

DEI newsletter

FEBRUARY 2023



The “I” in DEI stands for Inclusion: Using Inclusive Language in the Workplace

Inclusive Language...What Is It?

Inclusive language is the words and phrases you use that avoid biases, slang, and expressions that discriminate against groups of people based on race, gender, socioeconomic status, and ability. When used, you can resonate with more audiences by speaking and writing in ways that everyone understands and makes everyone feel welcome.

Inclusive Language: Person-Centered

Person Centered Language is the use of language that speaks first of the person supported...not defining them by their disability. It is a language that does not discriminate – it equalizes. When we talk about the person first in any situation the emphasis is on the person not their actions, behaviors, appearance. Reminds that behind all of those other things you see or hear, there is a PERSON!! Use person-first or identity-first language as is appropriate for the community or person being discussed. The language used should be selected with the understanding that disabled people’s expressed preferences regarding identification supersede matters of style. Avoid terms that are condescending or patronizing. Ask the person what is important to them and how they would like to be addressed or spoken of!

INSTEAD OF: 	SAY: 
“She’s autistic.”	Jane has autism.
“Handicapped parking.”	Accessible parking.
“Wheelchair bound.”	She/he uses a wheelchair.
“Non-verbal”	She/he communicates with her eyes/device/etc.

How Can I Utilize Inclusive Language?

Inclusive language is communication that proactively uses words, phrases and expressions that are welcoming. Where possible, avoiding assumptions that may exclude people. For communication to be effective, it needs to speak to all audiences for which it is intended. The exclusion may be inadvertent but it has a negative impact on people.

Inclusive language acknowledges diversity and conveys respect to all people. It is sensitive to differences and promotes equitable opportunities. Please see the infographics below on examples of using inclusive language.

How Do I know if I am Saying Something Wrong?

It is important to understand that we are all human. Even when someone is doing their best to use inclusive language, mistakes will happen. If someone says something you feel may be exclusive to others or inadvertently upsetting to people, let them know there may be a way to better phrase what they are saying. Do not accuse them of malice or make them feel attacked for their phrasing. We are all a work in progress, and deserve the opportunity to learn with our mistakes taken with grace and open mindedness.

INCLUSIVE LANGUAGE LIST FOR DIFFERENT DEMOGRAPHICS	
INSTEAD OF USING:	TRY WRITING:
GUYS (FOR A MIXED GROUP)	EVERYONE, FOLKS
GIRLS (FOR ADULTS), FEMALES	WOMEN
LADIES AND GENTLEMEN, MEN AND WOMEN	EVERYONE, FRIENDS, COLLEAGUES
SHE/HE	THEY (UNLESS PRONOUN KNOWN)
MINORITIES	PEOPLE OF COLOR, MARGINALIZED, OR UNDERREPRESENTED GROUPS
ELDERLY PEOPLE	OLDER ADULTS, ADULTS
CHAIRMAN (AND OTHER GENDER-BIASED TITLES)	CHAIRPERSON
POWWOW	MEETING, GET TOGETHER
NORMAL (WHEN REFERRING TO SEXUAL IDENTITY)	CISGENDER
TRANSGENDER (AS A NOUN)	TRANSGENDER PERSON
STRAIGHT	NON-LGBTQ
HOMOSEXUAL	LESBIAN OR GAY PERSON
LIFESTYLE, PREFERENCE (NOT REFERRING TO HOBBIES AND INTERESTS)	ORIENTATION, IDENTITY

THAT EXAM JUST RAPED ME!

THAT'S SO RETARDED.

HE LOOKS LIKE A TERRORIST.

IF YOU KNEW... I AM A SURVIVOR OF SEXUAL ASSAULT

IF YOU KNEW... I HAVE A DISABILITY

IF YOU KNEW... I AM A UNITED STATES VETERAN

THOSE ILLEGAL ALIENS...

THAT'S SO GAY.

NO HOMO.

THAT'S SO GHETTO.

IF YOU KNEW... I AM AN UNDOCUMENTED CITIZEN

IF YOU KNEW... I AM A MEMBER OF THE LGBTQ COMMUNITY

IF YOU KNEW... I GREW UP IN POVERTY

WOULD YOU SAY THAT IF YOU KNEW ... YOUR WORDS HAVE POWER.

ILC INCLUSIVE LANGUAGE CAMPAIGN

MICA

STATEWIDE

Black History Month:

February is Black History Month. Black History Month is an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history. Also known as African American History Month, the event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history.

Here are some resources you can utilize to both educate yourself and engage with the community:

Mixed Media:

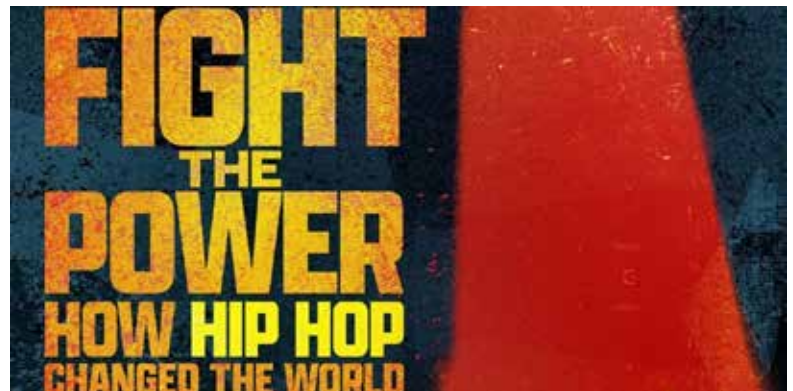
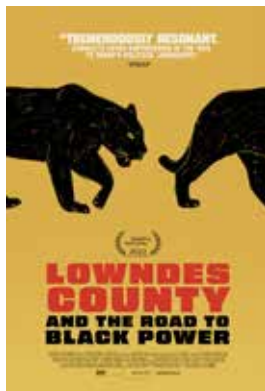
To celebrate Black History Month, networks and streaming platforms are offering custom slates of films, TV series, documentaries, and specials that honor the Black experience.

This month will see the return of Peacock drama series **Bel-Air** for its second season, as well as the final seasons of FX’s **Snowfall** and Hulu’s **Wu-Tang Clan: An American Saga**. Also, **Roots** is an Emmy Award-winning television miniseries, first broadcast in 1977, is an adaptation of Alex Haley’s iconic family narrative, told in the novel of the same name.



On the movie front, Marvel’s **Black Panther: Wakanda Forever** is available on Disney+. Eddie Murphy headlines the Kenya Barris–directed comedy **You People**, starring opposite Jonah Hill, who co-wrote the movie. **The Color Purple** (movie) is an adaptation of Alice Walker’s beloved 1982 epistolary novel (winner of the 1983 Pulitzer Prize for Fiction and National Book Award for Fiction), *The Color Purple* chronicles the life of Celie, a black woman in the rural South who endures unspeakable abuse and racism. Directed by Steven Spielberg, the film features an all-star cast.

For documentary fans, Netflix’s **Bill Russell: Legend** digs into the life and legacy of the basketball icon. On Peacock, **Lowndes County** and the **Road to Black Power** will tell the story of the local movement and young SNCC organizers who fought for voting rights, and Black Power, in Alabama. Hulu’s **The 1619 Project** is a six-episode docuseries focused on reframing America’s history by placing the consequences of slavery and the contributions of Black Americans at the very center of our national narrative. PBS special programming like **Fight the Power: How Hip Hop Changed the World** and **Black Broadway: A Proud History**, *A Limitless Future* will celebrate the work and legacy of Black performers and musicians who have made a lasting impact on society.



PLACES TO GO:

Harriet Tubman Home National Historic Park

The Harriet Tubman home on South Ave. in Auburn was designated a National Park in 2014 to honor the woman known as the 'Moses of her people' for her years as liberator of slaves using the Underground Railroad. When Harriet Ross Tubman escaped slavery, she moved to Auburn, NY and was an integral part of the Underground Railroad, helping to bring more than 300 enslaved people to freedom.



Where to go: Harriet Tubman House at 180 South St, Auburn, NY 13021 or Fort Hill Cemetery at 19 Fort St., Auburn, NY 13021

What to watch: 2019 Academy Award nominated movie "Harriet"

What to listen to: Stuff You Missed in History Class Podcast - Harriet Tubman & the Underground Railroad (Part 1), Harriet Tubman, Union Spy (Part 2)

National Abolition Hall of Fame and Museum

The National Abolition Hall of Fame and Museum is located in Central New York in the same building which the inaugural meeting of the New York State Antislavery Society was held in 1835. According to its website, their mission is to honor antislavery abolitionists, their work to end slavery, and the legacy of that struggle. Their programming strives to complete the second and ongoing abolition to end racism.

Where to go: 5255 Pleasant Valley Rd., Peterboro, NY 13134

Jerry Rescue Monument

In the heart of downtown Syracuse stands a statue depicting the rescue of a fugitive slave by the citizens of Syracuse. On Oct. 1, 1851, William "Jerry" Henry was arrested in Syracuse and identified as a fugitive slave. The arrest occurred on the same day an abolitionist meeting was taking place in the city and citizens mobbed a police station and rescued Jerry from being sent back down South. It was one of the first examples of resistance to the Fugitive Slave Act.

Where to go: Clinton Square, 161 W Genesee St., Syracuse, NY 13202

Ernie Davis, first Black man to receive the Heisman Trophy

Ernie Davis, American football player, was the first Black man to receive the Heisman Trophy. A commemorative statue stands in front of Ernie Davis Middle School, which Davis attended as Elmira Free Academy for high school. Another statue stands outside Hendricks Chapel at Syracuse University for whom he played in college. Davis died from leukemia at age 23 and is buried in Elmira, NY. His life story was made into a motion picture released in 2008. "The Express: The Ernie Davis Story" was partially shot in Syracuse and had its world premiere at Syracuse's Landmark Theatre.



Where to go: Woodlawn Cemetery, 1200 Walnut St, Elmira, NY

BLACK OWNED BUSINESSES IN SYRACUSE:

Handcrafted goods:

- o Love Line Jewelry Designs
- o Sweet Karma Candles
- o Ethchiq

Bakery/restaurants:

- o Habiba's Ethiopian Kitchen
- o Taste of Africa
- o Chi'Soul Food
- o Crave Dessert Studio
- o Sista Sweets NY

Health and wellness:

- o Café Sankofa
- o 210 Teas
- o Blend Theory
- o Champions Martial Arts
- o Breathe with Reiki

Beauty:

- o Infinite Design
- o Juice and Berries Hair Care
- o Fresh Spa Lounge
- o SpaZend
- o Nai's Naturals

Clothing:

- o Regal Athletics
- o In My Image

Other:

- o Urban CNY – Media
- o VIP Fiscal Services, LLE – Bookkeeping
- o Right Prices Companies – Interior Design



Habiba's Ethiopian Kitchen



210 Teas



Regal Athletics

LOCAL EVENTS FOR FEBRUARY:

- o 210 teas: Yoga & communi-tea (last Sunday of each month) Feb 26th 6-7:30pm tickets are \$12, information on their website and instagram
- o Syracuse Crunch home games: Feb 11th, 24th, 25th
- o Syracuse University Women's Basketball home games: Feb 9th, 19th
- o Syracuse University Men's Basketball home games: Feb 14th, Feb 18th, Feb 28th

Purpose Statement

SOS as a medical practice and a contributor to the local community is committed in its support of diversity, equity, and inclusion. SOS seeks to build patient and team-member relationships among individuals of all ages, races, ethnicities, genders, and sexual identities that fully represents many cultures, backgrounds and viewpoints and thereby cultivate a culture of tolerance where all feel welcome.

DEI Committee Members

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If you have any questions about the content of this newsletter, have suggestions for future topics, or would like to contribute to the DEI newsletter, please contact the DEI newsletter editor in chief, Melissa Patnella, at melissa.patnella@sosbones.com OR any of the DEI committee members.

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