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Mentally handicapped. The preferred terminology in the UK, and this does seem to be quite a UK specific thing, but in the UK, person or people with a learning disability. And this is something that charities, medical professionals, people with learning disabilities themselves, this is the terminology that's widely used in the UK.

Those are the specific examples I wanted to cover.

I'm going to be moving on to some useful concepts now. And this is where this talk becomes a bit of a mini sociology lesson so I hope I've managed to make it quite streamlined and straightforward. The reason I wanted to talk about these concepts is because a lot of what makes language inclusive or not is down to underlying assumptions and attitudes in society that are reflected in our language. And I think by having a better understanding of these underlying ideas, what makes language inclusive or not, it will help you identify why language is inclusive or not. So then it becomes less about memorising lists of what to say and what not to say and you'll be able to understand why language is inclusive or not and work it out yourself.

So some of the concepts I want to go over.

Ableism: practices and attitudes in society that assume there is an ideal body and mind that is better than all others. So you can see this attitude is where language like confined to a wheelchair or suffers from a disability comes from. Associating having a disability with being inferior to not having a disability.

Heteronormativity: a default assumption of heterosexuality and stereotypical gender norms. An example of this would be asking a man, 'Do you have a wife?', rather than asking, 'Do you have a partner?' And I think that's less common nowadays but there are other times where it does come out and so by understanding the idea of heteronormativity, that there is this default assumption, it can help you understand where that language comes from.

Microaggression: brief and common communications that transmit derogatory or negative messages to a person because they belong to a marginalised group. This is quite a dense concept and I actually gave a talk on microaggressions a couple of weeks ago and you can find the slides, the recording and the transcript of that on the Babraham Institute website if you want to learn more about it. The reason I include this is because one thing which I think can come up a lot with inclusive language, a criticism that can come up, is that people are being too sensitive. It's just words. Understanding microaggressions, one of the most harmful things about them is how common they are how, sorry, how common they are. And it can really be the straw that breaks the camel's back. The ubiquity of

inclusive language that comes up sometimes, 'isn't it against the spirit of inclusion and equality and fairness if that group is allowed to use a word, but I'm not?' I think a good way to think about this is, 'I'm allowed to joke with my friends and make fun of them but if someone else makes fun of my friends, that's not okay.' That's where that sort of idea comes from. So one of the most obvious examples of this is the N word. Another example is the word queer to describe people who aren't straight and aren't cisgender. This one does have more leeway, less consensus about it. There are some queer people who use that word for themselves and are happy for anyone to use it. Other people really object to that word. So that's one to be cautious of.

Those are only a handful of concepts which can help you understand the underlying principles that make language inclusive or not. If you want to do your own research there's a lot more out there. For example, intersectionality is a useful one to know. And I do have links at the end with more information where you can do more research.

The final thing I want to remind you of again is: respect, empathy and an open mind. As I stated at the beginning, using inclusive language is all about being aware of the impact our words can have. And it really is about respect I think: being aware of people as individuals and wanting to be respectful and inclusive of everyone.