

October 2024

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

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Holidays & Celebrations

October 3 – Rosh Hashanah

[Happy Jewish New Year!](#) This High Holiday is celebrated with candle lighting, gatherings of family and friends, festive meals and prayer. It is a time for reflection on the past year and prayers for the new year to come.

October 12 – Yom Kippur

[Yom Kippur](#) is a Jewish holiday also known as the “Day of Atonement.” This day is celebrated with fasting, prayer, and repentance. Though it is a very solemn day, there is also a silent hint of joy as the day ends with a feast with family and friends. It is a day when sins are forgiven, and a new year can now begin with a clean heart.

October 12 - Día de la Raza

October 14 – Indigenous People's Day

[Día de la Raza](#) was originally known as Columbus Day in Latin American. It has since morphed into a celebration of Indigenous People. Celebrating [Indigenous People's Day](#), whether in Latin America or North America, is a time to honor the cultures of native peoples and reclaim their history. The atrocities they experienced as a result of European colonization cannot be erased and must not be forgotten. Their struggles continue today, but their resilience and connection to the land has not wavered. This day is celebrated very differently across the Americas. In some countries you might see parades and festivals. In other countries you might see protests against memorials to Columbus. It is a day of celebration and recognition of all Indigenous Peoples.

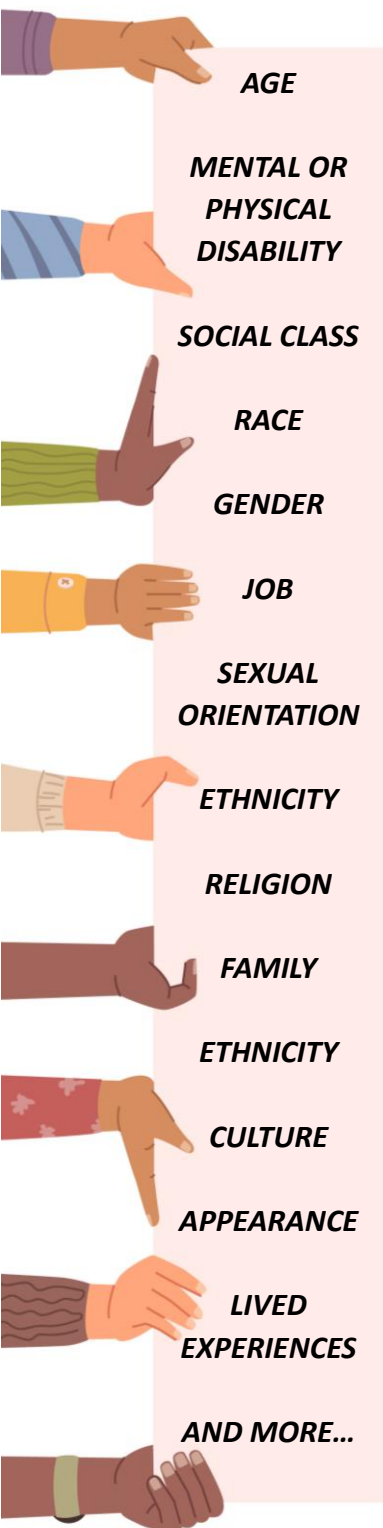
October 31 – Diwali

[Diwali](#) is the Hindu Festival of Lights. Homes, temples, and businesses are illuminated with lamps, candles, and lanterns. Festivals are marked with singing, dancing, parades and fireworks. Friends and family gather together for a feast filled with sweets. This important holiday is celebrated for five or six days depending on the region or country.



Images (top): Sheilby Macena/AdobeStock; (bottom): Framedtwinkles/Wikimedia

Diversity Awareness Month



As Winson Churchill once said, “Diversity is the one true thing we all have in common.” Diversity encompasses all of our many different identities including race, gender, ethnicity, age, and religion. Embracing our differences doesn’t mean forgetting our own identities, and it doesn’t mean that one identity is better than another. It simply means accepting that others are different, and not only is that okay, it’s a beautiful addition to the fabric of society.

Being aware of and accepting of the diversity around us builds better communities. By appreciating the differences and skills others can bring to the table, there is a higher likelihood of constructive dialogue, social cohesion, and a safer more supportive community. Prioritizing diversity makes communities more resilient and better able to navigate challenges with a collective strength rooted in shared understanding.

The path towards diversity awareness begins by examining our own identities and biases. Our identities such as our age, race, gender, etc. make up who we are. These identities combined with our lived experiences make each of us a completely unique individual. Avoid judging, stereotyping, or discriminating against others simply because their identities or experiences are different from yours. Instead recognize our shared humanity regardless of our identities, culture, or national origin.

Education about diversity can help uncover hidden biases and dismantle discrimination. Read a book, watch a documentary, attend a cultural event or seek out others with different backgrounds to learn about their lived experiences. Being aware of the struggles of others based on the diverse range of their identities allows us to accept and advocate for others.

Examine your own beliefs and behavior and consider how you can be more inclusive of others. Engage with others and practice inclusivity by initiating conversations about diversity with friends, family, and coworkers. Seek out those that are different from you to ask questions and learn about different perspectives. Get involved in local organizations or initiatives that support diversity and inclusion. Volunteer your time or resources to causes that empower marginalized communities. Attend cultural events, workshops, and discussions to immerse yourself in different cultures and practices. Supporting diversity-focused initiatives not only benefits our community but also enriches your own understanding and appreciation of the world.

Awareness of diversity nurtures empathy and understanding among individuals. When we learn about the experiences and challenges faced by others, we cultivate a sense of compassion and connection. This is particularly important in combating stereotypes and prejudices that often stem from ignorance. By fostering an inclusive environment where individuals feel seen and heard, we create a culture of respect that values all contributions.

Diversity awareness is not merely a trend; it is a vital component of a thriving society. By understanding the importance of diversity and actively working to foster inclusivity, we can create environments that are rich in creativity, empathy, and social justice. Each individual has a role to play in promoting diversity awareness. In doing so, we contribute to a more harmonious and equitable society where everyone has the opportunity to thrive.

Image: Sensvector/Adobe Stock





Culture Creators

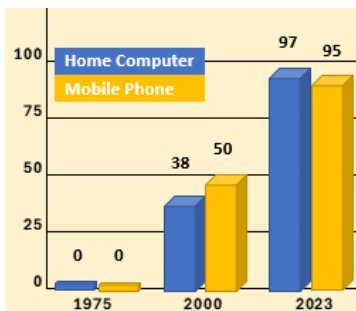
Generations: Fact or Fiction?

Everyone has an assigned generation based on the year they were born. However, putting people into boxes doesn't allow for individual characteristics, and it brings up the question of whether everyone in the box behaves or believes the same things. Being a Baby Boomer doesn't mean you can't be a digital addict, and being a millennial doesn't mean you can't be a workaholic.

Stereotyping a person based on their generation is a slippery slope towards bias and discrimination.

STEREOTYPES

	Baby Boomer 1946-1964 <ul style="list-style-type: none">▪ Workaholic, loyal to job, sacrifice for success, strong work ethic, "pay your dues" before achievement▪ Optimistic, ambitious, conservative▪ Stuck in ways, inflexible, not tech savvy		Generation X 1965-1980 <ul style="list-style-type: none">▪ Work-life balance, strong work ethic, DIY problem solvers▪ Independent, favor diversity▪ Cynical, skeptical, the "forgotten generation"
	Millennial 1981-1996 <ul style="list-style-type: none">▪ Progressive, multitasker, socially conscious▪ Independent, tech savvy▪ Sensitive, lazy, socially awkward, short attention span		Generation Z 1995-2015 <ul style="list-style-type: none">▪ Growth/development, multitasker, meaningful work, social justice goals▪ Open-minded, entrepreneurial, tech dependent▪ Lazy, overly sensitive, entitled



Percentage of households with home computers and/or mobile phones¹⁻⁵

Fifty years ago, methods for communicating with others were limited to more voice-based communication over a landline telephone or in person. The methods that were available to Baby Boomers necessitated a communication style that was more structured and formal.

Facts

Communication Style Preferences Vary Between Generations

Your communication style and technology preferences are based on what you grew up with, combined with your adaptability to new technology and new ways of communicating.

Generation Z grew up only knowing modern day technology. Through social media and messaging apps, their preferred communication style became much more informal, and they tend to value speed and visuals.

Even though technology has changed our *methods* of communication, *styles* of communication people grew up may still be preferred by them. It doesn't make one style better or worse than another, it just makes them different.

Your generation doesn't define your communication style preference, but rather helped mold it. Forget about how old you are or how old they are, and just try to be adaptive to the communication needs and preferences of others.

¹Home computers weren't commercially available until 1977. ²Mobile phones weren't commercially available until 1983. ³[census.gov/history/pdf/comp-internetuse2016.pdf](https://www.census.gov/history/pdf/comp-internetuse2016.pdf)

⁴[statista.com/statistics/203688/handset-penetration-per-capita-in-north-america-since-1996](https://www.statista.com/statistics/203688/handset-penetration-per-capita-in-north-america-since-1996) ⁵[pewresearch.org/internet/fact-sheet/mobile](https://www.pewresearch.org/internet/fact-sheet/mobile) ⁶[census.gov/library/publications/2024/demo/acs-56.pdf](https://www.census.gov/library/publications/2024/demo/acs-56.pdf)

News & Updates

S.M.A.R.T Series: Unconscious Bias

October 1 @ 3-4 PM

NICC Town Clock Center

This session will discuss raising awareness, implementing bias training, using objective criteria, and how to lead by example to promote a culture of inclusivity. (cost \$20)

Kids Expo

October 5 @ 10 AM-2 PM

Grand River Center

Families can learn more about resources in the community and pick up information and giveaways. Health services for children will also be offered including pediatric immunizations, flu shots, oral health screenings, lead testing, vision checks, and developmental screenings.



The History of Immigration and Settlement In Southwest Wisconsin

October 6 @ 2 PM

Platteville Public Library

Learn about the area's rich history of diversity in cultures, languages, and religions. Learn about the history of migration and regional movement of Indigenous peoples, the area communities of free and enslaved people of color, and the more recent immigration of Spanish-speaking groups.



Virtual Author Talk: *Liberating Latin American Genre Fiction* with

Silvia Moreno-Garcia

October 9 @ 6-7 PM

Live Watch Party at the Library and/or Virtual Viewing

Join Moreno-Garcia as she chats about Latin American Genre fiction, her writing process and journey, as well as her newest book *The Seventh Veil of Salome*.

Virtual Author Talk: *Maybe You Should Talk to Someone* with Lori Gottlieb

October 22 @ 1-2:45 PM

Virtual

We invite you to join us as Gottlieb shares her wisdom on examining the truths and fictions we tell ourselves to help us breakthrough what is holding us back and getting in the way of living the life we desire.



Dubuque Area History Expo

October 20 @ 1-4 PM

Steeple Square

Celebrate and explore the rich heritage of the Dubuque area through compelling presentations and an exhibit hall featuring local institutions. The presentations include "Uncovering Dubuque's Black Heritage" by Chris Happ Olson, and "A City at Work: 1912 and 2012" by Tim Olson.



Black History and Reading Challenge: *Dismantling Racism One on One* by John Stewart

October 27 @ 3-4 PM

Carnegie-Stout Library

Three true stories of interracial conflict show how interpersonal racism can be dismantled when conversational partners co-construct uniqueness, a powerful process everyone can do.

Volunteer Opportunity of the Month

Burger Night Fundraiser

October 17 @ 5-8 PM

Eagles Club

Help support the LGBTQIA+ community in Dubuque by volunteering at the Burger Night Fundraiser. This event is being held by DBQ Pride to raise money for various events throughout the year. Volunteer needs vary. Sign up to help at this event or any of the 200+ other opportunities at volunteerdubq.com.



In the News

An Ondecagenarian¹ Who Loved Twitter

Maria Branyas Morera passed away last month at the age of 117 years old. Born in 1907, she lived through two World Wars and two world-wide pandemics. Despite the generation she was born into (the Greatest Generation), Maria embraced technology; she was especially fond of Tik Tok and Twitter (now X). When asked what she credited her long life to, she replied: tranquility, contact with nature, emotional stability, no worries, no regrets, good connections with family and friends, lots of positivity, and staying away from toxic people.² Good advice for us all!

¹An ondecagenarian is someone over 100 years old. ²goodnewsnetwork.org/the-worlds-oldest-human-gives-us-the-best-advice-before-she-died-at-117-years/