



I.D.E.A.'s @ DWHIHN

(Inclusion, Diversity, Equity, Access)

An Introductory Note

“Diversity is a fact. Equity is a choice. Inclusion is an action. Belonging is an outcome.”

-Grace Churchill

Welcome to the introductory issue of I.D.E.A.'s @ DWHIHN, (Inclusion, Diversity, Equity and Access) a newsletter from Detroit Wayne Integrated Health Network's (DWHIHN) DEI committee. This newsletter will keep you updated on the ever changing topic of DEI; the DEI committee and important information in Wayne County.

Access or accessibility is what gives us the even playing field no matter the human ability or experience.



Information and communication play an essential role in building an inclusive environment and we hope that this newsletter will gradually evolve into a space of collaboration and celebration.

Upcoming Days of Significance

August 1—National Minority Donor Awareness Day

August 7— Purple Heart Day

August 9—International Day of the World's Indigenous People

August 13—Left Handers Day

August 15—Indian Independence Day

August 17—Marcus Garvey Day

August 18 & 19—Krishna Janmashtami (Hindu)

August 19—World Humanitarian Day

August 21—Senior Citizens Day

August 22—American Business Women's Day

August 26—Women's Equality Day

Month Long Observances:

National Civility Month

LGBTQIA2S+: What Does It All Mean?



LGBTQIA2S+ stands for Lesbian, Gay, Bisexual, Transgender, Queer/ Questioning, Intersex, Asexual/Ally and Two-Spirit. The plus stands for the countless affirmative ways in which people choose to self-identify. The terms used to describe gender identities and sexual orientations are constantly changing and being updated to better represent people.

Sexual Orientation & Gender Orientation-Sexual orientation is who you go to bed with; gender orientation is who you go to bed as. These are independent terms.

Transgender is a gender identity that does not correspond with the gender assigned at birth.

Cisgender is a gender identity that does correspond with the gender assigned at birth.

Intersex means you're born with biological traits that are outside the strict male/female

gender binary (such as anatomy, chromosomes, and/or hormones). Examples include Turners Syndrome, Androgen Insensitivity Syndrome, and Klinefelters Syndrome. Being intersex is not the same thing as being transgender.

Non-binary typically is descriptive of someone whose gender identity is not exclusively male or female.

Genderqueer typically is outside of, in-between, or fluctuating between the binary gender categories of male and female. Gender queer relates to the spectrum of both Gender Identity as well as Gender Expression - that is, they may move fluidly between the identities of male and female and separately may move fluidly between masculine expression and feminine expression.

Two-Spirit refers to Indigenous people who express their gender or sexual identities as different

from others. Not all Indigenous individuals who are not Cisgender or Heterosexual will identify as Two-Spirited, but all Two-spirit individuals identify as Indigenous. Some nations hold space for more than 2 genders, such as the Dine, The Anishnaabe, and the Lakota.

Source:

<https://mhpl.shortgrass.ca/blog/lgbtqia2s-what-does-it-all-mean>



Provider Spotlight—Ruth Ellis Center (Highland Park, MI)

Who we are:

Founded in 1999, Ruth Ellis Center (REC) has established a national reputation for quality and innovation in providing trauma-informed services for lesbian, gay, bi-attractational, transgender and questioning

(LGBTQ+) youth, and young adults, with an emphasis on young people of color, experiencing homelessness, involved in the child welfare system, and/or experiencing barriers to health and wellbeing.

What we do:

As we've continued to grow and evolve, so have the ways we help our young people. At Ruth Ellis Center, we work toward our vision through a growing number of services and programs, LGBTQ+ youth and young adult community. From providing outreach and safety-net services,

to skill-building workshops and HIV prevention programs, we are known for our unique approach. For more information regarding our five core programs, see below or feel free to contact us directly.

www.ruthelliscenter.org