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September 2021

**DEI WEBINAR SERIES**

# Revisiting: Inclusive Look at Holidays and Calendars

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# Webinar Reminders

- Everyone's line is muted. Please keep your microphone muted when not speaking to prevent background noise. Use the raise hand function to be unmuted.
- If you find the chat distracting you are welcome to keep it minimized. We will repeat all questions or comments that speakers address.
- This webinar is being recorded and the link will be shared. Chat messages to all attendees is show on the recording
- We are using Zoom's Transcription service. This is automated and we can't guarantee 100% accuracy.



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# Community Norms

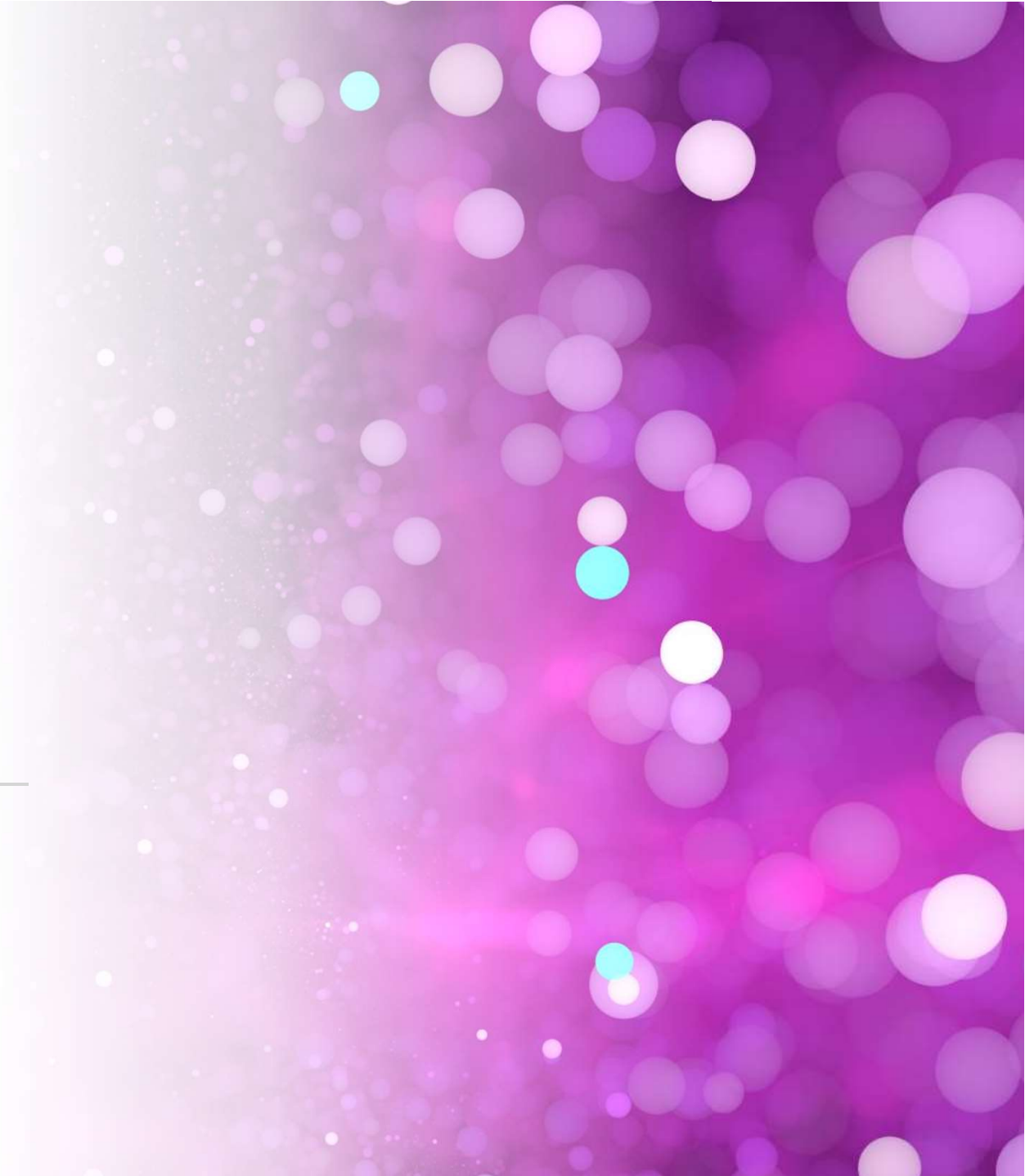
1. Be respectful
  1. Assume positive intent but understand impact.
2. If you are offended or uncomfortable, please let us know. You can privately contact staff if you don't want to share with the full group.
3. Bring your full self and limit distractions.
4. No one knows everything, together we know a lot.
5. Share your pronouns if you are comfortable.





# Revisiting Inclusive Holidays

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May, June, and July

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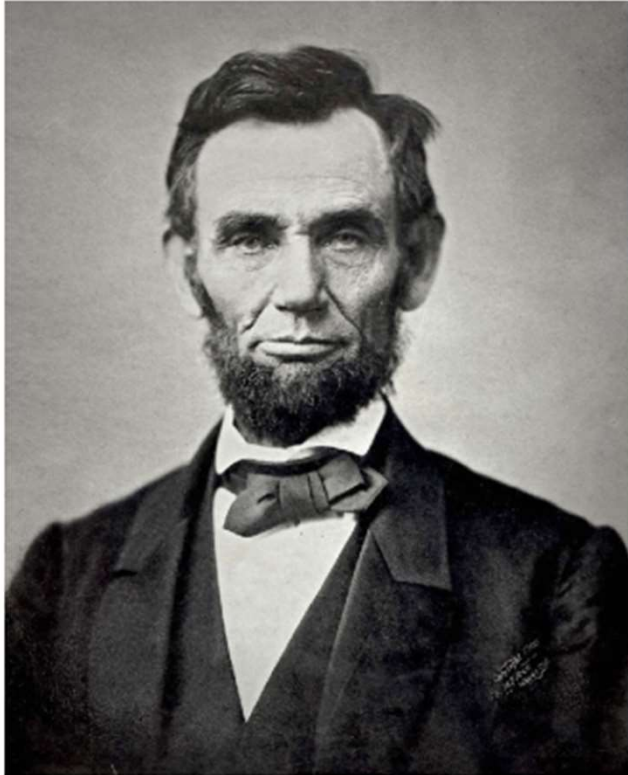
# What, to the Slave, is the Fourth of July?

- *What, to the American slave, is your Fourth of July? I answer: a day that reveals to him, more than all other days in the year, the gross injustice and cruelty to which he is the constant victim. To him, your celebration is a sham; your boasted liberty, an unholy license; your national greatness, swelling vanity; your sounds of rejoicing are empty and heartless; your denunciations of tyrants, brass fronted impudence; your shouts of liberty and equality, hollow mockery; your prayers and hymns, your sermons and thanksgivings, with all your religious parade, and solemnity, are, to him, mere bombast, fraud, deception, impiety, and hypocrisy—a thin veil to cover up crimes which would disgrace a nation of savages. There is not a nation on the earth guilty of practices, more shocking and bloody, than are the people of these United States, at this very hour.*

IN CONGRESS, JULY 4, 1776.

# The unanimous Declaration of the thirteen united States of America,

When in the Course of human Events, it becomes necessary for one People to dissolve the political Bands which have connected them with another, and to assume among the Powers of the earth, the separate and equal Station to which the Laws of Nature and of Nature's God entitle them, a decent Respect to the Opinions of Mankind requires that they should declare the Causes which impel them to the Separation. — We hold these Truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. — That to secure these Rights, Governments are instituted among Men, deriving their just Powers from the Consent of the governed, — That whenever any Form of Government becomes destructive of these ends, it is the Right of the People to alter or to abolish it, and to institute new Government, laying its Foundation on such Principles and organizing its Powers in such Form, as to them shall seem most likely to effect their Safety and Happiness. Prudence, indeed, will dictate that Governments long established should not be changed for light and transient Causes; and accordingly all Experience hath shewn, that Mankind are more disposed to suffer, while Evils are sufferable, than to right themselves by abolishing the Forms to which they are accustomed. But upon a long Train of Abuses and Usurpations, pursuing invariably the same Object, revokes a Design to reduce them under absolute Despotism, it is their Right, it is their Duty, to throw off such Government, and to provide new Guards for their future Security. — Such has been the patient Sufferance of these Colonies; and such is now the Necessity which constrains them to alter their former Systems of Government. The History of the present King of Great Britain is a History of repeated Injuries and Usurpations, all having in direct Object the Establishment of an absolute Tyranny over these States. To prove this, let Facts be submitted to a candid World. — He has refused his Assent to Laws, the most wholesome and necessary for the public good. — He has forbidden his Governors to pass Laws of immediate and pressing Importance, unless suspended in their Operation, till his Assent should be obtained; and when so suspended, he has utterly neglected to attend to them. — He has refused to pass other Laws for the Accommodation of large Districts of People, unless those People would relinquish the Right of Representation in the Legislature, a Right inestimable to them and formidable to Tyrants only. — He has called together legislative Bodies at Places unusual, uncomfortable, and distant from the Depository of their public Records, for the sole Purpose of fatiguing them into Compliance with his Measures. — He has dispersed Representative Honors repeatedly, for opposing with manly Firmness his Invasions on the Rights of the People. — He has kept long, after such Dissolutions, to cause others to be called in the mean Time exposed to all the Dangers of Invasion from the Neighbouring Kingdoms; and for that Purpose obstructed the Administration of Justice, by refusing his Assent to Laws for the Naturalization of Foreigners; refusing the Administration of Justice, by refusing his Assent to Laws for the Payment of their Salaries. — He has erected a multitude of new Offices, and sent hither Swarms of Officers to harass our People, and to eat out our Lives and Limbs. — He has endeavoured to bring us into Submission to a Jurisdiction foreign to our Constitution, and unacknowledged by our Laws; giving his Assent to their Acts of pretended Legislation: — For quartering large Bodies of armed Troops among us: — For exercising them, by a mock Trial, from Punishment for any Murders which they should commit on the Inhabitants of these States: — For cutting off our Trade with all Parts of the World: — For imposing Taxes on us without our Consent: — For depriving us in many Cases of the Benefits of Trial by Jury: — For transporting us beyond Seas to be tried for pretended Offences: — For abolishing the free System of English Laws in a neighbouring Province, establishing therein an Arbitrary Government, and enlarging its Boundaries so as to render it at once an example and fit Instrument for introducing the same absolute Rule into these Colonies: — For taking away our Charters, abolishing our most valuable Laws, and altering fundamentally the Forms of our Governments: — For suspending our own Legislatures, and declaring themselves invested with Power to legislate for us in all Cases whatsoever. — He has abdicated Government here, by declaring us out of his Protection and waging War against us. — He has plundered our Seas, ravaged our Coasts, burnt our Towns, and destroyed the Lives of our People. — He is at this Time transporting large Armies of foreign Mercenaries to complete the Works of Death, Desolation and Tyranny, already begun with Circumstances of Cruelty & perfidy scarcely paralleled in the most barbarous Ages, and totally unworthy the Head of a civilized Nation. — He has constrained our fellow Citizens taken Captive on the high Seas to bear Arms against their Country, to become the Mercenaries of their Hated and Oppressed Brethren, — He has excited domestic Insurrections amongst us, and has endeavoured to bring on the Inhabitants of our frontiers the merciless Indian Savages, whose known Rule of Warfare, is an undistinguished Destruction of all Ages, Sexes and Conditions. In every Stage of these Oppressions We



## **Does the Declaration of Independence apply to People of Color?**

“I think the authors of that notable instrument intended to include all men, but they did not mean to declare all men equal in all respects. They did not mean to say all men were equal in color, size, intellect, moral development or social capacity.”

**Abraham Lincoln - October 15, 1858**

WIRELESSHOGAN

*Abraham Lincoln's thoughts on the Declaration of Independence. Graphic by Mark Charles / Wireless Hogan*



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# Should we not celebrate Independence Day?

- No, but:
  - We should respect how others may feel about the day based on their race and cultural background
  - We should educate ourselves and others on what this day means to others
  - We should frame our celebrations and commemorations of this day in a way that acknowledges who did and didn't gain freedom in 1776 and the history of this land before it became the USA.

# Juneteenth

- Commemorates the emancipation of slave
- Started in Texas where emancipation was finally enforced on June 19, 1865.
- The first celebration called Jubilee Day happened in Galveston, TX on June 19, 1866.
  - These early celebrations were also used as opportunities to give voting instructions to newly freed slaves.
- Saw a decline during Jim Crow when local laws in many Southern States made it hard to celebrate.
- Was revived during the Civil Rights era and continued to grow in awareness and recognition since then.
- Was recognized by Congress in 1997.
- Was officially made a Federal holiday in 2021.



The graphic features a yellow background with a dark blue silhouette of a person's arm and hand holding a broken chain. Above the text, there are three red birds in flight. The text 'JUNE TEENTH' is in large, bold, red and green letters, and 'Freedom Day' is in a smaller, cursive font below it.

**JUNE  
TEENTH**  
*Freedom Day*

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# Columbus Day / Indigenous Peoples' Day

- **Columbus Day originated** as a celebration of Italian-American heritage and was first held in San Francisco in 1869. The first state-wide celebration was held in Colorado in 1907. In 1937, **Columbus Day** become a holiday across the United States.
- In the early 1990s Native American activists began to protest the idea of Columbus Day and how it centered around “the discovery” of America versus “the colonization” of America.



## Columbus Day / Indigenous Peoples' Day

- **In 1992 Berkley, CA** was the first city in the US to rename Columbus Day to “Day of Solidarity with Indigenous People”.

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# Indigenous Peoples' Day

- Columbus Day is still a Federal holiday, but many state and local governments have begun to commemorate it as Indigenous Peoples' Day or Native American Day instead.
- Many organizations have also begun to refer to it and honor it as Indigenous Peoples' Day including LWV.

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# How to Honor Indigenous Peoples Day

1. Learn whose land you are on.
2. Attend a local or virtual Indigenous Peoples Day event.
3. Donate to Indigenous-led organizations.
4. Get involved in the anti-mascot movement.
5. Amplify Indigenous voices
6. Share resources through your networks.





## Thanksgiving

- How were you taught the history of Thanksgiving?
- What is “traditional” Thanksgiving imagery to you?
- How can we be more inclusive in how we approach the holiday?
- How is the traditional branding and imagery of Thanksgiving harmful?

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# How to Be More Inclusive in Celebrating Thanksgiving

- Enjoy all your traditions but consider:
  - The imagery of pilgrims and Indians that may be used in decor.
  - Consider a land acknowledgement at the start of your meal.
  - Share resources with friends, family, your social media network on supporting Indigenous voices and causes.







## Holiday Season

- Numerous holidays are celebrated in December including both religious and cultural celebrations.
- Context can be important in how you greet someone or offer a greeting via mail/email/social media.
- Honoring all holidays doesn't lessen the importance of a specific holiday to you.
- Christmas may be a Federal holiday but that does not mean individuals and groups can't take it upon themselves to respect the importance of all holidays.

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# What to Think About

- What imagery are you using to reflect holidays in your printed or digital materials?
  - Is it inclusive?
  - Is it harmful?
- How do you discuss holidays as a group?
  - What assumptions are made about who is celebrating what and how they are celebrating it?



## Calendar

- When planning any League event, but especially one in which you are hoping to attract new engagers or members you should check:
  - an inter-faith calendar
  - community groups for cultural or other celebrations you may not be aware of
  - for what restrictions the holiday may put on the activity level of its celebrants.

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# Applying a DEI Lens

- **Who is involved in the process?**
  - Are key stakeholders meaningfully included?
  - Is this work that impacts a group or community? If so, is their voice represented?
  - How diverse is the group of decision makers? Is it diverse enough?
- **Who will be impacted?**
  - Who benefits from this?
  - Who is burdened by this?
  - Does this help us meet the needs of underserved voters?
  - Have we considered various, specific marginalized groups and how they might be impacted?



