

Inclusive Language Breakout Activity

Facilitated by Navi

SCRIPT: Spoken to group of Leaders

"Hey boys and girls!

This afternoon I'm going to educate all you guys on inclusive language and how it can affect your leaders and other men you will interact with over the course of your lifetime.

Inclusive language is super duper important to be aware of, because you may have diverse backgrounds in your group, such as English as second language students, mature students, and students from varying socio-economic backgrounds. Included in this may be religious groups (which is really retarded, because who goes to church anymore), as well as those with several handicaps or other cripples preventing them from living a healthy and normal lifestyle.

Fundamentally, I hope you kids come out of this with a newfound appreciation for inclusive language, and as smarter and brighter people."

How do you feel right now? How does that speech sit with you?

Why are we doing this? Why is inclusive language important? – promotes dialogue, a comfortable environment, makes people feel important – the 2 M's from Bowen through Schlossberg's Transition Theory: Mattering and Marginality.

How to deal with problematic behavior – if this was a real situation, what would you say to me, or how would you approach it? eg: if you see this in one of your Orientation Leaders.

- Varying perspectives within group (eg: some people don't think that 'guys' is the most un-inclusive) – be aware of what you're saying.
- Gesturing – pointing, interrupting people during speech, volume and tone.
- Inclusive language is language which includes and reflects the diversity of our communities in an accurate and respectful way. Inclusive language refers to how people speak, write and visually represent others, as well as intonation, body language, and other forms of non-verbal communication.
- Inclusive language acknowledges the lifestyles, experiences, and values of a wide diversity of people – avoids false assumptions on gender, race, etc.
- Sex, race, ethnicity, other personal traits – profanity, age, disabilities
- Creation/promotion of stereotypes ("Gingers have no souls")
 - complexity of language, OR slang and jargon/abbreviations and acronyms
 - descriptors (using "victim" or "sufferer" to describe someone with a disease)
 - be wary of 'natural moments' – these are the moments in which we lose sight of the true meaning of what we are saying (tend to have slip-ups)

Comment [ND1]: Start noticing things that are not OK with this script!

Comment [ND2]: Speaking down to audience – doesn't create a conducive environment for dialogue

Comment [ND3]: Inclusive?

Comment [ND4]:

Comment [ND5]: Is this appropriate language for the situation?

Comment [ES6]: 'retarded' and other inappropriate

Comment [ES7]: 'cripples' – 'preventing them from living a healthy and normal lifestyle'

Comment [ES8]: A condescending term to students?

Comment [ES9]: Speaking down to audience