



THE BRIEN CENTER

Diversity • Equity • Inclusion • Belonging

Your courage, our care.

NEWSLETTER

MAY 2024

ASIAN/PACIFIC AMERICAN HERITAGE MONTH

In 1992, Congress established May as Asian American and Pacific Islander Heritage Month to coincide with two key milestones: the arrival of the nation's first Japanese immigrants (May 7, 1843) and Chinese workers' pivotal role in building the transcontinental railroad (completed May 10, 1869). The move expanded what had been Asian/Pacific American Heritage Week since 1978. In 2021, a presidential proclamation expanded this to include Native Hawaiians. This Facts for Features includes separate sections on the Asian and the Native Hawaiian and Other Pacific Islander populations, which the Office of Management and Budget in 1997 split into two race categories.



JEWISH AMERICAN MONTH

In April 2006, President George W. Bush announced that May 2006 would be considered Jewish American Heritage Month. The announcement followed urging by the Jewish Museum of Florida and South Florida Jewish Community for a celebration of Jewish Americans and Jewish American Heritage.

The president wanted to proclaim a month that would recognize the more than 350-year history of Jewish contributions to America and the American culture. On February 14, 2006, Congress issued House Concurrent Resolution 315 which stated: "Resolved ... that Congress urges the President to issue each year a proclamation calling on State and local governments and the people of the United States to observe an American Jewish History Month with appropriate programs, ceremonies, and activities."



INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

The word "Minority" is sometimes used as a blanket term for People of Color (POC). People of color will comprise a majority of the nation's population by 2040. In fact, children from Black, Latinx, Asian and bi-racial births now account for more than half the births in the US. It is advisable to update your vocabulary by saying people from marginalized groups, POC, BIPOC, or specify the specific group of people you are referencing.

EMOTIONAL TAX

Emotional tax is a psychological burden that can occur when someone feels different from others due to race, gender, or ethnicity. It can lead to adverse health effects, feelings of isolation, and make it difficult to thrive at work. Emotional tax is often referred to as the "Black Tax," because of its particular impact on Black people.