

DIVERSITY & INCLUSION

Monthly SnapShot

July 2022

Appreciating Our Differences

As we welcome and appreciate our differences and uniqueness, the history of dates helps us acknowledge those moments throughout the months and years to come!

[Civil Rights Act](#) On **July 2**, President Lyndon B. Johnson signed the Civil Rights Act of 1964. The Civil Rights Act banned segregation on the grounds of race, religion, or national origin at all places of public accommodation, including courthouses, parks, restaurants, theaters, sports arenas, and hotels. No longer could Black people and other minorities be denied service based on the color of their skin.



[Fourth of July](#), also known as Independence Day, has been a federal holiday in the United States since 1941, but the tradition of Independence Day celebrations goes back to the 18th century and

the American Revolution. On July 2nd, 1776, the Continental Congress voted in favor of independence, and two days later delegates from the 13 colonies adopted the Declaration of Independence, a historic document drafted by Thomas Jefferson. From 1776 to the present day, July 4th has been celebrated as the birth of American independence, with festivities ranging from fireworks, parades, and concerts to more casual family gatherings and barbecues.

Notable dates that have shaped our country toward a more inclusive culture.

July 2	Civil Rights Act
July 4	Fourth of July
July 7	The Hajj
July 13	Embrace Your Greekness Day
July 16	Fresh Spinach Day
July 18	World Listening Day
July 20	National Hot Dog Day
July 22	National Hammock Day
July 25	National Hire a Veteran Day
July 26	National Disability Independence Day
July 28	National Milk Chocolate Day
July 29	NASA Founded

MONTH LONG OBSERVANCES



The Hajj – July 7th is Hajj which is one of the five pillars of Islam. At least once in their lives each believer is called to make the Hajj, the annual pilgrimage that starts and ends in the holy city of Mecca in today's Saudi Arabia. The journey recreates Muhammad's own path as the native son returned to his tribal home as the leader of a vibrant new religion.

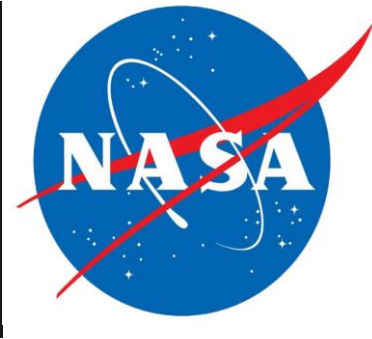


Celebrate. Learn. Share.

ADA32 ★★ ★★ ★★
★ 1990 - 2022 ★★ ★★ ★★
Americans with Disabilities Act

National Disability Independence Day commemorates the signing of the Americans with Disabilities Act (ADA) on **July 26th, 1990**. The ADA protects from employment discrimination and provides better access to goods, services, and communications for people with disabilities. Importantly, the law also helped break down barriers that individuals with disabilities face every day. Over time, common barriers such as narrow doors and small bathroom stalls became accessible to wheelchairs. Other examples include braille signs and auditory crosswalk signals for the vision impaired. These changes improved mobility and safety.

NASA was founded on **July 29, 1958** and has inarguably been responsible for developing some of the most important technologies of the past half-century. Indeed, NASA has a rich history of ushering in astonishing breakthroughs in science and technology, with its influence felt across nearly all industries and by every single American, such as: A medical device that keeps patients alive while they wait for a heart transplant • The technology underpinning CAT Scans and MRI machinery • Mylar, which is an insulating material • Air purifier technology • Anti-icing formulas now used to prevent train delays • Virtual reality technology



In the United States, **July** is designated as French-American Heritage Month. The holiday was established to honor the significant contributions made to the country by people of French descent. Approximately 11.8 million Americans of French or French-Canadian descent live and work in the United States, with about 2 million speaking French at home. The 2011 census added an additional 750,000 French-American citizens to those numbers due to the large Creole community, whose language is based on French.

The CPNA Diversity & Inclusion Advisory Council

SLT Council Sponsors:

Sarah Deukmejian – President, CPNA; West Sacramento
Scott Cooley – VP Sales and Customer Service, Steelscape; Kalama

Council Co-Chairs:

Brian Eyer – Account Manager, Steelscape; Kalama
Marie Ortega – Product Manager CPNA; West Sacramento

Council Members:

Alisha Nason – Customer Service Assistant, ASCBP; Salem | Amber Gould – Estimator, ASC Steel Deck; Spokane
Bill Horton – ASC Manufacturer Manager, ASCBP; Anchorage | David Gutierrez, Plant Manager, Steelscape; Rancho
Ingrid Pinkett – Executive Assistant, CPNA; West Sacramento | Judson Heller – Manufacturing Manager, ASC Profiles; Kalama
Norman Ross – Manufacturing Training Manager; Kalama | Richard King – Product Manager, CPNA; West Sacramento
Sarah Johnson – Customer Service Representative, AEP Span; Tacoma | Tracy Larson – Process Engineer, Steelscape; Kalama
Skye Thacker – HR Generalist, CPNA HR Rep; Kalama