

Rock County Equity Brief

Dec 2022

OBSERVE

Universal Human Rights Month

We have seen our share of cruelty and hate. We can do better. That's why the world is observing Universal Human Rights Month during December. This month is a reminder that the United Nations General Assembly codified the basic human rights of every person. It's also a time to reflect on the way we treat others, and to do what we can in the fight for equality, especially in a time when topics such as systemic racism are widely being addressed.

- **It allows us to reflect** - Human Rights Month is a powerful holiday, as it allows us to look back on the ways we've treated our fellow human beings.
- **It reminds us of our ideals** - These include individual freedoms which we must fight to protect.
- **It empowers us** - The principles in the Declaration of Independence are still relevant today. This fact should empower each of us to stand up for ourselves, our own rights, and for the rights of others.

December Day(s) Group, Culture or Cause Recognized

1	<u>World AIDS Day</u>
2	International Day for the Abolition of Slavery
3	International Day for People with Disability
10	<u>International Human Rights Day</u>
18–26	Hanukkah
20	International Human Solidarity Day
25	<u>Christmas</u>
26–Jan. 1	<u>Kwanzaa</u>
31	New Year's Eve



For more information on Universal Human Rights Month, visit <https://www.un.org/en/global-issues/human-rights>



RECOGNIZE

*Marian Wright
Edelman*

Marian Wright Edelman, founder and president emerita of the Children's Defense Fund (CDF), has advocated for disadvantaged Americans for her entire professional life. Under her leadership, CDF has become the nation's most vital voice for children and families. The Children's Defense Fund's *Leave No Child Behind*® mission is to ensure every child a *Healthy Start*, a *Head Start*, a *Fair Start*, a *Safe Start*, and a *Moral Start* in life and successful passage to adulthood with the help of caring families and communities.

Source: www.childrensdefense.org

LEARN

What Are Human Rights?

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

International Human Rights Law

International human rights law lays down the obligations of Governments to act in certain ways or to refrain from certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups.

One of the great achievements of the United Nations is the creation of a comprehensive body of human rights law—a universal and internationally protected code to which all nations can subscribe, and all people aspire.

The United Nations has defined a broad range of internationally accepted rights, including civil, cultural, economic, political and social rights. It has also established mechanisms to promote and protect these rights and to assist states in carrying out their responsibilities.

The foundations of this body of law are the **Charter** of the United Nations and the **Universal Declaration of Human Rights**, adopted by the General Assembly in 1945 and 1948, respectively. Since then, the United Nations has gradually expanded human rights law to encompass specific standards for women, children, persons with disabilities, minorities and other vulnerable groups, who now possess rights that protect them from discrimination that had long been common in many societies.

The **idea behind human rights** is to ensure that all people receive protection against those who are more powerful and guarantee that they have the means to access the resources and services they need to live.

Source- <https://www.theadvocatesforhumanrights.org/home>

ACTION

21-Day Equity Challenge - *Delivered via Text or Email*



Picking and choosing activities, not for you? Choose this version of the Racial Equity Habit Building Challenge and get daily prompts delivered to you via text or email. This option, delivered to you by [ProHabits](#) also allows you to join a community forum of others currently doing the challenge and commenting on the experience. Scan the barcode or click [HERE](#) to start.



**13 human rights that
aren't universal**

- Freedom from gender discrimination
- Freedom of speech
- Freedom of assembly
- Right to education
- Right to own property
- Right to marriage
- Freedom from slavery
- Right to personal security
- Freedom from discrimination
- Freedom of religion
- Freedom to control your health
- Freedom from torture
- Right to participate in free elections

BRIEF RECAP: NOV 2022

OBSERVE Native American Heritage Month

In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. In 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.”

RECOGNIZE Elizabeth Peratrovich

Born July 4, 1911 in Petersburg, Alaska, Elizabeth Peratrovich (Tlingit) was an American Civil Rights Activist. She testified before the Alaska Territorial Senate in 1945 and swayed the floor vote in passing the Alaska Anti-Discrimination Act of 1945, which was the first anti-discrimination law in the United States.



Elizabeth Peratrovich

LEARN Native American Wisconsin History

The American Indian population in Wisconsin dates back centuries. Their presence in this state predates Wisconsin statehood and much of the population who came during that time. Evidence suggests that the early peoples of Wisconsin arrived about 10,000 years ago.

TRAINING

Rock County DEI Training

All employees must complete two DEI training per year. There are a variety of diverse topics and training formats provided to all employees. Please note that one of the trainings must be from the County DEI list to fulfill your County DEI requirement, and one training can be from a community partner or outside DEI training (if it meets the DEI training requirements). New employees are only required to participate in one equity training within the year of their hire.

FAQ's

How can I check my training completion status or submit outside training certificates?

Email all questions and submissions to - equity@co.rock.wi.us

When is the last date to submit 2022 training information?

December 30th, 2022