

# DIVERSITY & INCLUSION COMMITTEE

— NOVEMBER 2020 EDITION —



## SOCIUS PARTNERS WITH INROADS FOR INTERNSHIP

In early 2021, and as part of ongoing D&I Committee initiatives, Socius will sponsor and provide an internship for a college senior. The six-month internship is in conjunction with INROADS, one of the oldest business-related diversity and inclusion nonprofits in the country.

“When we started down the path of creating the Socius Diversity & Inclusion Committee, our goal was to promote change, inclusion and diversity within the business community, the insurance industry, and at Socius – through education, hiring practices and philanthropic initiatives,” said Rodney Nubin, D&I Committee Chairperson. “Partnering with INROADS helps us satisfy the important hiring practices objective.”

Expect to hear more in the coming months as candidates are vetted and the curriculum is finalized!

### What is INROADS?

- Founded in 1970, INROADS works with high school and college students to provide corporate internships.
- In its own words, “the mission of INROADS is to develop and place talented underserved youth in business and industry and prepare them for corporate and community leadership.”
- From a modest beginning class of 25 interns, the organization has grown to place nearly 2,000 interns annually at over 200 sponsoring corporations.





# NATIVE AMERICAN HERITAGE



## November is National Native American Heritage Month

National Native American Heritage Month celebrates the diverse and rich culture, history and traditions of Native people and recognizes the achievements and contributions of Native Americans.

Heritage Month is a great time to learn about tribes, the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

> [MORE ABOUT NATIONAL NATIVE AMERICAN HERITAGE MONTH](#)







# Native American Heritage

## NATIVE AMERICAN DEMOGRAPHICS IN US

There are roughly 4.5 million Native Americans in the United States, equaling about 1.5% of the total population. And there are 574 federally recognized American Indian tribes and Alaska Native Villages in the United States. The fastest-growing Native American population is in Maricopa County, AZ. (source: US Census)

- > EASY NATIVE AMERICAN RECIPES
- > EASY WAYS TO CELEBRATE NATIVE AMERICAN HERITAGE MONTH
- > OTHER NATIVE AMERICAN RESOURCES





# D&I Committee Member

“Diversity is having the mindset to recognize and understand that every culture is different in their own distinctive way.”

—Artavia Clay, Committee

## Calendar

2020

### 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 & Pacific Islander Heritage Month

### JUNE

- LGBT Pride Month
- Juneteeth

### JULY

- French American Heritage Month

### AUGUST

- National Civility Month (or Win With Civility Month)

### SEPTEMBER

- Hispanic Heritage Month

## 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*

