



Tips on Using Inclusive Language

Acknowledge Differences

Why? To accurately respect intersectionality and represent differences within groups of people.

Example of Language that May Not Be Inclusive	Why it May Feel Non-inclusive	Suggested Revision to be More Inclusive
“Those of you in the audience who are women know that using low-quality makeup can lead to skin irritation...”	Not all women wear makeup, and audience members who aren’t women might wear makeup. Individuals have preferences outside the generalizations of their group.	“Those of you in the audience who wear makeup know that using low-quality products can lead to skin irritation...”
“Americans don’t like learning new languages.”	Sweeping generalizations like this exclude people they don’t apply to—for example, there are plenty of Americans who enjoy learning new languages.	“ <u>Many</u> Americans struggle with learning a new language because it tends to be very difficult at the beginning stage...”

<p>“Everybody loves McDonald’s.”</p>	<p>Given that there are billions of people alive on this planet with wildly different experiences, it’s very difficult to settle on anything that every single person wants, likes, feels, thinks, etc. Take a step back, think about people who might not agree, and work out how to rephrase the statement. Otherwise, you risk basing your ideas on a weak assumption.</p>	<p>“McDonald’s is a very popular food chain.”</p>
<p>“Middle-aged people are stressed about their marriages and raising their children.”</p>	<p>Different people, even in the same demographic—e.g. age group—have different values, goals, and concerns. Focus more on trends (with sources) than sweeping generalizations.</p>	<p>One possible revision: “Interpersonal relationships often become more important as people age and can even become a source of stress.”</p>
<p>“Lots of illegals get jobs in agriculture in the U.S.”</p>	<p>When statements like these discuss exclusively Latin American immigrants as a whole, it shows the author assumes that all Latin American immigrants immigrate illegally with criminal intent, which is both</p>	<p>“Many undocumented workers are hired to work in agriculture in the U.S.”</p>

	<p>untrue and unfair to Latin Americans. The effect is even worse if it is done throughout an essay instead of one isolated instance.</p> <p>[Also see “Use Appropriate Labels”]</p>	
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Brown, Shan-Estelle and Mandy Suhr-Sytsma. Addressing the Everyday Language of Oppression in the Writing Center. Weblog. 21 Oct. 2008. Web. 25 May 2011.