


**Think before you
speak**

Group Expectations and Goals of this session

Increase individual and group awareness of inclusive language.

Cover basic terminology.

Prepare student leaders to 'Speak About It'

- 
- Be respectful
 - Listen
 - Contribute
 - Don't 'yuck' someone else's 'yum'

Terminology

Periods of growth and exploration of other identities. Further learning about your own identities and the experience of others. Being an ALLY

Social Justice

Acknowledgement, certain groups are more privileged than others. Celebrate and advocate for your identities and others.

Vision of society where the distribution of resources is equitable and all members are empowered and are physically and psychologically safe and secure.

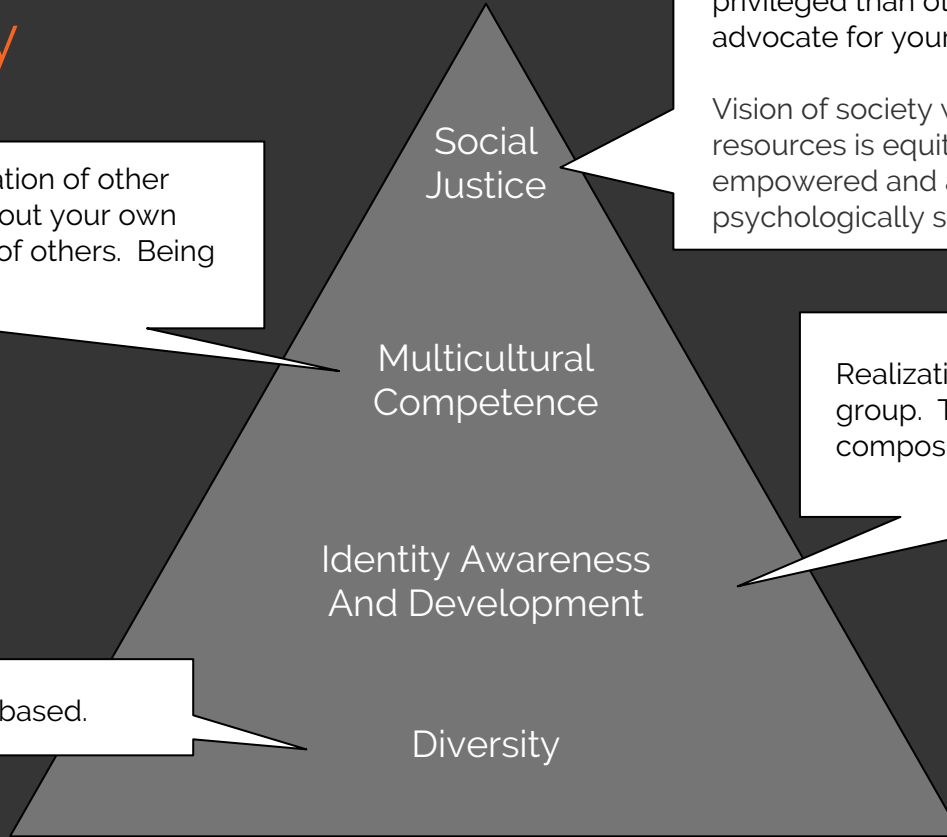
Multicultural Competence

Realization of diversity within your group. Think more about own identity composition and intersection.

Identity Awareness And Development

Difference. Numbers based.

Diversity



Diversity

is simply a representation of many different types of people (gender, race, ability, religion, etc)

Inclusion

is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed.

Diversity is what you have. Inclusion is what you do. Simply having a diverse group, team, workforce, classroom, is not enough. Everyone should feel safe and encouraged to fully participate and share and be on equal footing as everyone else.

How does this apply to you and your role?

Our team

Identity activity

ALLY

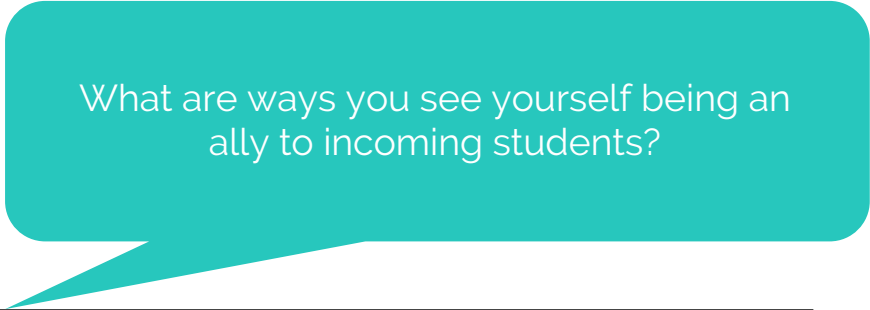


“Typically a member of advantaged social groups who use social power to take a stand against social injustice towards another identity group or groups”

You can also be an ally or your own identity.

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1. Educate Yourself
2. Educate Others (Respectfully)
3. Support and Encourage Others
4. Be an agent of change



What are ways you see yourself being an ally to incoming students?

ALLY TAKE AWAYS

Think about gender

Ask pronouns

Talk The Talk

Learn from mistakes

Watch for microaggressions

What's that?

What is inclusive language?



Tip

Keep in mind the difference between diversity and inclusion.

Also, language is more than just what you say.

What other outlets are there? (e.g. online)



Why your words matter?

Intent. Think about the message you are trying to get across. Select words that match the message you are sending.

- **Represent your values through speech**
- **Acknowledge that words can be triggering**
- **Think about what is the point that you are trying to make?**
Intent

What words/phrases are not inclusive?



Reminder

This is a safe space. We are engaging in this dialogue and sharing of experiences so that you are equipped to make change.

THAT'S SO

RETARDED.

THAT'S SO

GHETTO.

NO HOMO.

THAT'S
SO **GAY.**



Tip

Speak with **INTENTION**

It is okay to **MAKE
MISTAKES**

Be aware of the **IMPACT**

It is not a joke.
Think about other
ways that people
are exclusive and
discriminatory to
others.
(Halloween
costumes, party
themes, jokes)

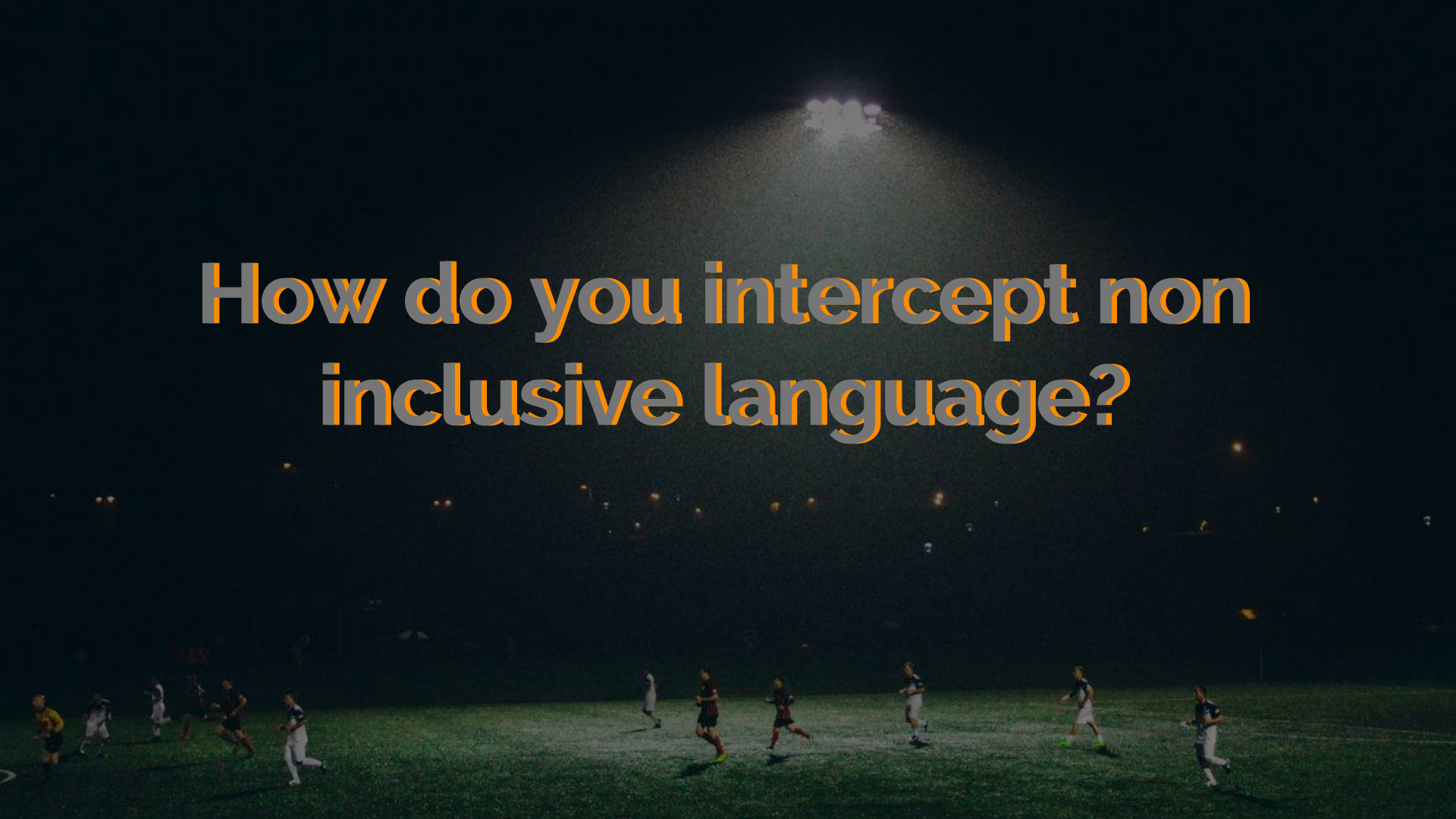


Gender identity & pronouns



Why is it important for folks to have the ability to state their preferred pronouns?

Activity: Gender-Bread



**How do you intercept non
inclusive language?**



Small group time

- Design 2 Programs that we could use to address using more inclusive language / avoid non-inclusive language.
- Program 1: Active
- Program 2: Passive
- 15 mins, then present out to larger group. 5 mins presentation.

Tips for using more inclusive language.

Select your words wisely.

Respect what people want to be addressed, whether its name or pronoun.

Don't make assumptions.

Do not be afraid of making mistake (and then correcting yourself)

Hold others accountable.

How are you going to do this in your role as a student leader?

How.

Non-inclusive language can offend or make spaces uncomfortable for people who are excluded by that language.

Create Safe Spaces

- Advertise that you won't tolerate negative language on your floor
- Design programs to talk about this early on in the semester
- Make a point to talk about this in Floor Meetings, OL Group Meetings, during Orientation, in your first class.

If you hear someone using language that is offensive to you or you think might exclude other students,...

Be an Ally

- Ask that person what they mean by their words
- Help them to see how their words impact others who live and work on our campus
- Give me an example??

Use your voice.

- Together, sharing each other's stories, we can help people see that their words have power!

Questions

Where to find us

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REFERENCES

http://thestamp.umd.edu/multicultural_involvement_community_advocacy/programs/inclusive_language/phrases

https://www.ohio.edu/orgs/stars/Poster_Campaign.html

Video: https://www.youtube.com/watch?v=_dg86g-QLMo

Video 2: https://www.youtube.com/watch?v=N82yp_NrZXI
