

Heritage Month Toolkit

May (AANHPI & Jewish American Heritage)

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 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.

Asian American, Native Hawaiian & Pacific Islander Heritage (AANHPI)

Observed to [celebrate generations of contributions from dozens of communities under the expansive AANHPI umbrella](#) (*more info below*)

AANHPI History, Close to Home:

- [Read about how Adam You](#) created Denver's first centralized Chinese resource [for the community](#)
- [Interview with local Vietnamese American](#) refugee and activist [Nga Vuong-Sandoval](#)

Inclusive Language Insights:

Instead of 'Zen Master', consider:

'Task Expert' or 'Pressure Pro'

Casually using words with rich spiritual context can diminish their meaning even if intending to respect a history of reverence.

Further Reading:

- ["What Happened to Denver's Chinatown?"](#) Denver Public Library article covering Denver's first documented race riot of 1880.
- Interact with History Colorado's [free online exhibit](#) on the WWII Japanese internment camp in Colorado
- Read about [the long struggle of Native Hawaiians for their sovereignty](#)

In the Numbers

AANHPI Data:

Health trends differ among such a [wide variety of subgroups](#). Read [Colorado Health Institute's report](#) around improving the health of AAPI communities.

Jewish American Data:

Read about [the mental health disparities](#) that impact Jewish American communities.

CO APCD Numbers:

View our recently updated [Race and Ethnicity data](#) in the CO APCD

Consulting Coworkers

Each month, it is top priority to include language and input from those with lived experience in the toolkit topics we share. Keep an eye out for an email requesting feedback each month – we'd love to hear from you!

Jewish American Heritage

A time to celebrate over 370 years ([2004 marked the 350th anniversary](#)) of rich history and contributions across countless fields, from literature to law and everything in between

Jewish American History, Close to Home:

- Read how Denver's ['Mother of Charities' Frances Wisebart Jacobs](#) helped found the hospital known today as [National Jewish Hospital](#)
- The [Rocky Mountain Jewish Historical Society & Beck Archives](#) work to [publicize & preserve the history](#) of the vibrant Jewish experience

Inclusive Language Insights:

Instead of 'Grammar Nazi', consider:

'Grammar Purist' or 'Grammar Grouch'

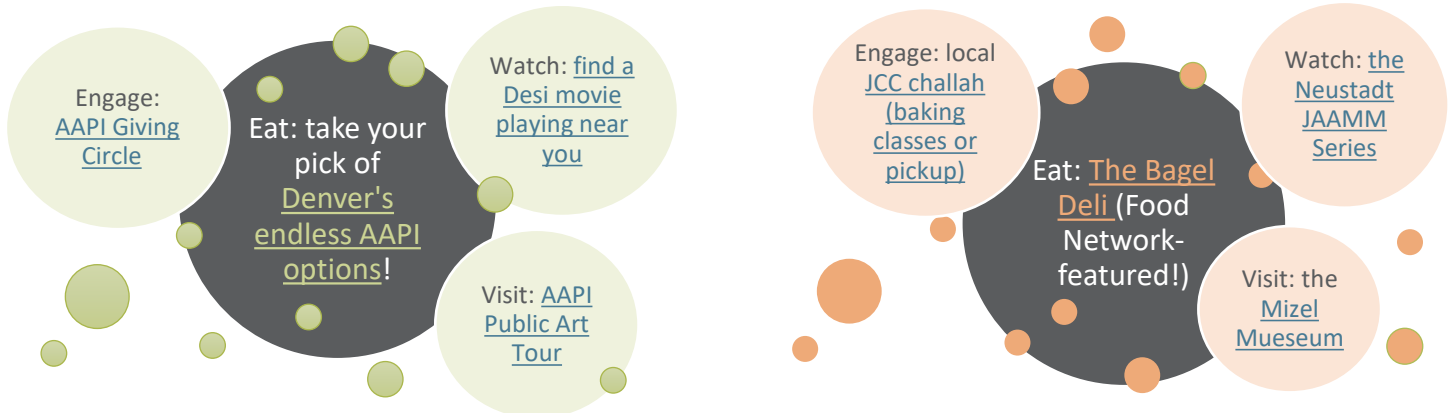
Making light of historic atrocities trivializes the real damage these horrors had on the Jewish community.

Further Reading:

- Enjoy the historic pictures in [this article from Denverite about early Jewish immigrants](#) to Colorado shaping [the Colfax area](#)
- Read [Jewish Voice for Peace's overview](#) of how Antisemitism is incompatible with movements for collective liberation

CIVHC is proud to be embedded in community

Here are some local options to celebrate our communities.



Take a look at local events hosted by community groups coming up this summer!

[Denver's 50th Annual Cherry Blossom Festival](#) (Sakura Square)

[Colorado's Dragon Boat Festival](#) (Sloan's Lake)

[FACC Padayon Philippine Festival](#)

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](#)

Heritage Month Toolkit

May – Additional Resources



References:

- [Capitalizing on Cultural Terminology without Context](#) (Dictionary Dive)
- [The Dangers of Minimizing Real-World Damage through Shorthand](#) (Holocaust Memorial Museum)

Resources:

- See the many regions included within the AANHPI umbrella: [Asian & Pacific Islander Identities & Diversity](#)
 - NBCU Article: [How Pacific Islanders Are Forgotten in AAPI Coverage](#)