



THE BRIEN CENTER

Diversity • Equity • Inclusion • Belonging

Your courage, our care.

NEWSLETTER

MARCH 2024

NATIONAL WOMEN'S HISTORY MONTH

National Women's History Month is an annual observance to highlight the contributions of women to events in history and contemporary society. Celebrated during March in the United States, the United Kingdom, and Australia. In the United States, Women's History Month traces its beginnings back to the first International Women's Day in 1911. Laura X organized a march in Berkeley, CA on International Women's Day in 1969. The march led to the creation of The Women's History Research Center, a central archive of the women's movement from 1968 to 1974.

"Women Who Advocate for Equity, Diversity and Inclusion" is this year's theme. It recognizes women throughout the country who work to eliminate bias and discrimination from our lives and institutions.



INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

"Man" and words ending in "man" are the most commonly used gendered nouns in the English language. These words are easy to spot and replace with more neutral language, even in contexts where many readers strongly expect the gendered noun. For example, Star Trek writers developing material for contemporary viewers were able to create a more inclusive version of the famous phrase "where no man has gone before" while still preserving its pleasing rhythm: Star Trek explorers now venture "where no one has gone before."

INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

International Transgender Day of Visibility (often referred to as TDOV or Trans Day of Visibility) is an annual event occurring on March 31st 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 event was created by transgender activist Rachel Crandall of Michigan in 2009 as a reaction to the lack of LGBTQ+ recognition of transgender people, citing the frustration that the only well-known transgender-centered day was the Transgender Day of Remembrance, which mourned the murders of transgender people, but did not acknowledge and celebrate living members of the transgender community. The first International Transgender Day of Visibility was held on March 31, 2009. It has since been spearheaded by the U.S.-based youth advocacy organization Trans Student Educational Resources.

Joe Biden officially proclaimed March 31, 2021, as a Transgender Day of Visibility, proclaiming in part, "I call upon all Americans to join in the fight for full equality for all transgender people." Biden was the first American president to issue a formal presidential proclamation recognizing the event.



COLORISM

Colorism is skin-tone discrimination that can show up in the media and in daily life. This type of bias most commonly occurs among people who share a race or ethnicity. In the U.S., colorism happens within the African American, Latin, and Asian American communities. Some white people practice skin-tone discrimination, too. It can happen across racial and ethnic lines.

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