

November 2023

HUMAN RIGHTS & Equity

Association of Flight Attendants-CWA, AFL-CIO

newsletter

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The AFA Human Rights and Equity Committee is committed to providing the broadest possible representation of our members regardless of age, disability, marital status, national origin, race, religion, differently abled, sex, sexual orientation, gender identity and gender expression. We honor and celebrate the shared humanity of the members in our care. We shall at all times endeavor to promote the principles of tolerance, fairness, equity, justice, respect and inclusion within our Union. It is only when we all band together and work together that we can rally against the walls of division to create a progressive culture that values social and economic justice for all working people.

ONGOING SURVEYS

Human Rights and Equity Survey available [here](#)
Gender Expression Uniform Survey available [here](#)

JOIN US!

The HRE Committee meets via Zoom on the 2nd Monday of every month at 3pm EST. If you are looking to build an HRE committee or get involved with an existing one, please [join us](#) for more information, inspiration and work to recognize, support, and protect our Union sibs!

Watch: Implicit Bias Defined – National Education Association

Implicit Bias: Unseen Influence



At this month's HRE call, AFA-CWA EAP Intern, Sahrah Marcellin, gave a presentation about implicit bias in the workplace. Implicit bias refers to the subconscious attitudes and stereotypes we hold about certain groups of people. These biases, often shaped by societal influences and personal experiences, can affect our judgments, decisions, and behaviors without our conscious awareness. They can pertain to race, gender, age, and many other characteristics.

The Brain's Hidden Patterns

Our brains naturally create shortcuts to process the vast amount of information we encounter daily. Implicit biases emerge as a result of these cognitive shortcuts. They can lead us to make quick judgments based on preconceived notions, even if they don't align with our consciously held beliefs.

Real-Life Consequences

Implicit bias can have far-reaching consequences, influencing everything from hiring decisions to medical treatment. Research has shown that these biases can inadvertently perpetuate stereotypes, leading to unfair treatment and limiting opportunities for certain groups.

Equally important to recognizing that we all have implicit bias, is the realization that we can change that wiring in our brains. While it may be an inherent part of being human, with recognition and concerted effort, it can be addressed. By acknowledging its existence, engaging in education and training, and advocating for systemic change, we can work towards a more equitable and just society where individuals are treated fairly, irrespective of their background or identity.

Resources

[NEA Toolkit: Implicit Bias, Microaggressions, and Stereotypes Resources](#)

[NIH Free Implicit Bias Training Course](#)

[Test: Project Implicit by Harvard](#)

Recognizing and Combating Implicit Bias

Recognizing and addressing implicit bias is a crucial step towards a more equitable society. To combat these biases, individuals can take several actions:

Self-awareness: Acknowledge the existence of implicit biases within yourself. This recognition is the first step in addressing them.

Education and training: Engage in diversity and inclusion training, which can help individuals become more aware of their biases and learn strategies to mitigate their impact.

Exposure to diverse perspectives: Interact with people from different backgrounds and experiences, which can challenge and reshape your biases.

Mindfulness: Practice being more mindful of your thoughts and decisions, especially in situations where bias could come into play.

Systemic change: Advocate for systemic changes in organizations and institutions to reduce the impact of implicit bias, such as implementing fair hiring practices and anti-discrimination policies.

Additional Reading:
[Learn about Vanderbilt's PAUSE Framework to disrupt everyday bias](#)

November is a time of reflection and celebration as Native American Heritage Month, a period dedicated to recognizing and honoring the rich tapestry of indigenous cultures, histories, and contributions to the United States. This month, we commemorate the enduring legacy of Native Americans and acknowledge the importance of preserving their heritage.

The indigenous peoples of North America encompass a vast array of cultures, languages, and traditions. From the Tlingit People of Southeast Alaska to the Navajo Nation in the Southwest to the Iroquois Confederacy in the Northeast, Native Americans have a vibrant and diverse history that predates the arrival of European settlers. This month is an opportunity to learn about these various cultures, their traditions, and the resilience they have shown throughout history.

Native American Heritage Month is also a time to remember the historical injustices faced by indigenous communities, including forced displacement, broken treaties, and cultural suppression. Acknowledging this history is a step towards reconciliation and healing. It is also a call to support and empower indigenous communities. Efforts to improve education, healthcare, and economic opportunities for Native Americans are essential steps towards rectifying historical injustices.

This month serves as a reminder of the invaluable contributions and enduring cultures of indigenous peoples. It is a time to celebrate, learn, reflect, and support these communities in their ongoing quest for justice, equity, and cultural preservation. By doing so, we can ensure that the voices and traditions of Native Americans continue to thrive and enrich our nation.

Wear your
**Native American
Heritage AFA Pin**
in Solidarity



Native American Heritage Month: Honoring Indigenous Cultures

Link: [22 Ways to Celebrate Native American Heritage Month](#)

Resources:

Developing Stories: Native Photographers in the Field

A series of three photo essays created by Native photojournalists Donovan Quintero, Tailyr Irvine, and Russel Albert Daniels in collaboration with the Smithsonian's National Museum of the American Indian.

Native American Heritage Month - NPS Celebrates! (U.S. National Park Service)

The National Park Service shares the history and continuing culture of America's indigenous peoples.

Native American Veterans

Stories from the Veterans History Project and legacies of Native American veterans' long history of military service.

Events and Resources - Smithsonian

NOVEMBER

Important Dates & Observances

All Month

Aviation History Month

Diabetes Awareness Month

Native American Heritage Month

All Saints Day

(Roman Catholic)

National Stress Awareness Day

1-2 Día de los Muertos (Mexico)

Commemorates and honors deceased loved ones with colorful altars, lively festivities, and a belief that the spirits of the dead return to be with the living.



Christian observance dedicated to praying for and remembering the souls of the departed in the afterlife.

All Souls' Day

World Freedom Day

On this day in 1989, the momentous event in history took place when the Berlin Wall was abolished.

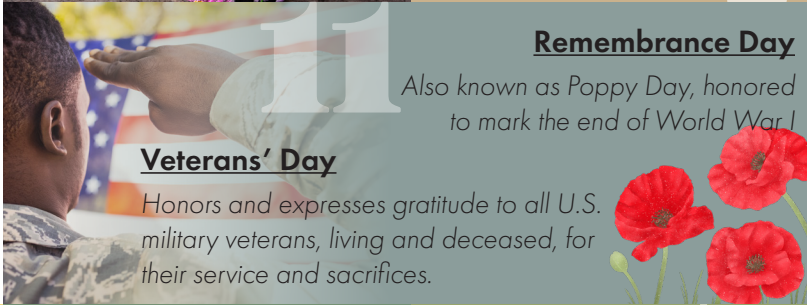
World Adoption Day

Remembrance Day

Also known as Poppy Day, honored to mark the end of World War I

Veterans' Day

Honors and expresses gratitude to all U.S. military veterans, living and deceased, for their service and sacrifices.



8 Election Day (US)

Your vote matters! Our democracy needs you. Visit [vote.gov](https://www.vote.gov) for everything you need to vote, including checking your registration.



Diwali

Also known as the Festival of Lights, is a major Hindu festival celebrated with joy and illumination, symbolizing the triumph of light over darkness and good over evil.

World Kindness Day

A global initiative promoting acts of kindness, compassion, and goodwill to inspire a more compassionate and empathetic world.

Transgender Awareness Week

is dedicated to raising awareness about the issues and experiences faced by transgender and gender-diverse individuals

International Day of Tolerance

Established by the UN to promote understanding and respect among various cultures and beliefs.

A day to celebrate the positive contributions of men while addressing important issues that affect them. 2023 Theme: "Zero Male Suicide"

International Men's Day

A solemn memorial day that honors and remembers transgender individuals who have lost their lives to violence and discrimination

Transgender Day of Remembrance

World Children's Day

A global observance dedicated to promoting and protecting the rights of children and advocating for their well-being, education, and development.

National Day of Mourning (Native American)

A day to reflect on the historical and ongoing injustices faced by Native Americans and to honor their resilience and culture.

Commemorates the appointment of Abdu'l-Bahá as the Center of the Covenant by Bahá'u'lláh.

Day of the Covenant (Baha'i)

Thanksgiving

Celebrated on the fourth Thursday of November and marked by gatherings with loved ones and a feast to express gratitude for the year's blessings.

Ascension of Abdu'l-Baha (Baha'i)

A holy day to commemorate the death of 'Abdu'l-Bahá

