

# DIVERSITY & INCLUSION DIGEST

FOCAL TOPICS: INVISIBLE DISABILITIES, DOWN SYNDROME, LGBTQ+ HISTORY



*"If you want to lift yourself up, lift up someone else."*

*Booker T. Washington | 1856 – 1915 | American educator*

## FINDING YOUR VOICE

*Having "That" Conversation...*

Approaching a teaching moment about Diversity & Inclusion with your children is something we've all attempted or at the very least, contemplated. As parents, we recognize that regardless of our religion, race, ethnicity, socioeconomic status, or education we likely all have this one goal in common: to raise functional adults (who we hope are also kind, inclusive, and not afraid to take agency in their community).

This overarching goal is the backbone of the Swigert Diversity & Inclusion committee. Our mission is to bring to the table resources that might help you have a conversation with one another and with your children about important issues when the time is right. We are not experts, but we are parents, and our goal is to find engaging content that will help us explore various topics in a way that is meaningful and authentic.

This month we have assembled some interesting articles, blogs, websites, podcasts, and book recommendations on the topics of Invisible Disabilities, Down syndrome, and LGBTQ+ History. We hope you find it helpful and welcome feedback (and volunteerism) as we dive into many issues throughout the year.

- Rachael Fischer, Swigert Diversity & Inclusion Committee Chair



### Articles:

[13 Tips on How to Talk to your Children about Diversity & Difference](#)

[Talking about Diversity with your Kids](#)

### Podcasts:

[Inclusion School: Teach your Children How to Navigate Diversity Conversations](#)

### Books:

[11 Children's Books that Teach Inclusion](#)



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Opportunities for dialogue begin when we talk about invisible disabilities.



## INVISIBLE DISABILITES

*What lies beneath*

A pediatric neuropsychologist in Boulder recently discussed the challenges of disability through a brief recount of her experience working with a family that had four children, each with very different stories. One had survived cancer, one was born with Down syndrome, one struggled with a learning disability and the last was "neurotypical." The family was seeking interventional strategies for the hardest parenting circumstance which turned out to be the child who had learning challenges (the one with the invisible disabilities).

According to **The Invisible Disabilities Association**:

"Often people think the term, disability, only refers to people using a wheelchair or walker. On the contrary, the 1994-1995 Survey of Income and Program Participation (SIPP) found that 26 million Americans (almost 1 in 10) have a severe disability, while only 1.8 million used a wheelchair and 5.2 million used a cane, crutches or walker (Americans with Disabilities 94-95). In other words, 74% of Americans who live with a severe disability do not use such devices. Therefore, a disability cannot be determined solely by whether or not a person uses assistive equipment.

The term we define invisible disability refers to symptoms such as debilitating pain, fatigue, dizziness, cognitive dysfunctions, brain injuries, learning differences and mental health disorders, as well as hearing and vision impairments. These are not always obvious to the onlooker, but can sometimes or always limit daily activities, range from mild challenges to severe limitations, and vary from person to person."

**A few well known invisible disabilities:**

ADHD	Depression	Narcolepsy	Diabetes
Anxiety	Multiple Sclerosis	Spinal Disorders	Chrohn's Disease
Autism	Food Allergies	Celiac Disease	Lupus

## Resource Corner

**Resources for Families:**

**[Children's Literature on Invisible Disabilities](#)**

**Articles/Blogs:**

**[People With 'Invisible Disabilities' Fight For Understanding](#)**

**[What Happens When You're Disabled but Nobody Can Tell](#)**

**[Please let him make just one friend](#)**

**[What to Know about Invisible Disabilities](#)**

**[Dyslexia: The "Invisible" Disability](#)**

**Associations:**

**[The Invisible Disabilities Association](#)**

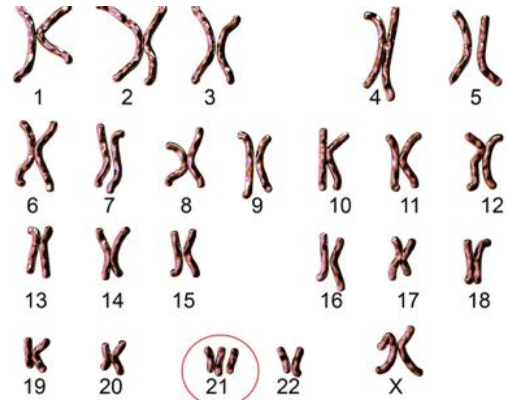
**[The Invisible Disability Project](#)**

**[Center for Disability Rights: Ableism](#)**



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**People with Down Syndrome want to be heard and given the same respect as everyone else; they are thinking and feeling people and want to be treated as such.**



*Down Syndrome is a genetic disorder on the 21st chromosome*

**The Facts:**

- Down Syndrome (DS) occurs in 1 of every 691 live births.
- DS is not a disease, it is a genetic condition when a baby is born with three, rather than the usual two, copies of chromosome 21. Because there are three copies of chromosome 21, Down Syndrome is also called trisomy 21.
- DS is not contagious
- People with Down syndrome usually have mild to moderate cognitive impairment, low muscle tone, smaller stature, and a slightly flattened facial profile.
- People with Down syndrome are active participants in the community; schools, jobs, and leisure activities.
- They want to be heard and given the same respect as everyone else. Individuals with Down syndrome are thinking and feeling people, and they want to be treated as such.

**Resource Corner**

**Videos to watch:**

**Sting video about the hiring chain**

**Local DS Organizations:**

**Rocky Mountain Down Syndrome Association (RMDSA)**

**Sie Center for Down Syndrome at Children's Hospital Colorado**

**Gigi's Playhouse (has their grand re-opening October 16)**

**Books for Kids:**

**10 picture books that celebrate DS Awareness**



# LGBTQ+ History Month

In 1994, Rodney Wilson, a Missouri high school teacher, believed a month should be dedicated to the celebration and teaching of gay and lesbian history, and gathered other teachers and community leaders. They selected October because public schools are in session and existing traditions, such as Coming Out Day (October 11), occur that month.

Gay and Lesbian History Month was endorsed by GLAAD, the Human Rights Campaign, the National Gay and Lesbian Task Force, the National Education Association and other national organizations. In 2006 Equality Forum assumed responsibility for providing content, promotion and resources for LGBT History Month.



## 2021 ICONS

- |                      |                 |
|----------------------|-----------------|
| Susan B. Anthony     | Frank Bruni     |
| Ashley Diamond       | Carlos Elizondo |
| Bob Hattoy           | Janis Ian       |
| Claud McKay          | Shannon Minter  |
| Johnnie Phelps       | Swe Zin Htet    |
| Darren Walker        |                 |
| W.H. Auden           | David Cicilline |
| Alice Dunbar- Nelson | R.C. Gorman     |
| Jerry Herman         | Janis Joplin    |
| Stacey Milbern       | Javier Morgado  |
| Little Richard       | Ritchie Torres  |
| Frederic Chopin      | Mart Crowley    |
| Althea Garrison      | LZ Granderson   |
| Karine Jean-Pierre   | Liberace        |
| Janelle Monae        | Henry Munoz III |
| Mark Takano          | Mary Trump      |



## Resource Corner

### Articles:

[Advice to parents on raising a happy and healthy LGBTQ child](#)

[Why Accepting your LGBTQ Child Matters—And How to Start](#)

### Podcasts:

[Talking to your kids \(and to yourself\) about LGBTQ Issues](#)

[How to Help Parents Understand & Support their LGBTQ](#)

[Our 10 Favorite LGBTQ+ Family Podcasts](#)

### Additional Resources:

[Children's Hospital Colorado](#)

[History of Lesbian, Gay, Bisexual and Transgender Social Movements](#)

