



DEI

DIVERSITY, EQUITY,
AND INCLUSION



Inclusive Language

***Make sure Guidelines for Interaction are established prior to any DEI discussion. ***

ACTIVITY: What's in the Name?

Activity Type: What's in the Name?

Note: **Bold** items are meant to be used as a script. *As much as possible, use the words provided verbatim.*

Remember that your role is a facilitator, not the expert. Pull answers and information from the audience. Keep it simple. Remember this is an introduction to concepts and terms, not a deep dive.

Activity Instructions:

- Split the audience into four or five even groups, preferably with people they don't know very well.
- Once grouped together, assign each group a common, excluding phrase (located in the table on the left-hand side). NOTE: Make sure to be aware of the age(s) of your audience and groups. The last two phrases may be too difficult for young children to assess.
- In their groups, ask that they discuss their phrase. What makes it exclusive? Can they think of 3-4 other words that would include more people, places, or things but mean the same thing? Give them 2-3 minutes for this.
- Facilitate a group discussion. Begin with asking/saying:
 - “Would any group care to share their phrase? What came up for you?”** If groups are not immediately willing to share, let them sit in silence for a bit. If the silence persists after a minute, prompt the group with questions such as, **“Group 1, what was your phrase? What did you notice about your phrase? What word(s) did you come up with that are more including of all people?”**.
 - If time allows, have each group share their original phrase, what they thought of it, and their more inclusive alternate word(s).

Replacing Common Words/Phrases with More Inclusive Terminology	
Excluding in Nature	Inclusive Alternates
Hey guys!	Friends, folks, everyone, colleagues, gang, team, you all
That's crazy!	Depending on the context: Awesome, wild, amazing, stern, ridiculous, bizarre, overwhelming
That's so lame/gay.	Bad, awful, annoying, uncool, gross
The master schedule...	Final, primary, updated, control
Man the conference booth	Work
Policeman/Policewoman	Policeperson, police
The minority ...	Underrepresented, marginalized
You people. Your people.	Best not to reference groups of people in this way at all. Be careful when making broad statements about a community or group as it often leads to stereotypes.
Use of the words: normal or regular	Common societal standards or societal norms

Listen to the answers. Key lesson points will come from their discussion. You are looking for answers like:

- “Hey guys’ could be excluding because the word, ‘guys’ means a group of boys/men,” and “That’s crazy’ could be excluding because the word ‘crazy’ can imply mental health disorders”. Appropriate responses to their responses should be affirming. **“Yes, good observation!”** (Then simply repeat, summarize, or use a small soundbite of what they just said before moving on to someone else’s response.)*



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- More inclusive alternate words for your phrases can be found on the right-hand side of the table above. Your audience may come up with words listed in the table or their own alternatives. Again, other good facilitation words: **“That’s a great point!** *(Then simply repeat, summarize, or use a small soundbite of what they just said before moving on to someone else’s response.)* Other good responses: **“Exactly!”**, **“You’re right on with that!”**, **“That’s an interesting spin. Thanks for sharing that.”**

Once you have asked and heard from your audience, begin your lesson wrap up.

Say: **Those were all great answers! Thank you for those that shared. A lot of what I heard today described the basis of this session on inclusive language. By definition:**

- **Inclusive language is language that is free from words, phrases, or tones that reflect prejudiced, stereotyped, or discriminatory views of particular people or groups.**

From here, ask or confirm: **“So, how do we know what words to use?”**

You all came up with great suggestions that replace common, excluding phrases with more inclusive words!

Continue with saying: **“This often brings up the point:**

- **With regards to inclusive language, *when in doubt about correct usage, ask the individual or group of people about their word preference!***

Lesson Wrap Up: Think for the Future

Together, we can promote an equitable and inclusive environment through language.

- **While doing so, it is best to avoid using words such as *gay, ghetto, trashy, retarded, colored, and oriental, or anything of the like.* (Pick all or any. Again, make it appropriate for your audience’s lowest age group.)**

Language is not always intended to be exclusive but may unintentionally appear that way. By using inclusive language, we can prevent unnecessary exclusion and promote an environment for open communication with all people, regardless of their gender, language, culture, race, ability, and so on.

Think about:

- **Are there words that you should avoid using? Are there words that you would like others to avoid using? What can I do to promote inclusive language in the pool, at school, and in day-to-day life?**

Videos about Inclusive Language:

<https://www.youtube.com/watch?v=IX21PukO39g>

<https://www.youtube.com/watch?v=QhENGI3XviM>



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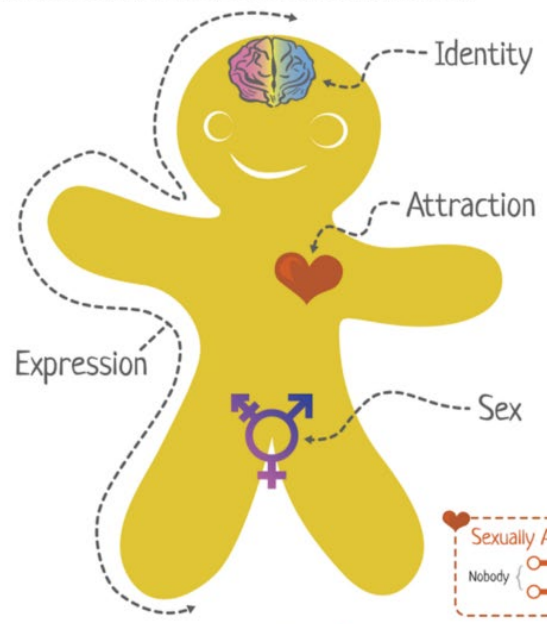
Inclusive Language

The Genderbread Person v3.3

by its pronounced **METROsexual.com**

Gender is one of those things everyone thinks they understand, but most people don't. Like Inception. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos



Gender Identity

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Woman-ness

Man-ness

⊖ Indicates a lack of what's on the right.

4 (of infinite) possible plot and label combos

Gender Expression

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Feminine

Masculine

Biological Sex

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness

Male-ness

Sexually Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

Romantically Attracted to

Nobody

(Women/Females/Femininity)

(Men/Males/Masculinity)

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.