

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.

Starting in 1915 and officially recognized by the presidential administration in 1976, Black History Month is a time to honor the contributions and legacy of Black Americans across U.S. history.

Black History, Close to Home:

- **Black Panthers & Disability Rights**
 - During a [25-day sit-in](#) at federal buildings pushing for legislation protecting disabled people, The Black Panther Party brought warm meals to the 120 protestors every single day
- **Black Cowboys in the 19th Century West**
 - Visit: Denver's [Black American West Museum](#)

Inclusive Language Adjustments:

- 'Blacklist'
- 'Grandfathered In'
- 'Peanut Gallery'

Conversation starters:

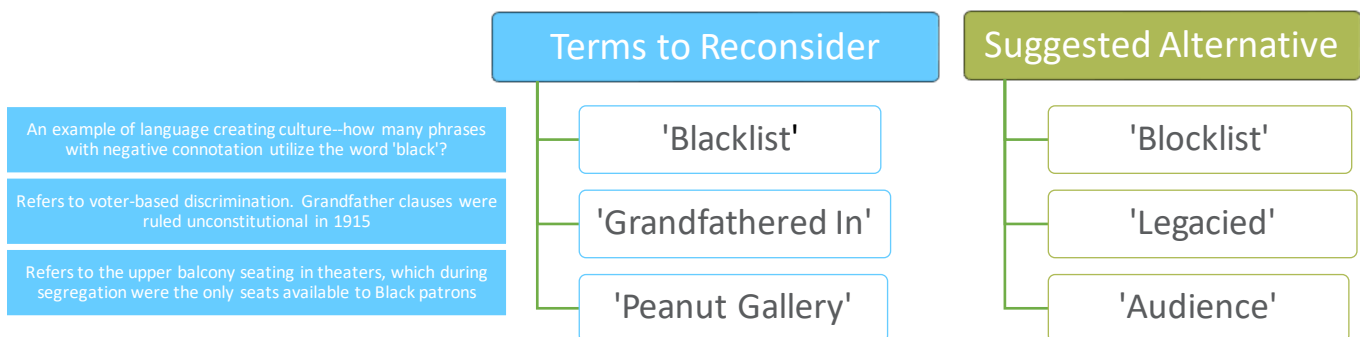
- Expressing discomfort
 - See flowcharts on page 2

Consulting Coworkers:

We would love to hear from you! In coming months, the subcommittee will send outreach emails to collect input from staff on Heritage months. Stay tuned for more!

CO APCD Numbers:

CIVHC collects race and ethnicity information from payers in order to conduct analyses and support partners working to improve health equity. Data submitted by commercial payers has historically been incomplete for race and ethnicity information, while Medicaid and Medicare data is more complete. To see the most recent summary of CO APCD Race/Ethnicity data, [click here](#).



➡ **Note how these examples illustrate the way words can capture what we truly mean. The use of 'peanut gallery' might be referring to hecklers rather than a general audience. Choosing a term that genuinely matches your intention is a great practice.**

Black History Month Toolkit: Additional Resources

CIVHC is proud to be embedded in community. Here are some local Black-owned and Black-led organizations and options. Please feel free to share your personal recommendations in the General Slack channel!



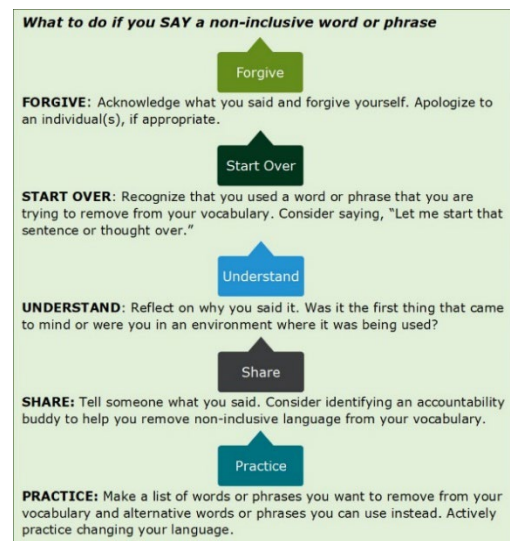
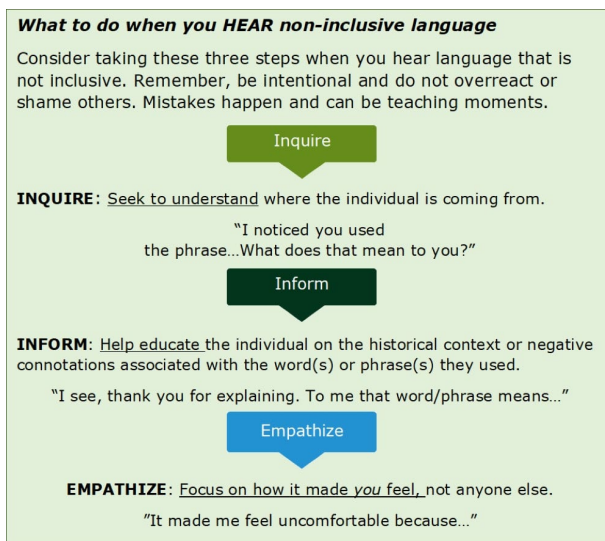
Further Reading:

- DScout's ['What Black History Means to Us' collection](#) provides powerful insight to the resilience, power, and pride of these legacies
- Rachel Cargle's 'Discover Our Glory' (Instagram series containing prompts for self-led study)
- Black Past: [Black Cowboys](#)
- 2016 SPSP Journal Article ["The 'Black is Bad' Effect"](#)

References:

- Blacklist: Data-Driven Thinking's [Opinion piece](#) about inflammatory jargon
 - Also see: [Muhammad Ali's 1971 interview](#)
- Grandfathered In: NPR article [here](#); Guinn v. United States Court Decision [here](#)
- Peanut Gallery: ABC article [here](#)

Resources:



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