

# DIVERSITY & INCLUSION

## Monthly SnapShot

August 2022

## Strength Through Inclusion

Learning the history behind notable dates helps us acknowledge moments that have shaped our country toward a more inclusive culture. Equipped with this knowledge, we can welcome and appreciate our differences and uniqueness throughout the months and years to come!

### Women's Equality Day

In 1971 Congress designated August 26 as Women's Equality Day to commemorate the recognition of women's voting rights. This day reminds us of the continuous struggle for women's participation and equality in all spheres of life and society.

In the United States, women began agitating for the right to vote in the early 1800's, decades prior to the American Civil War. This would evolve into what was later known as the Women's Suffrage Movement. It wasn't until after World War I, when women's contributions to the war effort were acknowledged, that the suffrage movement saw success.

The 19th Amendment ensures voting rights regardless of gender. First introduced in 1878, it was not ratified until 1920, nearly 100 years after the fight for women's suffrage began.



Photo: Alison Turnbull Hopkins outside the White House, 1/30/1917

#### Notable Dates

- 1 Lammas / Lughnassadh
- 4 Coast Guard Birthday
- 6 Feast of the Transfiguration
- 6 Tisha B'Av
- 7 Purple Heart Day
- 8 Ashura
- 11 Raksha Bandhan
- 12 International Youth Day
- 12 Ulumbana / Ghost Festival
- 13 Black Women's Equal Pay Day
- 13 Obon Festival begins
- 14 National Navajo Code Talkers Day
- 17 Marcus Garvey Day
- 18-19 Krishna Janmashtami
- 19 World Humanitarian Day
- 19 National Aviation Day
- 21 National Senior Citizen Day
- 23 International Day for the Remembrance of the Slave Trade and its Abolition
- 26 Women's Equality Day
- 30 Ganesh Chaturthi begins

#### Month Long Observances

- National Immunization Awareness Month
- Get Ready for Kindergarten Month
- Black Business Month
- MediAlert Awareness Month
- National Water Quality Month

## National Navajo Code Talkers Day



August 14th is National Navajo Code Talkers Day. The Navajo Code Talkers were U.S. Marines of Navajo descent who developed and utilized a secret code using their indigenous language to transmit sensitive information during World War II.

They are legendary figures in military and cryptography history, as the Navajo Code is the only oral code in history that has never been broken.

In 2001, 59 years after the Navajo Code was first used in battle, the 29 original Navajo Code Talkers were awarded the Congressional Gold Medal for their innovation. National Navajo Code Talkers Day is an important reminder that diversity enriches us all.

## . MedicAlert Awareness Month .

Health organizations such as the Centers for Disease Control and Prevention, Mayo Clinic, and American Diabetes Association recommend medical IDs.



Medical alert IDs have been around for decades. They help medical personnel recognize medical conditions, medications, allergies, etc., and help avoid medical errors that can be fatal. The MedicAlert Foundation was formed in 1956, leading to the creation of an impressive database of medical records which provides potentially life-saving information to medical personnel. This information is indispensable if a patient cannot communicate during an emergency.

## Black Women's Equal Pay Day is August 3rd, 2022

That means black women will work an additional 214 days before they catch up to the 2021 earnings of white, non-Hispanic male colleagues. In other words, it took 579 days for her to receive the amount he receives in 365 days.

This day aims to raise awareness about the wider-than-average pay gap between black women and white men.

According to the National Women's Law Center, black women receive 63 cents for every dollar paid to white male workers. That gap adds up fast, totaling \$24,110 per year and almost \$1 million over a 40+ year career.



August is Get Ready for Kindergarten Month. The new school year is just around the corner.

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## **International Day for the Remembrance of the Slave Trade and its Abolition**

This International Day is intended to inscribe the tragedy of the slave trade in the memory of all peoples. On the night of 22 to 23 August 1791, in Saint Domingue, today the Republic of Haiti, saw the beginning of the uprising that would play a crucial role in the abolition of the transatlantic slave trade.

"It is time to abolish human exploitation once and for all, and to recognize the equal and unconditional dignity of each and every individual. Today, let us remember the victims and freedom fighters of the past so that they may inspire future generations to build just societies."

- Audrey Azoulay, Director-General of UNESCO