



THE BRIEN CENTER

Diversity • Equity • Inclusion

Your courage, our care.

NEWSLETTER

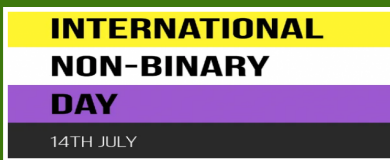
JULY 2022

INTERNATIONAL NON-BINARY PEOPLE'S DAY

July 14th is recognized around the world as International Non-Binary People's Day. This occasion shines a light on those who identify as non-binary.

The term "non-binary" describes someone who does not identify exclusively as a man or a woman. Non-binary folks may identify as being both a man and a woman or as falling completely outside these categories. Some non-binary people also identify as transgender, though not all do.

While American culture may reinforce the notion that gender exists as a strict binary, there is so much more to it. Non-binary people show us every day that knowing one's self and identity is a powerful thing that no one can strip away. There's a lot of work to be done in securing full protections and rights for non-binary people, but amid that work this day affords us all an opportunity to celebrate the rich diversity of this community.



INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

The term "People of Color" represents a shift from the terms "minority" or "colored people" to refer to individuals from diverse racial and ethnic backgrounds. Instead, use people of color or communities of color when referring to groups from diverse backgrounds. When appropriate, you may use the terms underserved, underrepresented, or marginalized to describe populations; however, use the specific group title whenever possible. For example: LGBTQ+ individuals, Black individuals, undocumented individuals, etc.

CIVIL RIGHTS ACT OF 1964

In a nationally televised address on June 6, 1963, President John F. Kennedy urged the nation to take action toward guaranteeing equal treatment of every American regardless of race. Soon after, Kennedy proposed that Congress consider civil rights legislation that would address voting rights, public accommodations, school desegregation, nondiscrimination in federally assisted programs, and more.

Despite Kennedy's assassination in November of 1963, his proposal culminated in the Civil Rights Act of 1964. President Lyndon Johnson signed it into law just a few hours after it was passed by Congress on July 2, 1964.

The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.

<https://youtu.be/bVMH5u6bPGA>



EQUITY

Providing resources and opportunities to create equal outcomes for all individuals.

It is an ongoing process of assessing needs, correcting historical inequities, and creating conditions for optimal outcomes for all social identity groups.

Questions/Comments/Suggestions for the DEI Committee ?

Contact Us: DEI@briencenter.org