



# Diversity, Equity & Inclusion Newsletter November 2021



MARON MARVEL BRADLEY ANDERSON & TARDY LLC

# November Month-Long Observances

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Native American Heritage Month

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National Native American, American Indian, and Alaskan Native Heritage Month

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Prostate Cancer Awareness



# American Heritage Month

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November celebrates Native Americans, or as it is commonly referred to, American Heritage Indian and Alaskan Native Heritage Month.

The month is a time to commemorate rich and varied cultures, traditions, and histories and to acknowledge the significant contributions of Native people. Heritage Month is also an appropriate time to educate the public about tribes, to raise general awareness about the unique challenges Native people have faced both historically and in the present, and how tribal citizens have worked to conquer these difficulties.







# 10/31 – 11/2: Day of the Dead (Día de los Muertos)

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**The Day of the Dead (el Día de los Muertos)**, is a Mexican holiday where families welcome back the souls of their deceased relatives for a brief reunion that includes food, drink and celebration. A blend of Mesoamerican ritual, European religion and Spanish culture, the holiday is celebrated each year from October 31-November 2.

While October 31 is Halloween, **November 1 is “el Dia de los Inocentes,”** or the day of the children, and All Saints Day.

**November 2 is All Souls Day or the Day of the Dead.** According to tradition, the gates of heaven are opened at midnight on October 31 and the spirits of children can rejoin their families for 24 hours. The spirits of adults can do the same on November 2.

The roots of the Day of the Dead, celebrated in contemporary Mexico and among those of Mexican heritage in the United States and around the world, go back some 3,000 years, to the rituals honoring the dead in pre-Columbian Mesoamerica.

(Source - <https://www.history.com/topics/halloween/day-of-the-dead>)

# November 1, 1960

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November 1 is the birthday of Apple CEO Tim Cook. Cook revealed in 2014 in Bloomberg Businessweek that he identifies as gay. He was the first openly gay CEO of a Fortune 500 company.







# November 2 – Diwali Begins

Diwali, or Dipawali, commonly called the Festival of Lights is a Hindu holiday which celebrates the triumph of good over evil. Over time, this five-day festival has taken on a secular significance in India and is now celebrated not only by Hindus but many Sikhs, Jains, and others worldwide.

This festival is one of the most important holiday to Hindus. The festival of lights continues for five consecutive days - Dhanteras, Naraka Chaturdasi, Lakshmi Puja, Govardhan Puja and Bhai Dooj.

**Dhanteras:** This year, Dhanteras, also known Dhantrayodashi, will be observed on November 2. On this day, people purchase gold, silver, clothes, gadgets etc. as a sign of good luck and worship the god of health and Ayurveda in the evening.

**Naraka Chaturdasi:** The second day, also known as Chhoti Diwali or Minor Diwali, will be celebrated on November 3. People wake up early in the morning and bathe in natural oils and herbal mix and change into clean clothes.

**Lakshmi Puja:** This is the day when the main celebration of Diwali takes place. Goddess Laxmi, the Goddess of Wealth is worshipped on this day. Floor decorations are made and the entire house is lit with diyas, candles and lights. Families exchange gifts and sweets and celebrate the evening together with laughter, joy and prayers.

**Govardhan Puja:** This day occurs a day after Diwali and is dedicated to Lord Krishna. Devotees offer 56 varieties of vegetarian food and drinks to Lord Krishna as a mark of gratitude

**Bhai Dooj:** The final day is called Bhai Dooj or Bhau Beej. In the east, it is known as Bhai Phonta. This is a day for siblings to get together and show their love for each other by performing the tikka ceremony and exchanging gifts, sweets and blessings.





## November 13 – 19

Transgender Awareness Week is a week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.





# November 15, 1889

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**Republic Day** is a Brazilian holiday that celebrates the anniversary of proclamation of the Brazilian Republic on **November 15, 1889**. Brazil officially gained independence from Portugal on August 29, 1825. When Brazilians celebrate Republic Day, the national flag is raised throughout the country and the parades and concerts are held on the streets.

According the 2019 United States Census Bureau American Community Survey there are approximately a half-a-million Brazilian Americans living in the United States. Brazilians, now represent 1 percent of the 44.5 million immigrants in the United States. Historically, Brazilians have immigrated to the United States seeking improved economic opportunities, especially since the 1980s.

Source - <https://anydayguide.com/calendar/1283>



# November 16

## Dutch American Heritage Day

The Netherlands was one of the first countries to recognize the United States as a sovereign nation. This holiday started November 16, 1776. Today in the U.S., there are approximately eight million Americans of partial or full Dutch descent.





# November 16, 1930

**November 16** marks the birthday of the Nigerian poet, **Chinua Achebe**, known as the “father of modern African writing.” **Achebe** was a Nigerian novelist, poet and critic. He is best known for his first novel, *Things Fall Apart* (1958), which is the most widely-read book in modern African literature. He began his professorship at the University of Massachusetts Amherst in September 1972 and was also a visiting professor at the University of Connecticut. He later was a member of Brown University’s faculty as the David and Marianna Fisher University Professor of Africana Studies. In 2010, Achebe was awarded The Dorothy and Lillian Gish Prize for \$300,000, one of the richest prizes for the arts.

*The New York Times* described him as "one of Africa's most widely read novelists and one of the continent's towering men of letters". The BBC wrote that he was "revered throughout the world for his depiction of life in Africa."

Source <https://www.britannica.com/biography/Chinua-Achebe>



# November 20

**Mexico's Revolution Day** (Día de la Revolución) is a national public holiday that celebrates a 10-year revolution that began in 1910 to end the struggle against dictator José de la Cruz Porfirio Díaz Mori. It is on the third Monday in November, near the official day on **November 20**.

Despite decreases in population size over the last decade, Mexicans remain the largest group of immigrants in the United States, accounting for about 24 percent of the nearly 45 million foreign-born residents. In 2019, there were about 10.9 million Mexican-born individuals living in the United States. In recent years, the number of Mexicans leaving the United States has outpaced the number of new arrivals, although the country remains far and away the top destination for Mexican emigrants.

Source - [https://www.migrationpolicy.org/article/mexican-immigrants-united-states-2019?gclid=EA1aIQobChMinOXb2q\\_38wIVgorlCh2IMgCEEAAYASAAEgK3KvD\\_BwE](https://www.migrationpolicy.org/article/mexican-immigrants-united-states-2019?gclid=EA1aIQobChMinOXb2q_38wIVgorlCh2IMgCEEAAYASAAEgK3KvD_BwE)







# November 20, 2020

Transgender Day of Remembrance (TDOR) was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honor the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death and began the important annual tradition of honoring the memory of transgender victims of violence.



# November 30, 1924

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**November 30** is the birthday of **Shirley Chisholm**, the first African American woman elected to the U.S. Congress (1968). In 1972, Chisholm was the first major party African American candidate for the U.S. presidency. She was also the first woman, regardless of race, to run for President as a candidate for a major party.

