



Tips on Using Inclusive Language

Name the Elephant in the Room

Why? To address sensitive topics respectfully rather than fearfully avoiding a necessary element.

Example of Language that May Not Be Inclusive	Why it May Feel Non-inclusive	Suggested Revision to be More Inclusive
"Sandra Martinez endured many hardships but was able to succeed through her perseverance . . ." [Gender played a large role in Martinez's hardships]	Writers may feel pressured to avoid naming gender, race, religion, sexuality, or other identifiers. Often, this is because writers don't want to appear biased (sexist, racist, etc.). However, if the source/text/story is heavily influenced by the subject's or author's identifier, then avoiding all discussion of it would be disrespectful. Differences aren't inherently	"As a woman, Sandra Martinez endured many hardships but was able to succeed through her perseverance . . ." [Mentioning the role gender played in Martinez's experience throughout the analysis]

	good or bad; they just need to be discussed respectfully.	
Avoiding mentioning the races of the characters in a literary analysis when race plays an important role in the story; e.g., an essay about James Baldwin's "A Stranger in the Village."	See above.	Acknowledge these differences and discuss them with respect.

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.

CODARAI. "Tools and Resources for Talking About Race." Google Doc. <https://bit.ly/COD-race>.