







# Maron Marvel Bradley Anderson & Tardy LLC



## 2021 Diversity Calendar


### March 2021



Day(s)	Group, Culture or Cause Recognized
<p data-bbox="170 604 341 640"><b>All Month</b></p> 	<p data-bbox="613 604 950 640"><b><u>Women's History Month</u></b></p> <p data-bbox="613 678 1502 787">Every year March is designated Women's History Month by Presidential proclamation. The month is set aside to honor women's contributions in American history.</p> <p data-bbox="613 825 1502 1123">Women's History Month began as a local celebration in Santa Rosa, California. The Education Task Force of the Sonoma County (California) Commission on the Status of Women planned and executed a "Women's History Week" celebration in 1978. The organizers selected the week of March 8 to correspond with International Women's Day. The movement spread across the country as other communities initiated their own Women's History Week celebrations the following year.</p> <p data-bbox="613 1161 1502 1680">In 1980, a consortium of women's groups and historians—led by the National Women's History Project (now the National Women's History Alliance)—successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8, 1980 as National Women's History Week. Subsequent Presidents continued to proclaim a National Women's History Week in March until 1987 when Congress passed Public Law 100-9, designating March as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, each president has issued an annual proclamation designating the month of March as "Women's History Month."</p>

Day(s)	Group, Culture or Cause Recognized
<p data-bbox="168 260 310 289"><b>March 1</b></p> 	<p data-bbox="610 260 935 289"><b><u>World Compliment Day</u></b></p> <p data-bbox="610 331 1503 821">After many successful celebrations of National Compliment Day, founder Hans Poortvliet from the Netherlands decided to turn it into World Compliment Day, dedicating a world-wide holiday to radiating positivity. In the global initiative to create the most positive day in the world, World Compliment Day is celebrated every March 1 to spread joy through simple verbal affirmations of appreciation. With less focus on providing material representations of appreciation, this day is meant to cost absolutely nothing at all, so everyone can participate! Giving a compliment is easy, whether it's telling someone you like their shoes, or letting them know they're doing a great job — whatever it is, it can change someone's whole day around. So this day is a reminder to vocalize your positive thoughts and watch them light up a room!</p>
<p data-bbox="168 945 310 974"><b>March 1</b></p> 	<p data-bbox="610 945 821 974"><b><u>St. David's Day</u></b></p> <p data-bbox="610 1016 1503 1234">St David's Day celebrates St David, the greatest figure in the 6th century, Welsh Age of Saints, founder of scores of religious communities, and the only native-born patron saint of the countries of Britain and Ireland. He was famed for his pious austerity and his ability to perform miracles. Because of his life and works, St David's Day is widely popular amongst the Welsh.</p>



Day(s)	Group, Culture or Cause Recognized
<p data-bbox="168 258 313 289"><b>March 3</b></p> 	<p data-bbox="610 258 906 289"><b><u>National Anthem Day</u></b></p> <p data-bbox="610 331 1503 510">National Anthem Day on March 3 observes the songs nations around the world have adopted and chosen to represent their national identity. Written by Francis Scott Key, an attorney, the “Star Spangled Banner” became the National Anthem of the United States of America in 1931.</p> <p data-bbox="610 552 1503 1119">Key’s poem, the “Defence of Fort M’Henry” was written as he witnessed the fort being bombarded by the British during the War of 1812. Key was an anti-abolitionist, and the lesser-known third verse of his poem displayed his marked antipathy toward the enslaved residents who attempted escape during hostilities with the British. It reads: “No refuge could save the hireling and slave/ From the terror of flight or the gloom of the grave/ And the star-spangled banner in triumph doth wave/ O’er the land of the free and the home of the brave.” The anthem, particularly the third verse, has been the subject of increased scrutiny in recent years as an example of a vestige of the nation’s dark history of enslavement. Some have called for an anthem that better represents the avowed values of the nation. Moreover, in recent years, many athletes have chosen to protest during the playing of the national anthem as a means to highlight racial justice and equity issues.</p> <p data-bbox="610 1161 1503 1612">The national struggle and dialogue continues. Notwithstanding the anthem’s third verse and a renewed reckoning over whether its phrase, “land of the free” applies equally to all, many African Americans have brought their special talents while singing impassioned versions. During such performances, the artists have highlighted the complicated, and often troubled, history of the United States while epitomizing a hope that we, as a nation, can transcend it and create a more perfect and inclusive society. For example, in 1991, Whitney Houston, at the young age of 27, sang her version of the national anthem, inspired by a previous version by Marvin Gaye. Thirty years later, it is still considered the gold standard for United States of America anthem performances.</p>




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<p data-bbox="168 258 311 289"><b>March 5</b></p> 	<p data-bbox="610 258 818 289"><b><u>St. Piran's Day</u></b></p> <p data-bbox="610 331 1503 667">Known as the official holiday of Cornwall, St. Piran's Day honors the patron saint of tin miners on March 5, an important industry in the region. Cornwall is the south westernmost county in England and the homeland of the Cornish people. With a unique culture and language, Cornwall retains a strong sense of identity. St. Piran's Day honors the legend of the saint who, after being thrown into the sea in Ireland, miraculously drifted ashore in Cornwall and blessed the local miners with the secrets of tin extraction. The holiday is celebrated with parades, re-enactments, and parties.</p>
<p data-bbox="168 821 311 852"><b>March 5</b></p> 	<p data-bbox="610 821 1123 852"><b><u>National Employee Appreciation Day</u></b></p> <p data-bbox="610 894 1503 1192">Employee Appreciation Day is observed annually on the first Friday in March and focuses attention on employees in all industries. Employees are one of a company's greatest assets. Celebrated in many parts of the world, National Employee Appreciation Day is meant to honor employees for the work they do every day and thank them for their great services and achievements. Recognition and appreciation are known as one of the key motivational factors in the workplace. Thank you, everyone at MMBAT!</p>

Day(s)	Group, Culture or Cause Recognized
<p data-bbox="168 260 313 289"><b>March 8</b></p> 	<p data-bbox="610 260 987 289"><b><u>International Women's Day</u></b></p> <p data-bbox="610 331 1503 478">International Women's Day (March 8) is a global day celebrating the historical, cultural, and political achievements of women. The day also is a day of action in support of taking action against gender inequality around the world.</p> <p data-bbox="610 512 1503 848">International Women's Day (IWD) has been observed since the early 1900's - a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies. At that time, great unrest and critical debate was occurring amongst women. Women's oppression and inequality was spurring women to become more vocal and active in campaigning for change. Then in 1908, 15,000 women marched through New York City demanding shorter hours, better pay and voting rights.</p> <p data-bbox="610 882 1503 1335">The first National Woman's Day (NWD) was observed across the United States on February 28, 1909. In 1911, International Women's Day was honored for the first time in Austria, Denmark, Germany and Switzerland. More than one million women and men attended IWD rallies campaigning for women's rights to work, vote, be trained, to hold public office and end discrimination. However less than a week later on March 25, the tragic 'Triangle Fire' in New York City took the lives of more than 140 working women, most of them Italian and Jewish immigrants. This disastrous event drew significant attention to working conditions and labor legislation in the United States that became a focus of subsequent International Women's Day events.</p> <p data-bbox="610 1369 1503 1596">International Women's Day was celebrated for the first time by the United Nations in 1975. Then in December 1977, the General Assembly adopted a resolution proclaiming a United Nations Day for Women's Rights and International Peace to be observed on any day of the year by Member States, in accordance with their historical and national traditions.</p> <p data-bbox="610 1629 1503 1890">2011 saw the 100 year centenary of International Women's Day - with the first IWD event held exactly 100 years ago in 1911 in Austria, Denmark, Germany and Switzerland. In the United States, President Barack Obama proclaimed March 2011 to be "Women's History Month", calling Americans to mark IWD by reflecting on "the extraordinary accomplishments of women" in shaping the country's history.</p>


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<p data-bbox="168 258 334 289"><b>March 14</b></p> 	<p data-bbox="610 258 824 289"><b><u>National Pi Day</u></b></p> <p data-bbox="610 331 1503 594">Pi Day is on March 14, and any day that combines fun, education, and pie is a day worth celebrating! Pi, also known by the Greek letter “<math>\pi</math>,” is a constant value used in math that represents the ratio of a circumference of a circle to its diameter, which is just about 3.14....15...9265359... (and so on). Not only that, but the fourteenth of March is also Albert Einstein’s birthday, so all together it’s nothing short of a mathematician’s delight.</p> <p data-bbox="610 625 1503 1308">To learn about pi, we need to go back a few thousand years and learn about this elusive number. The value of pi was first calculated by Archimedes of Syracuse (287–212 BC), one of the greatest mathematicians of the ancient world. However, it was first baptized with the Greek letter as its name when William Oughtred called it as such in his works dating back to 1647, later embraced by the scientific community when Leonhard Euler used the symbol in 1737. But how did Pi Day end up in a country-wide phenomenon? In 1988 physicist Larry Shaw linked March 14 with the first digits of pi (3.14) in order to organize a special day where he offered fruit pies and tea to everyone starting at 1:59 pm, the following three digits of the value. Pi Day became an annual tradition that still goes on today, and it didn’t take long for the idea to grow exponentially, hitting a peak on March 12, 2009, when the U.S Congress declared it a national holiday. Now, celebrated by math geeks all around the circumference of the world, Pi Day became a pop culture phenomenon, with several places partaking in the activities, antics, observations and all the pie eating they can.</p>
<p data-bbox="168 1356 334 1388"><b>March 15</b></p> 	<p data-bbox="610 1356 800 1388"><b><u>Ides of March</u></b></p> <p data-bbox="610 1430 1503 1839">Beware the Ides of March, or at least, be aware of when “the Ides” even takes place (March 15). The word “Ides” is derived from the Latin word “idus,” which refers to the middle day of any month in the ancient Roman calendar. The Ides are specifically the fifteenth day of the months of March, May, July, or October, and the thirteenth day of the remaining months. The Ides were the designated days for settling debt each month in the Roman empire and generally included the seven days preceding the Ides for this purpose. No doubt debtors who could not pay their debts considered the Ides to be unlucky days as they were typically thrown into prison or forced into slavery.</p>

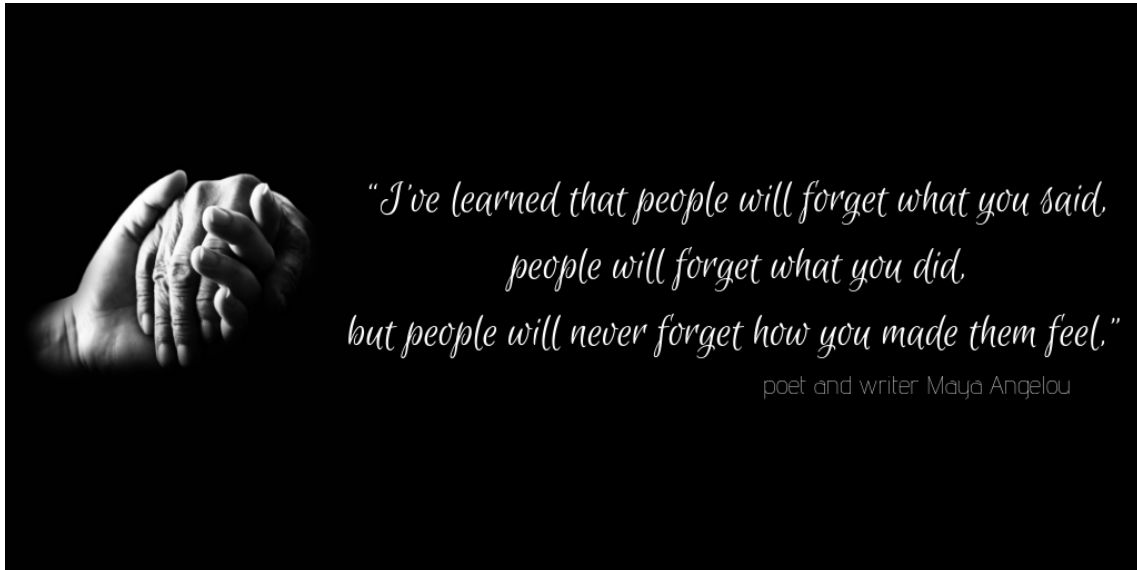


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<p data-bbox="168 260 334 289"><b>March 17</b></p> 	<p data-bbox="610 260 841 289"><u><a href="#">St. Patrick's Day</a></u></p> <p data-bbox="610 331 1503 478">Unless you've been living under the Blarney Stone, you already know that March 17 is St. Patrick's Day. It's the one day each year that everyone and anyone calls themselves Irish – if not by birthright, then in spirit.</p> <p data-bbox="610 512 1503 697"><u><a href="#">Saint Patrick</a></u>, who lived during the fifth century, is the patron saint of Ireland and its national apostle. Born in Roman Britain, he was kidnapped and brought to Ireland as a slave at the age of 16. He later escaped, but returned to Ireland and was credited with bringing <u><a href="#">Christianity</a></u> to its people.</p> <p data-bbox="610 730 1503 953">In the centuries following Patrick's death (believed to have been on March 17, 461), the mythology surrounding his life became ever more ingrained in the Irish culture: Perhaps the most well-known <u><a href="#">legend of St. Patrick</a></u> is that he explained the Holy Trinity (Father, Son and Holy Spirit) using the three leaves of a native Irish clover, the shamrock.</p> <p data-bbox="610 987 1503 1285">St. Patrick's Day is celebrated annually on March 17, the anniversary of his death. The Irish have observed this day as a religious holiday for over 1,000 years. On St. Patrick's Day, which falls during the Christian season of Lent, Irish families would traditionally attend church in the morning and celebrate in the afternoon. Lenten prohibitions against the consumption of meat were waived and people would dance, drink and feast—on the traditional meal of Irish bacon and cabbage.</p>
<p data-bbox="168 1371 334 1400"><b>March 19</b></p> 	<p data-bbox="610 1371 812 1400"><u><a href="#">Red Nose Day</a></u></p> <p data-bbox="610 1455 1503 1871">Get your red nose at the ready, March 19 is Red Nose Day! Red Nose Day is a campaign with the mission to end child poverty by funding programs that keep children safe, healthy, and educated. This special holiday got its start in England in 1988. Through the power of entertainment and comic relief, this day brings people together to laugh and have fun, all while raising life-changing cash for the children that need it the most. The Red Nose is simple, universal and — best of all — a fun way to create connections and break through barriers. A Red Nose encourages people to come together, share a laugh, and gives the world something to smile about!</p>

Day(s)	Group, Culture or Cause Recognized
<p data-bbox="168 260 334 289"><b>March 20</b></p> 	<p data-bbox="610 260 829 289"><b><u>Spring Equinox</u></b></p> <p data-bbox="610 344 1503 722">The Spring Equinox, also known as the vernal equinox, is one of the four solar festivals of the year. The equinox — which translates roughly in Latin to “equal night” — is when the sun sits vertically above the equator, making day and night equal across the planet. The Spring Equinox officially marks the beginning of spring in the Northern Hemisphere, and there are celebrations around the world to usher in longer days and springtime. In some cultures, this day also marks the beginning of the new year, which in Iranian culture is called Nowruz. The Spring Equinox is a brilliant time for new beginnings.</p>
<p data-bbox="168 798 334 827"><b>March 20</b></p> 	<p data-bbox="610 798 1040 827"><b><u>International Day of Happiness</u></b></p> <p data-bbox="610 882 1503 953">If you're happy and you know it, celebrate it on International Day of Happiness on March 20!</p> <p data-bbox="610 987 1503 1247">International Day of Happiness is a global event arranged by the United Nations annually on March 20. It serves to remind us that being happy is a human right and worth celebrating — and if you're not already happy on this day, the celebrations may change that! So as you listen to Pharrell Williams's 'Happy' on repeat, also take a minute this March 20th to consider what truly makes you happy, and how you can pursue it.</p>
<p data-bbox="168 1335 496 1365"><b>March 27 – April 4</b></p> 	<p data-bbox="610 1335 743 1365"><b><u>Passover</u></b></p> <p data-bbox="610 1419 1503 1759">Passover, or Pesach in Hebrew, is one of the Jewish religion's most sacred and widely observed holidays. In <a href="#">Judaism</a>, Passover commemorates the emancipation of the Israelites from slavery in ancient Egypt. The eight-day festival of Passover is celebrated in the early spring, from the 15th through the 22nd of the Hebrew month of Nissan, March 27 to April 4, 2021, and includes a traditional Passover meal known as a seder, the removal of leavened products from the home, the substitution of matzo for bread, and the retelling of the exodus tale.</p>



Day(s)	Group, Culture or Cause Recognized
<p data-bbox="168 256 334 289"><b>March 29</b></p>  A photograph of three Vietnam War veterans standing in a forest. They are wearing olive drab military uniforms. The veteran on the left is holding a rifle. The background shows trees with autumn foliage in shades of orange and yellow.	<p data-bbox="610 256 1105 289"><b><u>National Vietnam War Veterans Day</u></b></p> <p data-bbox="610 342 1503 604">We commemorate those who fought in the Vietnam War on National Vietnam War Veterans Day, March 29. There's no doubt that the Vietnam War was one of the most brutal. In fact, over three million people were killed during the 20 years it went on. It was known as the Second Indochina War to Americans, and considering its long fighting time and brutality, National Vietnam War Veterans Day was created to honor all the men and women who fought during its time.</p>



## Spotlight on Successful Women: Maya Angelou, and Mentoring

*The late Maya Angelou was hailed as one of the great voices of contemporary literature and as a remarkable Renaissance woman. She was a poet, educator, historian, best-selling author, actress, playwright, civil-rights activist, producer and director. Dr. Angelou authored twelve best-selling books including *I Know Why the Caged Bird Sings* and her more recent *A Song Flung Up to Heaven*.*

“In order to be a mentor, and an effective one, one must care. You must care. You don’t have to know how many square miles are in Idaho, you don’t need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you’re sharing it with. So if you know how to change a tire and that’s all, that’s good. But teach them by showing, by caring that they know these things. Then that will be of use some day. And it may never be actually called out. I don’t think I’ll be called out to change a tire. But I know fundamentally

how to change a tire, and if I physically can’t do it, I may be able to attract some young person, and tell him how to take the lugs off...See? So a mentor helps the person to interpret the world.”

Source: [Who Mentored You, Maya Angelou?](#)

In business, we often romanticize the idea of the lone visionary: the hardworking leader who puts in countless late nights to bypass their competitors and achieve success. And to some degree, this archetype is true: It takes a ton of hard work to be successful in any given field. However, these stories often gloss over the key individuals who provide our heroes with the necessary guidance and support they require to reach the top. Few of us achieve career success in a vacuum. Along the way, we connect with colleagues, managers and, in some instances, advisors to provide us with valuable outside perspectives.

Source: [Forbes.com](#)

Recent research has shown that although women now enter professional schools in numbers nearly equal to men, they are still substantially less likely to reach the highest echelons of their professions...This lack of success in climbing the professional ladder would seem to explain why the wage gap actually remains largest for those at the top of the earnings distribution.

Source: [Janet L. Yellen, Ph.D., United States Secretary of the Treasury](#)

**A key strategy is to prioritize the mentoring and sponsorship of women** - particularly by influential (often male) leaders. Both mentors and sponsors are critical to helping aspiring women leaders gain the perspective and connections they need to take on larger roles and advance their careers.

By the time they reach mid-career, most leaders can name a handful of advisers — bosses, coaches, colleagues, and friends — who've helped them build confidence and develop needed skills. These advisers may be mentors and/or sponsors.

**Mentors provide guidance and support**, whether around a specific need or for ongoing development. They listen to their mentees' experiences and give constructive, direct, and honest feedback. Research has found that people who are mentored:

- Are better prepared for promotions and have higher success rates;
- Stay with their organizations longer;
- Feel more satisfied with their jobs and careers; and
- Rate higher on performance measures.

It has also been found that “mentees” have greater impact in their organizations, are perceived as being more innovative and creative, show higher resilience to setbacks, and have stronger networks. A mentor may also be a sponsor — but not necessarily. A sponsor is a specific type of mentor who goes above and beyond giving advice.

**Sponsors are advocates who actively work to advance the career** of their “sponsee,” touting their accomplishments and potential, connecting them to others in their network, and recommending them for bigger roles. A sponsor pushes their “sponsee” to take on challenging assignments and actively advances their career progression — including in off-the-record or closed-door meetings with other leaders.

Since the people who can advocate and create opportunities for others have some level of authority in an organization, they are likely upper-level leaders — people in power. And as the statistics above noted, in most organizations, that pool of influencers is still primarily male.

So while sponsors are important for men, they are critical for women. Yet men are more likely than women to have sponsors. Mentoring at all career stages is important, but without sponsors who take that next step to advocate on their behalf, women — especially women of color — are at a disadvantage. Wherever you are in your career, you need a network of champions — colleagues but also mentors and sponsors — to help you shift the way you think and act.

Source: [CCL.org, “Women Need a Network of Champions”](#)

**But mentors are important for everyone, in and outside of the workplace.**

Mentoring, at its core, guarantees young people that there is someone who cares about them, assures them they are not alone in dealing with day-to-day challenges, and makes them feel like they matter. Research confirms that quality mentoring relationships have powerful positive effects on young people in a variety of personal, academic, and professional situations. Ultimately, mentoring connects a young person to personal growth and development, and social and economic opportunity. Yet one in three young people will grow up without this critical asset.

Mentoring provides meaningful connections that impact the people involved and influence their lives at home, at work, and in

their communities. For those who are being mentored, it is linked to improved academic, social and economic prospects. For those who are mentoring, the relationship can build leadership and management skills, expand a mentor's professional network, and provide an empowering opportunity to give back to the community."

Source: [Mentoring.org](http://Mentoring.org)

**If you are considering being a sponsor or mentor, either professionally or outside of work, you could make a big difference in someone's life. Most cities have various programs, with information available online. A few minutes of internet research is all it takes to find such a program that meets your values in a city near you.**



# RECIPES OF THE MONTH!

In recognition of the many significant cultural holidays and contributions during the month of March, we have three delicious recipes to share with you as you recognize and celebrate our diversity!



## Corned Beef and Cabbage

“The first St. Patrick’s Day parade took place not in Dublin but in New York City, in 1762. Over the next 100 years, Irish immigration to the United States exploded. The new wave of immigrants brought their own food traditions, including soda bread and Irish stew. Pork was the preferred meat, since it was cheap in Ireland and ubiquitous on the dinner table. The favored cut was Irish bacon, a lean, smoked pork loin similar to Canadian bacon. But in the United States, pork was prohibitively expensive for most newly arrived Irish families, so they began cooking beef—the staple meat in the American diet—instead.

So how did pork and potatoes become corned beef and cabbage? Irish immigrants to America lived alongside other “undesirable” European ethnic groups that often faced discrimination in their new home, including Jews and Italians. Members of the Irish working class in New York City frequented Jewish delis and lunch carts, and it was there that they first tasted corned beef. Cured and cooked much like Irish bacon, it was seen as a tasty and cheaper alternative to pork. And while potatoes were certainly available in the United States, cabbage offered a more cost-effective alternative to cash-strapped Irish families. Cooked in the same pot, the spiced, salty beef flavored the plain cabbage, creating a simple, hearty dish that couldn’t be easier to prepare. After taking off among New York City’s Irish community, corned beef and cabbage found fans across the country. It was even served alongside mock turtle soup at President Lincoln’s inauguration dinner in 1862. Far from being as Irish as a shamrock field, this St. Patrick’s Day classic is as American as apple pie.”

Source: [History Channel](#)





### Irish Potatoes

Irish potatoes may sound like a savory side dish but actually, there are no potatoes at all in this traditional Irish dessert! Potato candies are little bites of sweetened cream cheese and coconut, dusted with cinnamon. They are delicious and incredibly easy to make.



### Chicken Soup for Passover with Matzo Balls

Recipe courtesy of Marlene Scott

#### **Chicken Soup:**

- 4 lb whole chicken (use a whole chicken, or a mixture of white and dark meat chicken pieces - must be bone in, skin on). Need LARGE POTS.
- 2 lbs celery stalks, cleaned
- 1 lb carrots, peeled – save carrots for soup after all vegetables and chicken have been removed
- 3 parsnips
- 1 bunch parsley roots
- 1 yellow onion, skin on, rinsed clean
- 2 ounces fresh parsley (one large handful), rinsed clean
- 1.5 ounces fresh dill (one handful), rinsed clean
- 2 tsp black peppercorns
- 2 bay leaves
- Kosher salt

Half way through cooking, replace vegetables with new ones. When done, add salt and any additional seasoning to taste preference.

**Matzo Balls** (not sinkers! Use directions on container of Manischewitz Matzo Meal – double that recipe):

- 4 tablespoons of vegetable oil or softened margarine
- 4 large eggs
- 1 cup matzo meal

Blend oil, eggs and matzo meal. Add 4 tablespoons chicken stock or prepared chicken broth. Can use a hand mixer to blend well. Add 2 teaspoons salt.

Chill in covered container for a few hours or overnight.

Boil water in large pot seasoned with salt. Wet hands. Form batter into small balls and place in boiling water. Cover pot and simmer for 30-40 minutes. Use a slotted spoon to scoop out matzo balls and add to warm soup.

**Kitchen Hack, courtesy of Jared Shafer:**

Use store bought rotisserie chickens. Pull the meat from the carcass, mix the white and dark meat and set aside. Use the scraps to make the soup instead of raw chicken. Instant flavor boost. Add some chicken to each bowl of soup when ready to serve.

**Maron Marvel Bradley Anderson & Tardy LLC  
DE&I Committee Members**

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