



# THE BRIEN CENTER

**Diversity • Equity • Inclusion • Belonging**

*Your courage, our care.*

## NEWSLETTER

JULY 2024

### INTERNATIONAL NON-BINARY PEOPLE'S DAY

The 14th of July is International Non-Binary People's Day, which celebrates people who identify as non-binary across the globe.

Non-binary is a term that describes people whose gender identities are neither male nor female. Non-binary identities are varied. Some non-binary people might experience their gender as both a man and a woman.

It is widely recognized that individuals from historically marginalized groups struggle with discrimination and equality. In many countries, there is still no legal recognition for non-binary people. Because of this, International Non-Binary People's Day urges us all to take this time to stop and acknowledge these struggles whilst considering ways we can show our support.



### INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

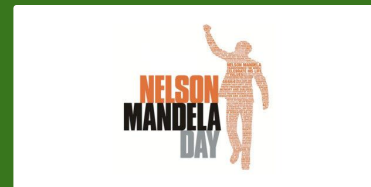
Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes. Given the key role of language in shaping cultural and social attitudes, using gender-inclusive language is a powerful way to promote gender equality and eradicate gender bias. When someone's gender identity is unknown, use gender-neutral terms like "they/them" pronouns. You can also use gender-neutral terms like "partner" or "spouse" instead of gendered terms like "girlfriend" or "husband".

### MANDELA DAY

Nelson Mandela International Day (or Mandela Day) is an annual international day in honour of Nelson Mandela, celebrated each year on July 18th, Mandela's birthday. The day was officially declared by the United Nations in November 2009, with the first UN Mandela Day held on July 18, 2010. However, other groups began celebrating Mandela Day on 18 July 2009.

On April 27, 2009, the Nelson Mandela Foundation invited the global community to join them in support of an official Mandela Day. Mandela Day is not meant as a public holiday, but as a day to honour the legacy of Nelson Mandela, South Africa's former President, and his values, through volunteering and community service.

Mandela Day is a global call to action that celebrates the idea that each individual has the power to transform the world and the ability to make an impact.



### TOKENISM

Performative presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain historically marginalized group, who are expected to speak for the whole group without giving this person a real opportunity to speak for themselves.

Questions/Comments/Suggestions for the DEI Committee?

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