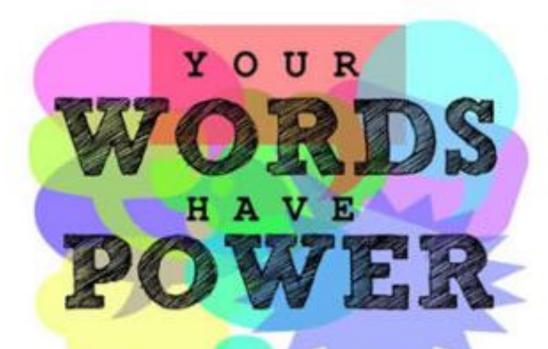
### **Inclusive language**



Elizabeth Wynn She/her 28/5/2020



#### Why is this important?



YOUR WORDS

Can be hurtful?

Can make you less approachable?

Might be offensive?

Can create an inclusive campus?

Can generate kindness?

Image from Atlas Corps



# This isn't about controlling or judging what anyone says or thinks

Language is always evolving and people have different opinions

The most important things are respect, empathy and an open mind

### **General guidelines**





#### **Specific examples**

Confined to a Wheelchair user wheelchair The common man The average person Christian name First name; given name Underrepresented **Minorities** group Disabled toilet Accessible toilet Transsexual; Trans(gender) transgendered Guys (to refer to a Everyone; folks; all group) Person with a learning Mentally handicapped disability



### **Useful concepts**

- **Ableism:** Practices and attitudes in society that assume there is an ideal body and mind that is better than all others.
- Heteronormativity: A default assumption of heterosexuality and stereotypical gender norms.
- Microaggression: brief and common communications that transmit derogatory or negative messages to a person because they belong to a marginalised group.
- **Privilege:** A right or advantage that only some people have access to because of their social group membership.
- Reclaimed language/words: Words with a history of derogatory use that members of the oppressed group have decided to use for themselves.



### Respect

## Empathy

# Open mind



### Any questions?



### **Further reading**

- Gender-specific proofing tool in Word
- Institute inclusive language guidelines
- Relearning how to speak: how to be more inclusive every day through language

