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Updated Inclusive Language guide

American Psychological Association





Intro

This is the second edition of the American Psychological Association's *Inclusive Language Guide*.

The APA's goal for this guide is to dismantle the destructive hierarchies that have prevented marginalized people from equitable representation and participation in society.

This edition incorporates the constructive feedback they received from individuals within and beyond the APA and the field of psychology. The changes reflect their assessment of the current research and include additional guidance and more comprehensive definitions surrounding neurodiversity, gender-inclusive pregnancy-related language, religious discrimination, and weight stigma.

The guide also explains the origins of problematic terms/phrases and offers suitable, more contemporary alternatives. Please recognize that cultural, global, and regional differences abound, but this guide concentrates on language used in a U.S. context.

It's important to recognize that language is alive and continually evolving alongside those who use it.



Terms to avoid & suggested alternatives

Person-first and identity—first language	
Terms to avoid	Suggested alternatives
• Wheelchair-bound	• Person who uses a wheelchair
• Confined to a wheelchair	• Wheelchair user
• Mentally ill/crazy/Insane/mental defect	• Person living with a mental illness
• Suffers from or is afflicted with [condition]	• Person with a preexisting mental/behavioral health disorder
• Asylum	• Psychiatric hospital/facility
• Drug user/abuser/addict	• Person who uses drugs
	• Person with substance use disorder
• Alcoholic	• Person with alcohol use disorder
	• Person in recovery from substance use/alcohol disorder
• Person who relapsed	• Person who returned to use
• Smoker	• Person who smokes
• Homeless people	• People without housing
• The homeless	• People experiencing homelessness/houselessness
• Transient populations	
• Prostitute	• Person who engages in sex work
	• Sex worker
• Prisoner/convict	• Person who is/has been incarcerated
• Slave	• Person who is/was enslaved





Terms to avoid & suggested alternatives

Disability	
Terms to avoid	Suggested alternatives
• Special needs • Differently abled/multiabled • Physically/mentally challenged • Handi-capable/handicapped	Person-first • Person with a disability/intellectual disabilities • Person who has a disability Identity-first • Disabled person • Physically disabled person

Person who is blind	
Terms to avoid	Suggested alternatives
• Person with blindness • Visually challenged/impaired person • Person who is visually/vision impaired	• Blind person • Person who is blind • Person with low vision

Person who is deaf	
Terms to avoid	Suggested alternatives
• Person with deafness	• Deaf person (Deaf capitalized) • Person who is deaf
• Hearing-impaired person • Person who is hearing impaired	• Person with hearing loss
• Person with deafness and blindness	• Deaf-Blind person • A Deaf person with low vision





Terms to avoid & suggested alternatives

Ableist terms and phrases in everyday language, cont'd	
Terms to avoid	Suggested alternatives
• Have a blind spot for • Blind review/coding	• Show unconscious bias • Anonymous review • Masked review/coding
• Color blind	• Deuteranomaly, achromatopsia (or other type of color-vision deficiency) • Color-vision deficiency
• Fall on deaf ears	• Be willfully ignorant • Deliberately ignore
• Tone deaf	• Insensitive
• Midget	• Out of context • Little person/dwarf • Person of small stature
• Lame • Lend your voice • Everyone should have a voice [in this matter] • Make your voice heard	• Boring/mundane/uncool • Support • Everyone should have input • Express your perspective/opinion
• Able-bodied • Stand up for • Turn a blind eye to	• Nondisabled • Support/champion • Ignore • Refuse to notice
• By myopic or shortsighted	• Ignore/miss





Terms to avoid & suggested alternatives

Sexual orientation and gender diversity	
Terms to avoid	Suggested alternatives
• Birth/natal sex	• Assigned sex • Sex assigned at birth
• Born a girl, born female • Born a boy, born male	• Assigned female at birth (AFAB) • Assigned male at birth (AMAB)
• Female to male • Male to female	• Assigned female at birth (AFAB) • Assigned male at birth (AMAB)
• Hermaphrodite • Tranny/transvestite/transsexual	• Intersex • LGBTQ/LGBTQ+/LGBTQIA+/etc. • Transgender person/people • Trans and gender nonbinary folks or folx • Genderqueer/queer

Body size and weight	
Terms to avoid	Suggested alternatives
• Ideal/goal weight • Your preferred/ideal weight is...	• Your weight is... • The health indicator(s) for you to be aware of are...
• Underweight • Fat/obese	• Lower/higher weight
• Wow you're looking great! • Look at how much weight you've lost! I'm so proud of you!	Comments on bod size or body changes warranted by the context after asking consent: • Is it alright if we talk about your weight? • Would you feel okay [or comfortable] if we discussed your weight?



Terms to avoid & suggested alternatives

Socioeconomic status	
Terms to avoid	Suggested alternatives
• The poor • Poor people	• People whose incomes are below the federal poverty threshold
• Low-class people • Lower class people	• People who are of low SES/socioeconomic status
• Homeless people	• People experiencing homelessness • People experiencing housing/food insecurity
• Blue-collar worker	• Skilled trades worker • Manual laborer
• White-collar worker	• Salaried professional
• Ghetto/the ghetto	• Under-resourced area • Low socioeconomic area

Ageism	
Terms to avoid	Suggested alternatives
• The elderly/elderly people • Seniors/senior citizens	• Older adults/people • Persons 60 years and older
• Silver tsunami	• Age-related population/demographic changes

Violent language	
Terms to avoid	Suggested alternatives
• Killing/nailling it • Nailing it • Take a shot/stab at • Take your best shot • Pull the trigger • Target population	• Great job • Awesome • Give it a go • Try • Specific population • Group of focus
• Off the reservation	• Disagree with the group • Defect from the group



Terms to avoid & suggested alternatives

Use of pictorial metaphors, negativistic terms, and slurs	
Terms to avoid	Suggested alternatives
• Wheelchair-bound person • Confined to a wheelchair	• Wheelchair user • Person who uses a wheelchair • Person with a physical disability
• AIDS victim • HIV patient	• Person with AIDS • Person with HIV • Person living with HIV
• Brain damaged	• Person with a traumatic brain injury (TBI)
• Defective/nuts/crazy	• Person with a mental disorder/illness
• Alcoholic	• Person with alcohol use disorder
• Addict	• Person with a substance use disorder

Language that doesn't say what you mean	
Terms to avoid	Suggested alternatives
• Committed suicide • Failed/successful suicide • Killed themselves	• Died/death by suicide • Lost their life by suicide • Survived a suicide attempt
• Child prostitute • Sex with an underage person • Nonconsensual sex • Date rape or acquaintance rape	• Child who has been trafficked/raped • Rape • Sexual assault



Equity and power





General terms related to equity and power

Access: The elimination of discrimination and other barriers contributing to inequitable opportunities.

Accomplice: Someone who uses their privilege to challenge existing conditions at the risk of their own comfort and well-being. An ally might work to make changes on an individual level, but they aim to alter the structures and policies within society that place marginalized groups at a disadvantage.

Ally/allies: People who recognize the unearned privilege they receive from whiteness, male gender, Christianity, heterosexuality, ableism, and other identities and take responsibility for advancing equity.

Antisemitism: Prejudice against or hostility toward Jews. Hate crimes can have dangerous physical, psychological, and societal consequences.

Bias: Partiality, or an inclination for or against something.

Climate: The degree to which community members feel included, affirmed, or excluded in an organization, or community. It's shaped by organizational practices and interactions among members.

Cultural humility: A lifelong commitment to self-reflection, learning, and challenging your own biases about cultures that are different from yours. It acknowledges that identity is complex, and that each person's experiences are unique, diverse, and varied.



General terms related to equity and power

Cultural competence: The ability to collaborate effectively with individuals from different cultures. It incorporates the role of cultural humility and is considered a lifelong process of reflection and commitment.

Cultural responsiveness: Understanding and responding appropriately to the different aspects of culture and diversity that an individual brings to interactions. It requires valuing diversity, desiring to increase knowledge about other cultures, and striving to create spaces where diversity is integrated.

Decolonization: The process of undoing the impacts of historical domination on subordinated populations by powerful outsiders.

Discrimination: The unjust and differential treatment of members of different identities and other groups at the individual, institutional, and/or structural level.

Diverse: The representation or composition of various social identity groups, with a focus on social identities that correspond to differences in power and privilege.

English language learners (ELLs): Multilingual learners in the process of learning English who need additional or modified supports.

Equity: An ongoing process of assessing needs, correcting historical inequalities, and creating conditions for optimal outcomes by members of all social identity groups.

Generalization: The process of deriving a concept, judgment, or theory from a limited number of specific cases and applying it more widely.





General terms related to equity and power

Global citizenship: Social, political, environmental, and economic actions of globally-minded individuals and communities on a worldwide scale.

Global majority: Encourages those of African, Asian, Latin American, and Arab descent to recognize that together they comprise the vast majority (around 80%) of people in the world. Understanding that whiteness is not the global norm has the power to disrupt and reframe conversations on race.

Global south: The regions of Latin America, Asia, Africa, and Oceania that are mostly (although not all) low-income and often politically or culturally marginalized.

Health equity: Ensuring that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences.

Historical trauma: Multigenerational trauma experienced by a specific cultural, racial, or ethnic group. It is related to major events that oppressed a specific group of people.

Human rights: Rights to which all human beings are inherently entitled. Human rights are defined by the United Nations as “universal legal rights that protect individuals and groups from behaviors that interfere with freedom and human dignity. They include, rights to life, freedom from torture, freedom of information and expression, health, housing, education, and freedom to access the benefits of science and culture.



General terms related to equity and power

Implicit bias: An attitude, of which one is not consciously aware, against a specific social group. It is thought to be shaped by experience and based on learned associations between qualities and social categories.

Inclusion: An environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences, thus allowing all individuals to express their whole selves and demonstrate their strengths.

Intergenerational trauma: The transmission of trauma or its legacy, in the form of a psychological consequence (e.g., injury, attack, or poverty) from the generation experiencing the trauma to subsequent generations.

Intersectionality: The complex, cumulative way in which the effects of multiple forms of discrimination combine and overlap to produce and sustain complex inequities.

Islamophobia: Prejudice, negative sentiments, and hostility toward Islam and Muslims.

Marginalization: Those excluded from dominant social, economic, educational, and/or cultural life.

Microaggressions: Commonly occurring brief, verbal/nonverbal indignities that communicate derogatory attitudes or notions toward a different *other*.

Minority: A population subgroup with differential power than those who hold the majority power in the population. The relevance of this term with regard to race and ethnicity is outdated given the changing demographics of the U.S. population, so refrain from using it. Rather, use the specific name of the group to which you refer, or use broader terms (e.g., people of color, communities of color).



General terms related to equity and power

Oppression: When one subgroup has more access to power and privilege than another subgroup and it's used to dominate the other to maintain the status quo.

Pathway programs: Programs that increase access and/or reduce barriers for marginalized groups to receive additional education, training, or professional opportunities.

Performative allyship: Someone from a nonmarginalized group professing support and solidarity with a marginalized group but in a way that is not helpful.

Population health: The examination of health risks for specific groups of people. It involves a multitiered approach including preventative tools; monitoring; early intervention for those with risk factors; and psychosocial, mental health, and/or substance use care.

Positionality: One's social position in a given society in relation to race, ethnicity, and other statuses (e.g., age, gender, religion, national origin, immigration status, language, disability, sexual orientation, socioeconomic status) within systems of power and oppression.

Prejudice: A negative attitude toward another person or group formed prior to any experience with that person or group.

Privilege: Power or advantages that are often inequitably distributed. Such power may come in the form of rights, benefits, social and physical comfort, opportunities, or the ability to define what is normative or valued.



General terms related to equity and power

Religious discrimination: Prejudice and biased actions against individuals and groups based on their religious and/or spiritual beliefs or practice.

Social justice: Commitment to creating fairness and equity in resources, rights, institutions, and systems.

Stereotype: A set of cognitive generalizations about the qualities and characteristics of the members of a group or social category, simplifying and expediting perceptions and judgments.

Structural competency: The ability to discern how issues defined clinically as symptoms, attitudes, or diseases (e.g., depression, hypertension, obesity, smoking, medication noncompliance, trauma, and psychosis) are influenced by upstream decisions (e.g., access to education, healthcare, and urban/rural infrastructures).

Xenophobia: Hostile attitudes or aggressive behavior toward people of other nationalities, ethnic groups, regions, or neighborhoods.

Disability





Disability

Ableism: Stereotyping, prejudicial attitudes, discriminatory behavior, and social oppression toward people with disabilities to inhibit their rights and well-being.

Accessibility: A process shaped by what one needs to do, one's interactions with the environment, and one's personal preferences. It's achieved when people with disabilities can acquire the same information, engage in the same interactions, and enjoy the same services as people who do not have disabilities in an equally effective manner.

Disability: The interaction of physical, psychological, intellectual, and emotional differences with the social environment.

Universal design: The process of creating products and environments usable by all people, to the greatest extent possible, without the need for adaptation.



Neurodiversity





Neurodiversity

Neurodivergent: When a person's neurology differs from the neurological majority; these differences include autism, attention-deficit/hyperactivity disorder/condition, dyslexia, and dyspraxia.

Neurotypical: Being within parameters of neurocognitive style that have not been either medically defined as disorders or culturally defined as neurodivergent.

Race, ethnicity, and culture





Race, ethnicity, and culture

Acculturation: The processes by which groups or individuals adjust the social and cultural values, ideas, and behavioral patterns of their culture of origin to those of a different culture.

African American/Black: African American refers to American people of African ancestry. African American and Black are not always interchangeable. African American refers to ethnicity, whereas Black is a racial group/category.

Antiracism: A system of equity based on race that is created and maintained by psychological (i.e., equitable thoughts, feelings, and actions) and sociopolitical factors (i.e., equitable laws, policies, and institutions).

Arab, Middle Eastern, and North African (Arab/MENA): All individuals who identify with one or more nationalities or ethnic groups with origins in Arabia, the Middle East, and North Africa.

Asian/Asian American: When writing about people of Asian ancestry from Asia, use the term *Asian*; for people of Asian descent from the United States, the appropriate term is *Asian American*.

BIPOC (Black, Indigenous, and people of color): People use this term to acknowledge that not all people of color face equal levels of injustice. The term is still considered by many to indicate a hierarchy among communities of color. Some argue that the term is limiting because it homogenizes communities of color together when it's important to recognize the unique racial, cultural, and intersectional identities of the individual.



Race, ethnicity, and culture

Color-blind beliefs: The denial or minimization of race or racism. These beliefs are based on the assumption that acknowledgment of race causes racial divisions in society. People who endorse color-blind beliefs believe that everyone has equal opportunities for life success.

Color-blind policies: Institutional policies that are race-neutral in language and tone but have a disproportionately harmful impact on people of color.

Colorism: A form of discrimination based on skin color, usually favoring lighter skin color over darker skin color within a racial or ethnic group.

Cultural appropriation: An action where an individual makes use of, imitates, or takes possession of cultural products of an outgroup or source community.

Cultural racism: The institutional domination and sense of racial-ethnic superiority of one social group over others, justified by culturally constructed markers like language use, religious practice, immigrant status, social welfare dependency, and the profiling of criminal behavior.

Culture: The values, beliefs, language, rituals, traditions, and other behaviors passed from one generation to another within any socially definable group.

Race, ethnicity, and culture

Enculturation: The process by which individuals learn and adopt the ways and manners of their culture; emphasizes socialization to, or maintenance of, one's culture or familial origin.

Ethnic bias: Differential treatment toward individuals based on their ethnic group, often resulting in inequities in such areas as education, employment, healthcare, and housing.

Ethnic identity: An individual's psychological sense of being a person who is defined, in part, by membership in a specific ethnic group.

Ethnicity: A characterization of people based on having a shared culture (e.g., language, food, music, dress, values, and beliefs) related to common ancestry and shared history.

Hispanic, Latino, Latina, Latino/a, Latin@, Latine, Latinx, or Chicano: Consult with the individuals to determine the appropriate terminology. *Hispanic* is not necessarily an all-encompassing term. The term *Latine* might be preferred by those originating from Latin America; it's a gender-inclusive alternative that is far more adaptable to the Spanish language than *Latinx*. *Latino* is masculine, and *Latina* is feminine. Typically, the most marginalized communities do not use *Latinx*.

Indigenous: The United Nations has developed an understanding of the term based on self-identification; historical continuity to pre-colonial and/or pre-settler societies; links to territories and resources, distinct social, economic and political systems and possession of distinct languages, cultures and beliefs. Capitalize *Indigenous People* when referring to a specific group; when describing specific persons who are Indigenous, capitalize *Indigenous* but not *people*.



Race, ethnicity, and culture

Indigenous land acknowledgment: An effort to recognize the Indigenous past, present, and future of a particular location and to understand [one's] place within that relationship.

Indigenous peoples around the world: When writing about Indigenous Peoples, use the names that they call themselves. Refer to an Indigenous group as a *people* or *nation* rather than as a *tribe*.

- In North America, *Native American* and *Native North American* are acceptable (may be preferred to *American Indian*). Specify the nation or people if possible.
- Hawaiian Natives may identify as *Native American*, *Hawaiian Native*, *Indigenous Peoples of the Hawaiian Islands*, and/or *Pacific Islander*.
- In Canada, refer to the Indigenous Peoples collectively as *Indigenous Peoples* or *Aboriginal Peoples*, specifying the nation or people if possible.
- In Alaska, the Indigenous People may identify as *Alaska Natives*. Avoid the term *Eskimo*.
- In Latin America and the Caribbean, refer to the Indigenous Peoples collectively as *Indigenous Peoples* and by name if possible.
- In Australia, the Indigenous Peoples may identify as *Aboriginal People*, *Aboriginal Australians*, *Torres Strait Islander People*, or *Torres Strait Island Australians*. Refer to specific groups when people use these terms to refer to themselves.
- In New Zealand, the Indigenous People may identify as *Māori* or the *Māori people*.

Institutional racism: The collection of policies, practices, and procedures of societal institutions that marginalizes and subjugates nondominant racial groups in a given society.

Race, ethnicity, and culture

Interpersonal racism: When individuals from socially and politically dominant racial groups behave in ways that diminish and harm people who belong to other racial groups.

Jews/Jewish Americans: About 75% of the U.S. Jewish population identify their religion as Jewish, and about 25% describe themselves (religiously) as atheist, agnostic, or nothing in particular but considered themselves to be Jewish ethnically, culturally, or by family background. The majority of U.S. Jews identify as white.

People of color: Represents a shift from the term *minority* to refer to individuals from diverse racial and ethnic backgrounds.

People of European origin: The terms *white* and *European American* are acceptable. Adjust the latter term as needed for location (e.g., *European*, *European American*, and *European Australian*). Using the term *Caucasian* is discouraged because it originated as a way of classifying white people as a race to be favorably compared with other races.

Race: The social construction and categorization of people on the basis of perceived shared physical traits that result in the maintenance of a sociopolitical hierarchy.

Racial identity: An individual's psychological sense of being defined, in part, by membership in a particular racial group.

Racial and ethnocultural justice: Applies social justice meanings to inequities affecting people of color. It explicitly attends to the ways that race and ethnicity have affected the inequitable distribution of resources and opportunities for equitable participation, power, and influence.



Race, ethnicity, and culture

Racial socialization: The developmental process by which race-related messages about the meaning of race and racism are transmitted by parents and caregivers, peers, and extended families. It consists of various parental messages and behaviors, teaching children about their racial-ethnic heritage, promoting pride, highlighting the existence of inequities, emphasizing individual character traits (e.g., hard work over racial or ethnic group membership), focusing on the necessity of individual excellence; emphasizing negative characteristics associated with their racial identity; engaging in race-related activities and behaviors; and avoiding mention of issues pertaining to race or ethnicity.

Racial/racialized/race-based trauma: A form of race-based stress, referring to people of color and Indigenous individuals' reactions to dangerous events and experiences of racial discrimination.

Racism: A system of power that structures opportunity and assigns value to people based on their ancestry and phenotypic properties (e.g., skin color and hair texture associated with *race* in the United States).

Roma, Romany, Romani, or Traveler communities: An ethnic group of traditionally itinerant people who originated in northern India but now live worldwide. Using the term *Gypsy* to refer to these communities is now considered outdated and pejorative.

Structural racism: Interconnected and synergistic effects of institutional racism; the laws, policies, and practices across institutions that maintain white supremacy.



Race, ethnicity, and culture

Texturism: Discrimination based on hair texture often directed at people of African descent.

Tokenism: Symbolic gesture that suggests commitment to a practice or standard, particularly by hiring or promoting a single member of a previously excluded group to demonstrate one's good intentions (e.g., an all-white company hiring a *token* Black employee to give the appearance of organizational equality).

White privilege: Unearned power afforded to white people on the basis of race, rather than earned merit.

White supremacy: The ideological belief that biological and cultural whiteness is superior to all other races and ethnicities.

Sexual orientation and gender diversity





Sexual orientation and gender diversity

Agender: A person who does not identify with or experience any gender.

Affirmed gender: The gender by which one wishes to be known.

Cisgender/nontransgender: A person whose gender identity aligns with sex assigned at birth.

Cissexism: Prejudice, stereotyping, or discrimination on the basis of sex, specifically toward transgender and gender-expansive people.

Gender: The spectrum of masculinity, femininity, gender, and nonbinary status that includes expression, identity, behavior, and sociocultural constructions.

Gender and pronoun usage: Do not use the term *preferred pronouns* because this implies a choice about one's gender. Use the term *pronouns* or *identified pronouns* instead. When writing about a known individual, use that person's identified pronouns. When referring to individuals whose identified pronouns are unknown or when the gender of a generic/hypothetical person is irrelevant within the context, use the singular *they* to avoid making assumptions about gender.

Gender creative: A child or adolescent who rejects expected gender roles and stereotypes. The gender creative child or adolescent transcends the culture's normative definitions of gender to creatively interweave a sense of gender that comes neither totally from the inside (the body, the psyche), nor totally from the outside (the culture, others' perceptions of the child or adolescent's gender), but resides somewhere in between.



Sexual orientation and gender diversity

Gender-exclusive versus gender-inclusive language: Gender-exclusive language consists of terms that categorize all people under masculine language or within the gender binary (i.e., man or woman). Gender-inclusive language uses terms that are more gender equitable. When describing a generic or hypothetical person whose gender is irrelevant to the context, do not use *he* and *she* or *he or she* or *s/he* because these pronouns assume gender and a gender binary. Instead, use the singular *they*. Instead of *ladies and gentlemen* or *you guys*, use gender-inclusive nouns such as *everyone*, *distinguished guests*, *folks* or *folx*, *friends*, or *y'all*. Avoid gendered occupational nouns (e.g., *chairman*); instead, use gender-inclusive occupational nouns (*chair* or *chairperson*).

Gender-fluid: A person who does not consistently adhere to one fixed gender and who may move among genders.

Gender identity: A person's psychological sense of their gender. Many people describe gender identity as a deeply felt, inherent sense of being nonbinary, a woman/girl, or a man/boy, although these gender identities are not mutually exclusive—you may be a boy and nonbinary at the same time. These gender identities may or may not correspond to a person's sex assigned at birth, presumed gender based on sex assignment, or sex characteristics.

Gender-inclusive language related to pregnancy: Recommended language regarding pregnancy is evolving, and appropriate wording depends on the audience and context. The most inclusive language recognizes that not only cisgender women but also transgender people who were assigned female at birth may become pregnant or desire to become pregnant, so terms such as *pregnant person*, *pregnant parent*, and *birthing parent* may be preferred.

Sexual orientation and gender diversity

Gender nonconforming (GNC)/gender expansive: Individuals with gender identities outside the man–woman binary (e.g., nonbinary, genderqueer, and agender individuals) or who do not follow gender stereotypes.

Gender/sex binary: The belief that sex is binary, and that sex determines gender. Use *sex* to refer to biological factors such as chromosomes and anatomy and *gender* to refer to the roles and self-identity (i.e., what it means to be/identify as a woman, man, or nonbinary).

Gender socialization: A process that influences and teaches an individual how to behave as a man or a woman, based on culturally defined gender roles.

Heterosexism: Prejudice against any nonheterosexual form of behavior, relationship, or community, directed at lesbians, gay men, and those who are bisexual or transgender. Homophobia generally refers to an individual's fear or dread of gay men or lesbians, but *heterosexism* denotes a wider system of beliefs, attitudes, and institutional structures that attach value to heterosexuality and disparage alternative sexual behavior/orientation.

Nonbinary: People who do not subscribe to the gender binary. They might exist between or beyond the man–woman binary. Some use the term exclusively, while others may use it interchangeably with other terms (e.g., genderqueer, gender-fluid, gender nonconforming, gender diverse, or gender expansive).



Sexual orientation and gender diversity

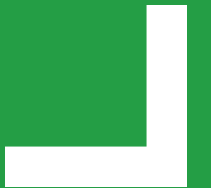
Sexual and gender minorities (SGM): Be specific about the groups to which you refer. SGM populations include, but are not limited to, individuals who identify as lesbian, gay, bisexual, asexual, transgender, Two-Spirit, queer, and/or intersex. Abbreviations such as LGBTQ, LGBTQ+, LGBTQIA, and LGBTQIA+ may also be used to refer to multiple groups.

Sexual orientation and identity: An enduring disposition to experience sexual, affectional, or romantic attractions to nonbinary people, women, or men. The term also encompasses an individual's sense of personal and social identity based on those attractions, behaviors expressing them, and membership in a community of others who share them.

Transgender: The full range of people whose gender identity and/or gender role do not conform to what is typically associated with their sex assigned at birth. Many transgender people engage in a process of affirming their transgender identity through social, legal, and/or medical transition.

Transition: The process one goes through to affirm one's gender identity. This can include changing hairstyle or clothing, pronouns, naming, identification documents, and other forms of gender expression. It may also include gender-affirming medical care (e.g., puberty blockers, hormones, or gender-affirming surgeries). There is no one way to transition.

Socioeconomic
status





Socioeconomic status

Classism: The assignment of characteristics of worth and ability on the basis of actual or perceived social class and the attitudes, policies, and practices that maintain inequality.

Class privilege: The unearned advantages, protections, immunities, and access experienced by a small class of people who typically carry special status or power within a society or culture.

Socioeconomic status (SES)/social class: The social standing or class of a group or individual, often measured as a combination of education, income, and occupation.

Culturally
appropriate
and pejorative
language



Culturally appropriate and pejorative language

Avoiding microaggressions in conversation

Cabal: Antisemitic. Jews have long been accused of being part of a secret group that controls politics and the economy. Its sinister use was popularized in *A Child's History of England* by Charles Dickens when it was used as an acronym for five English government ministers during the reign of King Charles II. Today, it is a dog whistle for Jewish control.

Eskimo: Offensive. Use the terms *Inuit* and *Inuk* to describe the Indigenous maritime people found in Canada, Greenland, Alaska, and Russia. *Inuit* means *people* and should be used as an adjective; *Inuit people* is redundant and should be avoided. *Inuk* means *person* and should be used to describe a single person (e.g., an *Inuk* doctor).

Indian-giver: Offensive. Based on the racist assertion that Indigenous people could not be trusted to keep their word, which is ironic given the betrayal of multiple treaties by settler colonial powers. (Suggested alternatives: *take something back* or rescind a gift.)

No can do: Originally emerged in the 19th century to mock Chinese immigrants' speech patterns in English. (Suggested alternative: *Sorry, I can't.*)

Pipeline: Offensive to Indigenous communities as a result of oil companies transporting crude oil through the sacred lands of Native Americans or Alaska Natives and contaminating their water supply. (Suggested alternative: *pipeline*.)



Culturally appropriate and pejorative language

Avoiding microaggressions in conversation

Powwow: A celebration and display of Indigenous food, music, dance, and traditional clothing. During a powwow, families and friends eat and share their culture.

Sold down the river: This expression belittles the painful history of millions of enslaved people sold and transported via the Mississippi or Ohio rivers to perform brutal manual labor on plantations further south during the 19th century. (Suggested alternative: *betrayed*.)

Spirit animal: Considered culturally appropriate and disrespectful when used outside of Indigenous communities. (Suggested alternative: *kindred spirit*.)

To get gypped: An offensive derivative of *Gypsy* that was once used to stereotype Romani people as thieves. (Suggested alternative: *to get ripped off*).

Totem pole: Phrases like *low man on the totem pole* perpetuate stereotypes and imply a monolithic culture. They also misinterpret totem poles because totem poles are not designed to reflect social ranking.

Tribe/tribal: Has a pejorative meaning for many groups. Outside of being used to describe racial, ethnic, and/or cultural groups, the word was historically used in a dehumanizing way to equate Indigenous people with being *savage* or *primitive*. Whenever possible, identify Indigenous people by their specific nations or communities.