

Heritage Month Toolkit

June (LGBTQIA+ Pride Month)

A branch of JEDI work at CIVHC, the Inclusive Language subcommittee distributes educational materials on topics related to monthly heritage and community observances. The words we use to describe and communicate with our communities hold great importance. Using inclusive language that reflects our values as an organization helps historically excluded communities feel included and safe in showing up as themselves, as well as illustrates our dedication to greater equity by fostering mutual understanding. The use of inclusive language also equips us to better understand and communicate with our teammates, and helps foster belonging in our workplace by breaking down barriers and building trust.

LGBTQIA+ Pride Month

Observed as the anniversary of the [Stonewall Riots](#) which fueled [the civil rights movement for gay liberation](#) at a time when [queerness was criminalized](#).

LGBTQIA+ History, Close to Home:

- Colorado [was the first state to include gender-affirming care](#) in the Essential Health Benefit plan (2021). As [MAP's equality profile](#) shows, [Colorado has continued to lead the nation](#) with policies providing protections.
- [Denver Post interview with Brianna Titone](#), Colorado's first openly transgender legislator.

Further Reading:

- Learn about the [identities included under the LGBTQIA+ Umbrella!](#)
- Did you know we have [over 2,000 years of recorded history about queer people](#) throughout the world?
- [Learn about the power and significance of queer joy](#), and [view art pieces centered around queer joy](#).

Missing Spotlight: Indigenous Two-Spirit Identities

- ➔ The Two-Spirit identity is exclusive to Indigenous peoples and has been considered a distinct gender of its own, often referred to as ['walking in two worlds'](#)
- ➔ Read the IHS overview [here](#)
- ➔ Listen to [Two-Spirit activist and educator Geo Neptune explain the identity](#) and its nuances

In the Numbers

CO APCD Data:

View [CIVHC's press release accompanying the Gender-Affirming Care data byte](#) from 2023.

CO APCD Non-Binary Bin counts are being updated and are expected to be available by this October!

State Trends:

CDPHE's [Healthy Kids Colorado Survey Dashboard](#) shows the health disparities among queer youth. Read the press release [here](#).

CHI's 2023 [Colorado Health Access Survey](#) featured a spotlight on LGBTQ+ health.

Juneteenth Spotlight:

- ➔ CIVHC is closed in observation of Juneteenth! Read [CYC's 2022 suggestions for getting involved](#) and [NPR's suggestions for considerate celebration](#)
- ➔ View the Black History Month toolkit [here](#)
- ➔ [Dr. Trevon Logan](#): "Juneteenth should remind Americans that emancipation was necessary but insufficient."

Inclusive Language Highlight: Pronoun Use

Identity is important and [everyone has pronouns](#). Identifying our own pronouns signals to others that we respect and support their identity [without conflating gender and sex](#).

Defaulting to the binary leaves many people out. Using people's [correct pronouns has been shown to reduce suicide risk](#), especially among queer youth. Take a look at [KFF's report](#) on how discrimination prevents members of the queer community from seeking out healthcare.

Adding pronouns to your Zoom profile takes only a moment and [helps foster inclusion in the workplace](#). Read through the steps [here!](#)

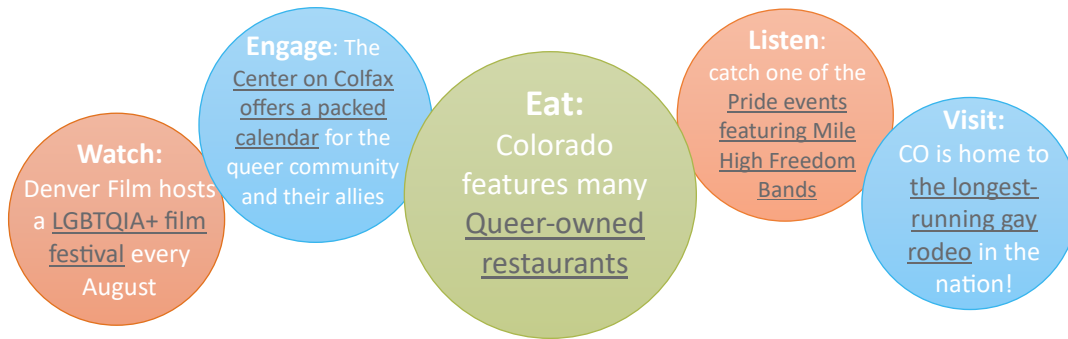
- ➔ *As of May 2024, CIVHC's business card templates include pronoun options. Reach out to Ryan to update yours!*

Thought Exercises:

- We often think of 'guys' as gender-neutral. Would you refer to time spent with your wife and kids as 'hanging out with the guys'? [Are there contexts where 'folks' is a better word choice than 'guys'?](#)
- Cisgender men and women sometimes wonder [why pronoun use matters](#) for them. What would it feel like [if your doctor always referred to you as 'ma'am'](#) when you are a cisgender man?
- ➔ We want to highlight the flowcharts on Page 2 of each toolkit as a great resource on the topic of pronouns!

CIVHC is proud to be embedded in community

Here are some local options to celebrate the Queer community.
Please feel free to share your personal recommendations in the General Slack channel!



Browse the [Everywhere is Queer map](#) for options across the country!

What to do when you HEAR non-inclusive language

Consider taking these three steps when you hear language that is not inclusive. Remember, be intentional and do not overreact or shame others. Mistakes happen and can be teaching moments.

Inquire

INQUIRE: Seek to understand where the individual is coming from.

"I noticed you used the phrase...What does that mean to you?"

Inform

INFORM: Help educate the individual on the historical context or negative connotations associated with the word(s) or phrase(s) they used.

"I see, thank you for explaining. To me that word/phrase means..."

Empathize

EMPATHIZE: Focus on how it made you feel, not anyone else.

"It made me feel uncomfortable because..."

What to do if you SAY a non-inclusive word or phrase

Forgive

FORGIVE: Acknowledge what you said and forgive yourself. Apologize to an individual(s), if appropriate.

Start Over

START OVER: Recognize that you used a word or phrase that you are trying to remove from your vocabulary. Consider saying, "Let me start that sentence or thought over."

Understand

UNDERSTAND: Reflect on why you said it. Was it the first thing that came to mind or were you in an environment where it was being used?

Share

SHARE: Tell someone what you said. Consider identifying an accountability buddy to help you remove non-inclusive language from your vocabulary.

Practice

PRACTICE: Make a list of words or phrases you want to remove from your vocabulary and alternative words or phrases you can use instead. Actively practice changing your language.

Flowcharts via Deloitte's [Inclusive Language Resource Blog](#)

Additional Resources:

- Intersectionality: [Neuroqueer Introduction](#) (Neuroqueer Theory)
 - [How Intersectionality Impacts Me](#) (WHYY)
- Article: [Using Multiple Pronouns](#) (Stonewall UK)
- Workshop: [Identities Beyond LGBT](#) (PFLAG)
- Tracker: [Nearly 600 Anti-Trans bills in 2024](#)