



## *DAT Newsletter*

*September-December  
2021*

### **Mission:**

Striving to eliminate racism and all forms of discrimination in Rock County by embracing diversity, valuing multiculturalism and fostering justice, dignity and respect for everyone.

#### **First Monday Monthly**

Diversity Action Team  
Board Meeting  
7:00 – 8:00 pm  
Virtual Meeting

#### **September 16, 2021**

Speed Friending  
6:00 – 7:30 pm  
Hedberg Public Library

*September 15 – October 15  
Hispanic Heritage Month*

#### **October 21, 2021**

Delving into Disabilities  
6:00 – 7:30 pm  
Virtual Meeting

*October is National Disability  
Employment Awareness month*

*October is LGBT History Month*

*October is Global Diversity  
Awareness Month*

#### **November 18, 2021**

Native American Boarding Schools  
6:00 – 7:30 pm  
Virtual Meeting

*November is National  
Native American Heritage Month*

#### **November 4, 2021**

Racial Justice Conference  
Virtual Meeting

### **Fall news!**

The DAT board and committees have been making plans for the fall. The schedule is packed with practical knowledge through programming and conferences, opportunities to dialogue, and great research-based resources. Join us for our in-person program called *Speed Friending* on September 16 from 6:00 -7:30pm at the Hedberg Public Library! Meet up with new and long-time friends! It will be so good to see everyone again! Please check the DAT Facebook page for upcoming program locations and virtual connections – or – contact a board member!

DAT has two newly elected officers! One is a long-time friend and one is a new friend! Welcome to both of you and thank you for giving your time to DAT's mission!

Vicki Brown, Treasurer

“Excluding my college years and a near decade in SW Utah, I have spent my life in Rock County. Over the past several years I have been actively involved in local racial justice organizations such as DAT, the YWCA Rock County, and the NAACP. The mission of fostering justice, dignity and respect for everyone is one I challenge myself to live out while recognizing my white privilege. Having served as treasurer for the local epilepsy foundation's board, my daughter's school PTSO, a local town, and our county, please know your funds are safe with me.”

Kamran Mirza, Secretary

“Hello! I joined DAT only a few weeks prior to the COVID-19 pandemic shut downs, originally only seeking to be a participating member. Since then, I was able to become a board member, planning committee member, and now secretary. Joining Diversity Action Team - Rock County has been a joy, it has provided me a place to not only promote diversity and inclusion, but has continuously allowed me to express and develop the diversity within myself. I am also a student at University of Wisconsin-Madison, pursuing a degree in Legal Studies.”

### **Racial Justice Conference, November 4, 2021**

**BE THE BRIDGE TO ELIMINATE RACISM:** Small steps create big changes! Hosted by YWCA Rock County, join us online from your home, school or office, as presenters offer insight into supporting diverse populations here in our community and beyond.

Learn how to foster diversity, inclusion, creativity, and growth within your business, school, organization and community from experts in the field. Obtain tools, tips and resources to maximize your effectiveness during recruitment and retention process. Build a network of peers and resources and learn how to take action.

### **Calendar of Diversity Observances**

This calendar is not comprehensive; however, it gives us a window into the many ways we can connect, support, and honor one another and the various holidays in our communities.  
<<https://www.diversitybestpractices.com/2021-diversity-holidays>>

[www.datrockco.org](http://www.datrockco.org)

**December 16, 2021**

Understanding the Black Panther Party  
and Marginalized Defense  
6:00 – 7:30 pm  
Virtual Meeting

*Check [www.datrockco.org](http://www.datrockco.org) for  
information on virtual/in person  
programs & upcoming topics for  
Courageous Conversations!*

**Courageous Conversations**

4<sup>th</sup> Monday each month  
5:30 – 7:00 pm  
Virtual Meeting

“We will be known forever by the tracks  
we leave.”  
Native American Proverb  
Dakota Sioux Tribe

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**Courageous Conversations, Fourth Monday Monthly**

Courageous Conversations involves dialogue and discussion where participants expose the values and check the validity of the assumptions that underlie their actions and views. Courageous Conversations builds trust and respect where individuals can express their views openly and truthfully, rather than defensively or with the purpose of laying blame. Key to courageous conversations is an openness to learn.

**Allies of Native Nations**

Many thanks to the Allies of Native Nations, subcommittee of the Diversity Action Team of Rock County for giving each public school in Rock County teaching fourth graders, a set of Louise Erdrich’s ‘The Birchbark House’ series, which contains 5 chapter books particularly suited for the 4th or 5th grade level.

Author Louise Erdrich is a member of the Turtle Mountain Band of Ojibwe and has written many bestselling adult and children’s books. This particular series follows Omakayas (o-MA-kay-as) and her Anishinabe family through challenges, tragedy and triumph as they work together to survive on their island home in La Pointe, WI on Lake Superior during a time of encroaching white settlement, missionaries and the fur trade, and then their forced movement.

**Want to become a DAT Member?** — Please find the membership form at [www.datrockco.com](http://www.datrockco.com)

Make checks payable to → Diversity Action Team of Rock County

Mail to → COMMUNITY FOUNDATION OF SOUTHERN WI  
P.O. Box 8125  
Janesville, WI 53547-8125

**DAT Officers**

Marc Perry, President  
Billy-Bob Grahn, Vice President  
Kamran Mirza, Secretary  
Vicki Brown, Treasurer  
Contact: [diversityactionteam@gmail.com](mailto:diversityactionteam@gmail.com)

**Diversity Action Team**

c/o Vicki Brown, Treasurer  
2404 Heather Terrace  
Beloit, WI 53511

**Recipient**

Street Address  
City, ST ZIP Code