



WEAVING

Inclusive Language

Into Everyday Life

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Presentation Outline

- Introductions
- Ground Rules
- Identity and Inclusive Language
- Gender as Case Study
- Activity
- Mistakes Happen so What do I do?
- Discussion and Questions



Introductions

HI EVERYONE

- Name
- Pronouns
- Organization/Role
- Why you are here today



“Arao & Clemens (2013)
argue that authentic
learning about social
justice often requires
the very qualities of
risk, difficulty, and
controversy that are
defined as incompatible
with safety” (p. 139).



Ground Rules

TO GUIDE US

- Really listen - don't talk over others
- Take risks, lean into the discomfort
- Speak from personal experience: use "I" statements
- Own your impact
- Be fully present
- Respect that we are all at different places
- Consider how and why you've gotten where you are today
- Be aware that everyone has a story that is important



Ability

Age




Gender

Class

Race

Education
Level



INCLUSIVE LANGUAGE
IS...LANGUAGE THAT IS
FREE FROM WORDS,
PHRASES OR
TONES THAT REFLECT
PREJUDICED,
STEREOTYPED, OR
DISCRIMINATORY
VIEWS OF
PARTICULAR PEOPLE
OR GROUPS.

- Lao Tzu



How Does Gender Show up in Language

Gender as a case study





Three Examples of Gender in Language



Sometimes Gendered

Such as English and Swedish, objects are 'it' but people are gendered 'he' or 'she'

Gendered

Such as French and German, both objects and humans have assigned gendered language

Genderless

Such as Chinese and Finnish, objects are not assigned a gender and use the same word for 'she' and 'he'



Where does gendered language show up in English?

Gendered terms of respect and
endearment

Group addresses

Gendered descriptors

Pronouns



Activity Time

- In your groups, list as many gendered words as possible, at least one for each category from previous slide
- Ask yourselves ‘how can I make these terms more inclusive of different gender identities and expressions?’
- Discuss alternate options for your words
- Do they all need to be changed in every situation? Are there actually alternatives for all of them?



Share Out

When I Make Mistakes (External)

Apologize Briefly

Don't make the person comfort you because you made a mistake

Use the correct word, term, name, or pronoun

Repeat what you were saying with the correct language

Move on and use better language in the future

Continue to work on your awareness and incorporation of inclusive language



When I Make Mistakes (Internal)

- 1A Take a breath.** Practice self-compassion. You are not the first person to make a mistake and you will not be the last.
- 1B Apologize.** Allow yourself to feel sorry and/or remorse for your mistake, and at the same time, remember that in this moment it's not about you.
- 1C Acknowledge the harm.** Understand your mistake. Being able to locate where, when, and how you messed up can help you know what needs to happen to make amends. It also shows the person that you care about their well-being.
- 1D Believe & receive.** Sometimes you won't realize you made a mistake until someone else lets you know. The best thing to do in this situation is to simply believe & receive this information. If you are still unclear about how you messed up, you can ask for clarification or commit to doing further learning.



HOW DO I CORRECT OTHERS

Respond with correct language

i.e., instead of
“that’s crazy”
say “yeah, it is
hard to believe”

A gentle correction

“Hey remember,
Billy uses
she/her pronouns”
and then moving
on

Ask them what they meant

i.e., if someone
says “so gay,”
did they really
mean that it was
romantically and
sexually
attracted to
someone of the
same gender
identity?

Be firmer when the person is not there

When someone is
not in the room,
actively correct
people when a
mistake is made
so they do not
have to do that
labor themselves

Discussion

Where/when do these issues
come up in your work?

Any challenges you want
advice or support with?

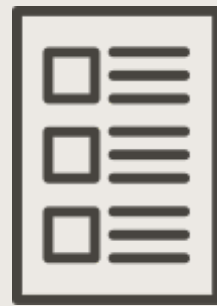
How will you bring
information from this session
back to your office/program?



Moment of Gratitude



Resources



Google!!



Handout s



dews@vsac.org

Thank you!





Sources and Credits

Inclusive Language Workshop

Lee Roberts

Teaching Beyond the Binary in the
University Classroom

Brielle Harbin, Vanderbilt University

Making Mistakes

Transcare BC

