

### Global Diversity Awareness Month

Global Diversity Awareness Month celebrates the values, contributions, and diversity of cultures and communities around the world. By highlighting, honoring, and learning more about diverse customs, cultures, and experiences, we gain a greater awareness of and appreciation for the unique backgrounds and identities of others. This leads to the ability to better leverage diverse perspectives for greater innovation, problem-solving, productivity, and collaboration.

Here are just a few places to begin educating yourself on diversity this month.

- **Books:** Culture Crossing, We Can't Talk About That at Work, Demystifying Diversity, Lead Like An Ally, Same Same But Different
- **Movies:** "What Was Ours", "Life in a Day", "Samsara", "Out of One, Many"
- **Podcasts:** "The Modern Immigrant", "Code Switch", "Diversity: Beyond the Checkbox", "The Deep Dive", "Unlocking Us"

### Indigenous Peoples Day – October 10

The second Monday in October is considered Indigenous Peoples Day. This day stands to replace Christopher Columbus Day. Not all states have accepted Indigenous Peoples' Day, and it is not yet a federal holiday.

Indigenous Peoples' Day recognizes the Indigenous communities that have lived in the United States for thousands of years. South Dakota is believed to be the first state to have officially recognized the day (as Native Americans' Day), in 1990; members of several tribes in the Sioux Nation make up around 10 percent of its population. Alaska, Oregon, and Vermont also officially established the day as a holiday.

Similar commemorative days exist under other names around the world. Canada has recognized a National Indigenous Peoples' Day on June 21 since 1996, and the country honored the first National Day for Truth and Reconciliation on Sept. 30 of 2021 — the government there has apologized at various points for the suppression and forced assimilation of Indigenous communities.

Supporters of the day say it helps bring attention to some of the ways Indigenous peoples are discriminated against and are disproportionately affected by climate change, gender violence and health issues, as well as to the Indigenous lands affected by mining, drilling and both public and private projects.

- American Indians and Alaska Natives are 2.5 times as likely to experience violent crimes and at least 2 times more likely to experience rape or sexual assault crimes compared to all other races.
- More than 4 in 5 American Indian and Alaska Native women, or 84.3 percent, have experienced violence in their lifetime.
- Homicide is the third leading cause of death among American Indian and Alaska Native women between 10 and 24 years of age and the fifth leading cause of death for American Indian and Alaska Native women between 25 and 34 years of age.
- In the U.S. and Canada, an average of 40 percent of the women who were victims of sex trafficking identified as American Indian or Alaskan Native.

Greater attention brought to these communities allows for opportunity for improved quality of life and reduction of the discrimination and hardships they face today. It also allows for recognition of not just past culture that is taught in history books, but also how their cultures are still very much alive today.

### Domestic Violence Awareness Month

#### WHAT IS DOMESTIC VIOLENCE (DV)?

Domestic violence is the willful intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a systematic pattern of power and control perpetrated by one intimate partner against another. It includes physical violence, sexual violence, threats, and emotional abuse. The frequency and severity of domestic violence can vary dramatically.

#### DV IN NEW YORK

- 31.7% of New York women and 29% of New York men experience intimate partner physical violence, intimate partner sexual violence and/or intimate partner stalking in their lifetimes.
- In 2018, New York City law enforcement responded to 250,447 domestic incident reports; police outside of New York City responded to 182,893 domestic incidents.
- In 2018, 228,769 protective orders were entered into New York's Order of Protection Registry.
- In 2018, non-residential domestic violence programs served 39,458 survivors, and residential programs served 5,969 adults and 6,105 children. 12,269 requests for shelter for adults and 11,949 requests for shelter for children went unmet due to lack of resources.

#### DV IN THE US

- 1 in 3 women and 1 in 4 men in the United States have experienced some form of physical violence by an intimate partner.
- On a typical day, local domestic violence hotlines receive approximately 19,159 calls, approximately 13 calls every minute.
- In 2018, domestic violence accounted for 20% of all violent crime.
- Abusers' access to firearms increases the risk of intimate partner homicide at least five-fold. When firearms have been used in the most severe abuse incident, the risk increases 41-fold.
- 65% of all murder-suicides involve an intimate partner; 96% of the victims of these crimes are female.

#### LEARN MORE

- **Signs of abusers/abuse:** <https://ncadv.org/signs-of-abuse>
- **Do you think you are being abused?** <https://ncadv.org/do-you-think-youre-being-abused>
- **Organizations that are here to help:** <https://ncadv.org/other-organizations>
- **Make a personalized safety plan.** <https://ncadv.org/personalized-safety-plan>
- **Tips for getting help/using resources.** <https://ncadv.org/tips-for-accessing-resources>
- **Resources for helping someone who is being abused:** <https://ncadv.org/safety-plan-friends-and-family>

For anonymous, confidential help, 24/7, please call the National Domestic Violence Hotline at 1-800-799-7233 (SAFE) or 1-800-787-3224 (TTY)

### National Disability Employment Awareness Month

The purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. This year's theme is "Disability: Part of the Equity Equation."

The history of National Disability Employment Awareness Month traces back to 1945 when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

"Our national recovery from the pandemic cannot be completed without the inclusion of all Americans, in particular people with disabilities," said U.S. Secretary of Labor Marty Walsh. "Their contributions have historically been vital to our nation's success, and are more important today than ever. We must build an economy that fully includes the talent and drive of those with disabilities."

It is important that we recognize the challenges that people who have disabilities face, especially in the workplace. It is also important that we give visibility to those with disabilities, including disabilities that are not apparent to the naked eye. People with disabilities deserve equity in the workplace. Equity is not the same as equality – we need to recognize that our peers who have disabilities have a right to the same opportunities as others, regardless of the modifications or extra help they may need.

Employers and employees in all industries can learn more about how to participate in National Disability Employment Awareness Month and ways they can promote its messages — during October and throughout the year — by [visiting www.dol.gov/NDEAM](http://visiting www.dol.gov/NDEAM).

### October is Italian, Polish, and Hispanic Heritage Month

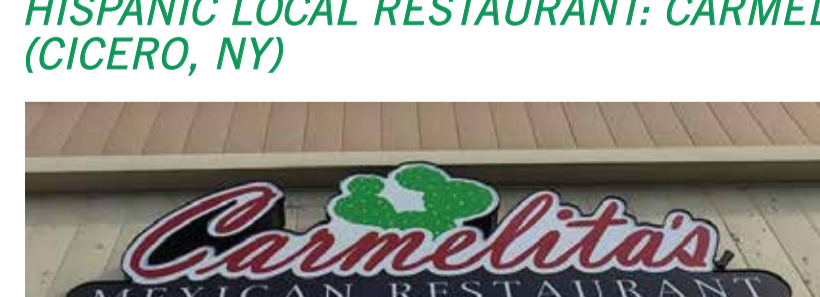
#### POLISH LOCAL RESTAURANT: EVA'S SWEET TREATS (SOLVAY, NY)



#### ITALIAN LOCAL RESTAURANT: FRANCESCA'S CUCINA (SYRACUSE, NY)



#### HISPANIC LOCAL RESTAURANT: CARMELITITA'S MEXICAN RESTAURANT (CICERO, NY)



#### Local Fall/Halloween Events in October:

- **Tim's Pumpkin Patch** - 2901 Rose Hill Road in Marietta, open daily all month
- **The Last Ride** - 291 Johnson Road in Parish, open Fri-Sun in October
- **Trail of Terror** - 475 Clifford Road in Fulton, open Fri & Sat in October
- **Frightmare Farms** - 4816 State Route 29 in Fulton, open Fri-Sun in October
- **Demon Acres** - 341 County Route 36 in Hannibal, open Fri & Sat in October
- **CMC Haunted House** - 6092 State Route 31 in Cicero, open Fri & Sat in October

#### Purpose Statement

SOS as a medical practice and a contributor to the local community is committed in its support of diversity, equity, and inclusion. SOS seeks to build patient and team-member relationships among individuals of all ages, races, ethnicities, genders, and sexual identities that fully represents many cultures, backgrounds and viewpoints and thereby cultivate a culture of tolerance where all feel welcome.

#### DEI Committee Members

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If you have any questions about the content of this newsletter, have suggestions for future topics, or would like to contribute to the DEI newsletter, please contact the DEI newsletter editor in chief, Melissa Patnella, at [melissa.patnella@sosbones.com](mailto:melissa.patnella@sosbones.com) OR any of the DEI committee members.