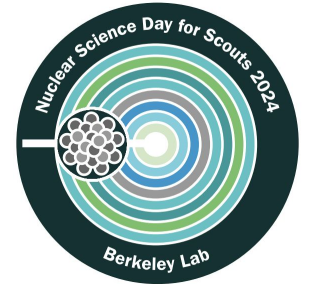# You and Nuclear Science Scout Day 2024 (Nov. 9)

- Opening Talks in the Bldg. 50 Auditorium – *The ABCs of Nuclear Science* and a focused theme-specific talk on production of new elements (Jacklyn Gates)
- Rotation of 6 activity stations, with groups led between stations by LBNL volunteers
  - Fission and Building an Atomic Model
  - Everyday Radioactivity
  - Build an Electroscope
  - Career Forum
  - ALS Tour
  - Detector Expo   *You and/or your detector demonstrations/examples*
- Liquid Nitrogen frozen Snickers social

Sign up to volunteer now!

October is National Disability Employment Awareness Month ([NDEAM](#))

- NDEAM All Access Neurodiversity Working Group Potluck – October 16 at 12:30pm @ the Molecular Foundry – sign up [here](#)
- NDEAM Talk: "Neurodiversity & Inclusive Excellence" with Courtney Castleman Bucher – October 22 @ 10am on [Zoom](#)
- NDEAM Talk: "Mentioning the Unmentionable: The Language of Disability" with Dr. Greta Vollmer – October 29th @ 1pm on Zoom (link to be provided)
- NDEAM - Special Interest Lightning Talks - October 31 @ 11am on [Zoom](#)
  - *Volunteer to be a speaker [here](#)*
- Mentioning the Unmentionable: The Evolution of the Language of Disability (Dr. Greta Vollmer) - Tuesday, Oct 29 1:00 pm (virtual - link to be provided later)

Get Involved in Service and Outreach This Month!

- **K-12 STEM Outreach Opportunities**
    - Support the Pinole Valley Engineering Academy
    - Volunteer for Nuclear Science Day
    - Sign up with Be A Mentor Inc.
    - Be a presenter for the Reverse Science Fair
    - Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
    - https://k12education.lbl.gov/home

- **Community Service Opportunities**
    - Be a tabling assistant at the Maker Faire or the Día de los Muertos Festival
    - Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
    - Volunteer with Meals on Wheels
    - Become a tech volunteer for Ashby Village
    - Get involved with Homies Empowerment

Sign up to volunteer for these opportunities and more at
https://service.lbl.gov/need/

Mole Day K-12 Volunteer Open House
Wednesday, October 23· 10:00am – 1:00pm
Location: 50A-1116 and 50A-1137

Celebrate Mole Day with the K-12 team! Come learn about K-12 STEM Education & Outreach Programs and how you can be involved. Talk to the K-12 team and Berkeley Lab volunteers to learn about K-12 volunteering opportunities. Learn and experience some fun hands-on STEM activities. There will be light refreshments.

Words Matter

- This is not a surprise, we have all been in a situation where somebody (a friend, a colleague, a family member, a stranger) says something in a way that stings, that we find offensive

- <u>Few of us seek to be hurtful</u>, *but* **our choice of a phrase or word can inadvertently cause offense or hurt**

- Language and the meaning of words is constantly evolving – word choice is about being conscientious and intentional, **perfection is not the expectation**, but making an honest effort is

Overt examples of pejorative word usages

Words associated with physical and mental conditions: lame, dumb, gimp, midget, psycho, insane, idiotic, crazy ...

Use of pejorative stereotypes: "_ like a girl"

Words associated with specific ethnic groups, historical groups, gender groups, etc.: Nazi, gypped, N-word, Hillbilly, redneck

Evolution of Meaning

- Consider the term 'gay'
  - The original primary meaning in English was "joyful" or "carefree", related to gaiety – e.g. the 1890's are still often referred to as "The Gay Nineties"
  - Secondary meaning was acquired already in the 17th century – but in relation to prostitution (brothel = "gay house")
  - Meaning further evolved to refer to sexual orientation toward the early/mid-20th century
  - Word usage continued to evolve and gained a pejorative meaning in the 1970's to present day – now associated as an adjective to mean "boring", "lame", or "rubbish" – <u>implicitly associates a negative attribute with a group of people</u>
- This is a well-known example, and there is really no excuse for not having awareness and using 'gay' in a pejorative manner

Be Mindful of History

- There are many common phrases with cruel origins, double-meanings or that are examples of cultural appropriation – again, awareness is the key

  - Master / slave
  - Blacklist / whitelist; blackballed, black mark
  - Indian giver, Indian summer
  - Peanut gallery
  - Grandfathered in
  - Sold down the river
  - Low man on the totem pole

  - Off the reservation
  - Lynching or lynch mob
  - Cakewalk
  - Spirit animal
  - "No can do"
  - …

Avoid "Playing Doctor"

- There are many words describing specific medical conditions and/or symptoms, and we should recognize that using these words outside of that capacity can be hurtful to those who have experienced them

Don't Diagnose!
- "I'm/You're so _____!" [OCD, ADHD, Autistic, dyslexic, blind, deaf, etc].
- "That conference gave me PTSD."

Use Symptom Terminology with caution:
- "I'm having an intrusive thought to eat this whole cake."
- "I was so depressed when that show ended"

Using conditions or words associated with conditions as adjectives/extremes can other* the people who have conditions, diminish their experiences, and/or trigger unwanted thoughts and memories.

*Othering is the act of perceiving or treating a person or group as fundamentally different, inferior, or outside the norm, often leading to exclusion and marginalization.

A Few Other General Tips

Educate yourself on term preferences

- Some people prefer "person-first" language versus "identity-first" language or have terms that they prefer to be referred to as
- Try not to put the burden of teaching on members of the group unless they indicate otherwise
- Some preferences change over time - try to be aware of changing vocabulary

Be open and proactive

- If you inadvertently hurt someone, respond with humility and use the opportunity to learn how to avoid future mistakes
- If you see others unwittingly using words and phrases that are harmful, try to have a respectful conversation with them

No one is perfect, and we've all likely used words or phrases without realizing their full meaning or history, which may have hurt someone.

What matters most is being mindful of the impact our words can have, staying educated about language, and making an effort to choose words carefully with kindness and respect. It's also important to remain open to feedback and learn from it, so we can continue to minimize harm and foster understanding.

Thank you!

Additional information and examples:

- https://www.mentalfloss.com/article/625916/racist-origins-common-phrases
- https://www.cnn.com/2020/07/06/us/racism-words-phrases-slavery-trnd/index.html
- https://www.cbc.ca/news/canada/ottawa/words-and-phrases-commonly-used-offensive-english-language-1.6252274
- https://www.ohsu.edu/inclusive-language-guide

IDEA Resources

NSD IDEA Council resources

- [URM Job Posting funding](#)
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards "50 ways to fight bias"](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!
- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov