

DUKE DEPARTMENT OF POPULATION HEALTH SCIENCES PRESENTS THE

JULY-SEPTEMBER DEI NEWSLETTER



Hispanic/Latinx Heritage Month is Sept 15 - Oct 15, and we encourage everyone to take time to celebrate. Read on to learn more about this event's history and local ways to celebrate.

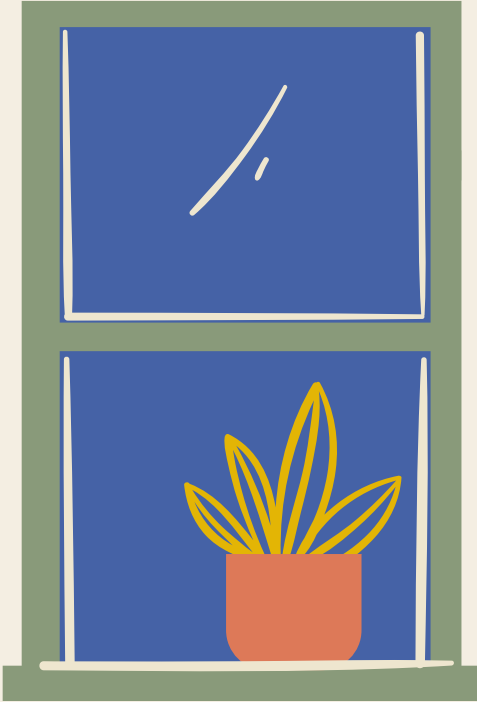
July, August, and September contain many Cultural holidays and celebrations, including Native American Day. Continue reading to learn more.

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Celebrating Hispanic Heritage Month



We are excited to celebrate Hispanic Heritage Month from September 15th to October 15th. Initially introduced by congress in 1968 as Hispanic Heritage Week, the celebration was extended to a month two decades later.

The observance recognizes Americans who trace their heritage to Spain, Mexico, Central America, South America, and the Spanish-speaking Caribbean, and celebrates their contributions to American society and culture.

Importantly, Hispanic Heritage Month always starts on September 15th. This is a historically significant day that marks the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico and Chile also celebrate their independence in mid-September, on the 16th and 18th, respectively.

Latinx-Owned Durham Restaurants



Enjoy a delicious meal (or treat!) at one of these Latinx-owned Durham restaurants in celebration of Hispanic Heritage Month!

- [La Monarca Michoacana](#)
- [Restaurante Guanajuato de Durham](#)
- [Spanglish](#)
- [Cocoa Cinnamon - Lakewood](#)
- [Check out the rest of the list here!](#)





Native American Day

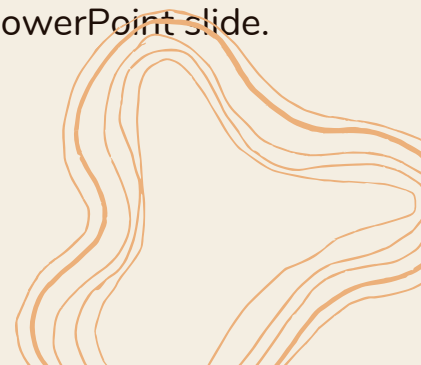


Native American Day is a holiday observed in several states in celebration of Native American culture, and will be celebrated this year on **Friday, September 24th**. Some suggested ways of observing this day are to plant a native plant in your yard, read an Indigenous author, and help to teach a more truthful history of Columbus and the Indigenous peoples of the Caribbean Islands. Also, pay homage to the Native Americans that were subjected to forced attendance at residential schools that removed and isolated children from the influence of their home, families, traditions and cultures, and assimilated attendees into the dominant culture. A case in point, Horrific wrongs were committed against the Indigenous Peoples of Turtle Island. In the region now known as Canada, more than 150,000 First Nations, Métis, and Inuit children were forced to attend residential schools. The last residential school in Canada closed in 1996. The negative impact has had a profound effect on Indigenous Peoples and relationships with Indigenous peoples and other Canadians. Reconciliation between Indigenous and non-Indigenous Peoples is not a certification or list of tasks to check off as complete. Reconciliation is a goal that will take time and hard work. Reconciliation requires a commitment from Non-Indigenous Peoples to understand the past, recognize treaty agreements, build equitable relationships and support the restoration of Indigenous Peoples language and culture.

A land acknowledgement is a single act of reconciliation. Land acknowledgements are not new and have been around for hundreds of years before the arrival of Europeans. When Indigenous Peoples visited other territories, it was, and still is, customary to respect and acknowledge the traditional custodians of the land. Land statements are about acknowledging, establishing and maintaining meaningful relationships with Indigenous Peoples. Land acknowledgements should come from the heart and by expressing a statement before beginning our events, work and decision making, we are reminded of our responsibilities to each other, to the land and those that came before us, to our values and to future generations.

Here is a Native Land interactive map for finding out who to honor in land acknowledgements: <https://native-land.ca/>

Please see the next page for an example of a land acknowledgement PowerPoint slide.



Land Recognition

I would like to formally acknowledge that we, including Duke University and the city of Durham, are occupying the ancestral and now stolen homelands of the Eno & Occooneechee people.

North Carolina has been home to many Indigenous peoples at various points in time, including the tribes/nations of: Bear River/Bay River, Cape Fear, Catawba, Chowanoke, Coree/Coranine, Creek, Croatan, Eno, Hatteras, Kevauwee, Machapunga, Moratoc, Natchez, Neusiok, Pamlico, Shaker, Sara/Cheraw, Sissipahaw, Sugeree, Wateree, Weapemeoc, Woccon, Yadkin, and Yeopim.

Today there are 8 federally recognized tribal nations in North Carolina: Coharie, Lumbee, Meherrin, Occaneechee Saponi, Haliwa Saponi, Waccamaw Siouan, Sapony, and the Eastern Band of Cherokee.




Native Americans of North Carolina 1500



Announcements

- DEI Foundational Training Roundtable Discussion on Understanding & Addressing Implicit Bias with Kevin Weinfurt & Ashwini Joshi - **August 17th at 1- 2pm**
- The DEI Website Resource Section is live! [Check it out here](#)
- DPHS Naloxone Kit Making Event for Overdose Awareness Month - **August 30th at 4pm** (calendar invite coming soon!)
- Hispanic/Latinx Heritage Month Celebration (more details coming soon!)

DEI Committee Updates



We'd love to update you on what we're working on! Click on each SubCommittee below to learn more about their members & mission.

- SubCommittee #1 has been working on coordinating two departmental events for Overdose Awareness Month & Hispanic/Latinx Heritage Month, as well as this newsletter. They have also merged with SubCommittee #5.
- SubCommittee #2 recently launched the Staff Hiring Toolkit after working with an implementation team to integrate into the department's hiring process. They're now discussing collecting DEI metrics, and evaluating next steps in light of the SOM DEI Plan that was recently released.
- SubCommittee #3 has been finalizing the DEI Foundational Training LMS Courses, making their contents available to all department members. They have also organized the DEI Foundational Training Roundtable Events to revisit selected training topics in discussion together.
- SubCommittee #4 is on hiatus until when/if a relevant project arises.
- SubCommittee #5 has been following the process of installing an ADA door-opening button for our office suite at Imperial. They have also facilitated the installation of a similar button on the side entrance door of the building. They have also merged with SubCommittee #1.
- SubCommittee #6 has been on hiatus as the BRIDGE Program is being developed. The first BRIDGE Program cohort completed the summer institute and had very productive mentorship by DPHS faculty. This subcommittee will be recruiting two trainees to join them in the fall.



Key Dates



July 14- International Non-Binary People's Day, a day that raises awareness and organizing around the issues faced by non-binary people around the world while celebrating their contributions.

July 19-20 (sundown to sundown)-Eid al-Adha, an Islamic festival to commemorate the willingness of Ibrahim (also known as Abraham) to follow Allah's (God's) command to sacrifice his son, Ishmael. Muslims around the world observe this event.

July 26-Disability Independence Day, celebrating the anniversary of the 1990 signing of the Americans with Disabilities Act.

August 13- Black Women's Equal Pay Day, a day to to raise awareness about the wider-than-average pay gap between Black women and White men. Black women are paid 62 cents for every dollar paid to white men.





August 26-Women's Equality Day, commemorates the certification of the 19th Amendment to the U.S. Constitution that gave women the right to vote.

August 31-Overdose Awareness Day, a day to campaign to end overdose, remember without stigma those who have died and acknowledge the grief of the family and friends left behind.

September 15-16- Yom Kippur, the holiest day on the Jewish calendar, a day of atonement marked by fasting and ceremonial repentance.

September 24- Native American Day a Federal holiday observed annually on the fourth Friday in September in the state of California and Nevada and on the second Monday in October in South Dakota and Oklahoma, United States

September 15-October 15-Hispanic Heritage Month is observed from September 15 to October 15. This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship.



References:



1. <https://honouringindigenouspeoples.com/reconciliation-land-acknowledgements/>
2. <https://www.census.gov/newsroom/stories/hispanic-heritage-month.html>
3. [Durham Convention Center Garage Door Mural](#)
4. [Latin-Owned Durham Restaurants](#)
5. [Extra icons from The Noun Project.](#)
6. [Example Land Acknowledgement Slide from Duke's Center for Sexual and Gender Diversity's \(CSGD\).](#)
7. <https://www.cmlibrary.org/blog/history-native-americans-north-carolina>
8. <https://www.diversitybestpractices.com/2021-diversity-holidays>



**The DEI Newsletter is created by SubCommittee 1 & 5:
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