

Thankfulness & Diversity

Our Community, Our History

Heather Essex-Guy

November 9, 2023

Domestic Violence & Sexual Assault Crisis Line: 800.441.4073

Diversity Dialogue Group Rules

To facilitate an open and honest discussion, we abide by these rules at each of our diversity sessions:

1. Become humble in the name of learning.
2. Be open to new ideas.
3. Give everyone a chance to speak; one person talks, all listen.
4. Attack the problem, not the person.
5. Respect the confidentiality of the personal views and stories shared during this experience.

YWCA Northeast Indiana is a nonpartisan organization. It does not support or oppose any candidates for public office in any election, nor does it take a stand for or against a political party. The views and opinions expressed during our Diversity Dialogues do not necessarily reflect YWCA Northeast Indiana.

**eliminating racism
empowering women**
ywca
Northeast Indiana

Level Up Council

We believe that our community can only truly prosper when each member is accepted, supported, and valued.

YWCA Northeast Indiana is taking deliberate action to educate, empower, and unite people through programs designed to create inclusion and build racial equity.

Our vision is to help our region become the equitable place we know it can be.

It's time to Level Up Northeast Indiana.

eliminating racism
empowering women

ywca

Northeast Indiana

Program Outline

- A History of Cultural Diversity in our Community
- A Celebration of Diverse Creators in our Community



ADILENE DYER
JEWELRY LADY



DIANE YOUNG
ARTIST



DJ COCO KC
RENAISSANCE WOMAN

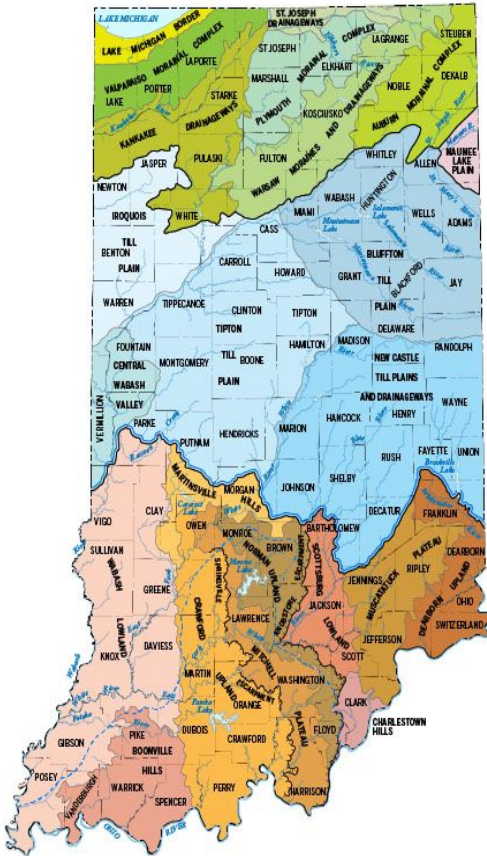


MARCO GONZALEZ
PHOTOGRAPHER



POETIC TRUTHZ
SPOKEN WORD ARTIST

Our Neck of the Woods: Pre-Human History



Glaciers would come to rest on the top third of our state. The blue area is where land was flattened. The green area indicates the edge of glacier lake materials, where glaciers melted and left rivers and lakes. Mastodons and bison would roam this land. We live in one of the largest natural wetland and unbroken forest chains on the North American continent.

Source: Indiana University, Indiana Geological Survey (Henry H. Gray, 2001)

Our Neck of the Woods

Evidence of human tribes in this area as early as 8000 B.C.

Some of the dominant cultures that would come to create communities in this area were indigenous tribes like the Miami, Potawatomi, Wea, Fox, Chippewa, & Huron.

European settlers came to the region in the 1670's and declared this land French territory, establishing this area as a passageway from their Quebec territory through their New Orleans territory...

The Iroquois would come to antagonize other tribes, and were largely allied with the British, who would come to occupy this territory.

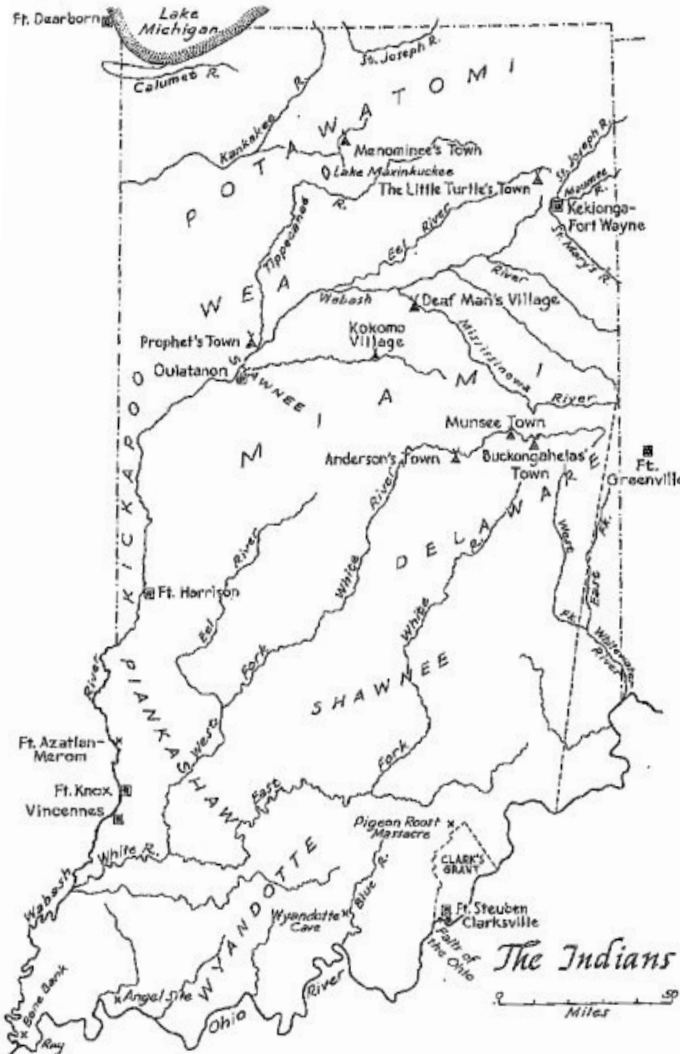
eliminating racism
empowering women

ywca

Northeast Indiana

Our Neck of the Woods

The Indians in Indiana



eliminating racism
empowering women
ywca
Northeast Indiana

Our Neck of the Woods

It is thought that the French who occupied this area were sympathetic to the tribes because of British raids on the indigenous people of the area.

A confederation of indigenous groups, including the Miami, Potawatomi, Delaware and Shawnee waged battles in this region of Indiana and Ohio.

This is exemplified by the battle known as Saint Clair's Defeat

In October 1790, George Washington dispatched his first domestic military envoy into this territory. After two unsuccessful (disastrous) attempts at gaining control over the region, and not wanting to be embarrassed, Washington sent Anthony Wayne.

Treaty of Greenville-1795

eliminating racism
empowering women

ywca

Northeast Indiana

Our Neck of the Woods

Indiana became a state December 11th, 1816. It was the 19th state admitted to the Union. The state constitution, article 13, required a \$500 deposit for the free Black Americans who settled in the state.

Considered the “western frontier” of colonial America, European immigrants were attracted to fertile land and the returns on cheap labor. By the late 1850’s German, Irish and French laborers made their way to this area by working the canals and waterways.

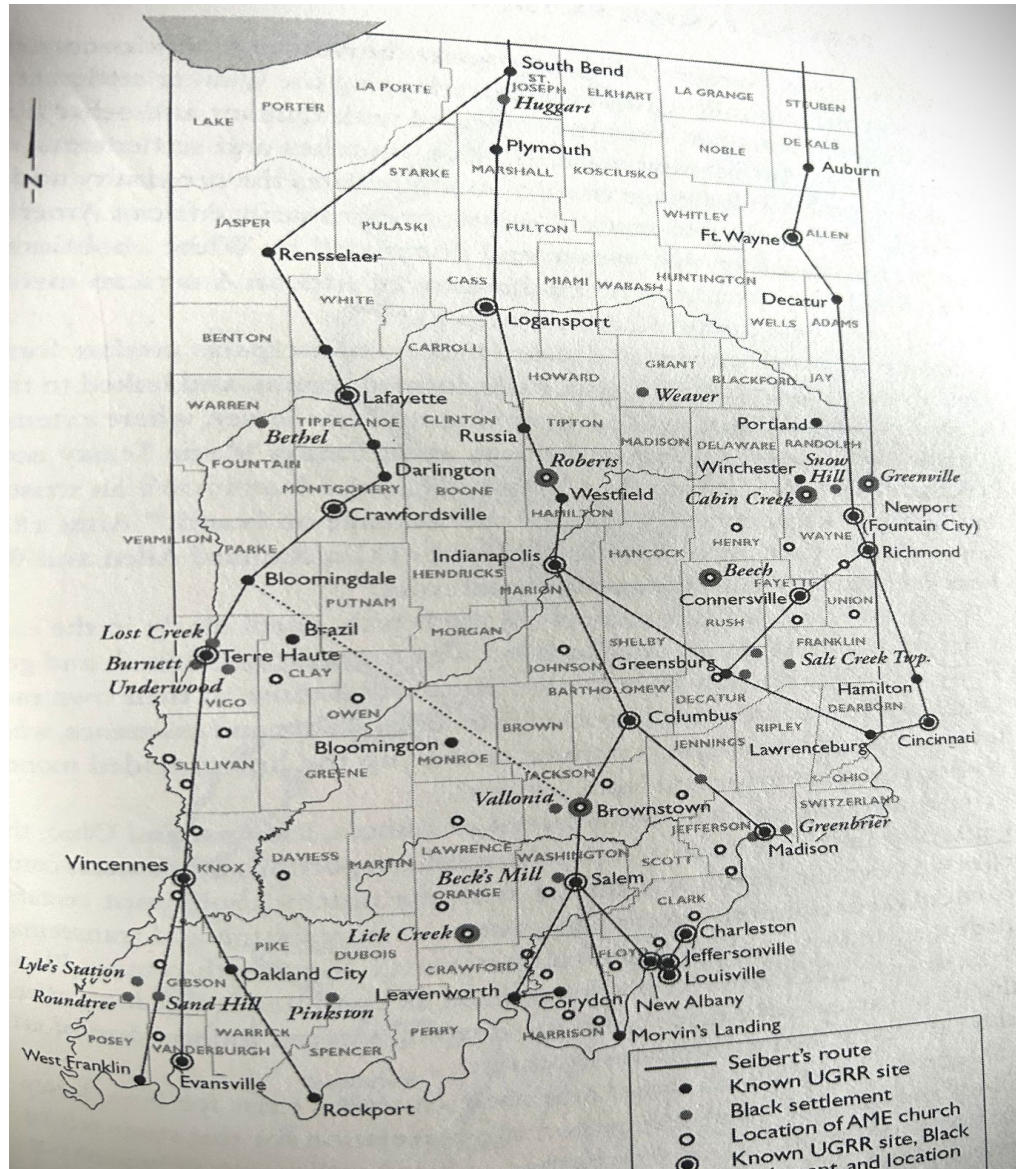
Free Settlements of Black Americans were present. Roberts Settlement in Hamilton County. Huggart Settlement in St. Joseph County. Weaver Settlement in Grant County. Jeffries Free Settlement in Whitley County near the Eel River.

eliminating racism
empowering women

ywca

Northeast Indiana

Our Neck of the Woods



eliminating racism
empowering women
ywca
Northeast Indiana

Fort Wayne: From Outpost to Urban Growth

There is also the presence of the Underground Railroad throughout the state and present here in Fort Wayne.

There were abolitionist families in Allen, Jay and Whitley counties.



Rev. Charles Beecher, pastor of Second Presbyterian Church in Fort Wayne and brother of Harriet Beecher Stowe. He was a prominent abolitionist and likely assisted fugitives on the Underground Railroad. (Harriet Beecher Stowe Center).

eliminating racism
empowering women
ywca
Northeast Indiana

Fort Wayne Colored Giants



Indiana had over 35 “colored” teams in the early twentieth century.

From 1907-1949 the Fort Wayne Colored Giants were the only Black team to represent Fort Wayne. Local newspapers advertised for recruitment, competitions, game schedules and scores.

Source: [Indiana History Blog, Indiana Historical Bureau, Indiana State Library](#)

eliminating racism
empowering women

ywca

Northeast Indiana

A Confluence of Culture

The proliferation of steel mills in Indiana drew the first Latino immigrants to this region. Living conditions in larger urban centers were far worse, so some Latino workers made their way to this region of Indiana.

Mexican workers were used during the Steel Mill strikes. Helped cement resentment towards the presence of the influx of Mexican, Puerto Ricans and Cubans that were moving to the city. Their presence factory production during the World Wars helped sustain A LOT of companies in the region.

In 1914, two names appear to be registered in the Fort Wayne directory, Alexander Gonzales and Aberlado Z. Hernandez, both are thought to be Cuban. Hernandez was a pharmacist who died in a motorbike accident at the age of 22.

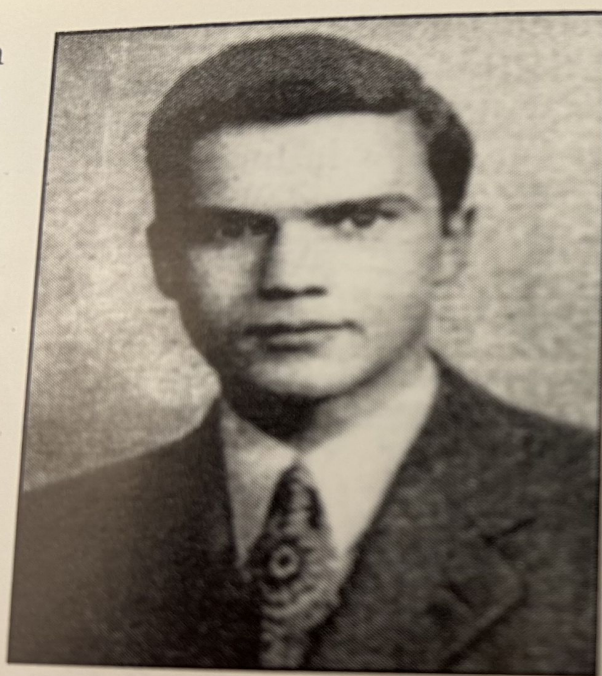
There is record of the first Latino physician, Dr. Juan Rodriguez was from Puerto Rico. He would become the first recorded Latino homeowner in the city.

eliminating racism
empowering women

ywca

Northeast Indiana

Frank Avila and Gloria Rodriguez



Frank Avila, the first Hispanic to graduate from a Fort Wayne High School. (Central Catholic High School Yearbook photo)



Gloria Rodriguez, Fort Wayne's first Latino female high school graduate. (Central Catholic High School Yearbook photo)

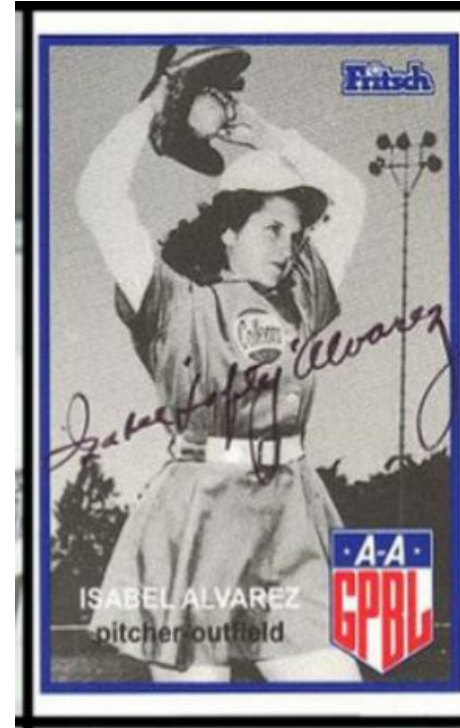
eliminating racism
empowering women

ywca

Northeast Indiana

Isabel Alvarez

Cuban born, Fort Wayne Daisy



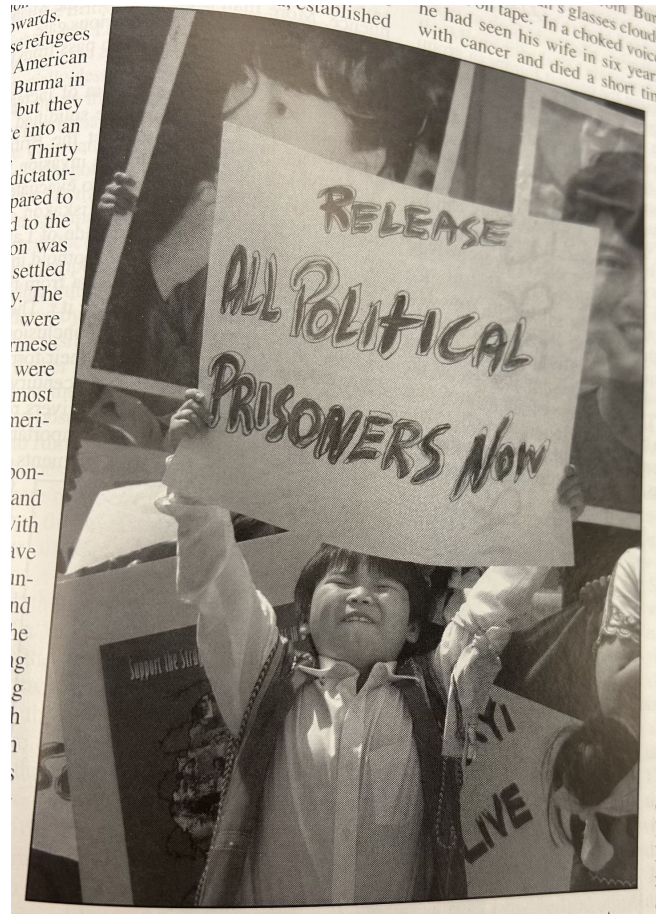
Source: All American Girls Professional Baseball League

eliminating racism
empowering women

ywca

Northeast Indiana

Fort Wayne: A Place for Refugees



The Burmese population represents a significant portion of refugees in our region.

Other groups that have sought asylum in our area includes Vietnamese, Laotians, Bosnians, and now Syrian, Afghan and Congolese people.

A Confluence of Culture

Chan Aye, a Burmese refugee had already laid his roots here in Fort Wayne by the time the United States government started processing Burmese refugees in the late 80's. Worked with South Wayne Baptist, First Presbyterian, Trinity United Methodist, Beacon Heights Church of the Brethren, Trinity Episcopal and the Fort Wayne chapter of Catholic Charities.

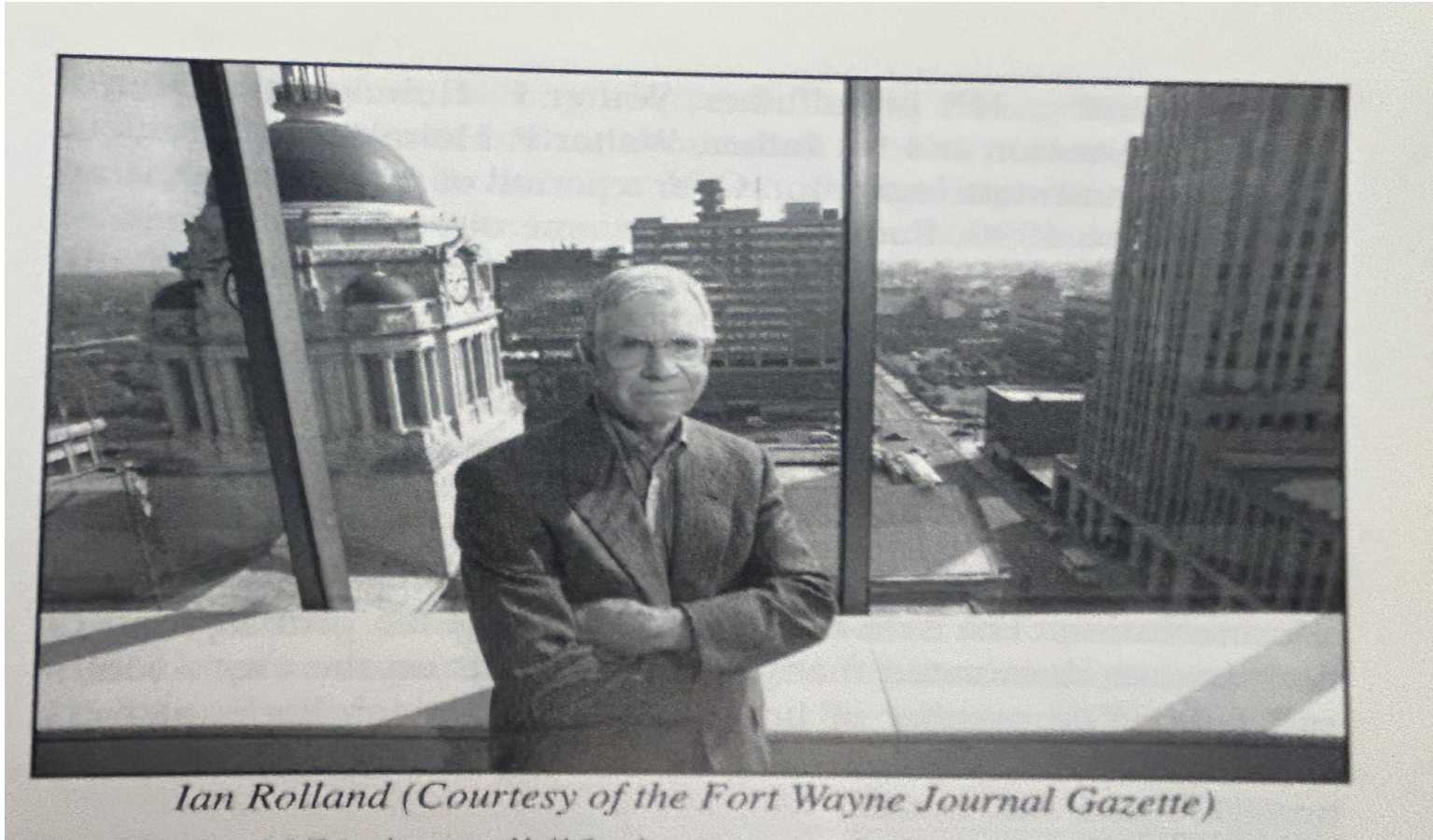
Some of the first to arrive were male students and former military officials. There are over 110 ethnic groups represented here in Fort Wayne.

eliminating racism
empowering women

ywca

Northeast Indiana

Thankfulness & Diversity: Our Community



Source: Fort Wayne Journal Gazette

eliminating racism
empowering women
ywca
Northeast Indiana

Thankfulness & Diversity: Our Community

The legacy of Lincoln Life and Ian M. Rolland

- Lincoln Life corporation insisted on recruiting a diverse workforce.
- Led community efforts, including the filing of a class action lawsuit to desegregate FWCS. Formed the Parents for Quality Education and Integration (PQEI) in 1986. The state settled with PQEI for 12.9 million over a period six years to fund programs for low-income and minority children.
- Took thirty-five years to bring a more racial balance to FWCS and it's programs.

eliminating racism
empowering women

ywca

Northeast Indiana

Thankfulness & Diversity: Our Community

Programs of the YWCA.

Improving race relations is one of the two major thrusts of the YWCA nationally, and it has certainly been true in Allen County. The “YW” has been a major supporter of the Study Circles program since its inception. It has developed a very intentional diversity training and hiring program. Since 1998, Becky Hill, the executive director of the YWCA, along with Sharon Banks, FWCS superintendent, and Rosetta Moses-Hill, director of Fort Wayne Local Education Fund, have conducted numerous training programs in northeast Indiana emphasizing the effects of white privilege, and the ways in which discrimination still exists.

eliminating racism
empowering women

ywca

Northeast Indiana

A Confluence of Culture

- Established in 1894, Agnes Hamilton, Minnie Moon, and Rena Nelson provided the first cafeteria for working women in the city and a safe house for single women.
- Hosted suffragette speakers as well as W.E.B. Du Bois.
- In the 1960's hosted the first Black history course, in support of the national YWCA's "One Imperative: To thrust our collective power toward the elimination of racism wherever it exists and by any means necessary."
- April 1976 opened a domestic violence shelter in response to a study that named DV a community wide problem.
- Next year will be 130 years in the Fort Wayne community.

eliminating racism
empowering women

ywca

Northeast Indiana

“The Crossroads of America”

The world is round and humans have always migrated.
How we got here does not necessarily matter.

The true promise of diversity and democracy is the
commitment to do and be better for each other.

If we look for it, stories of collaborative, cross-cultural
community building has always been a part of THIS LAND!!

eliminating racism
empowering women

ywca

Northeast Indiana

Diversity 101

YWCA Northeast Indiana offers
a FREE Diversity 101 training!



“One that is associated with another as a helper; a person or group that provides assistance and support in an ongoing effort, activity, or struggle.”

do you know the difference between

**Prejudice, Microaggressions,
Discrimination, and
Institutional Racism?**

Contact Heather Essex-Guy for more information
hessex@ywcaerew.org

eliminating racism
empowering women
ywca
Northeast Indiana

C.A.R.E Workshops

Cultivating Allyship & Racial Equity

What: C.A.R.E. workshop soft launch
Racial Justice Program

When: Friday, 12/1 from 5:30-8pm **AND**
Saturday, 12/2 from 10am-12:30pm
**Participants must be able to
attend both sessions.**

Where: Unitarian Universalist Church
5310 Old Mill Road



Contact Heather or the education team for more information
hessex@ywcaerew.org or educationteam@ywcaerew.org

eliminating racism
empowering women

ywca

Northeast Indiana

Register now for our upcoming Coffee & Conversations event:
Be a Flamingo in a World of Chameleons: Branding the Uniqueness of You

COFFEE & CONVERSATIONS 2023

I AM MORE THAN MY YESTERDAY.

Changing the World, One Message at a Time.



Wednesday, December 13, 2023 from 8-9:15 am at Ash Brokerage

Join us for an engaging and interactive workshop designed to help you explore, define, and amplify your authenticity. We will learn how self-exploration, brand building, digital presence, network, and feedback provide insight to create a compelling personal brand that centers your unapologetic and authentic self!

Coffee & Conversations is an opportunity for **women** in the community to discuss pertinent topics about how to be successful in the business sphere, public square, or in personal growth and development. YWCA Northeast Indiana invites women to come together in conversation for this free quarterly series.

**eliminating racism
empowering women**
ywca
Northeast Indiana



OPPORTUNITY

YWCA Northeast Indiana does have openings available if you are interested in getting your foot in the door to work with people who are on a mission!



Share the positions with people who might be interested!
Job descriptions and applications available using the QR code.

eliminating racism
empowering women
ywca
Northeast Indiana

Donate to support our work!





Thank You!

Diversity Dialogue - Thankfulness & Diversity

Contact Heather with any questions!

hessex@ywcaerew.org

Domestic Violence & Sexual Assault Crisis Line: 800.441.4073

Meet our Guest Speakers



ADILENE DYER
JEWELRY LADY



DIANE YOUNG
ARTIST



DJ COCO KC
RENAISSANCE WOMAN



MARCO GONZALEZ
PHOTOGRAPHER



POETIC TRUTHZ
SPOKEN WORD ARTIST

Thank You to our Guest Speakers!



ADILENE DYER
JEWELRY LADY



DIANE YOUNG
ARTIST



DJ COCO KC
RENAISSANCE WOMAN



MARCO GONZALEZ
PHOTOGRAPHER



POETIC TRUTHZ
SPOKEN WORD ARTIST



Thank you to ACPL for being our event partner.

eliminating racism
empowering women
ywca
Northeast Indiana