



# DEI

## Perspectives

### Ethnic Equality Month

**By: DEI Champions**

Ethnic Equality Month is celebrated in February every year. This is a period to recognize the similarities all people have, while acknowledging, appreciating and respecting the differences in all of us. So, no matter what race you are or what ethnicity you belong to, everyone is equal and deserves equal rights and equal opportunities. Ethnic Equality Month is a good time to reflect and challenge us as a group and individually. It brings to light the unfortunate biases that still exist in our society, how far we've come in achieving equality and what each one of us can do to contribute to something the world should be striving to achieve: social equality and justice.

#### **The History of Ethnic Equality Month**

Ethnic equality has been a topic of discussion since the onset of colonization. People of different races or ethnicities cohabiting brings out similarities between everyone but also emphasizes the differences, which should be appreciated. There have been a lot of issues over the years related to ethnic equality, but there have been positive outcomes as well. Acknowledging that there are issues and coming together for a resolution is a huge step when it comes to breaking bias.

Ethnic diversity means people have been socialized through different customs, beliefs, traditions, languages and experiences, so it shapes the way they feel and behave. Leveraging these diverse perspectives makes the world a more dynamic place. People must be more conscious of the individual biases, stereotypes and prejudices we may sometimes have about other individuals or groups of people. To recognize these thought patterns, people need to look at themselves and think about what shapes their actions and decisions. This process can be time-consuming, but it could be worth it in the end.

Continuous efforts, such as the establishment of the Congress of Racial Equality (CORE), an African American civil rights organization in the U.S. that was founded in 1942, play a pivotal role in achieving equality for not just different races, but ethnicities as well.

