



**P** r i s m

ASSOCIATION OF LEGAL  
ADMINISTRATORS  
NEW YORK CITY CHAPTER



**WINTER  
2019**

THE HISTORY OF  
AMERICA THROUGH THE  
LENS OF DIVERSITY &  
INCLUSION

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# Editor's Note

BY MATT FREDERICK

I'm so grateful for this opportunity to work again on *Prism*, this time as Editor, and continue to broaden my understanding of Diversity & Inclusion trends by learning more about the roots of the American experience. I'm constantly moved by personal stories – and particularly fascinating are immigrant experiences—which are often simple, powerful ways to find commonalities with those from vastly differing backgrounds. Sharing personal histories brings us closer together in a time when too many forces threaten division.

In February I was invited along with my partner Gabriel and his family to the opening of a special photography exhibit at Ellis Island documenting immigration from Galicia, an ancient kingdom now comprising the northwest corner of Spain. Gabriel's father, like so many others, emigrated from the small Galician seaside town of Sada in the 1970s to find better work, first to Uruguay, then Holland, and finally the U.S. As soon as they were able, his wife brought their four sons over and the family was reunited in Astoria, Queens when Gabriel, the youngest, was just five. The boys grew up in New York during the school year, and back in Sada with relatives during the summer. Compared to my own primarily suburban, midwestern upbringing, bouncing between NYC and Europe seems an alluringly cosmopolitan background. Ironically, he considers trips to my family in central Pennsylvania “exotic” forays to a mainland America he only accessed through television from a Long Island enclave off the coast.

As I hadn't been back to Ellis Island since the museum opened, I was glad to have a reason to return, with the added draw of learning more about my partner's heritage. I've long been interested in this relatively-unknown part of the world, and my curiosity was a touchpoint that initially brought us together. Since then we've visited many sites in Galicia together, and we were graciously hosted by some of the close relatives who stayed behind in his hometown. This misty, lush green region of fishermen and farmers, with its Celtic roots—the gaita bagpipes are the traditional instrument—evokes a culture and a climate one might associate more with New England than our stereotypes of Spain. Having some acquaintance with the area, I was surprised to learn so much more from the outing and put the family's personal journeys into a broader historical context.

The exhibit, **Farewells - Photographs of Alberto Marti** was a fascinating window into the phenomenon of Galician (or *Galego* in the native language) mass-immigration around the middle of the last century. I was amazed to learn from that more left Galicia than any other region in Europe during the period of 1836-1930, with 1.7 million emigrating and approximately 578,000 staying at their destination. In nostalgic black and white shots, Marti documented life around the docks of A Coruna, a hub of the exodus (and incidentally the birth city of my partner). It was a great opportunity to see images of that time and imagine what it was like to embark upon a life-changing journey, leaving behind—perhaps forever—all one knew for an uncertain future in an unknown land. (Granted by the time my partner's family came over air travel had supplanted the ocean liners, and they arrived at JFK after a quicker but no less momentous voyage.)

Remembering back, as we wandered through the galleries I particularly enjoyed hearing anecdotes and family lore from members of our party and other attendees, distant relatives of this somewhat hidden, now all-but-assimilated immigrant subgroup. Through their particular personal references, I heard echoes of others' experiences, including my own. And these new insights were as so many subliminal lines tossed out between ships interested in mooring together. Hopefully you'll find lines in the following pages that likewise you'll want to grab onto and broaden your understanding of the experiences and backgrounds of your fellows...

**Bon Voyage! Matt**



# MEET YOUR 2018-2019 DIVERSITY & INCLUSION TEAM



**SANTA MEDINA**  
Office Manager  
Brill & Meisel  
Favorite Quote:  
We build too many walls and not enough bridges - Sir Isaac Newton



**SARAH GILLEN**

President  
Emergency Skills  
Fun Fact:

As a Slovak and Byzantine Rite Catholic, Easter is my favorite time of year, when we cook and go to church to bless our Easter meal including stuffed cabbage, kielbasa, and poppy seed bread and for my husband's side of the family - Irish Soda Bread.



**GINA NEGRIN**

Legal Administrative Assistant  
Grais & Ellsworth LLP  
Favorite Quote:

In my lifetime, the world has become better, not worse. And the world is moving, very slowly but surely with more democracy and more liberal way of thinking, more inclusion and more diversity - Isabelle Allende



**LESYA OSIPOVA**

Chief Operating Officer  
Reid Michaelis PLLC  
Favorite Quote:

"Inclusivity" to me means acceptance and understanding. Only by putting yourself in someone's shoes, you will lose the fear and prejudice and gain respect and perspective.



**DANA ADORNO**

Office Manager/  
Human Resource Professional  
Favorite Quote:

Every thought we think is creating our future - Louise Hay



**CASSANDRA JACKSON**

Legal Support Operations Manager  
Vinson & Elkins  
Favorite Quote:

Be the change you wish to see in the world - Mahatma Gandhi



**JANINE A. NEDD**

Business Process Manager  
Morrison & Foerster LLP  
Favorite Quote:

When the power of love overcomes the love of power, the world will know peace - Jimi Hendrix



## A Word from Diversity & Inclusion Team Leader, Santa Medina

In these times of constant change in immigration and employment laws and the way we live and work, our team wants to explore the rich history of the United States and how the influences and contributions of various groups have positively impacted our everyday lives. How have we learned to embrace diversity and inclusiveness in a society made up of all the different groups of people which have settled on these shores to date?

Our intention is to remind us all that though differences exist in culture, education, age, beliefs, gender, race, national origin, disability and socioeconomic status we all want and desire many of the same things: the betterment of our family, employment, homes, entertainment, freedom and the pursuit of happiness, to name a few.

Through studying history, we learn about the struggles and triumphs of various people. Periods of crisis reveal the very soul of who we are as a people and as a nation.

Let's continue to embrace and welcome otherness. Let's live together and work through those differences with common respect, communication and positive attitudes.

My experience as the Team Leader for the Diversity & Inclusion Committee has surpassed my expectations in every way. From working with our Past President Jenniffer Brown, whose inspiration and innovative ideas have moved this organization to heights we never dreamed possible, to the Board Members whose support is unwavering and to the members for taking time out of their busy days to attend the Diversity & Inclusion sessions and most of all to my team whose commitment and devotion to our mission and to ALANYC is unmatched. Lastly, to my past mentor and advisor Nadia Wagner for always being available to guide, support or give of her time whenever called upon. I extend my most sincere gratitude to all for a most rewarding term.

Thank you.

Santa Medina, Vice President and Diversity & Inclusion Team Leader

# The Native Americans: Indigenous Peoples of the United States

BY SANTA MEDINA

As I researched a group of people who have inhabited the United States regions since before recorded history, I found that Native Americans have weathered many struggles through to the present day.

As the continent's earliest inhabitants, Native Americans went on to populate the entirety of North, Central and South America. They migrated as necessary, and as climates changed, so did their habitats and the ways they adapted to their environments. They spoke many languages with different sub-dialects and had regionally-specific cultural practices. (Ruiz-Linares, 2018). Initially they were hunter-gatherers and then farmers with strong respect for nature, family and community.

While formerly omnipresent indigenous cultures may be remembered through the impressive artifacts they have left behind (such as silver and turquoise jewelry and wood carvings) a bit more digging shows their contributions to the history of the United States are far more influential.



*This green circular object is archaeological evidence of an irrigation system that the Hohokam culture suggests would sustain large communities of Indigenous people in South and North America. Dating back to 300 B.C.*

## Conservation and Sustainability

Native Americans innovated ways to cultivate the land. It has been proposed they were the first to invent irrigation systems to care for the land and grow crops together such as squash, corn and beans (The Three Sisters). This allowed them to feed their families and communities more efficiently. Conservation was a way of life and means of survival. Many today have just begun to value conservation and sustainable methods that have been used by the Native Americans for millennia. Due to their great respect for nature, everything they used as materials or food had a purpose and was never wasted. For example, one of their main crops was corn, which they not only ate, they also used the husks to make toy dolls, mats and baskets (Gilio-Whitaker, 2015).



*Pictured here is one of the three sisters, corn - one of the most widely consumed crops. The other two crops were squash and beans. The Iroquois and Native North Americans planted these and used the remaining materials to make dolls and baskets.*



*The Iroquois League system was created to maintain peace among Native American tribe leaders and is considered the first model of its kind. Above is a symbol of the United Nations. An organization charged today with maintaining international peace and security and friendly relations among nations.*

### **Government**

Benjamin Franklin acknowledged that he adapted Native American justice systems when writing (Lee, 2017). He was inspired by the practices of The Iroquois Confederacy or League, which included 6 indigenous nations at its height. Created to maintain peace among different leaders, groups and regions, the League has been recognized as one of the world's oldest participatory democracies, and forms of it are still in use today. (Gibson, 2011). Native American women held leadership roles as well as major roles within family and government.

### **Communications**

Names of many states, towns and rivers have Native American origins such as Alabama, Dakota, Oklahoma, Mississippi, Milwaukee, Miami, Wichita, Seattle, Flathead Lake and Spokane, to list a few. Many of the words in use today are borrowings from Native American languages, including barbecue, skunk, moccasin, hurricane, chipmunk, caribou and mahogany (Gibson, 2011).

### **Sports**

Native Americans were the original creators of a version of lacrosse. This game was used to teach lessons in character and settle conflicts within the different groups. Competitions sometimes lasted days. Rez Rall is a version of what Americans call basketball. The Native American Basketball Invitational (NABI) competitions are held yearly and promote health and education to Native American school-aged participants. They not only play basketball but have an opportunity to participate in travel to other countries around the world and attain a higher education via scholarships (Fain, 2018).

### **Medicine**

The Native Americans were some of the first to employ pain relievers such as the precursor of aspirin (salicylic acid) derived from birch bark and anesthetics such as coca, datura, peyote and other plants to produce loss of consciousness during surgery.

Many used cradle boards to carry their babies called a papoose. Much like a baby carrier used today to transport young babies and toddlers with hands free convenience.



*Pictured are a variety of herbs and plants used for medicinal purposes.*

## Notable Individuals of Native American Ancestry

### Charles Curtis - (1860-1936):

Served on the United States Senate and later became the nation's 31st Vice President.

**John Harris - (1958-):** Became the first enrolled Native American Astronaut to travel into space. Traveled on the 2002 space shuttle.

**Delphine Redshirt - (1957-):** Chair of The Indigenous Peoples and Nongovernmental Representative of her tribe at the United Nations, Author of three books (*Bead On An Anthill: A Lakota Childhood*, *Turtle Lung Woman's Granddaughter* and *George Sword's Warrior Narratives*), Writer and Lecturer at Stanford University on Decolonization history and Lakota language. Lecturer at Stanford University on Decolonization history and Lakota language.

**Susan La Flesche - (1865-1915):** First Female Native American Doctor to earn a medical degree in the United States. A medical facility was named for her after her death. Walthill Hospital was renamed Dr. Susan La Flesche Picotte Memorial Hospital in Walthill, Nebraska. The hospital was funded by non-government money.

**Maria Tallchief - (1925-2013):** First Native American Prima Ballerina. She worked with Chicago Lyric Opera ballet and founded the Chicago City Ballet.

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# Overview of Judaism

BY CASSANDRA JACKSON

## History

Today, the Jewish community totals about 14 million worldwide. Traditionally, a person is considered Jewish if his or her mother is Jewish. Judaism is the automatic religion of every Jewish person. In general, “The Jewish faith believes that God is the single creator and animator of the world and is everywhere. They believe that God is the invisible force behind everything that happens and knows everything, past, present, and future. Their further beliefs state that God created the world in six days, resting on the seventh. Then, he chose Abraham and his children to become His special nation who would dwell in a special homeland (Israel).

Just as every individual works hard towards achieving personal perfection through following God’s ways, so is the entire world heading toward a time of eternal peace and plenty”.

While Judaism and Christianity share similar beliefs, the all-important difference between Christianity and Judaism is the Person of Jesus Christ. Christianity teaches that Jesus Christ is the fulfillment of the Old Testament prophecies of a coming Messiah/Savior (Isaiah 7:14; 9:6-7; Micah 5:2). Judaism often recognizes Jesus as a good teacher, and perhaps even a prophet of God, but does not teach that Jesus was the Messiah. Furthermore, Christianity teaches that Jesus was God in the flesh (John 1:1,14; Hebrews 1:8) and that God became a human being in the Person of Jesus Christ so He could lay down His life to pay the price for our sins (Romans 5:8; 2 Corinthians 5:21). Judaism strongly denies that Jesus was God or that such a sacrifice was necessary.

## Sects in Judaism

**Orthodox Judaism** - a variety of sects that includes several subgroups, including Hasidic Jews, typically known for their strict observance of traditional Jewish law and rituals. This form started in the 18th century in Eastern Europe and holds different values than traditional or ultra-Orthodox Judaism. Hasidic Jews emphasize a mystical experience with God that involves direct communion through prayer and worship.

**Conservative Judaism** – considered somewhere in between Orthodox and Reform Judaism. Typically, conservative Jews honor the traditions of Judaism while allowing for some modernization.

**Reform Judaism** - considered a liberal category of the religion that values ethical traditions over strict observance of Jewish laws. Followers promote progressive ideas and adaptation. Most of the Jews living in the United States follow Reform Judaic traditions.

**Reconstructionist Judaism** - dates back to 1922 when Mordecai Kaplan founded the Society for the Advancement of Judaism. This sect believes that Judaism is a religious civilization that's constantly evolving.

**Humanistic Judaism** - Rabbi Sherwin Wine founded this denomination of Judaism in 1963. Humanistic Jews celebrate Jewish history and culture without an emphasis on God; Messianic Judaism – a modern movement that combines the beliefs of Judaism and Christianity. Messianic Jews believe that Jesus Christ was the Messiah but still follow Jewish traditions.

## Major Holidays

**Passover** - This holiday lasts seven or eight days and celebrates Jewish freedom from slavery in Egypt. Specifically, Passover refers to the biblical story of when the Hebrew God “passed over” houses of Jewish families and saved their children during a plague that was said to have killed all other firstborn babies in Egypt.

**Rosh Hashanah** - Celebrates the birth of the universe and humanity during this holiday, which is also known as the Jewish New Year.



*Pictured are symbolic foods eaten during the celebration of Rosh Hashanah.*

**Yom Kippur** - This “Day of Atonement” is considered the holiest day of the year for Jews, many of whom spend it fasting and praying.



*Symbolic items used during Yom Kippur.*

**The Days of Awe** - The ten days starting with Rosh Hashanah and ending with Yom Kippur are known as the Days of Awe, or Yamim Noraim. This is considered a time of repentance for Jewish people.

**Hanukah** - A Jewish celebration, also known as the “Festival of Lights,” lasts eight days. It commemorates the rededication of the Jewish Temple in Jerusalem after the Maccabees defeated the Syrian-Greeks over 2,000 years ago.

**Purim** - This is a joyous and light holiday that celebrates a time when the Jewish people in Persia were saved from extermination.

### Some Questions of Interest

If you are unfamiliar with the Jewish religion, you might have questions relating to certain terms or phrases that are often used or referenced in the Jewish community. Here are some answers.

What is Jewish guilt? The continuous feeling of guilt (and the expectation of punishment now or in the afterlife) for certain condemned behaviors. ([www.wikipedia.com](http://www.wikipedia.com))

What is meant by the word Kosher? Food that may be consumed according to the Jewish dietary regulations.

What is the meaning of the traditional skull cap? A yarmulke or kippah is a cap used to cover mostly male heads as a sign of reverence for God.

### Growing Up and Living in the Jewish Faith

To provide a first-hand perspective on the Jewish life and community, I interviewed Lawrence Elbaum, Partner, Shareholder Activism, Vinson & Elkins, LLP. According to Lawrence:

“Judaism is a very important part of who I am and how I identify myself. It teaches that the world stands on three pillars – **tradition, work** and **kindness**. This is how I view the Jewish culture, both in my home, social and work life.

With respect to the first pillar, **tradition**, my grandparents, who were all survivors of the Holocaust, taught me that experience is the best teacher. My parents passed this down to me as well. Jewish sages likewise teach that wise people actively seek out learning opportunities from other people. For me, it is important as a Jew to have a strong understanding of our nearly 6,000-year history – and all the ups and downs throughout. We remember our history and incorporate it into how we conduct ourselves. In terms of religious observances, there is an old Jewish saying that one should practice Jewish customs in the home and focus on being a good person outside of the home. With this in mind, my family and I try our best to keep our practice of the religion somewhat private, while striving to serve as upstanding members in our society.

With respect to the second pillar, **work**, this has a much different meaning, in my view, now than it did thousands of years ago. In biblical times, work probably referred to partaking in spiritual or religious services. Growing up, my family instilled in me the importance of working hard and taking pride in what you do. This value permeated my studies in Hebrew day school, college and law school. By working hard, I've also been quite lucky to have developed a passion for my specialization as a lawyer, which involves public companies and complex governance and shareholder relations matters.

With respect to the third pillar, **kindness**, this involves treating others as you expect to be treated. Kindness also extends to giving back to society and paying forward good fortune. I try to perpetuate this concept in our community, supporting soup kitchens, children's hospitals, Boys and Girls Clubs and anti-defamation charities. I also try to use the skills I've sharpened as a lawyer to take on work for those less fortunate, for example, helping Holocaust survivors pursue reparations and advocating for battered and indigent women in divorce and child custody disputes. By doing one kind deed at a time, Judaism teaches that we can repair and strengthen the world in which we live."

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# Notes on the People of the West Indies

**BY JANINE NEDD**

The West Indies is a group of islands in the Caribbean Sea. West Indian people, also known as Caribbean, may be the most diverse group in the world. Rich in family, friends, music, food, and dance, the culture is a blend of African, American Indian, European and Asian influences.

Contrary to popular belief, Caribbean history didn't begin with the region's "discovery" by Columbus. The Ciboney were hunters and gatherers who possibly migrated from Florida into Cuba and the Dominican Republic 5,000 years ago. The Arawak, it is believed, migrated from northern South America around the same time. They were farmers who inhabited many of the islands. The Carib people were the last to arrive and pushed out the Arawaks in some areas. Once displaced, the Arawaks moved to Hispaniola, Puerto Rico and the eastern Caribbean islands. European colonization was detrimental to the Caribbean people. Not having built up immunity to European diseases (small pox, measles, flu, etc.) many natives who contracted these diseases died. (Discovering Bristol.org)

## **Colonialism**

Dating back to 1492, many European countries battled over the Caribbean islands. This led to occupation by super powers England, France and Spain, and influenced the racial diversity of the native people.

These lands were rich in commodities such as gold, silver, sugar and coffee. Having recognized the value of the resources, the triangular and quadrilateral trades were established and linked in West African "free" labor. (Encyclopedia Britannica)

## **West Indian to U.S. Migration**

As of 2016, the largest African American immigrant group to the United States is from the Caribbean comprising approximately 4,000,000 people (.9% of the total U.S. population). New York has the highest West Indian population totaling 305,950. (Migration Policy Institute)

## **Notable People of West Indian Descent**

**Jean Baptiste Point du Sable**, born in Haiti, is regarded as the first permanent non-indigenous settler of Chicago, Illinois, and is recognized as the "Founder of Chicago" (previously called Escheikagou). A school, museum, harbor, park, and bridge have been named in his honor. The site where he settled near the Chicago River, around the 1780s is a National Historic Landmark, now located in Pioneer Court. (Black History Now)

**Sidney Poitier**, from Cat Island in the Bahamas, starred in many films including *A Raisin in the Sun*; *To Sir, With Love*; *In the Heat of the Night* and *Guess Who's Coming to Dinner?* In 1964 he was the first Bahamian and first black actor to win an Academy Award for Best Actor for his role in *Lilies of the Field*. Mr. Poitier also served as the Bahamian Ambassador to Japan from 1997 to 2007.

**Toussaint L'Ouverture (1743-1803)**, formerly Pierre Dominique Toussaint, was born into slavery in Haiti in 1743. During the slaves' struggle for freedom, Toussaint was named the father of the revolution. With specific objectives and appropriate strategies he was able to take advantage of the situation triggered by the outbreak of war in Europe. He led the battle for freedom and equality with great discipline, until he was kidnapped under pretense of negotiations and brought to France. He died at Fort du Joux, France in 1803. Toussaint was 60 years old.

**Robyn Rihanna Fenty**, from Barbados, won a recording contract with Def Jam records when she was just 16. Her first release "Umbrella" went gold. Rihanna's early recordings featured Caribbean influences, and under the mentorship of Jay-Z, Timbaland, and Justin Timberlake, Rihanna's sound soon shifted to more mainstream. She scored her 10th number one Billboard hit at age 23, the youngest artist ever to reach that milestone.

**Usain Bolt**, from Jamaica, holds the title as the fastest human ever. When 15 years old, Bolt became the youngest male world junior champion in any event when he captured the gold in the 200 meters. An injury shattered his chances at the 2004 Olympic Games in Athens, but, beginning in 2008, Bolt won gold medals in the 100-meter and 200-meter races in three straight Olympic Games. (Wikipedia)



*Ackee is a traditional plant in Jamaica, used in the popular dish ackee and saltfish.*

### Food

West Indians are well known for their Caribbean cuisine, a fusion of African, Creole, Cajun, European, Latin American, Indian, and Chinese influences. Common dishes are rice & peas, plantains, beans, cassava, chickpeas (or channa), white sweet potatoes. Other popular dishes are cook-up, or pelau, ackee and saltfish (a popular breakfast dish served with Johnny cakes, and bacon.) Callaloo is a dish of leafy vegetables with spinach and sometimes okra. A signature dish is curry chicken and roti. If you get an opportunity, treat yourself to their escovitch red snapper, you will not be disappointed. Black cake is a traditional dessert served on special occasions.

### Cricket

Cricket was introduced to the West Indies by British colonists. Its popularity spread to the black population and is traditionally considered one of the most popular team sports in the West Indies and is a major part of West Indian culture. Although others sports (such as football and basketball) are also quite popular, cricket's popularity remains steadfast since the 1890s to present day.

**Patois (pronounced pa'twa)**

Patois is a Jamaican dialect that I have enjoyed listening to all my life. Since it's spoken very quickly, it took me years to understand. Actually, it's spoken so fast that sentences can sound like one long word. Some phrases are:

<b>Patois</b>	<b>Literal Translation</b>	<b>Meaning</b>
Small up yusef	Small up yourself	Make some room/ Move over
Weh yuh ah seh	What are you saying?	How are you doing?
Inna di morrows	In the tomorrows	See you later
Mi gon mi yard	I gone my yard	I'm going home
Wah gwaan	What's going on?	How are you doing?/What's up?
Mi deh yah, yuh know	I am here	I'm doing well
Mi soon come	I will soon come	I'll be right back
Big up, respect	Big up, respect	Well done
Min nuh biznizz	Not my business	I don't care
Yuh wicked	You are wicked	You are excellent

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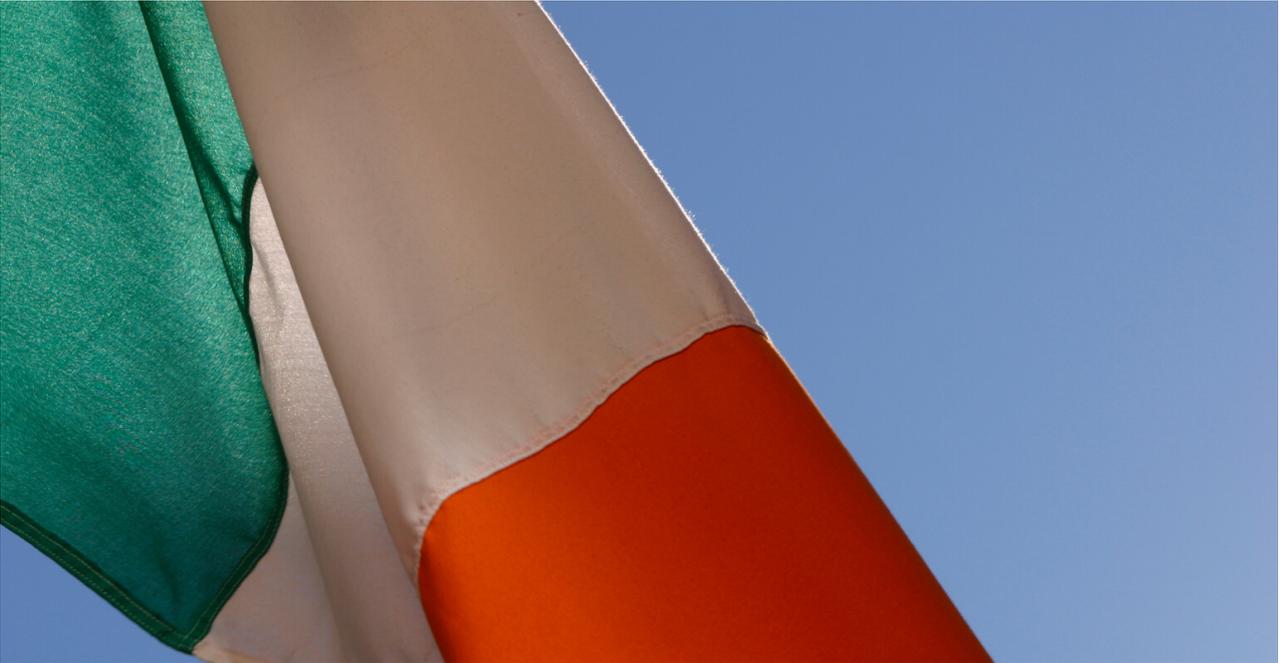
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Migration Policy Institute, <https://www.migrationpolicy.org/article/caribbean-immigrants-united-states>

The Gleaner, <http://go-jamaica.com/ja55/article.php?id=5>

Black History Now, <http://blackhistorynow.com/jean-baptiste-pointe-du-sable/>



# Irish Immigration to the United States

**BY SARAH GILLEN  
EMERGENCY SKILLS INC.**

In light of the impact Irish immigrants and their descendants have had on politics in the United States, particularly in the Northeast, it is hard to imagine the negative initial reaction their arrival sparked in the 1800s. Between 1820 and 1860 nearly two million Irish arrived, 75% of whom came in the wake of the Great Irish Potato Famine of 1845-1852. The waves of immigrants who arrived in the United States due to the potato famine were predominantly Catholic, spoke Gaelic and lacked specialized skills. At the time, these attributes justified a lack of trust of the newcomers. Infamously, “Irish Need Not Apply” signs were hung in businesses.

While there was rampant discrimination against the Irish, they were willing to take on the menial and/or dangerous jobs that others would not. Many Irish worked in coal mines, built railroads, canals, and bridges. Increasingly forced into risky jobs, Irish laborers were instrumental in the development of labor unions in the United States. For instance, the Sandhogs were predominantly an Irish-American labor union of urban miners when founded in 1903.

Still active today, they have dug the elaborate maze of tunnels under New York City including all the city’s subway, sewer, water and train tunnels as well as the Lincoln, Holland, Queens-Midtown and Brooklyn-Battery Tunnels. Over the years, they helped build foundations for the Brooklyn Bridge, the Woolworth Building and many other structures. In addition to construction trades, police and fire departments also provided important opportunities for the Irish to work and helped their ultimate acceptance into communities.



*Photo of an Irish Band (1900's) at St. Patrick's Day Parade.*

By the turn of the century, Irish-born Americans and second- and third-generation Irish made up nearly 10% of the US population. With this population growth and increasing power through unions, Irish began to be elected into political office. With each generation, the Irish found more prominence through education and financial success.

The Kennedy family exemplifies an idealized evolution of the Irish immigrant family. President John F. Kennedy's great grandfather immigrated to the United States in 1848 and worked as a laborer. That great grandfather's well-educated descendants found great financial and political success, rising to become the First Family of the United States by the 1960s.

After being shunned in the 1800s for their differences, Irish immigrants and their descendants today are integral parts of our country through their continuing contributions to our infrastructure, safer working environments and safer communities....And remember, as the saying goes each year on St. Patrick's Day, Everyone is Irish!

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# The Birth of Black History Month

BY SANTA MEDINA

Carter G. Woodson, cited as the “Father of Black History,” was born to James and Anne Eliza (Riddle) Woodson on December 1875 in New Canton, Virginia. During his childhood he was forced to defer his formal education, working on the family farm to help his parents and later as a young adult working as a coal miner. (<https://en.m.wikipedia.org>).



*Carter G. Woodson 1875-1950*

At age 21 he returned to school and graduated with a diploma just two years later, in 1897. Carter Woodson went on to graduate from both Berea College (1903) and the University of Chicago (1908). He then completed a PhD. in History from Harvard (1912). He became the second African American to earn his Doctorate degree. (The first was W.E.B. DuBois.)

Throughout his career he held a variety of positions: Teacher, School Supervisor, Professor and Dean of the College of Arts and Sciences at Howard University. Carter was alternately a Journalist, Historian, and Author and went on to become the founder of The Association for the Study of African American Life and History.

He believed that Black History and that of other ignored cultures should be represented, helping to form the Association for the Study of Negro Life and History and publishing the *Journal of Negro History*. The title, now known as the *Journal of African American History*, is still published today. Mr. Woodson was an advocate for changing relations amongst blacks and whites and believed that by increased education, social and professional interactions could reduce racism and so encouraged the study of African American History.

In February of 1926 he launched “Negro History Week,” thereby bringing attention to Black History within public schools. Since 1976 in February we celebrate Black History Month to recognize African American achievements and the many contributions this group has made to the story of America. (Biography.com)

#### **Other Notable African Americans:**

**Barack Obama – (b. August 4, 1961):** Served as first black President of the United States (44th) from January 2009 –December 2017

**Maya Angelou – (b. April 4, 1928 – d. May 2018):** Author, Poet, Actress, Dancer, and Civil Rights Activist

**Aretha Franklin – (b. March 25, 1942 – d. August 16, 2018):** American Singer-Song Writer, known as the “Queen of Soul”

**Martin Luther King Jr. – (b. January 15, 1929 – d. April 4, 1968):** Civil Rights Activist, Nobel Peace Prize Winner, Minister

**James Baldwin – (b. August 2, 1924 – d. December 1, 1987):** American Novelist, Playwright, Poet, Essayist and Social Critic

**W. E. B DuBois – (b. February 23, 1868 – d. August 27, 1963):** Author, Activist and Scientist

**Mae C. Jemison – (b. October 17, 1956):** NASA Astronaut

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# Historic Contributions by Hispanic Latinos through the Lens of Diversity & Inclusion

**BY GINA NEGRIN**

It has been said that to move forward, we must turn back and examine the past to understand our future. Looking through the lens of history, we find many contributions paid forward by those in diverse groups of varying races, genders, ethnicities, sexual orientations, socio-economic statuses, ages and physical abilities, political and religious beliefs.

President Johnson announced the official observation of Hispanic Heritage Week in 1968. That week was later expanded to an entire month in 1988, by President Regan. The “month” is actually celebrated between September 15 and October 15, in order to incorporate significant dates in Hispanic history. This annual tribute highlights generations of Hispanic and Latino Americans who have positively-influenced and enriched our country by educating us about how these groups have affected food, music, and art on a national level.

But let’s not stop there! It also celebrates the culture, history and contributions of American citizens from Spain, Mexico, the Caribbean and Central and South America.

It is interesting to note that while the terms Hispanic and Latino are sometimes used interchangeably, they have different meanings. “Hispanic” is a term describing the language a person speaks, referring to those of Spanish-speaking origins. “Latino” is a term describing geographic origin and refers to anyone from Latin America. For example, Spaniards are Hispanic, but not Latino, since Spain is not a part of Latin America. Brazilians are Latino, but not Hispanic, since they speak Portuguese.

Hispanics have had deep-rooted, positive influences on our country through their strong commitment to family, faith, demanding work, and service. But for all the shared values, they also constitute a diversified ethnic group. They have enhanced and shaped our national character with a multiplicity of centuries-old traditions that reflect the customs of their mixed community. Think how Cinco de Mayo festivities are celebrated throughout the country and how events such as the popular Puerto Rican Day Parade in New York City bring together other diverse groups to join in on the celebration.

Looking back in history, we learn how Hispanics helped the U.S. win independence from England. In 1777, the Spanish governor of Louisiana, Bernardo de Gálvez, played a key role in General George Washington's battles against British soldiers. Gálvez aided the American Thirteen Colonies in their quest for independence and led Spanish forces against Britain in the Revolutionary War, defeating the British at the Siege of Pensacola (1781) and conquering the then-independent country known as West Florida. The city of Galveston, Texas, was named after Galvez, and he is one of only eight people to have been given honorary United States citizenship, which was awarded posthumously in 2014.



*Portrait of Spanish governor of Louisiana Bernardo de Galvez. He played key role in General George Washington's Army.*

Speaking of historical wins, prior to the *Brown v. Board of Education*, civil rights case, a class action lawsuit was brought in Orange County, California: *Mendez v. Westminster [sic] School District of Orange County* (161 F.2d 774 9th Cir. 1947). In the case, a judge decided in 1946 that California could not segregate its school system based on national origin or language ability. Note Sylvia Mendez (of Mexican and Puerto Rican heritage) was only 8 years old at the time she testified “in perfect English to the court that Hispanics were just as capable and smart as white students.” You can listen to the recorded history of her story at: <https://ny.pbslearningmedia.org/resource/osi04.soc.us.h.civil.mendez/mendez-v-westminster-desegregating-californias-schools/en/>



*Sylvia Mendez testified in a class action about segregation Mendez v. Westminster School District of Orange County.*

Let us also remember the countless contributions made by our Hispanic heroes who fought during World War II. The majority of which were Puerto Rican and Mexican Americans. Somewhere between 250,000 and 500,000 out of the 12,000,000 Hispanics recorded fought the Axis powers in World War II. However, because military records at the time did not track ethnicity and counted Hispanics as white, the exact number is not known. Today, as the country has become more racially and ethnically diverse, so has the U.S. military. Racial and ethnic minority groups made up 40% of Defense Department active-duty military in 2015, up from 25% in 1990. In 2015, 44% of all Americans ages 18 to 44 were racial or ethnic minorities.



*Soldiers of the 65th Infantry training in Salinas, Puerto Rico, in August 1941.*



U.S. Supreme Court Justice Sonia Sotomayor

Continuing to present day, another history-making Hispanic is U.S. Supreme Court Justice Sonia Sotomayor, who became the Court's 11th Justice and the third woman to serve in the US Supreme Court when she was appointed in 2009. She is also the first Hispanic and Latina (Puerto Rican) to sit on the Supreme Court. A former prosecutor and professor, she graduated *summa cum laude* and Phi Beta Kappa from Princeton University and was the co-recipient of the M. Taylor Pyne Prize, which is the highest honor Princeton awards to an undergraduate. She earned her J.D. from Yale Law School, where she was an editor of the *Yale Law Journal* and managing editor of the journal *Yale Studies in World Public Order*, along with a host of other appointments that has led her to where she is today. Her achievements exemplify the fulfillment of the American Dream as she is instrumental in the interpretation and creation of laws that will continue to foster justice in the United States.

Looking through the lens of diversity and inclusion at these representative contributors reveals how far Hispanics have come and the promise they show to continue to enrich the history of the United States. It also illustrates how, no matter their ethnicity, color, or socio-economic background, Hispanics are a unique and integral part of the national mosaic.

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# The Nations That Shaped the History – Italians in America

**BY LESYA OSIPOVA**

The United States of America is a country that was built by immigrants in search of better life and was shaped by many cultures from around the world. However, the idea of cultural diversity was not present among previous settlers, and new immigrants continuously faced hardships in their endeavors upon their arrival and during early settlement in the country. That did not deter the new arrivals, especially in the 19th and early 20th centuries.

In particular, the culture and society of America today cannot be imagined without the influence of Italian immigrants. The first Italian immigrant to live in America was Pietro Cesare Alberti, who arrived in 1635. However, the majority of Italian immigrants arrived in the United States in the late 19th and early 20th centuries and comprised a third of what became known as the New Immigration Wave. At the time, most of the Italian immigrants were from Southern Italy, including Sicily, and were farmers and laborers, therefore mainly uneducated and unskilled folk. They predominantly settled in Massachusetts, New Jersey and New York. There was significant settlement in the overcrowded apartments of Harlem. Even though Little Italy in east lower Manhattan was—and still is—more widely recognized, the “Italian Harlem” was three times more populated than Manhattan’s Little Italy. (Immigration).

At the time, poverty was the main driver of Italians to America, but it should be noted that the majority of such arrivals did not plan to settle in the United States permanently, but rather intended to earn money and return home. Such immigrants lived in poor conditions in order to minimize their spending. In addition to poverty, political oppression and primitive living conditions in rural southern Italy contributed to the immigration. Curiously, after the unification of Italy, Italian government officials looked favorably upon such immigration as they felt it would help relieve economic hardship in southern regions of Italy.

In the U.S., at first Italian immigration was also considered to be beneficial, since after the Civil War many industries felt labor shortages, and the immigrants helped fill the gaps. Due to the fact that most of the Italians were uneducated and unskilled laborers, they mainly were employed in labor-intensive industries, such as railroad building, mining, etc. Even though most arrived in search of better life, their life in the U.S. could not be called easy. For some, it was hard finding a job, as their relatively smaller physical build was often the reason the employers turned them away, preferring, instead, laborers from Poland or Germany. At the same time, those who managed to secure employment were often disliked because they replaced other workers who were trying to negotiate better pay. The general public's distrust toward Italian immigrants was based on other facts as well.

The new immigrants had a hard time assimilating into the prevailing American society, seemingly not wanting to learn English and oftentimes delaying application for citizenship status. The majority of Italian immigrants gravitated together, creating "Little Italy" neighborhoods and limiting their association to family and neighbors. Such "Little Italys" were closed off societies where Italian culture was purposely cultivated through Italian theater and music performances, games, etc.

The distrust of the "locals" eventually gave way to prejudice, which in turn oftentimes produced ugly and violent acts against Italian immigrants. One of the most tragic incidents occurred in New Orleans in 1881, when Sicilian Italian immigrants were accused of the murder of a local chief of police. When at the trial the defendants were found not guilty, a local mob broke into the jail, dragged 11 Sicilians out of their cells and lynched them. (Attack).

While this episode became widely known around the world, unfortunately, it was not the only example of immigrants facing dislike from the pre-existing American population. Newspapers regularly fueled public prejudice with articles and comics. Early immigrants brought strong family values and Roman Catholic Church traditions to the United States. Since Italians established a strong presence in the Roman Catholic Church, many churches were vandalized and burned during the early years of Italian immigration.

The above hardships notwithstanding, Italian immigrants are credited also for many contributions to American society. They redefined music and art and produced legends such as Joseph Stella, the painter and printmaker, Frank Sinatra, Tony Bennett, Martin Scorsese, and many more (including sport figures such as Ed Abbaticchio, who was the first Italian American to play in the major leagues while using his own name).

Italian American inventors are too numerous to be listed, but include Domenico Ghirardelli, who founded the Ghirardelli Chocolate Company, and the Jacuzzi family, who invented the deep-well water pump which eventually led to the invention of the Jacuzzi bath. Andrew Toti held more than 500 patents at the time of his death, such as an inflatable life jacket, and invented a combination lock when he was 12. (Toti, n.d.)

With the passing of The Emergency Quota Act in the 1920s, the era of mass Italian immigration came to an end. By that point, many of the “newcomers” had started to successfully assimilate into the greater American society. Many Italian immigrants were becoming able to secure better jobs throughout the cities, as well as to begin small entrepreneurial ventures, such as operating fruit carts. The children of the first generation of immigrants attended schools and learned English and local culture. At the same time, Italian families began spreading out into American suburbs, therefore abandoning “Little Italy” enclaves.

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A BRIEF HISTORY OF  
**US LAWS & LEGISLATION**  
 BY LESYA OSIPOVA

A great country is not a country where everything is perfect, but one that values the principals of equality and abolishes hate by continuously working on identifying its source, educating its people and taking steps to protect the equal rights and liberties of its citizens. The United States of America, as a society, has been working on the laws and legislation directed to improving the lives of its citizens and identifying the discriminated and oppressed classes. In addition to the legislative actions listed below, many more actions were taken, or attempted to be taken, to implement the concept of freedom in its fullest sense in any given era. Many failed. However, as long as the conversation is continuing, the pursuit of true freedom persists and its realization will remain within reach.

**19TH CENTURY**

**1866**  
**The Civil Rights Act**  
 The first US federal Law to define citizenship and affirm that all citizens are equally protected by law.

**1868**  
**Fourteenth Amendment to the United States Constitution**  
 The Amendment reaffirmed that African American people were U.S. citizens, and prohibited any state or state actor from denying various civil rights to African American. However, the amendment did not address any discrimination imposed by private persons.

**1875**  
**Civil Rights Act of 1875**  
 The federal law signed by President Grant in reaction to the civil rights violations to African Americans. The Act protected the civil and legal rights, such as public accommodations, transportation, and jury services. However, it was not properly enforced and was overruled by Supreme Court ruling in 1883.

**20TH CENTURY**

**1942**  
**Executive Order 8802**  
 The order was signed by Present Roosevelt to prohibit ethnic and racial discrimination of workers in the defense industry. Even though it was not a law, it was the first federal action to promote equality in a workplace.

**1963**  
**Equal Pay Act of 1963**  
 Was signed by President John F. Kennedy to abolish wage gap based on gender.

**1964**  
**Civil Rights Act of 1964**  
 The first federal civil rights legislation passed since the Civil Rights Act of 1875. The goal of the Act was to abolish discrimination based on race, gender, religion or national origin, as well as provide all American citizens with the right to vote.

**1964**  
**Age Discrimination in Employment Act**  
 This is the labor law that prohibits any employment discrimination against anyone at least 40 years of age and older.

A BRIEF HISTORY OF  
**US LAWS &  
 LEGISLATION**

BY LESYA OSIPOVA

## 21ST CENTURY

**2008**

**Genetic Information Nondiscrimination Act**

Enacted May 21, 2008, it is designed to prohibit use of genetic information (such as genetic pre-disposition) in employment and health insurance.

**2000**

**Executive Order 13166**

Signed by President Bill Clinton, to improve the services provided by federal agencies to people with limited knowledge of English, and to ensure that standard programs provided in English by such agencies should be equally available to persons with limited English proficiency.

**2013**

**Employment**

**Non-Discrimination Act**

This legislation would prohibit discrimination in employment based on sexual orientation and gender identity. The legislation was first introduced in 1994 and failed in various Committees during multiple attempts to pass. In April 2013 it passed in the Senate but died in the House.

**CURRENT**

**Homeless Person's Bill of Rights**

Presently, there is no legislation on the Federal level that protects the civil and human rights of the homeless people. However, the Bill has become law in Rhode Island, Connecticut and Illinois, and is being considered by several other states.



# Opinion: Should We Tolerate the Displacement of Mature Workers?

**BY DANA ADORNO**

Are we so disassociated as human beings that we will perpetuate the devaluation of older workers? When I started my career more than 20 years ago, it was very simple to apply for a job. All one had to do was fill out an application, go on an interview, and wait to hear back. Nowadays, with new technology, and apps, the whole process is different. One not only fills out applications online, but then job boards send you to assessment links. The results are all analyzed through an algorithm.

Speaking from experience, I have gone through both of these stages of the interviewing process, but it did not end there. I had to do a video of myself and send it to the employer. Again, no human being doing the interviewing, just a series of one-sided questions that had to be answered. I feel the only reason companies are using this system is to get a look at the candidates and weed out the “mature” ones. If a prospective candidate researches a company profile and culture, will one see who is responsible for such practices?

As mature workers, we are loyal and dedicated to the firms in which we are presently working, and would be the same in jobs for which we are applying. I have so many friends, who having held different positions from Administrative Assistant to SVP, are now all in the same boat and feel they are just being displaced. Is it a vicious cycle that one must go through? How can one not feel that there is no light at the end of the tunnel? What is one supposed to do?

Hopefully one chooses not to take the path of taking their own life, and just keeps on moving forward. I, for one, believe that there is light at the end of the tunnel. We need to work hand in hand as a society, and hold each other up, not knock each other down. Just give the “mature” candidate an opportunity; they can surprise you. And pay them what they are worth—they have paid their dues.

The bill, signed into law by President Lyndon B. Johnson, stipulates in part:

**CONGRESSIONAL STATEMENT OF FINDINGS AND PURPOSE**

SEC. 621. [Section 2]

(a) The Congress hereby finds and declares that:

- (1) in the face of rising productivity and affluence, older workers find themselves disadvantaged in their efforts to retain employment, and especially to regain employment when displaced from jobs;
- (2) the setting of arbitrary age limits regardless of potential for job performance has become a common practice, and certain otherwise desirable practices may work to the disadvantage of older persons;
- (3) the incidence of unemployment, especially long-term unemployment with resultant deterioration of skill, morale, and employer acceptability is, relative to the younger ages, high among older workers; their numbers are great and growing; and their employment problems grave;



- (4) the existence in industries affecting commerce, of arbitrary discrimination in employment because of age, burdens commerce and the free flow of goods in commerce.
- (5) It is therefore the purpose of this chapter to promote employment of older persons based on their ability rather than age; to prohibit arbitrary age discrimination in employment; to help employers and workers find ways of meeting problems arising from the impact of age on employment.

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# Diversity and Inclusion Animated

**BY DAVID LOVATO  
DISTINCTIVE OFFICES**

Recently, our new PR firm had the great idea to create a short, animated film which would clearly illustrate the services we offer at Distinctive Offices. As a person who sees the value in visual communication, I signed off on the project and eagerly anticipated the results. A few weeks passed until we received the first iteration of the one-minute animation. We put it on the big screen in the office – it was a popcorn and soda moment! On first viewing it seemed impressive – the animated characters were fun, the scenes segued well from one to the next, the color contrast was great, and the narrative flowed. But something was off.

I watched it again. And again. Then I got it – there were two aspects that needed work. The first was that the animated contractors who were shown to be making the office space like new, were all men. In hard-hats and yellow vests, they seemed to reinforce all the stereotypes out there about construction workers. Not very 2019. I immediately raised this with my colleagues. All of us agreed that with this video, which will live on-line in perpetuity, we should strive to represent our brand and ourselves as we are, not as an antiquated gender-stereotypical company. We took this notion back to our PR Company. They made the changes and in the next version we were delighted to see a female construction worker installing carpet and painting the walls.

But I mentioned two parts of the video that needed attention. The second, it struck me afterward, played into the same perpetuation of gender roles just as much as the first: A female office worker is shown slumped at her desk (clearly this is before the Distinctive Offices treatment), when the workers come in to refresh the office, she ‘coos’ audibly at the male super hero; hearts appear in her eyes. This to me was taking the ‘submissive’ categorization of women too far. Having been in this business for twenty plus years, I can assure you that this kind of reaction is simply not standard. I asked our PR firm to downplay the woman’s reaction (we did keep the hearts in her eyes, however).

On a few occasions since, I have thought again about the process of making this video for Distinctive Offices. The gender discrepancies I noticed in the video may not have been top of other people’s list, but I considered these edits to be crucial. Working with both men and women in the industry there has been an undeniable tendency in the past to devalue the role of the latter. But women are essential to this business now more than ever before, and it felt wrong to me that they were not represented in our promotional video.

Equally, it felt wrong to objectify the character in the video and partially sexualize her with a ‘gentle murmur’. This may seem trivial to others – we are talking about a 70 second video – but it just shows that every detail counts and if we, at Distinctive Offices, can take this tiny step to eradicating gender stereotypes, then everyone can.

Over the course of my career I have hired dozens of salespeople. As more women enter the workforce, I have noticed a number of character traits that stand out when looking for individuals who want to build a career. These include: commitment, loyalty, empathy, self-motivation, honesty, a solid work ethic, and the ability to collaborate. It is not that men don’t possess these qualities or that they are a guarantee of success, but in my experience, women rate highly in these areas, thus employing women can only lead to company growth.





## A Colorful History of Driving Sustainability through Diversity, Equity and Inclusion

**BY GAYATRI JOSHI  
LAW FIRM SUSTAINABILITY NETWORK**

The inclusion of diverse people and perspectives and equal involvement have brought positive, meaningful change in U.S. conservation, environmental justice and equity helping to support our planet, communities and economic prosperity. As Earth Day draws near, it is the perfect time for reflection to recognize those who have shaped our present day and future in equitable environmental stewardship.

*“What befalls the earth befalls all the sons of the earth. All things are connected like the blood that unites us all. Man did not weave the web of life, he is merely a strand in it. Whatever he does to the web, he does to himself.”*

Famously attributed to Chief Seattle in response to President Franklin Pierce’s request to buy land in exchange for peace in 1855 (perhaps embellished, though the spirit of the message is clear), this early quote highlights the importance of responsible stewardship of our natural resources for everyone’s benefit.

Understanding the importance of natural resources, pioneer Rachel Carson wrote *Silent Spring*, which was published in 1962 and discussed the impact of DDT and other synthetic chemicals on the ecosystem and their harmful effects on the environment, wild animals, and people. Chemical companies tried to discredit her and some called her book an “emotional outburst” but she persevered and the pesticide DDT was banned in domestic use in the 1970s. Thanks to her efforts, bald eagle populations have also rebounded from a point of near extinction.

In the Civil Rights movement of the 1960’s, people were becoming aware of environmental racism. Environmental justice was pursued by those who wanted to address public health dangers for their families and to address the inequity of environmental protections in their communities. The Memphis Sanitation Workers’ Strike was considered the first major environmental justice event: under the leadership of Dr. Martin Luther King, 1,300 black men from the Memphis Department of Public Works went on strike to protest the neglect and abuse of black employees who did the most dangerous and dirty work compared to white employees and suffered from poor working conditions while bearing the burden of health and safety risks.

In 1979, Dr. Robert Bullard conducted the first comprehensive study of eco-racism, finding that toxic waste sites in Houston were disproportionately located in black neighborhoods; this was the first comprehensive account of eco-racism in the United States. Considered the “father of environmental justice,” Dr. Bullard perfectly encapsulated what was and has been happening, “whether by conscious design or institutional neglect, communities of color in urban ghettos, in rural 'poverty pockets', or on economically impoverished Native-American reservations face some of the worst environmental devastation in the nation.”

Another pivotal moment occurred in 1982, when North Carolina had announced a plan to move soil contaminated with PCBs to Warren County, one of only a few counties with a majority of black residents. Although the protests were unsuccessful in blocking the contaminated soil from being transported to Warren County, the events are regarded as one of the catalysts for the modern environmental justice movement.

In 1987, Charles Lee, once the senior policy advisor in the Office of Environmental Justice at the Environmental Protection Agency, wrote the groundbreaking report, *Toxic Wastes and Race in the United States*. “The first report to use rigorous analysis and methods to show how pollution and environmental hazards were disproportionately affecting minority and low-income communities.” Within six years of the report, all of his recommendations were implemented, including the creation of EPA’s Office of Environmental Justice.

Today, addressing environmental justice and creating equity continue. The U.S. Congress is preparing to vote on the Green New Deal. Co-sponsored by Rep. Alexandria Ocasio-Cortez, the Green New Deal urges the U.S. to take a leading role on reducing net greenhouse gas emissions to zero; it acknowledges how minorities, low income, and other communities are more likely to be affected by climate change and pollution; it calls for the creation of millions of “green” jobs; and it urges access for all to clean air, water, food and nature, a sustainable environment and resilient communities.

Through our history, we have had a call to action to preserve our resources and provide environmental justice and equity. Every person should have access to a healthy and productive environment, adequate food, and safe water. When we include all groups in the conversation, we have better outcomes with innovation, collaboration, equity and long-term growth for our communities. Women and minorities have been pioneers in the fields of environmental justice and sustainable development, and all *individuals, communities and businesses* can play a powerful role in creating an equitable and sustainable environment for present and future generations.

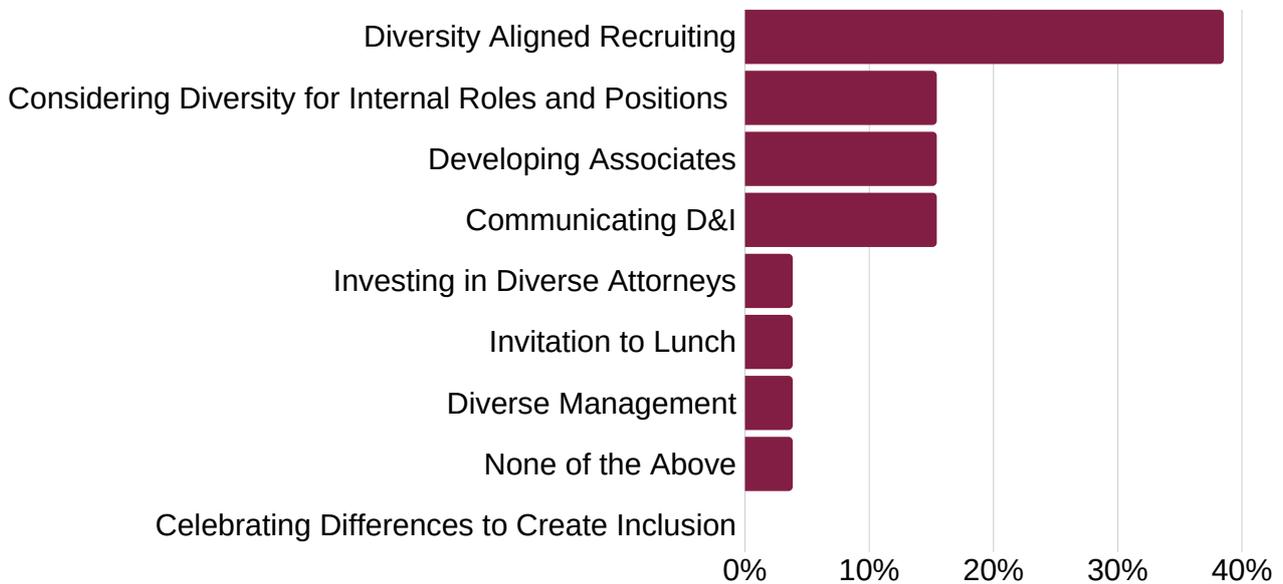




## 2019 Diversity Poll

ALANYC ran a poll on Diversity and Inclusion in law firms. The question was “Which Best Practices Is Your Firm Using Most for Building a Diverse and Inclusive Law Firm?”

Here are the results from that poll.



# THANK YOU

**The ALANYC Diversity & Inclusion Team wishes to thank the following people for their contributions to this edition of PRISM and to our efforts:**

**To the 2019-2020 D&I Team (from 4/1/2019 – Current) Team Members:**

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**Our Event Presenters During the 2018-2019 Term:**

Rosalind S. Fink, Esq. Brill & Meisel – Sexual Harassment in the Workplace Presentation  
 Dave Kearon, Director of Adult Services for Autism Speaks – Autism Speaks – Differently Abled  
 Celina Cavalluzzi, Director of Day Services, Goodwill Industries– Autism Speaks – Differently Abled  
 Matthew Sturiale, LCSW, President and CEO, Birch Family Services – Autism Speaks – Differently Abled  
 Tamanna Rubya, Agency Attorney for the Law Enforcement Bureau of the New York City Commission on Human Rights – Autism Speaks – Differently Abled  
 Tanya Duprey – Firm Administrator, Tarter Krinsky & Drogin – Autism Speaks – Differently Abled  
 Francine Lahm – Director of Human Resources, Mendes & Mendes– Autism Speaks – Differently Abled

**Let's Reflect on the Team's 2019 Events:**

May 2019 – Virtual Charity Walk to Benefit Autism Speaks  
 June 2019 – Museum MiniSeries – National Museum of the American Indian  
 July 2019 – Gender Talk  
 September 2019 – Museum Mini Series – Auschwitz, Not Long ago, Not Far Away  
 October 2019 – Trust & Estates in collaboration with ALANYC Wealth Management Team  
 December 2019 – A Conversation About Mental Health

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**New York City**  
Chapter

# PRISM

## WINTER 2019

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