

Diversity, Equity, Inclusion, & Belonging Electronic Magazine

In This Issue

- Welcome
- Employee Resource Group (ERG) Corner
- Upcoming ERG Events
- EB Diversity Spotlight
- Navratri
- International Day of Solidarity
- World Mental Health Day
- Indigenous Peoples' Day...
- Pride CORPS Spirit Day
- Hanukkah
- Pearl Harbor Remembrance Day
- Wreaths Across America
- Christmas Eve/Christmas
- Travelogue: Chicago

DEIB Value Statement

At Enterprise Bank, people and relationships come first. We encourage and foster a culture of diversity, equity, inclusion, and belonging where everyone feels valued and respected. We are committed to a caring workplace that recognizes the importance of making a meaningful, positive difference in the lives of our team members, customers, and communities. Please [click here](#) for more information. To learn about Enterprise Bank's history and core values, [click here](#).

Welcome

Tenesha Scarlett, DEIB Coordinator II

Greetings, and welcome to the final quarter of 2024 — It's hard to believe that we are approaching a new year. When I first started with the bank, I had no idea what to expect. I was very familiar with all of the community work that the Bank does and had experience working alongside my team members, prior to coming on board. October is my 1-year anniversary with Enterprise and it feels like I just started. I've been able to forge some great relationships with my team members, strengthened as well as created more community ties. It's been an amazing journey thus far and I look forward to many more years within this great organization. Looking back on 2024, so many amazing things have happened, both professionally and personally.



My mother and I in New York at my brother's wedding ball.



My son's first day of school

I've been a part of various committees within the bank and have worked in collaboration with outside organizations from the beginning of the year, and I continue to build momentum as I learn more. My oldest son graduated middle school and started high school this fall, I travelled to New York to see my brother get married to the love of his life, and my family came together to celebrate my uncle's 60th birthday. It was such a special time.

If I had to pick a favorite moment from this year, it was being able to perform the National Anthem for the City of Lowell's 4th of July celebration. All in all, I am looking forward to seeing what this quarter brings, as well as gearing up for 2025. I hope you all have a great quarter, enjoy time with your families, and keep spreading positivity and love among those you come in contact with.

Personal views and opinions expressed here are those of individual volunteer contributors, and do not necessarily reflect the official policy or position of Enterprise Bank.

Enterprise Bank Diversity Spotlights!

Our DEIB Attraction & Recruiting Team came up with the idea to highlight the diversity of our team members on social media at least once a month. We are excited for this new feature within the Bank and have received so many great comments from the community. Thank you to those who have agreed to participate or who are volunteering to be highlighted! It's wonderful to learn about our team members this way! Please keep an eye out for team members being spotlighted the whole year.

In recognition of Hispanic Heritage Month (September 15 - October 15), Jesus Suriel volunteered to be highlighted and shared his story.



Enterprise Banker Jesús Suriel was recently recognized as a Young Dominican Entrepreneur at the 2024 Premios Dominicanismo Awards. The event honors individuals and organizations that have significantly impacted the community through arts, culture, education, and social advocacy. Fluent in both Spanish and English, Jesús embraces his Dominican-American heritage while actively engaging with his community. Jesus serves on the boards of Lazarus House and the Merrimack Valley YMCA, volunteers with local non-profits, and conducts financial literacy programs for various groups.

Jesús was born in the Dominican Republic and came to Bronx, New York, a common first stop for Dominican immigrants, at age three. The family relocated to Lawrence when Jesús was eight and he experienced the culture shock of being the only Dominican in his class. Throughout his career, Jesús has faced the challenge of ensuring his voice is heard in diverse environments, and his greatest inspiration comes from the strong women in his family. Lessons taught by his mother and grandmothers about the importance of embracing one's heritage, hard work, and uplifting those who come afterward continue to guide and motivate Jesús every day.

Hispanic Heritage Month holds special significance for Jesús. He was introduced to this celebration learned about the rich histories and achievements of Hispanic Americans through the Upward Bound program at Salem State University. He enjoys sharing these experiences with his daughters, taking them to lunch at a Mexican restaurant and bookstore in downtown Lawrence to explore books by local and Hispanic authors. This year's plans include a visit to Anteneo Dominicano of New England, a cultural center celebrating Dominican heritage.

Jesús has issued a challenge to everyone to try Spanish food as a delicious way to experience and celebrate Hispanic Heritage Month. Food is a big part of the culture, and there are many great Spanish restaurants in the Greater Lawrence area owned and operated by first-generation immigrants. Jesús recommends:

Japu: Peruvian-Japanese fusion

Vaka: Dominican-Japanese fusion

Restaurante Guatemalteco Sarita: Guatemalan cuisine

El Taller-Cafe Azteca: Mexican cuisine (and bookstore!)

Cachapas y Mas: Venezuelan cuisine

Terra Luna: Dominican cuisine

Bocao Restaurant: Dominican cuisine

Mamajuana: Dominican cuisine

Terramar: Mexican cuisine

In the spirit of celebration, we invite you to share YOUR favorite spots for Spanish food in the comments of this post (outside of the bank's online network/using your personal device) via our Enterprise Bank social media pages on Facebook and Instagram! Let's discover new flavors together!

NAVRATRI

By: Krinali Patel, Talent Management Assistant

Navratri is a Hindu festival celebrating the goddess Durga. Durga is the goddess of power and strength. Navratri means “nine nights,” which is how many nights the celebration lasts. The tenth day is called “Dussehra,” and it marks the end of the festival. Navratri takes place from October 3rd to October 12th this year, but the dates vary on the Gregorian calendar as the holiday follows the lunar calendar. Some years it may fall in September and others in October.

The holiday is based around the battle between Durga and the buffalo demon, Mahishasura. Mahishasura was gifted immortality by the Hindu god Bramha. The one caveat was that he would still be able to be defeated by a woman. Mahishasura wreaked havoc upon Earth, with no god being able to destroy him. In response, the three Hindu gods, Bramha, Vishnu, and Shiva, all decided to create Durga, the Goddess of Strength, to finally defeat the demon. On the 10th day of the grueling battle, Durga was finally able to put a stop to Mahishasura and the destruction he had caused. (Navratri, 2024).

People of Hindu faith celebrate Navratri in a number of different ways. As a Gujarati, we celebrate with Garba and Dandiya. Garba is a traditional dance style that usually consists of clapping and footwork and that is done in a circular formation. It also often takes place around a statue or shrine of the Goddess Durga. The dance usually has two popular steps: “be taali” and “tan taali.” These translate to two claps and three claps, respectively. Growing up, I remember going to the temple on school nights just to celebrate and have fun. As I’ve gotten older, I’ve found the passion for it again. The festival is also celebrated with fasting and prayers. Every night at the temple, in between Garba, we do a prayer, or “Aarti,” for the Goddess. Fruits, nuts, and different types of Indian sweets are given as offerings to Durga. After the prayers are done, the food is given out to the people celebrating. These are just a few examples of the many ways this wonderful holiday is celebrated. Happy Navratri!

References:

Navratri | Description, Importance, Goddess, & Facts | Britannica

International Day of Solidarity with the Palestinian People

By Megan Pardoe, Relationship Advisor, Nashua

Over the past year, you have probably heard a lot about Palestine. This is because on October 7th, 2023, a terrorist group known as Hamas launched an attack on Israel killing 1,139 people and taking 250 hostages. Hamas has said this attack was in response to the Israeli occupation of Palestinian territory. This violent conflict is ongoing and very complicated to understand.

The above conflict is key to know when diving into Palestine's history and the United Nation's International Day of Solidarity with the Palestinian People. However, the purpose of this article is not to promote one side over the other or sway people's viewpoint of the Israel-Palestine Conflict.

During the late 19th and 20th century, stemming from a rise in nationalism and the desire to govern themselves, elites in Palestine began to express a sense of identity and an interest in becoming their own state away from the Ottoman Empire. During this time, there was also a growing movement within the Jewish community to create a Jewish state in the same area. The fall of the Ottoman Empire after World War I brought British control over Palestine. This created tensions for all three parties involved.

Once World War II ended in 1945, the United Nations was created and tried to solve the ongoing crisis in Palestine. In 1947, the UN presented a plan to create two separate states, one being Palestine and the other being a state for the Jewish people. This plan was accepted by Jewish leaders but not by Palestine. The British refused to enforce this plan for their own safety and ultimately withdrew from the area. At this time, Jewish leaders declared the creation of the state of Israel according to the UN plan. Palestine did not declare a state of their own and instead conducted military action against Israel.

Over the next twenty years, both Palestine and Israel continued to be at odds with each other. The Palestinian Liberation Organization was deemed by the UN as the official voice for the Palestinian people. The PLO wanted to create the state of Palestine and shift the borders of Israel. Because of this, Israel captured and occupied parts of the West Bank and Gaza Strip. The PLO, while in exile, declared the state of Palestine into existence.

After this, there was a period of peace, and in the year 2000, conferences were held for a peace talk and to hopefully solve this issue forever. However, the two sides could not reach an agreement, blaming each other.

Although a brief historical background of Palestine, it is important to note how and why Palestine has been shaped via its history. In 1977, the UN created a day to celebrate and keep Palestinian culture and history alive. Currently, an ongoing exhibit titled "Palestine: A Land with a People" shows the events of the Palestinian Nakba in 1948 during the Arab-Israeli War. This showcases art of Palestinian people before, during, and after this conflict. The UN's International Day of Solidarity with the Palestinian People serves a reminder of Palestine's culture and history, and keeps the story of its people alive.

References:

Britannica [dot] com /place/Palestine

UN [dot] org/ en/observances/international-day-of-solidarity-with-the-palestinian-people

World Mental Health Day

By: Eddie Enea, Talent Acquisition Specialist

October 10th marks the day a global effort is made to raise awareness of people suffering from mental health issues and to promote resources available to those people. As the most common mental affliction in the United States, depression affects 21 million American adults (MHA). That number works out to roughly one in every five adults. Globally, more than 970 million people are receiving treatment for mental health and wellness (Therapyden [dot] com).

Treatment for mental wellness and health is broad. From guided therapy with licensed medical professionals to more holistic approaches, including massage therapy, dance and movement, and animal-assisted therapy. As of May 2024, 43% of adults recognized their need for assistance and have reached out for therapy (HelpGuide [dot] org).

World Mental Health Day marks an opportunity for reflection and empathy. The pursuit of mental well-being has become less stigmatized and more commonly accepted than ever before. It's ok to need a moment to process. Sometimes strength means asking for help. The courage it takes to take that first step toward mental wellness is immeasurable.

Mental toughness is not measured by what we withstand—it's measured by what we work through. Sometimes, the only person that fights for us is ourselves. Sometimes, even the strongest ask for help. We have a responsibility to provide respect and support to those who need that break for themselves. At any moment, that could be us.

More and more, businesses are recognizing the importance of mental well-being, offering work-life balance, remote job opportunities, and the need for personal time. This day asks us how we are, and we owe it to ourselves to respond truthfully.

References:

helpguide [dot] org

mhanational [dot] org



Sophy Theam, Senior Manager—DEIB relaxing at Bryce Canyon National Park, Utah.

Indigenous Peoples' Day, Native American Heritage Month, and Thanksgiving

By Sophy Theam, Senior Manager—DEIB

While brainstorming with our DEIB e-zine committee, I volunteered to write about Indigenous Peoples' Day, Native American Heritage Month, and Thanksgiving. In afterthought, these important topics are way too expansive to cover in just a couple of pages. I've also realized that trying to cover all three topics on my own is way beyond my ability. You see, I really don't know much about Native Americans. I feel that even with my public school education (in Bristol, CT) and then my schooling at a private college in Boston, I never truly learned much about them. The schools did not teach us much about Native American history and culture, never mind what their current struggles are. Yet Native American history should have been highlighted a lot more. They were the ones who occupied the lands of North and South American for over 14,000 years, after making the trek across the Bering land bridge from Asia into Alaska. They were also the first to experiment with growing crops such as corn and squash, and raised animals such as turkeys for food, contributing so much to our ways of agriculture and food systems.

Native Americans have a long history, but within just the last 800 years, their lands were taken away, their people died due to diseases brought by European settlers, and they were subjected to genocide. Today, many live on reservations they were forced to move to without much assistance for their survival and future. Many descendants are living amongst us, right in our backyards, yet we still don't know much about their struggles. How is it that there are so many missing young people of Native American descent and there's not much the government can do? Why is it that there's little news of how they are living or faring? Why are we not made aware of the challenges of those who survived and their descendants?

On October 12, 2024, we are so very happy that Chief Tom Eagle Rising Libby of the Greater Lowell Indian Cultural Association is part of the planning committee for the very first Indigenous Peoples' Day celebration in the Greater Lowell region at the Chelmsford Town Common. Before, we had reservations about organizing an event since we didn't want to misrepresent or overlook anything in planning the festivities. In doing DEIB (diversity, equity, inclusion, and belonging) work, we ought to make sure everything we do is appropriate, especially when it comes to people's cultures and backgrounds. We should never think we know everything about anything.

For example, in the aftermath of the murder of George Floyd, there was a flurry of activities including land acknowledgements for the Native American lands that we stand on and live over. However, during the planning process of this October 12th event, we learned that land acknowledgements are controversial in Native communities. Sometimes, we are quick to "follow" what others are doing for the sake of "justice" without asking for the opinions of those affected.

While discussing performers for the event, we learned that the appropriate way for someone not of Indigenous descent to learn and perform an Indigenous art form, whether it be singing, dancing, or playing an instrument, is that the artist must be gifted, for example, songs, by a Native American artist in order to be able to perform it according to custom. There are certification processes that I didn't know existed, probably because what I learned as a Khmer American learning to sing traditional songs didn't involve any certifications. However, I do understand that if I'm not learning with Master Musicians who could help guide me about the authenticity (or roots) of the music, then there's something amiss about me trying to learn the art. I feel that I kind of understand but I can't claim to fully be versed in understanding how other cultures see the passing of the arts from one person to another, particularly from a native artist to one who is not a part of that culture.

I can't and won't claim to be an expert of any kind. I won't say that I've learned everything I can already. I know that one will always have something new to learn every day. I know how it feels to be misunderstood and misinformed. We can only strive to do better and learn when we can. In closing, I invite all readers to consider attending events that will further your knowledge about Native Americans, and to ask questions if you are curious about anything.

References:

Scholastic [dot] com/teachers/articles/teaching-content/history-native-americans

National Native American Heritage Month [dot] gov

Hanukkah

By: Kevin Bruckenstein, Communications Specialist

Hanukkah, or Chanukah, is Judaism's "festival of light." It begins on the 25th day of Kislev in the Hebrew calendar, which falls somewhere within late November or sometime in December on the Gregorian calendar each year. Hanukkah means 'dedication,' and the holiday marks the rededication of the Temple in Jerusalem after a group of Jewish fighters liberated it from the occupying Seleucid Empire (a Greek power) at the beginning of the Maccabean Revolt in the 2nd century BC.

Upon reclaiming the temple, the Jews repaired it, cleaned it, and lit an oil lamp. Although they only had enough oil to keep the lamp lit for one day, it miraculously remained lit for eight, hence the eight nights of celebration in the Hanukkah holiday.

To commemorate this miracle, Hanukkah is observed by lighting the candles of a special candelabrum with nine branches called a 'menorah' or 'hanukkiah.' One branch is typically a bit higher or lower than the others and holds a candle called the 'shamash,' meaning 'helper.' The shamash is always lit first and is used to light the other candles. The remaining eight branches hold candles representing each night that the oil lasted during the Hanukkah miracle.

Each night, a candle is added to the menorah. Candles are placed from right to left (the same way that Hebrew is written and read) and prayers are said. Then, the candles are lit from left to right (the current night's candle is lit first) using the shamash. Other Hannukah traditions include eating foods fried in oil, such as latkes and sufganiyot, playing dreidel, and exchanging gifts.

The eating of oil-fried foods symbolizes the oil upon which the miracle of Hannukah is based. Latkes are fried potato pancakes and are the food I most commonly associate with the holiday. Hannukah is the only time of year that I eat latkes, and I always look forward to the treat. It is common to serve the latkes with applesauce, which is what we do in my house, though there are different ways of enjoying them, such as with sour cream.

Sufganiyot are round jelly donuts topped with powdered sugar. I'm sure I must have had these to celebrate Hannukah at some point, but infrequently enough that I don't remember it. Like latkes, they are an oil-fried treat representing the oil at the Temple in Jerusalem.

Dreidels are four-sided spinning tops used in a game of the same name during Hanukkah. Each side of the dreidel bears a letter of the Hebrew alphabet: נ(nun), ג(gimel), ה(hei), ש(shin). The game is based on a gambling toy called 'teetotum' which is found in Europe and Latin America. Participants play using some kind of "chips"—oftentimes Hannukah gelt, chocolate coins wrapped in foil. The dreidel is spun, and depending on what letter it lands on, an action is taken. If it lands on נ(nun), the player does nothing; if it lands on ג(gimel), they take the whole pot; if it lands on ה(hei), they take half the pot; and if it lands on ש(shin), they add to the pot.



Dreidel Photo by Robert Zunikoff on Unsplash

References: Dreidel - Wikipedia

Hannukah Continued...

In addition, Hannukah is a gift-giving holiday, most likely due to its proximity to Christmas—a fact which has helped its cultural significance flourish. While some celebrate with a gift each night, others, including myself, celebrate with a single night of gift exchanging, similar to Christmas. Growing up, my family would always decide on one night of Hanukkah on which to gather with extended family and Jewish friends to celebrate and exchange gifts. We would open them after lighting the menorah and saying prayers and us children would usually go upstairs to our rooms to immediately start playing with whatever we received.

Despite being one of just two important Jewish holidays not mentioned in the Torah (the Hebrew religious text)—the other being Purim—Hanukkah is a meaningful holiday commemorating Jewish history and the miracle it celebrates.

Sources:

Hanukkah: What is it? How is it celebrated? What do you eat and why? - BBC Newsround

Hanukkah 101 | My Jewish Learning

What is Hanukkah? Meaning, traditions, history, 2023 dates | AP News

Hanukkah - Wikipedia



Pearl Harbor Remembrance Day:

Reflecting on The Attack

By: Megan Pardoe

Eighty-three years ago, the United States was on the brink of entering World War II. Up until the attack on Pearl Harbor, the U.S. was taking a neutral stance on the war. Although providing aid and weapons to the allies, the country wanted to solve this growing global issue with peace talks. However, that all changed on December 7th, 1941, at 7:48am Hawaiian Time.

Over the course of seven hours, Japan conducted coordinated attacks on U.S.-held Philippines, Guam, Wake Island, and British-controlled Malaya, Singapore, and Hong Kong. They then moved onto the attack in Hawaii.

Pearl Harbor Remembrance Day: Reflecting on The Attack (cont'd)

The attack on Pearl Harbor came in two waves, with 353 Imperial Japanese aircrafts destroying multiple U.S. Navy ships, cruisers, destroyers, and anti-aircraft weaponry. The attack killed 2,393 Americans and wounded 1,178 more. Following this attack, Japan declared war on the United States.

The American response was fast, and by December 8th, 1941, President Roosevelt conducted a joint session of Congress to get approval to declare war on Japan. Congress came back to him with a “yes” in less than an hour. During his speech, he said that December 7th, 1941, will be “a date which will live in infamy.”

President Roosevelt was correct when he said this date would live in infamy. After Congress allowed the U.S. to enter the war, American troops were deployed to fight not only in Japan, but to aid it's allies in Europe. The U.S. detonated two atomic bombs in Japan—the first in Hiroshima on August 6, 1945, and the second days later in Nagasaki on August 9, 1945. World War II eventually ended in 1945 with success for the allies.

In 1994, Congress and President Clinton declared that December 7th, shall be known as Pearl Harbor Remembrance Day. On this day, the American flag should be flown at half-staff to honor those who have died because of the Pearl Harbor attacks. Reflecting on this day last year, President Biden wrote, “The stories of the Greatest Generation’s ultimate courage and commitment continue to inspire an enduring sense of unity and purpose throughout our Nation. They remind us that, in the darkest of moments, we have the power to bend the arc of history toward a freer and more just future.”

Sources:

[dot] whitehouse [dot] gov/briefing-room/presidential-actions/2023/12/06/a-proclamation-on-national-pearl-harbor-remembrance-day-2023

[dot] gov/per/learn/historyculture/national-pearl-harbor-remembrance-day [dot] htm

Wreaths Across America

By Karen Merrill, Veterans Resource Group Chair

Wreaths Across America a non-profit begun by Morrill Worcester of Worcester Wreath in Maine. In 1992, with a surplus of wreaths near the end of the holiday season, Worcester reached out to his Senator and arranged for the wreaths to be placed on graves in one of the older sections of Arlington Cemetery. Others who heard what Worcester was planning joined in, providing transportation for the wreaths and volunteering to decorate the wreaths with red hand-tied bows. The wreaths were placed at Arlington Cemetery and in a special ceremony at the Tomb of the Unknown Soldier.

In 2005, this small, homegrown initiative blossomed when pictures of the wreaths at Arlington Cemetery were shared online, prompting others to offer to purchase and lay wreaths at Arlington. Thousands of others wanted to do the same at their local and state cemeteries. In 2007, in response to the interest across the country, Wreaths Across America was born. In 2022, more than 2.7 million wreaths were placed on headstones at 3702 participating locations, with the support of more than 5000 groups, corporations, and in-kind donations. December 13th is known as “Wreaths Across America Day” and wreaths are placed on the second or third Saturday of December with the commitment to “Remember, Honor, and Teach”. Teach all generations about the values of their freedoms. Remember and honor those who sacrificed so much to protect those freedoms.

There are many chapters of Wreaths Across America in the Bank’s footprint, and these can be found by entering a town or cemetery name in the **About > Location & Group Search** on the page.

Wreaths Across America (cont'd)

This year, a Dracut chapter was formed and the coordinator, Becky Taylor, is working with the EB Veterans Resource Group to make the inaugural year a success. The Dracut chapter estimates that there are 400 veterans' graves in Dracut and need the following:

Notification of a veteran's grave: There is currently no database listing which veterans are buried in which Dracut cemetery. If you know of a veteran buried in Dracut, please notify the coordinator so she can include it in the list she has been able to compile.

Purchase a wreath (or two!): The Wreaths Across America website has information about the Dracut chapter and a link to "Sponsor Wreaths." If you purchase 2 wreaths, a third will be supplied free of charge. You also have the option to purchase a wreath for your own local cemetery if it has a participating chapter.

Volunteer: In mid-December, volunteers will be needed to unload the wreaths that are delivered; and in January, more volunteers to remove wreaths from the cemeteries.

To notify of a grave or volunteer, please contact Becky Taylor at: waadracut [at] gmail [dot] com

Footnotes:

[dot] wreathscrossamerica [dot] org/About/OurMission

Christmas

By Eddie Enea

Talent Acquisition Specialist

My memories of Christmas are always classified as BS (before Santa) and AS (after Santa). I milked it as long as I could, so by the time the truth was delivered, it was an easy transition. December 24th and 25th mark the official holidays of Christmas Eve and Christmas. It's estimated that between 85% - 90% of Americans celebrate Christmas. (ballstatedailynews [dot] com) Globally, more than 2 billion people in over 160 countries observe the events, traditions, or history of Christmas. (bureauworks [dot] com)



Christmas was complicated for me growing up. My friends always got better presents. It changed from being a holiday I eagerly awaited, to a traditional series of events I was obligated to be a part of. I chuckle at the idea of my 14-year-old niece being dragged to midnight mass. For us, religion held deep roots during this time of year. To challenge that would be unheard of. So, we went along with it. From the aunt's house we couldn't stand, to the cousins we denied being related to (especially the one that liked to burn ornaments with the nearest "Christmas Cookie" Yankee candle), to the day-long celebrations, and my favorite: watching my dad master the art of tolerating people.

Christmas Eve / Christmas... continued

The story of Christmas Eve is of a young pregnant couple that, against the odds, gave birth to a baby in unimaginable surroundings and in surreal conditions. Who that child was, and what that child was, has been argued, protected, and violently persecuted for more than 2,000 years.

This time of year combines so much of who we are as people, that it's difficult to ignore the power of. It is a time when we think of a version of ourselves we miss; when we think about people that are no longer able to celebrate with us; when we witness the purity of first-time celebrants. It's hard to not care about someone during this season.

There's always that moment that finds us, in the quiet of the season, when it's only us paying attention, that identifies or defines this time of year for us. Oftentimes, it's a vulnerability we just aren't ready for.

One thing everyone can agree on is how quickly it's over.

Sources:

Christmas is more than religion and money, it's about family - The Daily News (ballstatedailynews [dot] com)

Christmas around the World (bureauworks [dot] com)

Travelogue

Chicago

By: Kira Morehouse
Digital Marketing Manager

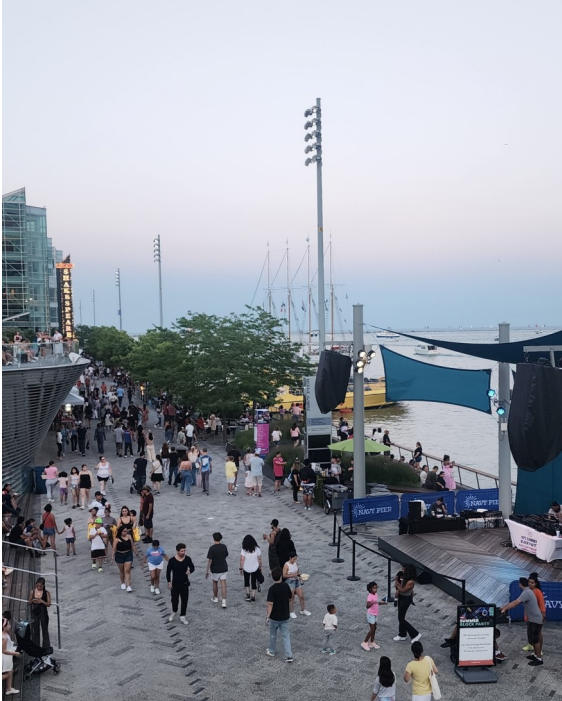
This past summer, my family visited Chicago on two separate occasions. Both trips were memorable and left us with some great experiences to last a lifetime. Having grown up in Michigan, a bordering state across one of the Great Lakes, visiting the city as an adult (rather than the limited memory I have from tagging along with my parent during a childhood visit) was meaningful to me and worth sharing with my own immediate family.

First, we made plans to reconnect with a second cousin of mine (her grandmother and my grandmother were sisters who moved up to the north from Alabama during what was known as the Great Migration). My cousin invited us to a family gathering in June so that her kids and my kids could spend some time together as they are all around the same age. Both of us had grown up hearing stories about how our mothers had spent a summer living in the city together during their time between high school and college as they were the same age and were more like sisters at the time. Being in Chicago, it was wonderful to bridge the gap of generations, time, and distance as it has been more than 20 years since I moved to the East Coast and have not been in touch with too many relatives until recently.

Since my cousin grew up in and around the city, she was able to show us the sites, help us navigate the commuter trains, and give us an in-depth walking tour of the area known as the Magnificent Mile along Michigan Avenue, Millennium Park, and Navy Pier.



Chicago Travelogue Continued...



Our favorite part of this trip was seeing our relatives. However, as far as sightseeing, being downtown and enjoying Navy Pier were among our favorite places. Ultimately, it was a perfect opportunity for me, my husband, and our two daughters who had never been to Chicago to preview the city ahead of an August visit which was centered around my eldest daughter's desire to attend one of the world's largest and most iconic music festivals – Lollapalooza!

I had purchased tickets to Lollapalooza, also known as "Lolla," based on one of my daughter's favorite performers who was scheduled to headline one of the four days. So, when we returned to Chicago in August, we were

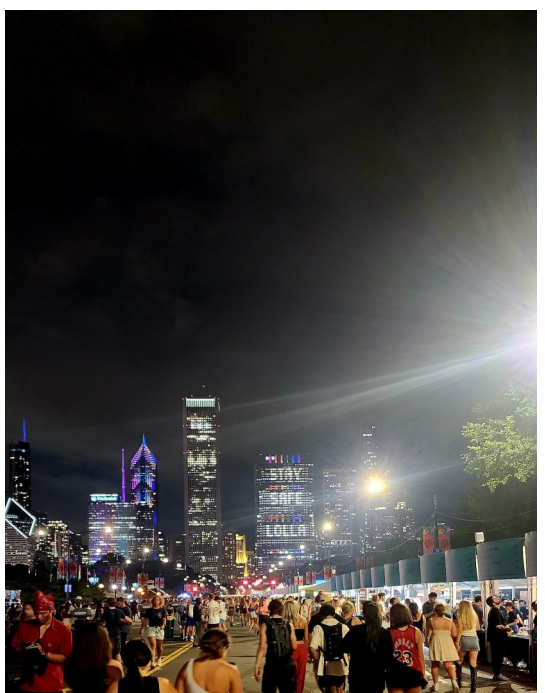
already prepared and had a plan for how and where we would spend time during the festival, even though we were only able to get a hotel accommodation in one of the adjacent suburbs due to the popularity and sold-out status of everything in the actual city during Lolla.

We stayed at one of our favorite familiar hotel chains where our kids were able to enjoy the pool (always a requirement) and nearby restaurants within walking distance. Then, we were able to easily take the Metra train into the city for Lolla festivities since we each had four-day wrist bands granting us access into the secure venue at Grant Park off Michigan Avenue and immediately adjacent to Millennium Park. The festival estimates that approximately 100,000 people attend it daily, so we felt right at home commuting with others



each day who were filling the trains and downtown area as obvious wristband holders.

While Chicago has a reputation among some for being an unsafe place to visit, we as a family felt relatively safe as we would in any other major urban area. The majority of the festival attendees were probably high school- and college-aged (though we did see plenty of middle-aged adults, too). We had no issues at all being among the crowds, aside from the hot weather (there was a heatwave that week) and basic situational awareness that would be required for such an event.



Chicago (cont'd)

We had also taken time to research what to expect and what would be needed as first-time Lolla festivalgoers, so there were not too many surprises that would catch us off guard. Considering that there were approximately 137 live acts across four stages in Grant Park, which spans 319 acres/4 Miles, we managed to get our money's worth in terms of enjoying all the music, delicious food offerings, and vendor swag from many major brands who were hosting interactive giveaways of freebies (M&Ms, Ulta, Uber, Toyota, Dunkin's, and so many more; too many to name). It was an otherworldly experience once you entered the secured gates of the venue due to the comprehensive set-up of everything, and we definitely got in a lot of exercise from walking everywhere (the train stops, the stages within the venue, and downtown pit-stops along the way).

Aside from the festival, we enjoyed the feel of being in a world-class city full of history and beautiful architecture. Our children got a kick out of seeing what is known to their generation via TikTok/social media as the "Gothic Target" since it is a style of building that has an ornate façade painted black, built long ago but currently home to the Target-brand department store chain consisting of multiple floors. One of our Lyft drivers mentioned that we should make time to do an architecture tour since the buildings are so iconic. Chicago is actually the birthplace of the skyscraper design, with historical structures in a variety of styles and heights built all throughout the urban landscape.



Ironically, one of the main places we made note of as a landmark for signifying the right train station each day (to catch public transit back to our hotel) was a building which had the name "Monadnock" engraved into the stonework. I took time to look up the history of that building dating back to the late 1800s; it turned out to have connections to New England since the architect, who built it along with many others like it, named each of his Chicago buildings after mountains found in New Hampshire, Massachusetts, and Connecticut where he was originally from and had attended school. As someone who enjoys history, I definitely want to make plans to do an architecture tour where you can view the buildings from a river boat as a narrator explains all of this context; maybe during our next trip! I am sure we will be back again before too much time passes.

DEIB E-Zine Committee Bios



Kevin Bruckenstein is the Internal Communications Specialist for Enterprise Bank. Formerly the Head of Marketing at FinMason, a fintech startup in Boston, Kevin specializes in writing, copyediting, messaging, and communications planning and execution. He earned his bachelor's degree in advertising and his master's degree in mass communication, with a concentration in communication law, from the University of Florida. In his spare time, he enjoys traveling, reading, gaming, and hiking.

Eddie Enea has been with Enterprise Bank since March of 2022. He is the bank's Talent Acquisition Specialist. He adores his three beautiful children and says that he is terrified of how much they remind him of himself. Cooking is one of his passions, especially his Sunday dinner prep. He prefers Lake Winnepesaukee to any beach and misses the days of watching good football.



Contributor/DEIB E-Zine Committee Bios Cont...



Kira Morehouse has been with Enterprise Bank since 2015 specializing in Digital Marketing. Kira has a B.A. in Communication Arts with a Cognate in Interpersonal Communication and Cultural Studies, and a Global M.B.A. with specialization in Corporate Strategy. As part of her undergraduate studies, Kira spent time studying abroad in Japan for six months, with focus on Language, Literature, Culture, and Zen Buddhism. In her spare time, Kira enjoys being a mother to her two daughters, going on family adventures, volunteering within her church community, and relaxing at home watching movies with her husband.

Megan Pardoe has a bachelor's degree in history from Rivier University and enjoys exploring the past through reading and writing. Her favorite topics to research and write about are those who are often overlooked in history. This includes women, people of color, and the LGBTQIA+ community. Sharing their stories is one of her greatest passions. She currently works at the Nashua Main St Branch and serves as co-head of the Pride CORPS. In her free time enjoys hanging out with her fiancé Jonathan and her cat Brandeis.



Krinali Patel is the Talent Management Assistant in the HR department. She joined the bank in October 2023. She obtained her MBA with concentrations in Finance & IT. In her spare time, she enjoys baking, crocheting, and spending time with friends and family.

Tenesha Scarlett started with the bank in October of 2023, approaching her 1st year during the release of this quarter's e-Zine. Her position is DEIB Coordinator II. She has a Bachelor's Degree from the University of Massachusetts at Amherst in Sociology, specializing in Social Services. Her passions are spending time with her two boys Linton Jr (14) and Declan (9). She also enjoys performing with her band, Tee & The Gents. She loves her family and friends and loves to give back to the community.



Sophy Theam is the Senior Manager—Diversity, Equity, Inclusion, and Belonging (DEIB) at Enterprise Bank. In addition to co-chairing the Multicultural Alliance, she serves as an advisor for other employee resource groups and manages the Bank's DEIB program. Sophy enjoys watching historical/period dramas and high-action and investigative shows and movies. Her favorite superhero is Aquaman and she enjoys traveling! Her resolution in 2024 is to be healthy, happy, and to fulfill a couple of dreams, including learning to sing traditional Khmer songs and play the Roneat (Khmer wooden xylophone)!