of the few cancers whose rate in the United States is continuing to rise. Liver cancer, medically known as hepatocellular carcinoma, is a tumor that starts in the liver and can spread to other organs if left untreated. The most common cause of liver cancer is cirrhosis or scar tissue that forms in the liver as a result of long-term damage.

## Down Syndrome Awareness Month

During October, we celebrate people with Down Syndrome and create awareness of their abilities and accomplishments. It's not about celebrating disabilities, it's about celebrating abilities. We can learn all about its history and exercise the right to speak out about what it's like to have Down Syndrome—learning and sharing the real stories of these very accomplished people. Community members, those who personally experience Down Syndrome, their loved ones, and You can spread awareness about Down Syndrome and advocate by participating in a local Buddy Walk®.

## Spina Bifida Awareness Month

Spina Bifida literally means "split spine." It is a type of birth defect called a neural tube defect, which occurs when the bones of the spine (vertebrae) don't form properly around part of the baby's spinal cord. Spina Bifida can be mild or severe. Although the mild form is the most common, there are other types of Spina bifida: Occult Spinal Dysraphism (OSD); Spina Bifida Occulta; Meningocele and Myelomeningocele (Meningomyelocele), which is also called Spina Bifida Cystica.

## S.I.D.S Awareness Month

While the prevalence of Sudden Infant Death Syndrome (SIDS) in the United States has decreased by 50% over the last 20 years, SIDS remains the leading cause of death for U.S. infants from 1 month to 1 year of age. The National Institute of Child Health & Human Development (NICHD) celebrates 20 years of educating parents, caregivers, and health care providers. Although the exact cause of SIDS remains unclear, researchers suspect multiple conditions that might lead to SIDS and have ways to reduce a baby's risk.

**1<sup>st</sup>** National Black Dog Day - Unfortunately, too many **black dogs** languish in shelters because people are hesitant to adopt them. Annually, October 1<sup>st</sup> seeks to change that. **Black dogs** are lovable! Their shiny coats are like satin, especially when you're out playing in the warm sunshine. This day encourages the adoption of dogs with darker shades. Regardless of behavior, size, breeding, personality or age, the phenomenon persists. You'll find their temperaments to be no different from their lighter colored counterparts. Black dogs fetch, play, and wag their tails just the same. They come short haired, long haired and shaggy too. Do you like a floppy-eared pup? Big paws? Little paws? Every ear, tail, bark, shape and size can be found in some beautiful shade of black. Just like dogs of other colors, **Black Dogs** need love too and are waiting for their forever homes!

**2<sup>nd</sup>** International Day of Non-Violence - The International Day of Non-Violence is marked on October 2nd, which is also the birthday of Mahatma Gandhi, leader of the Indian independence movement and pioneer of the philosophy and strategy of non-violence. General Assembly resolution A/RES/61/271 (06/15/2007) established the commemoration, and the International Day is an occasion to "disseminate the message of non-violence...through education and public awareness". The resolution reaffirms "the universal relevance of the principle of non-violence" and the desire "to secure a culture of peace, tolerance, understanding and non-violence". India's Minister of State for External Affairs, Mr. Anand Sharma, said that the wide and diverse sponsorship of the resolution was a reflection of the universal respect for Mahatma Gandhi and of the enduring relevance of his philosophy. Quoting the late leader's own words, "Non-violence is the greatest force at the disposal of mankind. It is mightier than the mightiest weapon of destruction devised by the ingenuity of man".

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- 2<sup>nd</sup>-9<sup>th</sup> **Sukkot** – The Feast of Booths or Tabernacles, Sukkot Oct. 13<sup>th</sup>-22<sup>o</sup>, 2019, is one of the three biblically based pilgrimage holidays known as the shalosh regalim. It is an agricultural festival that originally was considered a thanksgiving for the fruit harvest.
- 4<sup>th</sup> **National Taco Day** - The history of tacos predates the arrival of Europeans in Mexico. Anthropological evidence indicates that the native people who lived in the lake region of the Valley of Mexico ate tacos filled with small fish. In either hard or soft shells with a variety of fillings, tacos are eaten daily by millions. Taco Tuesday has become a well-known, well-liked weekly indulgence by young and old alike!
- 5<sup>th</sup> **World Teacher’s Day** - World Teachers’ Day (WTD) commemorates the anniversary of the adoption of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers. This Recommendation sets benchmarks regarding the rights and responsibilities of teachers and standards for their initial preparation and further education, recruitment, employment, and teaching and learning conditions. To complement the 1966 Recommendation, the Status of Higher-Education Teaching Personnel was adopted in 1997 and covered teaching and research personnel in higher education. With adoption of the Sustainable Development Goal 4 on education and the dedicated target (SDG 4.c), which recognizes teachers as key to the achievement of the Education 2030 agenda, WTD has become the occasion to mark progress and reflect on ways to counter the remaining challenges for the promotion of the teaching profession. World Teachers’ Day is co-convened in partnership with UNICEF, UNDP, the International Labor Organization, and Education International.
- 7<sup>th</sup> **National Stop Bullying Day** - National Stop Bullying Day, which is referred to by some as “Unity Day,” is observed annually on the second Wednesday in October. This annual designation is designed to bring awareness of the need to stand against and put an end to bullying.
- 9<sup>th</sup>-11<sup>th</sup> **Shemini Atzeret** - “The Eighth Day of Assembly,” which is observed on the day following Sukkot, is a Jewish holiday dedicated to the love of God. Simchat Torah marks the end of the Sukkot festival. Shemini Atzeret and Simchat Torah activities include Torah readings.
- Simchat Torah** – “Rejoicing in the Torah” celebrates the conclusion of the public reading of the Pentateuch and its beginning anew.
- 11<sup>th</sup> **National Coming Out Day** - For those who identify as lesbian, gay, bisexual, or transgender, this day celebrates coming out and gives recognition for the gay and lesbian equality march on Washington in 1987.
- 12<sup>th</sup> **Indigenous People’s Day/Native American Day** - This day recognizes 500 years of resistance and the continued existence of North American Indians and Indigenous people. It is celebrated across the United States and is an official city and state holiday in various localities. This day was established in 1989 in South Dakota, where Lynn Hart and Governor Mickelson backed a resolution to celebrate Native American/Indigenous People. Marking the beginning of the year of reconciliation in 1990, the honorary day takes place on the second Monday of each October.
- 15<sup>th</sup> **National Pregnancy & Infant Loss Remembrance Day** – This is a day of remembrance for pregnancy loss and infant death which includes, but is not limited to, miscarriage, still birth, SIDS or the death of a newborn. Each year, this day is observed with remembrance ceremonies and candle-lighting vigils.
- 17<sup>th</sup>-26<sup>th</sup> **Navaratri** – On the first day (pratipada) of the bright fortnight of the lunar month of Ashwin. The festival is celebrated for nine nights once every year during the beginning of October, although as the dates of the festival are determined according to the lunar calendar, the festival may be held for a day more or a day less.
- 18<sup>th</sup> **National Mammography Day** – First proclaimed by President Clinton in 1993, the third Friday in October each year is National Mammography Day. On this day and throughout the month, women are encouraged to make a mammography appointment. In 2020, National Mammography Day will be celebrated on October 16<sup>th</sup>. The best defense is early detection.
- 20<sup>th</sup> **Birth of the Bab** - One of the 11 holy days on the Baha’i calendar, this day marks the Birth of Bab ud-din (Mirza Ali Muhammad), who declared himself the Prophet of God. Born in Shiraz, Iran, his mission was to reform Islam, and his teachings became the foreground for the later developed Baha’i tradition. This day is celebrated with gatherings to pray, eat together, and read about his life. Work is suspended on this day.
- 24<sup>th</sup> **United Nations Day** – October 24<sup>th</sup> is the anniversary of the founding of the United Nations (U.N.) in 1945. U.N. Day has traditionally been marked throughout the world by meetings, discussions and exhibits regarding the achievements and goals of the organization.
- 25<sup>th</sup> **Dassera** – October 8<sup>th</sup> is the anniversary of the day when Rama killed the evil demon, Ravana, and is also known as Durga Puja, which celebrates the goddess Durga.
- 27<sup>th</sup> **National Black Cat Day** - Don’t be superstitious! This day is National **Black Cat Day**, but it’s all about celebrating the beauty of these sleek creatures. While this time of year black cats decorate many thresholds for Halloween and windows for spooky decor, these felines deserve love and attention just as much as their tabby counterparts. Old notions have given these furry critters a bad reputation. National Black Cat Day is about turning that reputation around. Unfortunately, too many **black cats** languish in shelters because people are hesitant to adopt them.

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29<sup>th</sup> Mawlid - Mawlid or Mawlid al-Nabi al-Sharif is the observance of the birthday of Muhammad. Along with being referred to as the celebration of the birth of Muhammad, the term **Mawlid** also refers to the 'text especially composed for and recited at Muhammad's nativity celebration' or "a text recited or sung on that day".

31<sup>st</sup> Halloween - Ghouls, goblins, creatures, and strange folk creep through neighborhoods seeking favors over Trickery each October 31<sup>st</sup>. This holiday tradition has become known as Halloween. Also known as All Halloween, All Hallows' Eve or All Saints' Eve, this annual celebration is observed in numerous countries each October 31<sup>st</sup> and is the time in the liturgical year that is dedicated to remembering the deceased, including saints, martyrs, and all faithful believers who have departed.



## Employee Diversity & Inclusion Board - Statement of Purpose

The Employee Diversity & Inclusion Board is established by Jefferson Parish Government to foster an environment where there is a deliberate focus on acceptance, education, and inclusion of diversity within Jefferson Parish. The Diversity Board works to ensure that all parish employees and those served by the parish are afforded equal opportunity in all areas of employment and equal access to all programs and services provided by Jefferson Parish.

The Employee Diversity & Inclusion Advisory Board serves as an advisory body on diversity and inclusion issues and acts as a communication link between Parish Leadership and Parish employees. The Board will champion the benefits of diversity through the development, implementation, and support of activities that honor the unique abilities and address the common concerns of employees.



Peace Love & Harmony