and Inclusion

INCLUSIVE LANGUAGE GUIDELINES

Suggested citation

merican Ps cholo ical ssocia ion. Q 1 l . h ps:// .apa.or /abou /apa/equi - di ersi -inclusion/lan ua e- uidelines.pd

, his ma erial ma be produced and dis ribu ed or noncommercial purposes onl pro ided ha ac no led men is i en o he merican Ps cholo ical ssocia ion and/or he ma erial is reproduced in i s en ire includin co er and i le pa es , his ma erial ma no be ransla ed i hou prior permission in ri in rom he merican Ps cholo ical ssocia ion.

FOREWORD

or he irs ime ▲P▲ is s s ema icall and ins i u ionall e aminin ac no led in and char in a pa h or ard o address i s role in racism and o her orms o des ruc i e social hierarchies includin bu no limi ed o se ism ableism a eism he erose ism classism and reli ious bi o r ., he or ani a ion is assessin he harms and is commi in o rue chan e., his requires a oidin lan ua e ha perpe ua es harm or o ense o ard members o mar inali ed communi ies hrou h our communica ions.

▲s e s ri e o ur her in use principles o equi di ersi and inclusion DI in o he abric o socie hose commi ed o e ec in chan e mus ac no led e lan ua e as a po er ul ool ha

ACKNOWLEDGMENTS

A A

Equity, Diversity, and Inclusion Executive Office

TABLE OF CONTENTS

eneral, erms ela ed o qui and Po er

Person- irs and Iden i - irs an ua e

Iden i - ela ed, erms

Age

Disability Status

Race, Ethnicity, and Culture

Sexual Orientation and Gender Diversity

Socioeconomic Status

Cul urall ppropria i e and Pejora i e an ua e

iolen an ua e

an ua e, ha Doesn, Sa ha e Mean

Inclusive Language in Writing

GENERAL TERMS RELATED TO EQUITY AND POWER

, he elimina ion o discrimina ion and o her barriers ha con ribu e o inequi able oppor uni ies o join and be a par o a or roup or ani a ion or communi (P Q 1b)

People ho reco ni e he unearned pri ile e he recei e rom socie s pa erns o injus ice and a e responsibili or chan in hese pa erns. Bein an all is more han bein s mpa he ic and eelin bad or hose ho e perience discrimina ion. n all is illin o ac i h and or o hers in pursui o endin oppression and crea in equali . eal allies are illin o s ep ou o heir com or ones., hose ho decide o under a e he all role mus reco ni e and unders and he po er and pri ile es ha one recei es accep s and e periences and he use ha posi ion o ac or jus ice (bar Q 0)

P de ines bias as par iali : an inclina ion or predisposi ion or or a ains some hin . Mo i a ional and co ni i e biases are o main ca e ories s udied in decision-ma in anal sis. Mo i a ional biases are conclusions dra n due o sel - in eres social pressures or or ani a ion-based needs hereas co ni i e biases are jud men s ha o a ains ha is considered ra ional and some o hese are a ribu ed o implici reasonin (P Q 1b)

, he de ree o -baset-oche 5 (su[J ET EM54c)9.m 5 (s036)14csu[J ET hos4 (o lma 5 (s8.2dimp5ane)14c)9ha2148.2dimpin ( )1main cacs

[illegible]

, he heal h ou comes o a roup o indi iduals includin he dis ribu ion o such ou comes i hin he roup. Popula ion heal h includes heal h ou comes pa erns o heal h de erminan s and policies and in er en ions ha lin hese o. en ion o social and en ironmen al as ell as medical de erminan s o heal h is essen ial Silberber e al. 019

[illegible]

Our social posi ion or place in a i en socie in rela ion o race e hnici and o her s a uses e. . social class a e ender iden i se ual orien a ion na ionali abili reli ion i hin s s ems o po er and oppression. Posi ionali re ers o our indi idual iden i ies and he in ersec ion o hose iden i ies and s a uses i h s s ems o pri ile e and oppression. Posi ionali shapes our ps cholo ical e periences orld ie percep ions o hers ha e o us social rela ionships and access o resources Muhammad e al. 01 Posi ionali here ore means ac i el unders andin and ne o ia in he s s emic processes and hierarch o po er and he a s ha our s a uses a ec our rela ionships because o po er d namics rela ed o and P. 019b

[illegible]

ne a i e a i ude o ard ano her person or roup ormed in ad ance o an e perience i h ha person or roup. Prejudices can include an a ec i e componen e. . ner ousness an er con emp pi ha red and a co ni i e componen assump ions and belie s abou roups includin s ereo pes Prejudice is picall mani es ed beha iorall hrou h discrimina or beha ior. Prejudicial a i udes end o be resis an o chan e because he dis or our percep ion o in orma ion abou he ar e roup. Prejudice based on racial roupin is racism prejudice based on percei ed se ual orien a ion is homophobia and biphobia prejudice based on se or ender includin ransphobia is se ism prejudice based on chronolo ical a e is a eism and prejudice based on disabili is ableism P. Q 1b

[illegible]

Unearned po er ha is a orded o some bu no o hers based on s a us ra her han earned meri such po er ma come

PERSON-FIRST AND IDENTITY-FIRST LANGUAGE

, he discussion o person- irs ersus iden i - irs lan ua e as irs applied o issues re ardin people i h disabili ies. Ho e er he lan ua e has been broadened o re er o o her iden i roups. u hors ho ri e abou iden i are encoura ed o use erms and descrip0ri .7208n36- ire

Disability Status

S ereo pin prejudicial a i udes discrimina or beha ior and social oppression o ard people i h disabili ies o inhibi he ri h s and ell-bein o people i h disabili ies hich is curren l he lar es minori roup in he Uni ed S a es (P. Q. 1b Bo ar Dunn 019 Unders andin he concep o ableism and ho i mani es s in lan ua e choices is cri ical or researchers ho ocus on mar inali ed roups such as he au is ic communi (Bo ema-Beu el e al. Q. 1

TERM TO AVOID	SUGGESTED ALTERNATIVE	COMMENT

TERM TO AVOID	SUGGESTED ALTERNATIVE	COMMENT
IDS	IDS	

or more in orma ion on problema ic and pre erred lan ua e use rela ed o disabili please re er o he

Can be broadl de ined as he in erac ion o ph sical ps cholo ical in ellec ual and socioemo ional di erences or impairmen s i h he social en ironmen orld Heal h Or ani a ion 001 he members o some roups o people i h disabili ies—e ec i el subcul ures i hin he lar er cul ure o disabili —ha e a s o re errin o hemsel es ha he ould pre er o hers o adop he o erall principle or usin disabili lan ua e is o main ain he in e ri or h and di ni o all indi iduals as human bein s

erm ha e ol ed rom he ad ocac mo emen on behal o indi iduals i h au ism spec rum disorders SD and has been embraced b o her roups o indi iduals i h neurolo icall based disabili ies e. . learnin disabili ies Ds[Neurodi ersi su es s ha hese disabili ies are a na ural aria ion in brain di erences and ha he or place should adap o hem Sumner Bro n 0

e er o he denial or minimi a ion o race or racism in socie ,i.e. no see s in[color• Bonilla-Sil a, 010 Ne ille e al. , 01 ,Color-blind belie s in a racial sense purpor edl are based on he assump ion ha ac no led emen o race rei ies racial di isions in socie . People ho endorse color-blind belie s belie e ha indi idual e or is su icien or achie emen in a meri ocrac predica ed on he assump ion ha e er one has equal oppor uni or li e success. People ho hold color-blind a i udes belie e ha doin so reduces racial and e hnic prejudice and ha ac no led in racial and e hnic di erences promo es racial di ision. esearch e idence sho s ha holdin color-blind belie s allo s racial and e hnic prejudice o es er ,Pahl e e al., 01 icheson Nussbaum, 004 ,

Ins i u ional policies ha are race-neu ral in lan ua e and one and e ha e a dispropor iona e and harm ul impac on people o color ,p elbaum e al., 01 Bloc , 016 Cas ro-a er, 016 Penner Do idio, 016 , esearch indica es ha he Uni ed S a es is no a meri ocrac , ar as, 00 ale e al., 01, Pearson e al., 009 ,Color-blind belie s s ems under ird color-blind policies. Moreo er color-blind policies opera e o main ain dispari ies and do no lead o equi able rea men across roups ,P, 019b Helms, 008 Ne ille e al., 016, 000 ,

, he alues belie s lan ua e ri uals radi ions and o her beha iors ha are passed rom one enera ion o ano her i hin an social roup. Broad de ini ions include an sociall de inable roup i h i s o n se o alues beha iors and belie s. ccordin l cul ural roups could include roups based on shared iden i ies such as e hnici e. . erman merican Blac oo l erian merican , ender e. . omen men rans ender ender-noncon ormin ,se ual orien a ion e. . a lesbian bise ual ,and socioeconomic class e. . poor or in class middle class eal h P, 019b ,

irs in roduced b an hropolo is Mel ille Hers o i s 1948 , he erm is de ined as he process b hich indi iduals learn and adop he a s and manners o heir cul ure ,Ma sumo o, 004 p. 6 , ncul ura ion emphasi es sociali a ion o or main enance o one,s cul ure o e hnic or amilial e hnic ori in ,P, 01 im breu, 001 han Moradi, 01 , his process considers ho or e ample U.S.-born or hi hl U.S.-accul ura ed indi iduals ma be more ac i el learnin heir e hnic ori in cul ure ra her han main ainin i ,P, 019b ,

Di eren ial rea men o ard indi iduals based on heir e hnic roup o en resul in in inequi ies in such areas as educa ion emplo men heal h care and housin . i h re ards o es in and measuremen e hnic bias re ers o con amina ion or de icienc in an ins rumen ha di eren iall a ec s he scores o hose rom di eren e hnic roups. Ideall researchers s ri e o crea e cul ure- air es s ,P, n.d. ,

n indi idual,s sense o bein a person ho is de ined in par b membership in a speci ic e hnic roup. , his sense is usuall considered o be a comple cons ruc in ol in shared social cul ural lin uis ic reli ious and o en racial ac ors bu iden ical i h none o hem ,P, n.d. ,

charac eri a ion o people based on ha in a shared cul ure e. . lan ua e ood music dress alues and belie s , rela ed o common ances r and shared his or ,P, 1b ,

The term BIPOC is still considered by many to indicate a hierarchy among communities of color. Instead of BIPOC, the preferred term(s) to use are ***"people/persons of color"*** and ***"communities of color"***

s s em o s ruc urin oppor uni and assi nin alue based on pheno pic proper ies e. . s in color and hair e ure associa ed i h race in he Uni ed S a es , his s s em — hich ran es rom dail in erpersonal in erac ions shaped b race o raciali ed oppor uni ies or ood educa ion housin emplo men and so or h—un airl disad an a es people belon in o mar inali ed racial roups and dama es heir ph sical and men al heal h un airl ad an a es indi iduals belon in o sociall and poli icall dominan racial roups and ul ima el undermines he ull po en ial o he hole socie . P 1a Jones 00 , he ollo in more speci ic orms o racism also e is :

- esul s rom la s policies and prac ices ha produce cumula i e durable and race-based inequali ies and includes he ailure o correc pre ious la s and prac ices ha ere e plici l or e ec i el racis .

- esul s rom policies prac ices and procedures o ins i u ions—such as school heal h care la en orcemen and criminal jus ice s s ems— ha mar inali e di erse racial roups.

- Occurs hen indi iduals rom sociall and poli icall dominan racial roups beha e in a s ha diminish and harm people ho belon o o her racial roups. In erpersonal racism is here ore dis inc rom bi o r ne a i e a i udes abou an ou roup no necessaril ied o race or prejudice a preconcei ed opinion ha is no based on reason or ac ual e perience .

- e ers o he accep ance b di erse racial popula ions o he ne a i e socie al belie s and s ereo pes abou hemsel es—includin ne a i e s ereo pes and belie s abou comple ion and color i.e. colorism ha rein orce he superiori o hi es and can lead o he percep ion o hemsel es as de alued or hless and po erless P 1a .

, he ideolo ical belie ha biolo ical and cul ural hi eness is superior as ell as normal and heal h is a per asi e ideolo ha con inues o polari e he Uni ed S a es and under ird racism P 1b , or more in orma ion see also .

or more in orma ion on problema ic and pre erred lan ua e use rela ed o race and e hnici please re er o he P 0b .

Institutional racism results from policies, practices, and procedures of institutions—such as school, health care, law enforcement, and criminal justice systems—that marginalize diverse racial groups.

TERM TO AVOID	SUGGESTED ALTERNATIVE	COMMENT

, erms used o be more ender equi able. I is he opposi e o ender-e clusi e lan ua e. amples o ender-inclusi e nouns or eneral use: e er one or e er bod dis in uished ues s ol s or ol riends humans indi iduals lo ed ones person people ,all. amples o ender-inclusi e occupa ional nouns: chair or chairperson con ressperson or member o con ress irs - ear s uden or irs ear. hen describin a speci ic person use ha person,s pronouns ,be sure o as or heir pronouns ra her han assume Brandeis Uni ersi P C n.d. ,

Do no use he erm ,pre erred pronouns, because his implies a choice abou one,s ender. Use he erm ,pronouns, or D 857 s2 0 0 10 72.408 or D s5 0 08.15(o0ri024)8r. Usa73 (336.) (ecla0n7)13 (ed ones)36 (s pr)18 (onouns ,be sur)18 (e34 T

Culturally Appropriative and Pejorative Language

, he erm Indian- i er is o ensi e and is said o ha e roo s in misunders andin s abou rade cus oms in earl rela ionships be een Indi enous people in he ▲mericas and hi e se lers. Su es ed al erna i es: a e some hin bac or rescind a i ,Brandeis Uni ersi P▲ C n.d. ,

, hese erms as ell as o her e pressions usin bro en n lish ori ina e rom s ereo pes ma in un o nonna i e n lish spea ers par icularl applied o Indi enous people and ▲sians. Su es ed al erna i es: l ,s been a hile and Sorr I can, ,Brandeis Uni ersi P▲ C n.d. ,

▲ erm ha is considered o ensi e and ri erin o Indi enous communi ies as a resul o oil companies ranspor in crude oil hrou h he sacred lands o ▲merican Indians or Na i e ▲las ans li in in he Uni ed S a es con amina in heir a er suppl ., he Na ional Con ress o ▲merican Indians, 019 ,recommends ha allies or Indian coun r should a oid careless use o ords ha re er o his orical rauma or socioeconomic condi ions. Su es ed al erna i e:

Usin he ord po o erases he cul ural roo s si ni icance and rue meanin o he ord. Su es ed al erna i es: mee in par or a herin ,Brandeis Uni ersi P▲ C n.d. ,

In some cul ural and spiri ual radi ions spiri animals re er o an animal spiri ha helps uide and/or pro ec a person hrou h a journe equa in his i h an animal ou li e s rips he erm o i s si ni icance. Su es ed al erna i es: a ori e animal animal l ould mos li e o be ,Brandeis Uni ersi P▲ C n.d. ,

hene er possible iden i Indi enous people b heir speci ic ribes na ions or communi ies. Headlines and e should also re er o ribes b heir proper names no a ca ch-all phrase li e O lahoma Na i e ▲merican, ribe or Na i e ▲merican roup hile man Indi enous people share a common his or o oppression and colonialism ribal na ions are di erse and di eren ailin o use he ac ual name o he ribe ou are re errin o is nei her accura e air or horou h and undermines di ersi b erasin he ribe,s erasil na2cD 962 ET EMC r DC BT 0.055lons .wlET EMC w 918.2 (90)13ou,13 e d26errindesc4beer

, he o ensi e erm pped is deri ed rom ps connec ed o he racial s ereo pe ha omani people are s indlers. Su es ed al erna i e: o e ripped o Brandeis Uni ersi P C n.d.

REFERENCES

Akbar, M. (2017). *A* . Publish Your Purpose Press.

Akbar, M. (2020). *B* . Publish Your Purpose Press.

American Psychological Association. (n.d.). *A A* . https://dictionary.apa.org/American Psychological Association. (2012). *E* . https://www.apa.org/ed/resources/racial-disparities.pdf

American Psychological Association. (2015a). Guidelines for psychological practice with transgender and gender nonconforming people. *A* , (9), 832–864. https://doi.org/10.1037/a0039906

American Psychological Association. (2015b). *H* . https://www.apa.org/ipsynet/education-training/human-rights

American Psychological Association. (2017a). *F A A A C E M A* . *I* . https://www.apa.org/education-career/undergrad/diversity/facing-divide-instructor-guide.pdfAmerican Psychological Association. (2017b). *M A* . https://www.apa.org/about/policy/multicultural-guidelines.pdf

American Psychological Association. (2019a). *G* . https://www.apa.org/about/policy/guidelines-lowincome.pdf

American Psychological Association, APA Task Force on Race and Ethnicity Guidelines in Psychology. (2019b). . https://www.apa.org/about/policy/race-and-ethnicity-in-psychology.pdf

American Psychological Association. (2020a). *A A* . https://www.apa.org/about/policy/resolution-ageism.pdf

American Psychological Association. (2020b). *B* . https://apastyle.apa.org/style-grammar-guidelines/bias-free-language

American Psychological Association. (2021a). *A A A* . https://www.apa.org/about/policy/resolution-combat-racism.pdfAmerican Psychological Association. (2021b). *E* . https://www.apa.org/about/apa/equity-diversity-inclusion/equity-division-inclusion-framework.pdf

Apfelbaum, E. P., Norton, M. I., & Sommers, S. R. (2012). Racial color blindness: Emergence, practice, and implications. *C D S* , (3), 205–209. https://doi.org/10.1177/0963721411434980

Bailey, A. (1998). Privilege: Expanding on Marilyn Frye's "Oppression." *J S* , (3), 104–119. https://doi:10.1111/j.1467-9833.1998.tb00124.x

Block, C. J. (2016). The impact of color-blind racial ideology on maintaining racial disparities in organizations. In H. A. Neville, M. E. Gallardo, & D. W. Sue (Eds.), *M* (pp. 243–259). American Psychological Association. https://doi.org/10.1037/14754-015

Bogart, K. R., & Dunn, D. S. (2019). Ableism special issue introduction. *J S I* , (3), 650–664. https://doi.org/10.1111/josi.12354

Kniffley, S. (2018). *O K O S B*. Peter Lang International Academic Publishers. Krogstad, J. M. (2014, March 24). *C B M E A*. Pew Research Center. https://www.pewresearch.org/social-trends/2014/03/24/a-new-census-category-for-middle-eastnorth-africa-ethnicity/

Lott, B., & Bullock, H. E. (2007). . American Psychological Association. 69 XDC BT /TtP7a XDClog9 B(MC

AMERICAN
PSYCHOLOGICAL
ASSOCIATION

7 0 r S r N
W DC 20002-4242

apa.org