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## DIVERSITY QUOTE OF THE MONTH

An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.

Martin Luther King, Jr

## JUNETEENTH FLAG

Juneteenth is a federal holiday in the United States commemorating the emancipation of enslaved African-Americans. It is also often observed for celebrating African-American culture. The celebration originated in June 19th, 1895 when Union General Gordon Granger rode into Galveston, Texas, to inform the enslaved African Americans that they were emancipated.

The Juneteenth flag was created in 1997 by activist Ben Haith, founder of the National Juneteenth Celebration Foundation, with the help of illustrator Lisa Jeanna Graf. The flag was modified (2000) in the deliberate process of designing the flag, which is brimming with symbols of the day's meaning, has made it an integral component of the holiday.

Let's start with the colors red, white and blue— of course representing the American flag, and a reminder that slaves and their descendants were and are Americans.

The curve across the width of the flag represents a new horizon: the opportunities and promise that lay ahead for black Americans after freedom.

The white star in the center of the flag has a dual meaning – representing Texas, the Lone Star State. It was in Galveston in 1865 where Union soldiers informed the country's last remaining slaves that the Civil War was over - and they were free. Haith said the star also goes beyond Texas, representing the freedom of African Americans in all 50 states.

The bursting outline around that star is inspired by a nova, or "new star" according to astronomy. This represents a new beginning for all African Americans.

## BLACK MUSIC MONTH

What is Black Music or African American Music Month

June is African American Music Appreciation Month. Created by President Jimmy Carter in 1979, this month celebrates the African American musical influences that comprise an essential part of our nation's treasured cultural heritage. This month is dedicated to the great influence that black music has contributed to today's music.

Who founded Black Music Month?

Diana Williams, and radio DJ Ed Wright—founded Black Music Month on June 7, 1979. President Jimmy Carter hosted the first-ever Black Music Month celebration at the White House.

<https://www.youtube.com/watch?v=MZXm-hXtzdo>



Robert Johnson



Bessie Smith



Ruth Brown



Little Richard



James Brown



George Clinton



Run DMC

## THE LGBTQ+ FLAG



1. The rainbow flag (aka LGBTQ+ pride flag) was designed by Gilbert Baker from San Francisco in 1976.
2. Originally the flag had 8 colors that reflected the diversity of the LGBTQ+ community.
3. Baker came up with the flag after Harvey Milk challenged him to come up with a symbol of pride for the community.
4. The original pride flag flew proud during the San Francisco Gay Freedom Day Parade on June 25 1978.
5. Some say Baker was inspired by gay icon Judy Garland although he says he got the idea from a World Peace demonstration flag for flag of the races.
6. 30 volunteers' hand-dyed and stitched the first two flags for the Gay Freedom Day Parade.
7. The hot pink color was dropped due to the unavailability of the fabric when the flag went into production after the assassination of Harvey Milk. Later the turquoise strip was dropped to give the flag an even number
8. The meaning of each color:

Red		<i>Life</i>
Orange		<i>Healing</i>
Yellow		<i>Sunlight</i>
Green		<i>Nature</i>
Indigo		<i>Serenity</i>
Violet		<i>Spirit</i>

## FROM PRIDE IN OUR WORKPLACE WEBSITE: SUPPORTING TRANS PROFESSIONALS

Companies should be proactive, not reactive, in creating trans-inclusive policies and resources. If a company waits until hiring trans employees or until someone comes out to develop training and implement inclusion policies, the organization is already behind.

- It is not the responsibility of trans employees to educate coworkers or company leadership. The experience of educating can be exhausting or triggering and will take away from office productivity. For trans professionals, set boundaries about what you're comfortable sharing and what resources you need to protect your own mental health.
- Believe and support trans people when they choose to share their experiences. Follow the lead of trans employees in keeping shared information private and using appropriate pronouns across various professional contexts.

## POLICY VS. PRACTICE

While it is important to include "gender identity and expression" in your workplace nondiscrimination statement, companies must go deeper than written policies to adequately support their employees with inclusive and affirming practices.

- Embed diversity, equity, and inclusion training in the employee onboarding process. Provide resources addressing transgender and non-binary identities, pronoun usage, and allyship strategies. If you don't have the ability to develop these resources internally, hire a consultant to write policies and train staff. Make these resources easily accessible online.
- Communicate to employees, clients, and external stakeholders that your company has a zero-tolerance policy for transphobic jokes, language, and harassment. If you notice a pattern of transphobic behavior, alert the appropriate department in your organization or, depending on the context and frequency of comments, confront individuals directly.
- Continuously recruit and track the retention of gender-diverse employees. Offer surveys and exit interviews to understand how you can better support current and future staff.

Around the world, June is recognized as LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) Pride Month to commemorate a tipping point in queer history — the Stonewall Uprising, which lasted 6 days in Manhattan in June 1969 as police clashed with LGBTQ protesters. We must not forget that the first Pride was not a celebration. It was a riot led by queer people of color. Pride was born out of a struggle.

Forced into lock down during the pandemic brought struggle back into the lives of many in our LGBTQ+ communities. One can only imagine the sense of isolation felt by those sharing places and spaces with unsupportive, less-than-accepting family members. Regardless of our working arrangements, whether remote or onsite, it's important to celebrate Pride. To be innovative in finding ways that embrace the now normal. To create a workplace for all to feel connected and safe.

## RESOURCES

Click on the links to other available resources online.

Gender Identity and Pronouns:

<https://www.youtube.com/watch?v=J3Fh60GEB5E>

The 2022 Pride Reading List: 72 New Books to Read All Year:

<https://www.goodreads.com/blog/show/2299-the-2022-pride-reading-list-72-new-books-to-read-all-year>

Toilets, bowties, gender and me | Audrey Mason-Hyde | TEDxAdelaide:

<https://www.youtube.com/watch?v=NCLoNwVJA-0>

A Guide To Gender Identity Terms:

<https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>

Trans Workplace Inclusion Series – Recap and Resources:

[https://piow.org/2021/07/16/trans-workplace-inclusion-series-recap-and-resources/?utm\\_source=hs\\_email&utm\\_medium=email&hsenc=p2ANqtz-9h44PBq2HithC38XOOH-tSnll9aVx\\_mwxeOqAWDhK8iBCiYFTpf6wnUgZ7l\\_565gySMRVq](https://piow.org/2021/07/16/trans-workplace-inclusion-series-recap-and-resources/?utm_source=hs_email&utm_medium=email&hsenc=p2ANqtz-9h44PBq2HithC38XOOH-tSnll9aVx_mwxeOqAWDhK8iBCiYFTpf6wnUgZ7l_565gySMRVq)

## JOIN TOGETHER VENTURE

If you want to participate in an energetic, game changing team and make a difference in Venture's workforce Culture, then you are an ideal candidate to join Together Venture! If interested please email us at; [together@venturecs.org](mailto:together@venturecs.org)



**Together  
Venture** Diversity  
Equity  
Inclusion

## GENDER-SPECIFIC & GENDER-NEUTRAL PRONOUNS

**GENDER-SPECIFIC PRONOUNS**  
are the ways we refer to each other in the third person. People who are transitioning in some way might choose to change their pronouns.



GENDER-NEUTRAL PRONOUNS

**THEY  
THEM  
THEIR**



I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!

**ZE (ZEE)  
SIE (SEE)  
ZIE (ZEE)  
HIR (HEAR)**



I saw Lauren come to work today and **ze** seemed really happy. I wonder if it has anything to do with **hir** weekend. I hope I see **hir** soon to hear all about it!

### ASK



You cannot tell someone's name or pronoun just by looking at them.

### RESPECT



If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

### PRACTICE



If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.

Hi everyone, my name is Lauren. My pronouns are she and her.



Start meetings with everyone introducing themselves and stating their pronoun.

**ASK!** If you find yourself unsure of someone's pronoun, be attentive to how others refer to this person. If you are still unclear or concerned that people might be using the incorrect pronoun, politely and **privately ask that person what pronoun they use.**

All name tags and name plates can also have a spot to show someone's pronouns.



#TRANSINCLUSION

INFOGRAPHIC DESIGN BY  
LIGHTOPTHESKYCA

HEAR STOP  
MUTUAL  
PROGRESS

THE 519  
SPACE FOR CHANGE

FEEL FREE TO UPDATE YOUR VENTURE EMAIL SIGNATURE TO REFLECT YOUR PREFERRED PRONOUNS.

- June 19: New Church Day, according to Christian belief, on this day the Lord called together the twelve disciples who had followed him on Earth, instructed them in the Heavenly Doctrine of the New Jerusalem, and sent them out to teach that "the Lord God Jesus Christ reigns, whose kingdom shall be for ages and ages." This was the beginning of the New Christian Church.
- June 21: National Indigenous Peoples Day or First Nations Day, a day that gives recognition to the indigenous populations affected by colonization in Canada
- June 24: Litha, the summer solstice celebrated by Wiccans and Pagans. It is the longest day of the year, representing the sun's "annual retreat."
- June 24: Feast of the Most Sacred Heart, a solemnity in the liturgical calendar of the Roman Catholic Church
- June 29: Feast Day of Saints Peter and Paul, a liturgical feast in honor of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity

## OTHER OBSERVED HOLIDAYS IN THE MONTH OF JUNE

- Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month, established to recognize the impact that gay, lesbian, bisexual, and transgender individuals have had on the world.
- Immigrant Heritage Month, established in June 2014. It gives people across the United States an opportunity to explore their heritages and celebrate the shared diversity that forms the unique story of the United States.
- Caribbean-American Heritage Month is celebrated by proclamation of the President and Congress in the United States in June to honor the achievements and contributions of Caribbean immigrants and their descendants living in the United States, particularly in government, sports, entertainment, and the arts.
- Black Music Appreciation Month is an annual celebration of African-American music in the United States. It was initiated as Black Music Month by President Jimmy Carter who, on June 7, 1979, decreed that June would be the month of Black music.
- June 5: Pentecost, the celebration of the giving of the Ten Commandments by God at Mount Sinai
- June 12: Trinity Sunday, observed in the Western Christian faith as a feast in honor of the Holy Trinity
- June 14: Flag Day in the United States, observed to celebrate the history and symbolism of the US flag
- June 15: St. Vladimir Day, a Roman Catholic feast celebrating St. Vladimir
- June 15: Native American Citizenship Day, commemorating the day in 1924 when the US Congress passed legislation recognizing the citizenship of Native Americans
- June 16: Corpus Christi, a Catholic holiday celebrating the presence of the body and blood of Christ in the Eucharist
- June 16: Martyrdom of Guru Arjan Dev, observed by members of the Sikh faith. Guru Arjan Dev was the fifth Sikh guru and the first Sikh martyr.
- June 19: Juneteenth, also known as Freedom Day or Emancipation Day, was established as a federal holiday in June 2021. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, therefore, became the day of emancipation for thousands of African Americans.