

Conventions of

INCLUSIVE LANGUAGE

Ya'll means All



INTRODUCTION



Using inclusive language communicates with people in a way that is respectful and brings everyone into the conversation.

Inclusive language also avoids making assumptions about people, steering clear of defaults that could make a person feel alienated or unwelcome. Our spaces are designed to meet the needs of students that often feel othered in every day society, we want to make sure we use language that makes them feel welcome.



OBJECTIVE DISCUSSION

Help participants understand what inclusive language is and why it matters. This includes discussing how language can unintentionally exclude or marginalize certain groups.

Discuss common challenges or resistance to using inclusive language and brainstorm strategies to overcome them.



TYPES

Types of Inclusive Language

GENDER-NEUTRAL LANGUAGE

Gender-neutral language is language that avoids bias towards a particular gender. It aims to include all genders and avoid assumptions about gender roles or identities.

ACCESSIBLE LANGUAGE

Accessible language refers to using clear, straightforward, and understandable language that is easily comprehensible to a wide audience, including those with varying levels of literacy, cognitive abilities, or language proficiency.

PERSON-FIRST LANGUAGE

Person-first language, also known as people-first language, is a linguistic practice that emphasizes the person over their condition, circumstance, or diagnosis.

HISTORY-CONSCIOUS LANGUAGE

History-conscious language refers to using language that acknowledges and respects historical contexts, particularly in relation to sensitive or controversial topics.

PROPER ACKNOWLEDGMENT OF PEOPLE AND CULTURES

Proper acknowledgment of people and cultures involves recognizing and respecting their identities, histories, values, and contributions.

INTENTIONAL LANGUAGE (THAT AVOIDS UNNECESSARY DESCRIPTIONS)

Intentional language refers to the deliberate and thoughtful choice of words and phrases with the aim of conveying specific meanings, fostering understanding, and promoting positive communication.



TYPES



Types of Inclusive Language

RESPECTFUL LANGUAGE

Respectful language refers to the use of words and expressions that demonstrate consideration, honor, and regard for others. It involves communicating in a way that acknowledges the dignity, feelings, and rights of individuals or groups.

NON- STEREOTYPICAL LANGUAGE

Non-stereotypical language refers to using words and expressions that avoid reinforcing traditional or biased assumptions about individuals or groups based on their gender, race, ethnicity, sexual orientation, disability, or other characteristics.

DIVERSE AND ACCURATE REPRESENTATION

Diverse and accurate representation refers to portraying a wide range of identities, experiences, and perspectives in a fair, respectful, and authentic manner.

GENDER-NEUTRAL LANGUAGE

Gender-neutral language refers to language that avoids specific reference to gender, in order to include individuals who do not identify with a binary gender (male or female) or to avoid assumptions about gender when it is irrelevant. The goal of using gender-neutral language is to promote inclusivity and respect for all genders, including non-binary, genderqueer, and gender-nonconforming individuals.

WHY?

Gender-neutral language helps create an inclusive environment where individuals of all gender identities feel acknowledged and respected. It acknowledges that gender is not binary and encourages a more accurate and sensitive way of communication.

WHAT?

1. Pronouns
2. Titles and Salutation
3. Occupational Terms
4. Relationship Terms
5. Generic Terms
6. Language Structures

FOR CONSIDERATION

Should you consider the order in which someone tells you their pronouns?
i.e she/they v they/she

Is it okay to use "they" when you already know someone's preferred gender pronouns?

Someone said they use "he/they", do you use them or his?



PERSON-FIRST LANGUAGE

Person-first language, also known as people-first language, is a linguistic practice that emphasizes the person over their condition, circumstance, or diagnosis. It is commonly used in discussions about disabilities, illnesses, and other conditions to promote dignity, respect, and a focus on the individual rather than their condition defining them. Here's how person-first language works:

HOW IT WORKS

1. **Emphasis on the Person:** Person-first language places the person before the condition or characteristic. For example, instead of saying "disabled person," person-first language would phrase it as "person with a disability," thereby emphasizing the personhood first.
2. **Respect and Dignity:** It aims to avoid reducing individuals to their condition or defining them solely by their characteristics. This promotes respect and acknowledges the complexity of individuals beyond any one aspect of their identity.
3. **Promotion of Inclusivity:** Person-first language is inclusive and considers the preferences of individuals and communities when discussing their identities or conditions. It respects individual preferences and encourages sensitivity in communication.



EXAMPLES

- Instead of "autistic person," using "person with autism."
- Instead of "homeless person," using "person experiencing homelessness."
- Instead of "addict," using "person with a substance use disorder."
- Instead of "cancer patient," using "person undergoing cancer treatment."

These things change based on cultures – “deaf people” or a “deaf person”, often don't see their deafness as a disability. Addressing a deaf person as “a person experiencing deafness,” could be insulting.

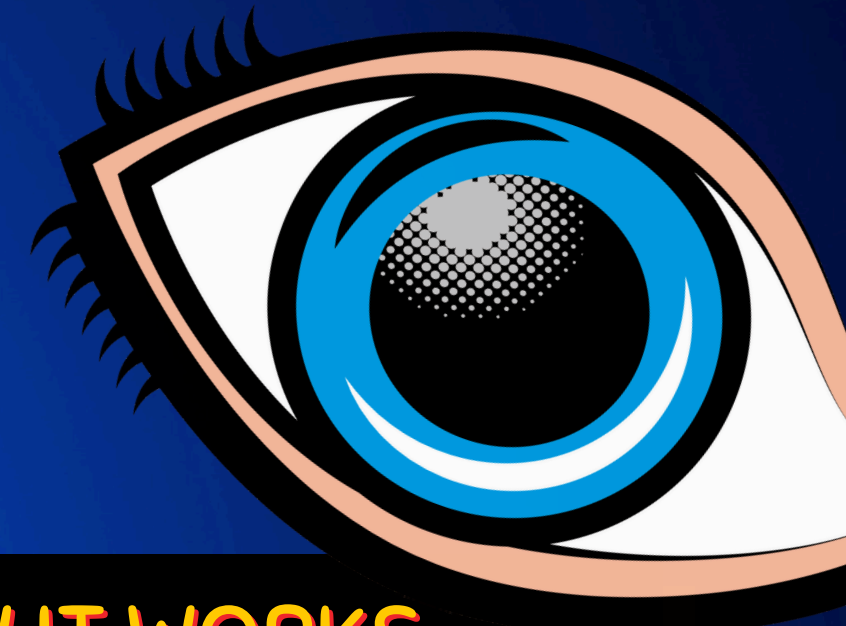
FOR CONSIDERATION

Person-first language is widely recognized as a respectful and inclusive way of communicating about individuals with various conditions or characteristics. It emphasizes the humanity and individuality of each person while acknowledging the challenges or circumstances they may face.



ACCESSIBLE LANGUAGE

Accessible language refers to using clear, straightforward, and understandable language that is easily comprehensible to a wide audience, including those with varying levels of literacy, cognitive abilities, or language proficiency. It aims to remove barriers to understanding and ensure information is accessible to everyone. Here are key principles for using accessible language:



HOW IT WORKS

Clarity and Simplicity: Use simple and concise language that is easy to understand. Avoid jargon, technical terms, or complex language that may confuse or exclude some readers.

Avoid Ambiguity: Be specific and precise in your communication to prevent misunderstandings. Clarify terms or concepts that could have multiple interpretations.

Structure and Organization: Present information in a logical and organized manner. Use headings, bullet points, and lists to break down complex information into manageable sections.

HOW IT WORKS

Use of Plain Language: Plain language involves using everyday words and phrases that are familiar to your audience. It ensures that information is communicated clearly without unnecessary complexity.

Consideration of Audience: Tailor your language to the needs and characteristics of your audience. Consider factors such as age, education level, cultural background, and any specific needs or disabilities.

Visual and Verbal Clarity: Use visual aids, such as images, charts, and diagrams, to supplement text and enhance understanding. Ensure that verbal instructions or explanations are clear and provide context.

HOW IT WORKS

Feedback and Testing: Seek feedback from a diverse group of users to test the accessibility and clarity of your language. Incorporate suggestions for improvement based on user experience.

Awareness of Cultural Sensitivity: Be mindful of cultural differences and sensitivities when choosing language and examples. Avoid language that may be offensive or exclusionary to certain groups.

Promotion of Inclusivity: Use language that respects and includes individuals from diverse backgrounds and identities. Avoid stereotypes or assumptions based on race, gender, disability, or other characteristics.



HISTORY-CONSCIOUS LANGUAGE

History-conscious language refers to using language that acknowledges and respects historical contexts, particularly in relation to sensitive or controversial topics. It involves being aware of the historical implications of words, phrases, and narratives, and using language that reflects a nuanced understanding of history.

AVOIDING OFFENSIVE OR OUTDATED TERMS

Be mindful of words or phrases that have historically been used in a derogatory or discriminatory manner towards certain groups based on race, ethnicity, gender, sexuality, disability, or other identities. Choose language that respects the dignity and humanity of all individuals.



ACKNOWLEDGING HISTORICAL INJUSTICES

Use language that acknowledges and recognizes historical injustices, such as colonialism, slavery, genocide, and systemic discrimination. Avoid minimizing or glossing over these issues through euphemistic language.



USING CULTURALLY SENSITIVE TERMINOLOGY

Be sensitive to the preferences of communities and individuals when referring to cultural practices, traditions, and identities. Respectfully incorporate culturally appropriate terms and avoid stereotypes or generalizations.



HIGHLIGHTING DIVERSE PERSPECTIVES

Use language that reflects diverse historical perspectives and experiences, including those that have been marginalized or underrepresented. Avoid perpetuating a single, dominant narrative that excludes or diminishes other viewpoints.



INTENTIONAL LANGUAGE

Intentional language refers to the deliberate and thoughtful choice of words and phrases with the aim of conveying specific meanings, fostering understanding, and promoting positive communication. It involves being conscious of the impact language can have on individuals, relationships, and broader societal contexts.

CLARITY AND PRECISION

Intentional language prioritizes clarity and precision to ensure that messages are communicated accurately and effectively. This includes using words and phrases that convey the intended meaning clearly.



CONTEXT AND APPROPRIATENESS

Intentional language takes into account the context in which communication occurs, adapting language choices to fit the situation and audience. It recognizes that different contexts may require different styles or levels of formality.



RESPECT AND SENSITIVITY

Intentional language respects the dignity and feelings of others by avoiding offensive, derogatory, or discriminatory language. It is sensitive to cultural differences, individual preferences, and potential triggers.



POSITIVE AND CONSTRUCTIVE

Intentional language emphasizes positivity and constructive dialogue. It aims to inspire, motivate, and encourage others through supportive and affirming language.



INCLUSIVITY AND DIVERSITY

Intentional language promotes inclusivity by using terminology that acknowledges and respects diverse identities, backgrounds, and experiences. It avoids assumptions based on race, ethnicity, gender, sexuality, religion, disability, or other characteristics.



REFLECTIVE AND SELF-AWARE

Practicing intentional language involves self-reflection and awareness of one's own biases, assumptions, and communication habits. It encourages ongoing learning and growth in effective communication.



EMPATHY AND UNDERSTANDING

Intentional language fosters empathy and understanding by considering the perspectives and feelings of others. It strives to build connections and relationships through respectful and considerate communication.



IMPACT AND RESPONSIBILITY

Intentional language acknowledges the impact words can have on shaping attitudes, perceptions, and behaviors. It embraces the responsibility of using language ethically and responsibly in all interactions.



DIVERSE & ACCURATE REPRESENTATION

Diverse and accurate representation refers to portraying a wide range of identities, experiences, and perspectives in a fair, respectful, and authentic manner. It involves ensuring that individuals and groups are represented in media, literature, education, and other forms of communication in a way that reflects their diversity and complexity.

INCLUSIVE REPRESENTATION

Include individuals from diverse racial and ethnic backgrounds, genders, sexual orientations, ages, abilities, religions, socioeconomic statuses, and geographic locations. Avoid tokenism and ensure representation is meaningful and inclusive.



AVOIDING STEREOTYPES

Challenge and avoid stereotypes or caricatures that simplify or generalize the experiences or characteristics of particular groups. Portray individuals as multidimensional and unique.



CULTURAL COMPETENCE

Develop cultural competence among creators, educators, and communicators to ensure sensitivity and accuracy in representing diverse identities and experiences.



CONTINUOUS IMPROVEMENT

Commit to ongoing assessment and improvement of representation practices. Seek feedback from diverse audiences and communities to inform and enrich representation efforts.



TRUE OR FALSE

Let's Review!





TRUE OR FALSE



“Latina” is an example of gender-inclusive language.



FALSE

"Latinx" would be the gender-inclusive term. Latino/Latina or other gendered language can reinforce gender stereotypes that gender is binary and exclude non-binary people.





TRUE OR FALSE



The description of the Scientist as "Asian,"
was necessary in the story.



TRUE

Intentional language means thinking about what descriptions are necessary, and in this case mentioning someone's race was.





TRUE OR FALSE



“indigenous peoples” is an example of proper acknowledgment of people and cultures.



FALSE

You need to capitalize the names of cultures, nationalities, and religions.





TRUE OR FALSE



In JEDI work it's important to use respectful and inclusive language.



TRUE

Inclusive language goes far in the
"Inclusion" and "diversity"
components of JEDI work.



**THE
END**

