



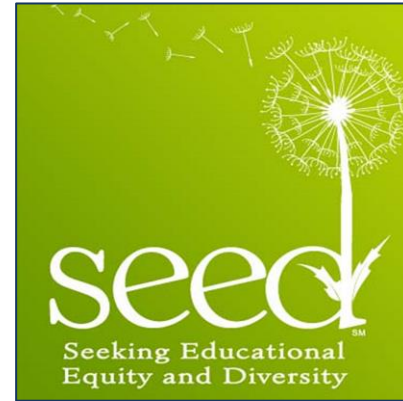
Using Inclusive Language to Create Empowering Learning Spaces for Everyone

Dr. Marcus F. Lewis



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Self Care



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No shame

No blame

No guilt





Language Matters



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Language Matters

Promoting Social Justice

- Using inclusive language can **restore dignity** to underrepresented groups that have long been ignored
- Can provide representation and **affirmation** of underrepresented communities

Productive learning environments

- Inclusive language can encourage others to bring more of their “whole selves” to the classroom or workplace
- People will know you are an ally and/or that you are interested in learning



Language Matters

Empowerment

- Using inclusive language has the ability to **share power** with your students
- Can also encourage your peers to **modify their own language** to be more inclusive
- Can dismantle negative terminology, stereotypes, or outdated perspectives that may preclude future harm



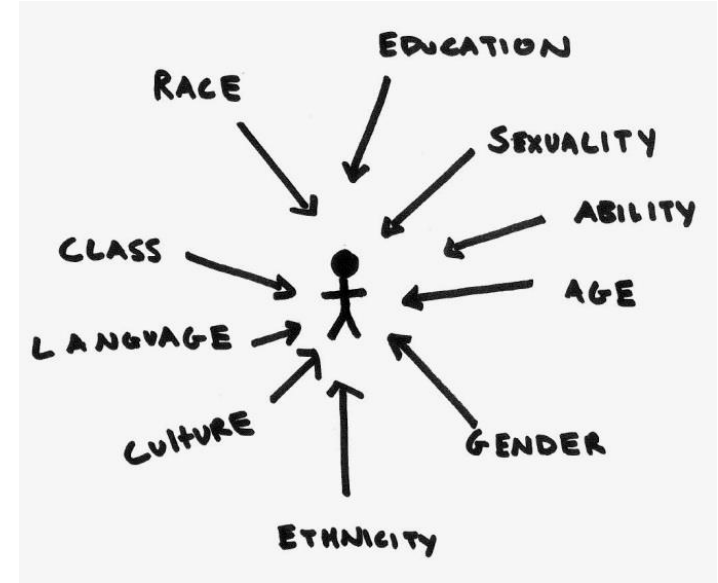
DKDK Framework

- You “Don’t Know [What You] Don’t Know”



Identity Matters

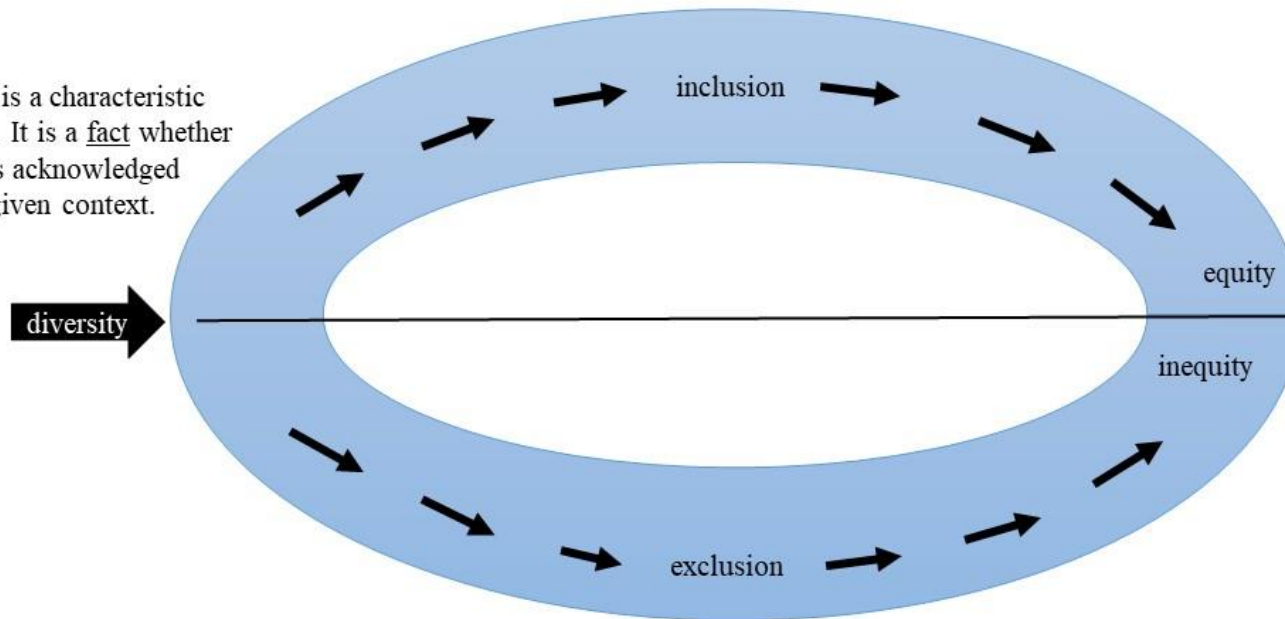
- Family Role
- Friendship
 - Religion
 - Race
- Workplace Role
- Physical Ability
- Gender Identity
- Gender Expression
 - Age
- Ethnic group
- Country of Origin/Nationality
- Sexual Orientation
- State of Mental Health
- Geographic location
 - Social Class/Neighborhood
- First Language Speaker



Why focus on fostering inclusive learning communities?

Inclusive approaches honor diversity.

Diversity is a characteristic of groups. It is a fact whether or not it is acknowledged within a given context.



Greater equity is the result of honoring diversity through inclusion.

Felicity Rose Kilmurray, September 2021



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AGENT

discriminate

oppress

marginalize

exploit

disenfranchise



TARGET



TARGET



TARGET



TARGET



TARGET



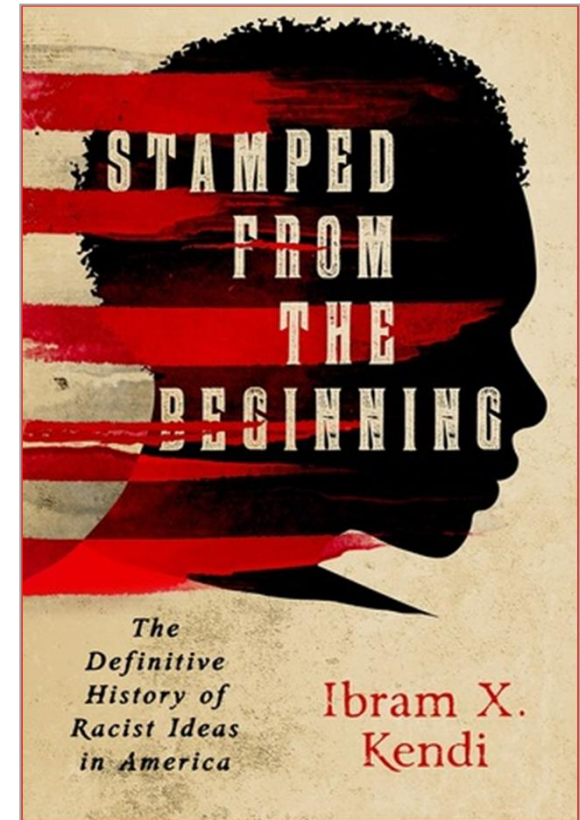
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Stamped from the Beginning

“Hate and ignorance have not driven the history of racist ideas in America.

Racist policies have driven racist ideas in America. And this fact becomes apparent when we examine the causes behind, not the consumption of racist ideas, but the production of racist ideas.” (p. 9)



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Racist and Antiracist

Antiracist

- One who supports an antiracist policy through their actions or by expression of an antiracist idea

Racist

- One who supports a racist policy through their actions or inaction or by expression of a racist idea

These are **NOT** fixed identities

- We can be racist one moment and antiracist in the next by choosing different actions



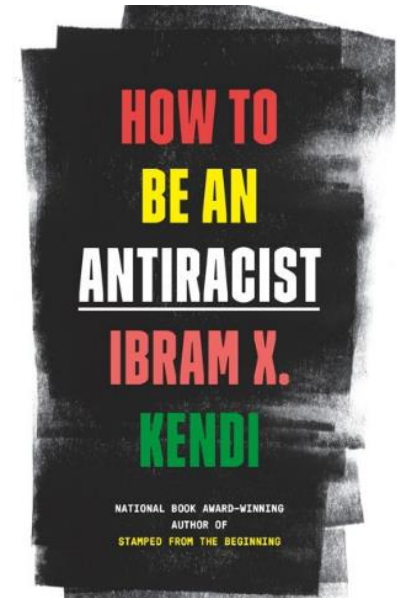
Racist and Antiracist

Assimilationist

- One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group.

Segregationalist

- One who is expressing the racist idea that a permanently inferior racial group can never be developed and is supporting policy that segregates away that racial group.



What is LGBTQIA+?

- *Lesbian*
- *Gay*
- *Bisexual*
- *Transgender*
- *Queer/Questioning*
- *Intersex*
- *Asexual*
- *+ = other identities*



Pronouns

- *Correct use of a friend or classmate's pronouns is an important way of affirming a person's identity*
- *Trans, Non-binary, Gender non-conforming, and other persons may not always feel comfortable sharing their pronouns initially*
- *Folks who identify within the gender binary sharing their pronouns may encourage others to do the same*



Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

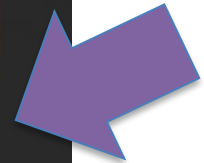
Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

 transstudent.tumblr.com
 facebook.com/transstudent
 twitter.com/transstudent

Design by Landyn Pan

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources



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Pronouns

- *Mistakes will happen*
- *Apologize privately and work to do better in the future*
- *Link your pronouns*
- *Allyship matters*
- *Remember, a person's pronouns are representations of their identity, not yours*

Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Resource Center

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Gender Pronouns

First, let's start off with the most frequently asked questions about Personal Gender Pronouns (PGPs).

Frequently Asked Questions

- | What if I make a mistake?
- | How do I ask someone what pronouns they use?
- | Why is it important to respect people's pronouns?
- | What are some commonly used pronouns?
- | What is a pronoun?

Pronouns – A How To Guide

Pronouns-- A How To Guide

Subject: ¹ laughed at the notion of a gender binary.

Object: They tried to convince ² that asexuality does not exist.

Possessive: ³ favorite color is unknown.

Possessive Pronoun: The pronoun card is ⁴.

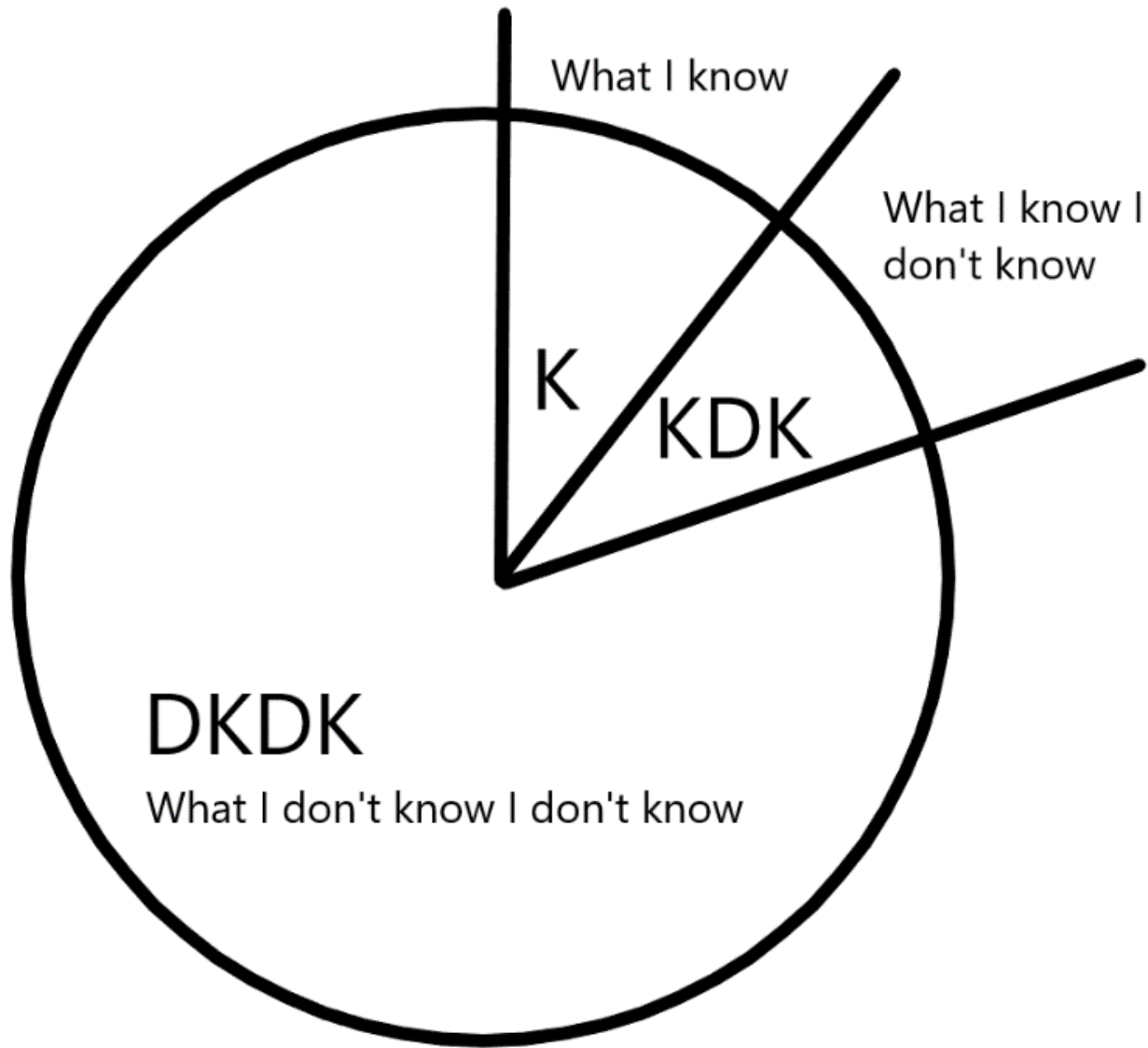
Reflexive: ¹ think(s) highly of ⁵.

The pronoun list on the reverse is not an exhaustive list. It is good practice to ask which pronouns a person uses.
© 2011, 2016 UW-Milwaukee LGBT Resource Center

SUPPORT

- Questioning
- Coming Out
- Crisis Support
- Health and Wellness
- Relationships and Sex
- Intersectional Identities
- People of Color
- Trans @ UWM
- Housing and Restrooms
- Gender Pronouns**
- LGBTQ+ Veterans
- Glossary of Terms





K: Western Music Theory

KDK: Aerospace design

DKDK: How the messages I received about my male gender deeply engrained the notion of *male dominance* and *cis-dominance* into my worldview, and how long it would take to *undo* those messages



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Phrases to Reconsider



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Language Matters: Using Non-Stigmatizing, Person-First Language

THESE HURT 	THESE HELP 
Substance Use	
substance abuse	substance use/misuse
alcoholic	person with alcohol use disorder
addict/junkies/druggies/users	person with a substance use disorder
battling/suffering from an addiction	person living with a substance use disorder
former addict	person in recovery
stayed clean	maintained recovery
dirty/clean drug screen	positive/negative urine drug test
relapse	return to use/recurrence
non-compliant/bombed out	chooses not to at this point
needle exchange	syringe services
addicted babies	substance-exposed newborns
medication is a crutch	medication is a treatment tool
Incarceration	
prisoner/inmate/detainee/offender	person who is incarcerated/person who is in contact with, involved in, or interacting with the criminal legal system
convict/felon/criminal/thug	person with convictions
Mental Health	
crazy/insane/psycho/mentally ill/emotionally disturbed	person with a mental illness/person with a mental health condition



Phrases to Reconsider

- I don't see color
- I don't care if you're black, white, or purple with yellow stripes
- But I have lots of friends of color!
- I think we shouldn't talk about how we're different, we should talk about how we're alike
- It's focusing on race divides us



Phrases to Reconsider

Where are you from? No, where are you **REALLY** from?

- Oh, but you speak English so well
- You're not like other Black People
- What do **your people** think about that?
- I love your hair – can I touch it?
- Your name is too hard to pronounce, can I call you _____ ?
- [In reference to privilege] But I had it hard, too!
- Reverse Racism



Phrases to Reconsider

- “You guys”
- That’s savage or He’s savage
- You’re crazy, that’s insane, I’m really OCD about...
- [Blank] is my Spirit Animal
- I was Gyped
- “Mixed” race
- He’s a minority
- Articulate (in reference to a POC speaking)



Wait, I'm Confused...

- Black People or African Americans?
- Hispanic or Latino?
- What about Latinx?
- Native American, American Indian, or Indigenous People?
- What does BIPOC mean?
- Always remember, we're talking about PEOPLE



Avoid Whitewashing Language

When Africans arrived in America...

Black People were kidnapped and enslaved

African Americans are descendants of slaves

SOME African Americans are descendants of enslaved people

Native Americans were moved to reservations

Native Americans were forcibly removed from their homelands to make room for White settlers

George Floyd's death or the death of Breonna Taylor

The killings of George Floyd and Breonna Taylor



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Avoid Deficit Thinking

How can we fix the problems in Black and Brown communities?

What can we do to close the achievement gap between White and Non-White students?

We need to go to the reservations to help the Natives

How do diverse communities view themselves and tell their own stories?

How can I learn more about Black and Brown communities to better understand their values, triumphs, and challenges? How can I support the work is already underway within those communities?

How can we build upon the inherent strength of Communities of Color to help students succeed?

What can I learn from this tribe that will expand my understanding of who they are, their history, and what they believe?





Moving Forward



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Moving Forward – Personally

- Monitor your assumptions
- Use person-first language
- Be gentle with yourself
 - You're going to mess up – and that's OK
 - When you make a mistake, own it, and apologize
- Work to improve, not to be perfect
- This work takes **work**

MISTAKES
are proof that you are
TRYING



Moving Forward – Allyship

- **Be an ally!**
 - You don't need to have all the answers to make positive change
 - *Don't assume things are getting better* – check in with those who'd know
 - Recognize that you have the power to help restore dignity to people and communities that have been overlooked and looked down upon by mainstream culture for too long

**ALLY IS NOT A NOUN.
IT'S A VERB.**



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