# HERITAGE MONTH TOOLKIT



# March (Women's History 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.

Starting as a local California celebration in 1978, and passed into public law by Congress in 1987, Women's History Month is a time to reflect on women past and present who have championed equal rights, and celebrate their contributions. The 2024 theme is "Women Who Advocate for Equity, Diversity, and Inclusion."

# Women's History, Close to Home:

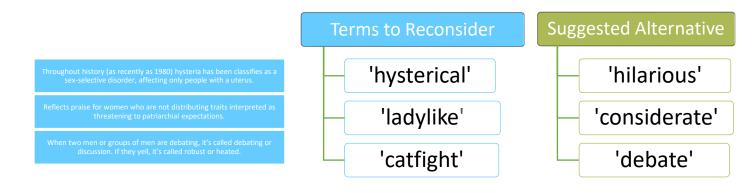
- Leading Suffrage in the Nation
  - Colorado voters were the first in the nation to <u>secure women's voting rights</u> <u>through popular referendum</u>. The success of the 1893 state referendum led to over 150 statutes enacted by women throughout the years, including establishing the Columbine as the state flower in 1899
- Colorado Women's History
  - <u>Dr. Justina Ford</u>: Colorado's first Black doctor, delivered 7,000 babies
  - <u>Amache Prowers</u>: known as a cultural mediator who shaped Colorado

#### **Inclusive Language Adjustments:**

- 'Hysterical'
- 'Ladylike'
- 'Catfight'

#### **Conversation starters:**

- Expressing discomfort
  - See flowcharts on page 2



A great practice, <u>as said by Gloria Steinem</u>: "Don't mention her young children unless you would also mention his, or describe her clothes unless you would describe his, or say she's shrill or attractive unless the same adjectives would be applied to a man."

# **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

- Data Dive: <u>Breast</u> <u>Cancer Screenings</u>
- Data Dive: <u>Cost of</u> <u>Labor and Delivery</u>
- Data Dive: <u>Cervical</u> <u>Cancer</u>

# Women's History Month Toolkit: Additional Resources

## CIVHC is proud to be embedded in community. Here are some local women-owned, operated, and organized options. Please feel free to share your personal recommendations in the General Slack channel!

Visit: Self-led Public Art Tour by Women Artists		Listen: Rosetta Tharpe (a Black queer woman known as the 'godmother of rock n' roll)	
	Women Business Owners		
Volunteer/Donate: Women with Hattitude (Event benefits the Colorado Women's Voice Fund)		Read: Muscogee Poet and Author Joy Harjo (the 23rd United States Poet Laureate)	

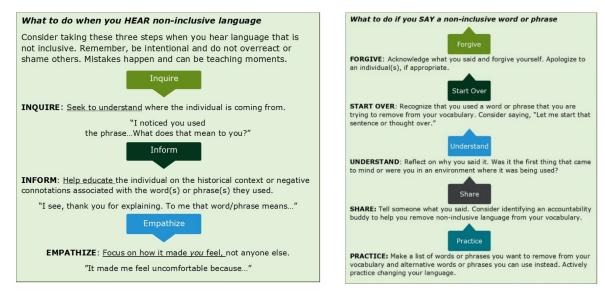
## **Further Reading:**

- MSU Denver's article looking at how the offers for women to vote were often intended exclusively for white women
- Harvard Business Review's article on gender bias in the workplace, which contains a book list for recommended reading
- <u>CU Anschutz's article</u> about the intersections of women's health and workplaces
- <u>"The Influence of Black Lesbian Transgender Blues Women of the Harlem Renaissance"</u>

#### **References:**

- Hysterical: The Daily Cardinal's Opinion piece 'The History of Hysteria'
- <u>Colorado Women Who Shaped History</u>
- UNLADYLIKE2020

#### **Resources:**



Flowcharts via Deloitte's Inclusive Language Resource Blog