



BEYOND POLITICALLY CORRECT: THE IMPORTANCE OF INCLUSION

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She/Her or They/Them

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AGENDA

- Terminology
 - Politically Correct? Diversity? Equity? Inclusion?
- Creating an Inclusive Environment
- Inclusive Language
- Provide examples/tips for inclusivity
- Have fun! 😊



WHAT COMES TO MIND
WHEN I SAY...

POLITICALLY CORRECT





- Merriam-Webster:
 - conforming to a belief that language and practices which could offend political sensibilities (as in matters of sex or race) should be eliminated
- Cambridge Dictionary:
 - avoiding language or behavior that any particular group of people might feel is unkind or offensive

WHAT THE MEDIA PORTRAYS...

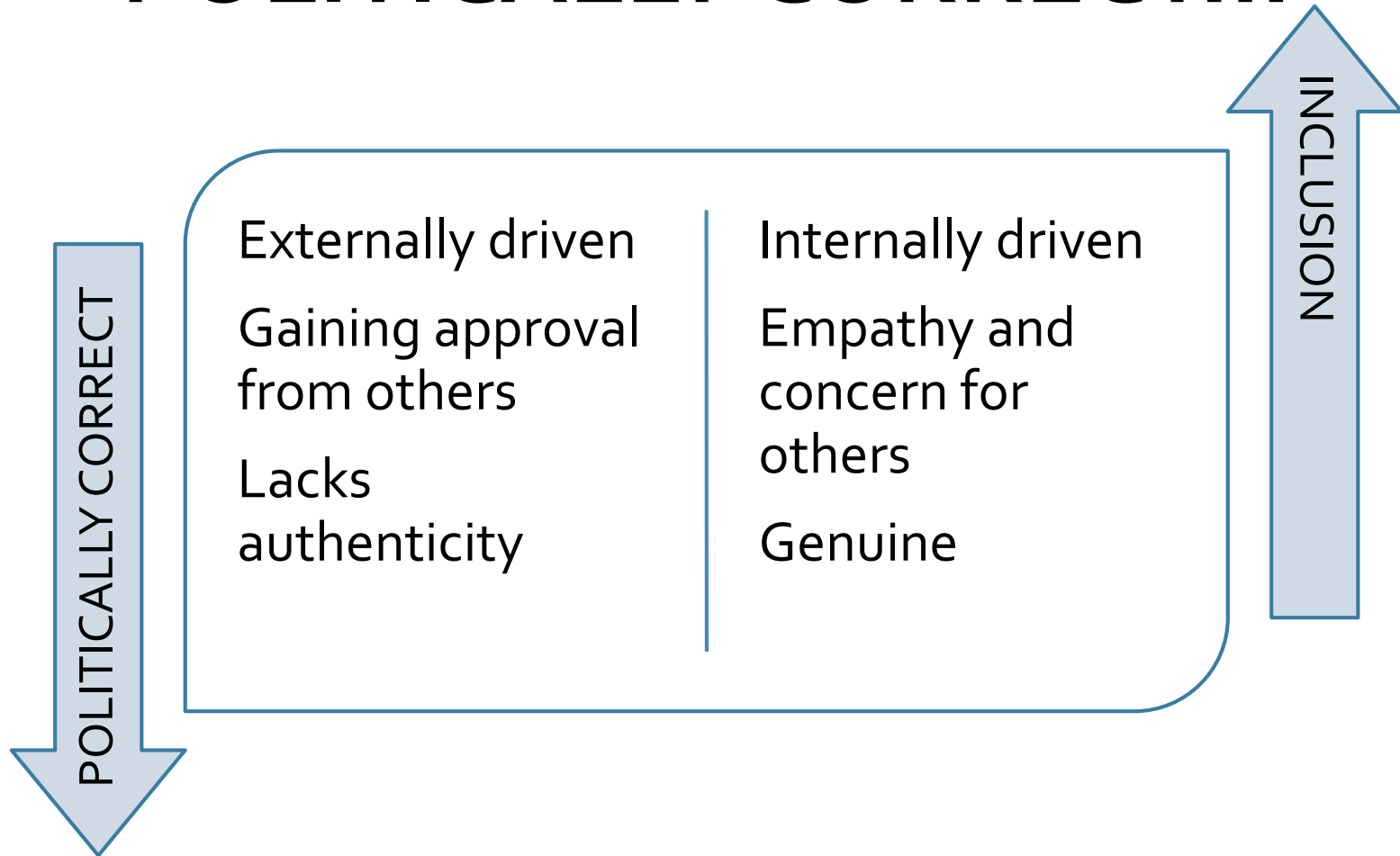
BEING
POLITICALLY CORRECT
DOES NOT
MAKE YOU CORRECT



**POLITICALLY
CORRECT**

A TERM USED TO
DESCRIBE THE WHINEY,
OVERLY-SENSITIVE PANSIES
WHO NEED THE BIG, BAD,
REAL WORLD ALL
SUGAR-COATED

MOVING BEYOND POLITICALLY CORRECT...





MORE THAN BUZZWORDS

DIVERSITY



EQUITY



INCLUSION

DIVERSITY

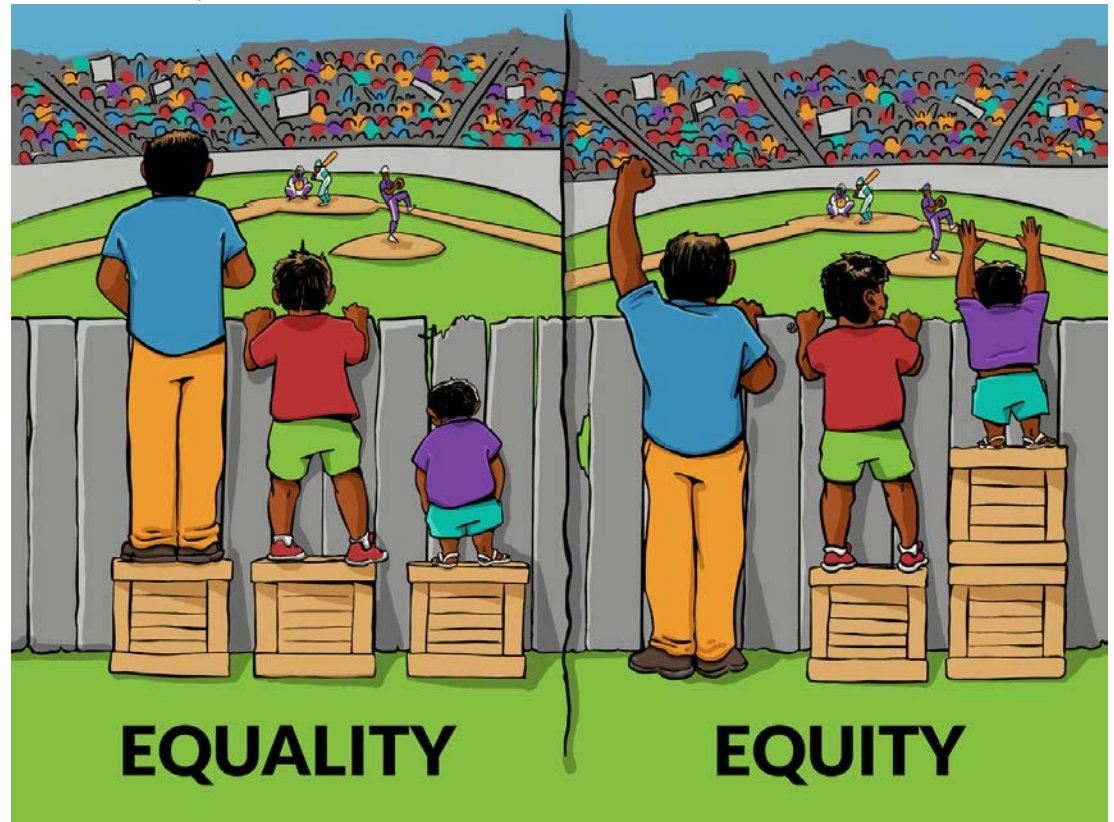


- Differences amongst people (race, gender, sex, sexual orientation, ideology, ability, etc.)



EQUITY

- the quality of being fair or impartial
- fairness
- impartiality



INCLUSION

- the action or state of including or of being included within a group or structure.
- Inclusion is a sense of belonging: feeling respected, valued for who you are as an individual or group; feeling a level of supportive energy and commitment from others



WAYS TO CREATE AN INCLUSIVE ENVIRONMENT

- Use Inclusive language
- Be aware of accessibility
- Remove unnecessary barriers
- Avoid assumptions
- Open communication
- Listen
- Learn about other cultures, identities, experiences, etc.



INCLUSIVE LANGUAGE

- Language that does not exclude, insult, trivialize or stereotype specific groups of people
- It means avoiding any language that could offend, demean, or promote stereotypes about a particular group.
- Inclusive Language is not the same as “political correctness,” it means choosing language that is welcoming and acceptable to people of all genders, races, sexualities, ages, abilities, etc.



WHY DOES IT MATTER?

- All members of your community have the right to feel safe, welcome, and accepted.
- Oppressive language reinforces negative attitudes and sets up barriers that can be difficult to overcome.

INTENT ≠ **IMPACT**



EXAMPLES

BASED ON DIFFERENT IDENTITIES

SEX AND GENDER

- Understanding that sex ≠ gender identity ≠ gender expression

- Asking/Sharing Pronouns



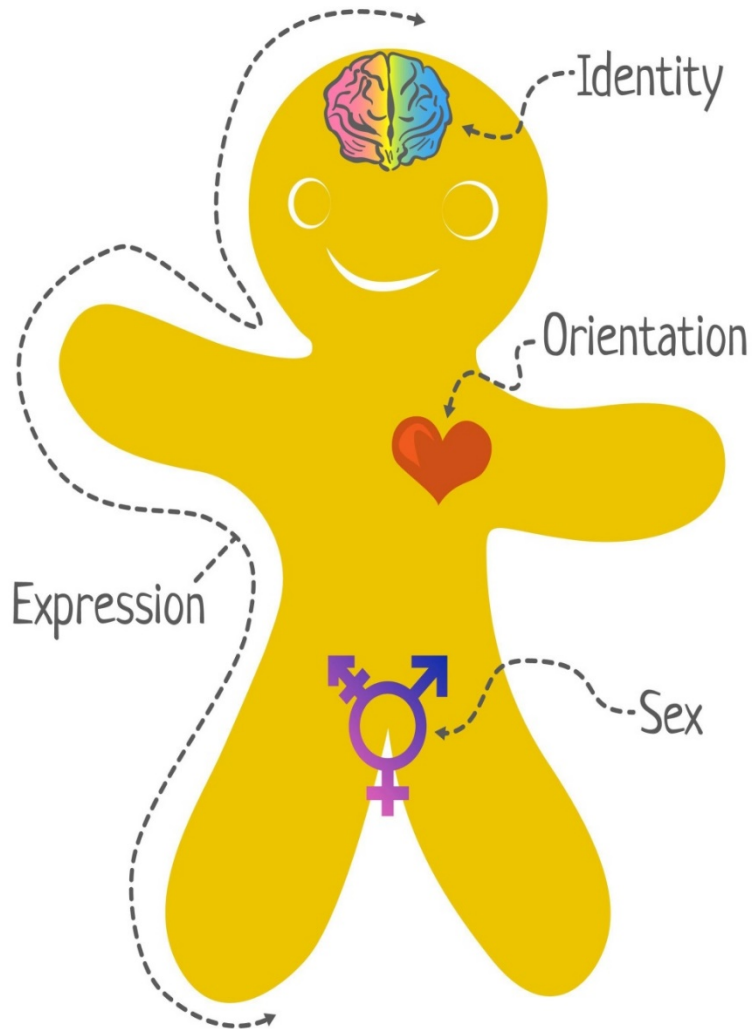
- Avoiding gendered language

- Using preferred name (when possible)

- Advocate for gender inclusive restrooms



The Genderbread Person



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormone levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

SEXUAL ORIENTATION

- Don't assume everyone is straight (or has straight parents)
- Respect confidentiality
 - just because a student comes out to you doesn't mean you can/should tell others
- Display LGBTQ inclusive magazines, stickers, posters, etc.



ABILITY

- Direct guests to both elevators AND stairs
- Use person first language (students with disabilities vs. a disabled student)
- Often the Deaf individuals do not identify as having a disability
- Understand the stigma associated with mental health issues (and avoid calling individuals or things *crazy, retarded, schizo, manic, bipolar*)



RACE/ETHNICITY

- Avoid assumptions about:
 - Immigrant status
 - Country of Origin
 - Language
 - Religion/Spirituality



- Don't tokenize or make an individual the spokesperson for a specific community



THINGS TO CONSIDER...

- What is the tone of your comments/questions?
- What are we *really* saying when we are “joking”
- What assumptions are we making about the individual?
- What are we saying *or not saying* to students?
- What thoughts/attitudes do *you* have about certain populations and how may that come across at work?

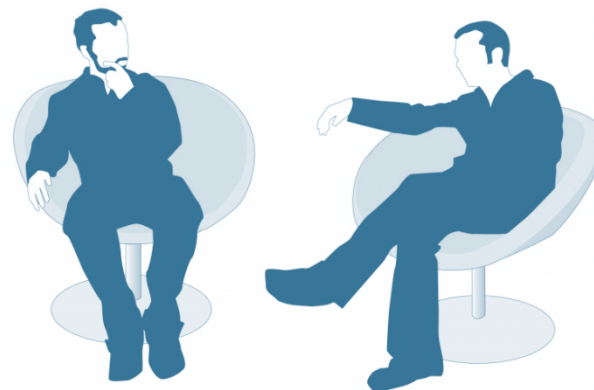


CALLING OUT vs. CALLING IN

- *Calling out* – bringing public attention to an individual's oppressive behavior (and it can be an effective approach to community accountability).



- *Calling in* – addressing someone's behavior more privately and personally – has come up as an alternative (and sometimes argued, more effective) approach.





THANK YOU!

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