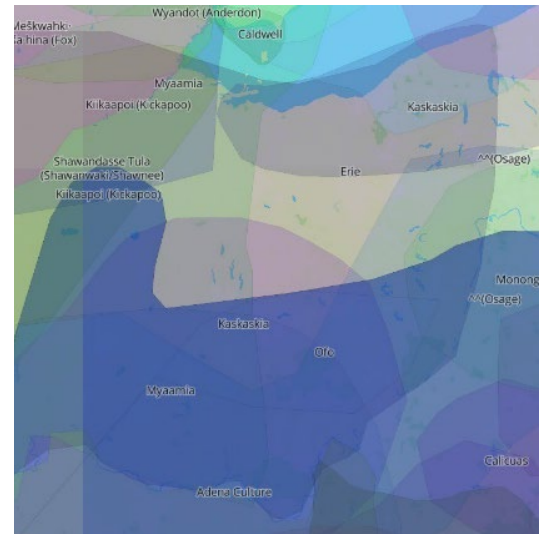


## Diversity, Equity, & Inclusion Corner

### This Month's Happenings:

#### August 9 is International Day of the World's Indigenous Peoples.

Celebrated since 1994, International Day of the World's Indigenous Peoples raises awareness on the importance of protection and promotion of the rights of indigenous peoples. It also recognizes the achievements and contributions that indigenous people make to improve world issues, such as environmental protection. HSO holds great respect for the land and original peoples of the area where our offices and communities are located. To discover tribal connections to the land where you live, please explore [Native Land](#).



#### August 26 is Women's Equality Day.

Women's Equality Day, celebrated since 1972, commemorates the 1920 certification of the 19<sup>th</sup> Amendment to the Constitution, granting women the right to vote. The Amendment represents an important milestone in U.S. history, however, at the time, [not all women in the U.S.](#) were included under its protections. Voting rights for Native American women were not recognized until 1924, Chinese American women 1943, Japanese and other Asian American women 1952, and African American women remained barred from voting until 1965. Thus, Women's Equality Day is celebrated by remembering the struggle for equality women have faced and acknowledging the work that remains to be done to insure fairness, equity, and inclusion for all women.



### DEI Conversations & Education:

Earlier this month, representatives from HSO participated in the [Racial Equity Institute](#) and [Greater Cincinnati Foundation's](#) two-day workshop titled Racial Equity Matters. The workshop developed the capacity of participants to better understand racism through historical, cultural, and structural analysis, creating a shared language and clearer understanding of how systems have contributed to inequitable outcomes.

If you are an HSO employee interested in participating in similar trainings/discussions, please complete the Microsoft Forms survey: <https://forms.microsoft.com/r/Htec5N0Gw4>