

SUMMER 2024 VOLUME No.8

DIVERSITY, EQUITY & INCLUSION

NEWSLETTER

LET'S TALK ABOUT:

STONEWALL AND WHY PRIDE IS A PROTEST

INDIGENOUS HISTORY MONTH

SUMMER PARALYMPIC GAMES

CELEBRATING THE ISLAMIC NEW YEAR





FROM THE COMMITTEE

Welcome to the Summer 2024 edition of the PHSS Diversity, Equity, and Inclusion newsletter. As we step into the warmth of this season, we also step into a new chapter of our DEI journey. With each volume, we deepen our commitment to fostering an environment of inclusivity and belonging. This season marks a time of vibrant energy and connection, so as the sun shines brightly overhead, let's continue to embrace diversity and celebrate the unique voices that enrich our collective narrative.

Thank You!

PHSS DEI COMMITTEE

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SUMMER CALENDAR

JUNE

Canadian Environment Week	2-8
Shavu'ot	11-13
Hajj	14-19
Eid al-Adha	16-19
Clean Air Day	5
World Anxiety Day	10
Juneteenth	19
World Refugee Day	20
Summer Solstice	20
National Indigenous Peoples Day	21
Canadian Multiculturalism Day	27

AUGUST

Obon	13-15
Emancipation Day	1
Lammas/Lughnasadh	1
Civic Holiday	5
Day of the World's Indigenous People	9
Tisha B-Av	12-13
World Humanitarian Day	19
Raksha Bandhan	19
Day for the Remembrance of the Slave Trade and its Abolition	23
National Overdose Awareness Day	31

JULY

Canada Day	1
Islamic /Hijri New Year	6-7
Non-Binary People's Day	14
Ashura	16-17
Nelson Mandela Day	18
Asalha Puja (Dharma Day)	21
International Self Care Day	24
World Hepatitis Day	28
International Day of Friendship	30



The events at Stonewall were not just a single moment of defiance; they were a catalyst for a broader movement. In the aftermath, LGBTQ activists across the nation united, demanding liberation and equality. The first gay pride march in 1970 marked the anniversary of Stonewall, a tradition that continues to this day.

Decades later, the legacy of Stonewall endures as a beacon of hope and resilience. Yet, as we celebrate the progress made, we recognize the ongoing struggle for equal rights. In the face of legislative challenges and societal prejudice, the spirit of Stonewall lives on in the tireless efforts of advocates fighting for LGBTQ rights today.



THE 1969 STONEWALL UPRISING AND PRIDE TODAY

The summer sun brings with it the echoes of a pivotal moment in history, one that reverberates through the decades. In the early hours of June 28, 1969, the Stonewall Inn in Manhattan became the unexpected epicenter of resistance. What began as a routine police raid on a gay bar turned into a days-long uprising, sparking what we now know as the modern LGBTQ civil rights movement.

Life for LGBTQ individuals in the 1960s was marked by social stigma and legal persecution. Yet, amidst this adversity, places like the Stonewall Inn provided a refuge—a space where they could be themselves, albeit cautiously. However, on that fateful night, patrons refused to yield to oppression. Led by figures like Marsha P. Johnson, they stood their ground, challenging the status quo and igniting a fire of change.

"There was a price we paid to open up our mouths"

Hear from members of the LGBTQ+ community from across North America



GENDER INCLUSIVE LANGUAGE

What are pronouns?

Pronouns are words we use to reference someone without repeatedly using their name. The pronouns we use can also express our gender identity to others. An individual can use one set of pronouns or multiple sets, which can include they/them/their, she/her/hers, and he/him/his, among many others.

What is gender inclusive language and why is it important?

Gender inclusive language is a way of communicating that strives to treat people of all genders and those with no gender with respect and dignity — with the goal of making everyone feel included. It's language that honours the fact that we all have unique lived experiences of gender. It consists of communicating with words or phrases without prejudice and discrimination.

Additionally, gender inclusive language looks to challenge gender stereotypes and the frequent assumptions that we make about people's identities, often based solely on appearance. By using gender inclusive language, we're not only showing that we value inclusion, but we're also promoting gender equity for all.

When you're not sure what pronouns a person uses, use their name. Avoiding assumptions by asking for a person's pronouns and correctly using them is one of the most basic ways to show your respect for their gender identity and your commitment to inclusion.

What can I do to be affirming and inclusive of gender diverse communities?

- Display your pronouns on email signatures, staff directories, social media profiles and during video calls
- Challenge discriminatory language when you come across it
- Respect people's privacy and avoid asking invasive questions
- Don't force people to share their pronouns
- Have tough conversations with family and friends about discrimination and inclusive language
- Build your capacity to receive criticism because we all make mistakes

Strategies for when you misgender someone

	Calm your defenses	<ul style="list-style-type: none">› Listen and practice self-management.› Breathe!
	Apologize and acknowledge your mistake	<ul style="list-style-type: none">› Apologize without leading with your intention.› "I'm so sorry."› "Wow, I really messed that up — sorry!"
	Express gratitude for correction (if applicable)	<ul style="list-style-type: none">› Thank them for the courage it took to correct you.› "Thank you so much for telling me."› "I really appreciate your feedback."
	Commit to doing better, then do better!	<ul style="list-style-type: none">› Actions over promises!› Consider how you will work on this.› Practice!



Adapted from materials by Awaken.



JUNE IS INDIGENOUS HISTORY MONTH

June is National Indigenous History Month in Canada, an opportunity to learn about the unique cultures, traditions and experiences of First Nations, Inuit and Métis. It's a time to honour the stories, achievements and resilience of Indigenous Peoples, who have lived on this land since time immemorial and whose presence continues to impact the evolving Canada.

The House of Commons designated June as National Aboriginal History Month in 2009. The name was changed to National Indigenous History Month in 2017.



2024 Weekly Themes

Each week throughout the month of June, specific aspects of Indigenous history, cultures and perspectives are highlighted. Explore [learning resources](#) on each theme:

- June 1 to 9: Environment, traditional knowledge and territory
- June 10 to 16: Children and youth
- June 17 to 23: Languages, cultures and arts
- June 24 to 30: Women, girls and 2SLGBTQ+ people

Some of these topics may be distressing to some readers. If you need support, please note there are [Indigenous mental health services available](#).

How to get involved:

We encourage you to take some time to learn more about First Nations, Inuit and Métis as well as our collective past. Here are a few ideas of how you can get involved and show your support.

Discover stories, traditions and cultures

The best way to gain a deeper understanding of First Nations, Inuit and Métis experiences is through their own voices. Enjoy Indigenous storytelling by picking up a book, attending a show, watching a movie or listening to music from Indigenous artists.

You can also check out the [GC Indigenous](#) Instagram account to learn more about inspiring Indigenous women, 2SLGBTQ+ people, environmentalists, artists, activists, scientists and researchers.





National Indigenous Peoples Day

For generations, many Indigenous groups and communities have celebrated their culture and heritage on June 21 or around that time of year because of the significance of the summer solstice as the longest day of the year.

National Aboriginal Day, now National Indigenous Peoples Day, was announced in 1996. This was the result of consultations and statements of support for such a day made by various Indigenous groups:

- In 1982, the National Indian Brotherhood, now the Assembly of First Nations, called for the creation of National Aboriginal Solidarity Day
- In 1995, the Sacred Assembly, a national conference of Indigenous and non-Indigenous people chaired by Elijah Harper, called for a national holiday to celebrate the contributions of Indigenous Peoples
- In 1995, the Royal Commission on Aboriginal Peoples recommended the designation of a National First Peoples Day

[Check out this list of events to celebrate National Indigenous Peoples Day near you!](#)

Explore the past and honour the truth

[Learn about Inuit across Canada](#)

[Learn about Métis across Canada](#)

[Learn about First Nations across Canada](#)

There is also the [Reconciliation: A Starting Point app](#) you can download on your smart device to learn about Indigenous Peoples in Canada, key historical events and reconciliation initiatives.

Visit the [National Centre for Truth and Reconciliation Commission](#) to learn more about the tragic legacy of residential schools, the experiences of families and Survivors as well as the 94 Calls to action to start the healing process.

Read documents from the [National Inquiry on Missing and Murdered Indigenous Women and Girls](#) and educate yourself about the impacts that colonialism and racism still have today on the lives of Indigenous women and girls as well as on their families and communities.



Learn more about present day communities

[Look at these maps of Indigenous Peoples and lands to see the First Nations, Inuit and Métis communities around you and the traditional land you live on. Find out more about the significance of land acknowledgment and how you can integrate this practice in your life.](#)

Watch this [video](#) and check out this [infographic](#) for an overview of population statistics for First Nations people, Inuit and Métis in Canada from the 2021 Census. Statistics Canada also offers a wide range of [data on various subjects](#) related to Indigenous peoples.





The first draft of the event schedule was released on 8 July 2022, with 549 events in 22 sports. A record 235 medal events will be women's events, an increase of eight over 2020; factoring these events and mixed-gender events, the number of female participants in the Paralympics is projected to be at least double of that of Sydney 2000

Featured Sports

- [Archery](#)
- [Athletics](#)
- [Badminton](#)
- [Boccia](#)
- [Cycling](#)
- [Equestrian](#)
- [Football 5-a-side](#)
- [Goalball](#)
- [Judo](#)
- [Paracanoe](#)
- [Paratriathlon](#)
- [Powerlifting](#)
- [Rowing](#)
- [Shooting](#)
- [Sitting volleyball](#)
- [Swimming](#)
- [Table tennis](#)
- [Taekwondo](#)
- [Wheelchair basketball](#)
- [Wheelchair fencing](#)
- [Wheelchair rugby](#)
- [Wheelchair tennis](#)



THE 2024 PARALYMPIC GAMES

The 2024 Summer Paralympics, also known as the Paris 2024 Paralympic Games, and commonly known as Paris 2024, is an upcoming international multi-sport parasports event governed by the International Paralympic Committee, to be held in Paris, France, from 28 August to 8 September 2024. These games mark the first time Paris will host the Paralympics in its history and the second time that France will host the Paralympic Games, as Tignes and Albertville jointly hosted the 1992 Winter Paralympics. Paris was awarded the 2024 Summer Paralympic Games on September 13, 2017, during their annual session in Lima, Peru.

Medals

The designs of the medals for the 2024 Summer Paralympics were unveiled on 8 February 2024; as with the Olympic medals, they feature an embedded original piece of iron from the Eiffel Tower in the shape of a hexagon with the logo of the Games engraved into it. On the reverse, there is a stamp of "Paris 2024" in braille, which was added in honour of French educator and inventor Louis Braille, who is credited with inventing the reading and writing system for people who are visually impaired.

CANADIAN ENVIRONMENT WEEK

June 3rd-9th, 2024

This week Canada is placing its focus on one of the most important issues we are dealing with in humankind – the issue of climate change, conservation, and preservation. It is Canadian Environment Week, and although this holiday is particular to Canadians, it is encouraged worldwide.

Canadian Environment Week was created in 1971 by the Canadian Commons to make Canadians aware and concerned about climate and pollution issues facing the environment. It is intentionally observed on the week of June 5, coinciding with Clean Air Day on June 2 and World Environment Day on June 5.



How to Observe Canadian Environment Week

Practice Sustainability

Seemingly small actions like switching the lights off and turning the volume down contribute to an overall healthier ecosystem. This week, in particular, remind yourself to take small, actionable steps towards a better environment and hold yourself accountable. You can research simple conservation techniques that go a long way to cleaning out the ecosystem and practice them.

Attend an Event

Within this week and all through the year, like-minded organizations hold events to discuss environmental issues and possible solutions. Learn more about renewable energy and the role you play by choosing an event you would like to go for. Remember, this week also marks the celebration of World Environment Day, so there is no limit on the amount of knowledge that could be gained all through the week.

Celebrate the Environment

The environment is getting all the spotlight this week, and the least we could do is appreciate the wonderful works of nature around us. Celebrate the environment by taking a nature hike, visiting a conservation park or botanical garden, or even joining an organization dedicated to the cause. Whatever brings you a step closer to nature is what you should prioritize throughout this week.



ENVIRONMENTAL JUSTICE

Environmental justice, is a social movement to address environmental injustice, which occurs when marginalized communities are harmed by hazardous waste, resource extraction, and other land uses from which they do not benefit. The movement has generated hundreds of studies showing that exposure to environmental harm is inequitably distributed.

ISLAMIC NEW YEAR

July 6/7th, 2024

The Islamic New Year – also known as the Arabic New Year or Hijri New Year – is the first day of Muharram, the first month in the Islamic calendar. The first year of this calendar began in Gregorian CE 622 when the Prophet Muhammad emigrated from Mecca to Medina with his companions. In the Islamic calendar, days begin at sunset. The event falls on a different day every year because the Islamic year is 11 to 12 days shorter. As rituals and prayers mark the occasion, Muharram is known as the month of remembrance and is sacred to Muslims across the world. The word Hijri is derived from Hijra meaning migration. The starting point of Islamic calendar is migration of Prophet Muhammad from Mecca to Medina in 622 AD.

New Year Traditions

The Islamic New Year is observed as a public holiday in the majority of Islamic countries. The customs and traditions are different in various sects of the Islamic religion but generally involve religious recitals and religious acts of worship. Unlike the New Year celebrations of other calendars, the Islamic New Year is usually quiet, with Muslims reflecting on time and their mortality. The month of Muharram itself is an important one for Muslims. Special prayers and sermons are carried out at mosques and some public places.

Ingredients

- ¼ cup basmati rice, triple rinsed
- Water, to cover the rice
- 1 pinch saffron
- 4 cups plus 1 tbsp whole (3.25%) milk, divided
- ½ tbsp rose water
- 2 tbsp coarsely chopped almonds, skin on or off as desired
- 2 tbsp coarsely chopped toasted cashews
- 1 tsp finely ground cardamom
- ¼ cup plus 2 tbsp sugar

To garnish

- 2 tbsp finely chopped pistachios
- Rose petals, optional
- Saffron, optional

Try Rice Kheer for your New Year Celebration!

This creamy and aromatic rice pudding is cooked with milk, sweetened with sugar, and flavored with ingredients like rose water, dates, and spices. This special kheer embodies the spirit of the occasion and is often enjoyed as a symbol of sweetness and prosperity for the coming year.



Steps

1. In a bowl, soak the washed rice in water and let sit for 30 minutes.
2. Place a pinch of saffron in a small bowl, grinding it between your fingers to create a rough powder. Pour 1 tablespoon of hot milk over top and set aside.
3. Coat the bottom of a pot with water, about 2 tablespoons. Turn the heat up to medium high, and pour 4 cups of milk in.
4. Bring milk to a simmer, stirring often, then turn the heat to low-medium. Continue to stir the milk to prevent it from sticking to the bottom of the pot, and until the milk has reduced by about ¼, about 15 minutes.
5. Strain the soaked rice and pour the rice into the pot of milk.
6. Turn the heat up closer to medium, and cook until the rice has plumped, can be easily mashed and the milk has reduced further, stirring consistently. This should take about 25-30 minutes.
7. Add in the saffron soaking in milk, rose water, almonds, cashews and cardamom. Mix well and cook for 5 minutes, stirring often.
8. Add ¼ cup sugar and mix well for 1 minute. Taste and add in the rest of the sugar if desired. The kheer tastes sweeter while it's warm, and will balance out once cooled.
9. Serve in a large bowl or individual cups. Garnish with pistachios, rose petals and saffron strands.



SUMMER COMMUNITY ACTIVITIES

London

Event: **London Children's Festival**

Date: June 14-16, 11am-9pm
Location: Victoria Park, 580 Clarence St.

Event: **International Food Festival**

Date: June 21-23, 11am-11pm
Location: Victoria Park, 580 Clarence St.

Event: **Burger Fest**

Date: June 29, 2pm-12am
Location: Dundas Place, Block #1

Event: **Sunfest**

Date: July 4-7
Location: Victoria Park, 580 Clarence St.

Event: **Rock the Park Music Festival**

Date: July 10-13
Location: Harris Park, 531 Ridout St. N.

Event: **Colombian Gastronomy Festival**

Date: July 19-21
Location: Covent Garden Market, 130 King St.

Event: **London Jerk Fest**

Date: July 19-21
Location: Covent Garden Market, 130 King St.

Event: **London Pride Parade**

Date: July 21, 12pm
Location: Victoria Park, 580 Clarence St.

Event: **Island Fest**

Date: July 26-28
Location: Covent Garden Market, 130 King St.

Event: **South Asian Cultural Festival**

Date: July 27-28
Location: Dundas Place, Block #1

Event: **London Rib Fest**

Date: August 1-5
Location: Victoria Park, 580 Clarence St.

Event: **London Taco Fest**

Date: August 23-25
Location: Covent Garden Market, 130 King St.

Ottawa

Event: **Ottawa Asian Fest**

Date: May 31-June 2
Location: Tanger Outlets Ottawa

Event: **Ottawa Italian Week**

Date: June 6-16
Location: Preston Street

Event: **Franco-Ontarian Festival**

Date: June 13-15
Location: Major's Hill Park

Event: **Dragon Boat Festival**

Date: June 21-23
Location: Mooney's Bay Park

Event: **Summer Solstice Indigenous Festival**

Date: June 21-23
Location: Mādahòkì Farm

Event: **Ottawa Lebanese Festival**

Date: July 17-21
Location: St. Elias Center, 750 Ridgewood Ave.

Event: **Ottawa Greek Festival**

Date: August 15-18
Location: 1315 Prince of Wales Drive





**EMPLOYER
PARTNER**

As an Employer Partner with the Canadian Centre for Diversity & Inclusion (CCDI), PHSS is able to provide a number of resources for staff to support us on our diversity and inclusion journey! If you haven't already; be sure to self-register today by scanning the QR code!

(Be sure to use your PHSS staff email address when signing up!)



CCDI Registration

www.phsscommunity.com