



# DEI, STENOGRAPHER STYLE

**By Thomas Herman**

I frequently provide CART captions for a lot of events centering around Diversity, Equity, and Inclusion (DEI), and it's dawned on me, I might have some DEI work to do myself to be the change I'd like to see within the NCRA.

I often read articles (in the *JCR*) where a woman will reference her husband, or vice versa, and I know there are LGBTQ+ members who have written for the *JCR*, but the articles have always been business-related and didn't mention anything of their personal lives. I have to wonder why that is, in 2022, that the *JCR* often includes heteronormative articles with regularity, but not so much for people who may not fit into that narrative. Maybe I haven't seen articles that feature LGBTQ+ folks because LGTBTQ+ haven't submitted any, so here goes. My humble little attempt to make members like myself feel seen: I'm Thomas, my pronouns are he/him/his, I'm a proud gay cis gender man with a wonderful partner named Chris. I really love steno, *Star Trek*, and coffee. I've been providing CART captions since 2016. I'm a NCRA professional member and a member of the Miami Dade Gay and Lesbian Chamber of Commerce. If you're reading this and are part of the LBGTQ+ community: We're here. We exist. We pay dues and contribute to the organization and to the profession. This is part of diversity, acknowledging and valuing all the lived experiences of all people within an organization or institution.

If you're reading this and thinking, "Why is this relevant to court reporting?" the truth is: It might not be. However, it is no more or less relevant than all the straight folks who openly discuss their personal lives and family units in the *JCR* and beyond. So let's normalize including articles about husbands with husbands, wives with wives, members

who identify as they/them, in addition to he/him or she/her because quite honestly, not hearing about these lived experiences of members in 2022 feels exclusionary. This leads us to equity: Creating some kind method/metrics to ensure the *JCR* is welcoming and consistently including contributions from historically marginalized members such as Latinx, African American/Black, veteran, Asian-American/AAPI, Muslim, Native/Indigenous/First Nation, LGBTQ+, and immigrant members as a standard practice would be equity in action. Ensuring that all members of the organization or community feel seen benefits all members and the organization itself. We're not here making waves; we're making sure there's room for all the boats already anchored here.

The world is changing. Industries are changing. There's a lot of research that supports the idea that diverse teams have better results. Stenographers are amazing: We bring human cognition and accuracy to everything we do, so in an attempt to embrace all the varied humans that make up our beloved community, I hope to see more people of color, more out-and-proud LGBTQ+ folks, more articles on ageism, women's experiences, and military veterans' stories. Let's get some non-binary student articles, and disabled folks and veterans willing to write about how their unique perspective improves their insights into to the world, and therefore improves their stenographic skill set. Actively including the voices, stories, opinions, and lived experiences of members from historically marginalized groups would be inclusion.

Thank you for reading!

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## STENO BRIEFS

I tend to stroke out words and use Z keys on the fly for recurring jargon, but here are some of my commonly used DEI briefs. This is by no means an exhaustive list, but rather just a few commonly heard terms. I hope you find them helpful.

DEI	DAO*EU	Indigenous	IN/DIPLBG
Diversity, Equity and Inclusion	DAOEU/DAOEU	Latinx	LA*T
AAPI	A/PI	LGTBTQ+	L-BT
Asian	AEUGS	Native American	NAEUT MERN
BIPOC	BEU/POBG	Prejudice	PREPBLG
Black (Capped on purpose)	BLA*BG	Privilege	PREUF
Disability	STKABLT	Token	TOBG/EN
		Women's Rights	WO/RAOEURTS