



THE BRIEN CENTER

Diversity • Equity • Inclusion

Your courage, our care.

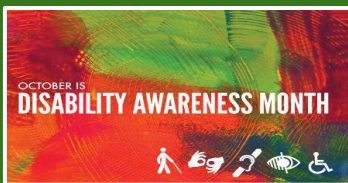
NEWSLETTER

OCTOBER 2022

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

In October, we observe National Disability Employment Awareness Month by educating individuals about disability employment issues, and by paying tribute to the contributions and accomplishments of workers with disabilities.

This effort to educate the public about the issues related to disability and employment began in 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Some 25 years later, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month. The U.S. Department of Labor announced the theme for 2022: "Disability: Part of the Equity Equation."



GLOBAL DIVERSITY AWARENESS MONTH

Global Diversity Awareness Month pays tribute to the diverse minds and beliefs held by all cultures around the world. Embracing the values of various cultures only strengthens one's understanding and appreciation of the world. The hope is that Global Diversity Awareness Month will serve to open minds to new views and ideas, foster a greater appreciation of cultural differences, and help us become more mindful citizens of the world.

After World War II, The Universal Declaration of Human Rights was adopted by the United Nations General Assembly at the Palais de Chaillot, in Paris. The Declaration represents the first global expression of rights to which all human beings are inherently entitled. It was an acknowledgment that we should remember and understand the value of each human being, regardless of their nationality, color, race, sex, gender, country of origin, language, or otherwise.



INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

You may have noticed that people are sharing their pronouns in introductions, on name tags, and at the beginning of meetings. This gives everyone in the room the opportunity to self identify instead of assuming someone's identity or which pronouns they use. Sharing your pronouns sends a signal that you are an aspiring ally and normalizes the discussion and destigmatizes transgender and non-binary folks who often must do this kind of education themselves. Here is a video on best practices for pronoun use in the workplace.

<https://youtu.be/K23QwzM7Otw>

GLOBAL CITIZENSHIP

Global Citizenship is the umbrella term for social, political, environmental, and economic actions of globally minded individuals and communities on a worldwide scale. The term can refer to the belief that individuals are members of multiple, diverse, local, and nonlocal networks rather than single actors affecting isolated societies.

Questions/Comments/Suggestions for the DEI Committee?

Contact Us: DEI@briencenter.org