



Several stylized snowflakes are scattered around the title text.

# Cascadia College's Office of Equity and Inclusion December Newsletter

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Since 'tis the season for reflection, there is much to ponder... Gratitude fills us as we reflect on our Cascadia community coming together to support one another through the winds of life. Folks showed up and stepped up to be present for all—going well beyond their calls of duty. Others reminded us to seek comfort and nourishment in local communities, taking time to heal, recover, and rest. Whatever fills your spirits, we hope you can find time to celebrate being, well ...you!

A single stylized snowflake is located to the right of the first line of the paragraph.A row of stylized evergreen trees is at the bottom of the page.

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# December Newsletter

## Celebrations

1 World Aids Day

3 International Day of Disabled Persons

10 International Human Rights Day

21 Winter Solstice

29 Wounded Knee Massacre  
Remembrance Day

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## Spotlight on International Human Rights Day

The International Human Rights Day, celebrated yearly, marks the adoption of the Universal Declaration of Human Rights (UDHR) on December 10, 1948, at the headquarters of the newly created United Nations in New York.

Almost 80 years later, in a world once again shaken by wars and instability (social, economic, and environmental), we are invited to reflect on the relevance of this document. The UDHR commits all nations to recognize that “the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.” It is pretty clear that we are very far from this.

It is also important to note, however, that if we have not been able to create a world of respect and dignity for all, at least we developed awareness, a vocabulary, and institutions across the globe to continue the fight in this direction. This is no small feat. Although the document does not legally create binding obligations for the states, it was a cornerstone for the construction of the entire UN system of human rights protection in the following decades. Unfortunately, we are still unable to celebrate the UDHR as the basis of our social coexistence, but it works as a powerful north star, engaging and empowering action in its direction.

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## Solid Foundations

We carry many identities. Intersectionality provides a way to understand the impact of our identities, particular for underrepresented groups.

### Definition

Intersectionality is an analytical framework for understanding how various identities intersect in systems of oppression. The term was coined by Kimberlé Crenshaw in 1989. Crenshaw wrote that traditional feminist and antiracist ideas exclude Black women because they face overlapping discrimination unique to them. At Cascadia, we approach intersectionality as the complex way the effects of multiple forms of discrimination combine, overlap, or intersect especially in the experiences of marginalized groups.

### Resource

The urgency of intersectionality | Kimberlé Crenshaw | TED  
Available on Youtube

### Takeaway

The many layers of personal identities intersect. For marginalized identities, the intersection magnifies the barriers they experience.



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At the Diversity & Equity Center

1/7 & 8 Eat Dessert First! in CC1-002  
On 1/7 offered between 12-1pm and on 1/8, 12-1pm  
and 5:30-6:30pm.

1/14 Impostor Syndrome Workshop  
2:00-3:00pm in 002

1/22 In collaboration with the Kodiak Cave: MLK  
Service-a-thon; 01/22, 11am-2pm, CC1-002

1/28 In collaboration with Accessibility and Student  
Services: Resource Fair & Movie Screening-3:30pm in  
CC1-002

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## Free Community Resources

Tree Lighting and Holiday Market December 7th in Bothell



<https://www.bothelltreelightingfestival.com/>

Holiday Market and Activities December 7th in Woodinville



<https://www.celebratewoodinville.com/>

Seattle Winter Festivities List

<https://www.seattlecenter.com/events/featured-events/winterfest>



Huge Holiday Model Train Display December 15th in Seattle



<https://www.seattlecenter.com/events/event-calendar/winterfest-train-and-village-x42104>

Holiday Market for Small Businesses December 15th in Seattle

<https://www.seattlecenter.com/events/event-calendar/winterfest-world-bazaar-presented-by-festal-x41929>

Bellevue's Iconic Snowflake Lane Performances

<https://bellevuecollection.com/snowflakelane/>

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