



# HUNTER:

DIVERSITY IN ACTION NEWSLETTER

# OCTOBER

**CELEBRATING GLOBAL  
DIVERSITY AWARENESS MONTH!**

Global Diversity Awareness Month celebrates the values, contributions and diversity of cultures and communities around the world. It's a unique opportunity to open our minds to new ideas and the practice of appreciating ways of being that are different from our own. At HUNTER, we'll be creating space for conversation and curiosity through workshops to explore topics such as gender expression, privilege, ableism and more.

To further commemorate the impact of diversity, we are proud to announce that HUNTER is publishing our official Diversity, Equity and Inclusion statement. As our DEI practice continues to grow, sharing this statement is a step forward in creating sustainable change by keeping us accountable to our goals of prioritizing the needs, voices, and perspectives of historically marginalized groups.

You can access the statement [here](#) – please feel free to like, share, and interact with our social posts promoting the occasion!

## WORDS THAT MATTER

Ever tell a coworker “You don’t look your age” or “You look so good for your age”? You might think you’re giving someone a compliment. They might think you’re just kind-of insensitive.

According to dispute resolution firm [Alterity ADR](#),

*“If your compliment implies a caveat of ‘for your age,’ keep it to yourself. People of all ages can be beautiful and fabulous, so there’s no reason to add that qualification.*

*“It also unintentionally assumes that younger is somehow always better, which it isn’t. Instead, make your compliments more specific and sincere to what you genuinely like about someone (their eyes, style, or sense of humor).”*

The impact of a comment can often weigh more heavily than the intent behind it. To avoid unintentionally harming another person with your words, take a moment to consider why you’re using some phrases over others.

## HUNTER EMPLOYEE SPOTLIGHT

What does it mean to be the Manager of DEI at HUNTER?

My time here so far has shown me that this role is multifaceted, yet at its core it’s to bring people together to engage in conversations, experiences, and opportunities for deeper reflection. No two days have ever been same, and I often find myself playing the role of an educator, advocate, organizer, and confidant for members of our community. My priority is to create the policies and practices that ensure that every single person feels safe, validated, and can thrive at HUNTER.



DANIELA ACOSTA, DEI Manager

*Can you tell us a little about your background and experience and how this helps you in your role?*

Coming to the US with my family from Venezuela when I was 8 years old, I was granted the responsibility (that so many children of immigrants have) of helping my parents navigate predominately white and English-speaking spaces. After nearly becoming undocumented, I began to understand how the systems that uphold the idea of the "American Dream" are the same ones that create nearly impossible obstacles for families like my own to thrive and create a secure life in this country. I realized that the only antidote to the frustration that this caused was to be part of communities of people who uplift each other through mutual aid, friendship, and of course lots of food.

My experience is not unique, and in many ways, I've been privileged to turn my story into my purpose. I began my career as an advocate for Spanish speaking families in the South Bronx and went on to build more communities and spaces for connection as I made my way through graduate school at New York University. More recently, I'm navigating being a mother to my wonderful 7-year-old son who came out as trans this summer. Being a witness to his beautiful journey of self-expression continues to open my eyes to my own blind spots and opportunities to heal. He reminds me every day that just because we may think we know how the world works doesn't mean we can't imagine a freer and more compassionate world to live in.

This notion of creating a different world that is sustained by community is what keeps me grounded in my role at HUNTER, and I'm grateful if I'm able to inspire this hope into others as well.

*What excites you the most about your role as we look to the future/ 2023?*

I'm excited and energized by the possibilities that lay ahead for HUNTER as we continue to deepen our DEI practice. Some questions that I'm looking forward to finding the answers to are: What new employee resource groups will emerge? How will we build practices to increase the upward mobility for our staff of color? How will we expand our programs to include our London and LA offices? What direct impact can we have on our communities? On our environment? Let's find out together!

## WORK THAT MATTERS

DIAGEO's Buchanan's Scotch Whisky is breaking beyond the one-month walls of Hispanic Heritage Month and taking a leap towards the future and welcoming people to the "200% Futuro." To celebrate America's future being 200%: 100% Hispanic and 100% American, Buchanan's is partnering with Mexican-American, Indiana-raised, singer songwriter [Omar Apollo](#). Through vibrant [digital storytelling](#), Buchanan's and Omar visit and meet the purveyors of local plant shops, taquerias, cultural centers, barbershops, clothing stores, non-profits and more, who are using their creativity and culture to shape the future of their communities and contribute to the growth and success of America. To enable non-profit organizations doing the work to create a better future for America's 200%, Buchanan's is announcing the Buchanan's 200% Futuro Fund, a donor-advised fund that will deliver \$1M in donations and charitable grants across the next five years.

