



OCTOBER 2024

WE ARE COMMITTED TO MAKING BRIO LIVING SERVICES A SAFE, WELCOMING PLACE FOR ALL TO LIVE AND WORK.

National Coming Out Day / International Pronouns Day

Coming Out Day: A Brief History **The origin story of October 11.**



For more than 30 years, every October 11, the LGBTQIA+ community and its allies have celebrated National Coming Out Day (NCOD), a day that encourages people to share their truth and take a stand against homophobia. It began on October 11, 1987, after over half a million people marched for LGBTQIA+ rights in Washington, D.C. The march inspired the creation of several advocacy organizations and led activists Rob Eichberg and Jean O’Leary to establish NCOD on its first anniversary.

Eichberg, a psychologist, and O’Leary, a political leader, envisioned NCOD as a positive celebration of queer identities, hoping to decrease stigma and homophobia. The iconic NCOD logo was designed by renowned artist and HIV activist Keith Haring.



Today, NCOD continues to empower people to live authentically while promoting awareness and acceptance.

<https://www.advocate.com/exclusives/2019/10/11/coming-out-day-brief-history>

What is the purpose of National Coming Out Day?

National Coming Out Day encourages LGBTQIA+ people to share their authentic selves with others, and to encourage and support other LGBTQIA+ people who do the same. The goal of the holiday is to create LGBTQIA+ awareness and visibility. <https://www.today.com/news/what-is-national-coming-out-day-rcna119721>

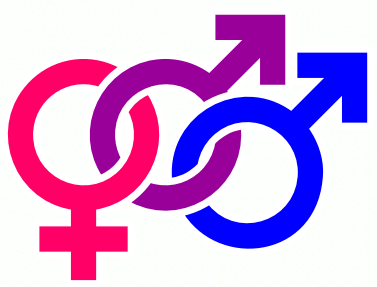
October Celebrations

- National Disability Employment Awareness Month**
- National Polish American Heritage Month**
- National Global Diversity Awareness Month**
- 2nd-4th Rosh Hashanah**
- 10th World Mental Health Day**
- 11th National Coming Out Day**
- 11th Yom Kippur**
- 13th Breast Cancer Awareness Day**
- 14th Indigenous Peoples Day**
- 16th International Pronouns Day**
- 31st Halloween**
- 31st Diwali Begins**

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How to Talk About Pronouns at Work: A Visual Guide

Q What's the best way to share your pronouns?

Be clear, straightforward, and casual.

A

Q What should you do if someone calls you by the wrong pronoun?

Give a simple but clear correction, without apology.

A

Q What should you do if you call someone by the wrong pronoun?

Give a simple apology, and immediately make the correction by restating the sentence where you misgendered the person.

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<https://hbr.org/2021/09/how-to-talk-about-pronouns-at-work-a-visual-guide>

How does an LGBTQIA+ person come out?

The coming out process is different for everyone — and because LGBTQIA+ people come out so many times over the course of their lives, the process can change as time goes on. The Human Rights Campaign, a national LGBTQIA+ advocacy group, has a helpful Coming Out section on its website.

The Trevor Project, a national non-profit organization that supports young LGBTQIA+ people, has written a Coming Out Handbook.

<https://www.thetrevorproject.org>

How can I celebrate NCOD??

While members of the LGBTQIA+ community can participate in National Coming Out Day events across the U.S., they can also celebrate by simply living authentically and by encouraging others to do the same. Allies of the community can also participate by visibly expressing their support of and their love for the LGBTQIA+ people in their lives.



What is International Pronouns Day?

International Pronouns Day promotes respect, sharing, and education about personal pronouns, which are essential to human dignity. Using correct pronouns is especially important for transgender and gender nonconforming people. Established in 2018, it occurs on the 3rd Wednesday of October annually to celebrate diverse identities.