



Together  
Venture Diversity  
Equity  
Inclusion

ISSUE 3 October, November, December 2022

DOWN SYNDROME  
**AWARENESS MONTH**

Cover: Greg Bartley/Camera Press, via Redux  
New York Times. From an article by; By Bill Keller  
Published: December 5, 2013.

Together Venture Diversity, Equity and Inclusion is a quarterly digital news letter that celebrates and honors historical moments observed dates and events in an effort to educate, promote and strengthen diversity at Venture Community Services; Inc.

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“The rights of every man are diminished when the rights of one man are threatened.”

John F. Kennedy

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October was first designated as Down Syndrome Awareness Month in the 1980s and has been recognized every October since. It is a time to celebrate people with Down syndrome and make others aware of their abilities and accomplishments. People with Down syndrome are just like everyone else. They have similar dreams and goals, and they want to have successful careers and families. They can drive, go to work, go to college, go on dates, get married, and contribute to society. They can also participate in sports. When Eunice Kennedy Shriver proposed the first Special Olympics, she was told harmful myths about people with Down syndrome, such as they had “negative buoyancy” and would sink in the water. Shriver made sure to include swimming in the first Games in 1968 to change people’s attitudes. Since then, athletes with Down syndrome have exceeded in all types of sports, from swimming and gymnastics to basketball and athletics. In recent years, they’ve taken on endurance events, including the triathlon and open water swimming.

<https://www.specialolympics.org/stories/news/down-syndrome-awareness-month#>

Down syndrome occurs across the human spectrum and is the most common chromosomal condition. Each year, about 6,000 babies are born with Down syndrome — a 1 in 700 chance. The prevalence of Down syndrome increases with the mother’s age. It is associated with delays in physical growth, characteristic facial features and intellectual disability.

Down syndrome continues to be the most common chromosomal disorder. Each year, about 6,000 babies are born with Down syndrome, which is about 1 in every 700 babies born.

Between 1979 and 2003, the number of babies born with Down syndrome increased by about 30%.

Older mothers are more likely to have a baby affected by Down syndrome than younger mothers. In other words, the prevalence of Down syndrome increases as the mother’s age increases. Prevalence is an estimate of how often a condition occurs among a certain group of people. To estimate the prevalence of Down syndrome, the number of pregnancies affected by Down syndrome is compared to the total number of live births.

In 2002, about 1 out of every 1,000 children and teenagers (0 to 19 years old) living in the United States had Down syndrome. This means that in 2002 about 83,000 children and teenagers were living with Down syndrome.

<https://www.cdc.gov/ncbddd/autism/facts.html>

Researchers estimated that in 2008 about 1 out of every 1,200 people (children, teens, and adults) living in the United States had Down syndrome. This means that in 2008 about 250,700 children, teens, and adults were living with Down syndrome in the United States.



What is the life expectancy for people with Down syndrome?

The life expectancy of people with Down syndrome increased dramatically between 1960 and 2007. In 1960, on average, persons with Down syndrome lived to be about 10 years old. In 2007, on average, persons with Down syndrome lived to be about 47 years old.

Many factors can affect how long a person with Down syndrome lives.

Sometimes infants with Down syndrome are born weighing less than 1,500 grams, or about 3.3 pounds. This is called “very low birth weight.” These babies are 24 times more likely to die in the first 28 days of life compared to infants with Down syndrome of normal birth weight (between 2,500 grams and 4,000 grams, or between 5.5 and 8.8 pounds).





# COVER STORY OCTOBER

Black or African-American infants with Down syndrome have a lower chance of surviving beyond the first year of life compared with white infants with Down syndrome. More research is needed to help understand why.

Infants with Down syndrome who also had a congenital heart defect (CHD) were five times more likely to die in the first year of life compared to infants with Down syndrome who did not have a CHD.

Between 1983 and 2003, about 93% of babies born with Down syndrome survived to one year of age. In the same time period, about 88% of babies born with Down syndrome survived to 20 years of age.

The number of infants with Down syndrome that die before one year of age has declined over time. For example, between 1979 and 2003, among babies with Down syndrome, the rate of death during the first year of life declined from 8.5% to 5.0%, a decrease of about

41%. For comparison, the rate of death during the first year of life among all babies in the general population declined from 1.5% during 1979-1983 to 0.9% during 1999-2003, a decrease of about 40%.

## **What other health conditions affect people with Down syndrome?**

About 50% of all babies born with Down syndrome are also born with a congenital heart defect. Babies with Down syndrome can be affected by a wide variety of heart defects. Many of these conditions will need surgery, while some milder heart defects might go away on their own as the child grows and may only need to be monitored by a healthcare provider.

- Compared to children without Down syndrome, children with Down syndrome are at higher risk for:
- Hearing loss (up to 75% may be affected)
- Obstructive sleep apnea, a condition where a person's breathing temporarily stops while asleep (between 50 -75%)
- Ear infections (between 50 -70% may be affected)

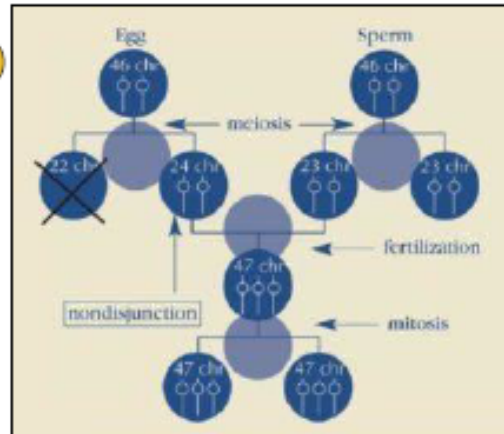


# A Timeline of

Christian Guese, Kristina  
School of Life Sciences, U

**1773:** Eastern State Hospital in Williamsburg, VA is the first institution for the mentally ill in The United States

**1883:** Americans embrace "Eugenics," coined by Sir Francis Galton, which advocated for selective mating, "breeding out" those with disease, disabilities, and "undesirable" traits.



Maternal Age	Incidence of Down Syndrome
20	1 in 2,000
30	1 in 900
40	1 in 100
49	1 in 10

**1933:** Study discovers a link between the age of the mother and the occurrence of DS.<sup>5</sup>

**1932:** Nondisjunction, a novel chromosomal disorder, first suggested cause of Down Syndrome (DS).<sup>4</sup>

**1965:** World Organization of Down Syndrome as

**1961:** Mosaicism was discovered as all common ph

Karyotype of an individ



**1960:** Translocation of DS, was discovered as inheritance via non-karyotyped

1770-1870

1871-1913

1914-1929

1930-1939

1940-1952

1953-1965

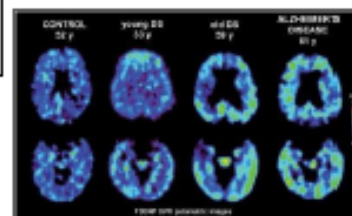
**1866:** John Langdon Down – English Physician and advocate for patients with intellectual disabilities. Used the term "Mongoloid" to describe phenotype, which varies in severity and in penetrance, with no predilection to any population.

**1929:** Life Expectancy is only 9 years old

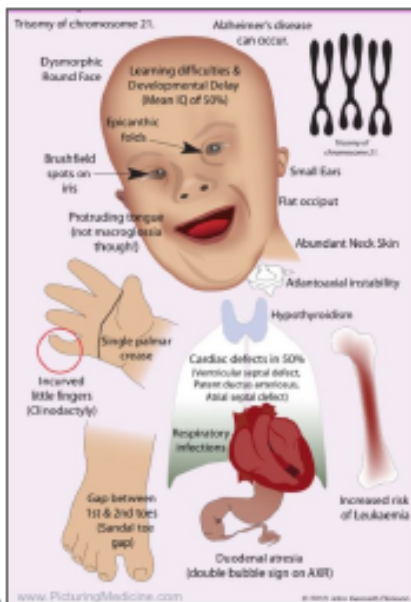
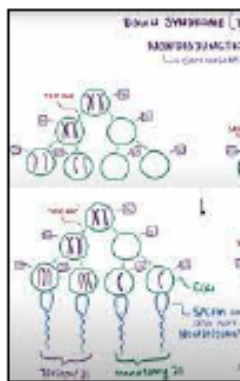


**1946:** Life Expectancy is 12 years old. Benjamin Spock suggests that babies with DS should be institutionalized.

**1948:** First publication about association between Alzheimer's Disease (AD) and DS.<sup>6</sup>



**1959:** Dr. Jerome Lejeune discovered Trisomy 21 (T21). Cases across the US. Risk increases with maternal age. This genetic condition has no environmental influence.



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**1961:** John F. Kennedy National Institute of Child Human Development to support research on intellectual disabilities.





# Down Syndrome

McInnes, Kimberly Miranda  
University of Nevada Las Vegas



## Today:

**Life Expectancy increased to 60 years.**

Early intervention and specialized therapies, help improve a child with DS motor and cognitive development. There is still potential to improve with clinical care and health care disparities.

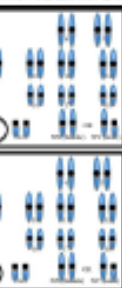
Dr. Thessa Hilgenkamp, at UNLV, is conducting a NIH-funded research to better understand the cause of fatigue and exercise intolerance for individuals with DS.

Prenatal screening for DS poses ethical concerns. Lowest DS population in Iceland with an increase in elective abortions. Countries without elective abortions have higher rates of DS.

Health  
accepts "Down  
the standard term.

ism, a third genetic variation,  
Individuals may not display  
phenotypic traits in DS.<sup>(8)</sup>

Individual with mosaic DS



Have an extra  
chromosome  
21 in some  
cells.

Some cells are  
normal with  
two copies of  
chromosome  
21.

variation, a second genetic variation  
discovered. This has the only form  
with a risk of 3 in 1000  
births.<sup>8</sup>

**1981:**

DS Preventative Medical  
Checklist," edited by William  
I. Cohen, presents the first  
U.S. medical management  
suggestions for doctors.

**1979:**

**Life Expectancy increased  
to 25 years.**

**2004:** Down Syndrome  
linked to gene dosage, due to  
duplication of part/all of  
chromosome, increasing  
dosage of any single gene.<sup>7</sup>

**2010:** Rosa's Law,  
signed by Barack  
Obama, removes  
words such as  
"retardation" from  
legislation.



1966-1978

1979-1989

1990-2003

2004-2006

2007-2010

2011-Now

une discovered  
es 95% of DS  
sk increases with  
etic variation has  
ances.

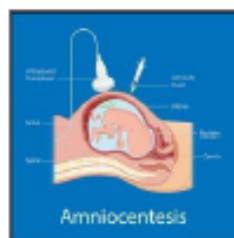
(6)



established  
ild Health and  
conduct and  
ollectual



**1968:** DS is first  
detected with  
amniocentesis, a study  
to diagnose fetal  
abnormalities.



**1970s:** Public  
schools were  
required provide a  
free and appropriate  
education to  
children with DS.

**1976:** Abortions  
increased at 3rd  
trimester after  
parents were  
informed of DS  
diagnosis.

**1990:** George H. W. Bush signs The Americans  
with Disabilities Act.



**1995:** Link between miscarriages and  
chromosomal abnormalities. Discovered that  
32% of DS pregnancies miscarried before 16  
weeks, and a total of 54% were lost by term.<sup>9</sup>

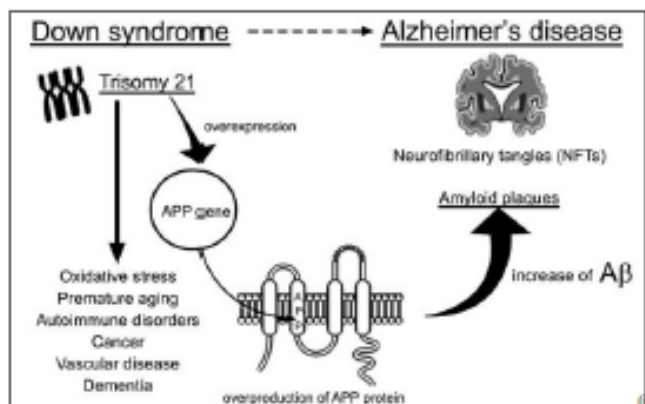
**1997:**

**Life Expectancy increased to 47 years.**

**2012:** Global Down Syndrome  
Foundation and National Down  
Syndrome Congress published a  
patient education pamphlet for  
prenatal testing.

**2017:** T21 linked to an  
overdose of mRNA and  
proteins, dysregulating  
cellular functions.<sup>3</sup>

**2019:** AD study connecting  
over production of APP gene  
on T21.<sup>10</sup>





- Continuum from Page 2
  - Eye diseases, like cataracts (up to 60%)
  - Eye issues requiring glasses (50%)
  - Heart defects present at birth (50%)
  - Intestinal blockage at birth requiring surgery (12%)
  - Hip dislocation (when the thigh bone slips out of the hip socket) (6%)
  - Thyroid disease (a problem with metabolism) (4-18%)
  - Anemia (red blood cells can't carry enough oxygen to the body) (3%)
  - Iron deficiency anemia (red blood cells don't have enough iron to carry oxygen to the body) (10%)
  - Leukemia (1%) in infancy or early childhood
  - Hirschsprung disease (an illness of the gut that can cause constipation) (<1%)
- This article includes the American Academy of Pediatrics Health Supervision for children with Down syndrome from 2011.

For more health care information for families of children with Down syndrome. Older adults with Down syndrome have increased risk for developing Alzheimer's disease.

<https://www.cdc.gov/ncbddd/birthdefects/downsyndrome/data.html>

### Interesting Facts About Down Syndrome

1. Society has changed for the better  
In ancient times, infants with Down syndrome were often killed or abandoned. And even in modern times, many people with Down syndrome were institutionalized.
2. Pregnancy testing can pinpoint Down syndrome  
According to the Global Down Syndrome Foundation, "Down syndrome has nothing to do with race, nationality, socioeconomic status, religion, or anything the mother or father did during pregnancy." Mothers can learn through diagnostics tests during pregnancy whether or not their baby has Down syndrome.
3. There are three types; Of the three types of Down syndrome trisomy 21 (nondisjunction) is most prevalent. Translocation and mosaicism account for about 5 percent of cases combined.
4. People with Down can live full, rich lives  
An emphasis on education, a loving and stimulating home environment, and quality health care enable people with Down syndrome to have full and productive lives.
5. Life expectancy is increasing As reported by the Global Down Syndrome Foundation, "As recently as 1983, the average lifespan of a person with Down syndrome was 25 years. The dramatic

increase is largely due to the end of the inhumane practice of institutionalizing people with Down syndrome."

<https://nationaltoday.com/down-syndrome-awareness-month/>



### Family History Month

Since the dawn of time, family histories have been significant, and their significance has only increased in recent years. The family histories of individuals tell them who they are, where they originated from, and which notable relatives they may have descended from. The accolades and shame of everyone who had come before them were believed to be imbued in the bloodlines of many different types of people in the past, who held family history in high regard. The importance of one's family history was so great throughout the Middle Ages that entire books detailing every nobleman's pedigree across the various nations were published.

In the field of genealogy, the science of researching one's family history is known as genealogical research, and it has become increasingly important in recent years for reasons other than simply tracking down one's lineage. Many illnesses are hereditary,



which means that they are passed down from one generation to the next through mother or father. Physicians can watch out for these illnesses during routine health checkups, and they may be able to prevent progression as you age as a result of tracking your family history.

After all, who would have guessed that Family History Month is as much about where an individual came from as it is about where they might be going? Because of the most recent technological advancements, it is now feasible to assure that people and their progeny will have longer and healthier lives.

<https://nationaltoday.com/family-history-month/>





## Filipino American History Month

Filipino Americans are the second-largest Asian American group in the nation and the third-largest ethnic group in California, after Latinas/os and African Americans. The celebration of Filipino American History Month in October commemorates the first recorded presence of Filipinos in the continental United States, which occurred on October 18, 1587, when “Luzones Indios” came ashore from the Spanish galleon *Nuestra Senora de Esperanza* and landed at what is now Morro Bay, California. In 2009, U.S. Congress recognized October as Filipino American History Month in the United States. Various states, counties, and cities in the U.S. have established proclamations and resolutions declaring observance of Filipino American History Month. The late Dr. Fred Cordova, along with his wife, FANHS Founder Dr. Dorothy Laigo Cordova, first introduced October as Filipino American History Month in 1992 with a resolution from the FANHS National Board of Trustees.

Across the nation, FANHS Chapters, colleges and universities, museums, and community groups will be commemorating Filipino American History Month with various activities and events to bring awareness of the significant role Filipinos have played in American history.

Seattle, WA — The Filipino American National Historical Society (FANHS) is pleased to share the Filipino American History Month 2022 theme:

Celebrating Our History and Legacies:

- 50 Years of Filipino American Studies,
- 40 Years of the Filipino American National Historical Society (FANHS),
- and 30 years of Filipino American History Month
- The year 2022 marks several anniversaries in Filipino American history.

First, 50 years ago, the first Filipino American Studies (FAS) classes were taught at UCLA and UC Davis. With classes previously established at San Francisco State University and City College of San Francisco, 1972 was the year in which FAS began to be taught across multiple institutions and states (with FAS classes being established at Western Washington University and the University of Hawai‘i in

the mid-1970s). Over the past 50 years, college-level FAS classes became instituted at colleges and universities all over the country – from Oregon to Michigan to Virginia. More recently, FAS curricula have been established in K-12 public schools in California, Hawai‘i, and Seattle. FAS scholars have also emerged across multiple disciplines – from History to Humanities to Psychology to Education – with numerous books, journal articles, and multimedia works that provide knowledge of the experiences of Filipino Americans in the United States.

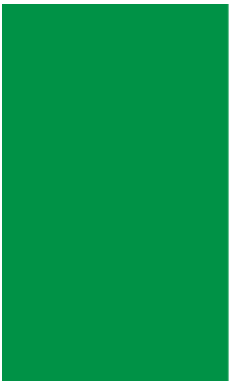
Second, in 1982, Dorothy Laigo Cordova founded the Filipino American National Historical Society (FANHS) – the oldest national Filipino American organization and the only national group committed to promoting and preserving Filipino American history. For the past 40 years, FANHS has educated Filipino and non-Filipino people – through conferences, workshops, lectures, films, artwork, and other media – about the Filipino American historical experiences and contributions to the U.S. In 2016, the FANHS National Museum opened in Stockton, California, and as of 2022, there are 42 FANHS chapters across the United States.

Finally, October 1992 was the first time that Filipino American History Month (FAHM) was celebrated in the United States – a year after FANHS passed a proclamation (spearheaded by Fred Cordova). Since then, FAHM has been celebrated annually all over the country – with initiatives by FANHS chapters, local community nonprofit groups, government organizations, and college student organizations. In 2009, U.S. Congress declared October as FAHM, and in 2015, President Obama celebrated the first FAHM at the White House.

Through the development of these three institutions – FAS, FANHS, and FAHM – we recognize how Filipino Americans have initiated collective, grassroots efforts to ensure that our voices are heard, that our experiences are recognized, and our histories are told. Thus, we acknowledge these major historical markers in our community, and we encourage Filipino Americans and their allies across the country to collectively celebrate FAHM 2022 with these legacies in mind.

<http://fanhs-national.org/filam/about/>





### Italian-American Heritage Month

This October, mark Italian-American Heritage Month by recognizing the contributions and achievements of Italian-Americans. Over 26 million Americans of Italian descent currently reside in the U.S. — making up America’s seventh largest ethnic group. The heritage month is in October to coincide with Columbus Day — the national holiday celebrated on the second Monday of the month. Italian-American Heritage Month celebrates the distinguished cultural contributions of Americans with Italian lineage.

<https://nationaltoday.com/italian-american-heritage-month/>



### Polish American Heritage Month

“In October, we celebrate Polish American Heritage Month in the United States. Our Nation owes an immeasurable debt of gratitude to the millions of freedom-loving Poles who have come to our shores to build a new land. Polish Americans can be justly proud of the vital contributions people of Polish descent have made to our Nation in the arts, the sciences, religion, scholarship, and every area of endeavor.

“The military genius of Kosciuszko and Pulaski was essential in the defense of our freedoms in the Revolutionary War. Since then, millions of Poland’s sons and daughters have helped build our country’s prosperity and defend our liberty.”

“During the 18th century, internal disorders weakened the nation, and in a series of agreements between 1772 and 1795, Russia, Prussia, and Austria partitioned Poland among themselves. Poland regained its independence in 1918 only to be overrun by Germany and the Soviet Union in World War II. It became a Soviet satellite state following the war. Labor turmoil in 1980 led to the formation of the independent trade union “Solidarity” that over time became a political force with over 10 million members. Free elections in 1989 and 1990 won Solidarity control of the parliament and the presidency, bringing the communist era to a close. A “shock therapy” program during the early 1990s enabled the country to transform its economy into one of the most robust in Central Europe. Poland joined NATO in 1999 and the EU in 2004.”

<https://www.census.gov/newsroom/stories/polish-american-heritage-month.html#:~:text=Polish%2DAmerican%20Heritage%20Month%3A%20October%202022>



### German American Heritage Month

October is German American Heritage Month in recognition of the founding of Germantown, Pennsylvania in October 1683. Fifteen percent of Americans are of German descent, which is the largest ancestral group in the United States. We owe a huge amount of gratitude to these intellectuals who have shaped American culture including authors such as Stephen King, Dr. Seuss, and John Steinbeck. Read about some of these great authors and more with this list that celebrates the strength of German-Americans who triumph over hardship.

<https://jaxpubliclibrary.org/tags/german-american-history-month#:~:text=October%20is%20German%20American%20Heritage.group%20in%20the%20United%20States.>



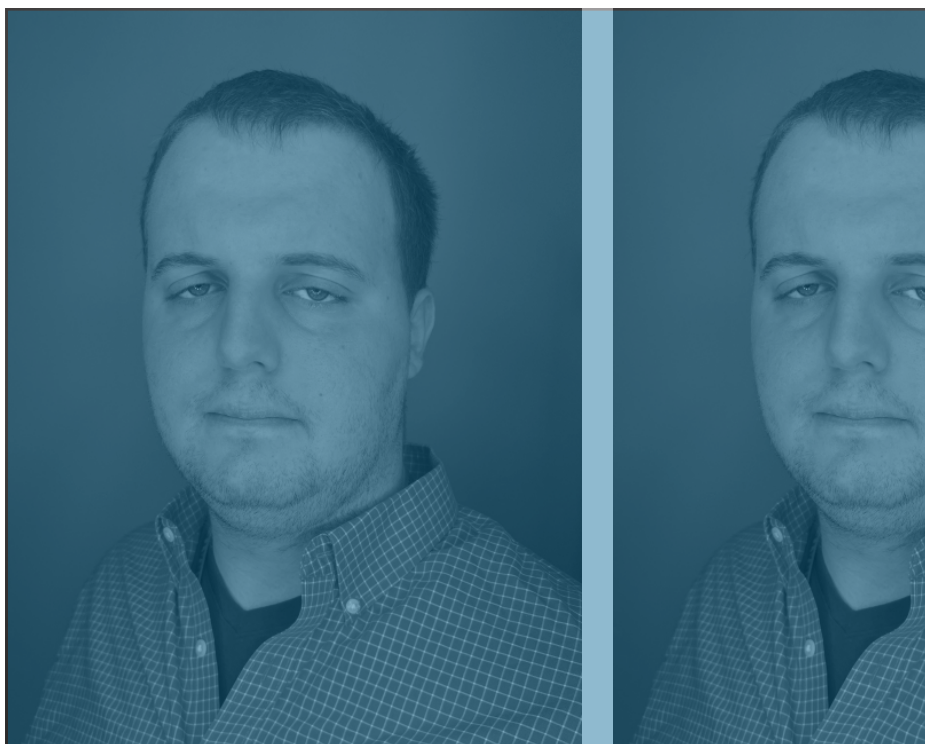
**Here are a few words from Brandon about his experience:**

"I started at Venture in May of 2022. It was nothing like my previous programs! Venture really helped me work on figuring out what I like and want to do. We started to look for jobs and practice interview skills. A staff gave me really good advice when applying to many jobs - "focus on one person at a time." I took the advice and used it to my advantage. On day 3 I had 3 interviews. With Venture's help, I got my first job on my own without the help of my parents. It felt great! I would recommend Venture to all my friends, family and everyone else."

Brandon

**National Disability Employment Awareness Month**

The month of October has been designated as National Disability Employment Awareness Month. It came about back in 1945, when Congress enacted Public Law 176, which declared the first week of October be known as "National Employ the Physically Handicapped" Week. However, that was modified in 1962 when the word "physical" was removed so that the employment needs and accomplishments of all people with disabilities could be recognized. 25 years later, Congress decided to change it from a week to a year. Each year there will be a disability awareness theme, and the month of October will be reserved to recognize all of the accomplishments made by men



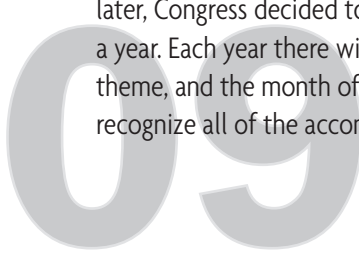
and women with disabilities and reaffirm the nation's commitment to ensure equal opportunities for all citizens. This year's theme for National Disability Employment Awareness Month is "Disability: Part of the Equity Equation".

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In 2019, 41.1 million people in the United States were recognized as having a disability. This represented 12.7% of the population. However, only 19% of those individuals were employed. Although things are marginally better now, there is still more work to be done. This is where Venture's newest program comes into play.

The Venture Community Services' Advancement Center opened in January 2022 when the first clients started at the program. Since then, we have grown to support 14 individuals with Autism and other comorbid disabilities. Our goal is to help our clients find meaningful employment in the community and demonstrate that people on the spectrum have extraordinary gifts and abilities that make them valued employees. At the Advancement Center, we start





# National Disability Employment Awareness Month

with assessing skills and abilities and writing resumes. We assist clients in their job search and help them complete applications. Staff can go to the interview with the clients if they request, and they act as job coaches once employment has been found. Staff also assist the clients find and access volunteer opportunities so they have the necessary skills to attain their desired job. Through a lot of hard work and patience, two clients from the program have been able to find meaningful employment. Brandon works at Walmart in Sturbridge and is a valued member of the front-end team. Brandon greets customers with a smile, helps put away overstock items, and acts as asset management, ensuring that no one steals from the store. Kevin works at McDonalds in Webster. He does an amazing job at the French Fry station, and his supervisors have noted his hard work cleaning booths and tables and taking out the trash.

The Advancement Center is off to a good start, but this is only the beginning. Times are changing, and at this point, mostly everyone knows or loves someone with a disability. Many employers are now willing “to take a chance” on hiring someone with a disability. We need to change that mentality. They aren’t liabilities employers need to shy away from. They are an untapped market who employers can benefit from hiring. Workers with disabilities possess skills and experiences that can offer employers a competitive edge. Did you know that diversity in the workplace has been found to drive innovation and enhance corporate culture? Additionally, many adults with Autism possess higher-than-average abilities in pattern recognition, memory and mathematics, which are highly sought-after skills in the technology field and many other sectors.

We know that people with Autism have intense focus, commitment, and passion. This contributes to higher productivity, lower absenteeism, improved retention, and increased customer loyalty. They also tend to have

extensive knowledge of the product/company and can explain the product/company very technically. Employees with disabilities can also offer creativity, innovation, and varied perspectives on how to confront challenges and get a job done.

Peter Corrado  
Autism Services Coordinator





# Major Moments in LGBT History

LGBT rights may seem like a new issue in the political sphere to those unfamiliar with the history, but LGBT identities are nothing new.

"One of the biggest myths that people like to perpetuate is that LGBT people are a new thing," Jayson Stokes, director of the WSU LGBT resource center, said. The following timeline of the major events in LGBT history was put together with information from both Jayson Stokes and Kestin Page of the LGBT resource center.

**1867**

Karl Heinrich Ulrichs becomes the first man to self-identify as homosexual.



**1869**

Karl-Maria Kertber coins the term "homosexual."



**1897**

Magnus Hershfeild (right) founds the scientific humanitarian committee, the first recognized organization to fight for homosexual rights.

**1924**

The Society for Human Rights, the first gay rights organization in America, is founded. The society disbands a few months later under police pressure.

**1931**

Dora R. becomes the first known trans-woman to undergo vaginoplasty.

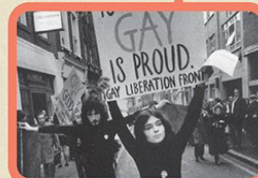


**1938**

The word 'gay' is used in film for the first time, likely to reference homosexuality.

**1962**

Illinois decriminalized same-sex acts between consenting adults, the first state to do so.



**1974**

Kathy Kozachenko is elected to the Ann Arbor, Michigan, city council, making her the first openly lesbian or gay candidate to successfully run for office in the U.S.



**1973**

The American Psychological Association removes homosexuality from the Diagnostic and Statistical Manual of Mental Disorders.

The first meeting of PFLAG (Parents, Families and Friends of Lesbians and Gays), an LGBT ally group, is held.

**1970**

The first Pride Marches are organized in New York and Chicago on the one-year anniversary of the Stonewall Riots.



**1969**

Stonewall Inn: Around 1 a.m. on June 21, local police raid the Stonewall Inn, where most patrons are gay or people of color. This sparks a massive riot and is today considered the beginning of the modern LGBT rights movement.



**1969**

The Compton's Cafeteria Riot is one of many riots against discrimination of the LGBT community that eventually reaches a fever pitch in 1969 with the Stonewall Riots.

**1966**

The world's first transgender organization, the National Transsexual Counseling Unit, is founded.



**1980**

The Democratic party becomes the first political party to include LGBT rights as part of their platform.



**1985**

President Ronald Reagan publicly addresses the AIDS crisis and declares it a top priority. Many believe, however, that this address is too little, too late, as thousands had already died by the time of the address.



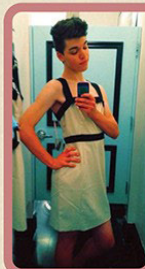
**1994**

Don't Ask, Don't Tell is put into effect, allowing LGBT people to serve in the military, so long as they don't reveal their sexual orientation.



**2011**

Don't Ask, Don't Tell is repealed, allowing openly LGBT service members into the military.



**2014**

Leelah Alcorn's suicide sparks further national debate about conversion therapy.

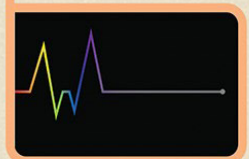


**2015**

In June, the United States Supreme Court rules in favor of marriage equality, requiring every state to acknowledge same-sex marriage as legal and allowing same-sex marriage in every state.

**2016**

On June 12, an armed gunman entered the Pulse Nightclub in Orlando, Florida, and opened fire, killing 49 people and wounding 53 others in an act of hate against the LGBT+ community. As thousands flooded to donate blood for the victims, many gay men were turned down due to a law prohibiting men who have had sexual relations with another man within a year to donate blood.



"Imagine all of your friends dying, you are screaming for help and the government does nothing." — Kestin Page

By LEAH HIGGINBOTHAM  
Graphics by MADDY VAN ORMAN





## LGBTQ+ History Month

is in October and each year we mark it with spectacular events celebrating the history and achievements of the LGBTQ+ community. When the observance was started, it mainly served as a call to action for the movement and its prosperity. But over the years, LGBTQ+ History Month has evolved into a national collaborative effort to bring extraordinary figures from the LGBTQ+ community into the spotlight.

## History of History of LGBTQ+Month

LGBTQ+ History Month is a month-long celebration of the history of the diverse and beautiful lesbian, gay, bisexual, transgender, and queer community and the importance of civil rights movements in progressing gay rights. The observance was created by Rodney Wilson, a history teacher at a Missouri high school, in 1994. The following year, LGBTQ+ History Month was added to the list of commemorative months in a resolution forwarded by the General Assembly of the National Education Association. October was chosen as the month of observance as National Coming Out Day already existed as a holiday on October 11. Also, the anniversary of the first march for gay rights in Washington took place on October 14, 1979.

LGBTQ+ History Month now also includes Ally Week — during which students are encouraged to be allies with LGBTQ members and stand up against bullying, Spirit Day on October 20 — on which the color purple is worn in solidarity with LGBTQ youth, and the death anniversary of Matthew Shepard — a 21-year-old who was murdered in a hate crime on October 12, 1998.

Continue in page

continued from page 12

## **LGBTQ+ History Month**

LGBTQ+ History Month allows the opportunity to extensively learn about the history of the LGBTQ+ movement, and what factors and measures will be successful in building communities and providing role models who will best represent and address the issues of the LGBTQ+ community.

The month-long commemoration is most prominently celebrated in the United States, the United Kingdom, Canada, Australia, Hungary, Brazil, and the city of Berlin. The particular month of celebration varies across different countries — in the United States, Canada, and Australia, LGBTQ+ History Month is celebrated in October; in the United Kingdom and Hungary, it is celebrated in February; and in Berlin, the holiday is celebrated in June and is known as Queer History Month.

<https://nationaltoday.com/lgbtq-history-month/>

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## **Global Diversity Awareness Month**

This October, celebrate Global Diversity Awareness Month and pay tribute to the diverse minds and beliefs held by all cultures around the world. We live in a multicultural society and embracing the values of various cultures only strengthens our understanding and appreciation of the world. Open your mind to new views and ideas, appreciate cultural differences, and enjoy a fresh perspective you may have been missing. It helps you become a true citizen of the world. Also remember how being a student made you friends with people from around the world who you wouldn't have known otherwise? Student need resources to reach schools Scholaroo is a platform providing information on diversified scholarships to many students around the world.

## **History of Global Diversity Awareness Month**

After the Second World War, The Universal Declaration of Human Rights was adopted by the United Nations General Assembly at the Palais de Chaillot, in Paris. The Declaration represents the first global expression of rights to which all human beings are inherently entitled. It is essentially an acknowledgment that we should remember and understand the value of each human being, regardless of their nationality, color, race, sex, gender, country of origin, language, or otherwise.

As the world becomes more and more connected and globalized, it's important to remember that a 'global monoculture', or a

homogenization of cultures, kills off traditional cultures and unique traits of people. Embracing cultural diversity – in all aspects of life – is the answer to avoiding a global monoculture. The phrase 'cultural diversity' can also refer to having different cultures respect each other's differences.

Although its origins are difficult to trace, Global Diversity Awareness Month represents the perfect opportunity for you to learn more about new cultures, and explore some of the diversity that makes the world such a wonderful place.

<https://nationaltoday.com/global-diversity-awareness-month/>





# World Mental Health Day October 10



World Mental Health Day is on October 10 and as our understanding of mental health grows, we grow along with it. Mental health has come a long way since the early nineties when the World Federation of Mental Health (WFMH) officially established the day. Our self-awareness and sensitivity towards it have changed things for the better. Our language surrounding mental health has improved as words like “crazy” and “lunatic” are used less flippantly and we come to better understand that they can be unintentionally hurtful and stigmatizing. While we’ve learned a lot, there’s still so much more we can do to evolve as a society.

## **History of World Mental Health Davistory of World Mental Health Day**

In 1992, the World Federation of Mental Health led by the deputy secretary-general at the time, Richard Hunter, created World Mental Health Day. They didn’t have a precise objective other than to advocate for mental health as a whole. To say the least, it was an uphill climb to change a plethora of bad and dangerous habits that were making a difficult situation worse for people.

The world had a host of mental health issues that weren’t properly being treated. There were struggles to gain public funding for treatment in France, inhumane treatment in New Zealand, and an overall ignorance in regards to what mental health actual-

ly is. The WFMH knew that they needed to act on a global scale to solve a global crisis.

For the first three years, there was a two-hour telecast broadcast across the globe through the U.S. information agency satellite. The studio was located in Tallahassee, Florida and it became a useful way to get their message of advocacy out to the world. They had participation from Chile, England, Australia, and Zambia, while Geneva, Atlanta, and Mexico City pre-taped segments for the broadcast.

The first World Mental Health Day theme was ‘Improving the Quality of Mental Health Services throughout the World’ in 1994. 27 countries sent feedback reports after the campaign and there were national campaigns in Australia and England. Continuing this momentum, WFMH board members across the globe arranged events in accordance with the day and its growing pop

## **World Mental Health Day**

Starting in 1995 and continuing on, the Pan American Health Organization (PAHO) arranged the translation of the planning kit material into Spanish, French, Russian, Hindi, Japanese, Chinese, and Arabic. As the years passed, more countries got involved and, consequently, so did civilians as the perception of mental health became more synonymous with human rights.

The themes for World Mental Health Day expanded along with the times. Women, children, health, work, trauma, suicide, and so much more became a part of the conversation, and today, the average citizen is more knowledgeable in regards to mental health.

<https://nationaltoday.com/world-mental-health-day/>



### German American Heritage Day

Whack on some Bavarian tunes and take a bite into a bratwurst because October is German-American Heritage Month. How do you show your gratitude to those who gave America these can't-miss traditions: Christmas trees, Easter Bunnies, and Santa? Well, some things are invaluable, but we can certainly try our best by being there for the parades and festivals throughout this month of celebration.

### History of German-American Heritage Month

In October 1683 German families began settling in Pennsylvania. Since then, German Americans have contributed greatly to our society. As well as the already mentioned Easter Bunny and Santa, the Germans have had a huge influence in car manufacturing, the building of churches, the arts, and even the language. Love a good hamburger? That came from Hamburg in Germany. Hugely historical entrepreneurs such as Heinz, Chrysler, Boeing, and Rockefeller all have German American heritage.

The first proclamation of German-American Heritage Month was issued by Ronald Reagan in October 1987, and since then we have been celebrating every year.

<https://nationaltoday.com/german-american-heritage-month/>



### National Coming Out Day (United States)

On this October 11, National Coming Out Day will continue to raise awareness for individuals within the LGBTQ+ community, and champion the idea that homophobia thrives in silence. On this day, many people who identify as LGBTQ+ will “come out” (a term stemming from the phrase “come out of the closet”) to friends or family about their sexuality, which is a very big moment! Beyond this, the history of the LGBTQ+ movement is a beacon of light — its champions are honored, and it underlines the personal being political. It’s also a chance to celebrate the liberation spirit — many do this by waving flags associated with LGBTQ+ groups or donning pins.

### When is National Coming Out Day 2022?

National Coming Out Day is celebrated on October 11 each year. The first observation was in 1988 and by 1990 it was being celebrated in all 50 states.

### History of National Coming Out Day

National Coming Out Day was inspired by a single march. 500,000 people participated in the March on Washington for Lesbian and Gay Rights on October 11, 1987, generating momentum to last for 4 months after the march had ended. During this period, over a hundred LGBTQ+ identifying individuals gathered outside Washington, DC, and decided on creating a national day to celebrate coming out — this began on the 1st anniversary of their historic march.

It was Rob Eichberg and Jean O’Leary who first proposed the idea of NCOD. Eichberg founded a person growth workshop, The Experience, and at the time, O’Leary was the head of National Gay Rights Advocates. Eichberg, who would later die in 1995 of complications from AIDS, had said the strongest tool in the human rights movement was to illustrate that most people already know and respect someone in the LGBTQ+ community, and NCOD helps these people come to light.

Over the last 15 years, the Human Rights Campaign has chosen a theme for every National Coming Out Day — 2014 and 2013 were both themed “Coming Out Still Matters,” and the earliest theme (1999) was “Come Out To Congress.” There have also been different



spokespeople for each NCOD. Some notable names include “Frasier” actor Dan Butler and Candance Gingrich, half-sister of Newt Gingrich, in the 1990s.

NCOD gains popularity and participants every year. Since its inception, countless public figures and celebrities have openly identified themselves as LGBTQ+, and yearly share messages of support and hope for those still in the closet. Notable celebrities who tweeted in support of NCOD in 2019 include Olympic figure skater Adam Rippon and actress and advocate Sara Ramirez. The event plans to continue its efforts to eradicate hate and homophobia with friends and family coming out to dispel stereotypes.

<https://nationaltoday.com/national-coming-out-day/>



# **NATIONAL COMING OUT DAY**

**October 11**





HISTORY OF INDIGENOUS  
PEOPLES' DAY  
OCTODER 11

17







## History of Indigenous Peoples' Day

Indigenous Peoples' Day is celebrated on the second Monday of October, on October 10 this year, to honor the cultures and histories of the Native American people. The day is centered around reflecting on their tribal roots and the tragic stories that hurt but strengthened their communities.

The first seed of Indigenous Peoples' Day was planted at a U.N. international conference on discrimination in 1977. The first state to recognize the day was South Dakota in 1989. Berkeley, California, and Santa Cruz followed suit.

Although the day was still considered Columbus Day up to 1937, many people began calling it Indigenous Peoples' Day to celebrate the rich culture and the lives of the Native American people.

For the Native Americans, Columbus Day was always hurtful as it glorified the violent past constituting 500 years of colonial torture and oppression by European explorers like Columbus and those who settled in America. Indigenous Peoples' Day draws attention to the pain, trauma, and broken promises that were erased by the celebration of Columbus Day. Before his arrival, the indigenous folk were successful self-sufficient communities that sustained life for thousands of years.

Year by year, the movement to change Columbus Day to Indigenous Peoples' Day spreads to more and more states, towns, and cities across the United States of America.

Indigenous Peoples' Day celebrates, recognizes, and honors the beautiful traditions and cultures of the Indigenous People, not just in America, but around the world. Their way of life and culture carries wisdom and valuable insights into how we can live life more sustainably.

Today, 14 U.S. states celebrate Indigenous Peoples' Day and not Columbus Day, as well as the District of Columbia. More than 130 cities including Arlington, Amherst, Cambridge, Brookline, Marblehead, Great Barrington, Northampton, Provincetown, Somerville, and Salem also celebrate Indigenous Peoples' Day.

<https://nationaltoday.com/indigenous-peoples-day/>





### **Blind Awareness**

National White Cane Safety Day on October 15th annually celebrates the achievements of people who are blind or visually impaired. The day marks the importance of recognizing the white cane. The white cane is not only a tool. It also represents the independence of those who are blind worldwide.

This day has been set aside to celebrate all of the achievements of people who are blind or visually impaired, and the principal symbol of blindness and tool of independence, the white cane.

While technological advancements continue to improve the lives of the blind and visually impaired, the white cane continues to be a basic necessity for leading an independent and productive life. The white cane extends a person's senses allowing them to determine steps, unlevel pavement, and obstacles. But it also provides a level of safety as a signal to the seeing public. It's important not to disrupt the path of someone with a white cane or to steer them in another direction. A skilled user allows the cane to find the clearest way.

<https://nationaldaycalendar.com/white-cane-safety-day-october-15/>







WHITE CANE SAFETY DAY  
OCTOBER 15

20



## **Spirit Day LGBTQIAA+ (anti-bullying)**

Spirit Day is a way for, global and local brands and companies, world leaders, celebrities, neighbors, parents, classmates, and friends to visibly show solidarity with youth and to take part in the most visible LGBTQ anti-bullying campaign in the world.

<https://maronmarvel.com/diversity-calendar/spirit-day-lgbtqiaa-anti-bullying>

## Spirit Day (LGBTQIAA+ anti-bullying) October 17





## International Pronouns Day

There's a lot of discussion in the media and online recently about the use of gender pronouns.

Gender pronouns aren't new though. We use them all the time to identify and refer to someone. Describing people as 'he' or 'she', groups of people as 'they' or 'them', as well as inanimate things as 'it' is something we all do every day. But that's just the tip of the iceberg. What some people may not know is there are many valid gender-neutral pronouns that are becoming increasingly common. This would include the use of the singular 'they' or 'ze'. An extensive list of more English gender-neutral pronouns in use are available on the non-binary wiki.

Using gender-neutral pronouns means we don't associate the person we're talking about with a specific gender.

Using gender-neutral pronouns means we don't associate the person we're talking about with a specific gender. Sex does not pre-determine a person's gender and many people's gender doesn't sit comfortably with the sex they were assigned at birth. The easiest way to learn what pronouns someone uses is just to politely ask them ("Hey, what pronouns do you use?").

It might take some getting used to, but it causes you no harm and using the right pronouns for someone will make them feel acknowledged and valid.

When you're at work, you can take the lead by saying your pronouns when you introduce yourself at the start of a meeting. Not only will this encourage your colleagues to do the same, but it will help everyone get used to talking about pronouns, which will help trans people feel more comfortable to do the same. Including pronouns in e-mail signatures is another great way to show that you and your organisation is committed to trans equality:

This helps people respectfully refer to one another.

It helps staff avoid mistakes, like misgendering someone which can be especially hurtful for trans people, but also embarrassing for non-trans people.

It can be a great tool for visibly demonstrating trans allyship both internally to your organisation and externally.

If you want to start including pronouns in your e-mail signatures, here's some practical steps for how you can do this in your workplace:

Communicate that you are going to start including pronouns in e-mail signatures. Discuss this with your LGBT staff network and determine whether any internal system holders need to be notified or consulted (e.g. Comms team, IT managers). You should have a plan of how best to communicate the benefits of including pronouns in e-mails to internal staff.

Including pronouns in e-mail signatures should be encouraged, but not be made compulsory as not everyone may feel comfortable sharing their pronouns. There are many different reasons for this and it may be true for both cis and trans staff. (This should also be remembered when verbally introducing pronouns at the start of meetings.)

You could also include a link to a webpage that gives a definition of pronouns. For example: Pronouns: She/ Her

It's worth remembering that the phrase 'preferred pronouns' is no longer used. Terms like this make it sound like someone's gender is up for debate. Intentionally using the wrong pronouns for someone repeatedly is a hurtful form of misgendering.

The thing is though, we all make mistakes. So if you get someone's pronouns wrong please quickly apologise and correct yourself. You can also show solidarity with someone who uses pronouns that others may mistake by politely correcting someone who has used the wrong pronoun even when the person isn't there.

If you use pronouns that some people may not automatically assume for you please remember to not compromise on them. Ask people to use them. Everyone who cares about you and wants to be part of your life will get there.

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

NCAI participates in the DC Native Public Relations Roundtable, a group consisting of public relations professionals from national American Indian and Alaska Native organizations and agencies in the Washington, DC area. The group meets monthly to improve communication between groups and its primary function has been to create a more cohesive campaign for Native Heritage Month and to unify the month's schedule of events.

<https://www.ncai.org/initiatives/native-american-heritage-month>



# National Native American Heritage Month



November

### **American Indian and Alaska Native Heritage Month.**

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National Family  
Caregivers Month



## National Family Caregivers Month

"During National Family Caregivers Month, we recognize the important role of our Nation's family caregivers and thank them for the invaluable and instrumental care they provide." <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/10/29/a-proclamation-on-national-family-caregivers-month-2021/>

Following is an interview done by Shared Living Coordinator, Engle Torres with one of Venture's Shared Living Providers that has welcomed a person with a disability into their home.

### The Nartey Family

My names is Charles Nartey and I have been in the United States for the past 31 years. I came here for a short visit and fell in love with the country so I moved here. I have also worked with Venture for the past 22 years.

What inspired you to become a Shared Living Provider and how did your family and the individual adjust to this new living arrangement?

While working at Venture, one of my staff members was doing shared living and this made me in interested in becoming a provider myself. I was a little curious how you go about managing to integrate an individual into your family when you have children and how will your kids and the individual would adapt. When I started as a shared living provider it went really smoothly overall with my children. My oldest son and daughter didn't have any issues, but my youngest son had a little friction in the beginning. He couldn't fully grasp the new living situation. I did notice this and was able to help him better understand and within a few months, everything was much better.

Since I already knew Alan for the past 20 years from working with him in the group home, it was a little easier for me to adjust. I knew how to help him through the days when he wasn't feeling quite right. My wife also has experience working in human services and working with Alzheimer's patients for more than 20 years, so she had an idea what it would be like to have a person with disabilities living within your family.

In addition, the integration went overall because Alan's family members knew me from working in Alan's group home and they were very happy when he was placed with my family. I remember his father speaking with me and wanting to make sure that I knew all that was involved with having Alan live with us full time. I assured him that I was aware since I had worked with him on a daily basis for so long.

When Alan first moved in we did a lot of things that I knew he enjoyed doing to make him feel comfortable. Initially he was attached to me more than the other family members since I had spent the most time with him at work. Gradually he felt more at ease with others in the







family. We made it a point to host his family here on Christmas and Thanksgiving as well. It was great to see his family together with mine on Christmas opening gifts, having cookies and drinking eggnog.

What do you see in the future of shared living with your family?

Right now our children are done with college and have all left the home, but we are all still a family. The kids and Alan's family still come for holidays and we make a point to have dinners throughout the year with his family to stay in touch. The future is very bright – Alan continues to travel with us to different places including Cape Cod and twice to Africa where he has made friends that he keeps in touch with by writing letters. He has started to talk about going for a third time and we are all working on saving some money to make that happen.

Alan and the Nartey's have been able to blend their lives together into one. Thank you for sharing your story, and we look forward to hearing more about your family memories.

Please enjoy a collection of photos showcasing the family bond between shared living. Thank you to all of the caregivers out there! You are appreciated and make a difference in our world.

Interview; Engle Torres  
Shared Living Coordinator





## **Transgender Day of Remembrance (TDOR)**

is an annual observance on November 20<sup>th</sup> that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

You can read more about the Transgender Day of Remembrance below, and find out how you can show support for the community on this day.

Additionally, the week before TDOR, people and organizations around the country participate in Transgender Awareness Week to help raise visibility for transgender people and address issues the community faces.

What is Transgender Day of Remembrance?

Transgender Day of Remembrance (TDOR) was started in 1999 by transgender advocate Gwendolyn Ann Smith as a vigil to honor the memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence since Rita Hester's death, and began an important tradition that has become the annual Transgender Day of Remembrance.

<https://nationaltoday.com/transgender-day-of-remembrance/>



Transgender Day of  
Remembrance  
November 20th







## Universal Human Rights Month December

We have seen our share of cruelty and hate. We can do better. That's why the world is observing Universal Human Rights Month during December. This month is a reminder that the United Nations General Assembly codified the basic human rights of every person. It's also a time to reflect on the way we treat others, and to do what we can in the fight for equality, especially in a time when topics such as systemic racism are widely being addressed.

<https://nationaltoday.com/universal-human-rights-month/>

*December*  
**HUMAN  
RIGHTS**  
— MONTH —







# coexistence

International  
Human Rights Day  
December 10

32

## Human Rights Day

Is observed by the international community every year on December 10. It commemorates the day in 1948 the United Nations General Assembly adopted the Universal Declaration of Human Rights.

The formal inception of Human Rights Day dates from 1950, after the Assembly passed resolution 423 (V) inviting all States and interested organizations to adopt 10 December of each year as Human Rights Day.

When the General Assembly adopted the Declaration, it was proclaimed as a “common standard of achievement for all peoples and all nations”, towards which individuals and societies should “strive by progressive measures, national and international, to secure their universal and effective recognition and observance”.

The Universal Declaration of Human Rights sets out a broad range of fundamental rights and freedoms to which all of us are entitled. It guarantees the rights of every individual everywhere, without distinction based on nationality, place of residence, gender, national or ethnic origin, religion, language, or any other status.


Although the Declaration is not a binding document, it inspired more than 60 human rights instruments which together constitute an international standard of human rights. Today the general consent of all United Nations Member States on the basic Human Rights laid down in the Declaration makes it even stronger and emphasizes the relevance of Human Rights in our daily lives.

The High Commissioner for Human Rights, as the main United Nations rights official, and the Office of the High Commissioner play a major role in coordinating efforts for the yearly observation of Human Rights Day.

[https://www.ohchr.org/en/about\\_us/human\\_rights\\_day](https://www.ohchr.org/en/about_us/human_rights_day)







Fufu (or foofoo or foufou) is possibly one the most famous west African foods. It is a filling side dish – starchy, smooth, dense, and stretchy that is much beloved because it is delicious, simple, satisfying, and easy to prepare.

### **FUFU RECIPE**

Fufu is easy to make, yet so delicious. It is not eaten alone, and it is served with a form of rich and flavorful soup or stew such as egusi soup, okra soup, ewedu soup (Jute leaves), or light soup.

It is the perfect accompaniment to soups/stews and proteins because it is easy to swallow and doesn't require chewing, so it is a food that all ages can enjoy together.

### **WHAT EXACTLY IS FUFU?**

Foofoo is made from cassava, which is also known as yuca. It is a starchy root vegetable, similar to sweet potatoes, russet potatoes, and yams. It can be fried, baked, and prepared just like potatoes; however, it becomes very smooth, doughy, and elastic when made into fufu.

Though traditionally made from cassava, fufu's definition has expanded over the years to include a variety of swallow foods, such as eba, green plantains, amala, cocoyam, corn, pounded yam, semolina, and much more.

### **HOW TO MAKE FUFU – RECIPE INSTRUCTIONS**

- Peel the skin of the cassava with a potato peeler or a knife.
- Cut the peeled tuber into small cubes that can easily be processed in a blender.
- Blend till a nice and smooth batter is formed.
- Transfer it to a pot and stir vigorously until the fufu is thick and smooth, like a semi-solid paste. ...
- Once the foofoo is ready, shape it into small balls, and wrap the balls individually in plastic wraps. This allows the fufu to retain its moisture and prevent it from forming a crust.

### **HOW TO EAT FUFU**

- Pinch off a little bit of the foufou and mold it into a small oval ball with your palms. Make a small indentation in the fufu and use this indentation to scoop up some of the soup or stew, then swallow. Yes, I said swallow – no chewing! The "chewing instinct" might set in, but with practice, the art of swallowing fufu can be mastered!
- Washing of hands before eating any swallow food is like a rite. As long as the hand-washing ritual is observed, then cutlery is not needed.
- Traditionally, Nigerians eat only with their right hand, so if you have been invited to the home of a Nigerian friend or are eating at a traditional Nigerian restaurant, please remember to eat only with your right hand, even if you are personally left-handed.

<https://cheffolaskitchen.com/fufu-recipe-how-to-make-fufu/>

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