

**BRUYNS Fred H \* DCBS**

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**From:** Scott <scottjd503@gmail.com>  
**Sent:** Tuesday, May 24, 2022 8:00 PM  
**To:** DCBS WCD Policy \* DCBS  
**Subject:** Comment on Proposed Replacement of Gender-Specific Pronouns

Hello,

I am writing to express my full support for the proposed changes to OAR 436. As a "medically stationary" worker, I can attest to the difficulty, trauma, and complexity of the workers' comp system. My experiences were difficult enough as a cisgender male with professional English fluency, and I can only imagine the additional difficulties and complications that would arise for people who may identify in a way that doesn't stack society's odds in their favor. As a union member, I pride myself on standing with the great diversity of workers, their families, and their communities that work hard and overcome too often insurmountable odds to thrive and bring beauty and prosperity to our great state. The least that we can do is allow and empower them to introduce themselves and identify as they choose, while acknowledging the confluence of events that led to their injury and need for community support during their interactions with the workers' compensation system. These changes are a small but important step to recognizing and respecting the journey that each individual human being lives, and I therefore fully support them. I appreciate all that the division does to support workers, providers, and others in the workers' compensation system in Oregon.

Respectfully,

Scott Strickland (he/him)