

THE MUSIC SETTLEMENT *IDEA COMMITTEE*



DIVERSITY MONTH

APRIL 2022



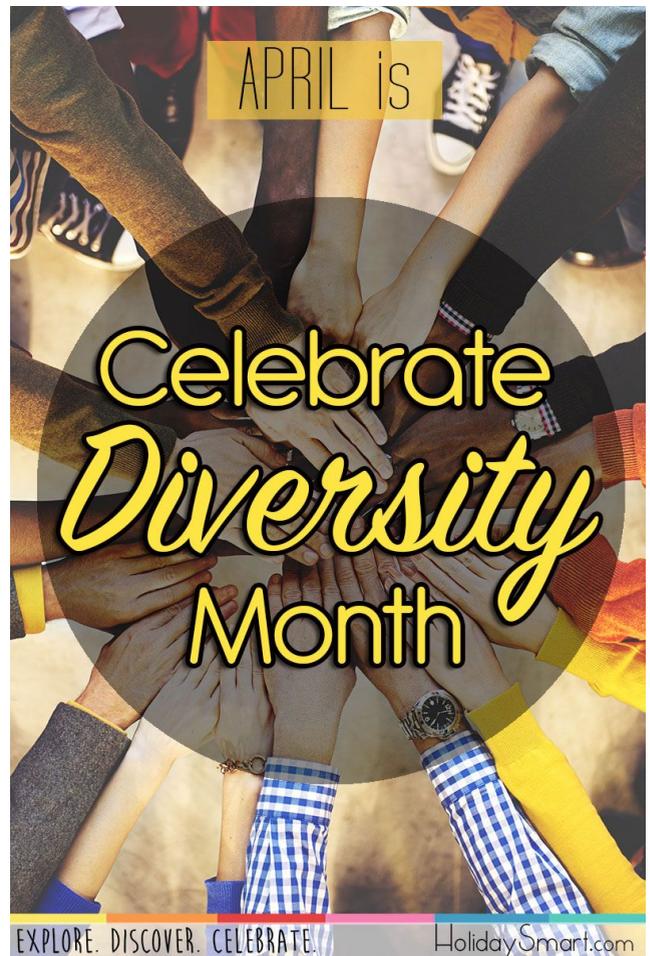
The Music Settlement
OHIO CITY • UNIVERSITY CIRCLE

ABOUT DIVERSITY MONTH

Did you know that “Celebrate Diversity Month” was proposed in 2004, when two diversity companies, ProGroup, Inc. and Diversity Best Practices, created a proclamation for the observance and it is now widely observed in April. It is about opening dialogues that foster an appreciation of the differences that separate us as well as the similarities that unite us.

The concept of diversity means understanding that each individual is unique, and recognizing our individual differences. These differences can include dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. Diversity awareness is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Diversity awareness skills extend beyond mere tolerance to encompass exploration of such individual differences, respecting them, and ultimately nurturing a healthy relationship with the individual despite the differences. With the help of these skills, organizations foster a harmonious environment where mutual respect and equity are intrinsic.



WAYS TO CELEBRATE DIVERSITY MONTH

Celebrate Diversity Month is a **time to recognize and celebrate other cultures and populations**. ... By celebrating the unique cultures, backgrounds and traditions of others, as well as similarities, we can gain a greater appreciation for the diversity that surrounds us.

Below are several ways to appreciate and respect differences that can make the world a better place for everyone.

Celebrate diversity. Share your culture and heritage with a social media post by posting a photo in your cultural attire, an heirloom or even a family recipe. Celebrate your friends, family and colleagues by asking them to share their photo or special item during your next virtual staff meeting, coffee chat or happy hour.

Engage in learning opportunities. Expand your knowledge of diversity and inclusion related topics:

- ✓ Sign up for a D&I course in [LinkedIn Learning](#).
- ✓ Watch the [Corona Bias](#) video and share with a colleague how you combat bias.
- ✓ Read a D&I publication such as [Federal Reserve Bank of Kansas City's 2019 diversity and inclusion report](#).

Support minority- and women-owned businesses. [Minority- and women-owned businesses have been heavily impacted by the pandemic](#), therefore consider visiting or utilizing services from a diverse vendor to show your support for their business. The [SBA small business database](#) can be helpful in finding diverse suppliers in your area.

Host a multicultural virtual movie night. Invite friends, family or colleagues to some multicultural and foreign films and ask guests to bring a snack to represent a different country or culture to munch on.

Attend a virtual cultural art exhibit. Learn more about other cultures through the lens of fine and contemporary art from [museums](#) around the world in the comfort of your own home.

Play music from around the world. Celebrate your friends, family and colleagues by asking them to share examples of music from their own culture or heritage during your next virtual staff meeting, coffee chat or happy hour.

Try a new restaurant/food. Support local/small business and try new cuisine or try a new recipe at home.



Let's celebrate Diversity & Equality

DIVERSITY DATES FOR APRIL 2022

- **April 2: World Autism Awareness Day**, created to raise awareness around the globe
- **April 2-11: Chaitra Navaratri** – a nine-day festival which starts on the first day of Hindu Luni-Solar calendar.
- **April 2–May 2 (sundown to sundown): Ramadan**, an Islamic holiday marked by fasting, praise, prayer, and devotion to Islam
- **April 8: The Day of Silence**, during which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) students and their straight allies due to bias and harassment
- **April 10: Palm Sunday**, a Christian holiday commemorating the entry of Jesus into Jerusalem. It takes place on the last Sunday of Lent, at the beginning of the Holy Week.
April 10: Ram Navami, a Hindu day of worship and celebration of the seventh avatar of Vishnu (Lord Rama). Devotees typically wear red and place extravagant flowers on the shrine of the god.
- **April 13: Equal Pay Day**, an attempt to raise awareness about the raw wage gap, a figure that shows that women, on average, earn about 80 cents for every dollar men earn. The date moves earlier each year as the wage gap closes. Equal Pay Day was initiated in 1996 by the National Committee on Pay Equity as a public awareness event to illustrate the gender pay gap.
- **April 14: Holy Thursday (Maundy Thursday)**, the Christian holiday commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the crucifixion. It is celebrated on the Thursday before Easter.
- **April 14: Mahavir Jayanti**, a holiday celebrated by the Jains commemorating the birth of Lord Mahavira. It is one of the most important religious festivals for Jains.
- **April 14: Vaisakhi** (also known as Baisakhi), the celebration of the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa
- **April 15: Good Friday**, a day celebrated by Christians to commemorate the execution of Jesus by crucifixion. It is recognized on the Friday before Easter.
- **April 15: Lord's Evening Meal**, celebrated by Jehovah's Witnesses in commemoration of an event believed to have occurred on the first night of Passover in approximately 33 CE, i.e., the Last Supper
- **April 15–April 23: Passover**, an eight-day Jewish holiday in commemoration of the emancipation of the Israelites from slavery in ancient Egypt
- **April 16: Lazarus Saturday**, a day celebrated by the Eastern Orthodox Church and Oriental Orthodoxy to commemorate the raising from the dead of Lazarus of Bethany
- **April 17: Easter**, a holiday celebrated by Christians to recognize Jesus' return from death after the crucifixion
- **April 21–May 2: The Festival of Ridvan**, a holiday celebrated by those of the Bahá'í faith, commemorating the twelve days when Bahá'u'lláh, the prophet-founder, resided in a garden called Ridvan (paradise) and publicly proclaimed his mission as God's messenger for this age
- **April 22: Earth Day** promotes world peace and sustainability of the planet. Events are held globally in support of environmental protection of the Earth.
- **April 23: St. George's Day**, the feast day of St. George celebrated by various Christian churches
- **April 24: Armenian Martyrs' Day** recognizes the genocide of approximately 1.5 million Armenians between 1915 and 1923 in Turkey.
- **April 27–28: Yom HaShoah**, Israel's day of remembrance for the approximately six million Jews who perished in the Holocaust
- **April 29: Ninth Day of Ridvan**, a festival of joy and unity in the Bahá'í faith to commemorate the reunification of Bahá'u'lláh's family and by extension the unity of the entire human family the Bahá'í faith calls for. It permeates the symbolic meaning of the Ninth Day of Ridvan.
- **April 29: Laylat al-Qadr**, the holiest night of the year for Muslims, is traditionally celebrated on the twenty-seventh day of Ramadan. It is known as the Night of Power and commemorates the night that the Quran was first revealed to the prophet Muhammad.



MEDIA

Books

Children's Nonfiction

- [¡Bravo! : Poemas sobre hispanos extraordinarios](#) by Margarita Engle
- [Finish the Fight](#) by Veronica Chambers
- [The Grand Mosque of Paris: A Story of How Muslims Rescued Jews During the Holocaust](#) by Karen Gray Ruelle
- [Sixteen Years in Sixteen Seconds: The Sammy Lee Story](#) by Paula Yoo
- [We Are Grateful](#) by Traci Sorell

Children's and Preteen Chapter Books

- [Code Talker: A Novel About the Navajo Marines of World War II](#) by Joseph Bruchac
- [Indian No More](#) by Charlene Willing McManus
- [Inside Out & Back Again](#) by Thanhha Lai
- [The Night Diary](#) by Veera Niranandani
- [Other Words for Home](#) by Jasmine Warga

Teen and Young Adult Fiction

- [The Astonishing Color of After](#) by Emily XR Pan
- [The Gilded Ones](#) by Namina Forna
- [I Am Not Your Perfect Mexican Daughter](#) by Ericka L. Sanchez
- [This is All Your Fault](#) by Aminah Mae Safi
- [With the Fire on High](#) by Elizabeth Acevedo

Adult Fiction

- [America Is Not the Heart](#) by Elaine Castillo
- [Girls Burn Brighter](#) by Shobha Rao
- [Homegoing](#) by Yaa Gyasi
- [Marriage of a Thousand Lies](#) by SJ Sindu
- [You Exist Too Much](#) by Zaina Ararat

Young Adult and Adult Nonfiction

- [#NotYourPrincess](#) edited by Mary Beth Leatherdale
- [I'm Still Here: Black Dignity in a World Made for Whiteness](#) by Austin Channing Brown
- [An Indigenous Peoples' History of the United States](#) by Roxanne Dunbar-Ortiz
- [The Magical Language of Others](#) by EJ Koh
- [Not Quite Not White: Losing and Finding Race in America](#) by Shamila Sen

Videos

1. *Moana* Rated: PG

The animated film is about Moana, the daughter of a Polynesian chief, as she sails across the ocean and along the way discovers her own identity.

2. *Wonder* Rated: PG

Auggie, the main character, was born with facial differences and is entering a mainstream school for the first time. This movie features themes of compassion and acceptance and teaches us that the differences we all have simply add to the richness of our lives, not take away from it.

3. *Coco* Rated: PG

This animated film features an all-Latino cast and shares the story of Miguel, a 12-year-old Mexican boy who is an aspiring musician. Miguel goes into the Land of the Dead to find his great-great-grandfather and the movie highlights many details of daily life in Mexico.

4. *Hidden Figures* Rated: PG

Hidden Figures is based on the incredible true story of three female mathematicians who dealt with many challenges around race and gender as they became an important part of NASA and the U.S. space program.

5. *Akeelah and the Bee* Rated: PG

Akeelah is an 11-year-old that lives in a predominately Black neighborhood and goes to compete at the Scripps National Spelling Bee. The film explores the unique pressure that Akeelah feels, as well as the discrimination she faces from the families of other competitors.

6. *Mulan*

Mulan is a decidedly Disneyfied take on a Chinese fairy tale, but its elements of Chinese culture and history ring true.

7. *A Ballerina's Tale* Rated: N/A

A Ballerina's Tale shows the struggles and successes of Misty Copeland, the first Black principal dancer of the American Ballet Theatre. The film explores themes around race as well as body image.

8. *Remember the Titans* Rated: PG

Taking place in Virginia in 1971, *Remember the Titans* is based on the true story of a newly integrated high school football team and the struggles around racial tensions, both on and off the field.

9. *The Boy Who Harnessed The Wind* Rated: PG

This is a film based on a true story about 13-year-old William Kamkwamba and how he discovers a way to save his Malawian village from famine. The movie explores themes around poverty and political unrest.

10. *Ruby Bridges* Rated: PG

Ruby was the first African American child to attend an all-white school in the south in 1960. Ruby Bridges, now age 65, is an American civil rights activist. *Ruby Bridges* shares Ruby's real-life experience and showcases the struggles and racist environment she had to fight through as a 6-year-old.

coexist





IDEA Committee

THANK YOU.