



# Inclusive Language

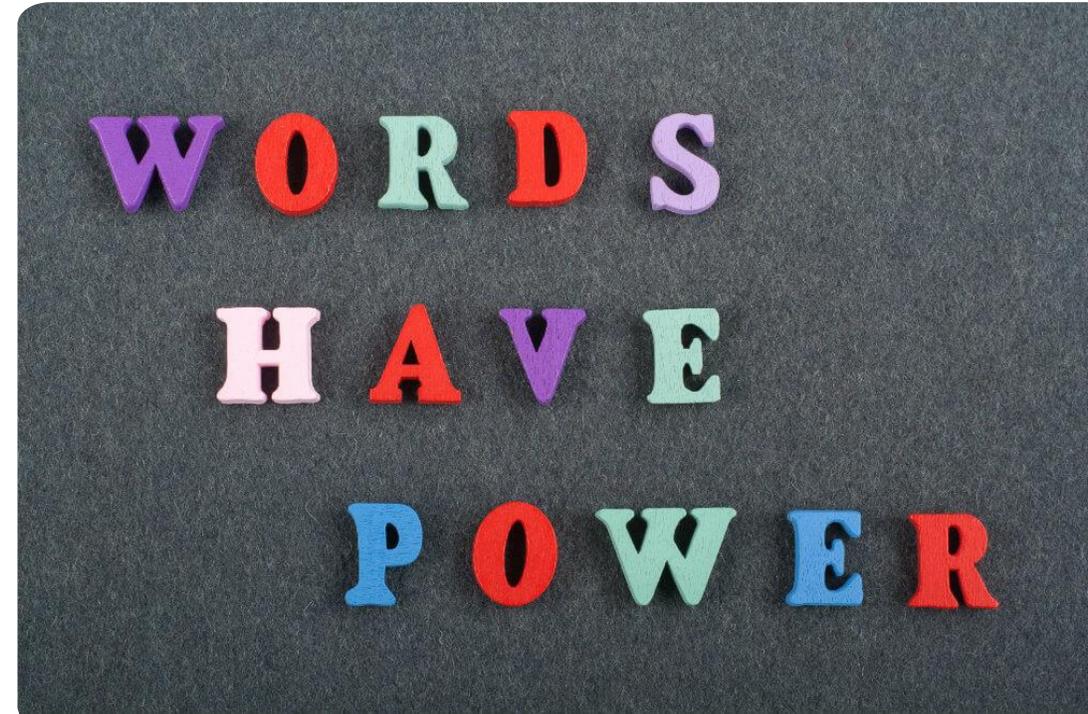
Debra Howell (she/her)

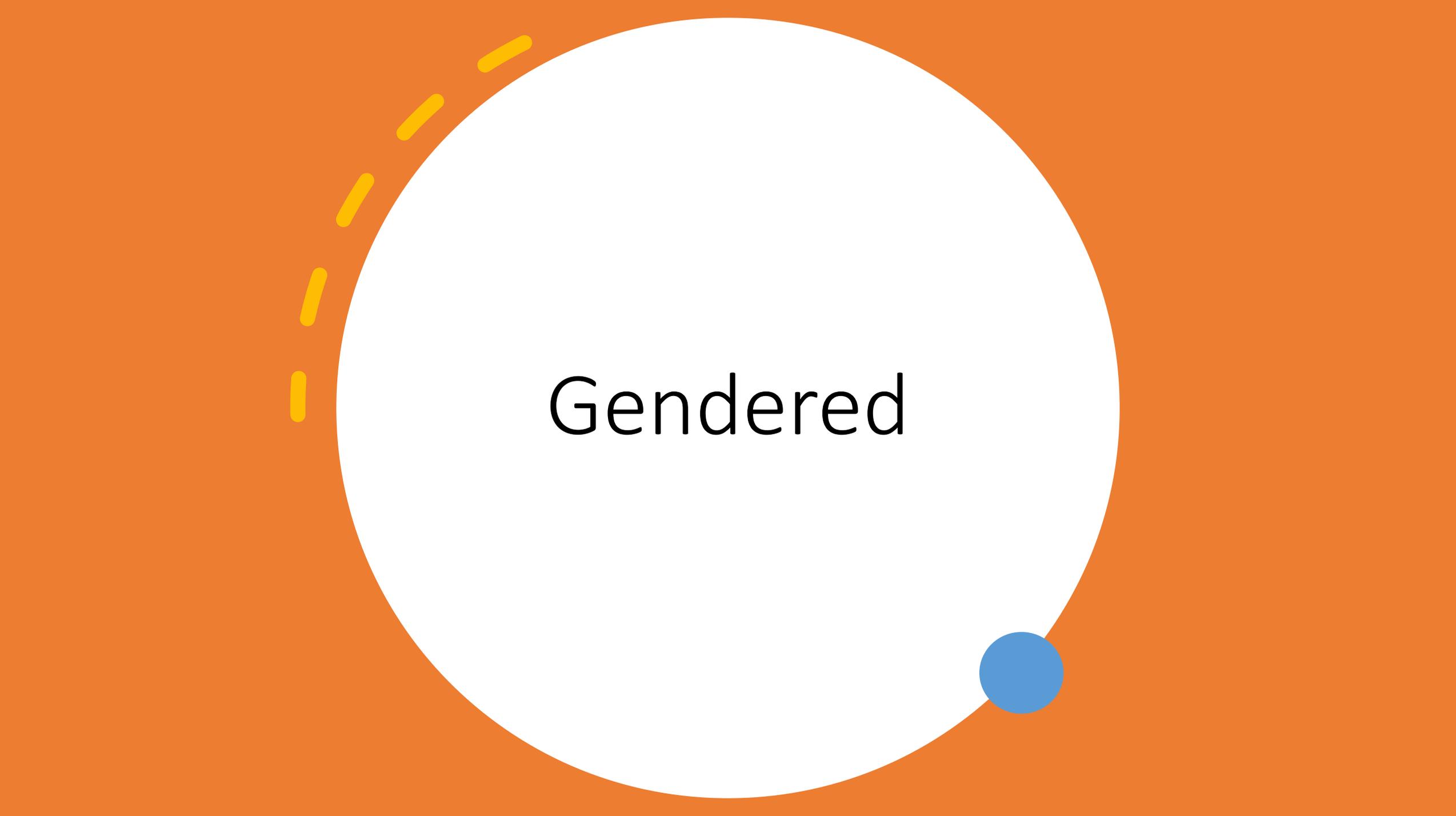
*“But, I’m not  
an expert!”*



# Words Create Realities

- Gendered
- Ableist
- Classist
- Body shaming
- Anti-LGBTQ+
- Violent
- Racist





Gendered



## Pronouns

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- Don't assume anyone's pronouns
- If you know their name but not their pronouns, use their name 😊
- Introduce yourself with your name and pronouns
- Don't require others to share their pronouns
- When a person shares their pronouns, use them!

# GENDER-NEUTRAL TERMS TO ADDRESS A GROUP

Y'ALL PEEPS pals EPIC HUMANS Dawgs TEAM  
LOVELIES KIDS Meow-meows Famjam Folx Hey fam  
FOLKS Sunshines KITKATS nibblings  
Peep-a-doodles Kiddos EARTHLINGS  
beautiful Everyone comrades FRIENDS  
people Goblins & Future leaders of the world CHANGE MAKERS  
GUM ghoulies COOL CATS & KITTENS MORNING GLORIES HOMIES  
DROPS Homo sapiens Movers & Shakers Rad jazz cats  
Party people Snicker-doodles HAPPY PEOPLE THEYDIES & GENTLETHEMS

Inspired by @sara\_levine & @themilajam

@sylviaaduckworth

# Reflects a belief that gender is binary and/or there is a preferred gender

- Brother/Sister
  - Husband/Wife
  - Niece/Nephew
  - Son/daughter
  - Professions ending in –man, –woman, etc
- Sibling
  - Spouse/Partner
  - Nibling
  - Child
  - Gender-neutral occupations
    - Policeman → police officer
    - Mailman → mail carrier
    - Waiter/waitress → server
    - More! Chairperson, firefighter, flight attendant, etc.

# Gender Biased Language

- Shaming of masculinity or femininity (too much, too little)
- Boys don't cry
- You run/throw like a girl
- You need to man up
- Tomboy
- Men don't like women who are too smart/confident/bossy...



Ableist

Reflects a belief that people who have a disability are to be devalued and/or are abnormal



- The R word...or any word ending in -tard
- Normal
- Identity/Challenges
  - Lame
  - Spaz
  - Blind (...blind spot)
  - Deaf (...tone deaf)
- Intelligence
  - Moron, Idiot
  - Stupid, Dump
- Mental Health/Addiction
  - Crazy
  - Nuts
  - Crackhead
  - Psycho
  - Sanity Check



**LOST**

**CONFUSED**

**UNSURE**

**UNCLEAR**

**PERPLEXED**

**DISORIENTED**

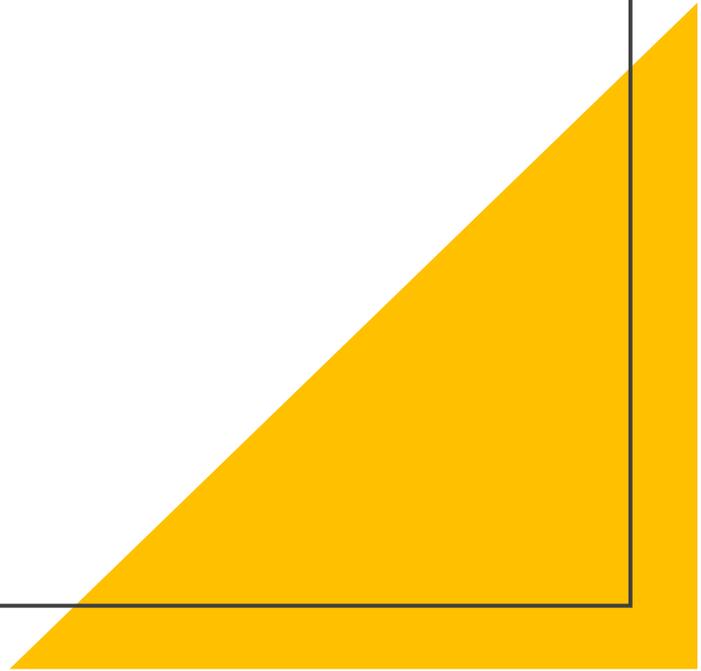
**BEWILDERED**



Classist

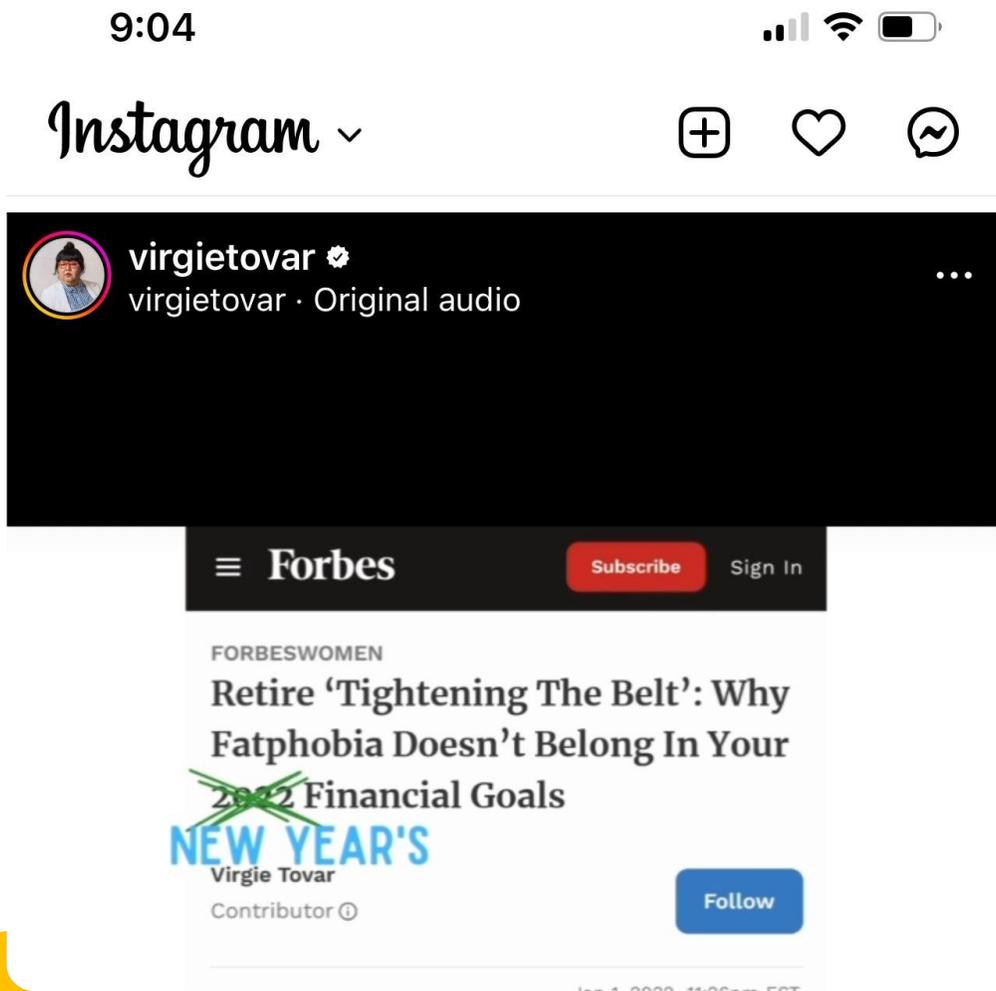
Reflects a belief that a person's social or economic station in society determines their value in that society

- Hobo
- Homeless
- Classy – as slur or praise
- White trash / trailer trash
- Peanut gallery





# Body Shaming



The act or practice of negatively judging someone based on their physical appearance

- Fat-phobia
  - You'd be so pretty if you lost weight.
- Thin-shaming
  - You need to put some meat on your bones.
- Height shaming
  - Shorty, Giant, Amazon, Dwarf
- Hairiness (too much, too little)
  - Hairy ape
- Hair color
  - Gingers have no soul
- Age (too old, too young)
- Shaming of sexual characteristics (ex: breast size, penis size)
- Shaming of body shape / facial features
  - Ugly as a dog
  - Bias towards tattoos/piercings

# CURRENT MOOD...

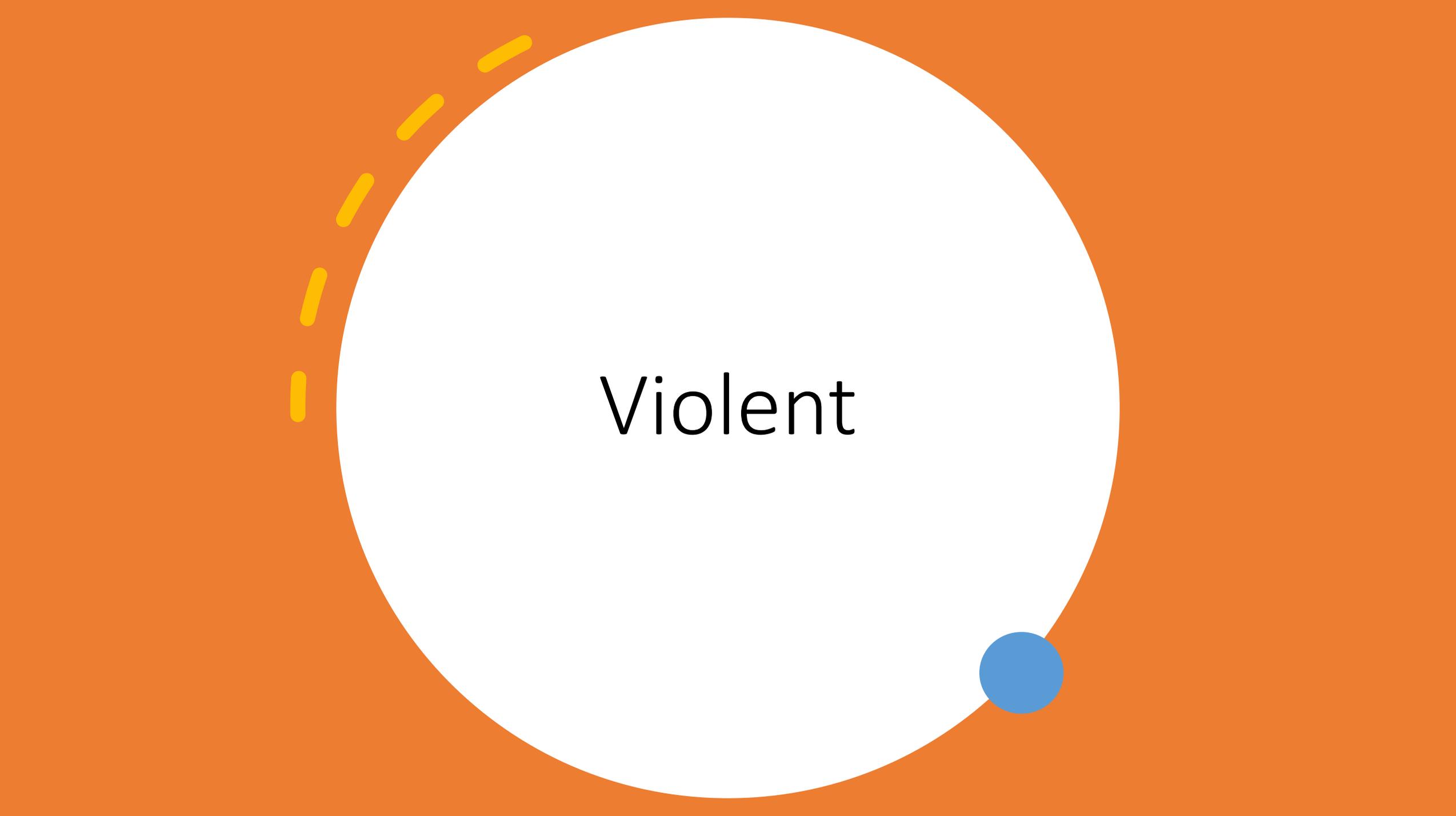




Anti-LGBTQ+

# Reflects a belief that being LGBTQ+ is less than or undesirable

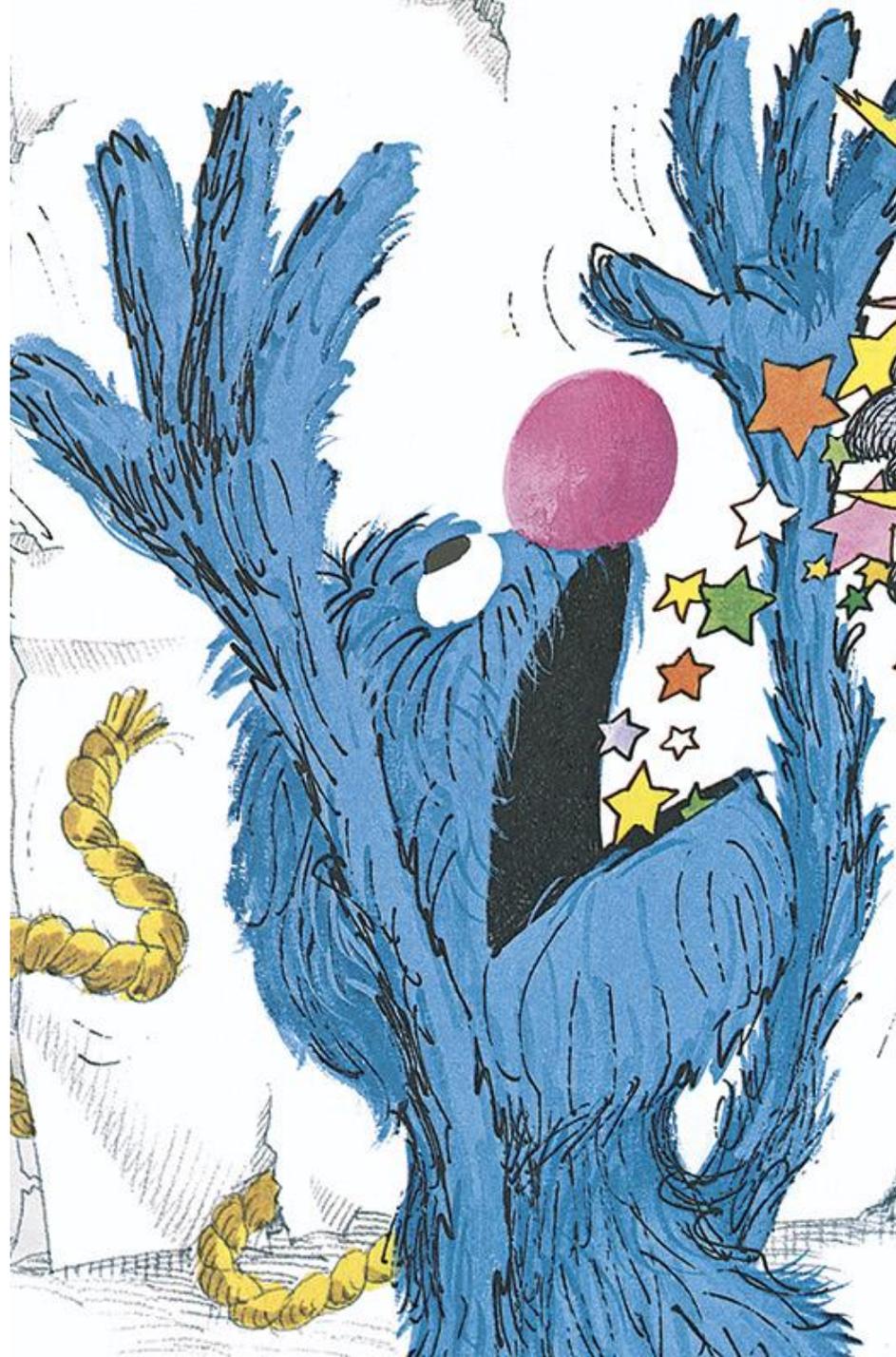
- Tranny/Transvestite
  - Sexual preference
  - I'm not gay but...
  - That's so gay
  - Groomer
  - Trans Stripper
  - Sissy
  - Assumption of heteronormativity
  - Default relationship status being monogamy
- Transgender
  - Sexual orientation
  - That's weird/strange
  - Drag Queen/King



Violent

# It's everywhere...a few business terms

- Let's pull the trigger
  - I'll take a stab at it
  - Shoot me an email
  - Pick our battles
  - I bombed the presentation
  - Roll with the punches
  - Straight shooter
  - Let's not beat a dead horse
  - Target audience
- We're going to launch
  - I'll try
  - Email me
  - Choose our challenges
  - I didn't do my best
  - Move forward
  - Honest, direct
  - Let's not focus on that anymore
  - Priority audience

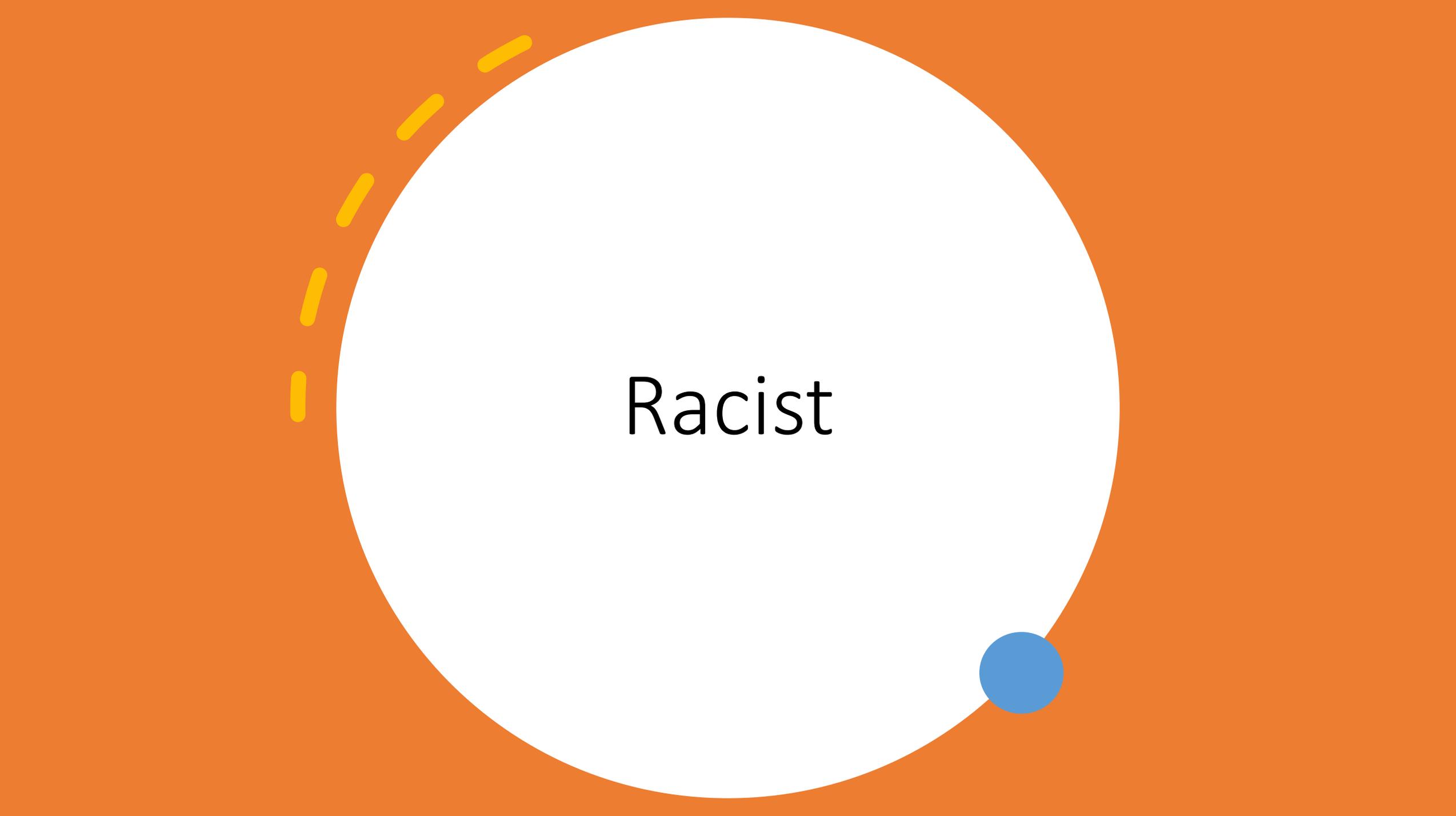


**YOU TURNED  
ANOTHER PAGE!**

You do not know what  
you are **doing** to me!

**now...**

**STOP TURNING  
PAGES!**



Racist

# Business Terms

- Brown Bag
- Cake Walk
- Grandfathered In
- Long time no see
- Hip Hip Hooray
- Whitelist/Blacklist
- Low on the totem pole
- Ninja
- Chop chop
- Powwow

- Break and Learn
- Easy
- Exempt
- It's been a while...
- Huzzah! Or just Hooray!
- Allow/disallow
- Low on the list
- Expert
- Hurry up
- Gather/meet

**Appropriation occurs when a style leads to racist generalizations but is deemed cool or funny when the privileged take it for themselves.**



**It occurs when the appropriator is not aware of the deep significance of the culture they are partaking in.**

# Cultural Appropriation

- Spirit Animal
- Tribe
- Guru



**WE DID IT!**



**OUCH**

How do I do  
this?

# You get to decide if folks feel safe, included, and valued...or not

Do the best you can until  
you know better.  
Then when you know better,  
do better.

-Maya Angelou



- Our words can lift up or tear down
- Our language impacts how we think and reflects what we think
- Always evolving