
DATAJAM INCLUSIVE LANGUAGE GUIDE

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PURPOSE

Provide information about inclusive language to DataJam teams

- Ensure they know the correct and considerate terminology
- General advice that makes a difference



INCLUSIVE LANGUAGE

Inclusive language is intended to avoid ostracizing anyone

1. Its purpose is to make everyone feel well represented
2. Data can be inhumane and using incorrect language
3. could be offensive Inclusive language is respectful

The APA has a very in-depth inclusive language guide

<https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines>



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

GENERAL INCLUSIVE LANGUAGE

Person first language ensures that we account for the humanity of people

Some examples:

- Rather than homeless person, use person who is unhoused
- Rather than mentally ill person, use person living with a mental illness



RACIALLY INCLUSIVE LANGUAGE

In relation to race and ethnicity use the right terms:

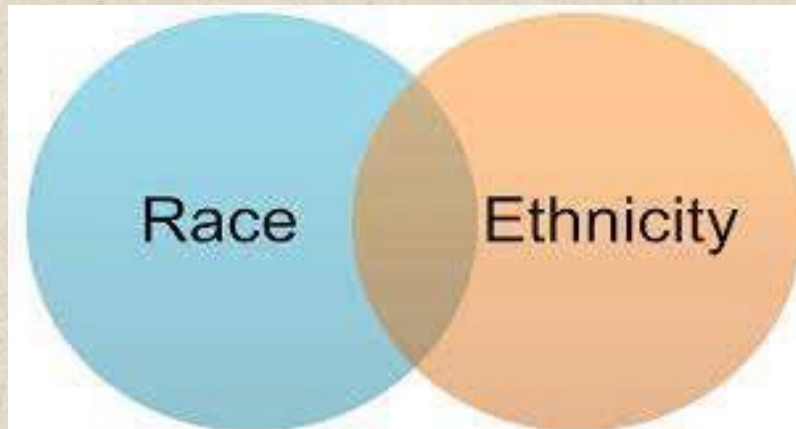
Know the preferred terms in relation to your project

Examples in next 3 slides: African American vs Black and Hispanic vs Latin(o)(a)(x)(e)*

*This will be explained later

Race: Socially constructed and has changed over time

Ethnicity: Relates to direct geographical regions



RACIALLY INCLUSIVE LANGUAGE SPECIFICS



Lebron James:
African American

These two pictured athletes are both Black men, but they are NOT both African American



Bukayo Saka:
Not African American
(Nigerian-Englishmen)

African American is an ethnicity that specifically refers to: Americans of African descent, especially those descended from enslaved people

Black is a race with no set definition: Refers to people worldwide

RACIALLY INCLUSIVE LANGUAGE SPECIFICS

Do not assume all similar terms are the same: Hispanic vs Latin(o)(a)(x)(e)*

Hispanic refers to people of any race who speak the Spanish language and includes Spain

VS

Latin(o)(a)(x)(e) refers to people originating in Latin America (SEE MAP)

*This will be explained in the next slide



GENDER INCLUSIVE LANGUAGE

Many languages such as Spanish are gendered.

Traditionally Latino for men and Latina for women

Latinx was suggested and became popular as an alternative. However, it's not intuitive for Spanish speakers. A new suggestion/preferred term is **Latine**.

- More natural for Spanish speakers
- Gender neutral term that is not as difficult



Latino, Latina
Latine, Latinx

GENDER INCLUSIVE LANGUAGE

Gender Inclusive Language: Be conscious of a world where common phrases are both gendered and patriarchal

General terms to avoid: Ones that unnecessarily use “man”

- i.e., Mankind, Policeman, Common Man
- Replace with humankind, police officer, average person

Also avoid common terms that could be considered offensive



“Damsel in Distress”

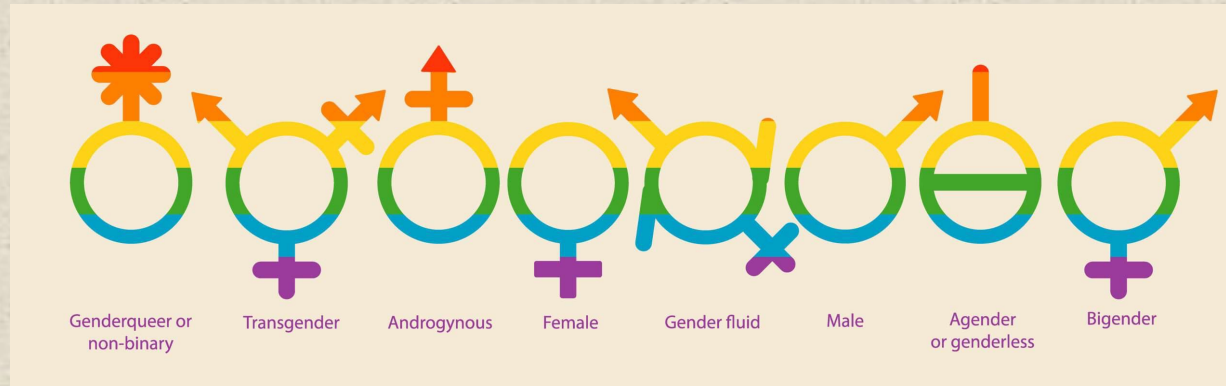


GENDER INCLUSIVE LANGUAGE SPECIFICS

When possible, gender-neutral language should be used (They/Them/Theirs)

If doing a project that has to do with sex/gender/sexuality/gender identity:

Be sure to be mindful in your approach and think about how you refer to the gender specific groups



GENDER INCLUSIVE LANGUAGE SPECIFICS

- Be careful about conflating **sex** and **gender** in your project:

Not all people identify with the gender that is associated with their **sex at birth**

- Be mindful of referring to men or woman based on biological features:

Alternative term suggestions **AFAB** and **AMAD**

If doing a project in which biological features are involved:

1. Do not assume all people who share biological features share the same identity
2. Do not invalidate people's gender identity based on a lack of biological features

AFAB
is the acronym for
Assigned Female At Birth

@alexandertries

If you're **AMAB**, that
means you were born
with male genitalia

@alexandertries

INCLUSIVE LANGUAGE WRAPUP

There is no completely correct formula for utilizing inclusive language

- Students should try their best
- Have someone review for any concerns

