

SPARK

HIGHLIGHTING DIVERSITY, INCLUSIVE OF ALL VOICES

A LOOK INSIDE THIS ISSUE

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NATIONAL MINORITY MENTAL HEALTH AWARENESS MONTH



JULY DATES TO REMEMBER

- Minority Mental Health Month
- French American Heritage Month
- July 1
 - Canada Day
- April 4
 - Independence Day
- July 26
 - ADA Day

Find the Right Words: Inclusive Language for Disabilities

Here's the thing about person-first vs. identity-first language for disabilities: there's no one-size-fits-all answer. Both preferences exist within the disability community.

Person-first language: This emphasizes the person before the disability. Examples include "person with a disability" or "child who is blind." This approach aims to detach the disability from the core of someone's identity.

Identity-first language: This places the disability first. Examples include "autistic person" or "Deaf community." This approach highlights disability as an integral aspect of a person's identity and experience.

The best practice is to ask the person their preference. This is the most respectful way to ensure you're addressing them in a way they feel comfortable with.

If you can't ask:

- For adults and autistic individuals: There's a growing trend towards identity-first language within these groups. You might consider "autistic person" or "disabled person" as a default.
- For children or when unsure: Person-first language is generally a safe choice. Examples include "child with autism" or "person who uses a wheelchair."

In all cases, avoid ableist language that devalues people with a disability.

Examples include language that:

- Removes all individuality, such as labeling an entire community as "the disabled," "the blind," or "the deaf"
- Frames a person with a disability as being a victim of their identity, by saying they "suffer from," are "stricken by," or are "afflicted with" a disability
- Refers to people without a disability a "healthy" or "normal"—implying that people with a disability are unhealthy or abnormal

Remember, the key is to be respectful. If you use the wrong term and someone corrects you, apologize and move on.

July 1

ON THIS DAY IN HISTORY

In 1867, British Parliament passed the British North American Act, which consolidated 3 separate territories into Canada.

Inclusivity Online

WRITING TIPS FOR SCREEN READERS

1. Use Hypertext When Possible

<p>Less Accessible Hypertext</p> <p>For more information on how to shorten a URL, click here.</p>	<p>Descriptive Hypertext</p> <p>Visit Sprout Social for more information on how to shorten a URL.</p>
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2. Use Emojis Sparingly

When someone encounters an emoji, they are read a description of the emoji. This means that placement is important and excessive emoji use can be distracting. Consider using emojis in moderation and placing them to compliment your text, not compete with it.

3. Capitalize Correctly

Screen readers rely on proper capitalization to indicate proper nouns or the start of a new sentence. Alternating upper and lower case letters—LiKe ThIs TeXt FoR ExAmPle—is not accessible to a screen reader. Capitalization is also important for hashtags.

4. Avoid Fancy Fonts and Special Characters

Some media platforms allow you to copy and paste unique fonts from external sites. *Fancy fonts like this* cannot be read by screen readers. While most screen readers can read special characters, like the % or \$, avoid using them unless necessary.

AUGUST DATES TO REMEMBER

August 1-7

World Breastfeeding Week

August 13

Left Hander's Day

August 26

Women's Equality Day



World Breastfeeding Week

HOW DOES WIC MAKE A DIFFERENCE?

JCHD's Breastfeeding Peer Counselor plays a vital role in WIC's mission to empower mothers and ensure healthy children. Mothers come from diverse backgrounds and may face unique challenges with breastfeeding. It's an important role of the BFPC to understand and respect cultural breastfeeding practices. Mothers often experience self-doubt and isolation during breastfeeding challenges. Peer counselors offer reassurance, share their own experiences, and normalize the ups and downs of breastfeeding.

Historically, the social acceptance of public breastfeeding is complex. The shift of social norms around breastfeeding of the 20th century led to discomfort and even legal changes for breastfeeding mothers. In addition to the guidance and support our BFPC provides to expecting and new moms, she serves as an advocate to promote the benefits of breastfeeding and help mothers feel comfortable nursing in public spaces.



Lefty luck?
Some cultures associate left-handedness with good luck or even magical abilities. In some Native American traditions, the left hand is linked to intuition and creativity.

Dual Advocate: Senator Tammy Duckworth

Senator Tammy Duckworth exemplifies resilience and advocacy through her remarkable journey and legislative accomplishments. Her journey began with distinguished military service as a helicopter pilot in the Iraq War, where she sustained severe injuries, leading to her becoming a double amputee. Despite her injuries, she went on to become the first senator to give birth while in office and the first member of Congress born in Thailand. An advocate for gender equality, Senator Duckworth has championed numerous policies to support women and families, including the introduction of the Friendly Airports for Mothers (FAM) Improvement Act, which mandates accessible lactation rooms in all major airports, and co-sponsoring the Paycheck Fairness Act to address gender pay disparities. Her advocacy extends beyond gender equality, as she is a supporter of the Americans with Disabilities Act (ADA), championing policies that enhance accessibility and support for disabled veterans. Senator Duckworth's resilience and dedication serve as a powerful reminder of the interconnectedness of the fight for gender and disability rights, making her an inspiring figure in the ongoing fight for equality.

Did you know?...

• August 18
ON THIS DAY IN HISTORY

The 19th Amendment, which granted women the right to vote, was ratified in 1920. The ratification was certified by the Secretary of State on the 26th.

- It wasn't until 1999 that U.S. law prohibited discrimination against breastfeeding mothers in federal buildings and on federal property.
- As of July 2018, all 50 states, D.C., and the Virgin Islands all have laws that explicitly allow women to breastfeed in public. Idaho and Utah were the last two states to pass legislation protecting breastfeeding mothers from harassment, ejection, or arrest.
- The Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) was signed into law on Dec. 29, 2022, guaranteeing a mother's right to pump at work.

SEPT. DATES TO REMEMBER

Hispanic Heritage Month

September 16

Mexican Independence Day

September 23

Bi Visibility Day

September 23

HR Appreciation Day



Fun Facts: Hispanic Heritage Month

About 63.6 million The Hispanic population of the United States in 2022 constitutes roughly **one out of five** (19.1%) of the nation's total population. The Hispanic population grew from 16.4% in 2010 to 19.1% in 2022, a 2.7 percentage-point increase.

Age Breakdown

Approximate percentage age distribution of Hispanics in the United States in 2022:

- **8%** - under 5 years of age
- **17%** - 5 to 14 years of age
- **17%** - 15 to 24 years of age
- **15%** - 25 to 34 years of age
- **26%** - 35 to 54 years of age
- **14%** - 55 to 74 years of age
- **3%** - 75 years and over

Where They Live

Over half of the 63.6 million Hispanics in the U.S. call themselves:

- Californians - **About 4 out of 10** (15,732,180).
- Texans - **About 4 out of 10** (12,068,549).
- Floridians - **About 3 out of 10** (6,025,030).

Spanish Speakers

Roughly 13% of all people 5 years and over speak Spanish in the United States.

Business Owners*

Approximately 7% or **375 thousand** businesses in the United States were Hispanic-owned in 2020.

The top three sectors for Hispanic-owned businesses were:

Roughly 16% Construction. These businesses had a total of **381,379** employees.

About 13% Accommodation and food services. These businesses had a total of **50,231** employees. (Includes restaurants and food services.)

Approximately 12% Professional, scientific, and technical services. These businesses had a total of **188,001** employees. (Includes accounting, engineering, architectural, veterinary services.)



Educational Attainment

For Hispanics 25 years and over, approximately...

- **7 out of 10** (75%) have a high school diploma or equivalent.
- **4 out of 10** (43%) have some college.
- **2 out of 10** (21%) have a bachelor's degree or higher.

Birthplace Populations of Famous Hispanics

- **Julia Alvarez** - New York City, New York (Pop. - **8,335,897**)
Dominican American poet, author, and essayist.
- **Julian Castro** - San Antonio, Texas (Pop. - **1,472,909**)
Democratic politician of Mexican descent. First Latino at a Democratic National Convention to serve as the keynote speaker.
- **Cesar Chavez** - Yuma, Arizona (Pop. - **98,527**)
Union leader and labor organizer dedicated his life to improving treatment, pay and working conditions for farm workers.
- **Rita Moreno** - Humacao Municipio, Puerto Rico (Pop. - **49,924**)
Puerto Rican actress best known as Anita in West Side Story in 1961 and first-ever Hispanic American woman to win Academy Award.

Note: *The numbers in the Business Owners section only represent Hispanic-owned businesses with employees.

Sources: Data on this page come from the U.S. Census Bureau's Vintage 2022 Population Estimates; 2022 Current Population Survey; Current Population Survey, 2021 Annual Social and Economic Supplement; 2020 American Community Survey 5-Year Estimates; 2020 Annual Business Survey; and biography.com.

Community Group Spotlight: SI CABE

ABOUT:

Southern Illinois Culture and Arts in Bilingual Education was started as a labor of love by two mothers in 2010 who saw a need for authentic bilingual cultural experiences in the Southern Illinois area. From inception our organization has worked to build the capacity of bilingual artists, activists, educators and community members, by offering authentic cultural experiences in a range of art forms.

COMMUNITY EDUCATION PROGRAM OFFERINGS:

- La Esquela - Community Based Learning experience
 - Language acquisition in Partnership with Duolingo School
 - Bi-weekly Language Mentorship Meetings
 - 2nd and 4th Tuesdays of the month @ 118 N. Illinois Ave. Carbondale, IL 62901
 - Community School of Music
- Bilingual language support for school districts
- Event support and cultural experience planning

Visit [SI CABE's website](#) to learn more about support and program offerings or get involved in bringing cultural experiences to our area!

EXPAND YOUR DEI KNOWLEDGE

CODA (Film and novel!)

1993 drama featuring epidemiologist Don Francis as he learns of an increased rate of death among gay men in urban areas. The startling information leads him to begin investigating the outbreak, which is ultimately identified as AIDS. His journey finds mostly opposition from politicians and doctors, but several join him in his cause. As it becomes apparent that people have personal reasons to turn the other cheek, Francis persists. Meanwhile, the number of deaths continues to grow.

Music Within (Film)

A heartwarming story about a disfigured burn victim and his unlikely friendship with a talented musician. Explores themes of overcoming prejudice, acceptance, and the power of music to connect people from different backgrounds.

Like Water for Chocolate (Film/book)

A magical realist tale set during the Mexican Revolution. Follows the story of Tita, a young woman forbidden from love by family tradition, who expresses her emotions through her extraordinary cooking. Explores themes of female empowerment, defying societal expectations, and the rich cultural traditions of Mexico.



EMPLOYEE SPOTLIGHT: GET TO KNOW YOUR INTERIM ADMINISTRATOR **PAULA CLARK**



I started my career at JCHD in June 1993 as an intern. My plan was to get a little public health experience, while finishing my teacher's certificate and Master's Degree. My life plan was to teach health and driver education and to coach softball at the high school level, and inevitably become an athletic director. I kind of blinked, and 31 years have passed! JCHD has been a great place to work. JCHD is the leading local health department in Region 5, we are very family oriented, great co-workers who care about each other and exciting new programming. - Paula Clark

Q: What inspired your career choice?

A: I had a great high school health teacher, who was also my softball coach. His class increased my interest in prevention and overall health education and taught me a very disciplined work ethic.

Q: What's the best piece of advice you've ever received?

A: Not, that I practice this, but you have 2 ears and one mouth, use your ears more.

Q: If you could have dinner with one famous person (dead or alive) who would it be?

A: Paul McCartney, would just talk about his career, and experiences, songs etc.,

What's your favorite JCHD memory?

A: Lots of memories, lots of fun with co-workers. Some of the best memories are being out in the community providing programming with co-workers.

Q: If you were a brand, what would be your slogan?

A: 'How to say yes, and get things done'

Q: What's one thing people don't know about you that they'd be surprised to find out?

A: A.) That although I am outspoken, I am uncomfortable with attention being brought to me.
B.) I have my teacher's certificate in Health/Driver Education and really enjoy traffic safety.

Q: What was the first job you ever had?

A: I had a paper route at age 10 and worked at Hardee's beginning at age 15.

Q: What is one way you've stepped out of your comfort zone in the last year?

A: Finally having the opportunity to teach behind the wheel driving to high school students, after all of these years.