



DIVERSITY in DUBUQUE

September 2024

A newsletter from the City of Dubuque's Office of Equity & Human Rights

In This Issue:

[Page 2](#)

National Hispanic
Heritage Month

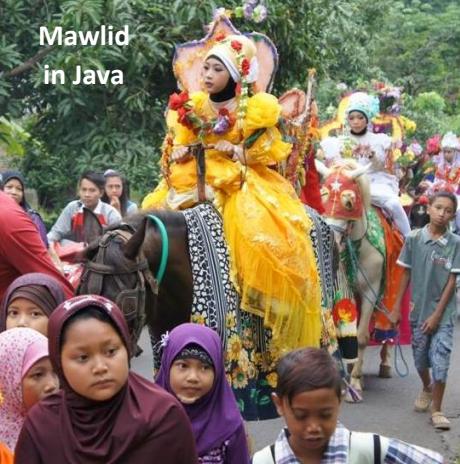
[Page 3](#)

Culture Creators:
Inclusive Language

[Page 4](#)

News & Updates

Mawlid
in Java



Manit
Day



Images (top): Chrisinno/Flickr; Office of the President, Republic of China (Taiwan)/Flickr

Holidays & Celebrations

September 16 – Mawlid al-Nabi

[Mawlid al-Nabi](#) is the celebration of the birthday of Prophet Muhammad (Peace be upon him). Some countries celebrate with large festivals, some attend lectures, recite parts of the Qur'an and devotional poetry and some places celebrate with special "birthday parties" for poor children and orphans.

September 21 – International Day of Peace

A [culture of peace](#) is achieved through respect for life and human rights. It also requires the promotion of non-violence through education, dialogue, and cooperation, and a belief in justice, tolerance, cultural diversity, and understanding at ALL levels of society and among ALL nations. Now is the time for us to lay down our weapons and work together, not against each other. Peace is achievable when people see and acknowledge each other's humanity, and we solve our conflicts in a spirit of mutual understanding and cooperation. In the words of John Lennon, *imagine all the people, living life in peace... and the world will be as one.*

September 27 – Marshall Islands Manit Day

Manit Day is a time to celebrate all things Marshallese including their cultural heritage, way of life, arts and skills. It is also a time to remember their history and legacies (including the impact of the U.S. nuclear detonations on the islands). Their lived experiences add to the wider fabric of our community, our country, and our world.

September is National Courtesy Month

Courtesy is about more than good manners, its about showing you care for others, that you "see" them, and that you recognize your shared humanity.

- Practice actively listening to others
- Apologize when you're in the wrong
- Give sincere compliments
- Treat others with respect
- Be patient
- Be charitable
- Greet people with a smile
- Show gratitude

National Hispanic Heritage Month



Mexico

Defining what it means to be Hispanic or Latino is like trying to nail flan to the wall. The reason it's so difficult is because Hispanic persons aren't necessarily Latino persons.

Latino countries are located in Latin America. Hispanic countries are those that are somehow linked to Spain or the Spanish language. This means that the European country of Spain would be considered Hispanic, but it would not be considered Latino.

To complicate matters further, the word Hispanic doesn't account for the indigenous people of these countries whose land was stolen by the Spaniards. Also, is it right to refer to all people from a country with a reference to their violent past of colonialization by Spain?

There's no easy answer but using inclusive language means asking before you assume: do you prefer to be called Hispanic, Latino, Indigenous, or something else?

For the purposes of this article, we are going to use the word Hispanic because that's the term being used in the title, National Hispanic Month.

The cultures of Latin and Central America are as widely varied as the landscapes and geography that make up each of their beautiful countries. A person's heritage and identities are tied to their communities, whether it is in Mexico, Brazil, Cuba, or the United States.

Hispanic people have played a crucial role in the United States, both past and present. Their musical styles like salsa, merengue, and mariachi have blended into other musical styles like country and pop. Foods and recipes are not limited by borders. They melt into different cultures and blend one culture's food



Peru



Argentina

with another's to create something new and delicious. Celebrations of one culture often turn into celebrations for other cultures as well. A gathering of friends and family is welcome in any culture, and in any country on Earth.

There are many important Hispanic persons who have helped move the needle forward towards justice for not only Hispanic people, but for the nation. Sylvia Rivera was a voice for the gay and transgender communities and fought for equal rights and economic justice for this underrepresented community. Cesar Chavez and Dolores Huerta fought for the rights of farm workers and migrant workers, and they began the National Farm Workers Association. Their work led to better treatment for all workers, not just those grueling under a hot sun picking grapes.

In today's political climate, it's not easy to be Hispanic in America. Many Americans believe wrongly that all Hispanics are from Mexico and that most have traveled here illegally. Some people fear immigrants and assume they are here to harm America or to steal jobs. Nothing could be farther from the truth. Immigrants from Latin America come here for the same thing we all want from life: freedom, safety, security, a chance at financial success, and a chance at a better life for our children. Also, most immigrants are in low-paying jobs that many Americans don't want. Looking for a way to reduce staffing shortages? Look to the Hispanic immigrant population.

Even though defining Hispanic heritage is difficult, what isn't difficult is appreciating their cultures, the gifts they bring to the world, and their talents and strengths that make America a great place to live. They are an important part of the quilt that makes up the United States. Let's celebrate all things Hispanic and our shared cultures.

Culture Creators

Inclusive Language

According to the Linguistic Society of America, inclusive Language acknowledges diversity, conveys respect to all people, is sensitive to differences, and promotes equal opportunities. It avoids past pitfalls or habits that may unintentionally lead to marginalization, offense, misrepresentation, or the perpetuation of stereotypes.¹ Language has the power to lift people up or tear them down. What affect are your words having on others?

Watch out for Male vs Female terms that promote Gender Bias

Male	Female
Passionate	Hysterical
Assertive	Aggressive
Commanding	Bossy
Upset	Hormonal
Outspoken	Shrill



Don't use language that judges or pities a person

- A person doesn't suffer from autism, they are an autistic person.
- A person in a wheelchair isn't a hero, they are just living their lives like everyone else.



Avoid certain metaphors and phrases

Metaphor	Historical Association
Blindsided	Someone who is visually impaired
Insane	A person with a brain health issue
Slaving away	A reminder of the brutality of slavery
Gypsed	Stereotype of a “Gypsie” now known as the Romani people



Ask Before You Assume

- What are your preferred pronouns?
- Do you prefer to be called Black or African American?



Avoid words that refer to Gender Bias in jobs

Incorrect	Correct
Policeman	Police Officer
Waitress	Server
Stewardess	Flight Attendant
Chairman	Chairperson
Mailman	Postal Worker
Salesman	Salesperson

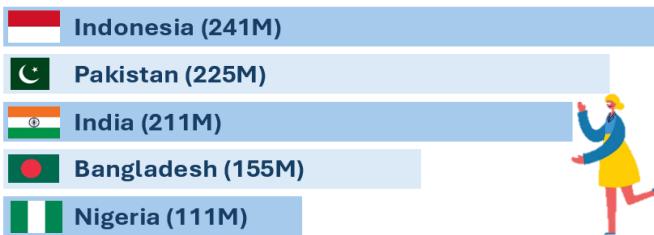


Avoid Generalizations

- Everyone from the Middle East isn't Muslim, and all Muslims are not from the Middle East.
- Everyone who speaks Spanish isn't from Mexico.



Countries with the Largest Muslim Populations²



News & Updates



[Platteville Historic Re-enactment](#)

September 6–8, times vary

Platteville, WI

This 3-day historic re-enactment showcases the history of America's Upper Mississippi

Valley from the mid-1700s and 1800s. It presents a hands-on living history experience with a Voyageur Camp, military demonstrations, Native American storytelling, blacksmithing, and a silent auction.

[2nd Annual Sunset Community Walk](#)

Sunday, September 8 @ 6–8 PM

University of Dubuque Track & Field

Join NAMI Dubuque for their second annual suicide awareness community walk. Opening remarks at 6:30 p.m., walk at 6:45 p.m. The event is a non-competitive walk to raise awareness and share space (cost \$25).

[Friday Lights Poetry Night](#)

September 13 @ 6–7 PM

River Lights Bookstore

Bring your work to share and read a favorite poem. Listen, laugh, and learn in a quiet space of time. There will also be a poetry book swap.

[City Life for Marshallese Residents](#)

Tuesday, September 17

Various Locations in Dubuque

Join City of Dubuque's fun, free, and interactive course on local government. Through presentations, tours, and conversations with neighbors you'll have the opportunity to learn more about City operations and services that make Dubuque a great place to live. This edition will be in Marshallese. (Free, RSVP required).

[Dubuque Latinx Fiesta](#)

Saturday, September 28 @ 1–7 PM

Smokestack

Everyone is invited to celebrate the diverse cultures, art, music and cuisine of Latin America. This free event offers diverse vendors, resource booths, performances and an art exhibit.



News & Updates

Carnegie-Stout Public Library

[Music @ your library](#)

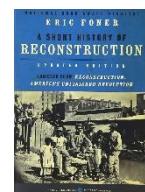
September 6, 6:00pm - 7:00pm

Garcia and Hummel who have both been a part of the local music scene for over 40 years will be performing songs they wrote throughout their career which pull from various genres including rock, country, folk, and blues.

[2024 Black History and Reading Challenge:](#)

[A Short History of Reconstruction by Eric Foner](#)

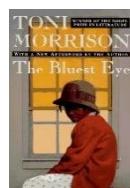
September 29, 3:00pm – 7:00 pm



[Reading Roundtable Adult Book Discussion:](#)

[The Bluest Eye by Toni Morrison](#)

September 9, 6:00pm - 7:00pm



[Dubuque Shakespeare Project - Narrative Poems](#)

Sunday, September 8, 2:00pm - 3:30pm

Join Sunil Malapati as the Dubuque Shakespeare Project holds discussions regarding Shakespeare's tragedies and comedies.

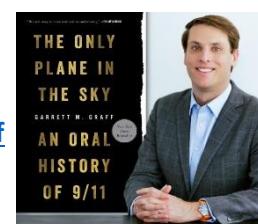
Virtual Author Talks

The library has recently added virtual author talks to their offerings. They are held live but they have hundreds of [previously recorded talks](#) to view as well. They will have viewing parties at the library, or you can watch from home (registration required for home viewing).

September 10, 1:00pm – 2:45pm

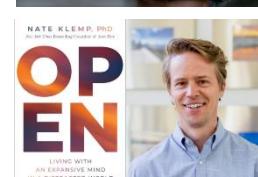
[Capturing the Human Drama](#)

Through History with Garrett M. Graff



September 18, 1:00pm-2:45pm

[Living with an Expansive Mind in a Distracted World with Nate Klemp](#)



September 21, 6:00pm – 7:45pm

[A Deep Dive in Character Development with Liane Moriarty](#)

