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This monthly newsletter is the recreation professional's guide to diversity, equity and inclusion. Each month we will highlight one theme or idea related to equity, share important dates, vocabulary, resources and ideas you can implement in your community! What we do matters to all!

March is Women's History Month!

Women in Leisure Services (WILS)

Women in Leisure Services (WILS) is a national organization for women working in the delivery of recreation in municipal, military, private, and commercial settings. A network of chapters serves administrators, supervisors, educators, therapists, armed forces professionals, and consultants throughout the country.

WILS' purpose is connecting and supporting women in recreation, empowering them to build stronger careers and communities.

WILS' vision is to unite women to be a driving force in recreation.

WILS' History:

- 1935 founded by Helen I. Pontius as Chi Kappa Rho - The original name was derived from three Greek letters XKP symbolizing Character, Knowledge, and Recreation.
- 1936, Alpha, the first Los Angeles chapter, was chartered
- 1964 the first National Board was established
- 1975 the organization became a California non-profit corporation.
- 1970 the Minnesota chapter begins named Zeta

The local Minnesota chapter has provided many workshops and time for women to engage, learn and get mentored by our Minnesota professionals. Zeta Chapter is currently offering monthly events: they have had Book clubs, DEI round table discussions, tours of Inclusive playgrounds, and are currently working on more book club offerings in March and a Personal Safety training in April. Some of their members have serviced on the National board and their members have reached out to other chapters for advice and help.

The current WILS board members:

- Donna Tilsner, President
- Marcia Bach, Vice-President
- MaryKaye Champa, Treasurer



- Crystal Anderson, Secretary

To learn more about WILS or become a member contact: MaryKaye Champa 612-861-9387
Mchampa@richfieldmn.gov

Diversity, Equity & Inclusion Programming Example



Ebony Anglers

Anchored in Family, Fishing and Fine Outdoor Living

“Ebony Anglers is a Black competitive women’s fishing team. We are five professional Black women who embrace the sport of competitive fishing while balancing family, motherhood, and business.”

<https://www.ebonyanglers.com/>

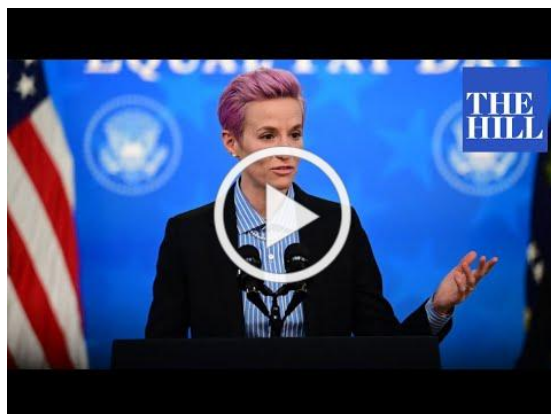
Vocab You Should Know

Gender Identity: One’s innermost concept of self as male, female, a blend of both or neither — how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth. ([HRC](#))

Gender Expression: External appearance of one’s gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine. ([HRC](#))

Current Events: Equal Pay for Equal Play

Megan Rapinoe: "I've been disrespected and dismissed because I am a woman"



U.S. women soccer players reach \$24 million settlement in fight for equal pay



Looking for more about this issue? Consider watching [LFG Equal Play. Equal Pay.](#)

Dates to Remember:

March

- Developmental Disabilities Awareness Month
- Ethnic Equality Month
- Gender Equality Month
- Greek-American Heritage Month
- Irish-American Heritage Month
- National Women's History Month
- March 1 – Maha Shivarati (Hindu)
- March 2 – Ash Wednesday
- March 4 – Employee Appreciation Day
- March 8 – International Women's Day
- March 11 – Maha Shivarati (Hindu)
- March 14 – Pi Day
- March 16-17 – Purim (Jewish)
- March 17 – St. Patrick's Day
- March 19 – Holi (Hindu)
- March 21 – World Down Syndrome Day
- March 21-22 – Naw-Ruz (Baha'i New Year)
- March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- March 31 – International Transgender Day of Visibility

April

- Arab-American Heritage Month
- Autism Awareness Month
- Celebrate Diversity Month
- Earth Month
- National Child Abuse Prevention Month
- National Volunteer Month
- April 2 – Ramadan begins (Muslim)
- April 2 – World Autism Awareness Day
- April 2 – Equal Pay Day
- April 6 – National Tartan Day (Scottish)
- April 10 – Palm Sunday (Christian)
- April 15 – Good Friday (Christian)
- April 15-23 – Passover (Jewish)
- April 17 – Easter (Christian)
- April 20 – Start of Rivdan (Baha'i)
- April 22 – Earth Day
- April 23 – National Day of Silence (LGBTQIAA+)
- April 27-28 – Yom Hashoah (Jewish)
- April 8 – Laylat al-Qadr (Muslim)
- April 30 – Ramadan ends (Muslim)