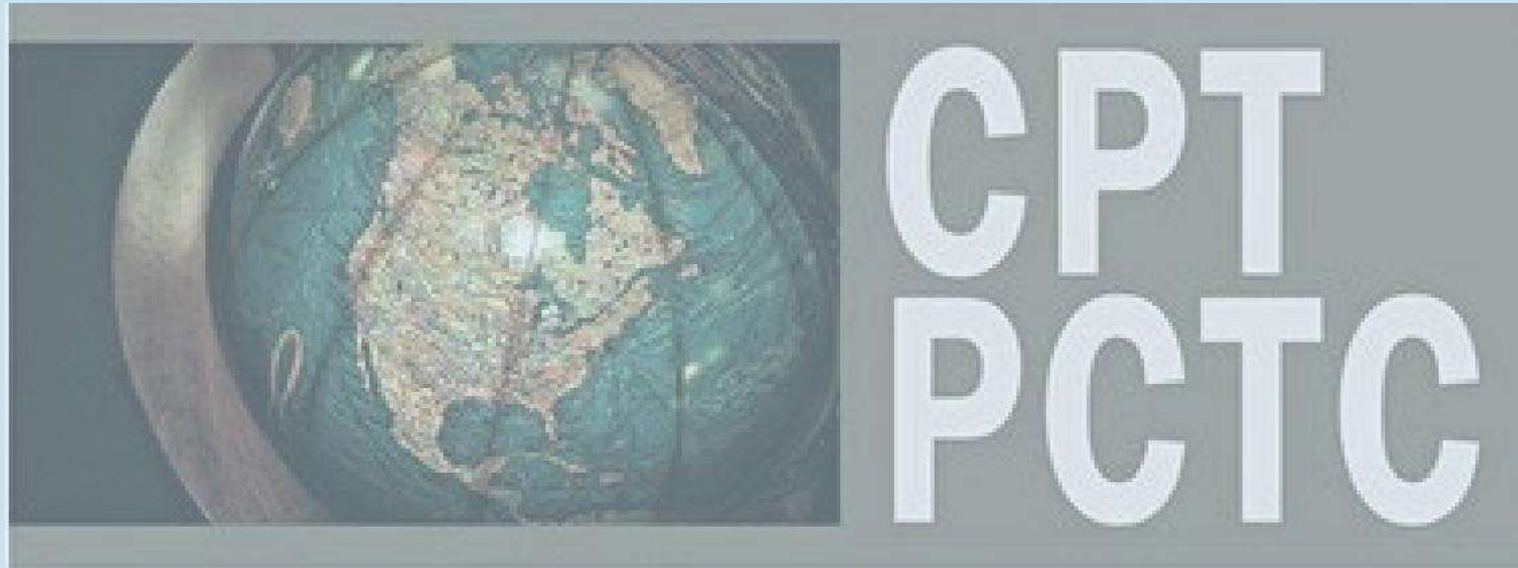




Language Matters: Embedding Inclusive Language in Written Communication



Rumina Morris, BSW, RSW



“I acknowledge that I live, work and play on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron peoples, on lands connected with the London Township and Som bra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous peoples whom I recognize as contemporary stewards of the land and vital contributors of our society.”



I help organizations move further towards being equitable and inclusive for their staff and stakeholders.

Anti-Racism, Equity and Inclusion Consultant



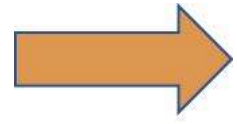
Cup of Discomfort



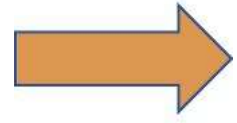


Language is not neutral

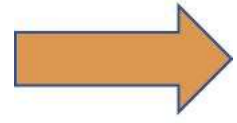
Overview



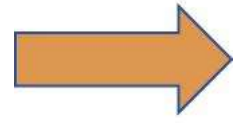
Inclusive Language



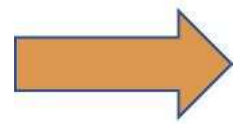
Guiding Principles



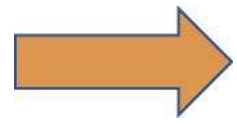
Gender



Indigeneity



Race/Ethnicity



Accessibility





Inclusive Language



Respect



Fair



Person-Centred



Neutral



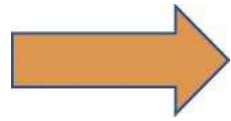
Representative



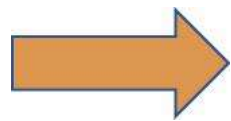
Fluid



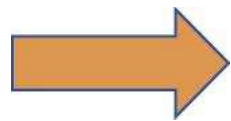
Exceptions



Historical Context



Quotations/Official Documents



Legal Definitions



Guiding Principles

- ➔ Preference of those concerned
- ➔ In Group/Out Group
- ➔ Ever evolving



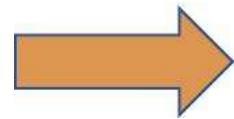
Gender and Sexual Orientation



Gender Neutral vs. Gender



Specific Inclusive Pronouns



2SLGBTQ+



Indigenous Peoples

➔ First Nations (Status and non-Status),

➔ Inuit

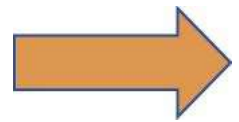
➔ Métis or Métis people

First Nations

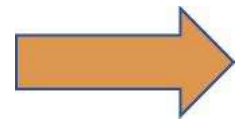


- ➔ First Nations people or communities
- ➔ Status and non-Status
- ➔ Refer to a specific group where possible
- ➔ Precede with “the” (i.e. the Ojibwe)

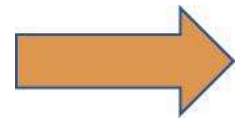
Inuit



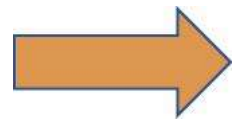
Inuk is singular



Inuit means “the People” so don’t say “Inuit People” or “the Inuit”.



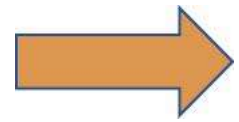
Do not pluralize Inuit or Inuk



Do not use “Eskimo”



Métis



Descendants of people born of relations between First Nations women and European men



Use the acute accent é



Indigeneity

- ➔ Always capitalize
- ➔ “Aboriginal” is legally inclusive of FNMI
- ➔ “Indian” is when referring to The Indian Act



Race/Ethnicity

➔ Capitalize nouns and adjectives referring to race, nationality and language (except “white”)

➔ BIPOC or IBPOC
- Is plural



Race/Ethnicity

✓	Black Canadians, Black people	✗	Blacks
✓	African-Canadian	✗	African-American
✓	Racialized person, Racialized group	✗	Racial minority, Visible minority, Person of Colour



Race/Ethnicity

✓ Equity-seeking,
Equity-deserving,
Equity-denied

✗ Marginalized,
Vulnerable,
Disadvantaged

✓ Enslaved,
Enslavement of
Black people

✗ Slaves,
Slavery

Persons with Disabilities



Use precise words
(Paraplegic vs. crippled)



Use neutral words
(Experiences depression vs. suffers from depression)



When in doubt use person-first language
Identity-first is preferred by some groups
(Person with autism vs. autistic person)



In Summary

➔ Ask questions

➔ Keep checking

➔ Hold each other accountable



QUESTIONS?



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