



This Monday, January 16th is the annual observance of Dr. Martin Luther King, Jr.'s birthday and an opportunity to honor his legacy as a prominent leader in the American Civil Rights Movement. MLK Day is federally designated as a National Day of Service and a call to action to make our communities more equitable by continuing the fight for systemic change.

As a response to this call to action, this month our New York City office will be taking part in the first HUNTER Day of Service in collaboration with City Meals on Wheels, packing and delivering meals to elderly local residents.

In this month's newsletter you'll find different ways that HUNTERs are committing to the spirit of service through volunteering, client work, and strengthening ties to our communities. Read through the end to find more service opportunities you can take part in this month!

DEI TIP OF THE MONTH



Aleria
@AleriaPbc

Allyship is active. What am I doing to increase representation, access and inclusion in my organization? Who can I bring along that typically isn't invited? @lisaadrienne_ #finradiversitysummit

WORDS THAT MATTER COLORBLIND RACISM

The memory of Dr. King is often accompanied by his "I Have a Dream" speech, where he famously proclaimed that he dreams that his "children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character." Unfortunately, over time, Dr. King's speech and philosophy have been reduced to this sentiment, which calls upon "colorblindness" as an antidote to racial discrimination.

In the context of race, the term "**color-blind**" might initially sound like a positive, but a deeper dive demonstrates why terms such as this are ultimately detrimental and counterproductive to the grand scheme of anti-racist work.

A person who claims that they "don't see race" or "don't see color" likely has the best intentions in mind, but is totally unaware that these phrases are inherently problematic. As pointed out by Project READY, the concept of "not seeing race" has its roots in "conservative efforts in the 1960s through the 1980s to counter the economic and political advancement of people of color".

To that end, Project READY reports that “during the tumult of the Civil Rights movement in the 1960s, conservatives – especially in the South – began co-opting the language of civil rights leaders as a way to make their own racist rhetoric more publicly palatable.”

Project READY also notes that “aiming for color-blindness is also problematic because it ignores both the persistent racial discrimination and inequities faced by people of color and the value of their ethnic and racial cultures and identities.”

WORK THAT MATTERS

Farmer John launched its CA Kindness Project in the summer of 2022 as an extension of year three of its California Commitment Tour – an initiative to feed, celebrate, and serve residents across the state. During the tour, Farmer John made 3-4 stops per week with its food truck to deliver free grab-and-go lunches to Californians and essential businesses and donate much-needed protein to local food banks. Through the CA



Kindness Project, Farmer John invited charities and organizations in California to apply for one of the grants so that the brand could help support them on their mission of improving the lives of their neighbors and strengthening their communities.

After receiving 126 applications from non-profits across the state, 10 organizations were selected to receive grants ranging from \$3,000 to \$25,000, providing a total of \$100,000 in financial support. In November, surrounding World Kindness Day, Farmer John held in-person donation events where the brand presented \$25,000 to both CASA Sacramento in NorCal and St. Francis Center in SoCal.

EMPLOYEE SPOTLIGHT



Madi Howeth, Manager, Media

Where do you volunteer/ what give back activities do you take part in?

I volunteer as part of the New York Junior League and specifically volunteer at Good Shepherd Services (GSS). Oftentimes we also volunteer in local NYC communities by cleaning up public parks or assisting the elderly. Specifically, with GSS I assist on a committee called New View where we bring in outside professionals to speak to young teens/adults (ages 14-26) on a wide variety of topics from fitness, career counseling to self-care.

How did you get started? And why is this cause important to you?

I joined the New York Junior League my second year in NYC (2019) as I missed giving back to the community like I had done in high school/college. This is my 3rd year on New View, and I am one of the two VPs for the committee that help to oversee all our members and assist with scheduling events and budgeting. This committee is important to me because it has allowed me to make relationships with young people and see them grow and learn important life skills year-after-year.

RESOURCES

Here are some volunteer opportunities for you to start 2023 by helping others!

MLK JR. Day Weekend Volunteer Opportunities

- NYC Parks
 - “Celebrate the life and legacy of Rev. Dr. Martin Luther King Jr. with a Day of Service. Join us and our volunteers to help clean up and care for parks across the five boroughs.”
- BK Reader | 11 Volunteer Opportunities in Brooklyn
- Commonpoint Queens | MLK Day of Service

Other Volunteer Opportunities

- Repair the World
 - “Repair the World mobilizes Jews and their communities to take action to pursue a just world, igniting a lifelong commitment to service. Grounded in Jewish concepts, our values guide our work with the frame of repairing the world, *tikkun olam* leading to the pursuit of justice, *tzedek*.”
- Young Center for Immigrant Children’s Rights
 - “The Young Center for Immigrant Children’s Rights protects and advances the rights and best interests of immigrant children according to the Convention on the Rights of the Child and state and federal law.”
- Little Essentials
 - “Little Essentials offers at-risk families living in poverty urgently needed children’s supplies and parenting education to promote the health, well-being, and safety of their children under five years of age.”