

OFFICE OF EQUITY & INCLUSION

MARCH NEWSLETTER

This Month's celebrations:

National Women's History Month*
Developmental Disabilities Awareness
Month

8th International Women's Day
8th Maha Shivaratri (Hindu)

10th Ramadan (Islamic) (March 10 -
April 9)

19th Nowruz (Persian New Year)
19th-20th Naw-Rúz (Bahá'í, Persian,
Kurdish, Zoroastrianism)

21st International Day for the
Elimination of Racial Discrimination
23rd Purim (Jewish) (Mar 23 - Mar 24)

24th Palm Sunday (Christian)
25th Holi (Hindu)

25th Holla Mohalla (Sikh) (March 25 -
March 27)

25th International Day of
Remembrance of the Victims of
Slavery and the Transatlantic Slave
Trade

29th Good Friday (Christian)

31st Cesar Chavez Day

31st Easter (Christian)

31st International Transgender Day of
Visibility

"If they don't give
you a seat at the
table, bring a
folding chair."** -
Shirley Chisholm
(1924-2005), U.S.
Congresswoman

"Now you understand
Just why my head's not
bowed.
I don't shout or jump
about
Or have to talk real loud.
When you see me passing,
It ought to make you
proud.
I say,
It's in the click of my
heels,
The bend of my hair,
the palm of my hand,
The need for my care.
'Cause I'm a woman
Phenomenally.
Phenomenal woman,
That's me."
~ Phenomenal Woman,
Maya Angelou

*Please note that in this newsletter, we use the term "women" to refer to all individuals who identify as such.

**<https://www.history.com/topics/holidays/womens-history-month#international-women-s-day>

OFFICE OF EQUITY & INCLUSION

March is Women's History Month and Developmental Disabilities Awareness Month. These month-long celebrations speak of visibility – shedding light on large population groups that have been derided and oppressed. The month concludes with the International Transgender Day of Visibility, which highlights the joy and power in the trans community. Join us at the Diversity & Equity Center to mark this month's celebrations.



Spotlight on:

WOMEN'S HISTORY MONTH

President Jimmy Carter proclaimed Women's History Week in 1980, noting women's contributions were "too often unsung."⁽¹⁾ In 1987, Congress proclaimed March as Women's History Month.⁽²⁾ This year's theme established by the National Women's History Alliance is "Women Who Advocate for Equity, Diversity, and Inclusion," recognizing that "Women from every background have long realized that an uneven playing field will never bring equality or justice."⁽³⁾ We also celebrate International Women's Day on March 8th. The date emerged from the activism of many around the globe. International women's day was recognized by the United Nations in 1977.⁽⁴⁾

Women were organizing and demanding equal rights long before any official recognition. In the United States, for example, the antislavery and women's rights movements organized to demand freedom and equality in the 19th century. The first National Women's Day occurred on February 28, 1909, marking the New York women's strike for better working conditions. ⁽⁵⁾ In 1917 Russia, during World War I, women demanded "Bread and Peace" leading, on some accounts, to the Russian revolution.⁽⁵⁾ The "Bread and Peace" protests occurred on March 8th (in the Gregorian calendar), marking the date of International Women's Day. ⁽⁵⁾

While the demand for equality has a long history, achieving it remains elusive, despite progress in that direction. The UN indicates that an "alarming" lack of funding threatens its ability to reach equality by 2030. ⁽⁶⁾

¹ <https://www.presidency.ucsb.edu/documents/statement-the-president-national-womens-history-week>

² <https://www.npr.org/2023/03/02/1160430549/womens-history-month-grew-out-of-a-weeklong-commemoration-by-jimmy-carter-in-198>

³ <https://nationalwomenshistoryalliance.org/2024-whm-theme/>

⁴ <https://www.unesco.org/en/days/women#:~:text=History%20of%20International%20Women%27s%20Day&text=Two%20years%20later%2C%20in%20December,their%20historical%20and%20national%20traditions.>

⁵ <https://interactive.unwomen.org/multimedia/timeline/womenunite/en/index.html#/1840>

⁶ https://www.unwomen.org/en/news-stories/announcement/2023/12/international-womens-day-2024-invest-in-women-accelerate-progress?gad_source=1&gclid=CjwKCAiAibeuBhAAEiwAIXBoJAWLWMXqCQT-f4ApuYXYIrwjESdP_vDD8Eo7ih9CdyIG9Cj16hfhoCTEQQA_VD_BwE

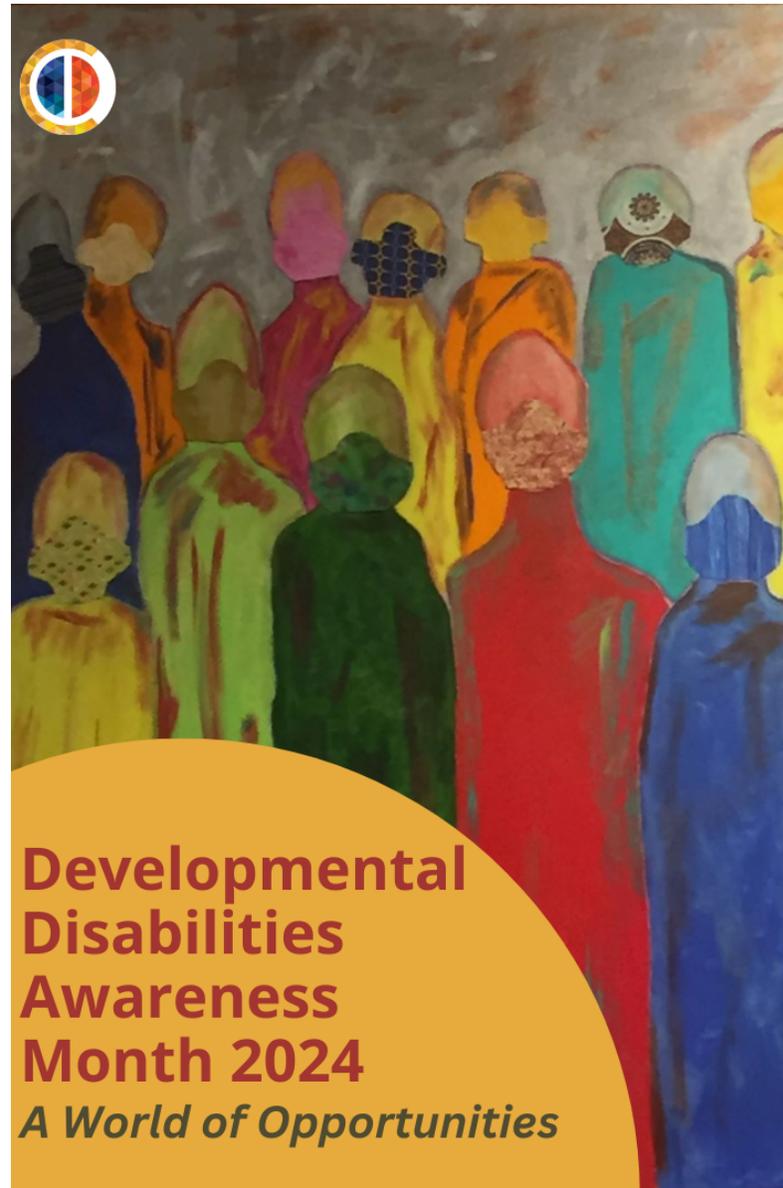
Spotlight on:

DEVELOPMENTAL DISABILITIES AWARENESS MONTH:

After a long history of advocacy, in 1987, Congress designated March as “National Developmental Disabilities Awareness Month.”* Every year, the National Association of Council’s on Developmental Disabilities creates a campaign to foster community and inclusion.* This year’s theme for DDAM is “A World of Opportunities,” highlighting people working together to remove barriers to making the world a better place for all. The campaign’s goal is “to build a community that’s committed to creating a world where everyone can do well and succeed. Join us in making a world where all kinds of people have the chance to thrive.”*

There are many ways to observe National Developmental Disability Awareness Month. Learning about disability rights and organizations fighting for accessibility is one avenue. At the Diversity & Equity Center, we watched the documentary “Crip Camp,” followed by a discussion with Bryan Fauth, professors Tasha Walston, Victor Begay, and Cascadia College students. “Crip Camp” is a powerful documentary tracing the history of disability rights in the US – consider checking it out!

*<https://nacdd.org/ddam1/>



Spotlight on:

INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

International Transgender Day of Visibility is a day to celebrate trans people and their contributions: their courage, joy, and resilience. Rachel Crandall-Crocker created the day so that “people could have a moment of happiness.” *

The Transgender Day of Remembrance honors the victims of violence against the community. Crandall-Crocker wanted a day to celebrate the living, a day “that all over the world we could be together.” (Id.) The day is a “spark of hope,” an opportunity for community and joy.

In its proclamation on Transgender Day of Visibility, President Biden stated that “Transgender Day of Visibility celebrates the joy, strength, and absolute courage of some of the bravest people I know – people who often had to put their jobs, relationships, and lives on the line just to be their true selves... Their courage has given countless others strength, but no one should have to be brave just to be themselves. Every American deserves that freedom.”

*<https://www.pbs.org/newshour/nation/the-history-behind-international-transgender-day-of-visibility>

**<https://www.whitehouse.gov/briefing-room/presidential-actions/2023/03/30/a-proclamation-on-transgender-day-of-visibility/>

**At the Diversity & Equity Center:
Courage in Action**

**Join us in conversations with Sarah
Dillon and Crystal Acosta**

Sarah Dillon: Where We Are

In partnership with Cascadia's Art Department, please join us for a conversation with Sarah Dillon. Professor Brown highlights that Sarah's art "engages the viewer with timely issues, including the lives of refugees, immigrants" and our unhoused neighbors.

When: Thursday, March 7, from 2:30 to 3:30 pm.
where: Mobius Hall

Cascadia Textbook Donation

We continue with our textbook donation drive. Books can be donated on CC1-002 or CC1-004.

**Crystal Acosta: the trajectory of a
non-traditional student**

Crystal is a Pierce County Prosecutor. She comes from a long line of people with the disease of addiction and most of the men in her family were incarcerated at some point. Crystal struggled with addiction starting at age 13. She left school in 9th grade and became a mother at 20. Then, Crystal turned her life around at 30 years old. She graduated from UWB and Seattle University Law School. She was technically disqualified from a prosecutor's job because of her criminal history, but the office hired her precisely because of her experience and perspective.

When: Thursday, March 7, from 1:15 to 2:15pm.
Where: CC1-002

Documentary Screening: Taking Roots, The Vision of Wangari Maathai. "A time when we have to shed our fear and give hope to each other. Since the founding of the Green Belt Movement (GBM) in 1977, the GBM has planted 51 million trees in Kenya." (Cascadia/UWB Library description)

When: Tuesday, March 26, 1:15 - 3:15pm
Where: CC1-002

OFFICE OF EQUITY & INCLUSION

(FREE) COMMUNITY CONNECTIONS & RESOURCES

Changemakers documentary: WATCH: GLAAD's award-winning Black video docuseries "Changemakers" returns for Season 2 | GLAAD

Her Story her words: a showcase of local women authors.

<https://kcls.bibliocommons.com/events/65a5c64f61803d3600762f76>

City of Tacoma - Annual Martin Luther King, Jr. Birthday Celebration - City of Tacoma

Swasey Book Club! To celebrate Women's History Month, our March selection is Two Old Women: An Alaskan Legend of Betrayal, Courage, and Survival by Velma Wallis.

<https://tacoma.bibliocommons.com/events/6531cc655c850f480052d4f9>

Becoming Visible - digital exhibition : Smithsonian American Women's History Museum Celebrates Women's History Month 2024 With Inaugural Digital Exhibition and New Initiatives | Smithsonian Institution (si.edu)

Interactive timeline UN Women | Timeline: Women of the world, unite!

Disability rights: Home | Northwest Justice Project (nwjustice.org)

Home page - Disability Rights Washington

Benefits (BLC) | SSI & SSDI Advocates (benefitslawcenter.org)

Seattle Disability Commission: Resources | seattle.gov

Mission & Vision : About : The Arc of King County