



EDUCATION WRITERS ASSOCIATION

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# Reporter Guide

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For Inclusive Coverage

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This guide was created by members of the Bias Busters team, which edited and updated questions from among 2,000 questions answered in a series of 20 cultural competence guides and added new content and graphics. Bias Busters has nearly 20,000 guides in circulation, publishes a blog, and works with companies, universities and agencies to raise cultural competence. The team also published the book *“To My Professor: Student Voices for Great College Teaching.”*

Editors on this EWA guide were **Chloe Peter**, **Ri’An Jackson** and **Adrian Samantha Kresnak**. Design and charts were by MSU design professor **Richard Epps**. **Dr. Dorinda Carter Andrews**, chairperson and professor in the MSU College of Education's Department of Teacher Education, wrote the foreword.

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# Foreword

## EWA Reporter Guide for Inclusive Coverage

### *Know Your Blind Spots: How to Reduce Implicit Bias in Reporting*

By **Dorinda J. Carter Andrews, Ed.D.**

**E**ducation journalists have the enduring responsibility of providing unbiased and fair coverage of issues that persist in schools. Since education is fraught with challenges stemming from differences in culture, privilege and power, responsible reporting requires a focus on diversity, inclusivity, equity and justice. Because their writing has the potential to shape the public's perception of the social and political realities of education, journalists must be committed to soliciting and including a variety of voices and perspectives on successes and challenges across the educational landscape — from preschool to graduate school. Yet, we must recognize that reporters are human beings, socialized in a society where some individuals and groups systematically experience privilege and power while others experience disadvantage and oppression. How they report is informed by their preconceived notions.

As a professor of race, culture, and equity at Michigan State University, I am committed to racial justice in education. I examine educational inequities by highlighting the voices of people who are traditionally marginalized in society based on their social identity markers (e.g., race, ethnicity, gender,



social class, ability). Through my work, I highlight the importance of recognizing our own implicit biases: our blind spots and preconceived stereotypes and assumptions we harbor about individuals and groups.

Like all of us in society, education reporters are also members of privileged and disadvantaged social groups. In the absence of opportunities to reflect on our identities, we can miss our blind spots around preconceived stereotypes and assumptions about individuals and

groups. Thus, our implicit biases can hinder goals for advancing inclusivity, equity and justice.

To ensure that education news coverage is authentic and accountable, reporters must strive to achieve accurate and trustworthy coverage by minimizing their susceptibility to reporting through their implicit biases. When there is a lack of consciousness about one's own assumptions and stereotypes in reporting, journalists miss opportunities to convey nuances that deepen readers' understanding of education issues. Journalists are accountable to everyone, especially those who are disproportionately marginalized by the unintentional outcomes of their reporting.

Below I offer tips for journalists to consider as they work to minimize conscious and unconscious

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bias in education reporting. My aim is to help journalists narrate stories that more accurately depict increasingly diverse schools, foster family and community member engagement, inform education policy decisions, and support more socially just educational outcomes.

**Know your lenses.** We all view and understand the world through our own lived experiences, perspectives, and identities as privileged and disadvantaged. These perspectives continually shape the ways we examine diversity, equity and inclusion. For journalists, it is important to be aware of how your lenses might differ from those who are the subjects of the issue on which you are reporting. When crafting your stories, gathering multiple perspectives that are different from your own will help ensure that you do not present a false or skewed sense of the reality of the people or issues about which you are reporting.

**Know and understand your motive.** It is important to critically reflect on why your audience needs to hear a story on a particular topic. Why does the story matter, and to whom? Who will benefit from hearing the perspective(s) that you are sharing, and who might be further disadvantaged? Asking these questions helps you examine preconceived notions and assumptions you might have about the issue and how you can de-center your personal perspectives as you gather data for reporting on schooling issues.

**Humanize people and communities.** Consider how you talk about people and communities by defining them as human first rather than leading with their condition. For example, when writing a story about the impact that socioeconomic conditions can have on student achievement, talking about students as “students living in poverty conditions” versus “low-income students” or “poor students” reminds your readers that children are children first.

Another example might be describing a differently abled student as “a child with autism” versus “the autistic child.” This approach lets you lead with humanity, not conditions.

**Consider the framing.** How you frame communities and schooling challenges can change readers’ perceptions. Strive to provide context that reflects multiple perspectives, and set aside preconceived notions whenever possible.

This means ensuring that a story does not highlight everything that is wrong in an educational situation but also provides optimism and hope for

change — and alternatives. Talking with multiple people and groups in the community while preparing the story can help ensure that framing is not solely focused on the negative.

**Watch your language.** Words have power. They can solidify stereotypes that readers have about certain groups (e.g., students, teachers, families) or challenge opinions formed with limited information. Journalists who use strengths-based language in their reporting minimize the risk of dehumanizing individuals and groups. For example, it is inaccurate and offensive to refer to certain racial and ethnic group students as “minorities” when they represent the numeric majority in their school and/or community. Additionally, it is misleading to conflate terms like culture and race when reporting about specific racial or ethnic groups. Lastly, terms like “dropouts” and “at-risk” undermine efforts to humanize people in challenging environmental conditions in and out of school. Poor language use can result in unintentional offense to communities and inhibit readers’ ability to fully understand an education topic.

**Consider missing narratives.** Oftentimes, education reporting highlights stories on groups that the public is used to reading about. Whose educational experiences are often rendered invisible? Think about communities such as Native/Indigenous students, rural students, and religious minorities, as well as members of immigrant and refugee communities. There are multiple groups in the education system who experience systemic privilege and oppression. Journalists have to be intentional about thinking beyond their personal identity groups — and those most often written about — to consider what communities’ narratives are not being told.

These tips are offered with the assumption that journalists are reporting with the goal of narrating stories that ultimately lead to more educationally just outcomes. When this is central to the work, equity, inclusion and justice are not afterthoughts, and education reporters are intentionally working to minimize biased reporting.

*Dorinda Carter Andrews is the chairperson for the Department of Teacher Education at Michigan State University. She is also a professor of race, culture, and equity. Her research focuses on issues of racial equity and justice in teacher education and P-21 educational contexts. She utilizes qualitative methodologies and critical race and gender frameworks to examine race and racism in schools, teacher preparation, and Black education.*

# Introduction

For a window into America's future, you need only look through the classroom door. As the country becomes increasingly diverse by race and ethnicity, those demographic shifts are rippling upward in the K-12 system, where non-white students are now the majority.

Hispanic students now fill about 20% of the desks in younger grades. There are more African American students, more Asian and Pacific Islanders, Indigenous students, Arab American students and a growing array of multiracial students. Religions and gender identifications are expanding, too.

This is completely natural for many of today's students. This is how they are growing up. But it can be startling for teachers, parents and education reporters used to a country that has been mainly white.

This demographic sea change did not happen last summer or in 10 years or 20. The tide has been building over many years and in many ways. It came about through changing birth rates and immigration laws. It is as old as court decisions about access to education. It is embedded in our national struggle to define whiteness and in tangled thinking that has stuffed people into racial boxes.

The U.S. Census Bureau, which actually does use checkboxes, has had a different plan each time it counts. For generations, people have seemingly hopped categories. Italians and Irish were not seen as white Americans — until they were. Asian and South Asian people sought to be treated as white, although their categories never changed. Today some

Arab Americans, classified as white on census forms, say they are not accorded that treatment and want a checkbox of their own.

We mix the archaic concept of race with newer ideas about ethnicity and culture. The variety of mixed heritages is growing, as are the ways we practice our faiths, even as more people are leaving organized religion altogether. The idea that gender is binary has been broadly challenged, and the ways people define their sexual orientations have multiplied.

In a world that seems to change by the day, some struggle and feel a loss of power, respect or station. Others embrace that new world.

No one knows exactly where this tide of change will take us. But we do know that the rising generation will lead us there. The children, the schools and informed education reporting will take us on the journey together.

Toward that end, we bring you this guide. It is far from complete. We answer around 250 questions, knowing that 250,000 would not be enough. We provide concise answers, knowing that any one of them could be a book. We provide about 100 links to additional resources, although there are thousands out there.

This guide is not the answer. But it is a start. Many education reporters, we know, are well along this path. The Education Writers Association hopes this guide helps everyone, wherever you are on this national journey.

## CHAPTER I:

# Hispanics & Latinos

### Which is correct, Hispanic, Latino or Latinx?

The terms have different origins. Hispanic, according to the 2019 Associated Press Stylebook, means “A person from — or whose ancestors were from — a Spanish-speaking land or culture.” Latino or Latina, says AP, “is often the preferred noun or adjective for a person from, or whose ancestors were from, a Spanish-speaking land or culture or from Latin America.” Some Spanish-speaking countries, such as Spain, are not in Latin America. Some Latin American countries, such as Brazil, are not Spanish-speaking countries. Latin also refers to languages that developed out of ancient Rome, including French and Italian. But Latino as used in the United States refers to the geography of Latin America, not necessarily to languages. Latino, a Spanish word, is male. Latina is for females.

Latinx is an inclusive term some use for mixed groups or as a non-gendered alternative. It is espe-

cially favored in the Latin American LGBTQ community. While there is not a consensus among this large group of people, AP advises in its entry on race-related coverage that when writing about individuals, it is wise to use a person’s preference. That might be a more specific identifier, such as Cuban, Puerto Rican or Mexican American. Hispanic and Latino people may be of any race.

### Is the U.S. Hispanic population growing?

Hispanics are leading the demographic wave that will make the United States a majority-minority country by 2050. The Pew Research Center reports that more than one in four babies today are Hispanic. By 2060, the Census Bureau projects, Hispanics will be 27% of the U.S. population.

The population of Hispanics in the U.S. has been increasing since the 19th century. But a **Pew Research study** reports that the growth rate of Hispanics has



been slowing due to decreasing levels of migration to the United States from Mexico and a decline in the fertility rate among Hispanic women.

### Is the Hispanic student population growing?

This group is growing rapidly. A 2019 report by the U.S. Census Bureau said the percentage of U.S. school-age children who were Hispanic grew from 18% in 2008 to 24% in 2018. The National Center for Education Statistics reported in 2019 that the percentage of U.S. school-age children who were white declined from 62% in 2000 to 51% in 2017. The proportion of children who were Black went from 15% to 14%. Over the same period, the share of school-age children who were Asian grew from 3% to 5% and the proportion of children who were of two or more races doubled from 2% to 4%.

### How is the population of Hispanics in college changing?

Although still underrepresented in college, the number of Hispanics on campus has about doubled since 2000, according to the U.S. Department of Education.

It reports that the college attendance rate grew from 22% in 2000 to 37% in 2015. More than a quarter of young Hispanic adults have at least an associate's degree. That is up 15% from 2000. But the group is still behind other groups in receiving four-year degrees, according to a Pew Research Center study.

Hispanics are one of only two demographic college groups that are growing. Increased Hispanic enrollment has paralleled a sharp rise in college expenses. A 2014 National Journal poll reported that 66% of Hispanics who got a job or entered the military after high school said one reason they did not attend college was because they needed to support their families. That was 40% higher than the number of non-Hispanic whites who said this.

### What are HACU and HSIs?

The Hispanic Association of Colleges and Universities, or HACU, is a nonprofit that aims to heighten the success of Hispanic college students. For a university to gain HACU membership and become

an HSI, or Hispanic-serving Institution, at least 25% of enrolled students must be Hispanic. Currently, 470 Hispanic-serving Institutions teach two-thirds of Hispanic college students.

### How many Hispanics in the United States speak English?

This proportion is increasing. One important factor is how long they or their families have been in the United States. Pew reported in 2019 that seven in 10 U.S. Hispanics ages 5 and older spoke English proficiently. That varied by nationality. Panamanians and Puerto Ricans had the highest levels of proficiency at 87% and 83% respectively. At the lower end were Hondurans, 48%, Guatemalans, 48%, and Salvadorans, 53%. Mexicans, at 71% proficient, are close to the average for all Hispanics. A key factor in proficiency is how long families have been in the country, another consideration related to nationality. Pew has found that nearly all Spanish-speaking immigrants speak to their children in that language. The share falls to less than half among third- or higher-generation Hispanic parents — those born in the United States to U.S.-born parents. So, it is not unusual for students of immigrant parents who speak Spanish to be English-dominant. One should not make judgments about a person's ethnic authenticity generally, and certainly not on the basis of language.

### What is Spanglish?

Spanglish, or Spangles in Spanish, is an informal hybrid of Spanish and English. There are no official rules to Spanglish. It is an umbrella term used to describe when someone uses both Spanish and English elements in their speech. People who use Spanglish know both languages and switch to the one that better describes what they are saying. Linguists call that code switching. In the United States, the use of Spanglish varies tremendously by region. It is used more in southern California, Texas, the Miami area and New York City.

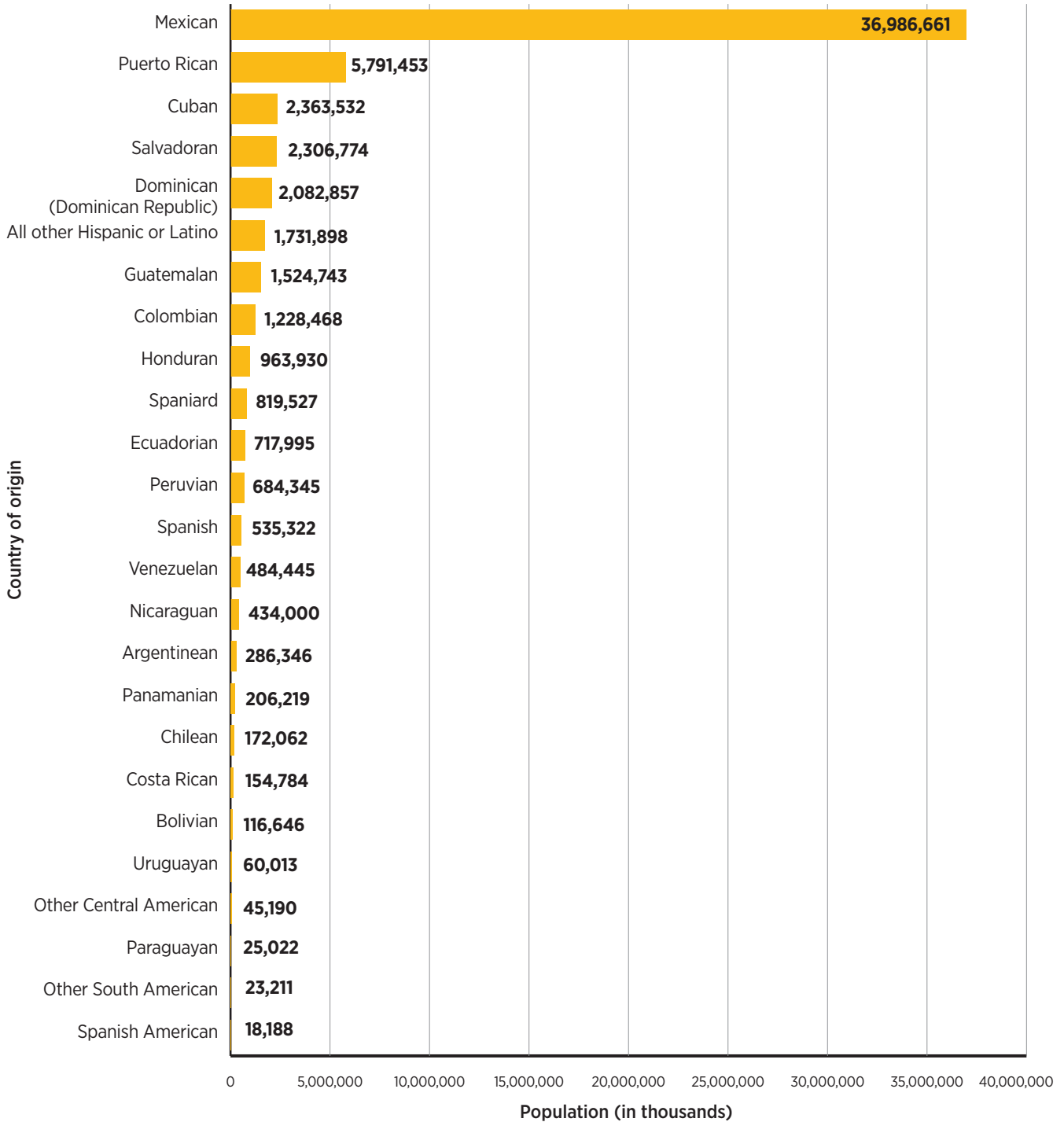
### What is the letter ñ?

In the Spanish alphabet, this is an additional letter, not just an n with an accent mark, which is called a tilde. It is called an eñe and is pronounced “enye.”

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### Hispanic population groups in the United States, by country of origin in 2018

Self-identified, not by place of birth.



The letter ñ is used in many words. Substituting a plain n, a whole different letter, can change the word. In speech, this letter sounds like the middle sound in canyon and, in fact, the Spanish word for canyon is cañon.

The ñ appears in other common special words such as año for year and mañana for tomorrow.

### What is a quinceañera?

A quinceañera is a Hispanic celebration of a girl's 15th birthday, signifying her transition from youth to adulthood. This is both a social and religious event and, like many other Hispanic traditions, emphasizes the importance of family. A quinceañera typically begins with a Mass that is attended by the girl's parents, grandparents, godparents and family. The Mass is followed by a reception with food, family, music, dancing and more. In the past, the quinceañera has signified that a girl is prepared for marriage, but in modern times it tends to mean that a girl is ready to begin formal dating. Some families will throw a quinceañero for a son.

### What do “Chicano” and “Chicana” mean?

The terms refer to someone who is from Mexico and lives in the U.S. Originally, this term was used by wealthier Mexican Americans in a derogatory manner. However, the term became one of pride during the U.S. civil rights movement in the 1960s. People of Mexican descent who identify with that movement and the struggle of migrant agricultural workers may prefer this term. The term affirms pride in Indigenous ancestry, a significant ideological element of the Chicano movement. Some people prefer this term over Hispanic or Latino.

### What does Chican@ mean?

This post-internet construction simplifies “Chicano/Chicana” or “Chicano and/or Chicana.” Some academic studies departments have put this in their names. According to the University of Wisconsin at Madison, “The @ ending (‘a’ at the center of ‘o’) offers a simultaneous presentation of both the feminine and masculine word endings of Chicana, Chicano, Latina, and Latino and allows the reader/speaker to

choose the form she or he prefers.”

### What does Tejano mean?

Tejano means a Texan of Mexican descent. Tejano derives from “Coahuiltejano,” a name given to the citizens of the Mexican State of Coahuila y Tejas, now Texas. Hispanic and Anglo-Saxon settlers who lived in the area during the 18th century created Tejano culture, which includes folk music synthesized from European and Mexican styles and Tex-Mex cuisine.

### Is Puerto Rico a country, colony or commonwealth?

This is complicated. Spain held Puerto Rico as a colony for more than 400 years and ceded it to the United States in 1898 at the end of the Spanish-American War. It has been under U.S. rule as an unincorporated territory ever since, but is not a state. Puerto Ricans were made U.S. citizens in 1917, though they had not requested it. In 1952, with congressional approval, Puerto Ricans voted to become a commonwealth. This did not fundamentally change the relationship between Puerto Rico and the United States.

### Which states have the largest Hispanic populations?

Almost half of Hispanics live in California and Texas. California has the largest numbers of Hispanics in the nation, about 15 million, or 38% of the state's population. Hispanics are the largest ethnic group in California. Texas is second in total number with 10.4 million people, 19% of the state's population. This is followed by Florida, with 4.8 million, or 8% Hispanic. New Mexico, ninth on the list with about a million, is the state with the highest concentration of Hispanics at 48% of the state's population. By contrast, Hispanics are about 1% of the populations in West Virginia, Maine and Vermont. The report was compiled by the Pew Research Center.

### Are U.S. Hispanics mostly Catholic?

While this once was true, it no longer is. Religious affiliation of Hispanics in general is dynamic. While the share of U.S. Catholics who are Hispanic is still

growing, more are not affiliated with the church. This apparent contradiction reflects two trends. One is that people in the United States in general are moving away from all organized religions. The second trend is that, while still mostly Christian, Hispanic people now more frequently embrace other faiths, especially Protestantism. **Pew Research reported** that 47% of Latinos identified as Catholic in 2018-2019, down from 57% a decade previously.

### **Is Pope Francis the first Latin American pope?**

Yes. Pope Francis is the son of Italian immigrants to Argentina. Latinos in the United States acknowledge that he is by birth Latin American, but do not necessarily consider him “Latino.”

### **Are most Latinos in the United States today immigrants?**

Not even close. The U.S. Census Bureau estimated there were 59.9 million Latinos in the United States in 2018. Of those, about two-thirds of all Latinos were U.S. citizens by birth. Mexican Americans were the largest share of native-born Latinos, about two-thirds, according to the **American Community Survey**.

### **What are the earnings of Latinos in the United States?**

The median incomes of foreign-born Hispanics are catching up to U.S.-born Hispanics, who are still recovering from the 2007-2009 Great Recession. The median annual income for foreign-born Hispanics was \$28,300 in 2017, compared to \$30,000 for those born in the United States. While the recession affected both groups, U.S.-born Hispanics suffered a greater financial loss. This is from **Pew Research of 2018 Current Population Survey Annual Social and Economics Supplements data**.

### **Why do American employers hire people from Latin America to work in agriculture?**

It's not just in agriculture. According to the federal **Bureau of Labor Statistics**, the lead fields for

Latinos are construction, farming, fishing or forestry industries and leisure and hospitality. Some who are either unauthorized to work in the United States or who have low education find themselves only being able to get low-paid, unregulated jobs doing manual labor. The education level of immigrants in general was rising through 2017, which could reduce the number for whom agricultural work is attractive.

### **Are Hispanic families large?**

The average number of people in Hispanic households was 3.25 in 2017, according to the **Census Bureau's Current Population Survey**. This compared to averages of 2.9 in Asian households, 2.51 in Black households and 2.37 people in non-Hispanic white households. A major factor was age. The Hispanic families were, on average, younger.

### **What is the “Hispanic paradox”?**

This term refers to studies showing that although Hispanic communities in the United States tend to have a higher risk factor for illnesses, they tend to have a longer life expectancy than non-Hispanics with the same health problems. According to the **CDC**, Hispanics have a life expectancy two years longer than whites. Hispanics in the U.S. are also poorer, have more dangerous jobs and less access to health care than whites. Experts have attributed this phenomenon to a number of factors including the Hispanic population's younger average age, better diet and less smoking. Some have also attributed it to family closeness, saying such ties contribute to a feeling of community and better mental health.

### **How do the movies portray Hispanics?**

The **Institute for Diversity and Empowerment at Annenberg** annually reports that Latinos are not appearing on movie screens or behind the cameras. Its 2019 report was called “Latinos in Film: Erasure on Screen & Behind the Camera Across 1,200 Popular Movies.” It said movies typically portray Latinos as criminals, isolated people or poor.

### **Is Cinco de Mayo like Fourth of July?**

Cinco de Mayo, celebrated on May 5, is a Mexican

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holiday recalling the victory over France in the 1862 Battle of Puebla, which occurred during the Franco-Mexican War. Cinco de Mayo festivities include parades, street festivals, mariachi music and special foods in both the United States and Mexico. U.S. Cinco de Mayo celebrations focus on Mexican culture. Cinco de Mayo is not a celebration of Mexican independence from Spain, which occurs in September. Hispanics of other nationalities celebrate different holidays related to their own countries' traditions.

CHAPTER 2:

# African Americans

## Which is preferred, Black or African American?

Either can be correct. Gallup polling has found since 1991 that half to two-thirds of African American and Black respondents did not have a preference. The terms do not necessarily mean the same thing. So, it can come down to individual preferences. It is best to ask. Black and African American replaced older terms such as Colored and Negro imposed by others. The way one identifies oneself might reflect feelings about origin, affiliation, colonialism, enslavement and cultural dispossession. **The 2019 Associated Press Stylebook added guidelines on race-related coverage** that run to more than four pages. We recommend it. It relates to several of the groups covered in this guide. AP advises that Black and white not be used as singular nouns. For plurals, the words may be used as adjectives when relevant, as in “Black teachers.”

African American is “acceptable for an American

Black person of African descent. The terms are not necessarily interchangeable.” The 2019 guide also drops the hyphen from African American and other terms for people of dual heritages.

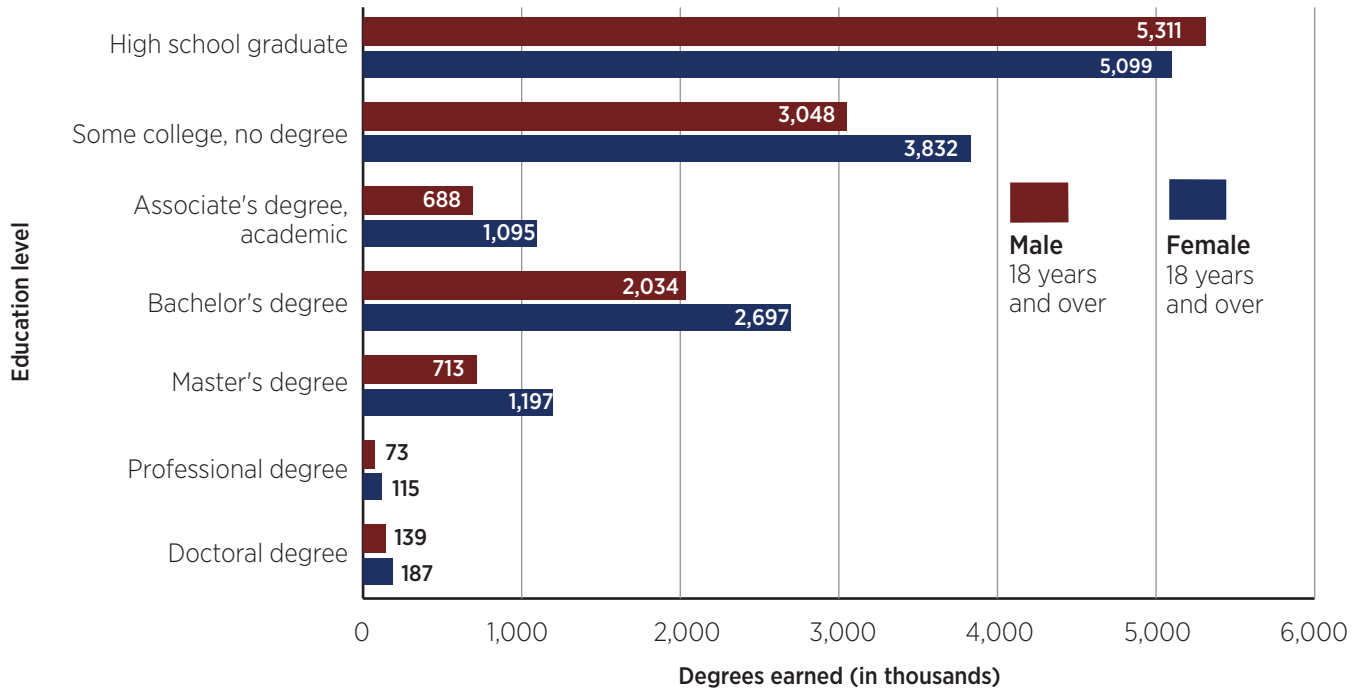
## Why do some people prefer to identify as Black?

Reasons vary. Some people may identify as Black rather than African American because they do not feel connected to the American state. Others may identify as Black because they do not identify with the African continent. There are various historical, social and political reasons why one might prefer to identify as Black. Some believe the term better encompasses people who are Black but whose ancestry is Latinx or Caribbean. The term Black has historically connected people of African descent around the world and was revived during the Black Power Movement in the 1960s and 1970s.

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### Gender gap in African American education in 2018

Over the age of 18, Black women hold a significant edge over Black men in degree attainments. Less than a decade previously, Black men held more doctoral degrees than Black women (numbers in thousands.)



### Why do some people prefer African American?

The Rev. Jesse Jackson popularized the term, which had already existed, in the 1980s. It mirrored the hyphenated names for other American groups, and emphasizes origin on the African continent. Some people may identify themselves as African American to resist Black as a socially constructed category. Others may identify this way to assert their American identity. There are many reasons one might identify as African American.

### What are the differences among Black groups in the United States?

People who identify as African American, African immigrants and Afro Caribbean each have their own national and geographic contexts and legacies of colonialism, enslavement or migration. Black Caribbeans began migrating to the United States, oftentimes New York City, in the first half of the 1900s. Africans

began migrating to the United States after the Civil Rights Movement. Differences can be linguistic, cultural, religious, political, historical and more. While different, they might feel connected through a collective Black or Pan-African identity.

### What is Pan-Africanism?

Pan-Africanism is a combination of political ideologies. It stresses the shared origins and economic and social interests held by people of African descent. Pan-Africanist values emerged in response to European colonization and sought to combat negative ideas spread about African people who were enslaved. A basic goal is to unify people worldwide through their African origins and culture. Pan-Africanists visualized a connected nation where all people of the African diaspora can live. The movement goes back to at least the mid-19th century and has roots in Africa, Europe and the Americas. W.E.B. DuBois convened a Pan-African Congress in 1919 in Paris.

### What percentage of the U.S. population is Black?

As of 2017, there were approximately 41.4 million Black citizens in the United States. That's about 12.7% of the U.S. population. Black people were the largest minority group in the United States until 2001, when Hispanics surpassed them. These designations overlap because one is racial and the other is cultural. This is from U.S. Census Bureau's 2017 **American Community Survey**.

### What is institutional racism?

Institutional racism, also known as systemic racism, refers to social and political policies that put people who are not of the dominant race at a disadvantage. When people say an institution is racist, they may not be referring to intent, but to the structures and policies of the institution. A wave of protests on college campuses that began in 2015 targeted institutional racism. School discipline systems that disproportionately suspend Black students or send them into the criminal justice system have been called "the school-to-prison pipeline" and described as a reflection of institutional racism. As a social concept, systemic racism explains how people of color must adapt to a society not built for them, while white people readily fit in.

### Why has slavery had such a lasting effect?

A 2019 **Pew Research Center** study found that more than 8 in 10 Black people say slavery continues to have an impact today. Slavery remains an issue because current inequities are rooted in the past. For many, slavery's effects are manifested daily through limits on occupational mobility, income and wealth, property ownership, educational equity, the political process and higher rates of imprisonment. Some argue that multi-generational trauma has caused what can be known as post-traumatic slavery syndrome.

### What are reparations?

Reparations are payments made to right past wrongs. The United States has paid more than \$1.5 billion to settle claims made by Black farmers in a class-action lawsuit against the U.S. Department of

Agriculture. The case was called *Pigford v. Glickman*. It was about discrimination in farm loans and assistance paid between 1981 and 1996. In 1989, U.S. Rep. John Conyers (D-Detroit) began introducing bills to create a commission to study more sweeping reparations for events dating back to slavery. Those bills have not advanced. Japanese Americans interned during World War II have received \$1.6 billion in reparations and a formal apology from the U.S. government. Native Americans have received several payments, including a \$3.4 billion settlement in 2012.

### What gaps do Black people face in income and wealth?

Income gaps between Black and white Americans have persisted across generations. According to the **Pew Research Center**, the median household income among Black Americans was 61% of median white household income in 2016.

In terms of overall wealth, not just annual income, the **Urban Institute** reported that in 2016, white families' average wealth outstripped that of Black families by some \$700,000. A third of African American children were living in poverty in 2018, according to the **Annie E. Casey Foundation's Kids Count Data Center** compared to fewer than 20% among children across racial and ethnic groups.

### Is education helping Black families build wealth?

Education can help increase income and wealth, but the financial returns on certain kinds of higher education tend to be lower for Black people than for whites. Black families on average must borrow more money for college, and Black graduates often face less promising job prospects than others with the same types of degrees.

African Americans tend to carry more student loan debt, which can contribute to the wealth gap. Black people are overrepresented at for-profit colleges, and the closure of such colleges in recent years has disproportionately hurt Black and Hispanic students.

### What is *Brown v. Board of Education*?

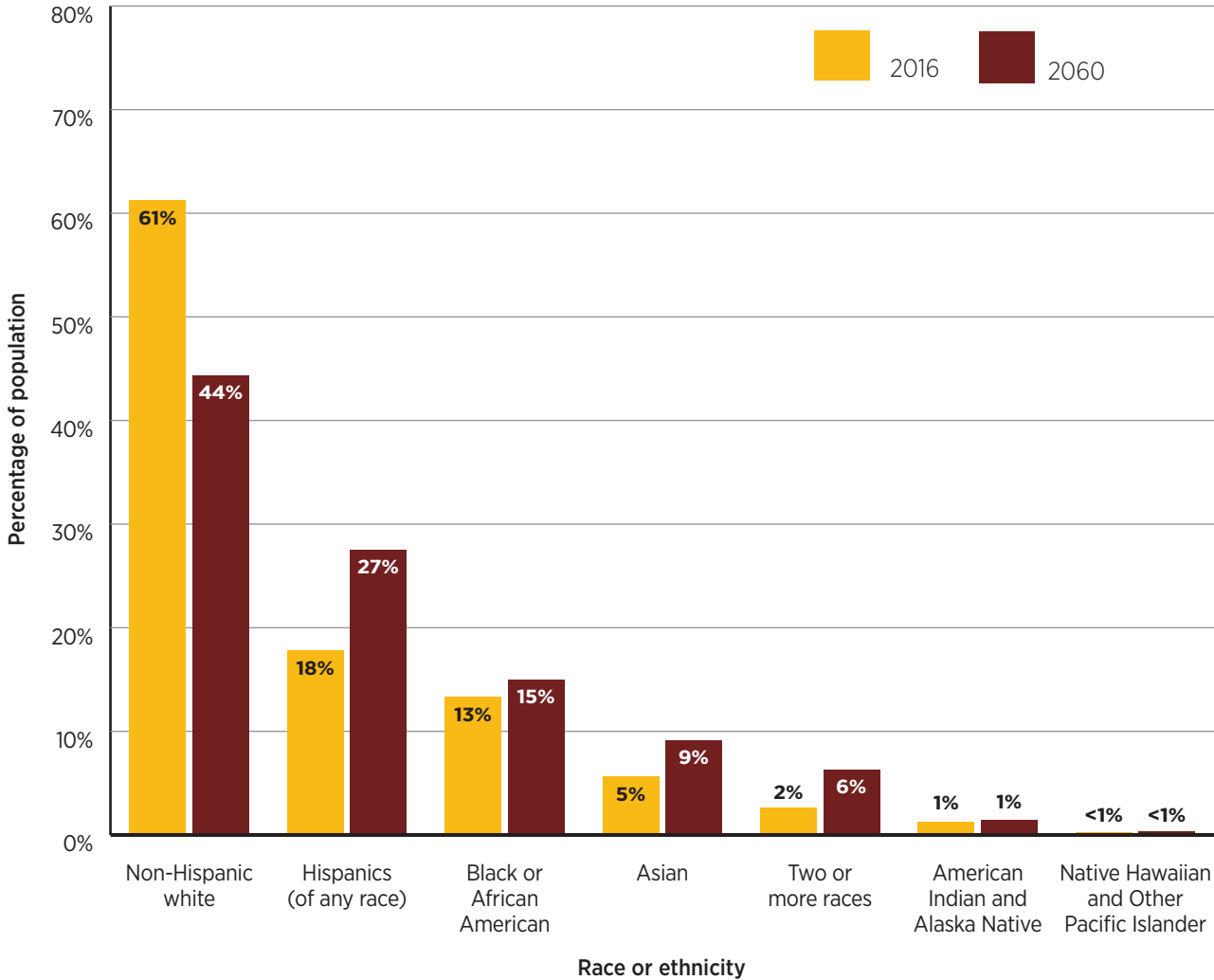
In the early 1950s, a number of lawsuits chal-



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## Projected U.S. population by race and ethnicity from 2016 to 2060

Projections show that there will be no majority race or ethnicity. Hispanic/Latino people and Asians are expected to grow the fastest.



Source: U.S. Census Bureau

lenged school segregation. Five were consolidated as *Brown v. Board of Education of Topeka*. This became the premier case against school segregation and went before the U.S. Supreme Court. Thurgood Marshall and a team of NAACP attorneys argued that unequal schooling treated Black children as though they were inferior to white children. The court ruled unanimously in 1954 that the 58-year-old “separate but equal” doctrine was unconstitutional.

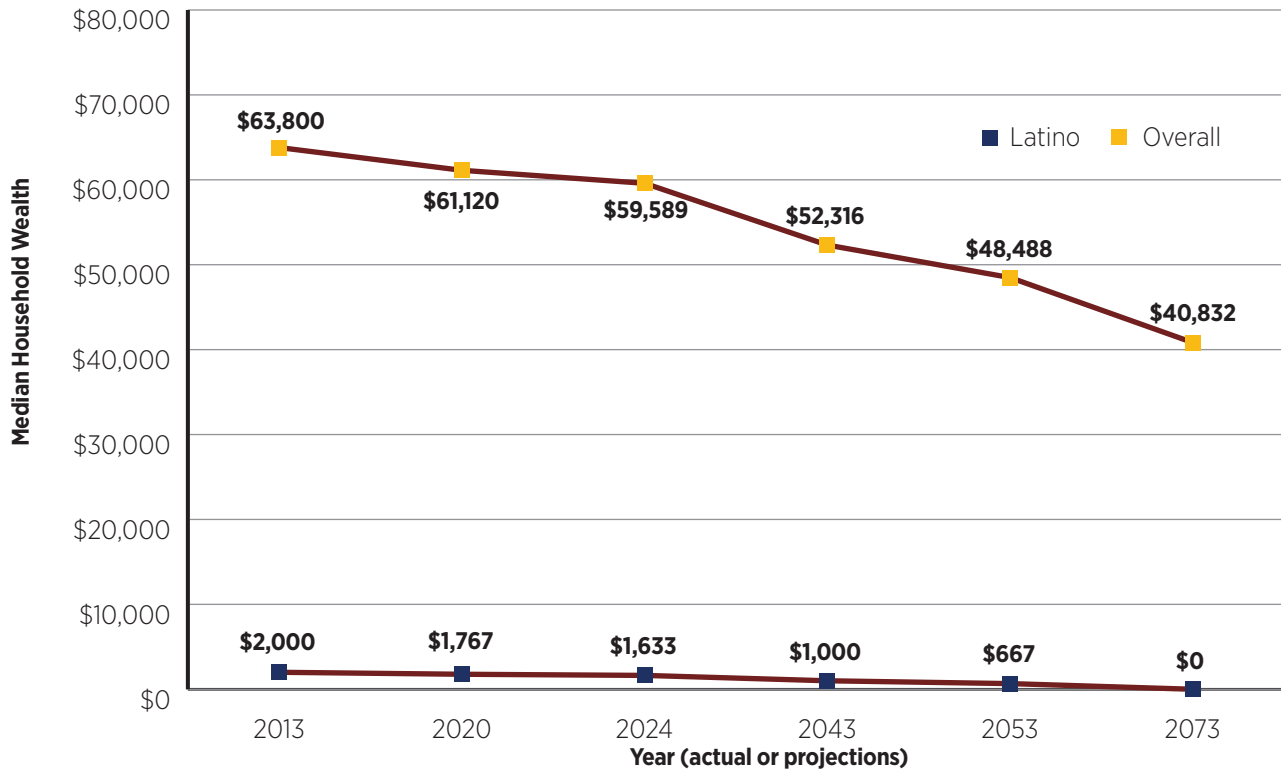
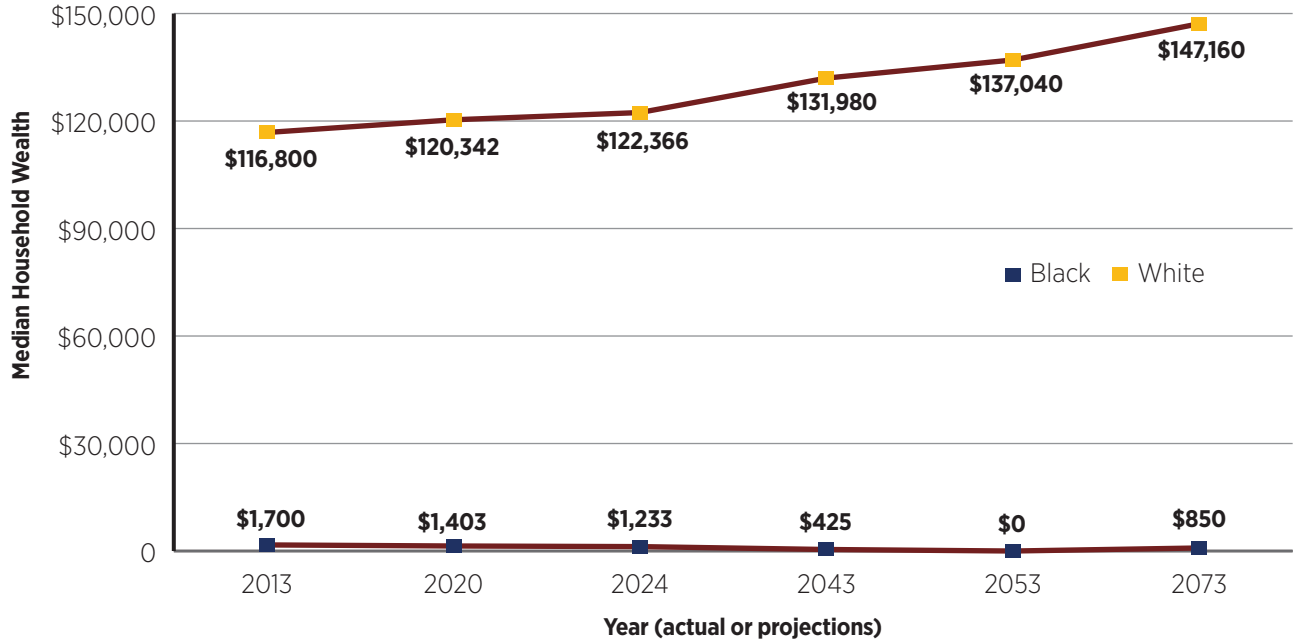
### What are historically Black colleges and universities?

HBCUs are colleges and universities created with the mission of educating Black students. They were established in response to policies that excluded Black students from institutions of higher education. HBCUs respond to the distinct challenges of some Black college students. There are more than 100 HBCUs in the United States. They accept people of all

# EWA Reporter Guide for Inclusive Coverage

## Wealth gap grows along racial lines

While white families have recovered somewhat since the 2009-2010 recession, Black and Latino families have not.



Source: Prosperity Now & Institute for Policy Studies.

ances. According to the National Center for Education Statistics, 292,000 students attended HBCUs in 2018. The United Negro College Fund reports that although HBCUs enroll 10% of Black college students, they produce 20% of the graduates.

### What is the role of Black fraternities and sororities?

Black fraternities and sororities were established as civic action groups. They were founded at Black and majority-white universities. They worked to advance their schools during a time of segregation and oppression. Nine Black organizations, known as the Divine Nine, were unified by the National Pan-Hellenic Council starting in 1930. They fought for the success of Black students, and many influential people such as Martin Luther King Jr. and Maya Angelou were part of these organizations.

### Is it true that there are more Black men in prison than in college?

No, this is a myth. According to the U.S. Bureau of Justice Statistics 475,900 Black men were in prison at the end of 2017. The Journal of Blacks in Higher Education reports that more than 2 million Black men have undergraduate degrees. The myth has been used to underscore high rates of imprisonment for Black men. According to the Bureau of Justice Statistics, Black males were imprisoned at rates two and a half times greater than for Hispanic males and six times higher than for white males, though the gap was closing.

### What is the Negro national anthem?

This began as the 1899 poem “Lift Ev’ry Voice and Sing” by James Weldon Johnson. Set to music by Johnson’s brother, J. Rosamond Johnson, this became known as the Negro National Anthem or Hymn. It was presented on Feb. 12, 1900, in Jacksonville, Florida, by 500 schoolchildren at a celebration of Abraham Lincoln’s birthday. The National Association for the Advancement of Colored People adopted “Lift Ev’ry Voice and Sing” as its official song. The song represents the resilience and strength of Black people.

### What is Kwanzaa?

Kwanzaa is a celebration of African heritage and principles. It occurs Dec. 26 through Jan. 1. It grew out of the Black Nationalist Movement in the mid-1960s. Kwanzaa was created by Dr. Maulana Karenga, chairman of Black Studies at California State University. From the Swahili phrase “first fruits of the harvest,” Kwanzaa celebrates seven principles, which are also identified in that East African language. They are: umoja (unity); kujichagulia (self-determination); ujima (collective responsibility); ujamaa (cooperative economics); nia (purpose); kuumba (creativity); and imani (faith).

### What religions do most African Americans follow?

According to the Pew Research Center, nearly eight in 10 African Americans identify as Christian, and more than half are associated with historically Black Protestant churches. Historically Black churches include Baptist, Methodist, Pentecostal, Holiness and nondenominational, among others. As of 2014, the Pew Research Center reports 18% were unaffiliated, meaning they were atheist, agnostic or “nothing in particular.”

### How do issues of race and gender affect Black women?

As members of two historically marginalized groups, Black women face racism and sexism at the same time. UCLA professor Kimberlé Crenshaw coined the term “intersectionality” to describe this phenomenon. She wrote that race is not often considered when looking at gender. Considering factors together helps explain discrimination that is not specific to race or gender alone.

### What are some ways Black women experience intersectionality?

An obvious one is wages. Studies consistently show Black female wage earners get paid less than comparably experienced white women or Black men. For example, the Institute for Women’s Policy Research reported in 2019 that Black women make about 53 cents for each dollar made by white men,

compared with 77 cents for white women and 85 cents for Asian women. Similar disparities show up in statistics about domestic violence and rape.

### **What is the controversy about Black hairstyles in schools?**

Black hairstyles have generated controversy in U.S. society, workplaces and schools for generations. Schools have sent children home for wearing Black or ethnic or natural hairstyles. In 2019, a campaign began called the CROWN Act, “Create a Respectful and Open Workplace for Natural Hair Act.” More than 20 states have considered the law and several have adopted it. Black hair, which is naturally dry and sensitive, breaks easily. To reduce breakage, people use braids, twists and locks. Hair extension, which can be part of these solutions, have been banned by some schools. In the 1960s and 1970s, the afro was worn as a symbol of Black pride and rejection of Eurocentric beauty standards. People might wear their hair to suit their style sense, personality, history, comfort or convenience.

### **What does it mean to “play the race card”?**

To say someone is “playing the race card” is to say they are injecting race into a discussion. This can be an attempt to deflect or diminish race’s effects. Black feminist scholar bell hooks writes that the expression “trivializes discussions of racism, implying it’s all just a game.” She calls this a backlash against talk about race, “more often than not representing it as mere hysteria.”

## CHAPTER 3:

# Asian Americans

### What does Asia include?

Asia is the largest continent in the world with dozens of countries plus other jurisdictions. Asia includes some of the world's largest and most populous countries and some of the tiniest. Asia has several regions, described in different ways by different groups.

» East Asia includes China, Taiwan, Mongolia, South and North Korea, Japan and Macau.

» Southeast Asia has 11 countries. Several are south of China. The Philippines, Malaysia and Indonesia comprise almost 25,000 islands.

» South Asia includes India, Pakistan, Bangladesh, Sri Lanka, Afghanistan, Nepal, Bhutan and Maldives.

» Central Asia comprises five former Soviet republics: Kazakhstan, Kyrgyzstan, Turkmenistan, Tajikistan and Uzbekistan.

» North Asia includes the Russian region of Siberia and, by some definitions, China, Japan and the Koreas.

Countries lying in Asia and another continent include Russia, Turkey, Egypt and Kazakhstan. Several Asian countries have contested status. Asian countries have very different cultures. There are ethnic, language, cultural and geographic differences even within countries. For example, China recognizes 56 ethnicities and many subcultures. Some values are shared, however, such as East Asian reverence for Confucianism and education, or similarities among South Asian religions. However, people from one place may take offense if they are assumed to be from another, given painful historical conflicts.

### What Asian nationalities are most numerous in the United States?

No single group dominates the Asian American population in the United States. According to the U.S. Census Bureau, Chinese, Filipinos and Indians lead with 4 to 5 million each. The Vietnamese, Korean and Japanese populations are between 1.5 and

2.5 million each. The total number of people of Asian descent is approaching 25 million.

### Is the Asian American population growing?

According to Census data and the Pew Research Center, the Asian American population is the fastest-growing racial or ethnic group in the United States. It grew 72% between 2000 and 2015 to nearly 20 million people. The Asian population is projected to be more than 35 million people, 9% of the population, by 2055.

### How is this diversity reflected in schools?

From 2000 to 2017, the percentage of U.S. school-age children who were of Asian descent grew 40%, according to the **National Center for Education Statistics**. It went from 3% of the total to 5%. By contrast the proportion of school-aged children who were white declined from 62% to 51%. The percentage who were Black decreased from 15% to 14%. The share of schoolchildren who were Hispanic children grew by more than half from 16% to 25%. Children of two or more races doubled from 2% of the school-aged population to 4%.

### Is there an Asian pride month?

Yes. May is Asian pride month in the United States. In 1992, the U.S. Congress enacted a law to designate May of each year Asian/Pacific American Heritage Month. The act, expanded in a 1979 presidential proclamation designating Asian/Pacific American Heritage Week in early May, commemorates two milestones. One is the arrival of the first Japanese immigrants in the United States on May 7, 1843. The other is the May 10, 1869, completion of the transcontinental railroad, largely built by Chinese laborers.

### What is the “model minority” myth?

The Asian American Journalists Association’s **Guide to Covering Asian America** says that this phrase “dates to at least the 1960s. In the 1980s, articles praising Asian American people implicitly criticized Black, Hispanic and Native American peo-

ple for failing to measure up. Factually inaccurate in the sense of collapsing the experience of many ethnic groups of many countries into one ‘group’ experience.” This idea, based on stereotypes, is the belief that a particular ethnic, racial or religious group on average achieves greater success than the population at large. In the United States, this characterization is most often applied to Asians in such areas as education, work skills and personality traits. Concerns are that categorizing people of Asian descent as a “model minority” implies that some people get ahead just because of their ethnicity and that members who do not succeed are inferior. The label also ignores the history and ongoing experiences of discrimination these groups face and masks socioeconomic diversity within these groups.

### Who are Hmong people?

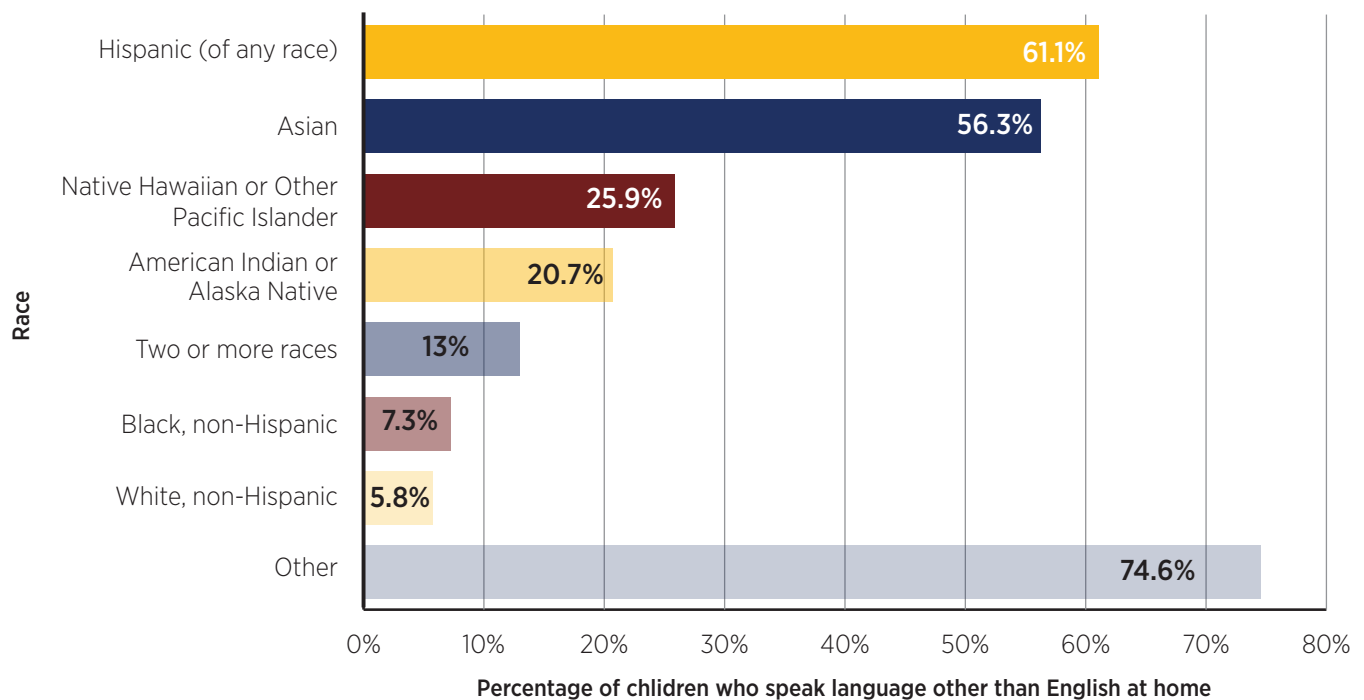
The Hmong originated in southern China but moved to mountainous areas in Southeast Asia. They are ethnically Chinese. The Hmong have maintained their customs and language while living in Myanmar, Laos, Thailand and Vietnam. Most first-generation Hmong people in the United States emigrated after the Vietnam War. The American CIA recruited the Hmong to oppose the Viet Cong in what was called the “Secret War.” After the United States pulled out of the war in 1975, the Hmong were persecuted for their involvement. Many fled to Thailand. In the late 1980s, Hmong people were flown to the United States as refugees and many were sponsored by the Lutheran Church. The **largest concentrations** are in St. Paul, Minnesota, and Fresno, California, where the government set up resettlement areas. They have their own culture, shamanistic religion, and language.

### What does “save face” or “lose face” mean?

Think of this as public humiliation for loss of reputation or stature. One can lose face when publicly corrected or confronted, especially by a peer or subordinate. One gains respect when bolstered or affirmed. With origins in China, this is more keenly a part of East Asian tradition than that of the United States. When the need to save face is strong, it can be difficult to openly admit mistakes or discuss problems. Even in one-to-one conversations and

## EWA Reporter Guide for Inclusive Coverage

### Percentage of children who speak a language other than English at home in the U.S. in 2017



Source: ChildStats.gov

negotiations, people can feel the need to save face. When confronted with a situation of this nature involving an East Asian, consider feelings and not just the facts.

### What is behind the emphasis on respect for elders?

Many other parts of the world share this value. In East Asia, Confucianism encourages filial piety. This philosophy teaches people to acknowledge the care they received as children and to respect the elders and their ancestors. Respect often carries over to non-parental elders in social and business situations. There has been some concern that, with modernization, this value may be declining.

### Why is there a stereotype that Asian parents control their children's lives?

Confucian principles of elder respect and collec-

tivism intersect in some parent-child interactions. Children are traditionally expected to defer big decisions to elders, and parents take a family interest in important issues such as education and marriage. The degree to which younger generations listen to their parents does not fit into a mold. It varies with cultures, families and individual personalities.

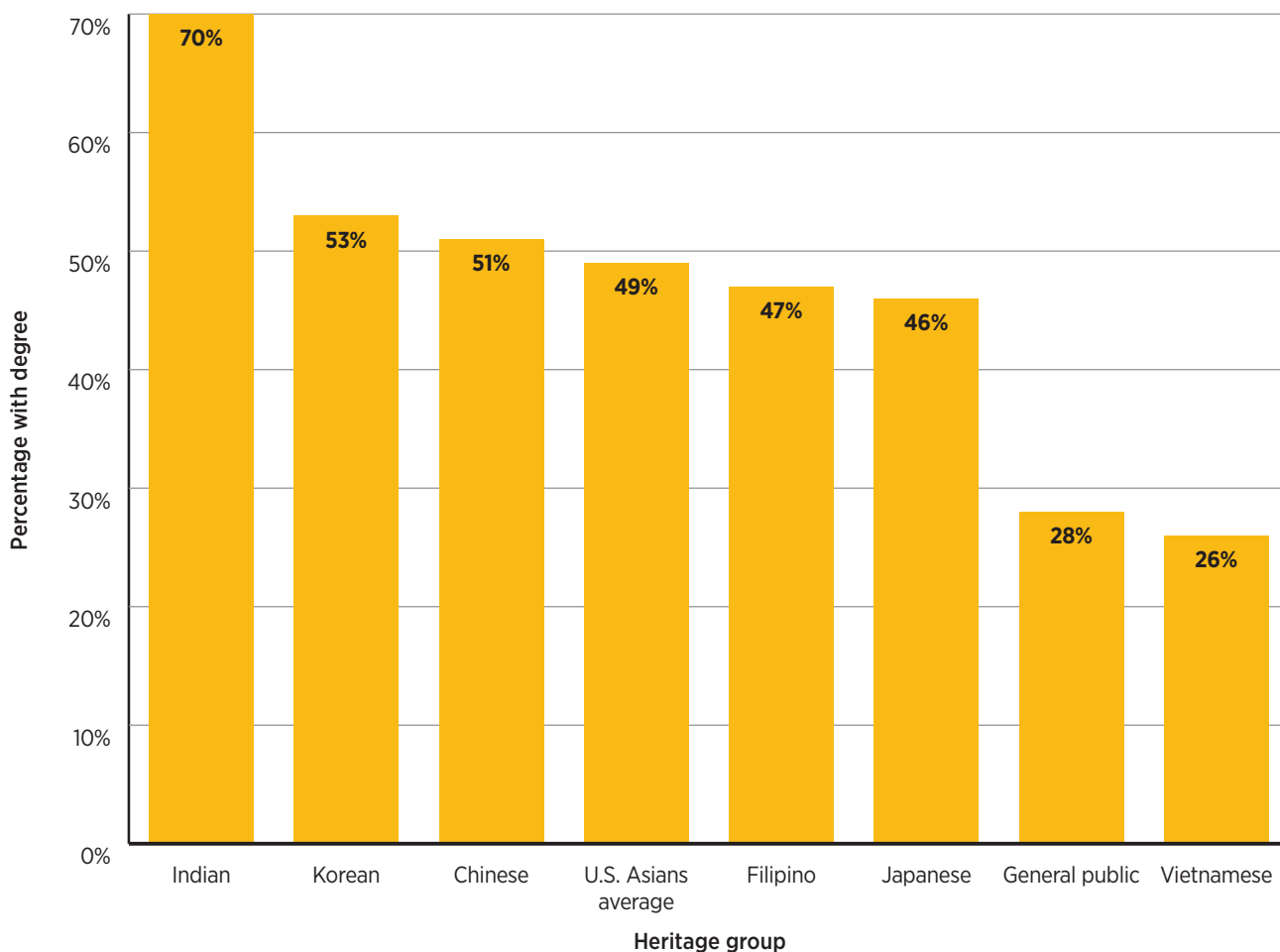
### What race are Indians?

Racial classification in India is complex and different from in the United States. Some Indian people view U.S. racial classifications as unnecessary or meaningless. The Indian government discourages classifying people according to racial distinctions, and the census there does not gather that information. Anthropologists classify Indians from the north, south, northeast and southeast parts of the country as belonging to different racial or ethnic groups. Inter-marriage makes distinctions less clear.

## EWA Reporter Guide for Inclusive Coverage

### Percentage of U.S. Asian population with a college degree, by heritage group

This represents members of the U.S. Asian population age 25 and older.



Pew Research Center

### What is the disagreement between Pakistan and India?

Pakistan was created as a Muslim-majority country separate from India, which is dominated by Hindus and has large minorities of Muslims, Sikhs and followers of other religions. The separation of the two countries, known as the partition, resulted in violent riots as people were uprooted. Many Muslims moved from what is now India to Pakistan and many Hindus moved from what is now Pakistan to India. About 500,000 people died. Conflict still exists over

governance of Jammu and Kashmir, a once autonomous state. Many Pakistanis believe it should be part of Pakistan because of its predominantly Muslim population. India states that it belongs to India because it agreed to join the country in 1947.

### What religion do Indians practice?

According to a Pew Research Center study, 80% of U.S. Indians said religion is crucial in their lives. India is the birthplace of four of the world's major religions: Hinduism, Buddhism, Sikhism and Jain-



ism. Indians practice many more religions, but the largest are Hinduism and Islam. Pew predicts that India will have the largest Muslim population in the world by 2050. In 2011, **Indian census data** showed about 79.8% of the population was Hindu. (The next census is in 2021.) This is one dynamic behind today's unrest about the structure of government in India. Of course, for people in the U.S. with family in India, this is an important story. Other religions include Islam (14.23%), Christianity (2.3%) and Sikhism (1.7%). Buddhism, Jainism, Zoroastrianism, Judaism, the Baha'i Faith and other religions are also practiced. Some Indians are atheists. Christianity has been practiced by the Mar Thoma Nasrani church for more than 1,500 years.

### What are the basic beliefs of Hinduism?

Hinduism is a system of beliefs, values and customs that have grown out of Sanatana Dharma, or “the eternal law,” as described in ancient scriptures known as the Vedas. Underlying this system is a belief in “Brahman” — also referred to as “the Self” or “Supreme Self” or “God” — as an indivisible, indestructible, unchanging, perpetual and all-encompassing force that binds all living things and the universe together. The purpose of life, according to this belief, is “self-realization,” to liberate oneself from the temporal, world of desires and pleasures as experienced by the sense organs; from emotional ups and downs; and from the cycle of life and death, and to recognize our oneness with the divine force — essentially to become one with God. The scriptures describe three main paths to self-realization — selfless action, the acquisition of knowledge, and devotion — but leave it to individuals to follow the path and combination that best fits their temperament, circumstances and station in life. Hindus believe that we remain in this cycle of birth and death — reincarnation — until we attain self-realization.

### When is the Chinese New Year?

This is the best known of several new year or spring holidays celebrated throughout Asia. It is the most important holiday of the year for Chinese people everywhere and lasts 14 or 15 days. Dates are determined each year by the lunar calendar. It has

been called the world's busiest travel occasion as families journey to be together. Japan, Vietnam and South and North Korea celebrate new or lunar new year around the same time, in January or February. As dates and languages vary, it is important to know which nation's holiday you are referencing.

### What is the Festival of Lights?

Also known as Diwali, the festival of lights is a five-day celebration of the triumph of good over evil. It is celebrated by Hindus, Sikhs and Jains. Diwali or Divali is a contraction of Deepavali, which means “row of lamps.” Originally associated with harvest season, Diwali can include the lighting of small clay lamps. These lamps are kept on during the night and one's house is cleaned to welcome Lakshmi, the goddess of prosperity, wealth, purity, generosity. Diwali is also celebrated with strings of lights, fireworks and gifts. Diwali is celebrated on a lunar calendar, so the dates change from year to year on the Gregorian calendar commonly used in America.

### Why are Indians in America so highly educated?

U.S. immigration policies favor highly skilled adults. The Pew Research Center's **Social and Demographic Trends report** shows that Indians are one of the most highly educated groups in the U.S. population. While 28% of all Americans over the age of 25 have at least a bachelor's degree, the figure for Indians in America is 70%.

### Why do Indians wear turbans?

Indian men do not all wear turbans. Those who do wear turbans for different reasons, and there are different types of turbans. Typically, but not always, this practice is related to religion. Sikh men wear turbans that peak at the forehead to take care of their hair, which they do not cut, to express equality among themselves and to declare their identity. Turbans make Sikhs distinctive in India, where they are a minority. In the United States, Sikhs have been attacked by people who assumed the turbans meant they were Muslims. Most Hindus and Muslims do not wear turbans, though their religious leaders might.

### How are gender roles treated in India?

Indian families and society have historically been patriarchal. While laws, education and politics have given women greater equality, male domination is still an issue. The women's rights movement in India has been spurred by violent attacks on women and the legal system's response to them. Discrimination and sex-selective abortions that favor males are also issues in India.

### Are Indians in America well paid?

Yes. Because advanced degrees are so prevalent among Indians in America, they also earn good wages, on average. According to a **Pew Research Center** analysis of 2015 Census data, the median annual household income for all U.S. Indians was \$100,000 compared to \$73,060 for all Asians in the United States and \$56,516 for the general population.

### Why do Asians come to America for college?

With the large populations of college-aged students in Asian countries, the competition to enter elite universities can be intense. Many students choose to study in the United States if they don't get into their preferred university in their home country. The United States has a large capacity for students, with 4,000 accredited institutions. American colleges and universities have a reputation for quality. In 2018 rankings by **Thomson Reuters**, U.S. universities had eight of the top 10 rankings in the world and 46 of the top 100. An American education has been compared to a "luxury item." The Institute for International Education reports that more than a million international college students study in the United States.

### Do Asians need U.S. government permission to study here?

Overseas students must be accepted into an approved Student and Exchange Visitor Program school. From there, students work with the U.S. Department of State for a student visa. It has become more difficult for international students, especially from some countries, to obtain these visas.

### Which countries have college students in the United States?

U.S. colleges have an excellent reputation and are in high demand around the world. Most international students in the United States come from Asian countries. Top countries sending students to the United States in were, in order, China, India, South Korea, Saudi Arabia, Canada, Vietnam, Taiwan and Japan, according to the **Institute of International Education's 2019 Open Doors Report**. A column in **Times Higher Education** cited several reasons why Chinese students, the largest group, come to the United States. Reasons included an enriched experience, meeting diverse people, employment prospects, language skills and avoiding entrance exams.

### Are schools in China emphasizing math and science?

Countries are often compared on the Organisation for International Co-operation and Development's PISA test. That stands for Programme for International Student Assessment. The 2018 results showed that China ranked first in science, math and reading. However, China was represented by just four of its two dozen provinces. The scores do not represent all of China, and some say this has inflated the country's standing. The pre-college academic system, including for math and science, is typically more rigorous in several Asian countries than in the West, according to an **article in The Atlantic**. It cited Hong Kong, Shanghai, South Korea, and Vietnam. According to the book "Going to School in East Asia," China decided in 2001 to focus on creating well-rounded students. The curriculum includes history, geography, the arts, math, physical education, Chinese, a foreign language, integrated sciences, research-oriented study and technology. National entrance examinations consist of Chinese, English and math. There is also an integrated science test for science major applicants, or an integrated social science test for liberal arts or social science major applicants.

### Are Asians obsessed with grades?

Some East Asian education systems include highly competitive examination systems. They include standardized testing that can be taken just once,

unlike U.S. tests such as the SAT, which can be taken several times. So, students and families feel pressure to achieve high scores. One sign of this is a **Euro-monitor International** survey that found consumer spending on education in China grew about 50% faster than disposable income. Another study estimated that 70% of Korean household spending went for private education. Good grades usually mean placement in more prestigious schools, better jobs, and a return on the family's investment.

### **Where does the stereotype of quiet Asians come from?**

Not all are quiet, of course. This varies widely, even within families, and has a lot to do with how long someone or their family has been in the United States. The different cultural values in Asian countries is one reason international students generally talk less than Westerners. Most East and Southeast Asian countries have a high-context form of communication. This means that much of the meaning in a message is situational or nonverbal. Spoken words may be less direct and can seem ambiguous if one is not picking up on the context. Also, Confucianism and some religious values encourage silence. Silence has meaning in some East Asian cultures that Westerners do not value. Asian children who are quiet in class may be listening intently but can be perceived negatively in Western schools that emphasize self-expression. Silence can reflect humility and respect.

### **If people don't talk, how do I know what they are thinking?**

People can communicate without saying a lot. Pay attention in different ways. Watch nonverbal cues, such as facial expressions and body language, for context and meaning. If someone does agree with something, they might not say anything at the time but later may express their views indirectly or through a letter or email. The United States is a low-context country, as are many other Western countries. Low-context messages rely on the words used and are explicit. High-context messages are not "coded" with cultural context. Therefore, a low-context communicator may want a more detailed verbal discussion and more words to understand the precise meaning.

### **Do Asians value group success more than individual success?**

Generally, yes. Confucian ideology teaches ethics and values, and the importance of the community over the individual. In collective "we" cultures, people operate for the good of the family or group. They rely on it for support and are loyal to it. Individualism stresses independence and self-reliance. One takes care of oneself or a few others but does not generally depend on groups. According to rankings by the Hofstede Centre of Culture and Management, the United States is the most individualistic society in the world. Asian and South American societies are generally toward the collective end of the scale.

## CHAPTER 4:

# Indigenous Americans

### Who is considered an American Indian?

Millions of people in the United States identify as American Indian or have Indian ancestry. That does not make them all American Indians in the eyes of tribes or the federal government. The federal government considers someone American Indian if he or she belongs to a federally recognized tribe. Individual tribes have the exclusive right to determine their own membership. Tribal governments formally list their members, who must meet specific criteria for enrollment. Some require a person to trace half or one quarter of his or her lineage, for instance, to the tribe, while others require only proof of descent.

### How many American Indians and Natives live in the United States?

There are 2.8 million according to 2018 **Census Bureau data**. They represent roughly .9% of the U.S.

population. Estimates of the native population in North America when European settlers came run as high as 10 million people. The Indigenous population soon was reduced by the introduction of diseases to which they had no immunity, war, famine, forced labor and removal. A U.S. Census projection published by the **Centers for Disease Control and Prevention** said that the American Indian and Alaska Native population could reach 11.2 million by 2060.

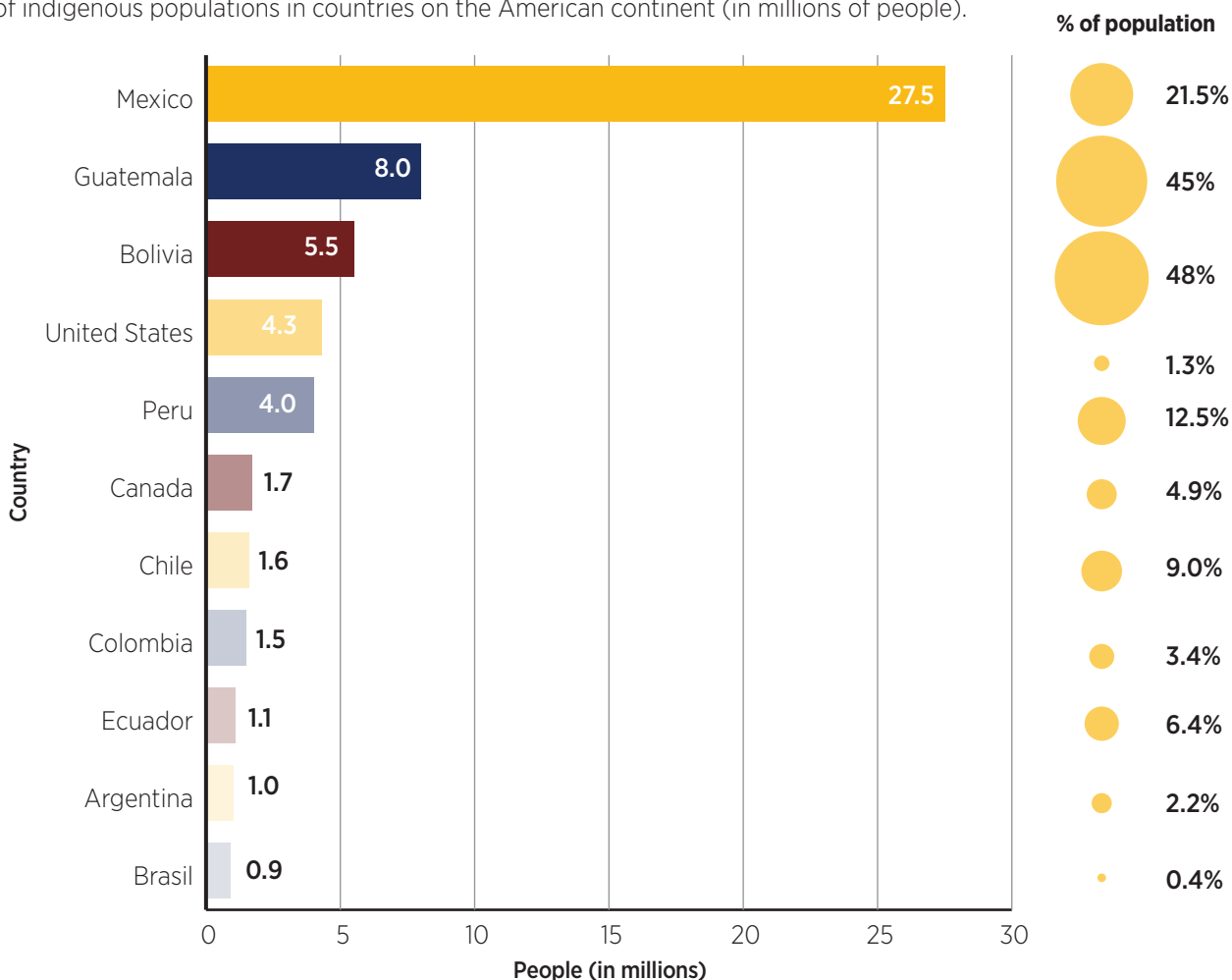
### Which term is correct: American Indian or Native American?

Either is generally acceptable, although individuals may have a preference or find one or both terms offensive. Native American gained traction in the 1960s in reference to American Indians and Alaska Natives. Over time, Native American has been expanded to include all native peoples of the continental United States and some in Alaska. (Native American and American Indian are used interchangeably in this guide.)

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### How indigenous are countries in the Americas?

Size of indigenous populations in countries on the American continent (in millions of people).



Source: International Work Group for Indigenous Affairs, World Bank

### Are all tribes mostly alike?

The American Indian and Alaska Native Resource Manual says distinctive languages and traditions meant some tribes were strangers, even enemies. Separate nations, they were seen as one by outsiders. More than 560 federally recognized tribes exist today in the United States, according to the federal Bureau of Indian Affairs.

### Are American Indians U.S. citizens?

Yes. American Indians have dual citizenship as

tribal members and as American citizens. The U.S. Congress extended citizenship to American Indians in 1924 with the American Indian Citizenship Act.

### What is tribal sovereignty?

Similar to states, tribes have attributes of sovereignty to govern their own territory and internal affairs as domestic and independent nations. The status of tribes as self-governing nations is affirmed and upheld by treaties, case law and the U.S. Constitution. Legal scholars explain that tribes are

inherently sovereign, meaning they do not credit their existence to the United States. According to the National Congress of American Indians, there are 573 sovereign tribal nations – 229 in Alaska and the others are in 35 other states. Combined, the land of these tribal nations covers enough land to be the fourth largest state.

### What is an Indian reservation?

A reservation is an area reserved by the U.S. government for use as a tribal homeland. The country's policies for American Indian reservations date back two and a half centuries to 1787. There are 326 reservations, many of them smaller than 1,000 acres, according to the **Bureau of Indian Affairs**. They are in 23 states. Most Indians do not live on reservations; they live in urban areas.

### What is a tribal school?

In the early 1800s, the federal Bureau of Indian Affairs assumed responsibility for the education of children on reservations through Indian schools. In 1978, the federal government began turning over school control to tribes, while still providing oversight and funding. In 2020, the **Bureau of Indian Affairs** reported it manages 169 elementary and secondary schools and 14 dormitories teaching 46,000 individual American Indian and Alaska Native students in 23 states. Additionally, it operates two post-secondary schools. It also “administers grants for 29 tribally controlled colleges and universities and two tribal technical colleges.”

### What organizations represent tribal interests?

The largest is the National Congress of American Indians. Founding principles include protecting tribal sovereignty and rights. The Native American Rights Fund champions issues of sovereignty, human rights and government accountability that go before the nation's courts. The Native American Journalists Association evaluates and supports free press efforts in Indian country as well as the fair and accurate representation of Native Americans in the news media. The American Indian Movement, an activist group, was founded in 1968 to promote civil rights for Native Americans through sit-ins and highly visi-

ble protests, and is still active.

### Who are Alaska Natives?

Alaska Natives are Alaska's Indigenous people and are divided into five groups, including Northern Eskimo (Inupait), Southern Eskimo (Yuit), Aleuts, Interior Indians (Athabascans) and Southeast Coastal Indians (Tlingit and Haida). Distinctions are based on cultural and linguistic factors, and are not necessarily terms Alaskan Indians use to define themselves.

### Is Eskimo an offensive term?

It offends some people. Inupait, or Inuit, and Yuit are preferred. However, these are two distinct groups, so it is wise to be specific.

### Where did American Indians come from originally?

Many believe that Native peoples originated on this continent, and most tribes have their own creation story. Many anthropologists have theorized that Indians traveled about 35,000 years ago across a land bridge spanning the Bering Strait from Asia to North America.

### Why do some American Indians object to mascot names such as “Redskins”?

The term “Redskin” is an overtly racist term that can be compared to the N-word. Using tribal names and Native American images as team names or mascots is also an issue. Indian mascots can trivialize Native American heritage, perpetuate stereotypes or encourage mocking cheers and behaviors. The team name “Redskins” goes beyond that, given its overtly racist history. Some media outlets have stopped using the name. The Native American Journalists Association supports that.

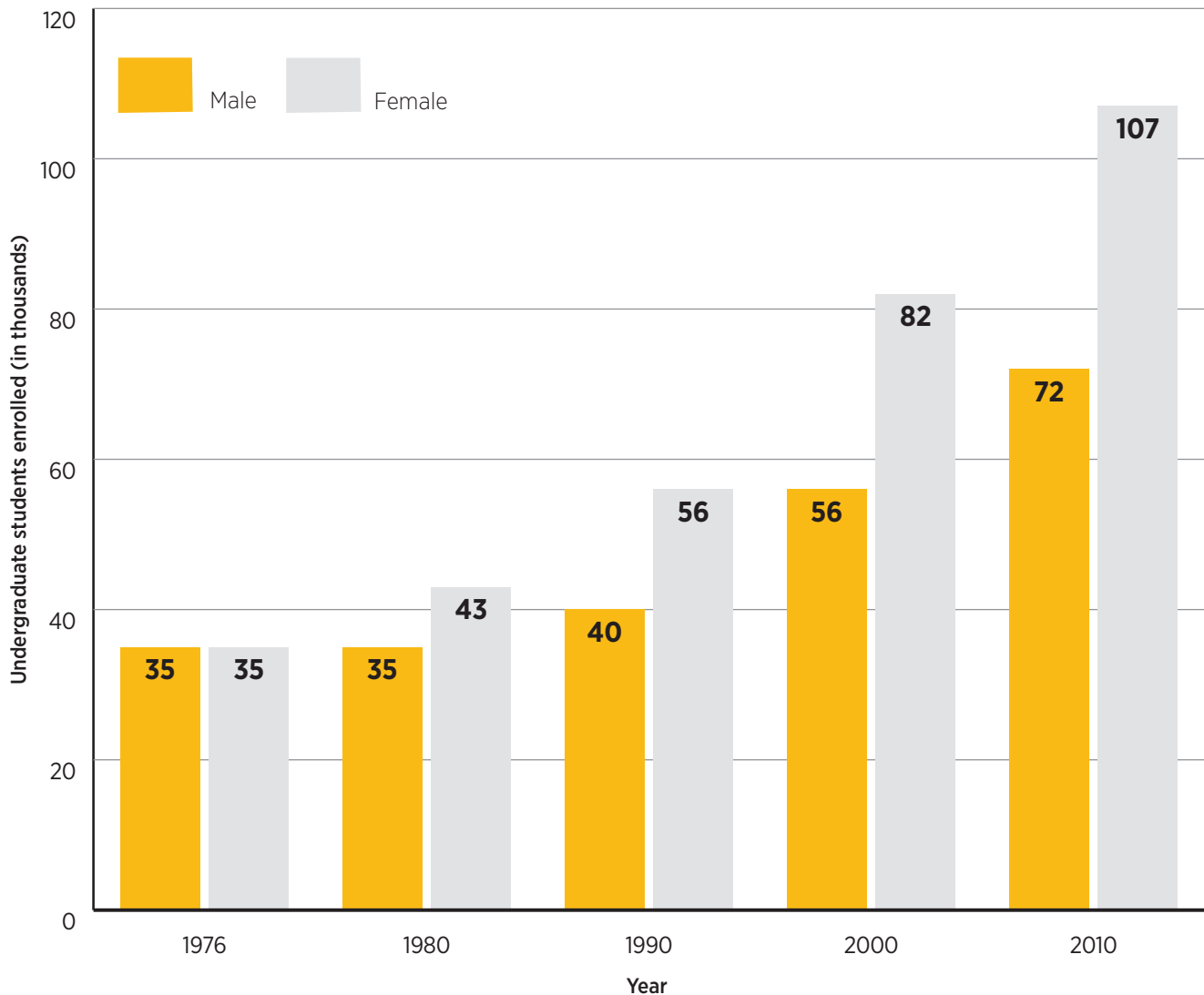
### What is cultural misappropriation?

This refers to claiming an ancestry or culture that is not one's own. At its heart, it means someone is

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### American Indian and Native Alaskan undergraduate students enrolled in the United States from 1976 to 2010, by gender

The gap between males and females has been consistently growing. Numbers are in 1,000s.



Source: National Center for Education Statistics

not being authentic or is taking an aspect of a culture that does not belong to them. Examples include using sacred cultural symbols or traditions for fashion or costume, or falsely claiming to be a part of a culture. Headdresses and feathers worn in Halloween costumes can offend. Cultural misappropriation happens with many racial, ethnic or religious groups.

### Are American Indian languages dying out?

Yes. More than a third are spoken only by elders and may not survive to the next generation, according to “The Handbook of North American Indians: Language.” Some languages are known to just two or three speakers.

### Is there an American Indian religion?

There are many Native American traditions and beliefs among the more than 500 tribes. In many tribes, beliefs are an integral part of daily life and are not considered part of a religion reliant on an institution for worship. Prayers take a variety of forms, including songs and dances, and acts such as sprinkling tobacco or corn meal. In the 19th century, Native Americans lost many of their religious customs as settlers forced them to convert to Christianity. American settlers sometimes sent Native children to mission schools and banned some Indian ceremonies.

### Do Native Americans pay taxes?

According to the American Indian and Alaska Native Resource Manual, they pay taxes with some exceptions. Native Americans employed on reservations do not pay state income taxes. They generally do not pay sales taxes for transactions on reservations. Those who live on trust land do not pay property taxes. Fees for grazing rights and oil drilling on trust lands are exempt from U.S. income tax. Trust lands are those held by the U.S. government for tribes.

### Why are casinos often located on tribal lands?

States regulate casinos and bingo halls, but the **Indian Gaming Regulatory Act of 1988** limits that authority on sovereign tribal land. Reasons for the act were to provide regulation of gaming on tribally sovereign land that would “shield it from organized crime and other corrupting influences, to ensure that the Indian tribe is the primary beneficiary of the gaming operation, and to assure that gaming is conducted fairly and honestly by both the operator and players.” This gives tribes a much-needed source of revenue. While there are some large casino palaces, many tribes have just small, roadside bingo halls.

### Do all tribes have casino gambling?

Most do not. **The National Indian Gaming Commission** reported 494 gaming establishments, associated with 242 tribes in 2017. That is fewer than half of all tribes. Most operations are considered to be small to moderate and many are limited to bingo. Some Indian casinos rival those in Las Vegas for size, decor, technology and entertainment.



## CHAPTER 5:

# Arab Americans

### Who are Arab Americans?

Arab Americans are U.S. citizens or permanent residents who trace their ancestry to, or who immigrated from, Arabic-speaking places in the Middle East. Not all people in this region are Arabs. Most Arab Americans were born in the United States.

### What race are Arab Americans?

Arabs have different skin, hair and eye colors that range from very dark to very light. The U.S. Census has historically classified all people of Arab or Middle Eastern ancestry as white (Caucasian), though many Arab Americans see themselves differently.

### What does MENA mean?

MENA is a demographic category the U.S. Census Bureau considered adding to the 2020 Census. It stands for “Middle Eastern or North African” and en-

compasses the Arab region. The Census Bureau conducted a study about the potential of adding MENA to the census and found adding the category would help Arab Americans more accurately report their ethnicity. Despite this, the Census Bureau announced in 2018 that the category would not appear on the 2020 Census, and Arab Americans would continue to be counted as white.

### When do I say Arab, Arabic or Arabian?

Arab is a noun for a person, and it can be used as an adjective, as in “Arab country.” Arabic is the name of the language and generally is not used as an adjective. Arabian is an adjective that refers to Saudi Arabia, the Arabian Peninsula, or for things, such as an Arabian horse. When ethnicity or nationality is relevant, it is more precise and accurate to specify the country by using Lebanese, Yemeni or whatever is appropriate.

### Where do Arab Americans live?

Arab Americans live in all 50 states. About a third of them are concentrated in California, Michigan and New York. Another third of them are in these seven states: Illinois, Maryland, Massachusetts, New Jersey, Ohio, Texas and Virginia. **The Arab American Institute** estimates that 94% of Arab Americans live in metropolitan areas. The top five are Los Angeles, Detroit, New York/New Jersey, Chicago and Washington, D.C.

### To which places do Arab Americans trace their ancestry?

The Arab League, a union of Arab-speaking African and Asian countries, has 22 members. They are Algeria, Bahrain, Comoros Islands, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia, United Arab Emirates and Yemen.

### Who are Chaldeans?

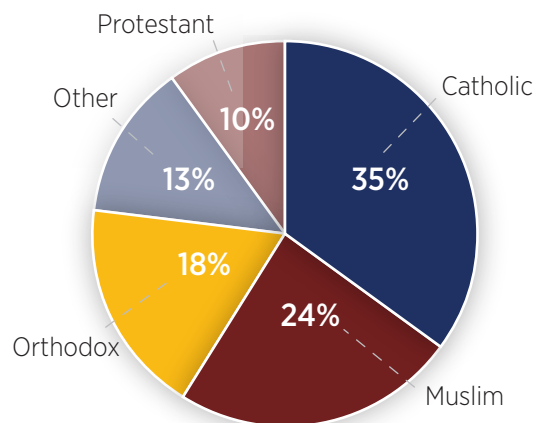
Chaldeans are Catholics from Iraq. They are not Arabs, as their culture and traditional language is different, according to the **Chaldean American Chamber of Commerce**. However, because they come from an Arab country, many Chaldeans do speak Arabic. A religious and ethnic minority there, Chaldeans have some large communities in the United States; the largest one is in Detroit. The **Chaldean Catholic Church** has had connections with the Roman Catholic Church since 1551, and has been affiliated since 1830. The Chaldean Diocese of the Catholic Church in the United States has parishes in Michigan, California, Arizona and Chicago. It also has several missions. Churches offer Chaldean language services. Chaldeans and Assyrians, along with Arabs, are Semite people. The cultural foundation is similar, but the religious affiliation is different.

### Is Iran an Arab country?

No. Although Iran borders Iraq, Iran originated in the Persian Empire and has a language and cultural history distinct from those of Arab countries. The dominant language in Iran is Farsi, not Arabic, although other languages are spoken there as well.

### Most Arab Americans are Christian

The numbers are hard to pin down because the Census Bureau does not count Arabs or religions. Today, the Muslim portion of this population has been growing. The share of Arabs globally who are Muslim is larger than it is in the United States, but most Muslims in the world are non-Arabs.



Source: Zogby International

Persian is sometimes used to describe either the language or the ethnicity, but Farsi and Iranian are not interchangeable. Iran's location in the Middle East, the fact that it is an Islamic country, and the similarity of its name to Iraq has led to confusion among some Americans.

### Is Palestine a country?

Palestine was an area east of the Mediterranean Sea that includes current-day Israel and parts of Jordan. As a distinct region, Palestine was under Ottoman control (a Turkish empire) and then British control until 1948, when the nation of Israel was created.

Areas of Palestine became Israel and part of Jordan. Today, Palestine is under an autonomous government. The United Nations General Assembly in 2012 upgraded it to a non-voting observer state. Palestinians share a collective national identity and are moving toward independence and self-rule as a country. Areas of Palestine remain under Israeli occupation as negotiations continue between Palestinian authorities and the Israeli government to find

a permanent agreement. The Palestinian National Council acts as the government.

### Are there Arab conventions for naming children?

Depending on their religion, Arabs often name their children after people in the Bible or the Quran. Both holy books contain many of the same people. For instance, Yusif is Joseph, Mussa is Moses, Ibrahim is Abraham and Issa is Jesus. Muslims often name boys after Muhammad, the prophet who founded Islam. Although names can indicate religion, don't assume this to be always true. Arab tradition may call for the father's name to be the middle name of sons and daughters.

### Do Arab Americans have a shared religion?

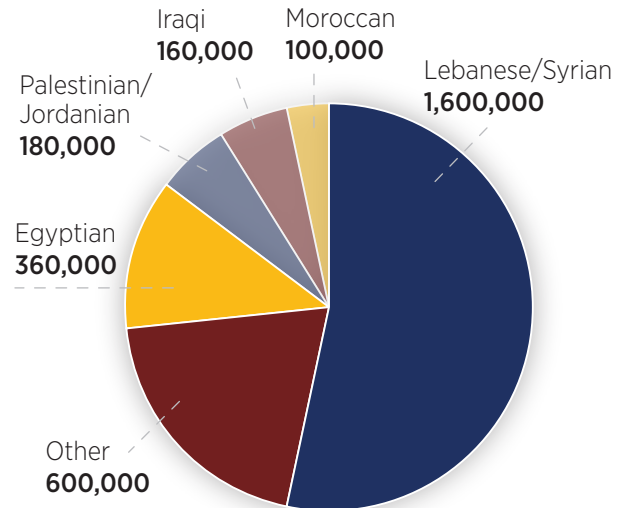
No. Although Arabs are connected by culture, they have different faiths. In the United States, Arab Americans practice many religions, including Christianity, Islam, Druze, Judaism and others. Most Arab countries are predominantly Muslim. While most Arabs in the world are Muslim, most Arabs in the United States are Christian. In Lebanon, the largest ancestral homeland for Arab Americans, almost 20 religions are practiced. There, the population is about 54% Muslim and 41% Christian. There are more than 20 million Christians in the Arab world.

### Are Arabs more involved in terrorism than other groups?

Terrorists of many ethnicities operate all around the globe. High-profile attacks have brought U.S. attention to terrorists in or from the Middle East, and the U.S. State Department has identified many groups with Arab connections. However, it is inac-

### Origins of Arab Americans

There are 22 Arab countries in the Middle East and North Africa. Most Americans come from a few of them. These are estimates.



Source: ArabAmerica.com

curate to assume that, because people are Arabs or Arab Americans, they are involved in terrorism or, when an attack occurs, that Arabs are involved.

### Some Arab men wear a checked garment on their heads. What is that?

It is called a kafiyyeh and it is cultural, not religious. Wearing the kafiyyeh is similar to an African American wearing traditional African attire, or an Indian woman wearing a sari. The kafiyyeh shows identity and pride in culture. Different styles and colors of the kafiyyeh can have significance.

## CHAPTER 6:

# Judaism

### **Is Judaism a religion, ethnicity, culture or group of people?**

Jews are all of these. They are a people with a shared religion, history, present and future. Most Jewish people observe religious aspects of Judaism to some degree. They share a common culture. It includes literature, art, music, dance and theater, as well as traditions involving language and food. Jewish people generally support remembrance of the Holocaust and the sovereignty of the modern state of Israel, though opinions diverge on its policies. While there are genetic similarities among some Jewish people, Jews can be found in all ethnicities, nationalities and racial groups.

### **How are Judaism, Christianity and Islam alike?**

These religions are all monotheistic, meaning they teach there is only one God. Judaism is the oldest of the three. Islam is the newest. These religions

are called the Abrahamic religions because all view Abraham as their patriarch and a major prophet. Shared scriptural foundations have created some similar practices and scriptural uses.

### **What is the Torah?**

The Torah holds the foundational scriptures of Judaism. Also called the Pentateuch, it is the first five books of the Tanakh, or Jewish scripture. They are Genesis, Exodus, Leviticus, Numbers and Deuteronomy, which are also found in the Christian Bible. These are also called the five books of Moses. The Torah includes 613 commandments. The Torah is part of the Hebrew scriptures, but the word is sometimes used to refer to the entire Hebrew Bible.

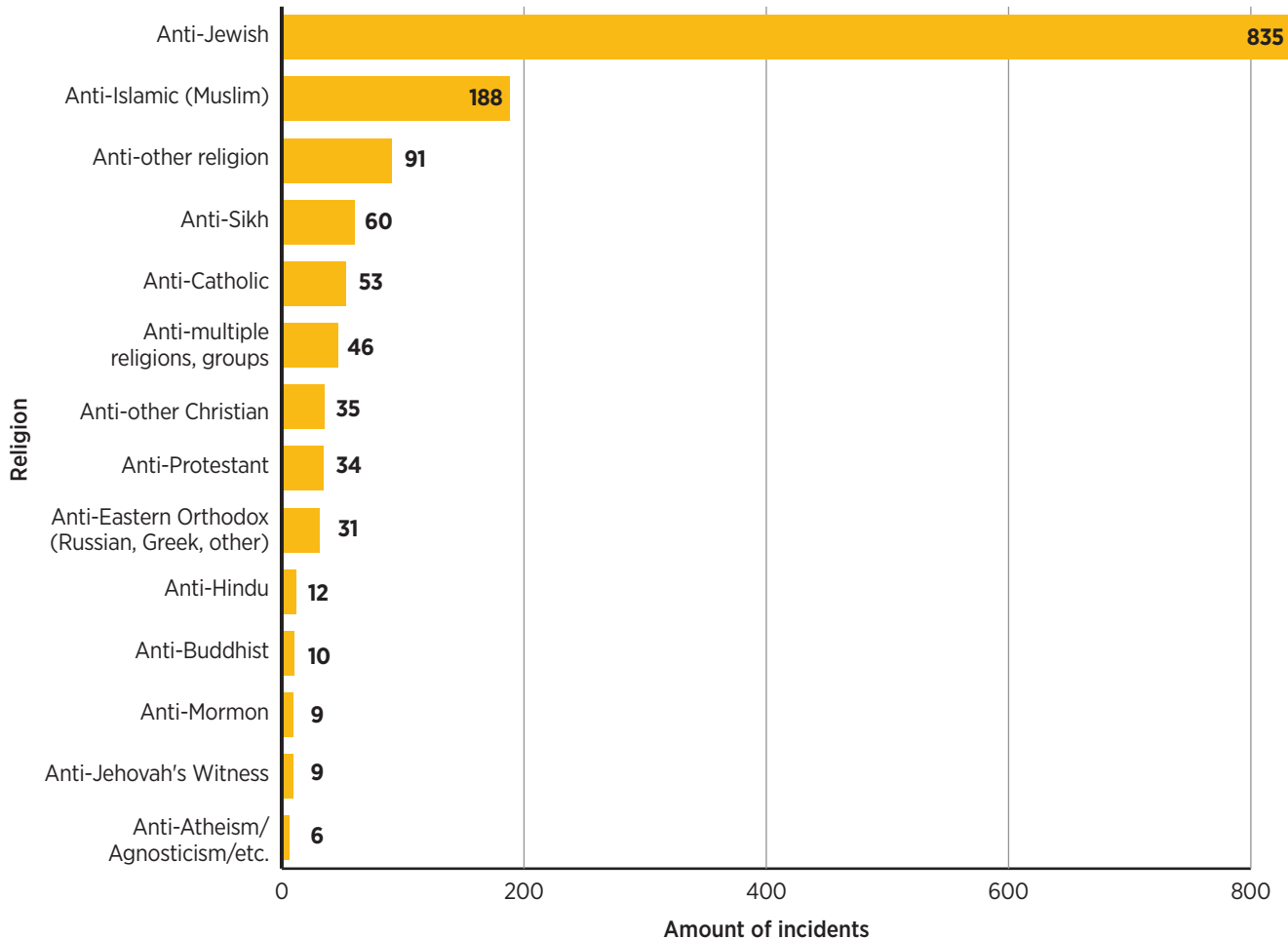
### **What is the Holocaust, and how many Jews died in it?**

The Holocaust was the systematic mass murder of millions of European Jews from 1933-1945. It is

## EWA Reporter Guide for Inclusive Coverage

### Hate crimes by religion, 2018

Hate crimes have been rising, according to FBI statistics. Jews and Muslims are the most frequent targets



Source: FBI Uniform Crime report

estimated that 6 million or more Jews were killed in the Holocaust. An estimated 5 million non-Jews were also killed. Exact numbers are difficult to know because of the length of the Holocaust and inconsistencies and gaps in records. Research is still going on. Fewer and fewer survivors of the Holocaust are still alive to provide firsthand accounts of their experiences and help counter Holocaust denials, which are seen as anti-Semitic. A 2020 Pew Research Center report showed that many Americans are unaware of some major parts of Holocaust history.

### Which term is correct, temple or synagogue?

Contemporary places of worship and study are called by both names, but some reserve the word temple for the original structure. Orthodox Jews do not refer to their houses of worship as temples. Some Conservative and Reconstructionist congregations do. Most Reform congregations use the word temple as if to say, "This is our temple now." Many use neither term, referring instead to a "shul." It means community rather than school. Jewish houses of worship are not called churches.

### Why do some Jewish people refrain from certain activities on Shabbat?

Shabbat, the Hebrew word for Sabbath, recalls how God took a day of rest after six days of creating the world. The commandments tell people to take a day of rest, too. Traditionally, rest means cessation from specific creative activities outlined in the Mishnah and Talmud. Contemporary rabbis determine what modern activities would be violations of ancient principles. Most American Jews do not observe Shabbat in a strictly traditional way. For those who do, that can mean no work, cooking, spending money, using electronic devices or writing. Shabbat begins at sundown on Friday and continues until sundown on Saturday.

### What is the difference between Hebrew and Yiddish?

Hebrew is the primary Jewish language and the official language of Israel. Though Jews are not required to pray in Hebrew, it is sometimes preferred because that is the original language of most prayers. Yiddish, the historical language of Ashkenazic Jews, was once the language most widely used by Jewish people but has since declined. Yiddish derives from Hebrew and Middle High German but has its own grammar. Written Yiddish uses Hebrew characters. If someone asks, “Do you speak Jewish?” they probably mean Yiddish. Many Orthodox Jews speak Yiddish.

### What is a bar or bat mitzvah?

Bar or bat mitzvah means “son or daughter of the commandment” and marks the age of 13, or, for Orthodox girls, 12. This is the age of maturity when people become responsible for performing the commandments and is a major life event for Jewish children. The young person may demonstrate this new status by going before the congregation at the next Shabbat. There, they recite or chant Hebrew blessings, read from the Torah or lead part of the service. Orthodox girls do not participate in regular religious service as boys do. An Orthodox girl might give a commentary on that week’s Torah portion or

participate in a service with a female congregation. A celebration often accompanies the event. That relatively modern development is optional.

### Do schools experience anti-Semitism?

Yes, and incidents of anti-Semitism have increased in recent years. Jewish schools are targets of vandalism and threats, and anti-Semitism has been reported in non-Jewish schools. The **International Holocaust Remembrance Alliance** has recommendations for schools teaching about the Holocaust. The issue has taken on more importance as the number of Holocaust survivors declines and denials that it actually happened rise.

### How do Jewish holidays affect work or school?

American schools and many workplaces accommodate Christian holidays such as Christmas and Easter, sometimes closing for days, but they usually don’t close for Jewish holidays. Jewish holidays come at varying days on the secular calendar and run from sundown to sundown.

Holidays when many Orthodox and some Conservative or traditional Jews refrain from work are the High Holidays of Rosh Hashanah and Yom Kippur and the pilgrimage holidays of Passover, Shavuot and Sukkot. During Passover and Sukkot, work may be performed during the intermediary days. However, some Orthodox Jews refrain from certain types of work even on those days.

### What has been the role of Jewish schools in U.S. education?

Jewish schools date to colonial times, and several types of schools have followed, including Jewish day schools and private or congregational Hebrew schools. Major Jewish institutions of higher education in the United States include American Jewish University, Brandeis University, New York Medical College and Yeshiva University. Pinning down a total number of younger students is difficult because this is not a centralized system. Many are loosely affiliated with national organizations. These, in turn, are aligned with different streams of Judaism. One association, **Torah Umesorah**, an Orthodox Jewish

educational charity, reports a membership of more than 675 day schools and yeshivas, with a combined enrollment of more than 190,000.

### What is the educational attainment level of American Jews?

Jewish people are one of the world's most highly educated religious groups. This is in part because most live in two highly educated countries, the United States and Israel. But even within the United States, the proportion of Jewish adults with bachelor's or advanced degrees is double that of the U.S. population overall. About 59% of Jewish adults have college degrees, compared with 27% of Americans overall, according to the **Pew Research Center**. Jews who reported having a high school education or less were 17%, compared with 42% of all Americans. Jewish families have historically valued education as a pathway to work and to combat anti-Semitism.

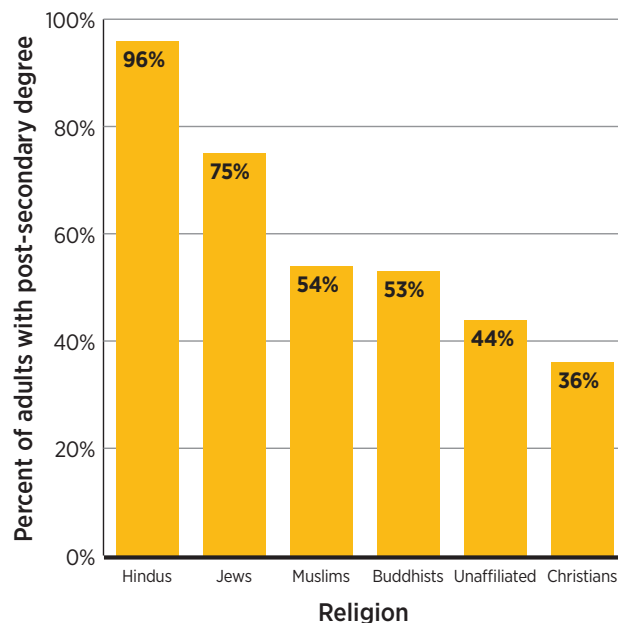
### What is Hillel?

Hillel is an international organization for Jewish college students. It is active at more than 500 colleges and universities. Its mission is "Enriching the lives of Jewish students so that they may enrich the Jewish people and the world." The name comes from 1st century Rabbi Hillel the Elder, who asked, "If I am not for myself, who will be for me? When I am for myself, what am I? And if not now, when?"

### What is the Birthright program?

Birthright Israel organizes trips to Israel for 18- to 26-year-olds who have never been there. It is intended to "strengthen bonds with the land and people of Israel and solidarity with Jewish communities worldwide." On a 10-day Birthright trip, participants learn about Israel and the relationship between the land and the Jewish people. The trips are funded by Birthright, the State of Israel, Jewish organizations and philanthropists. Some say Birthright paints a one-sided picture about the State of Israel.

### Share of U.S. adults with post-secondary degrees 2016, by religion



Source: Pew Research Center

### Are there other educational activities for young Jewish people?

Yes. There are many Jewish day and supplemental after-school and Sunday school programs, often affiliated with synagogues and universities. Many Jewish Americans receive preparation, often in after-school programs, for the bar or bat mitzvah. Religious education can continue through high school. Additionally, there are Jewish study-abroad programs. There are also summer camps affiliated with various denominations and Zionist movements.

### Are many American Jews also citizens of Israel?

No. One way to undermine people is to question their loyalty by challenging their citizenship. This is behind statements that Jews are citizens of both the United States and Israel. According to Pew, almost 90% of American Jews surveyed said they were born in the United States. Others were naturalized. Very

few have dual citizenship with Israel, which is difficult to obtain, and the United States recognizes such arrangements with many countries.

### **Do Jewish Americans support the policies of Israel?**

Just as with U.S. politics, people's opinions vary. Disagreeing with Israeli policies does not mean one does not support the State of Israel. Jewish Americans do not vote in Israel's elections but might opt to actively support or oppose its policies.

### **What is Zionism?**

Zionism is the belief that Jews have the right to national self-determination, and that Israel, as the homeland of the Jewish people, has a right to exist. Zion refers to the hill of Jerusalem and represents the historic land of the Jewish people. The World Zionist Organization's congress meets every two years. It decides policy for the Jewish Agency for Israel, which works for the immigration of Jews to Israel. Zionism does not mean an all-Jewish state.

### **Why is Jerusalem important to the Jewish people?**

The First Temple was built there by King Solomon about 3,000 years ago. An imposing structure,

it housed the Ten Commandments inside the Ark of the Covenant. The Babylonians destroyed the Temple about 2,600 years ago. The tablets with the Commandments and Ark were lost. Jews returned to the site and built a larger Second Temple about 70 years after the first Temple's destruction. The Romans later destroyed that. Today, some traditional Jews pray daily for God's restoration of the Temple in Jerusalem.

### **What is the ADL?**

The Anti-Defamation League is an anti-hate organization headquartered in New York City. It was founded in 1913 in response to a rise in anti-Semitism. Its core mission is to protect the Jewish people, but it opposes bigotry against all people. The ADL exposes extremism and it delivers anti-bias education and trains law enforcement.

### **What is B'nai B'rith?**

B'nai B'rith International, founded in the United States by German immigrants in 1843, describes its mission as "advancing human rights; Israel advocacy; ensuring access to safe and affordable housing for low-income seniors and advocacy on vital issues concerning seniors and their families; diversity education; improving communities and helping communities in crisis."



## CHAPTER 7:

# Christianity

### Who are Christians?

In the broadest sense, Christians believe Jesus Christ was God made man. They follow his life and teachings in the Bible. Dozens of denominations are under that umbrella, and there are nondenominational Christians as well. For example, there are several Protestant denominations as well as evangelicals, Roman Catholics, Eastern rite Catholics (such as Chaldeans), Greek and Russian Orthodox and members of The Church of Jesus Christ of Latter-day Saints, also known as Mormons. While they share some key beliefs, many disagreements about doctrine and practice have led to separations. Some denominations remain close while others question the legitimacy of different denominations. Various branches of Christianity have played a large role in public and private education.

### What are the major branches of Christianity?

There are many Christian denominations, but most fall into one of three main groups: Roman Catholic, Orthodox or Protestant Christianity. Roman Catholicism is a centrally structured branch based at the Vatican and led by the pope. The Catholic Church and Orthodox Church split in the 11th century. In general, Catholicism is more prevalent in the West, and Orthodox Christianity is more prevalent in the East. Protestantism developed in the 16th century when reformers broke from the Catholic Church, which they saw as corrupt and opulent. Protestantism has since split into many denominations. Some are the Methodists, Baptists, Episcopalians, Presbyterians, Congregationalists and independent churches. These churches tend to be less ornate than Orthodox and Catholic churches, with simpler forms of worship.

### What is evangelical Christianity?

Evangelical Christians are Protestants under various denominations who share some key beliefs. These include belief in the inerrancy of the Bible, emphasizing personal conversion, or being “born again,” and feeling a duty to evangelize. Evangelicals worship in country churches, city storefronts and suburban megachurches. Evangelicals range from the Salvation Army, which serves the poor, to Joel Osteen’s gospel of prosperity. The term evangelical Protestants has been so politicized that it seems to be seldom used as a religious designation. Unlike other major Christian groups, evangelicals do not have a centralized hierarchy.

### How are mainline and evangelical Protestants different?

Mainline Protestant churches are part of hierarchies and tend to be denominational. Evangelical churches are more independent. Evangelicals share several values. One is a literal reading of the Bible. Evangelicals also believe that salvation comes by accepting one’s sinfulness and knowing that Jesus died to atone for those sins. Evangelicals accept Jesus as their personal lord and savior and take seriously his command to evangelize through mission work and outreach.

### Why are there Black and white evangelical churches?

Despite shared religious values, there are deeply rooted political and social divisions in evangelical churches. According to the National Association of Evangelicals, the Bible was used to justify slavery decades before the Civil War. Three major 19th century denominations split over the issue: Methodists in 1844, Baptists in 1845 and Presbyterians in 1861.

### Has education been part of this divide?

Yes. Although the racial divide among evangelical churches goes back almost 200 years, there has been some divisiveness in modern court cases involving higher education. In a 1972 case, *Green v Connally*, the U.S. Supreme Court ruled private schools that

practiced racial discrimination could not receive tax exemptions. Three years later, the Internal Revenue Service moved to revoke the tax-exempt status of Bob Jones University, a Christian institution, because it forbade interracial dating. In a 1983 decision, the university lost its tax-exempt status. The debate exacerbated the divide. The university dropped the ban amid controversy in the 2000 presidential election.

### What is the Establishment of Religion clause?

This is the first freedom in the First Amendment. It states, “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof...” It is intended to make sure no religion is favored over others. The clause is often at the root of legal debates about religion in public schools or government treatment of religious schools.

### Is this where the school prayer issue comes from?

Yes. The U.S. Supreme Court ruled in 1962 that school personnel cannot lead prayers in public schools. In 2000, it barred some districts from sponsoring student-led prayers at football games. The issues are far from settled. Pew has found that 40% of public school teens surveyed see other students praying before sporting events. Slightly more than half said they see other students wearing jewelry or clothing with religious symbols. In 2020, the Trump administration announced guidance on prayer in public schools, religious student groups at public universities, and federal grant applicants of a religious nature. The balancing point is whether interpretations of the First Amendment suppress or facilitate religious freedom.

### What is the Religious Freedom Act?

This federal law, enacted in 1993, prohibits the government from compelling people to act contrary to their religious objections. In *Burwell v. Hobby Lobby*, the Supreme Court ruled that private employers cannot be required to include birth control in health plans. In *Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission*, the court ruled that businesses may deny services such as baking

wedding cakes for gay couples. The courts did not support the refusal by a clerk in Kentucky to give marriage licenses to same-sex couples. Although school-sponsored prayer is prohibited in the United States, public institutions, including schools, cannot stop students from independently praying or otherwise practicing their religion. This applies to clothing choices that express faith, such as a Christian wearing a crucifix necklace, a Muslim girl wearing a hijab or a Jewish boy wearing a yarmulke.

### Do Christians oppose LGBTQ rights?

Christianity is an incredibly diverse religion, and it is impossible to make blanket statements about Christians' views besides their beliefs in God, Jesus Christ as savior, and the Bible as a sacred text. When it comes to social issues like abortion, gender roles and LGBTQ rights, opinions among American Christians differ vastly. According to the **Pew Research Center**, the safest thing to say is that, as people, Christians are divided almost down the middle. Churches, however, often have official positions. Same-sex marriage is prohibited by Roman Catholicism, the Church of Jesus Christ of Latter-day Saints and many Baptist churches, but accepted by denominations including the Episcopal Church, Presbyterian Church and Society of Friends. Methodists were having such a hard time reconciling their views that they were exploring in 2020 whether to split their church in two over the issues of same-sex marriage and gay clergy.

### What are Blaine amendments?

These are provisions in state constitutions, some dating back to the 1880s, that forbid using public tax money for private schools. While the target for these amendments was Catholic schools, other denominations, including Lutheran schools, were also affected. Today, some funds can be allocated to religious schools, but under the 1971 Supreme Court case *Lemon v. Kurtzman*, taxes can be used only for secular purposes. For example, government funding has been used in private religious schools for transportation, playgrounds and textbooks that are not religious.

### Why do some people oppose teaching evolution in public schools?

Some parents say that teaching evolution in schools undermines their responsibility to raise their children as Christians and contradicts their belief in biblical creationism. Creationism has several forms, but the essence is that the world as we see it was created by God and did not just develop on its own. Parents want to have a say in what teachings their tax dollars support. In 2019, U.S. Attorney General William Barr of the Trump administration called schools ground zero for attacks on religion and “the most serious challenge to religious liberty.”

### What are parochial schools?

The word comes from the Latin for ecclesiastical district, or parish, and often refers to Catholic schools. The word is sometimes used for any elementary or secondary school affiliated with a religious organization or schools that include religious education. However, it is more precise to use the term for schools that are affiliated with particular parishes or other individual places of worship.

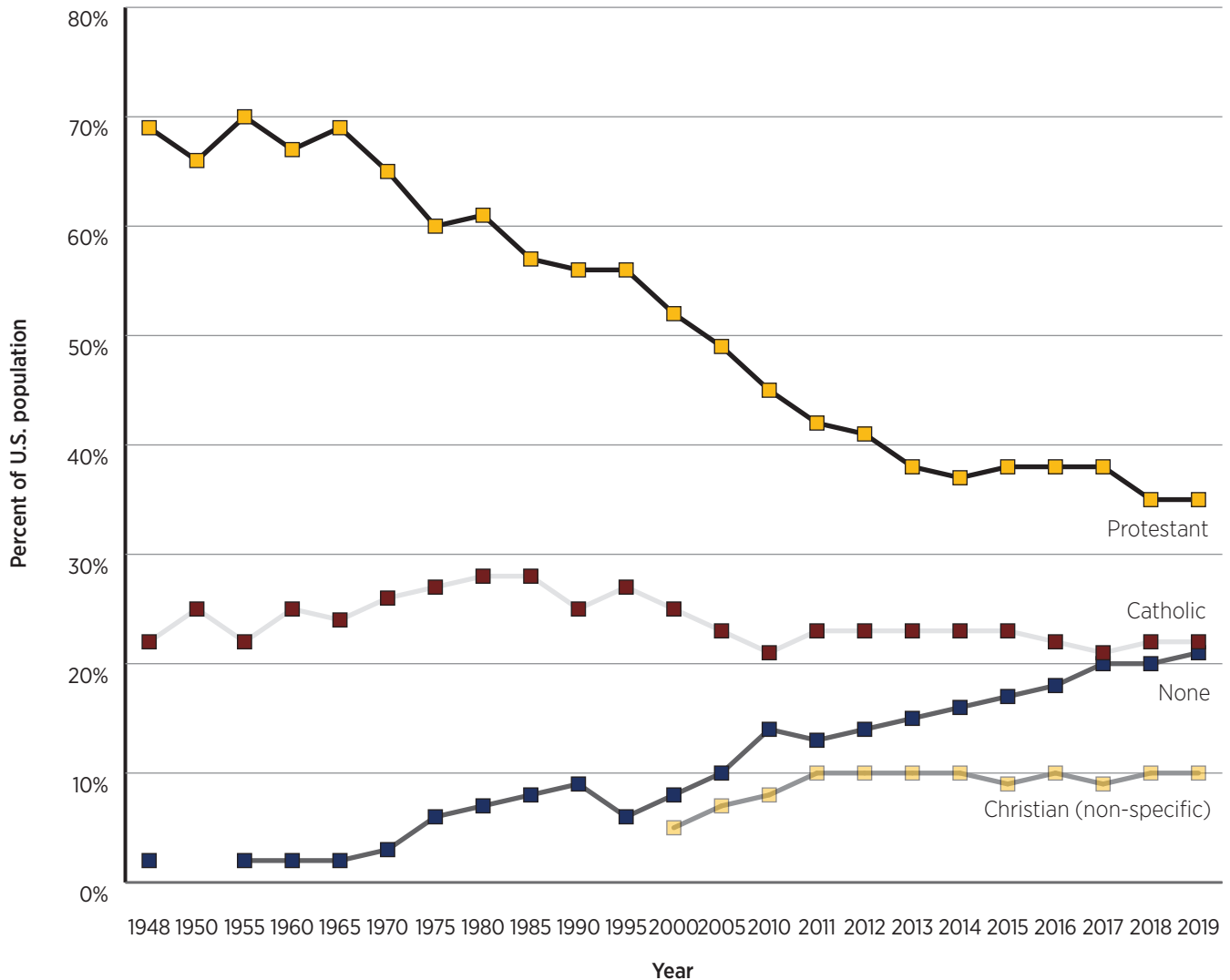
### What role did religion play in the development of U.S. schools?

Colonial-era schools taught about family, religion and community. Children learned to read the Bible in school. Math and language were not emphasized until later. In the late 1700s, efforts began to educate children from poor families, although new laws in the South made it illegal to teach children living in slavery. The first public high school, the all-boys Boston Latin Public, opened in 1635. In the mid-1800s, anti-immigrant and anti-Catholic discrimination spawned the creation of Catholic schools. They became the largest non-public system of schools in the country. Enrollment peaked at 5.2 million students in 1960. Today, fewer than 2 million students attend Catholic schools. There are Christian schools run by many denominations and nondenominational Christian schools as well.

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### Christians and “nones” growing

Christians shows some growth since 2000, but the biggest increase is among the “nones.” They say they are not affiliated with an organized religion.



Source: Gallup polling

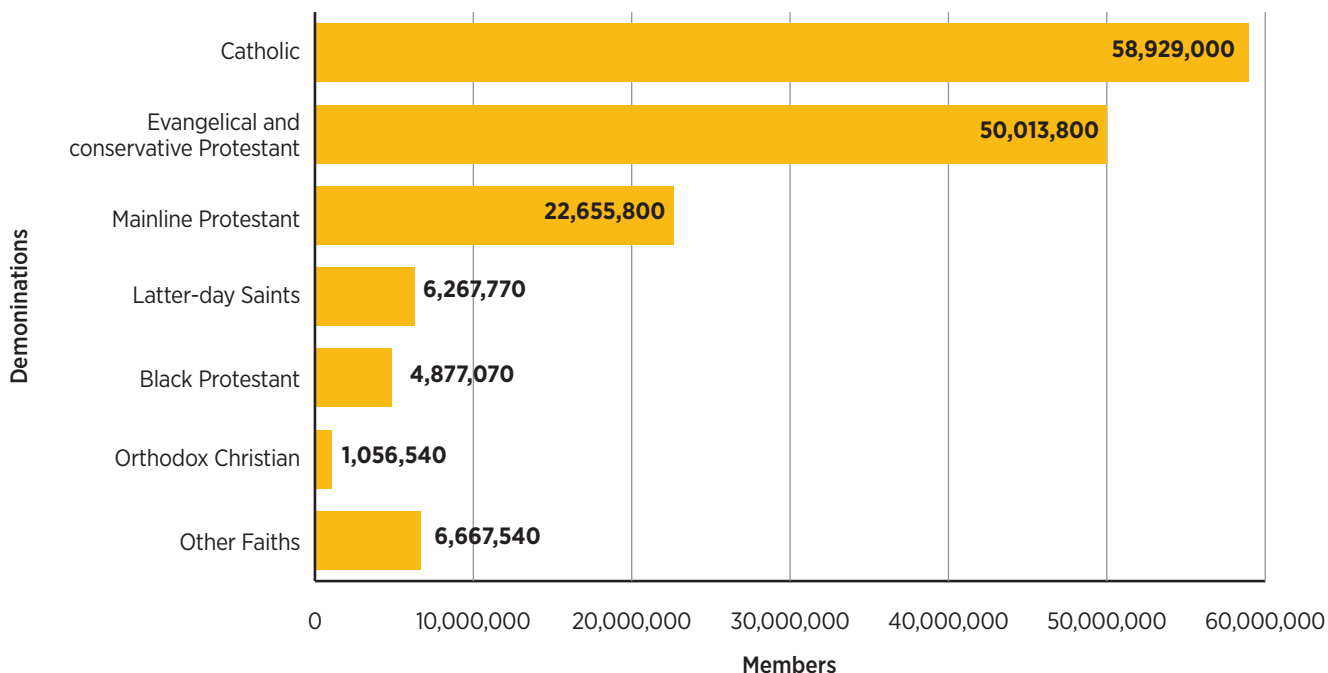
### What about the role of Christianity in colleges and universities?

Christianity in U.S. higher education dates back to 1663 when Harvard, the country’s oldest university, was founded to train clergy. Yale, Princeton and Brown were formed soon after as Christian colleges. Though these schools are no longer religiously affil-

iated, about 1,600 private colleges in the U.S. today still are, many of which are affiliated with a particular denomination or Christianity in general. Today, more than 200 Catholic universities operate in the United States, including Georgetown University, the University of Notre Dame, Boston College, and Loyola University in Chicago. Prominent evangelical institutions include Liberty University, Wheaton

## EWA Reporter Guide for Inclusive Coverage

### Largest Christian denominations in U.S.



College and Oral Roberts University. The Church of Jesus Christ of Latter-day Saints operates Brigham Young universities in Utah, Idaho and Hawaii.

### What are school vouchers?

Vouchers allow families to direct public school funding to private schools. Details vary by state. Some programs allow vouchers to be used for religious schools or homeschooling, some don't. Proponents say vouchers give parents control over how their taxes are spent and the kinds of education their children get. Opponents, such as the American Civil Liberties Union, say most vouchers support religious education—in violation of religious separation and at

the expense of public school systems.

### Is The Church of Jesus Christ of Latter-day Saints Christian?

The church traces its roots to 1820 in western New York. Foundational texts include the New Testament and the Book of Mormon. Often shorthand as Mormonism or The LDS Church, it asks to be known by its real name, which includes Jesus Christ. The church emphasizes the restoration of Jesus' message, repentance, self-reliance, family, missionary service and living a pure life. It differs from other denominations on issues of creed and the trinity and has added practices.

## CHAPTER 8:

# Islam

### How do I say “Muslim?”

Say “Mu,” using the “u” sound from “push.” Then say “slim.” No “oo” or “z” or hissing sound. Correct pronunciation shows respect.

### What is the traditional Muslim greeting?

A common Muslim greeting is the Arabic phrase “As-salamu alaikum,” which means “peace be with you. It is pronounced “as-salam-u-alay-koom.” The response to that is “Wa-alaikum-salaam,” which means, “And unto you peace.”

### What is the difference between Islam and Muslim?

Islam is the religion, and a Muslim is a person who follows the religion. It is like the difference between Christianity and Christian. The adjective is Islamic.

### Why is Arabic dominant among Muslims?

The Quran and the hadith were written in Arabic. Muslims believe the writings are best studied and understood in their original language. This has made Arabic widespread throughout the world, even in countries where Arabic is not a dominant language.

### Who is Allah?

Allah is the Arabic word for God. Islam, like Christianity and Judaism, is a monotheistic religion, which means followers believe there is only one God. Islam teaches that God is fair and just, has no shape or gender, cannot be seen, has always existed and always will, and knows all. The Arabic phrase “Allahu akbar” means “God is greater” in English. Translations that change all the words except Allah should be avoided. They are incomplete and make it sound as though Muslims worship a foreign God.

### Who is Muhammad?

To Muslims, Muhammad is the final prophet or messenger of God who delivered God's message to the people. Muslims believe Muhammad was a man and not a god. He was born in Mecca in 520, Common Era, and died in Medina in 632. Tradition says that the Archangel Gabriel began revealing God's message to Muhammad in 610 and he began sharing the message a few years later. The written message is called the Quran, which Muhammad dictated to others, who wrote it down word for word.

### What is the Quran?

The Quran is the holy book of Islam. Muslims believe that the book, in Arabic, is a complete record of the words of God revealed to Muhammad through the Archangel Gabriel. The Quran is the source of Muslim faith and practice. It covers subjects such as wisdom, doctrine, worship and law. Quran is AP style. **The Hartford Courant explained the various spellings.**

### What does the Quran say about Jesus?

Jesus is revered as a holy prophet who, like Abraham, came before Muhammad, the final prophet. Muslims do not regard Jesus as God or as the son of God. Stories about Jesus in the Quran are similar to stories in the New Testament, and the Quran mentions his mother, Mary, more often than she is mentioned in the New Testament.

### What are the components of Islam?

Islam has five pillars, or core practices. They are:

**The declaration of faith:** "There is no deity but God, and Muhammad is a messenger of God."

**Prayer:** Muslims pray five times a day.

**Charitable giving:** Muslims who are able will set aside 2.5% of net worth to help people in need. Some pay up to 20% of their extra income.

**Celebrating Ramadan:** During Ramadan, Muslims abstain from eating, drinking, chewing gum, smoking and intimate relations from dawn until nightfall. Those who are ill and are unable to fast for health

reasons or age are exempt, as are women who are pregnant, menstruating or nursing.

**Pilgrimage to Mecca:** Called the hajj, Muslims are obligated to make this pilgrimage to Mecca (located in Saudi Arabia) at least once if they are physically and financially able. Men who use the title, hajj, for example, "Hajj Ahmad," are signifying they have made the pilgrimage. For women, the title is hajjah.

### What is Shariah?

Shariah is the way or path for Muslims to follow to achieve God's will on Earth. It requires Muslims to live righteously, to protect and expand their community and to establish a just society. Shariah principles come from the Quran, the hadith and other considerations, depending on the sect. The hadith is the record of the words and deeds of Muhammad. There have been campaigns in many state legislatures to forbid Shariah law, but it is already prohibited by the First Amendment.

### Who is the leader of Islam?

Islam has no central authority structure. Titles for leaders vary by country and sect. In the United States, which has Muslims from all over the world, imam and sheik are common titles; less common are grand mufti, ayatollah and mullah.

### Where are local services held?

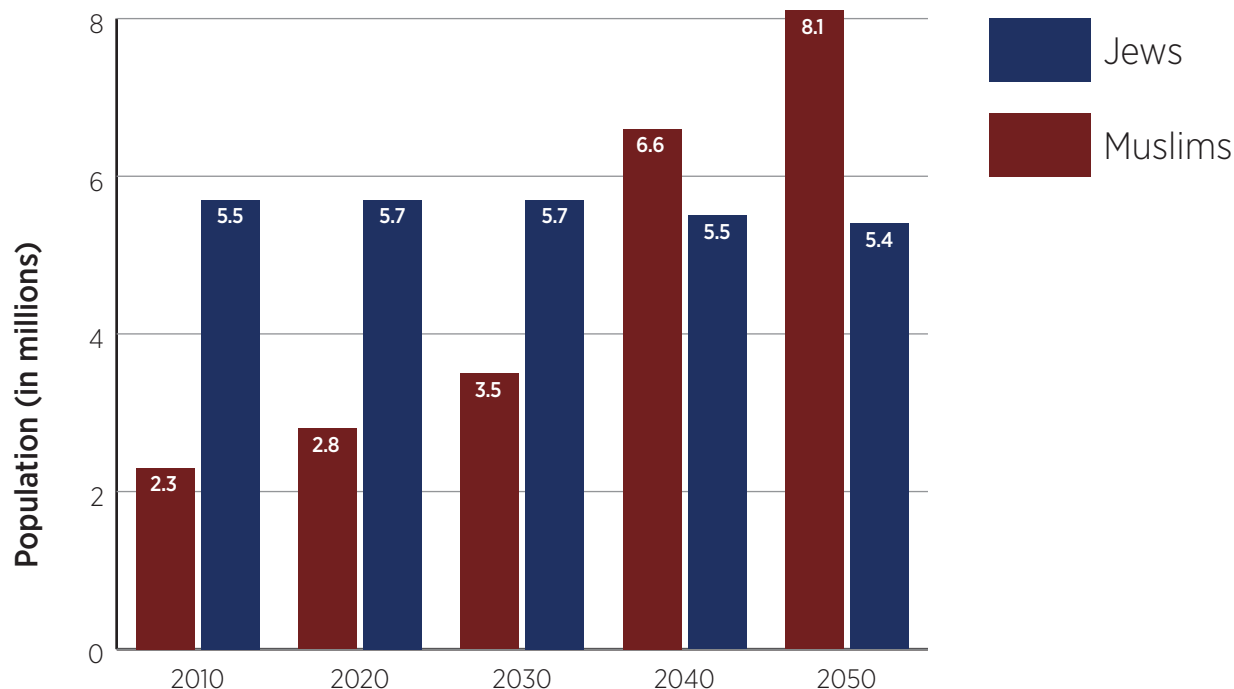
Typically, religious services are held in a mosque, or masjid, on Friday. People who come to pray remove their shoes and pray on a carpeted area or a rug. Services are in Arabic and include messages read by the presiding imam and readings from the Quran. A mosque might also be the center of Muslim social life with a community center, school and kitchen. Non-Muslim guests are typically welcome and are expected to remove their shoes.

### Why are males and females separated at a mosque?

There are a few reasons for this. The first is that when Muslims prayed behind Muhammad, they would line up the men behind the prophet, then the children, then the women. Modern-day separation

### Islam projected to be second largest U.S. religion in 2040

The Muslim population in the United States is expected to surpass Jews in 2040 as the second largest U.S. religion. The Muslim population is growing faster because of a comparably younger population.



Source: Pew Research Center

emulates this. It gives women privacy and respect when they pray, since Islamic prayer requires bowing and prostrating. Women may feel uncomfortable doing this in front of men. The sexes are also separated to keep worshippers' minds on God rather than on human desires.

### What is Ramadan?

The most widely recognized Islamic observance among non-Muslims, Ramadan brings 29 or 30 days of daytime fasting and intense prayer. Muslims fast from sunrise until sunset each day of Ramadan. The major nighttime meal is known as the iftar, and it often consists of several courses and many dishes. In predominantly Muslim countries, nighttime streets are lively, filled with bright lanterns and packed restaurants. Daytime school and work hours are shortened during Ramadan, and in some regions — such as the United Arab Emirates — it is forbidden

for non-Muslims to eat in public during daytime hours. Laylat al-Qadr, the Night of Destiny or Night of Power, is one of the last 10, odd-numbered nights of Ramadan and is seen as its last and holiest night.

### When is Ramadan?

This month follows the Islamic lunar calendar. On the Gregorian calendar used in the United States, Ramadan appears to come about 10 days earlier each year. This shift in holy days can catch schools, businesses and others unaware. Many websites give the Gregorian dates for upcoming Ramadans.

### How many Muslims live in the United States?

The Pew Research Center reported in 2017 that it estimated there were about 3.45 million Muslims in the United States. This was 1.1% of the U.S. popula-



tion, and that percentage is growing. By 2040, Muslims are projected to outnumber Jews in the United States, and by 2050, Muslims are projected to make up 2.1% of the population. Most Muslim Americans live in metropolitan areas.

### Why is Islam growing in the United States?

Islam is one of the fastest-growing religions in the United States because of immigration, birth rates and conversions to the faith. Globally, Islam is growing about twice as fast as other religions.

### What ethnicity or nationality are U.S. Muslims?

No single racial or ethnic group makes up more than 30% of the total U.S. Muslim population. It is unwise to assume Muslims' national origin simply on the basis of their faith. Muhammad, the most popular name for Muslim males, is given to Arabs, Indonesians, Pakistanis, Americans and other nationalities.

### What is the Muslim population worldwide?

The current total is 1.8 billion Muslims, according to the Pew Research Center's *Forum on Religion & Public Life*. This makes Islam the world's second-largest religion after Christianity, which has about 2.2 billion adherents. Put another way, about one-third of the world's population is Christian; about one-fourth is Muslim. But that may not be the case for long. Islam is the world's fastest growing religion and is expected to surpass Christianity by 2060.

### What is the difference between Shia and Sunni Muslims?

The branches emerged shortly after the death of the prophet Muhammad. The split was over succession. The Sunni majority supported as successor Muhammad's father-in-law and close friend, Abu Bakr. The Shia followed Ali ibn Abi Talib, Muhammad's cousin and son-in-law and the father of his grandchildren.

In a reflection of this split, Shia Muslims celebrate the 10th day of the holy month of Muharram, first month in the Islamic calendar, as Ashoura. It marks the death of Hussein, grandson of Muhammad, at the Battle of Karbala in present-day Iraq in the seventh century. While both branches follow the Quran, Sunnis mainly rely on the Sunnah, a record of the teachings and sayings of Muhammad, while the Shia rely more heavily on the teaching of ayatollahs.

### What does halal mean?

Halal refers to objects and activities that are lawful under Islamic teaching. Halal often indicates foods that are permissible for Muslims to consume. Forbidden objects and activities are called haram. Schools and colleges in areas with significant Muslim populations have added halal foods to their menus, just as they have with kosher foods for some Jews.

### Are halal and kosher foods the same?

No. There are similarities, but they are not the same. Because of the similarities, in places where there is a lack of halal food, some Muslims will eat kosher foods, but the foods are not substitutes for each other.

### What is Mecca and why do Muslims pray facing it?

Mecca is the birthplace of the Prophet Muhammad. When Muhammad was driven out of Mecca, he traveled to the city of Medina and drew his first followers there. Medina is referred to as the "City of the Prophet of God." Wherever they are in the world, Muslims face toward the kabba, a black cube-shaped building they believe Abraham built in Mecca, to pray. There are compass apps that show this direction.

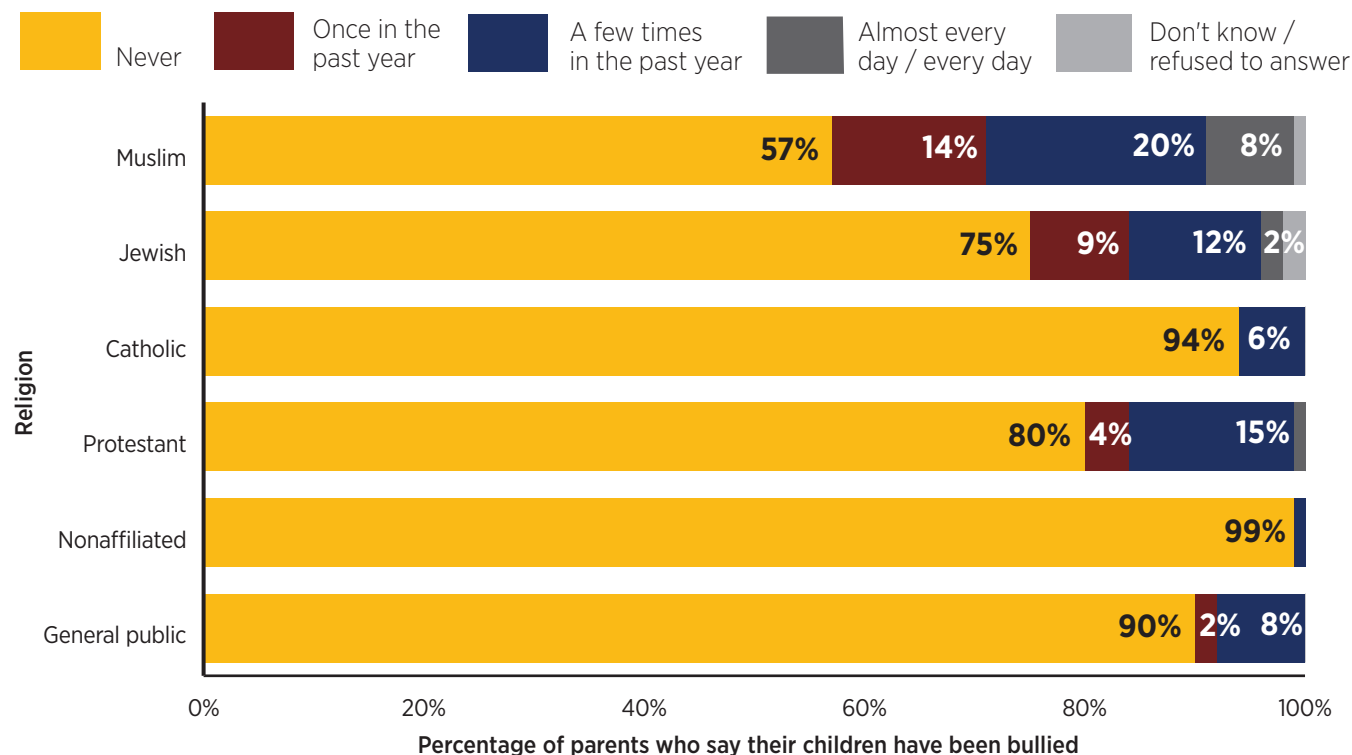
### Is the Nation of Islam the same as Islam?

No, though they have similarities. One key difference is that Islam teaches that there is only one God, while the Nation of Islam holds that its founder, Wallace Fard Muhammad (W.D. Fard), was the incarnation of God.

## EWA Reporter Guide for Inclusive Coverage

### Muslim families most likely to report school bullying

Muslim parents are more likely than parents of other religions to say their K-12 children have been bullied at school.



Source: Institute for Social Policy and Understanding

### What does jihad mean?

This term means a big struggle or effort, often on the individual level. There are greater and lesser jihads. The greater jihad is internal, to improve oneself through discipline, to live a righteous life, and to submit to God's will. The lesser jihad still is to defend one's community and Islam. Some people use the term informally, calling any difficult personal struggle a jihad. Because the word has also been used to describe terrorism or aggression, the word should not be used casually. Explain the context it is being used in. The Associated Press Stylebook advises against using the word jihadist.

### What is Islamophobia?

This term refers to fear and prejudice against Muslims. It also encompasses the belief that Western and Eastern civilizations have irreconcilable differ-

ences in political, economic and social beliefs. Islamophobia existed before the terrorist attacks of September 11, 2001, although perceived hostility toward Muslims has grown since then. A 2017 Pew report found that 48% of Muslim Americans said they had been discriminated against in the previous year, and that anti-Islam sentiment had been increasing. These discriminatory incidents included being singled out by airport security or law enforcement, being called offensive names, and physical threats.

### What is the garment some Muslim women wear on their heads?

The headscarf worn by a Muslim woman is called a hijab. The same word refers to the modest dress code expected of women at the age of puberty and older. The hijab is required in most public places in Saudi Arabia. Iran, which had banned the hijab in

1936, made it compulsory again in 1979. Some countries, including Muslim ones, ban the hijab in some or all circumstances. In the United States, a Pew study found that 36% of U.S. Muslim women said they always wore a hijab while in public, 24% said they sometimes did and 40% said they never did.

### **Why do some Muslims decline to shake hands with people of the other sex?**

Practicing Muslims are not to touch members of the opposite sex except for siblings, parents, children, grandparents, aunts and uncles. Instead, a common form of greeting among Muslims when being introduced is to put the right hand over the heart. Some Muslims make exceptions to non-Muslims to avoid awkward situations. Muslims can touch unrelated members of the opposite sex to help in emergencies.

CHAPTER 9:

# Sexual Orientation

## Which term is correct, LGBT or LGBTQ?

Either is acceptable in all references, according to The Associated Press Stylebook, and the National Lesbian and Gay Journalists Association suggests explaining the abbreviation early on in the story. LGBT stands for “lesbian, gay, bisexual and transgender,” and the added Q can stand for either “questioning” or “queer.” Stylebook editors added the Q as acceptable.

## What does it mean to “come out”?

People come to terms with their sexual orientation in steps. While it is common for people to know their sexual orientation at a young age, they may not actually “come out” then. Coming out is a phrase that describes a LGBTQ person telling others their sexuality. Coming out could be encouraged or discouraged depending on many factors, including

whether there is support from family, friends or schoolmates. Religion can be a factor, as well. Often, younger people are discouraged from expressing a same-sex orientation because they’re “too young.” However, young people typically are not challenged for expressing attraction to the opposite sex. Sexual attraction does not mean someone is having sexual relations.

## On average, at what age do people come out?

The range is wide, but the average appears to be in the early 20s. According to the **Pew Research Center**, 43% of LGBTQ people surveyed said they had come out at age 20 or older and 41% said they had been younger than 20. An additional 14% said the issue had not come up.

### Are LGBTQ people more likely than others to prey on children?

No. This is an old stereotype with no basis in facts. According to the American Psychological Association, children are not more likely to be molested by LGBTQ people. The finding was confirmed by University of California professor Gregory Herek. His review of various studies found no evidence that gay people molest children more than heterosexual people do. The Child Molestation Research & Prevention Institute found that most predators are men married to women.

### Does bad or abusive parenting make people gay?

Neither genetics nor environment has been proven to play a large role in sexual orientation. The **American Psychiatric Association** reports that child abuse does not appear to be more prevalent in the upbringing of gay, lesbian or bisexual people. Advocates for Youth has also found that sexual abuse is not identifiable as a direct cause for young people being gay. While there is no clear evidence that abuse influences a person's sexual orientation, people do get targeted for abuse if they disclose or are presumed to be LGBTQ. A study published by the **National Institutes of Health** reported that "sequencing of maltreatment and emerging sexuality is difficult to ascertain."

### In parenting, do same-sex couples have a "mom" and a "dad"?

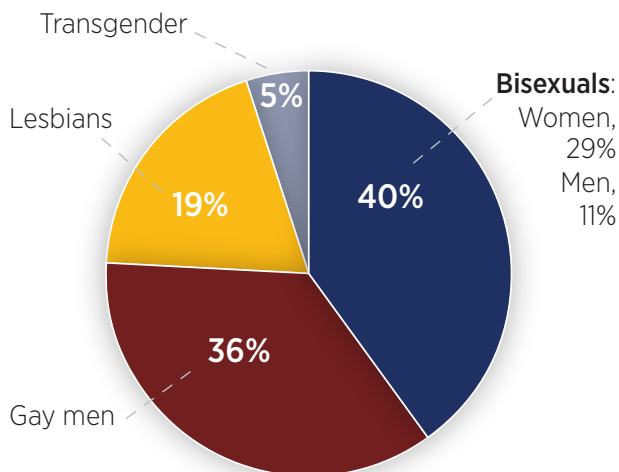
Same-sex couples with children need not have a designated "mom" and "dad," just as they need not designate one "wife" and one "husband." Many same-sex couples refer to themselves as two husbands or two wives. The fact that one partner calls the other his husband does not mean that he is not also a husband. So, some families have two moms or two dads. Every family is different. Listen for conversational cues to learn what parents in such families call each other.

### Can same-sex couples have children of their own?

Yes. Males can have a child using one partner's sperm and an egg donor/surrogate to carry the child.

### The LGBT Population

The percentage of Pew Research sample of LGBT adults who describe themselves as ...



Note: Based on all LGBT (N=1,197). Some transgender adults also describe themselves as gay or lesbian. Those respondents were asked to choose which identity they preferred to use for the purposes of the survey.

Source: Pew Research Center

Females can have a baby using a sperm donor and fertilization methods such as in-vitro or intrauterine insemination to implant the fertilized egg in one partner's uterus.

### How many children have same-sex parents?

In 2019, The U.S. Census Bureau released its first estimate of the number of gay couples in the United States. It estimated there were 543,000 households headed by married same-sex partners and 469,000 with unmarried same-sex partners. It further estimated that 191,000 children live with same-sex parents.

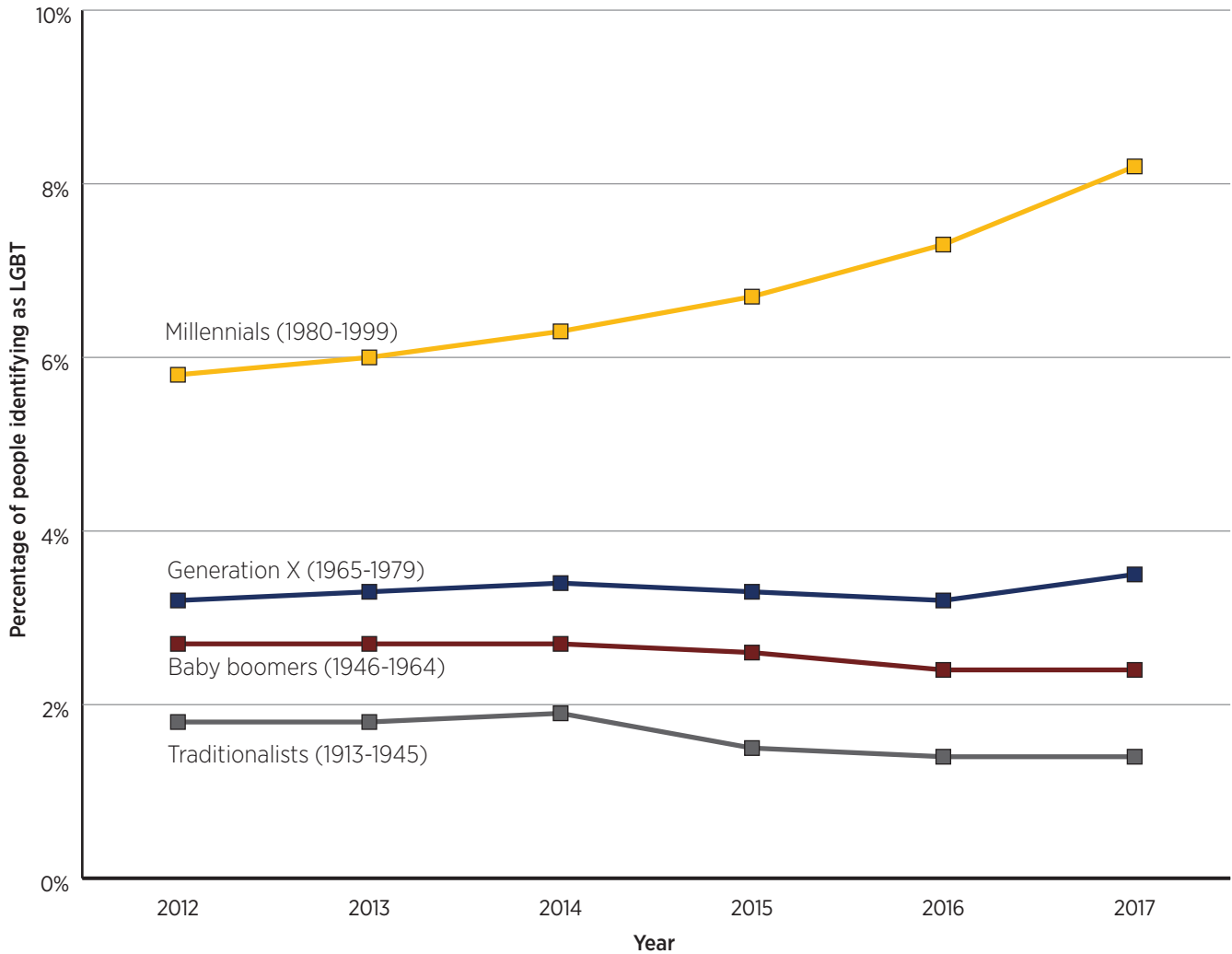
### Do children of same-sex couples face emotional or physical challenges?

No. Seventy-five of 79 studies examined found that children of gay or lesbian parents do as well as children in other kinds of families. The findings come from a **Cornell University** review of scholarly research through 2017. That concurred with a 2016 study in the *Journal of Developmental and Behavioral*

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### Americans who identify as LGBT by generation

Each successive generation has had a higher proportion of members identifying as LGBT. Here are the generations with their birth years.



Source: Gallup

Health. This study found that children of same-sex parents are as emotionally and physically healthy as children of different-sex parents. They can be more likely to talk about emotionally difficult topics and are often more resilient, compassionate and tolerant. This is from the American Association for Marriage and Family Therapy.

### What is the school environment for LGBTQ students?

When Human Rights Watch published a report on LGBTQ students, it was titled “Like Walking Through a Hailstorm.”

According to the report, content on bullying, harassment and LGBTQ topics was missing from school curricula and resources. It also reported that LGBTQ

student groups were discriminated against. Discrimination and bigotry were reported as coming from classmates and school personnel. It occurred based on both sexuality and gender identity. In another **report from the National Education Policy Center**, more than 85% of LGBTQ students surveyed reported being harassed because of their gender identity. **Youth.gov** has suggestions on creating good school environments for LGBTQ students.

### Are gay students bullied?

According to the **2017 Youth Risk Behavior Survey** from the Centers for Disease Control and Prevention, LGBTQ students more often said they were bullied than other students said. One third of LGBTQ students said they were bullied on school property and 27.1% said they were bullied electronically. For comparison, 14.9% of all students surveyed said they were bullied electronically, and 19% said they were bullied on school property.

### Do schools teach about LGBTQ people and issues?

The **GLSEN 2015 National School Climate Study** asked students about this. Sixty-three percent said classes just did not include these topics. English, history and social studies classes were most often mentioned as including such content. Most students said they found information about LGBTQ topics at school in the library, on the internet or in textbooks and readings. Most students said they could identify at least one supportive staff member in their school. Some states, including Illinois, New Jersey, California, and Colorado, now require schools to teach LGBTQ history, while others, including Alabama, Louisiana, and Mississippi, ban schools from teaching about it in a positive light, according to a **report from U.S. News**.

### Is sexual health for students who identify as LGBTQ taught in schools?

Gay, Lesbian and Straight Education Network and other organizations have called for greater attention to sexual health education. According to **GLSEN's National School Climate Survey**, only 19% of schools

provided LGBTQ-inclusive sex education. **The Centers for Disease Control and Prevention** showed that lead health educators had received training on teaching LGBTQ-inclusive sex education in just 19 states. Only 15 states reported that 75% or more of their schools provided curriculum or supplementary materials with LGBTQ youth relevant information on HIV, STDs or pregnancy prevention.

### What should inclusive health teachings address?

LGBTQ health lessons are similar to lessons for heterosexual health. They would cover the importance of protection and getting tested often to avoid transmitting sexual diseases. Protection is not just to prevent pregnancy but also to protect against viruses including HIV. Lesbians can pass disease through menstrual blood, oral sex, skin-to-skin contact, sex toys and vaginal fluids, according to the **U.S. Department of Health and Human Services' Office on Women's Health**. Some infections are passed more readily between women than between women and men. A study published by the National Institutes of Health reported that young gay, bisexual and questioning males said sex education rarely addressed their behaviors or risks. Lessons could include sex between males, condom use and transmission of disease.

### Are school athletics safe for LGBTQ students?

This is a problem area, according to the **Human Rights Campaign**. It reported that 84% of Americans surveyed said they had seen or experienced anti-LGBTQ sentiments in sports. 24% of LGBTQ youth overall — and 21% of high school seniors who identify as LGBTQ — play on a sports team for their school, as compared to 68% of all high school seniors.

### What is the suicide attempt rate among lesbian, gay and bisexual youth?

According to the **CDC's 2017 National Youth Risk Behavior Survey**, 38% of gay, lesbian, or bisexual stu-

dents were planning suicide, and 23% had attempted it in the previous year. Of heterosexual teens in the study, 10.4% said they had been planning suicide, and 5.4% said they had tried it in the prior year. A study in the *Journal of the American Medical Association* found that suicide rates went down in states that allowed same-sex marriage.

### Does everyone fit into a category?

Not everyone finds a specific category that suits them, so new terms are being introduced. Some people are moving away from identifiers or labels altogether. People who are discovering their sexuality or identity sometimes describe themselves as “questioning.”

### Are bisexual and pansexual the same?

While the terms have different meanings, there is some overlap in usage. Bisexuality means to be attracted to males and females. Some people who fit this description call themselves pansexual. Pansexual can also describe people with various levels of attraction for people of all gender identities or expressions.

### What does heteronormativity mean?

Heteronormativity is when people, institutions and social structures set opposite-sex orientation as the norm. Media, including television, movies and books, that focus solely on heterosexual main characters and relationships perpetuate this. People reinforce heteronormativity in their day-to-day lives in their language or assumptions about the gender of someone’s partner. The assumptions are often made with no ill will. It takes awareness and effort to overcome assumptions.

### Does white privilege or male privilege also exist in the LGBTQ community?

Homonormativity is a perceived norm among LGBTQ people. It is a hierarchy of identities. White, middle-class, cisgender gay men are often depicted as the standard. Statistically, they generally have more resources. This creates a limited picture of people in the LGBTQ community and can delegitimize or obscure other identities. For example, lower socioeconomic, transgender lesbians of color are often left out of the picture.

### Why do some people say “queer” or “faggot” with pride?

These words have been used to ridicule and ostracize people, even when their sexuality is not known. These terms and others like them carry negative connotations. Using “gay” as an insult, or to put something down as being “so gay” is to use that word as a pejorative. Some people have been reclaiming these words to empower themselves. The Human Rights Campaign announced in 2016 it would add Q to LGBTQ, recognizing the word when used as a positive. The words still can offend, especially when used by people who are not LGBTQ. The Associated Press Stylebook says that both LGBT and LGBTQ are acceptable on first reference.

### What is conversion therapy?

Conversion therapy is a discredited and unethical treatment purported to change a person’s sexual orientation or gender identity. It has been scientifically disproven. It can cause psychological distress and increase suicide attempts, running away and homelessness. According to the *Movement Advancement Project*, 30 states allow conversion therapy for minors. In a survey of transgender people conducted by the *National Center for Transgender Equality*, 14% said their immediate family had sent them to a therapist, counselor, or religious/spiritual adviser to try to prevent them from transitioning.



## CHAPTER 10:

# Gender Identity

### What is the difference between gender and sex?

Biological sex, also known as sex assigned at birth, are designations primarily based on anatomical and chromosomal differences. Possible labels are male, female or intersex. Gender is one's internal knowledge of who they are, whether male, female, transgender, genderfluid, nonbinary or another term. When a person's gender matches their biological sex at birth, they are sometimes described as cisgender. When a person's gender does not match their sex at birth, they are described as transgender.

### What is gender identity?

The American Academy of Pediatrics defines gender identity as a person's understanding of who they are. The Academy says this identity is shaped by

“biological traits, developmental influences and environmental conditions” and notes that the identity does not necessarily always fall into either male or female categories. “Gender expression” refers to how people display their gender, and “gender perception” refers to how others understand that expression. The Academy uses the term “gender diverse” to encompass the labels that people use to define their gender identity when it does not match their biological sex.

### What is gender-confirming surgery?

Transgender people can undergo many surgeries to make their bodies more closely match their gender identity. For transgender women, gender-confirming surgery can include breast augmentation and vaginoplasty. For transgender men, the most common are chest reconstruction and hysterectomies.

### What official documents need to be changed when a person transitions?

Many identification documents include information on an individual's gender or sex. Gender or sex is noted on records for school, work, banks, credit applications, insurance, property deeds, immigration papers, passports, airline tickets and more. In some cases, to change documents, transgender people must first get the name and sex listed on their birth certificate changed. After this, it's common to change the information provided on driver's licenses and Social Security cards. Checking "male" or "female" is fine for people who identify as one or the other and never transition. The problem is for people who are nonbinary or who transition. Nonbinary and genderqueer people call the two-box system "erasure," meaning it implies their identity does not exist.

### How can schools support transgender students?

The Gay, Lesbian and Straight Education Network and the National Center for Transgender Equality have published a **model school district policy** on transgender and gender nonconforming students. Recommendations in this include a zero tolerance policy for bullying and harassment, leaving identity disclosure up to the student and following student wishes on names and pronouns. The model policy also calls for access to gender-appropriate or non-stigmatizing facilities and activities. Two organizations track school issues for legislatures. **The National Conference of State Legislatures** tracks legislation and developments about school restrooms, among other issues. The American Legislative Exchange Council publishes model policies for education. Its model **Campus Anti-Harassment Act** references gender identity.

### Does the federal Title IX law cover the civil rights of transgender students?

This has changed completely in recent years, and further developments are expected. In March 2016, the Obama administration said the 1972 statute covers transgender students' rights to use the locker rooms and restrooms that match their gender. In February 2017, the Trump administration rescinded that guidance. It cited insufficient legal analysis and significant litigation.

### Are transgender students disproportionately bullied at school?

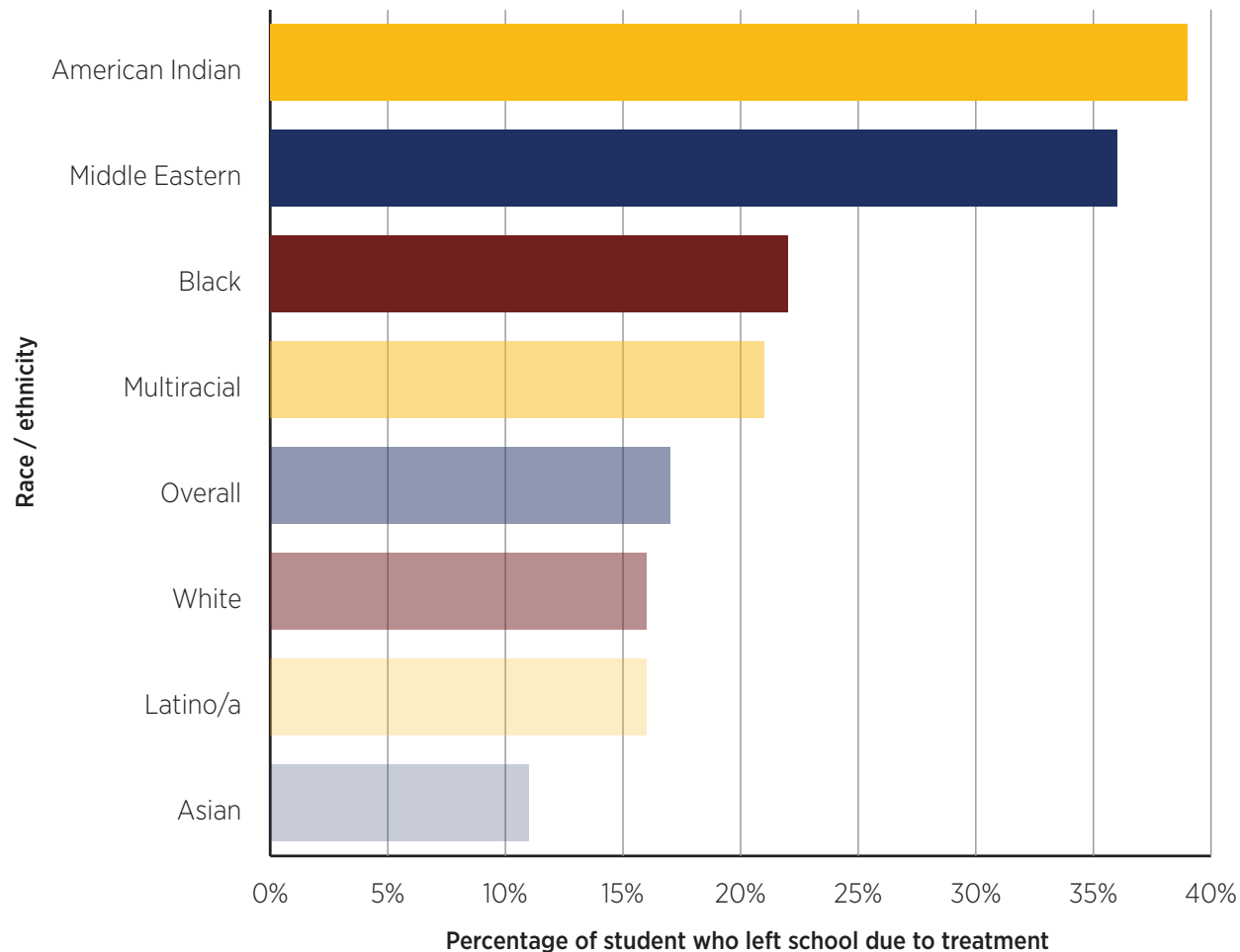
Fifty-six percent of respondents in the **U.S. Transgender Survey** reported they had been verbally harassed in grades K-12. One-fourth said they had been physically attacked. Thirteen percent reported sexual assault. Twenty-four percent said they were targets of aggression in postsecondary education. For comparison, the **National Center for Educational Statistics** reported in 2016 that 20.8% of students in the general population said they had been bullied.

### What is the suicide rate for transgender people?

Suicidal thoughts and behaviors are much higher among transgender people than for the U.S. population overall. The suicide attempt rate for the total population is 4.3%, according to the **2018 National Survey on Drug Use and Health**. The **U.S. Transgender Survey** uncovered a suicide attempt rate of 40% among transgender Americans. When asked about suicidal thoughts or planning suicide in the previous year, the overall population had a 4% rate. This is in contrast to 48% among transgender people. Some factors led to even higher rates. Those included losing a job because of bias, school bullying, low income and physical or sexual assault. Suicide attempts are lower for people with steady work, higher income, stable housing and accepting families. However, even then rates are still much higher than for the general population.

### Gender harassment tied to quitting school

Percentage of students by ethnicity who said in 2012 they had left school due to treatment over gender identity. Previous studies showed that, even when students returned, lifetime educational attainment was diminished.



Source: U.S. Transgender Survey, National Center for Transgender Equality

### What services do colleges provide for transgender students, and what additional services do transgender students want?

Some colleges have created gender-inclusive housing options and gender-neutral restrooms. Transgender students have asked schools to make it easier for them to change their names and gender markers across academic records. They have asked for gender identity training for faculty, counselors and health

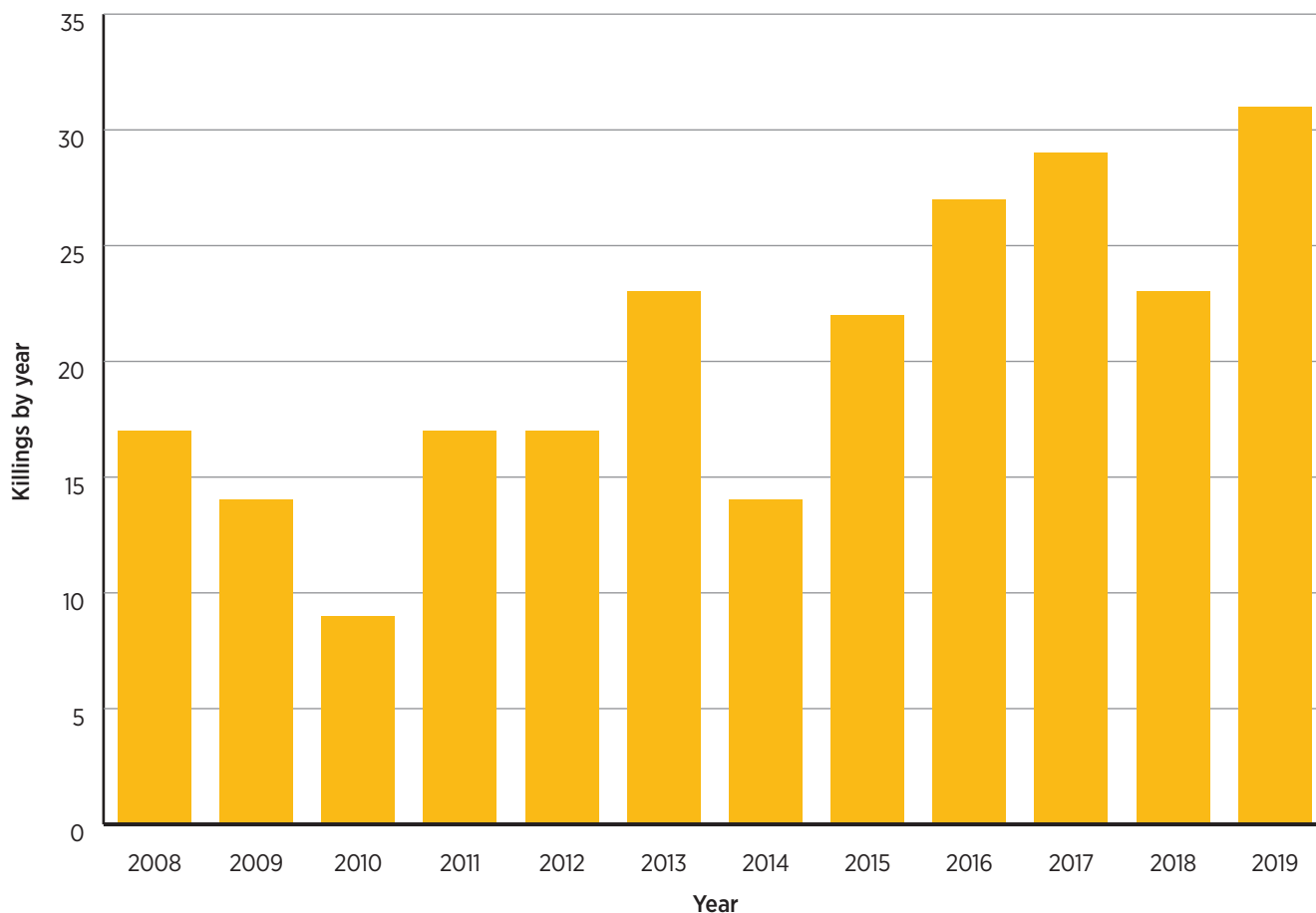
providers. Some have asked for help getting into and succeeding in college to overcome obstacles experienced in K-12 schools.

### What are gender-inclusive campus housing options?

This can mean on-campus or community living according to or regardless of gender identity. It can mean having roommates who respect and accept their identities. More than 200 colleges and universities have such options.

### Homicides of transgender people in the United States

Killings, which generally target Black transgender women, are rising.



Source: Transrespect

### What would make news coverage of trans people more accurate?

The media reference guide from the **Gay and Lesbian Alliance Against Defamation**, an organization founded by media professionals, has several suggestions for covering the transgender community. They include:

- » Learn and use basic terms, respect name and pronoun wishes, and avoid **offensive terms**.
- » Move beyond coming-out stories.
- » Focus on more than medical issues and don't refer to being transgender as a mental disorder.
- » Cover hate violence, discrimination and poverty but also include mainstream transgender people in stories about other topics.

### What is “deadnaming”?

This term means the act of referring to a transgender person by their birth name instead of their chosen name. It can be done out of habit or accidentally, or it can signal rejection of the person's identity. Even asking a person about their “birth name” or “old name” can hurt. Questioning someone's identity in such a personal way can resurface gender dysphoria, or negative experiences associated with their transition.

### **How does one respectfully refer to a transgender person?**

The most respectful way to refer to a transgender person is by their chosen name and pronouns. If you accidentally use the wrong pronoun, apologize and keep talking. “Transsexual” is considered to be dated and inaccurate. Use transgender as an adjective, but not as a noun, even if you hear some transgender people do that. Referring to someone as “a transgender” reduces a person’s whole identity to one quality.

### **How does one ask a transgender or nonbinary person about their pronouns?**

It is easy. Listen to see if people tell you their pronouns as they introduce themselves. By stating your pronouns, you invite people to tell you theirs. For example, “I’m Terry and my pronouns are she/her/hers.” Or you can say “I want to make sure I use the right pronouns for you. What are your pronouns?” A sincere, respectful question is appreciated. If you are introducing someone and know their pronouns, you can use one in your introduction: “This is my friend Kelly. They work in finance.”

### **What is the restroom debate all about?**

At its root, this is not about restrooms, but safety and civil rights. The major argument against transgender people using their chosen public restrooms has been the perception that men dressing as women are a threat to women and children. But there is no evidence that transgender people harass others in restrooms. In fact, public restrooms are where most sexual assaults against transgender people take place, according to the U.S. Transgender Survey.

## CHAPTER II:

# Immigrants

### How many immigrants are there in the United States?

A record 44.4 million immigrants were living in the United States in 2017, according to the **Pew Research Center**. They made up 13.6% of the nation's population. Forty-five percent of immigrants in the United States were naturalized citizens, 27% were permanent residents, 5% were temporary residents and 23% were unauthorized. Pew reports that about 800,000 immigrants applied for naturalization in 2018.

### How many immigrants arrive legally in the United States each year?

The United States admitted 1.09 million legal immigrants in 2018, according to the Department of Homeland Security's 2018 **Yearbook of Immigration Statistics**.

### Where do immigrants come from?

In 2017, the largest country of origin was Mexico, with 25% of U.S. immigrants. The largest region was South and East Asia combined with 27% of all immigrants. Other regions were: Europe/Canada, 13%; the Caribbean, 10%; Central America, 8%; South America, 7%; the Middle East, 4%, and sub-Saharan Africa at 4%. This is from a **Pew Research Center** analysis.

### How important is family reunification in immigration?

It can be so important that people risk their lives. The 1965 Immigration and Nationality Act made family unification and skilled labor the top criteria for immigration to the United States. The desire to be with family can also pull people back to their countries of origin.

### Why do some people immigrate illegally?

Whether for safety or financial reasons, some people feel an urgency to immigrate, and the legal process can be very long. According to the Migration Policy Institute, in 2018 the federal government was still processing some family-sponsored visa applications dating back almost 24 years. Some employment-related visa applications dated back almost 12 years.

### Do immigrants bring diseases into the country?

This is an old stereotype that discredits other people and encourages xenophobia. The stereotype impugns people's knowledge, hygiene or foods. It implies they are dangerous and isolates them. The stereotype has been used against people of other countries or ethnicities.

Notable instances have been at the U.S. border with Mexico and with SARS and COVID-19 from Asia. The health risks of these interactions get notably more attention than the larger dangers of domestic threats, such as the flu. Panic can lead to restrictions and stigma. Schools, campuses, cities and other places where people congregate are susceptible to rumors. Even lifelong citizens report having been stereotyped as dangerous. Factual health information can counter stereotypes and put attention on what actually prevents disease.

### What is the difference between assimilation and acculturation?

Assimilation is when a person or group's language and culture become similar to that of the place they are coming into. Acculturation is a cultural exchange in which, through contact with each other, groups exchange cultural ways and become a little more alike. Assimilation is seen as being absorbed and losing one's original culture. Acculturation is seen as keeping the original culture and adding to it. The difference has social, anthropological and political meanings.

### What does first- and second-generation mean?

First-generation immigrants are people who immigrate to a new country. Second-generation refers to their children. Third-generation immigrants are the children of second-generation Americans. The 1.5 generation, or 1.5G, refers to someone who immigrated before or during their early teens. According to **Pew Research**, about 13.7% of U.S. adults in 2017 were first-generation immigrants. 12% were second-generation.

### What are "English-only" laws?

This means adopting English as the country's official language. "English-only" or "official English" initiatives have occurred since the 1700s to discourage German, French, Spanish and some Indigenous languages. Those who support English-only laws want to require that all government documents and proceedings must only be in English. Opponents say English-only laws would reduce multilingualism and demean and discourage non-native English speakers.

### What is a green card?

A green card is a U.S. Permanent Resident Card. It is an identification card, called an I-551, that shows an immigrant is allowed to reside and live permanently in the United States. Green card holders are also able to work in the U.S., to travel and to receive some government benefits. A green card holder is not a U.S. citizen but can live in the United States permanently. It can be insulting to ask Latinos born in the United States and Puerto Ricans whether they have a green card as they are U.S. citizens by birth.

The paths to permanent residence typically have to do with work or family. People can jeopardize chances for permanent residency status and be deported or barred from re-entry if they leave the country for extended periods or claim to be citizens.

### Can immigrants vote?

Yes, as long as the immigrant is 18 years or older and a citizen. Permanent residents who are not citizens may not vote in federal elections. Naturalized citizens vote at a higher rate than natural-born

citizens. According to the Pew Research Center in 2016, “[Hispanic and Asian people] have long had significantly lower voter turnout rates than [white and Black people].” Hispanics and Asians who are naturalized citizens tend to have higher voter turnout rates than their U.S.-born counterparts. In 2016, naturalized-immigrant Hispanics had a voter turnout rate of 53%, compared with a 46% turnout rate among U.S.-born Hispanics. Among Asians, the turnout rate for naturalized immigrants was 52%, compared with 45% for the U.S. born.”

### What is the difference between refugees and asylum-seekers?

These groups are defined under national and international laws. The United Nations defines a refugee as “someone who has been forced to flee his or her country because of persecution, war or violence. A refugee has a well-founded fear of persecution for reasons of race, religion, nationality, political opinion or membership in a particular social group.” The UN Refugee Agency defines an asylum-seeker as someone whose request for sanctuary has yet to be processed. The United States limits the number of refugees that may be admitted into the country. It is set by the president in consultation with Congress. There is no cap on the number of asylum-seekers, but they must apply for asylum within one year of entering the United States.

### How many unauthorized immigrants are there in the United States?

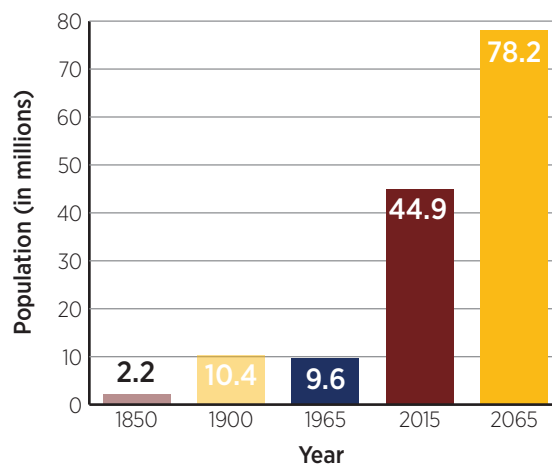
The number of unauthorized immigrants living in the United States in 2016 was 10.7 million, according to Pew Research estimates based on augmented Census data. That was down from the 2007 peak of 12.2 million.

### Why is “unauthorized immigrant” preferred over “illegal alien”?

Language, like immigration laws, changes. Language has moved away from indicating people are illegal. Actions are illegal, but people are not. “Illegals” is discouraged, too. There are other problems. People who came into the country on legal visas and overstayed or who were brought in as children did

### U.S. foreign-born population projected to reach 78 million by 2065

Since new laws replaced a national quota system in 1965, immigrants living in the U.S. have more than quadrupled. However, the immigrant share of the population remains below the record 14.8% share in 1890.



Source: Pew Research Center analysis

not enter illegally, so unauthorized is more accurate. Unauthorized is more specific than undocumented. The word “alien” has one connotation in immigration law, but several derogatory ones as well. In the 1970s, some Mexican-Americans argued for “illegal aliens” because it was less offensive than other terms then in use.

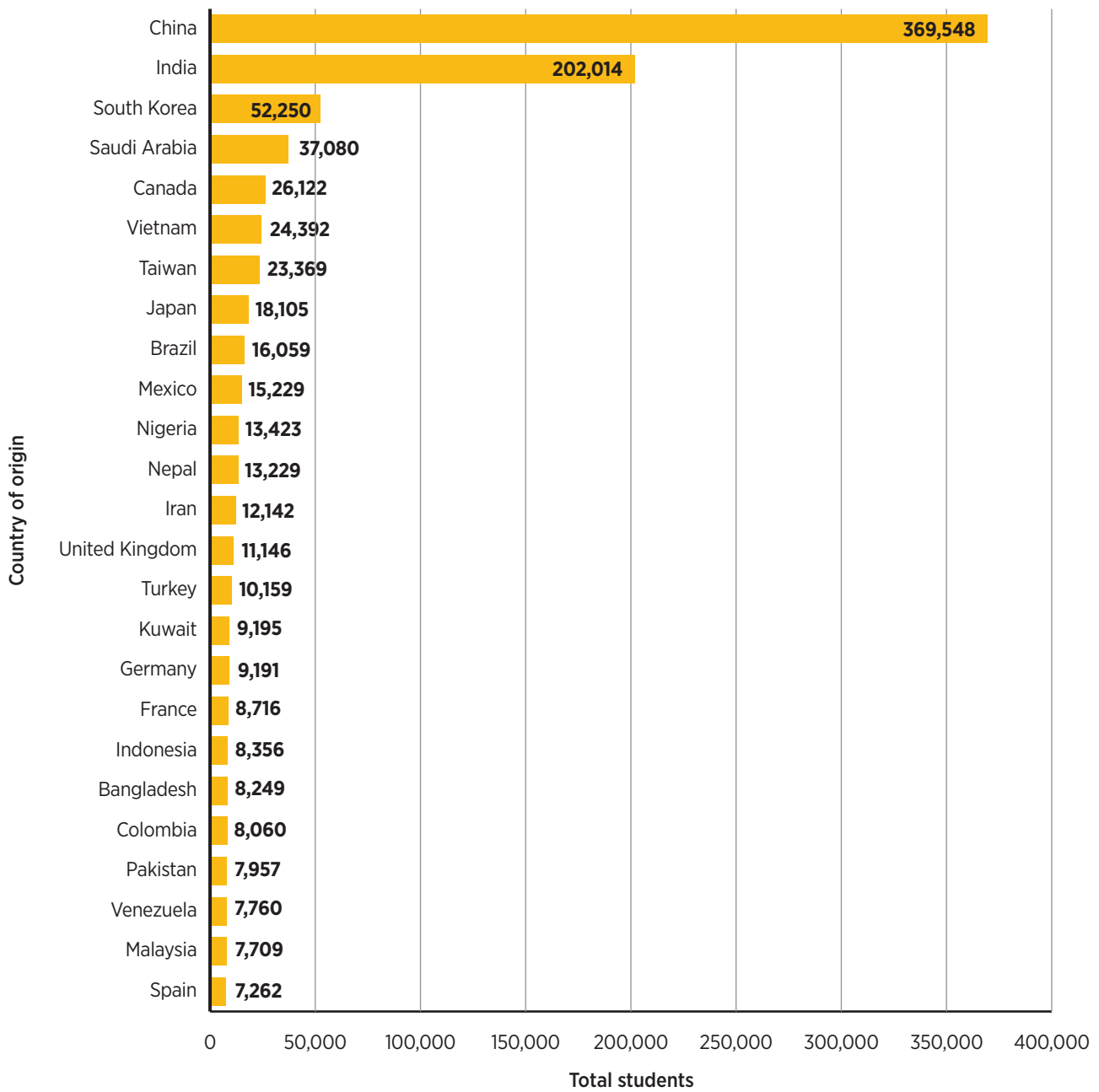
### Who are unaccompanied minors and border children?

These are children under 18 who make it into the country on their own without legal immigration status, parents or guardians. In recent years, thousands have come, fleeing gangs and drug violence in South and Central America. Many have died on the journey. Border children are put in the custody of the Office of Refugee Resettlement and they can either be placed with a family or deported. The number of unaccompanied minors fluctuates because of changing conditions in the countries of origin and U.S. border enforcement. Big years were 2014 with 67,000 and 2019 with 76,020, according to the U.S. Border Patrol.



## EWA Reporter Guide for Inclusive Coverage

### Number of international students studying in the United States in 2018-19, by country of origin



Source: Institute of International Education

### **Can people become citizens by marrying Americans?**

Yes, but it is not easy. There are several steps and much depends on each person's legal status. If one of the parties is living overseas, they may have to stay there during the process, which includes applications and interviews, to make sure the marriage is legitimate.

Marriage fraud is when one spouse is taken advantage of by the other, typically in pursuit of a visa. Penalties for marriage fraud include up to five years in prison and fines of as much as \$250,000. Other penalties are possible, especially for those who arrange marriage conspiracies.

### **If a noncitizen has a baby in the United States, is that baby a citizen?**

Anyone born in the United States is automatically a citizen. Babies born to American citizens outside the United States are also U.S. citizens.

### **Do unauthorized immigrants pay taxes?**

Even unauthorized immigrants pay property, sales, gasoline, income, payroll and other taxes. It is estimated they pay around \$13 billion a year in Social Security taxes, although they will not be eligible for those benefits. Other taxes are also deducted from their paychecks. The **Institute on Taxation and Economic Policy** estimated in a 2017 report that unauthorized immigrants pay \$11.7 billion a year in state and local taxes.

## CHAPTER 12:

# Veterans

### Who has veteran status?

A veteran is someone who has served in the active military and was discharged or released under any condition besides dishonorable. This includes members of the National Guard or Reserves. Contractors and others who work with the U.S. military do not become veterans because of their work. State and federal agencies have varying standards for determining eligibility for different military services and benefits available to service members.

### What is the difference between Memorial Day and Veterans Day?

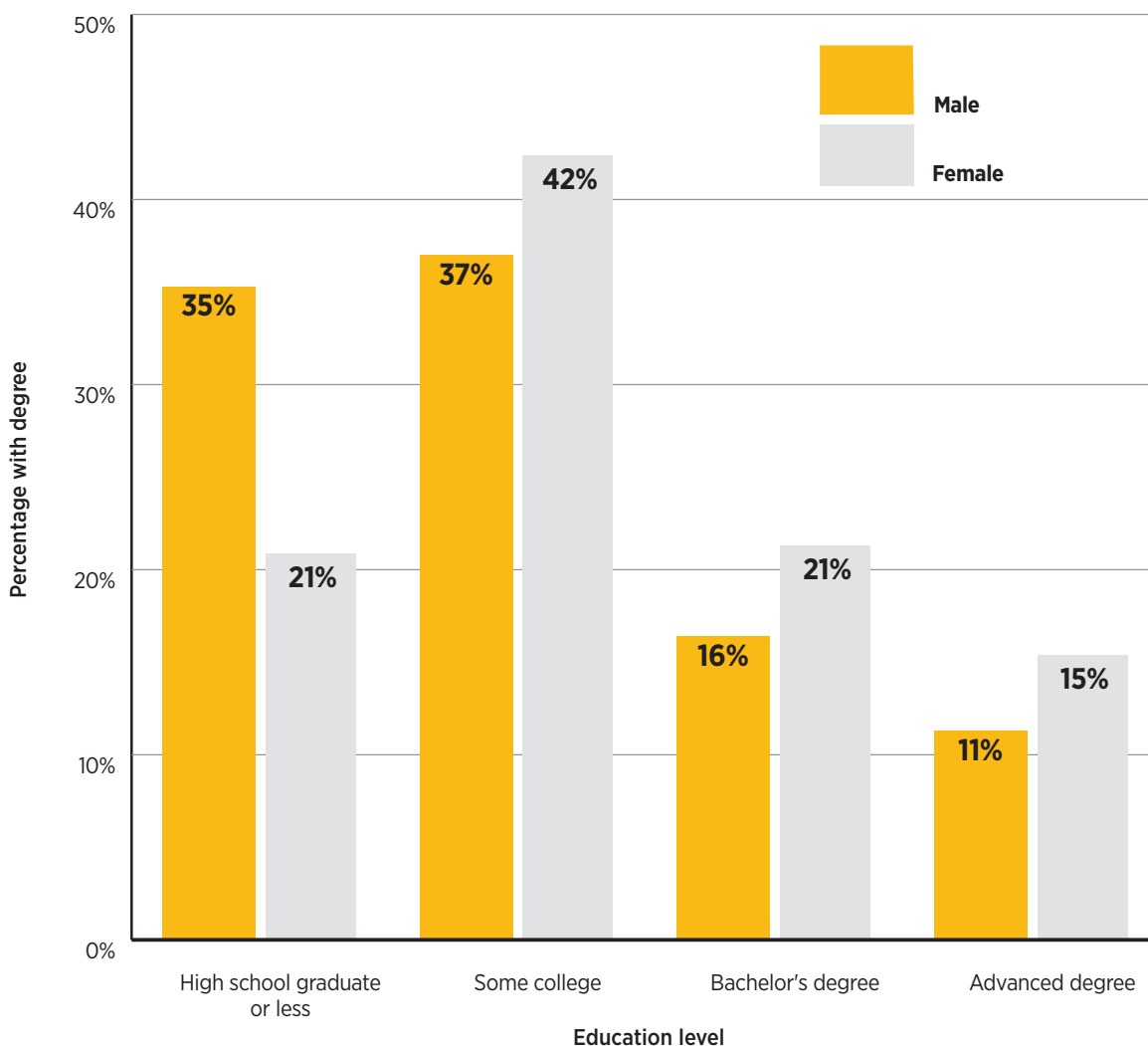
In May 1868, the head of an organization of Union veterans – the Grand Army of the Republic – established May 30 as Decoration Day, a time to decorate fallen soldiers’ graves with flowers. By the end of the century, Memorial Day was being recognized throughout the country. Memorial Day is for mourning those who have died in military service. Saying

“Happy Memorial Day” is inappropriate. Some confuse Memorial Day with Veterans Day, which honors living veterans. Originally called Armistice Day, Veterans Day is the anniversary of the signing of the armistice that ended World War I, which took place at 11 a.m. on Nov. 11, 1918: the 11th hour of the 11th day of the 11th month.

### What learning comes after basic training?

Basic training is just the start. After that, each military branch has specialized and technical training for jobs that need to be filled. Further training can be voluntary or mandatory. Training regimens are designed by each branch and are varied. Regimens include classroom training, hands-on training, computer training and physical training. Content can cover military procedures, principles and professionalism as well as weapons systems. Soft skills include rape awareness, sexual harassment prevention and

## Educational attainment, U.S. veterans by gender, 2017



Source: US Census Bureau; US Department of Veterans Affairs (National Center for Veterans Analysis and Statistics)

core values.

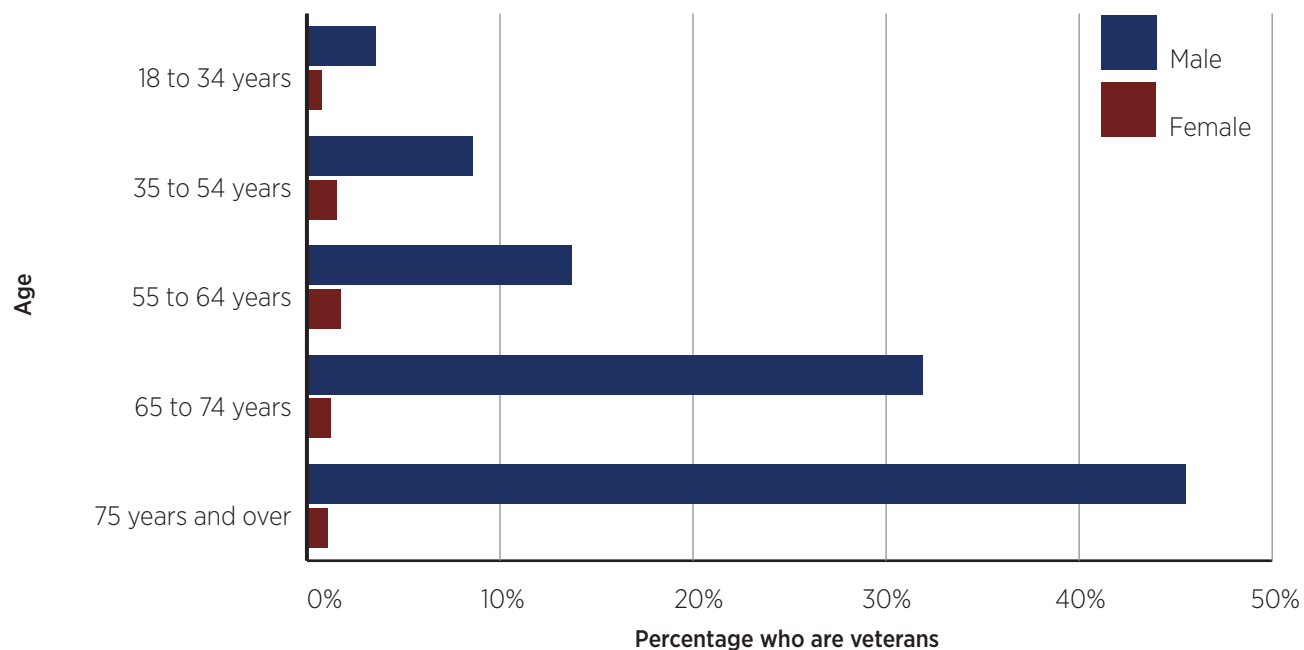
As service members advance, more specific training is often a requirement for promotions or specializations and higher levels of pay. Finally, service members receive training for the transition back to civilian life.

### Is educational aid available to veterans?

Yes. The federal government and nonprofit organizations offer college assistance to veterans, future military members, active-duty personnel and those related to veterans or active-duty personnel. Separately, scholarship opportunities are available for veterans or their families, depending on the branch

## EWA Reporter Guide for Inclusive Coverage

### Percentage of U.S. population who are veterans in 2018, by age and gender



Source: U.S. Census Bureau

and where and when the veteran served. Children of veterans do not receive a free college education.

### What is the GI Bill?

GI Bill benefits have helped pay for education since President Franklin D. Roosevelt signed the bill on June 22, 1944. Although that was more than 75 years ago, the bill continues to be updated. The bill was created to help veterans of World War II with education, employment, housing and health. The education benefit at that time was up to \$500 in tuition for college or vocational school, plus a living stipend. In 1947, nearly 49% of college admissions were veterans. This helped open higher education to the middle class. Since the initial bill expired in 1956, it has had several newer iterations and veterans of different eras receive varying benefits depending upon the bill they are under. In 1984, the Montgomery GI Bill was approved for Vietnam veterans with a focus on education and housing. The newest version is the Post-9/11 GI Bill, approved on June 30, 2008. It is for members who have served on active duty on

or after Sept. 11, 2001. It provides up to 36 months of education. Veterans' children can also receive tuition for in-state public schools and a monthly housing allowance. Unused Post-9/11 benefits may transfer to spouses or children. On March 21, 2020, President Donald Trump signed a bill to protect GI Bill recipients from being negatively affected by school closures and other changes over COVID-19. **Benefits are managed by the Department of Veterans Affairs.**

### How many veterans go to college?

About half the people eligible under the GI Bill after World War II earned a college education or training certificate. A 1976 VA study reported that about two-thirds of Vietnam vets obtained similar educational benefits. More than half of veterans who went to school under the GI Bill from 2002 to 2015 completed post-secondary schooling, according to a 2017 review of more than 800,000 academic records. The most popular fields of study are business, social sciences, homeland security, law enforcement, fire-fighting and computer and information services.

### Does military education apply toward college degrees?

Sometimes, yes. But not always. All five branches run multiple educational systems and, ultimately, the decision to award credits is made individually by hundreds of colleges and universities. Veterans argue that besides life experiences, many of them have more education and work experience than traditional students, yet they have trouble getting credit for all of it. Some take college-credit classes while in the military, but much of this does not transfer to transcripts. As an illustration, the Community College of the Air Force is a federally chartered academic institution, accredited by the Southern Association of Colleges and Schools Commission on Colleges. Still, the Air Force college notes its “Associate of Applied Science degrees are vocational degrees designed to prepare students for a vocation. They are primarily based on technical training and not designed for transfer. However, in recent years, there has been an emergence of vocational degrees at the bachelor’s level called Bachelor of Applied Science (BAS) degrees. AAS degree credits should readily transfer to BAS degree programs within the same vocation.”

### How do veterans fit into college settings?

Veterans are not like students who have come straight from high school or civilian jobs. Former service members may differ from those students in work styles, independence and feelings of security. Veterans have been trained to believe things like being on time is late and 15 minutes early is on time. The laid-back atmosphere of college can clash with what veterans expect. They can be impatient with students who lack discipline and with professors who let students slide. For some combat veterans in particular, the issue is bigger than one of military training. They may be more comfortable sitting in the back of the room where no one can get behind them. Hearing loss can make other seating arrangements better for others. Sudden noises or snapping the lights on or off can be jarring. Each veteran and their experiences are different and their behavior in class reflects this.

### Do for-profit colleges take advantage of veterans?

Some have. This report from [New America](#) details the long history of for-profit colleges preying on veterans. Veterans’ federal education benefits may make them attractive recruits for some for-profit schools that rely mainly on federally financed tuition aid. For-profit institutions are forbidden from getting more than 90% of their operating revenues from federal student aid, but rules allow veteran and military benefits to count toward the required 10% from other sources. This is called the “90-10 loophole.” Critics of predatory recruitment practices targeting service members and veterans want the loophole closed.

### What percentage of veterans are women?

The proportion has been growing for about three decades. According to the [Department of Veterans Affairs](#), almost 10% of U.S. veterans in 2018 were women. That’s up from almost 4% in 1980. The percentage is projected to rise to almost 18% by 2040. By the numbers, [U.S. Census Bureau](#) figures released in 2019 showed 16.3 million men and 1.7 million women.

### Do women serve in combat?

From 1994 until 2013, women were allowed to serve only in noncombat positions such as mechanics, linguists, pilots, nurses and ambulance drivers. In 2013, Secretary of Defense Leon Panetta and Chairman of the Joint Chiefs of Staff Gen. Martin Dempsey ended the ban on women in combat.

### What do we call members of the different branches?

Members of the Air Force are called airmen, Army members are called soldiers, and those in the Navy are sailors. Members of the Coast Guard are referred to as guardsmen, and Marine Corps are simply called Marines. It is incorrect to call all members of the military soldiers.

### What is a DD214?

Veterans need this vital document to receive any kind of veteran services. Also called DD-214, DD Form 214 or just 214, this U.S. Department of Defense document is issued when military personnel retire, separate or are discharged. The certificate identifies the type of discharge and information of interest to employers. One veteran said, “It is an ID card, birth certificate and Social Security card all rolled into one.” It can include rank and last assignment, job specialty, military education, decorations, citations and campaign awards.

### What are the types of discharge?

There are six: honorable, general, other than honorable, bad conduct, dishonorable and entry-level separation. Service personnel who are medically discharged leave the military under one of these classifications. Those who are dishonorably discharged are typically ineligible for veteran benefits, though the Department of Veterans Affairs can determine otherwise. You can read more about veterans’ benefits [here](#).

### What is the role of the Department of Veterans Affairs?

This federal agency, often referred to as the VA, is responsible for providing veterans with the benefits or services they are entitled to. The mission derives from Abraham Lincoln’s promise to care for those who served the country in battle and their families. It provides benefits such as health care services, education programs and disability compensation.

### What is PTSD?

This acronym stands for post-traumatic stress disorder, or simply post-traumatic stress, as some call it. It is a mental health disorder that can occur after experiencing or witnessing a very stressful, traumatic or distressing event. Symptoms of PTSD may not occur until years after the event, and they can

interfere with how patients live their daily lives. The symptoms generally fall into four categories: reliving the trauma; avoiding situations that recall it; negative changes in beliefs, feelings or thoughts; and always feeling on edge.

### Is it appropriate to refer to a veteran as a hero?

Labels such as “hero” and “warrior” are frequently used to describe a veteran’s service. Veterans themselves are often not seeking these labels, nor do they feel labels accurately portray their service. Some veterans served in support roles that did not require heroism.

Other veterans say their actions were just part of the job or their only choice. As members of a unit that went into combat together, some are uncomfortable with being singled out for acclaim. Others have regrets about things they did not or could not do.

### Veterans are sometimes portrayed as damaged. Is this common?

Physical, mental and moral damage is real. However, this is not the reality for most veterans, and injury is just one dimension of a person. These portrayals are often featured in popular culture and advertising to generate sympathy. Some veterans who have experienced injury say they have emerged stronger than ever and do not wish to be pitied. Most veterans are healthy and not easily distinguished from civilians.

### Why do some veterans object when thanked for their service?

Sometimes, a civilian will say to a veteran, “Thank you for your service.” Although well-intentioned, the remark can sound superficial, much like, “Have a nice day.” It is probably safest not to assume that the veteran you just met would appreciate a hearty thank-you. Individual veterans interpret their own service differently.

# Online Resources for Journalists

There are many resources to help reporters understand communities. There are online style guides, advice and tips. Many are from journalistic groups. There are also literally thousands of advocacy, business, political and social service groups that can help with issues of diversity and inclusion. There is not, however, a one-stop 1-800-Diversity help desk. Real understanding is just not a click or phone call away. Journalists become knowledgeable by asking questions, spending time and showing up, even when it won't lead to an immediate story. Take the time; break bread with people; listen. The time for source development is not while facing the heat of deadlines, but between them.

Our best sources live in the communities we cover. Communities can be place-specific. They are varied and intricate and have more than one spokesperson. While Palestinians and Yemenis are all Arabs, few can comment helpfully on the other's issues. The same can be said of Hispanic/Latinx people or the several streams of Judaism, each of which has its own identity. The number of Asian countries is al-

most 50, and there are about as many majority-Muslim countries. Most of those are not Arab countries — there are 22 — and one, Iraq, contains Chaldeans, who do not identify as Arab, but by their faith, language and ethnicity. The number of sovereign tribal nations in the United States exceeds 500. The Sioux Nation contains more than a dozen political divisions that comprise seven major tribes. We don't mean to discourage you, but to show you why this guide and resource list are only starting points.

Many universities have “ask an expert” speakers bureaus that can help you. Look to universities with programs that specialize in the area where you have questions, such as ethnic, religious or gender studies. Here, we present more than 100 links to help. It is by no means complete or “best-of.” Your specific area and situation will require more than we have here.

Let's begin with some journalism organizations that welcome new members from every background, ethnicity and race. Membership can be a continuing way to learn and expand one's network.



## EWA Reporter Guide for Inclusive Coverage

- Asian American Journalists Association and its Guide to Covering Asian America
- National Association of Black Journalists and the NABJ Style Guide
- National Association of Hispanic Journalists
- National Lesbian and Gay Journalists Association and the NLGJA Stylebook Supplement on Lesbian, Gay, Bisexual, & Transgender Terminology
- Native American Journalists Association and its reporting guides
- Religion News Association
- International Association of Religion Journalists
- Society of Professional Journalists Diversity Toolbox
- South Asian Journalists Association

Additionally, we recommend The Associated Press stylebook entry on race-related coverage. New in 2019, it covers several of the groups covered in this guide. Additionally, the religion section in the back of The AP Stylebook guide answers several diversity issues.

The Diversity Style Guide from the Center for Integration and Improvement of Journalism at San Francisco State University is another helpful compilation.

This guide relies heavily on several organizations and agencies including the National Center for Education Statistics, U.S. Census Bureau, Centers for Disease Control and Prevention, Veterans Administration and the nonpartisan Pew Research Center and Gallup.

### Ethnicity and race

#### African American

- Association for the Study of African American Life and History
- Black Lives Matter
- The James Weldon Johnson Institute for the Study of Race and Differences, Emory University
- National Association for the Advancement of Colored People
- National Association for Equal Opportunity in Higher Education
- National Black Business Council
- National Black Chamber of Commerce

- National Urban League
- United Negro College Fund

#### Arab Americans

- American-Arab Anti-Discrimination Committee
- Arab American Institute
- The Arab American News

#### Asian Americans

Your best bet may be to work through organizations specific to your area or state. There are hundreds of those, but not many at the national level. Some national pan-Asian groups, such as the **National Association of Asian American Professionals**, can lead you to local experts of different ethnicities.

- Asian and Pacific Islander American Vote
- Bruhan Maharashtra Mahal of North America
- The Center for Asian Pacific American Women
- Council of Korean Americans
- Densho Encyclopedia
- Hmong National Development
- The Fred T. Korematsu Institute
- Japanese American Citizens League
- Laotian American National Alliance
- National Asian Pacific American Women's Forum
- National Federation of Filipino American Associations
- South Asian Americans Leading Together
- OCA—Asian Pacific American Advocates
- Teluga Association of North America

#### Chaldeans

- Chaldean American Chamber of Commerce
- Chaldean Cultural Center

#### Hispanic/Latino

- Alliance of Hispanic Serving Institutions Educators
- Excelencia in Education
- Hispanic Association of Colleges and Universities
- League of United Latin American Citizens
- Mexican American Legal Defense and Educational Fund
- Pew Hispanic Center

### Native Americans

- Cherokee Nation
- Choctaw Nation
- The Hopi Tribe
- National Congress of American Indians
- Navajo Nation
- U.S. Dept. of the Interior Indian Affairs

### Religion

#### General

- Association of Religion Data Archives
- Patheos
- The Pluralism Project, Harvard University
- PRRI (Public Religion Research Institute)
- The Religion News Service stylebook

#### Specific religions

##### Bahá'í

- Bahá'ís of the United States

##### Buddhism

- Shambhala Publications
- Soka Gakkai International
- Tricycle: The Buddhist Review

##### Christianity

- African Methodist Episcopal Church
- American Baptists Association
- Church of God in Christ
- The Church of Jesus Christ of Latter-day Saints
- National Baptist Convention
- Presbyterian Church (U.S.A.)
- Southern Baptist Convention Conference
- United States Council of Catholic Bishops
- United Methodist Church
- United Synagogue of Conservative Judaism

##### Hinduism

- Hindu American Foundation

##### Islam

- Council on American-Islamic Relations
- Institute for Social Policy and Understanding
- Islamic Society of North America

##### Jainism

- JAINA: Federation of Jain Associations in North America

##### Judaism

- Anti-Defamation League
- My Jewish Learning
- The Orthodox Union
- Rabbinical Council of America
- Union for Reform Judaism
- United Synagogue of Conservative Judaism

##### Lutherans

- Evangelical Lutheran Church in America
- The Lutheran Church Missouri Synod

##### Sikhism

- Sikh Council on Religion and Education (SCORE)

#### Disabilities

- Disability Writing and Journalism Guidelines
- National Center on Disability and Journalism and the Disability Style Guide
- Office of Special Education Services, U.S. Dept. of Education
- National Alliance on Mental Illness tips for writing

#### Sexual Orientation and Gender Identity

- American Civil Liberties Union Lesbian Gay Bisexual Transgender Project
- American Psychological Association
- Campus Pride
- Gay, Lesbian and Straight Education Network (GLSEN)
- GLAAD and the GLAAD Media Reference Guide
- Human Rights Campaign
- Lambda Legal Defense and Education Fund
- National Gay and Lesbian Task Force
- PFLAG (Parents, Families and Friends of Lesbians and Gays)
- National Center for Transgender Equality's Tips for journalists

### Immigration

- American Immigration Council
- American Immigration Lawyers Association
- Dept. of Homeland Security Office of Immigration Statistics
- Dept. of Homeland Security Citizenship and Immigration Services
- Immigration History Research Center at the University of Minnesota
- Institute for Immigration Research at George Mason University
- Migration Policy Institute
- UN Refugee Agency

### Veterans

There are scores of organizations for and by veterans. These include government agencies in every state and organizations and associations in cities and on college campuses. A starting point is the **Veterans Administration**.

- American Women Veterans
- Disabled American Veterans
- Institute for Veterans and Military Families

- Student Veterans of America
- Wounded Warrior Project

### More U.S. government sites

- Bureau of Justice Statistics
- Bureau of Labor Statistics
- Census Bureau's American Fact Finder
- Department of Education
- Department of Labor

### Bias Busters series

The Michigan State University School of Journalism's cultural competence series has published 100-question **Bias Busters guides** on African Americans, American evangelicals, Americans, Arab Americans, Asian Americans, Buddhism, Chaldeans, The Church of Jesus Christ of Latter-day Saints, East Asian cultures, Generation X, Hispanics and Latinos, immigrants to the United States, Millennials, Muslims, Native Americans, Hinduism, Indian Americans, Judaism, police and veterans.