



DIVERSITY COUNCIL ANNOUNCEMENTS

COMING UP: DIVERSITY COUNCIL ELECTIONS!

Are you interested in joining the effort to increase diversity, equity, and inclusion efforts at Jupiter Holdings? Join us! The Diversity Council is seeking four new members who are passionate about the development of DEI programming, education, and outreach, and willing to commit approximately three hours monthly to council-related business and strategy. This leadership coalition, composed of five internal employees, plays an important part in the company's ongoing commitment to promote and ensure DEI awareness in the workplace through collaboration with HR Manager Erica Smith. If you have any questions about what this role entails, feel free to contact Erica or diversity.council@thehivetv.com

Applications are open today and will close August 18, with a secure online company-wide election to follow.

If you are interested in joining the Diversity Council, please complete this application and send it to erica.smith@thehivetv.com by 6 PM on Wednesday, August 18. Please feel free to contact us with any accommodation requests.



IN THE NEWS

On June 17, 2021, President Biden signed a bill to officially designate Juneteenth (June 19) as a federal holiday. Learn more about Juneteenth by reading [last month's Diversity Council e-blast!](#)

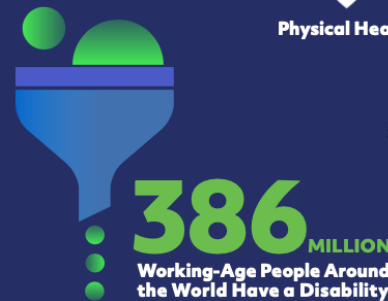
CONTENT COMPILED BY SAVANNAH LUCAS,
ON BEHALF OF THE DIVERSITY COUNCIL

DEI SPOTLIGHT:

DISABILITY INDEPENDENCE DAY

JULY 26, ALSO KNOWN AS DISABILITY INDEPENDENCE DAY, COMMEMORATES THE ANNIVERSARY OF THE SIGNING OF THE AMERICANS WITH DISABILITIES ACT, A CIVIL RIGHTS LEGISLATION THAT PROHIBITS DISCRIMINATION AGAINST AMERICANS WITH DISABILITIES. SIGNED IN 1990, THE ACT INCREASED OPPORTUNITIES AND ACCESSIBILITY ACCOMMODATIONS IN A RANGE OF AREAS INCLUDING, TRANSPORTATION, HOUSING, AND EMPLOYMENT.

DISABILITY FACTS: GLOBAL EMPLOYMENT



IN THE U.S.

People with Disabilities
People Without

LABOR FORCE PARTICIPATION



UNEMPLOYMENT RATE



ALLYSHIP



- **EDUCATE YOURSELF** → Take initiative to do some independent learning about disability advocacy. Eliminate micro-aggressions from your vocabulary. Don't rely on people with disabilities to educate you - that's emotional labor, and not their job.
- **RESPECT INDIVIDUAL EXPERIENCES** → Not everyone's experience with their disability is the same. Empathy and sensitivity (not pity) go a long way.
- **MAKE YOUR CONTENT ACCESSIBLE** → This could be as simple as putting captions on the audio of your Instagram story, or adding a visual descriptor of a photo for assistive technology for those with blindness and low vision.
- **CONSIDER ACCESSIBILITY IN EVERYTHING YOU DO** → Because not all disabilities are disclosed to you, think about how you can accommodate. If you're with a group and faced with a lot of stairs, ask if everyone's ok with climbing them.
- **HIRE AND PROMOTE PEOPLE WITH DISABILITIES** → If a character in your script has a disability, cast a person who actually has that disability.
- **AVOID ASSUMPTIONS** → For example, don't assume a person in a wheelchair needs help opening a door. Always ask before helping someone who didn't ask, and don't be offended if they decline your offer.

LEARN MORE:

[ALLYSHIP RESOURCES](#) | [RELEVANT PODCASTS](#) | [NYC'S DISABILITY PRIDE MONTH](#) | [DISABILITY RIGHTS TN](#)