

DIVERSITY & INCLUSION COMMITTEE

OCTOBER 2020 EDITION



A MESSAGE FROM THE CHAIR

In the past few months America has taken a seismic shift towards inclusion and racial justice. People are stepping into the circle to fight for equality, speaking out on bigotry, and trying to do better in their everyday lives. As a person of color living in America, seeing all the protests, demonstrations and rallies in favor of racial justice for all is an encouraging sight.

Socius is doing its part too. As many of you know, we formed a Diversity & Inclusion Committee to help impact change within Socius, our communities and the insurance industry. The committee is comprised of dedicated members who have been hard at work coming up with initiatives designed to move us towards the ultimate goal of equality for all. In the coming months, you will see newsletters providing updates on these initiatives and highlighting different ethnic groups.

I am so proud to be a part of this and I hope this journey will be informative and insightful.

—Rodney Nubin, *Chair*

Diversity & Inclusion Committee Members

Rodney Nubin, *Chair*
Socius

Artavia Clay
Socius

Eric DeRose
Socius

Rick Grimes
Professional Risk Solutions

Patrick Hanley
Socius

Hayley Philips
Socius

Eric Shapiro
Socius

Nichole Ward
Socius

Calendar

2020

OCTOBER

- Filipino American Heritage Month
- Polish American Heritage Month
- Italian American Heritage Month

NOVEMBER

- National Native American Heritage Month

DECEMBER

- Universal Human Rights Month

2021

JANUARY

- International Holocaust Remembrance
- Poverty in America Awareness Month

FEBRUARY

- Black History Month

MARCH

- National Women's History Month

APRIL

- Arab American Heritage Month
- Autism Awareness Month

MAY

- Indian Heritage Month
- Jewish American Heritage Month
- National Asian American and Pacific Islander Heritage Month

JUNE

- LGBT Pride Month
- Juneteenth

JULY

- French American Heritage Month

AUGUST

- National Civility Month
(or Win With Civility Month)

SEPTEMBER

- Hispanic Heritage Month

D&I Committee Initiatives

The Committee is working on several initiatives to further diversity and inclusion, both at Socius and in the insurance industry. These range from internships and supplemental learning opportunities to partnerships with prominent insurance professional organizations.

Check future newsletters for updates and additional information!



D&I Committee Calendar

In each monthly newsletter, the D&I Committee will be highlighting and celebrating specific groups and social issues. The goal is to provide facts and education about different ethnic groups, foster awareness and inclusion, and ultimately lead to a greater appreciation of everyone.



Filipino Heritage

FILIPINO AMERICAN DEMOGRAPHICS IN US

The Filipino American community is the second-largest Asian American group in the United States with a population of over 3.4 million as of the 2010 US Census, making up 19.7% of Asian Americans. In 2018, the American Community Survey estimated the population of Filipinos in the United States to be over 4 million.

- > [EASY FILIPINO RECIPES](#)
- > [EASY WAYS TO CELEBRATE FILIPINO HERITAGE MONTH](#)





Polish Heritage

POLISH AMERICAN DEMOGRAPHICS IN US

Polish Americans (Polish: Polonia amerykańska) are Americans who have total or partial Polish ancestry. There are an estimated 9.15 million self-identified Polish Americans, representing about 2.83% of the U.S. population

- > EASY POLISH RECIPES
- > EASY WAYS TO CELEBRATE POLISH HERITAGE MONTH

Italian Heritage

ITALIAN AMERICAN DEMOGRAPHICS IN US

Over 15.7 million people in the United States identify themselves as Italian Americans. They constitute nearly six percent (6%) of the U.S. population. Italian Americans are the nation's fourth largest European ancestry group after the Germans, Irish and English.

- > EASY ITALIAN RECIPES
- > EASY WAYS TO CELEBRATE ITALIAN HERITAGE MONTH

