



MARON MARVEL BRADLEY ANDERSON & TARDY LLC

Diversity, Equity & Inclusion Newsletter

December 2021

Special Holiday Edition

SUN	MON	TUES	WED	THURS	FRI	SAT
<h1>December Events*</h1> <p><i>*Stay tuned for information about individual Office Holiday parties and/or events, if not yet received.</i></p>			1 Rosa Parks Day	2	3 International Day of Persons with Disabilities	4
5	6 Hanukkah Ends 11:30 a.m. CT / 12:30 p.m. ET MMBAT DE&I Lunch & Learn	7 National Pearl Harbor Remembrance Day	8 Bodhi Day	9	10 Human Rights Day	11
12	13	14	15 Bill of Rights Day	16 Boston Tea Party Day	17	18
19	20 International Human Solidarity Day	21	22	23	24 Christmas Eve	25 Christmas Day
26 Kwanzaa Begins	27	28	29	30	31 New Year's Eve	1 New Year's Day Kwanzaa Ends



Hanukkah

(November 28 – December 6)

Hanukkah (or Chanukah) is a Jewish celebration also known as the “Festival of Lights”. It commemorates the [victory of the Maccabees](#) over the Syrian Greek army, and the subsequent miracle of rededicating the [Holy Temple](#) in Jerusalem and restoring its menorah, or lamp. The miracle of Hanukkah is that only one vial of oil was found with just enough oil to illuminate the Temple lamp for one day, and yet it lasted for eight full days. The festival is observed by lighting the candles of a menorah with nine branches. One branch is typically placed above or below the others and its candle is used to light the other eight candles. The holiday also includes the singing of Hanukkah songs, playing the game of dreidel, exchanging gifts, and eating special foods.

(Sources: <https://en.wikipedia.org/wiki/Hanukkah>
<https://www.myjewishlearning.com/article/hanukkah-2021/>)

Rosa Parks Day

(December 1)

Rosa Parks Day is a holiday in honor of civil rights leader Rosa Parks (observed in some states on her birthday, February 4, and in others on the day she was arrested, December 1). A proposal has been made to mark this as a federal holiday. On December 1, 1955, Parks was riding the bus home from work in Montgomery, Alabama. When the bus filled up and the driver told everyone in her row to move back, she refused to give up her seat and was arrested by police. On December 5, 1955, the courts found Parks guilty of violating a city ordinance that authorized bus drivers to assign seats and fined her \$10 plus a court fee. African American leaders, including E.D. Nixon and Martin Luther King, Jr., organized the Montgomery Bus Boycott for the day of her trial. The boycott was successful and lasted several months, devastating the transportation system in Montgomery.

(Sources: https://en.wikipedia.org/wiki/Rosa_Parks_Day
<https://nationaldaycalendar.com/rosa-parks-day-december-1>)



World AIDS Day

(December 1)

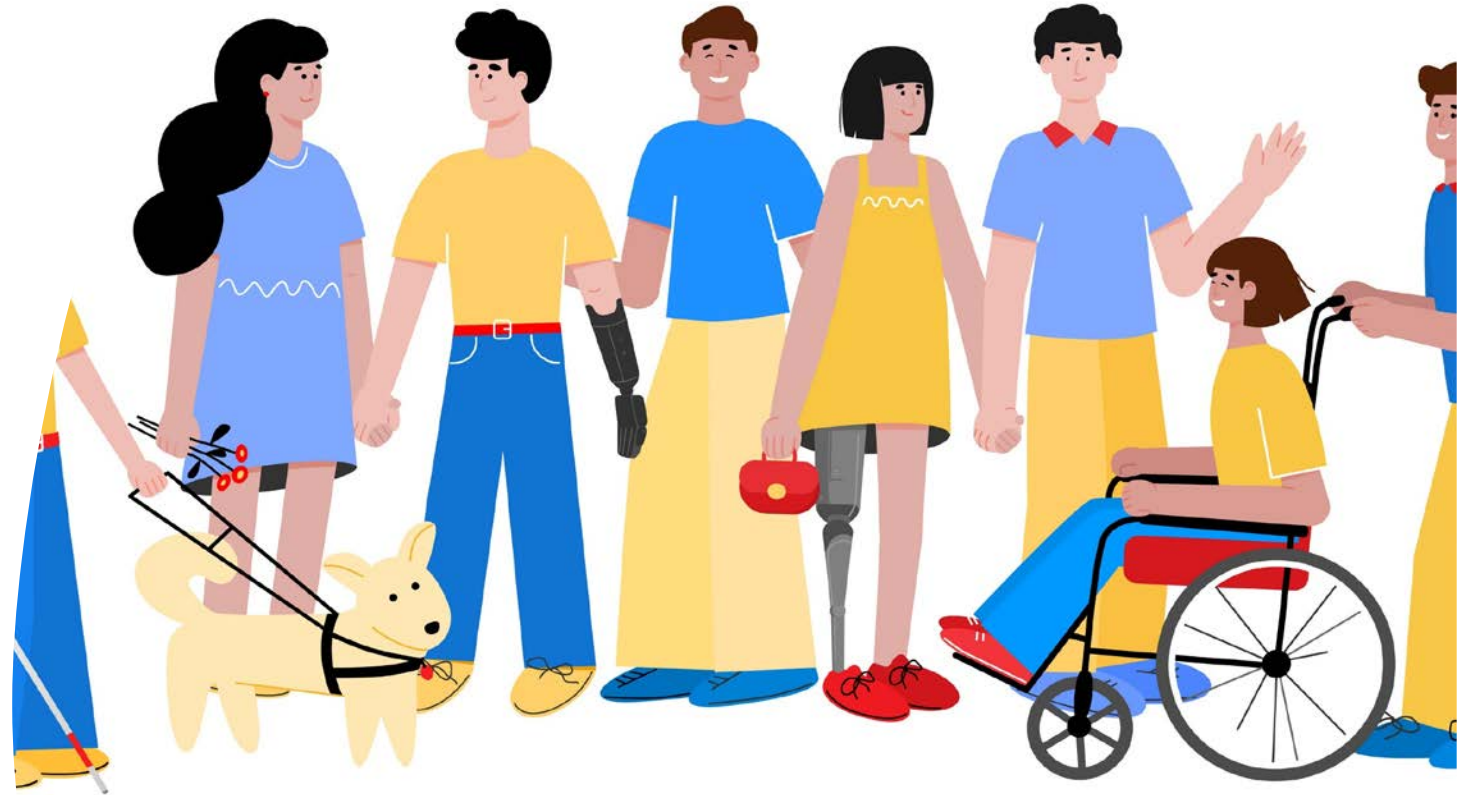
World AIDS Day takes place on December 1 each year. It is an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness. Founded in 1988, World AIDS Day was the first ever global health day.

(Source: <https://www.worldaidsday.org/>)



International Day of Persons with Disabilities (December 3)

The United Nations has designated December 3rd as the International Day of Persons with Disabilities with the aim of promoting empowerment and helping to create real opportunities for people with disabilities. This enhances their own capacities and supports them in setting their own priorities. Empowerment involves investing in people in jobs, health, nutrition, education, and social protection.



(Source: <https://www.awarenessdays.com/awareness-days-calendar/international-day-of-persons-with-disabilities-2021/>)

DE&I Lunch & Learn:

Cultivating Workplace Empathy to
Build Stronger, Inclusive Teams

(Monday, December 6, 11:30 a.m. CT/12:30 p.m. ET)

The next Lunch & Learn in MMBAT's DE&I Lunch & Learn Series will explore what empathy is, why it matters and how we cultivate it. We will also consider empathy versus sympathy, and how to create a genuine empathetic connection by being cognizant of our own fragilities and differences, in order to build strong, inclusive teams. This will be done using animated shorts, followed by breakout group discussion.





PEARL
HARBOR
REMEMBRANCE DAY

Pearl Harbor Remembrance Day (December 7)

This year marks 80 years since the Japanese attack on Pearl Harbor in Hawaii on December 7, 1941. Pearl Harbor Day serves as a remembrance of the 2,403 service members and civilians who were killed that day. Another 1,178 people were injured in the attack, which also permanently sank two U.S. Navy battleships (the USS Arizona and the USS Utah) and destroyed 188 aircraft. On Aug. 23, 1994, the United States Congress designated Dec. 7 as National Pearl Harbor Remembrance Day.

(Source: <https://www.nps.gov/perl/learn/historyculture/national-pearl-harbor-remembrance-day.htm>)



Bodhi Day

(December 8)

Bodhi Day celebrates the day in which Siddhartha Gautama sat underneath the Bodhi tree and attained enlightenment. This one defining moment would become the central foundation upon which Buddhism has been built upon for the last 2,500 years. It is a day on which followers can renew their dedication to Buddhism; reaffirm themselves to enlightenment, compassion, and kindness to other living creatures; and also understand the relevance of this religion as it applies to the modern world.

(Source: <https://www.holidayscalendar.com/event/bodhi-day/>)

Human Rights Day

(December 10)

Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR). The UDHR is a milestone document that proclaims the inalienable rights which everyone is entitled to as a human being - regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

Available in more than 500 languages, it is the most translated document in the world. A link to the UDHR:

<https://www.un.org/sites/un2.un.org/files/udhr.pdf>.

(Source: <https://www.un.org/en/observances/human-rights-day>)



Bill of Rights

Bill of Rights Day (December 15)

This day commemorates the ratification of the first 10 amendments to United States Constitution. It was designated by President Franklin D. Roosevelt on December 15, 1941. For those who need a refresher, these are the 10 Amendments included in the Bill of Rights:

- **First Amendment: Freedom of Religion, Speech, Press, Assembly, and Petition**
- **Second Amendment: Right to Bear Arms**
- **Third Amendment: Quartering of Soldiers**
- **Fourth Amendment: Search and Seizure**
- **Fifth Amendment: Grand Jury, Double Jeopardy, Self Incrimination, Due Process, Takings**
- **Sixth Amendment: Right to Speedy Trial by Jury, Witnesses, Counsel**
- **Seventh Amendment: Jury Trial in Civil Lawsuits**
- **Eighth Amendment: Excessive Fines, Cruel and Unusual Punishment**
- **Ninth Amendment: Non-Enumerated Rights Retained by People**
- **Tenth Amendment: Rights Reserved to States or People**

(Sources: <https://constitutioncenter.org/calendar/bill-of-rights-day>
<https://nationaltoday.com/bill-rights-day/>)

Boston Tea Party Day

(December 16)

The Boston Tea Party was a political protest that occurred on December 16, 1773, at Griffin's Wharf in Boston, Massachusetts. American colonists were frustrated and angry at Britain for imposing “taxation without representation.” When three tea ships, the *Dartmouth*, the *Eleanor*, and the *Beaver*, arrived in Boston Harbor, the colonists demanded that the tea be returned to England. After Massachusetts Governor [Thomas Hutchinson](#) refused, Patriot leader [Samuel Adams](#) organized the “tea party” with about 60 members of the [Sons of Liberty](#), his underground resistance group. The 342 chests of British tea dumped in Boston Harbor on the night of December 16 was valued at \$18,000 – roughly half a million dollars if adjusted for inflation to today’s value!

(Source: <https://www.history.com/this-day-in-history/the-boston-tea-party>)





International Human Solidarity Day

(December 20)

International Human Solidarity Day is a day to celebrate our unity in diversity; a day to remind governments to respect their commitments to international agreements; a day to raise public awareness of the importance of solidarity; a day to encourage debate on the ways to promote solidarity for the achievement of the Sustainable Development Goals including poverty eradication; a day of action to encourage new initiatives for poverty eradication.

(Source: <https://www.un.org/en/observances/human-solidarity-day>)



Christmas

(December 25)

Christmas is a religious and cultural celebration among billions of people around the world. December 25 was traditionally an annual Christian festival commemorating the birth of Jesus. In the early 20th century, it also became a secular family holiday, observed by Christians and non-Christians alike. Popular traditions include decorating evergreen trees, sharing food and exchanging gifts, as well as singing carols and sending cards. Christmas Day has been a federal holiday in the United States since 1870.

(Sources: <https://en.wikipedia.org/wiki/Christmas>
<https://www.history.com/topics/christmas/history-of-Christmas>)

Kwanzaa

(December 26 – January 1)

Kwanzaa is a weeklong celebration affirming African family and social values. Kwanzaa, which means first in Swahili, is a secular celebration of community, family and culture that was established to encourage African Americans to reconnect with their African roots and heritage. This celebration is based on different ancient African harvest festivals. Each of the days of the celebration, from December 26 through January 1, is dedicated to one of the seven guiding principles representing core values of African culture, such as unity and faith. On each day the family comes together to light one of the candles in the kinara, or candleholder, and to discuss the principle for the day.

(Source: <https://en.wikipedia.org/wiki/Kwanzaa>)





New Year's Eve (December 31)

In the Gregorian calendar, the last day of the year falls on December 31. New Year's Eve is celebrated in many countries around the world at late night parties where people eat, drink, and watch fireworks. The celebrations often extend past midnight into New Year's Day on January 1. Each year, millions of people in the United States watch TV specials to see the famous ball drop at Times Square in New York City, counting down the final minute to the start of a new year.

Are you making a New Year's resolution? Here's some tips on how to make and keep it!
<https://www.nytimes.com/guides/smarterliving/resolution-ideas>

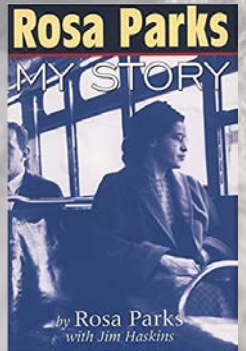
(Source: https://en.wikipedia.org/wiki/New_Year%27s_Eve)

December is Read a New Book Month!

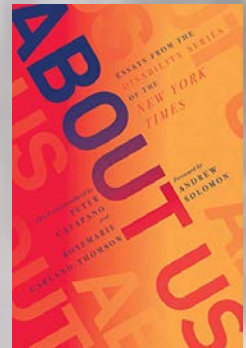
Get ready for the new year with a new book...
Go for the unexpected. Learn something new. Don't overthink it.



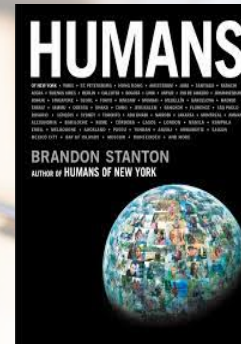
So You Want to Talk About Race
Ijeoma Oluo



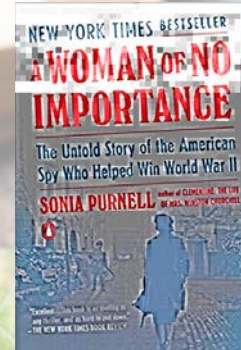
Rosa Parks: My Story
Rosa Parks and Jim Haskins



About Us:
Essays from the Disability Series of
the New York Times



Humans
Brandon Stanton



A Woman of No Importance:
The Untold Story of the American Spy
who helped win WWII
Sonia Purnell



Born a Crime
Trevor Noah

Recipes of the Month

Baking is a holiday tradition in December, and there are days dedicated to different types of treats:

1st – National Pie Day

8th – National Brownie Day

18th – Bake Cookies Day

Yum! Try some of the recipes below.



[Hanukkah Holiday Sugar Cookies](#)

[Kwanzaa Sweet Potato Pie](#)



[Easy Christmas Present Brownies](#)



How MMBAT Spends the Holidays – Hanukkah - *Employee Spotlight*

Jared B. Shafer Director – Philadelphia With MMBAT for 3 years



How do you and your family celebrate Hanukkah?

It is a combination of three things. We always have a family dinner where latkes and brisket are the focus of the meal and we exchange gifts. Also, my wife, daughter and I light candles each night at home and we give my daughter small gifts on each of the nights. Finally, we do a “Pajamakah” with a large group of friends and their kids, where we have fun food/drinks and appetizers, we all wear pajamas and play team games for prizes.

What is your favorite Hanukkah tradition?

The Pollyanna gift exchange is great because it is a secret as to who you are buying presents for and who is buying you presents and it is always fun to see how that plays out. Shopping for casual clothing for my wife’s grandmother was a hoot!

What is your best Hanukkah memory?

Two things stand out to me. When I was 12 my little sister was born (whose wedding I officiated on November 20th). Since Judaism was still new to me I was still learning about the traditions each year when they came up, so getting to experience Chanukah with her as a young child and me still learning about it was really interesting. Then once I got married, celebrating it with my wife each night in our first apartment was really memorable.

What are some positives/opportunities at MMBAT during the holidays?

I really enjoy the holiday party and getting to mix and mingle with people outside of the normal legal grind. I also enjoy seeing the offices decorated for the holidays and the general festive mood people take on coming off of Thanksgiving and going into Chanukah/Christmas/Kwanzaa/New Years

What is something most people don’t know about you?

I am not a shy person and I am very open about pretty much everything so if I have spent time with you there is little you don’t know about me. But being as the people I work with mostly only know me in a work capacity, I do not believe anyone knows that I have been involved in three different religions in my life. I was raised in a Baptist household until my parents divorced when I was 4. Then I was raised Roman Catholic, but when my mom married my stepdad when I was 11, she converted to Judaism. Even though I was still technically Roman Catholic, I was raised in a Jewish household but we carried on the Roman Catholic holiday traditions for me, my older sister and my grandmother. Finally, I met my wife, who is Jewish, in college and when we got married in 2003 I officially converted to Judaism.



How MMBAT Spends the Holidays – Christmas – *Employee Spotlight*

Angela Pauley

Paralegal – Wilmington

With MMBAT for 21 years



How do you and your family celebrate Christmas?

Christmas is always a time for us to spend with our families. My sister-in-law and nieces live in Florida and they come home every year to spend Christmas with the family. We usually start visiting with cousins on Christmas Eve, then open presents at our house Christmas morning and then we hit the road again going to visit with our parents and siblings.

What is your favorite Christmas tradition?

My favorite Christmas tradition is taking my daughter, Lilah, to Longwood Gardens to see the lights. Her birthday is December 2nd so we try to go every year for her birthday.

What is your best Christmas memory?

Sometimes I get overwhelmed at Christmas wondering what to buy, trying to find that perfect gift and if they will ultimately like what I choose. When Lilah was about 5 or 6 years old, she was opening her presents from Santa and after she opened a few of them she said “man, Santa really knows my taste!” That was the highlight of the day for me that year!



What are some positives/opportunities at MMBAT during the holidays?

I love the tradition at MMBAT of participating in Holiday gift giving for families in need. Like I said, I get overwhelmed at Christmas and I am glad we are able to help families and put smiles on their faces Christmas morning. It is also so great to hear after Christmas the overwhelming gratitude they felt that morning. To know some little girl was able to get the doll she wished for a little boy was able to unwrap a new pair of sneakers that neither would have had Christmas morning if it wasn't for our contribution makes this tradition one that I look forward to.

What is something most people don't know about you?

I can't think of one thing in particular that stands out so here are a few random things:

- I dislike horror films (but I love psychotic thrillers like “Silence of the Lambs”)
- I have never seen the movie Forrest Gump or any of the Godfather films (people always seem amazed by this for some reason)
- I only read a book when I am on a beach on vacation
- I have never broken a bone (hope I am not jinxing myself 😊)
- I do not like soda
- I love pizza
- I have a shoe obsession



How MMBAT Spends the Holidays – Kwanzaa – *Employee Spotlight*

Antoinette Hubbard

Director – Wilmington

With MMBAT for 15 years



How do you and your family celebrate Kwanzaa?

When my children were young, members of the extended family would gather at a relative's home to discuss the meaning of the principle of the day and to share a meal. Activities were very child-focused so the host would organize a craft project or activity for them which highlighted the principle being observed that day. Most of the adults joined in to have fun too.

If we did not travel back to Philadelphia from Boston where we lived at the time, we attended Kwanzaa celebrations at a local church or African American community center.

What is your favorite Kwanzaa tradition?

My favorite things about Kwanzaa: the celebration of principles to live by and the holiday's focus on character and community building. Kwanzaa provides an opportunity to pause at the end of the year and remember how to be a better person and member of society.

What is your best Kwanzaa memory?

One year, my extended family was super organized, and so we had huge gatherings each day of Kwanzaa. It was a wonderful opportunity to see relatives whom I did not see frequently and to introduce my young daughters to some relatives whom they had not met since we lived in another city. My elder relatives shared stories about growing up and our family's roots.

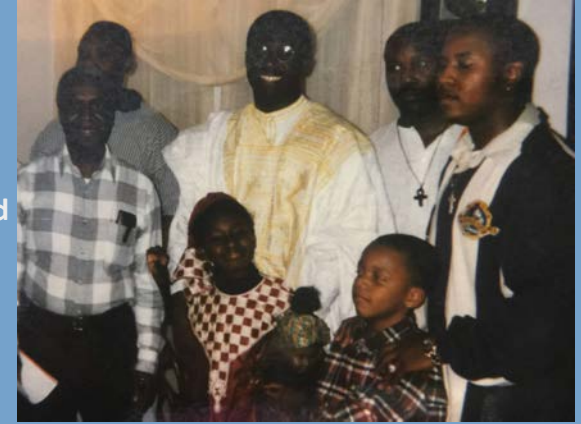
What are some positives/opportunities at MMBAT during the holidays?

MMBAT folks are especially generous during the holidays. I am immensely proud about the Secret Santa and Adopt a Family programs that most MMBAT employees participate in each year. Nothing better exemplifies the Christmas spirit than providing a little assistance to someone who is less fortunate or has fallen on bad times.

I also cherish the opportunity to learn about everyone's unique observations and favorite holiday recipes. The Wilmington office has fairly earned its reputation as food-centric. In pre-Covid days, everyone shared their favorite holiday baked goods and we looked forward to the homemade lasagna that the wife of Joe Greico graciously sent into the office on the last working day before Christmas.

What is something most people don't know about you?

People would not be surprised to hear that I am a history nerd but one thing that most don't know about me is that I love pop music. My daughters, who claim to have more serious taste in music, call me Pop Queen and tease me about knowing the top 40 songs and artists.



Warmest wishes for a safe and happy holiday season!

Wilmington DE&I Committee

