



THE BRIËN CENTER

Diversity • Equity • Inclusion

Your courage, our care.

NEWSLETTER

MARCH 2022

WOMEN'S HISTORY MONTH

The 2022 Women's History theme, "Providing Healing, Promoting Hope," is both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history.

Women as healers harken back to ancient times. Healing is the personal experience of transcending suffering and transforming it to wholeness. The gift of hope spreads light to the lives of others and reflects a belief in the unlimited possibilities of this and future generations. Together, healing and hope are essential fuels for our dreams and our recovery.

For more information. Please check out the National Women's History Alliance website: <https://nationalwomenshistoryalliance.org/>



INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

Gender-inclusive language: Terms used to be more gender equitable. It is the opposite of gender-exclusive language. Examples of gender-inclusive nouns for general use: everyone or everybody, distinguished guests, folks or folx, friends, humans, individuals, loved ones, person, people, y'all. Examples of gender-inclusive occupational nouns: chair or chairperson, congressperson or member of congress, first-year student or first year. When describing a specific person, use that person's pronouns.

Avoid the use of "birth sex" and replace with assigned sex. Avoid the use of "hermaphrodite", "transvestite", or "transsexual" (unless being used medically) and replace with "LGBTQIA+", "transgender people", "nonbinary folks", "genderqueer", or "queer*".

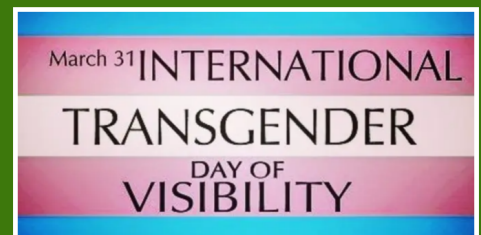
Note: Consider your audience when using the term "queer"; not everyone receives this word positively; many members of the LGBTQIA+ community have now reclaimed it.

Questions/Comments/Suggestions for the DEI Committee ?
Contact Us: DEI@briencenter.org

International Transgender Day Of Visibility

International Transgender Day of Visibility is an annual event occurring on March 31 dedicated to celebrating transgender people and raising awareness of discrimination faced by transgender people worldwide, as well as a celebration of their contributions to society.

The day was created in 2010 by trans advocate Rachel Crandall. Crandall, the head of Transgender Michigan, created International Transgender Day of Visibility in response to the overwhelming majority of media stories about transgender people being focused on violence. She hoped to create a day where people could re-focus on celebrating the lives of transgender people, empowering them to live authentically, while still acknowledging that due to discrimination, not every trans person can or wants to be visible.



Bias

An inclination or predisposition for or against something. Motivational and cognitive biases are two main categories studied in decision-making analysis. Motivational biases are conclusions drawn due to self-interest, social pressures, or organization-based needs, whereas cognitive biases are judgments that go against what is considered rational, and some of these are attributed to implicit reasoning (APA, 2021b).