



DIVERSITY in DUBUQUE

November 2024

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

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Día de los Muertos



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Holidays & Celebrations

November 1 & 2 – All Saints Day, All Souls Day, and Día de los Muertos (Day of the Dead)

All Saints' Day, All Souls' Day, and Día de los Muertos all have one thing in common: they celebrate the passing of our loved ones.

[All Saints' Day](#) is a Christian holiday that commemorates the deaths of Christian saints. [All Souls' Day](#) is also a Christian holiday; however, it commemorates the deaths of loved ones. They are often celebrated together, and in parts of Europe, All Saints' Day is an observed national holiday. The days are celebrated with prayer, religious gatherings, and tending to the graves of those who have passed.

[Día de los Muertos](#) is a Mexican holiday where families honor their loved ones who have passed. Celebrants believe that on this holiday, the border between the world of the dead and the world of the living dissolves, and the souls of the departed visit the living. The day is celebrated with costumes, feasts, music, and dancing.

November 3 – Culture Day (Japan)

[Culture Day](#) is a public holiday in Japan that celebrates the vibrant culture of the Japanese people. Events include festivals, art exhibitions, and parades. Many people dress in traditional Edo-period Japanese clothing to celebrate their rich history.

November 13 – World Kindness Day

November 16 – International Day for Tolerance

[World Kindness Day](#) and the [International Day for Tolerance](#) are times to reflect on the power of simple acts of kindness and tolerance toward others. Kindness and tolerance have the power to break down barriers and bring us together on our shared journeys through this world. Remember that we are more alike than different, so be kind toward others' faults and tolerant of one another's differences.

November 28 – Thanksgiving

The American holiday of [Thanksgiving](#) is a time for family and friends to gather in the spirit of gratitude for the people around us and the gifts we have all been given. It is traditionally celebrated with turkey, cranberry sauce, and all the "fixings."

Images (top): Larry Lamsa/Flickr, (bottom): lark Ascending/Flickr

National Native-American Heritage Month



Sauk Indian Family (1899)

The history of Native Americans is riddled with sorrow and struggle but also with pride and resilience. Their perseverance in the face of centuries of discrimination is a testament to the strength of their many cultures.

The term "Native American" is an overarching term that refers to the more than 500 different tribes throughout America. Their cultures and traditions are as varied as the landscapes of their tribal lands. However, they share a belief that nature is sacred and that all living things possess a spirit. Because humans are part of the natural world, it is our responsibility to live in harmony with the nature around us.

Today, there are four federally recognized Native American tribes in Iowa: the Sac and Fox Tribe, the Winnebago Tribe, the Omaha Tribe, and the Ponca Tribe. However, these are only the tribes recognized today; this does not include the dozens of other tribes that inhabited the area before Europeans arrived.

In the 1700's, as more people immigrated to America, the eastern coast of the United States quickly became crowded. Settlements pushed westward, and Native Americans were displaced (mostly through the use of force). Eastern tribes such as the Sauk and Meskwaki were forced across the river into Iowa.



Powwow Dancer (2017)

Native Americans today are still struggling to overcome their historical trauma. Many tribal communities face widespread poverty, limited access to healthcare, high unemployment rates, and high rates of substance abuse. There continue to be battles over land rights, resource extraction on sacred lands, and the preservation of cultural identity in the face of globalization.

However, there has been a recent resurgence in cultural pride, with many tribes revitalizing their languages, traditions, and practices. Additionally, recent movements like the protests against the Dakota Access Pipeline at Standing Rock demonstrate the ongoing commitment of Native Americans to protect their lands and assert their sovereignty.

The history of Native Americans is one of resilience and strength in the face of extraordinary challenges. Native Americans have continuously demonstrated a remarkable capacity for survival and adaptation. Today, as Native Americans reclaim their cultural identities, languages, and rights, they continue to shape and enrich the American landscape. Understanding this history is crucial not only to honor the past but also to support the ongoing struggles and achievements of Native American communities in shaping their future.



Standing Rock Protest (2016)

The westward expansion of settlers impacted all tribes. Native Americans were killed, assimilated, or forcibly moved onto reservations. This was done in the name of Manifest Destiny – the misguided belief that the United States was destined to expand westward and that nothing and no one could stop this destiny from being fulfilled.

Unfortunately, Native Americans stood in the way. Their forced removal was an inevitable and devastating consequence of the settlers' tunnel vision for their own prosperity.

A land acknowledgment is an expression of gratitude and appreciation that recognizes and respects Indigenous Peoples as traditional stewards of this land.

In Dubuque, we acknowledge the Indigenous nations on whose ancient and sacred land we live, work, and play. This includes the Sauk & Fox, Miami, Sioux, Kickapoo, Ioway, and Ho-Chunk tribes. We honor with gratitude the land itself and the people who have stewarded it. We commit ourselves to respecting and reconciling this long history of injustice and honoring Indigenous peoples' legacy of resistance and resilience.

Photo Credits: (top): Library of Congress, (middle): GPA Photo Archive/Flickr, (bottom): John Duffy/Flickr

Culture Creators

Gratitude

Gratitude is the recognition of the positive aspects of our lives. It broadens our focus on the joy that already surrounds us rather than the things we feel are lacking in our lives. A growing body of evidence shows that practicing gratitude can make us happier and improve our mental and physical well-being. Look for small things to be grateful for every day. Need some ideas? Be grateful for the sound of children laughing, a smile from a stranger, a found quarter on the sidewalk, or even the blue sky above.



Psychological Health and Emotions

- Gratitude boosts self-confidence, improves patience, and reduces envy and jealousy.
- Each act of gratitude can boost your happiness level by 10% and reduce depression by up to 35%.
- Gratitude promotes positivity, eases stress and enhances creativity.



Physical Health

- Practicing gratitude is associated with lower blood pressure, fewer signs of inflammation, and a 16% reduction in heart disease risk factors.
- Thinking about what you're grateful for before going to sleep contributes to longer and more peaceful sleep.
- Gratitude enhances optimism which leads to a longer life.



Relationships

- Expressing gratitude to your partner can strengthen romantic bonds.
- People who express gratitude and positivity are more likely to attract others with similar traits to their social circle.



Workplace

- People are 53% more likely to stay with their employer and 81% are more motivated to work harder if they feel appreciated by their boss.
- The more praise and gratitude you give, the more you will receive.

How to Practice Gratitude

- Keep a journal of positive experiences.
- Say thank you for the small things, not just the big things.
- Compliment someone: a stranger, a coworker, a loved one, a salesperson, a cashier, or neighbor.
- Write letters or notes thanking someone.
- At the end of the day, think about three things that happened during the day that you are grateful for.
- Do random acts of kindness for strangers: feed someone's parking meter, hold the door open, or let someone go ahead of you in line.

Sources: <https://research.com/education/scientific-benefits-of-gratitude>, <https://psycnet.apa.org/record/2005-08033-003>, <https://doi.org/10.1080/10413200.2014.889255>, <https://www.sciencedaily.com/releases/2014/03/140331100236.htm>, <https://doi.org/10.1007/s10902-005-3649-5>, <https://pubmed.ncbi.nlm.nih.gov/16045394/>, <https://dx.doi.org/10.1016/j.jrp.2013.04.007>, <https://doi.org/10.1016/j.jpsychores.2008.09.002>, <https://doi.org/10.4067/s0718-48082013000100009>, <https://doi.org/10.1037/a0032701>, <https://doi.org/10.1016/j.cpr.2010.03.005>, <https://www.glassdoor.com/employers/blog/employers-to-retain-half-of-their-employees-longer-if-bosses-showed-more-appreciation-glassdoor-survey/>, <https://www.happinesscouncil.org/report/2019/global-happiness-and-well-being-policy-report>; Image: Natalia/Adobe Stock

News & Updates

Dubuque Symphony Orchestra: Latin-American Inspiration

November 2 @ 7:30PM

November 3 @ 2 PM

Five Flags Center

This concert features bandoneon player, Charles Gorczynski and includes pieces by various Mexican and Argentine composers, as well as Ravel's "Bolero," and professional Tango dancers Ashley Kalchik and Daniel Moreno. (Cost \$20+)



The Souposium Series: Tools for Repairing Life's Relationships with Rick Mihm

November 3 @ 6-7:30 PM

Shalom Spirituality Center

This event will feature a presentation by Tracey Lee Roberts

called, "Authentic Conversations: Getting to the Heart of the Matter." Held over a light soup and bread meal, Roberts will introduce a communication style that is "nonviolent," rooted in compassion, without judgment, blame, or dismissiveness to others. (Freewill donation)

S.M.A.R.T. Series

November 5 @ 3-4 PM

NICC Town Clock Center

November's discussion will focus on cultural awareness that helps develop an understanding of other cultures, cultural intelligence, conflict management, and tools to improve communication across culturally diverse teams. (Cost \$20+)



Writer's Workshop

November 7 @ 4:30-5:30 PM

Dubuque County Library – Farley Branch

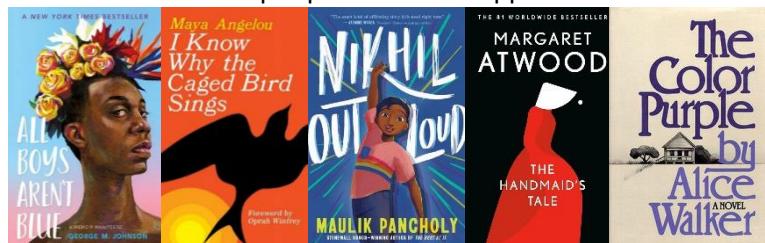
In honor of National Novel Writing Month, join an exciting writer's workshop at the library, where teens and adults can explore different writing styles. Unleash your creativity, experiment with new ideas, and connect with fellow writers in a fun and supportive environment!

Banned Book Giveaway

November 9 @ 2-4 PM

Carnegie-Stout Public Library

This free event is hosted by Annie's Foundation which fights censorship in schools and libraries across the state. All ages are welcome and invited to take a free copy of a book from a list of titles that were recently removed from Dubuque schools. One book per person while supplies last.

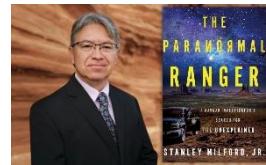


Carnegie-Stout Public Library Virtual Author Talks

Each month, a selection of authors discuss their books and expert topics. These events are virtual and live however recordings of the talks will be archived for later viewing. Registration on the library website is required.

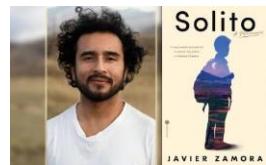
November 7 @ 6-7:45 PM

A Navajo Investigator's Search for the Unexplained with Stanley Milford, Jr.



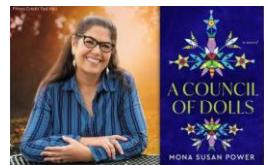
November 14 @ 3-3:45 PM

On Childhood Migration from Central America with Javier Zamora



November 20 @ 6-7 PM

Native Rights and Culture in Fiction with Mona Susan Power



Volunteer Opportunity of the Month

DBQ Shovel Crew 2024

Volunteers will be paired with a resident in need of assistance who is physically unable to remove snow and ice from their sidewalk and do not have other resources to help. Sign up to help at this event or any of the 200+ other opportunities at volunteerdbq.com.