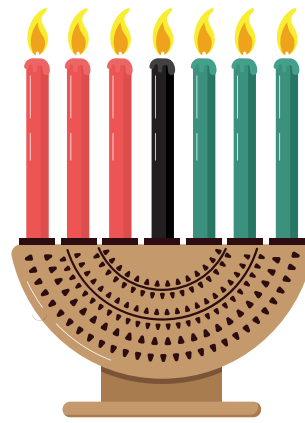


DECEMBER 2022

Kwanzaa

DEIB Gateway Series



The end of the Gregorian calendar year brings along with it observances and celebrations for many people. One such celebration, is Kwanzaa.

Beginning on December 26th and running through January 1st, the week-long celebration honoring African American heritage culminates in a feast called Karamu.

When the transatlantic slave trade took Africans away from their homes, and with the buying and selling of cultural groups and families, much history and culture were lost and often, illegal to discuss, much less practice.

Resourcefully, African Americans preserved culture and created ritual out of that which could have been lost forever. Founded in 1966 as a way to bring unity to the African American community, Kwanzaa represents one such innovation.

Join us this month as we take time to learn more about, reflect on, and celebrate together this beautiful tradition.

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Have you explored the You Belong page lately? Make sure you don't miss:

Interested in joining a Team Member Resource Group? Fill out [this form](#) and don't miss out on the fun, connection, and community.

Training is here!

Remember to check out the short training videos and companion learning guides for our first couple of modules as we begin our DEIB learning series together featuring modules with Stu Clark and Liz Reimer!

Our much anticipated DEIB Ambassador program has launched! Interested in hosting an Ambassador in one of your meetings to learn more about DEIB as a team? Request one today, [here](#).



Spend some time exploring these resources on your own, within your work groups, and even with your families!

READ

[Video: My First Kwanzaa Dinner](#)

[How to celebrate Kwanzaa](#)

[The Story of Kwanzaa](#)

[Read about the history of Kwanzaa](#)

[12 Essential Kwanzaa Recipes](#)

[Read more about the seven principles of Kwanzaa](#)

[10 Things You May Not Know About Kwanzaa](#)



Family Resources

[Make your own Kwanzaa candles](#)

[Food Network hosts its' first ever Kwanzaa series set for December](#)

[Sesame Street Kwanzaa Celebration](#)

[Kwanzaa is for everyone!](#)

[Happy Kwanzaa Song with the FANOKO SINGERS](#)

[The best books about Kwanzaa for kids](#)

The name Kwanzaa is derived from the Swahili phrase "matunda ya kwanza" which means "first fruits." Families celebrate in their own ways, and these celebrations often involve singing and dancing, storytelling, poetry, and a large traditional meal. On each of the seven nights, families gather and a child lights one of the candles in the Kinara (the candleholder), and one of the seven principles are discussed. They are:

1. Umoja (Unity)
2. Kujichagulia (Self-Determination)
3. Ujima (Collective Work and Responsibility)
4. Ujamaa (Cooperative Economics)
5. Nia (Purpose)
6. Kuumba (Creativity)
7. Imani (Faith)

Each of these principles represents values that celebrants are encouraged to not just reflect on, but to collectively and individually act on.

Take some time to reflect on the power of culture, and on the resilience of a people to sustain and honor culture in the face of grave challenge and difficulty. Additionally, think about the power we all hold to honor, respect, and preserve culture, even if it may not be our own.

Think about what has been lost to many over the centuries culturally. Many groups were systemically denied the right and ability to honor and practice their own cultures. Think of all that has been lost and the work it has taken to maintain what remains and to create the rest. How can we support and honor the needs and rights of those around us to do so who were for so long denied the opportunity? How does learning about cultures other than your own show respect and support the preservation of that which others value? How can we make room in larger society for that which others value?

Reflect

Now spend some time thinking and talking on your own and together about these prompts as we reflect together on this month's topic.





Challenge #1: Spend some time with your team or family exploring the seven principles of Kwanzaa and discuss them. Perhaps spend some time thinking about the ones that speak to each of you the most. Can you commit to any action items based on an exploration of those principles?

Challenge #2: Explore a new recipe in observance of the feast of Kwanzaa. Share it with your family or work group. Perhaps this is a wonderful time of year to share pieces of ritual, observance, and culture which are important to each of you, while honoring that for some, cultural and religious observance also means that they do not participate in holiday observances or celebrations. Spend some time marking the calendar for next year with observances that are important to various team members, and commit to acknowledging them throughout the coming year.

As always, feel free to choose your own adventure and don't forget to tell us all about it!

**HAPPY
KWANZAA!**

Respond

Now let's turn those good intentions into impacts! Spend some time engaging this month's challenges to put our learning into practice and feel free to create your own.

We would love to hear about the awesome work you're doing.

Email us at
YouBelong@PremiseHealth.com.



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