

DIVEIN NEWS

The Diversity & Inclusion Committee Quarterly Newsletter

Committee Update

By Sabrina Combs, Chair of DiveIn

Introducing two series of lunchtime events!

The Diversity & Inclusion Committee spent the last quarter developing two lunchtime event series for you to enjoy. The goal of these events is to create a space where staff can engage in thoughtful discussions about race and culture while sharing a meal together. You will find a list of upcoming events on page 2. Please sign up via email for the ones that interest you. For the events with a limited number of spaces, please confirm you are able to attend before signing up. We'd like to fill the seats we have available and grocery shop and cook accordingly!



Pride Month



Women's Equality Day

Women's Equality Day

August 26



Are we equal yet?

"I raise up my voice — not so I can shout, but so that those without a voice can be heard...we cannot succeed when half of us are held back." —Malala Yousafzai

DiveIn

Quarter Three Highlights

The Volume 4 newsletter was published on Monday, July 8 and we heard back from several of you via email and in conversation. We appreciate all of you who read and shared your thoughts with us. Other educational efforts for this quarter include the posters you may have seen around City buildings. In June, we provided posters for Pride Month with a beautiful poem that has resonated with staff and community members. In August, Women's Equality Day posters went up with educational information about the dates that certain women of color received the right to vote. Any ideas for topics you'd like to see in the future? Let us know!

In this issue

- Upcoming Events**
- Listening to the Community**
- Staff Experience: Día de los Muertos by Maureen Schols**
- Committee Activities**

Upcoming Events

Hosted by Staff Series

Enjoy a cultural conversation and a meal prepared by one of our staff. If you're interested in hosting a lunch, please reach out to the DiveIn Committee. Invitations will be sent out to all staff via email. Space is limited so keep an eye out!

- Lunch with Olivia: A Conversation on Hispanic Heritage
October 3: Noon to 1 pm in Room 107/108
- Lunch with Radhika: December e-invite coming soon!
- Lunch with Khin: 2020 e-invite coming soon!



Race and Parenting Series



Session 1: October 24
E-invite coming soon!

King5's Jenna Hanchard created a four-part series on how parents talk with their kids about race, racism, and identity. Join DiveIn to watch the 10-minute videos, share a meal, and discuss what we've learned.

Listening to the Community

On August 20, Aimee Rosse and Sabrina Combs met with the PFLAG (Parents and Friends of Lesbian and Gay) community group to share about the work of DiveIn and hear their perspective about Bothell. Discussion topics included: PFLAG's presence in the 4th of July parade, the importance of including income (gross and net) in City demographics, presence of gender-neutral facilities at the McMenamins pool, and the impact of City proclamations such as the June 2019 Pride Month Proclamation.

At the City's August Sustainamania event, DiveIn provided a creative space for visitors to leave comments about Bothell. Common themes included:



DiveIn Booth at Sustainamania

"I LOVE BOTHELL..."

- Community
- Clean
- Friendly
- Events
- Recreation
- Green space
- Walkable downtown

"I WISH BOTHELL..."

- More green space
- Less density
- Connective bus routes
- Improved sidewalks
- More animal shelters



Staff Experience: Día de los Muertos (Day of the Dead)

By Maureen Schols

One of my favorite holidays when visiting Mexico is Day of the Dead, or Día de los Muertos. Far from being somber, it is a happy, festive celebration that takes place November 1 and 2 (All Saints' and All Souls' Days). The tradition goes back prior to the import of Christianity to the New World. The belief is that once a year departed family members and friends come back to this world to visit their family and friends.

One of the first signs that Day of the Dead is approaching is that you begin to see *pan de muerto* (bread of the dead), in bakeries. You will also see *calaveras*, or skulls, made of sugar and brightly decorated with colored frosting. Next you will see family altars, or *ofrendas*. Many families construct an altar with candles, pictures, and favorite foods of the departed loved ones.

My most memorable experience was being invited to go to the graveyard on Día de los Muertos. Family members go to place flowers on the graves, some bringing food and staying all day. Schools are also closed so children can take part in the celebration. It was breathtaking to see all the flowers adorning the graves and the many families there to remember their loved ones. It was a humbling experience I will never forget.

Día de los Muertos is a holiday during which the living honor and pay respects to the loved ones who have died.

If you have a chance to be in Mexico during November 1-2, I encourage you to experience the tradition and celebration of this holiday.



Example of an *ofrenda*, or altar, honoring those who have passed

DiveIn Committee Activities/Exercises

The DiveIn Committee has been incorporating activities into our meetings to generate conversations and get members thinking about different perspectives. We'd like to share these exercises with you.

Recycle the Phrase

One of these activities we call "Recycle the Phrase." Have you ever heard a word or a phrase that is often times used colloquially, but the meaning or implication behind the word or phrase is something offensive or hurtful? There are times when we've all heard or even used these phrases. So how can we get ourselves to recognize them and change the way we speak? First, we have to identify those offensive or inappropriate terms, then consciously think of other ways of saying what we want without using those inappropriate phrases. Here are a couple examples: "Let's pow-wow," or "We need to circle the wagons." Can you think of better ways to say these things? Can you think of other terms, words, or phrases that we use that should be recycled? If so, please send us an email and let us know what you think and what terms you'd like to see recycled.

What does this word mean to me?

The other activity that we will incorporate into our meetings, and perhaps into a larger activity that will be shared at several staff locations, is learning what certain words and phrases mean to different people. We are calling this activity "What does this word mean to me?" By sharing our individual views and perceptions about various words, phrases, or topics, we hope to learn a little bit more about each other and how personal experiences, backgrounds, and culture can shape the way we view and interpret the words and phrases we use and hear. Examples include: gaslighting, feminism, tone policing, privilege, and equality, just to name a few. What thoughts come to mind when you hear those words? Is your reaction negative or positive? What experiences have you had that may have shaped the way you view those words? Can you think of other diversity and inclusion related words or phrases that could be used in this activity?



We hope that these activities will spark constructive conversations and encourage all of us to reflect on how we all have unique backgrounds, perspectives, and experiences that shape the way we view and interpret diversity, inclusion, and equity topics.

The DiveIn Committee would also like to thank Maureen Schols for her Staff Experience article. We appreciate you sharing your perspective and experiences about a cultural holiday. Thank you!

If you have any thoughts, ideas or topics about these activities, or if you'd like to share your own experience of a cultural holiday or on any diversity related topic, we'd love to hear from you. You can contact the DiveIn Committee through email at DiversityCommitte@bothellwa.org, or you can reach out to your department's DiveIn representative. We look forward to hearing from you!

Mark your calendars for events to know about between October and December.

October

- October: Full Month: LGBT History Month, National Bullying Prevention Month, Italian American Heritage Month, National Disability Employment Awareness Month
- October 2: International Day of Non-Violence. Marked on the birthday of Mahatma Gandhi.
- October 11: National Coming Out Day. For those who identify as LGBTQ+, this day celebrates coming out and the recognition of the 1987 march on Washington D.C, for gay and lesbian equality.
- October 14: Indigenous People's Day. An alternative celebration to Columbus Day. Celebrates and honors Native American history and culture.
- October 27: Diwali. Hindu holiday, also called Deepavali, 'Festival of Lights', it celebrates the victory of good over evil, light over darkness, and knowledge over ignorance.

November

- November: Full Month: National American Indian Heritage Month.
- 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), and is an occasion to remember dead ancestors and celebrate the continuity of life.
- November 10: Mawlid Al-Nabi. Observance of the birthday of the Islamic prophet Muhammad.
- November 28: Thanksgiving in the U.S. It began as a day of giving thanks for the blessing of the harvest and of the preceding year.

December

- December 1: World AIDS Day. International day of action on HIV and AIDS.
- December 3: International Day of Persons with Disabilities. Raises awareness about persons with disabilities in order to improve their lives and provide them with equal access and opportunity.
- December 10: Human Rights Day
- December 26-January 1,2020: Kwanzaa. A seven-day celebration honoring African American heritage and its continued vitality. "Kwanzaa" means "first fruits (of the harvest)" in Swahili.



More dates of Diversity Celebration Events are available at diversitybestpractices.com and at adl.org Calendar of Observances