

# VUMC Equity Diversity & Inclusion – December 2021

## Universal Human Rights Month

"Where, after all, do universal human rights begin? In small places, close to home -- so close and so small that they cannot be seen on any maps of the world. [...] Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world."

Eleanor Roosevelt

### December 2021

11/29-12/6 – Hanukkah  
1 – World AIDS Day  
3 – International Day for People with Disabilities  
8 – Feast of the Immaculate Conception (Roman Catholic)  
8 – Bodhi Day (Buddhist)  
10 – International Human Rights Day  
16-24 – Las Posadas (Mexico)  
21 – Yule Winter Solstice (Pagan)  
25 – Christmas (Christian)  
26 – Kwanzaa begins  
26 – Boxing Day, The Feast of St. Stephen (Roman Catholic)  
31 – New Year's Eve

December is Universal Human Rights Month, a time for people in the U.S. and around the world to join together and stand up for the rights and dignity of all individuals. December 10, Human Rights Day, is a global holiday that marks the adoption of the Universal Declaration of Human Rights by the United Nations in 1948.

Each year, Human Rights Day has a different theme. Last year, the focus was on young people and how you're never too young to make a difference to the world. In 2021, Human Rights Day is focusing on **how rights are the beginning of peace within societies, and a way to create a fairer society for future generations.**

Learn more:

<https://www.un.org/en/observances/human-rights-day>

### DISABILITY ERG

For more info, or membership interest, visit: [Disability ERG](#)

**For Employees with Disabilities**  
Thursday, December 2<sup>nd</sup>, 12PM

<https://zoom.us/j/91917517122?pwd=eUzMVmJqNFNlW9yZy9OVkFDNUgrUT09>

Meeting ID: 919 1751 7122  
Passcode: 729803

Questions: [disabilityerg@vumc.org](mailto:disabilityerg@vumc.org)

### PRIDE

For more info and to sign up for the group's membership survey, visit: [PRIDE ERG](#)

### Monthly Meeting: TBD

Join Our Book Club!  
Reading *Real Queer America*

Please join us in discussing the first five chapters of *Real Queer America* by Samantha Allen.

[Dec 10, 2021, 12pm](#)

### LUV

*Latinos Unidos en Vanderbilt*

For more info, or membership interest, visit: [LUV ERG](#)

### Monthly Meeting

Thursday December 16, 12pm

[Teams Meeting Link](#)

### Article:

[Latinos Face Disproportionate Health and Economic Impacts From COVID-19](#)

### VETERANS Resource Group

### Celebrations and Honors

December

1 - Civil Air Patrol (USAF Auxiliary) Birthday  
7 - National Pearl Harbor Remembrance Day  
13 - U.S. National Guard Birthday  
18 - National Wreaths Across America  
Read more: [Military Calendar](#)

For Veterans Day 2021, we again honored our VUMC Veterans through our 5<sup>th</sup> annual [Virtual Wall of Honor](#).

If any VUMC Veterans would like to be spotlighted on VUMC's social media channels please complete this survey: <https://forms.office.com/Pages/ResponsePage.aspx?id=MF8X7y>

For more info, or membership interest, visit: [Veterans ERG](#)

### AFRICAN AMERICAN ERG

For more info, or membership interest, visit: [AA ERG](#)

MISSION: To accelerate VUMC's Strategic Directions of "Making Diversity and Inclusion Intentional," the African American Employee Resource Group will cultivate the development of teams, reflecting our population, to empower, motivate, inspire and maximize the potential of African American employees within the organization.

Contact us here: [AAERG@vumc.org](mailto:AAERG@vumc.org)



### HAAPI

Healthcare Alliance of Asian Americans and Pacific Islanders

For more info, or membership interest, visit: [HAAPI ERG](#)

*Related activities will be posted in our website*

This link ([AAPI - Gauge AI](#)) is to a resource for those seeking to learn and celebrate our Asian American and Pacific Islander Heritage. It includes testimonies, reading resources, and ways to support and engage.

### Join Now!

Complete this brief survey if you are interested in joining our group by clicking on the link below or using the QR Code: <https://redcap.link/BeHAAPI>



### United Voices of Vanderbilt Choir

For more info, or membership interest, visit: [UVOV Choir](#)



In memory of Ronnie Yates, UVOV Choir Director, we would like to share this video honoring his life.

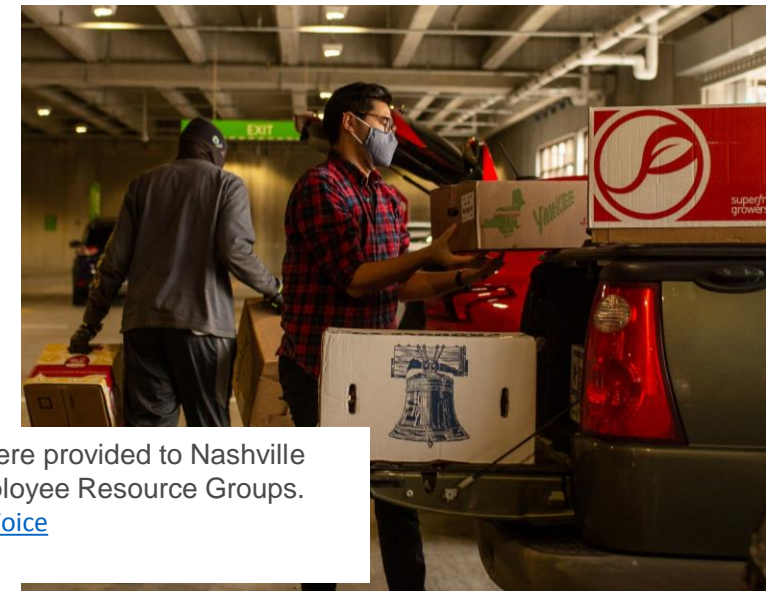
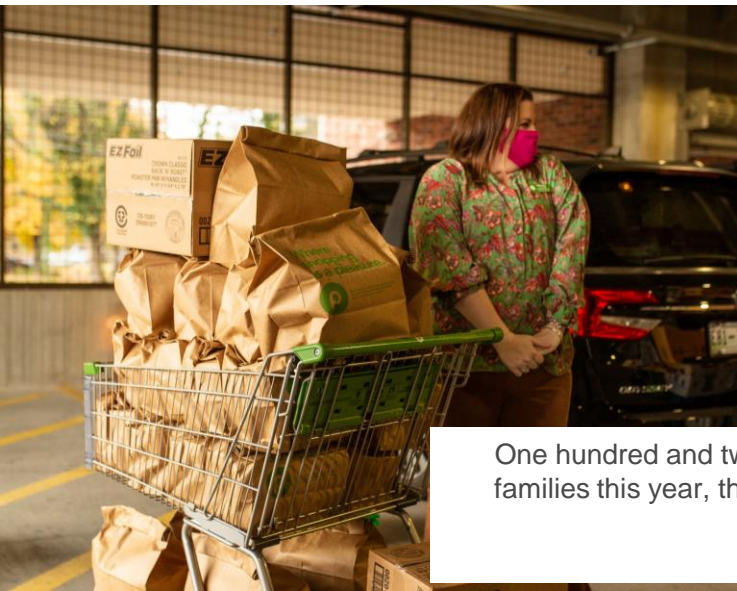
<https://www.vumc.org/elevate/aug-ust-2021-leadership-assembly>

Please contact [uvovchoir@vumc.org](mailto:uvovchoir@vumc.org) for more information

January – Save The Date for National Mentoring Month



## VUMC Employee Resource Groups Partnering to Provide Thanksgiving Meals for the Youth Advocate Programs



One hundred and twelve food boxes packed with all the essentials for a complete Thanksgiving dinner were provided to Nashville families this year, the result of a collaboration between Youth Advocate Programs (YAP) and VUMC Employee Resource Groups.

[VUMC employees partner with community agency to provide Thanksgiving meals | VUMC Voice](#)

[Youth program helps distribute turkey food boxes \(newschannel5.com\)](#)