

DIVERSITY & INCLUSION

Monthly SnapShot

October 2022



Appreciating Our Differences

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!

National Work and Family Month



The struggle to balance career and family commitments can feel daunting and stressful. The US Senate designated October as National Work and Family Month in 2003. Employers are encouraged to create healthy and flexible work environments that promote balance. Employees are encouraged to find ways to balance their professional lives and time spent with family.

Unfortunately, many people experience an imbalance between work and personal life. Planning ahead can help create balance. Try organizing work and personal events on the same calendar, so it is easy to see where commitments might overlap. It can also be beneficial to share your schedule with your family, so everyone knows what to expect.

Be just as attentive at home as you are at work. In addition to avoiding personal business at work, you should dedicate your time at home to yourself and your family (not catching up on work). Your employer will be more willing to excuse you early for a family event if you typically focus on your job during work hours. Your friends and family members will be more understanding of career commitments if you are fully engaged while at home.

Communication is key. Without communication, it is impossible to strike the right balance between work and family. Don't be afraid to voice your time restrictions, limitations, and expectations to your employer, coworkers, friends, and family.

Notable Dates

- 1 International Day of Older Persons
- 1 World Vegetarian Day
- 3 World Habitat Day
- 3 Child Health Day
- 5 Yom Kippur
- 5 World Teachers Day
- 6 World Cerebral Palsy Day
- 6 German American Day
- 9 Full Moon – Hunter's Moon
- 9 Leif Erickson Day
- 9 Chicago Marathon
- 10 World Mental Health Day
- 10 Indigenous People's Day
- 10 Columbus Day
- 11 National Coming Out Day
- 15 White Cane Safety Day
- 17 Boss's Day
- 24 Diwali / Deepavali
- 24 United Nations Day
- 31 Halloween / Samhain

Month Long Observances

- Breast Cancer Awareness Month
- LGBTQ+ History Month
- National Work & Family Month
- Filipino American History Month
- Polish American Heritage Month
- Italian American Heritage Month
- National Disability Employment Awareness Month

Held on October 6th, **World Cerebral Palsy Day** reminds us that over 17 million people are impacted by this disorder. Cerebral palsy (CP) is one of the most common physical disabilities affecting children, about 1 in every 345 in the United States. CP is a group of disorders that affect normal movement in different parts of the body. It can cause problems with posture, manner of walking (gait), muscle tone, and coordination of movement. There is no cure for CP. Instead, treatment focuses on nurturing a person's remaining skills to reduce symptoms and encourage an independent life. Many medical and support options exist to help people with CP lead fulfilling lives.

LGBTQ+ History Month

Originating in the United States as Lesbian and Gay History Month, it was founded in 1994 by high-school history teacher Rodney Wilson, the first openly gay public-school teacher in Missouri. LGBTQ+ History Month encourages honesty and openness about being LGBTQ+. According to Wilson, he chose this month for the celebration for multiple reasons.

- The first (1979) and second (1987) LGBT Marches on Washington were in October.
- National Coming Out Day is on October 11th.
- October is within the academic calendar year, making it easier for students to participate.

The Common Roots of Halloween and Samhain



Halloween traditions trace their roots back to ancient times. Samhain (a Gaelic word pronounced "SAH-win") is a pagan religious festival, now separate from Halloween, though both originate from an ancient Celtic spiritual tradition. In modern times, Samhain is usually celebrated from October 31 to November 1 to welcome the harvest and usher in "the dark half of the year" (fall and winter.)

Samhain celebrants believe that the barriers between the physical world and the spirit world break down during this time, allowing more interaction between humans and denizens of the Otherworld. Ancient Celts would dress as animals and monsters to keep fairies from kidnapping them.

During the Middle Ages, carved turnips called Jack-o-lanterns began to appear, attached by strings to sticks and embedded with coal. Later, Irish tradition switched to pumpkins - a

much more familiar custom to modern Halloween celebrants.

Trick-or-Treating is similar to ancient Irish and Scottish practices in the nights leading up to Samhain. In Ireland, mumming was the practice of putting on costumes, going door-to-door, and singing songs to the dead. The singers were given cakes as payment. Halloween pranks also originate in Samhain, though the ancient celebrants blamed fairies for the tricks.

In the 9th century, Pope Gregory declared November 1st as All Saints' Day. All Souls' Day would follow on November 2nd. Neither new holiday did away with the pagan aspects of the celebration. October 31st became known as All Hallows Eve, or Halloween. It kept much of the traditional pagan practices before being adopted in 19th-century America through Irish immigrants bringing their traditions across the ocean.

Indigenous Peoples Day

On Indigenous Peoples' Day, we honor America's first inhabitants and the Tribal Nations that continue to endure today. We acknowledge the significant sacrifices made by Native peoples to this country and recognize their many ongoing contributions to our Nation. Indigenous Peoples are distinct social and cultural groups that share collective ancestral ties to the lands and natural resources where they live, or from which they were uprooted.

Leif Erikson Day

Annually observed on October 9th since 1927, it honors Leif Erikson. He was a Norse explorer that led the first known Europeans to set foot in continental North America. According to the White House, Leif Erikson Day celebrates Nordic Americans and their contributions to our country. It also strengthens America's relationship with Nordic countries.

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