



THE BRIEN CENTER

Diversity • Equity • Inclusion • Belonging

Your courage, our care.

NEWSLETTER

OCTOBER 2024

DISABILITY EMPLOYMENT AWARENESS MONTH

National Disability Employment Awareness Month (NDEAM) is celebrated every October to recognize the contributions of people with disabilities to the workforce and economy. NDEAM gives organizations the opportunity to celebrate the value and talent workers with disabilities add to America's workplaces. NDEAM's purpose is to ensure that disabled workers have access to good jobs, every month of every year. This year's official theme is "Access to Good Jobs for All." The month also aims to educate people about disability employment issues, and increase the inclusion of people with disabilities in the workforce.



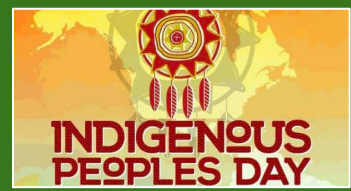
INCLUSIVE LANGUAGE HIGHLIGHT OF THE MONTH

There's more to using inclusive language for individuals with disabilities than person-first language. Our language is full of words and phrases that perpetuate ableism discrimination. These such terms contribute to the lesser treatment of individuals with disabilities. Examples include: Blind, crazy, crippled, dumb, lame, special needs, etc. Instead, always try to use neutral language. Remember to always ask someone what terminology they personally use.

INDIGENOUS PEOPLES' DAY

Indigenous Peoples' Day is a holiday in the United States that celebrates and honors Indigenous American peoples and commemorates their histories and cultures. It is celebrated across the United States on the second Monday in October and is an official city and state holiday in various localities.

Indigenous Peoples' Day was instituted in Berkeley, California, in 1992, to coincide with the 500th anniversary of the arrival of Columbus in the Americas on October 12, 1492. Two years later, Santa Cruz, California, instituted the holiday. Starting in 2014, many other cities and states adopted the holiday. In 2021, Joe Biden formally commemorated the holiday with a presidential proclamation, becoming the first U.S. president to do so, and presidential proclamations have also been issued in 2022 and 2023. Indigenous Peoples Day is not a recognized holiday under U.S. Federal Law.



EMOTIONAL TAX

Emotional tax is the psychological burden that people experience when they feel different from others due to their race, gender, or ethnicity. It can lead to adverse health effects and feelings of isolation.

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