Inclusive Words Matter

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Let's have that conversation





StoriesOutside looking in Inside looking out

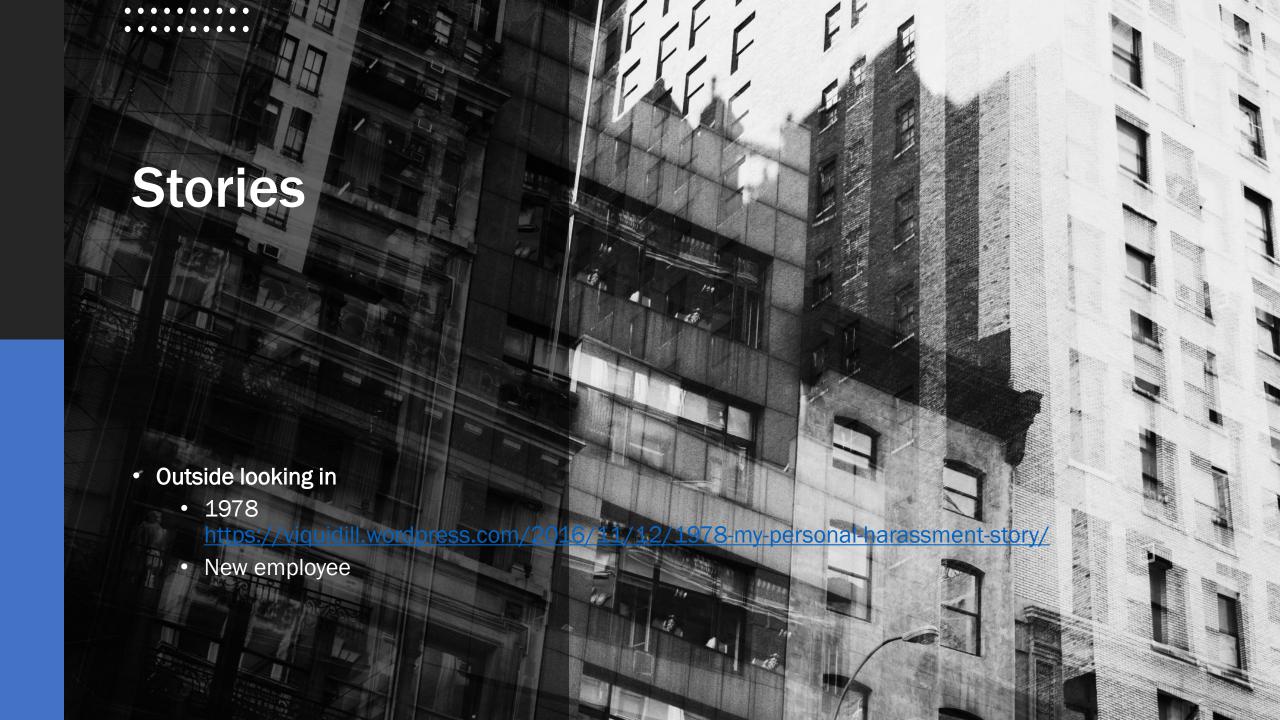




What can we do?

Why?

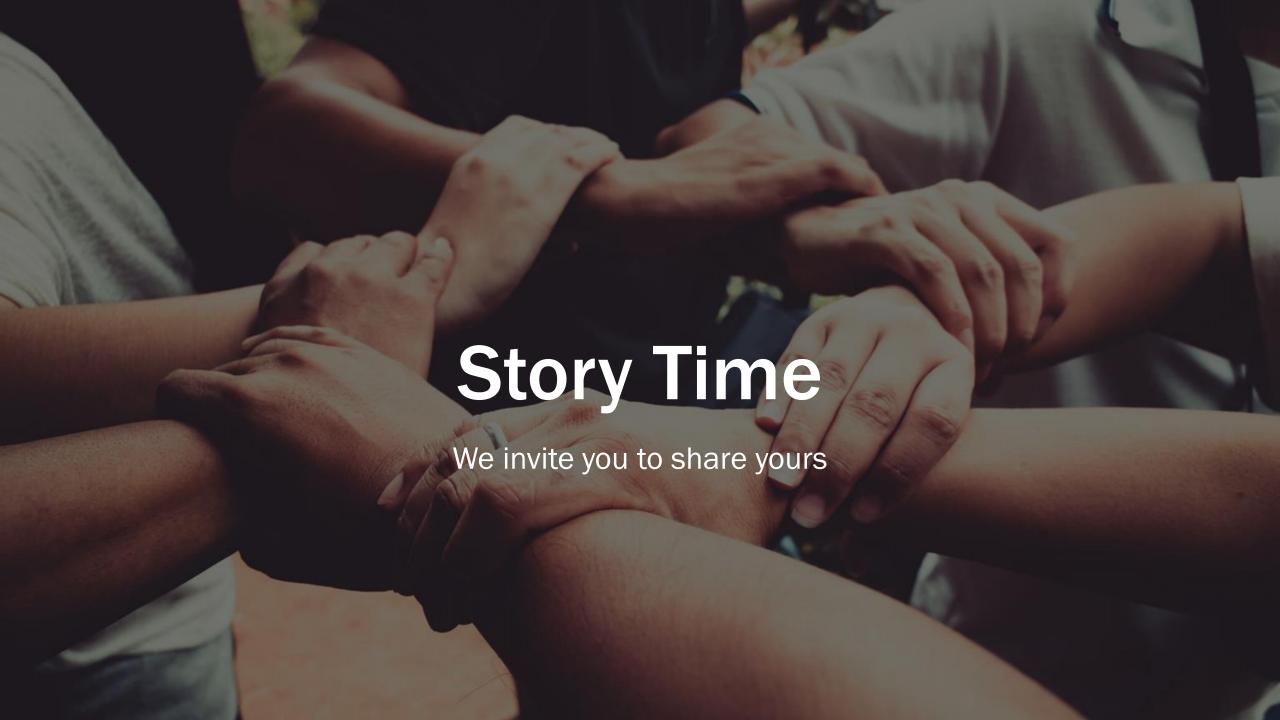
- Microaggressions
 - Accept that some people are hurt
 - Message gets lost
- Genuine rethinking
 - Bias
 - Privilege
- Celebrate our progress
- See the pdf from ©KORE Software.
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Stories

- Inside looking out
 - Uppity
 - Ninja
 - Autism ally https://youtu.be/W_dZyVK-9iY
 - Pride ally
 https://viquidill.wordpress.co
 m/2022/06/18/pride-month-i-want-to-be-a-better-ally/



Words matter: Guru

Guru

 This is a Buddhist and Hindu term for a revered spiritual leader. Using it in other contexts may be disrespectful.

Alternatives

- Expert
- Authority
- Mentor
- Coach
- Leader

Blindly

- Visual impairments do not make people incapable of good decisionmaking.
- Alternatives
 - Carelessly
 - Thoughtlessly
 - Ignorantly

Words matter: Blindly

Words matter: Grandfather

- Grandfathered (or grandfather clause)
 - This references Black voter suppression laws enacted during the US Jim Crow era.
 - Alternatives
 - Legacy
 - Exempt
 - Exception

- Grandmother (when referring to ease of use)
 - Phrases like "so easy your grandmother can use it" imply that older people, particularly women, can't be experienced and competent with technology.
 - Alternatives
 - Novice
 - Beginner
 - Inexperienced

Words matter: Grandmother

Words matter: Crazy / Insane

Crazy / Insane

- These terms stigmatize mental illness and may be considered offensive by some within the community.
- Alternatives
 - Unreal
 - Ridiculous
 - Baffling
 - Absurd

Words matter: Master

Master

- "Master" is connected to slavery, so try to avoid it when describing a person. Many companies are also removing this term from code repositories, such as GitHub (Microsoft) and Android (Google). https://www.scrum.org/f orum/scrumforum/40445/renamingmaster-scrum-master
- Make an exception if there's genuinely no good alternative, such as a "master's degree".

Alternatives

- Expert (for a person)
- Leader (for a person)
- Main (for a branch)
- Trunk (for a branch)
- Principal (for data)
- Primary / Secondary
- Leader / Follower
- Parent / Child
- Main / Replica
- Producer / Consumer

Tribal knowledge

- Using this term casually diminishes the importance of tribal association for Indigenous peoples.
- Alternatives
 - Institutional knowledge
 - Group understanding
 - Unwritten rules

Words matter: Tribal Knowledge

Words matter: Hold Down the Fort

- Hold down the fort / Circle the wagons
 - These terms originated with colonizers protecting literal forts and wagons from what they saw as "vicious" and "intruding" Native Americans.
 - Alternatives
 - Watch
 - Secure
 - Protect
 - On-call
 - Keep the lights on

Sanity check

- This term stigmatizes mental illness.
- Alternatives
 - Safety check
 - Double-check
 - Verify reasonableness
 - Smoke test
 - Quick check
 - Second opinion

Words matter: Sanity Check

Words matter: Dummy

- Dummy value (or variable)
 - "Dummy" and similar terms stigmatize mental disabilities. The alternatives are clearer.
 - Alternatives
 - Placeholder
 - Example

Lame

- This term stigmatizes people who have difficulty walking.
- Alternatives
 - Poor
 - Shoddy
 - Foolish

Words matter: Lame

Words matter: Guys / Girls

Guys/Girls

- "Guys" is not inclusive of women.

 Although many women are fine with it, many others are not.
- In the workplace, "Girls" implies women are "less than" adults.
- Alternatives
 - Everyone
 - Folks
 - You / You all

Politically Correct / PC

• This term is used as a pejorative when prioritizing the convenience of the speaker over the hurt caused to anyone else. We choose to make this effort not for appearances or to mollify anyone, but because trying to treat people better is simply the right thing to do.

Alternatives

- Respectful
- Kind
- Welcoming
- Inclusive
- Considerate

Words
matter:
Politically
Correct /
PC

What can we do?

Educate yourself

- Understand your privilege
- Be a good ally

Normalize the discussion

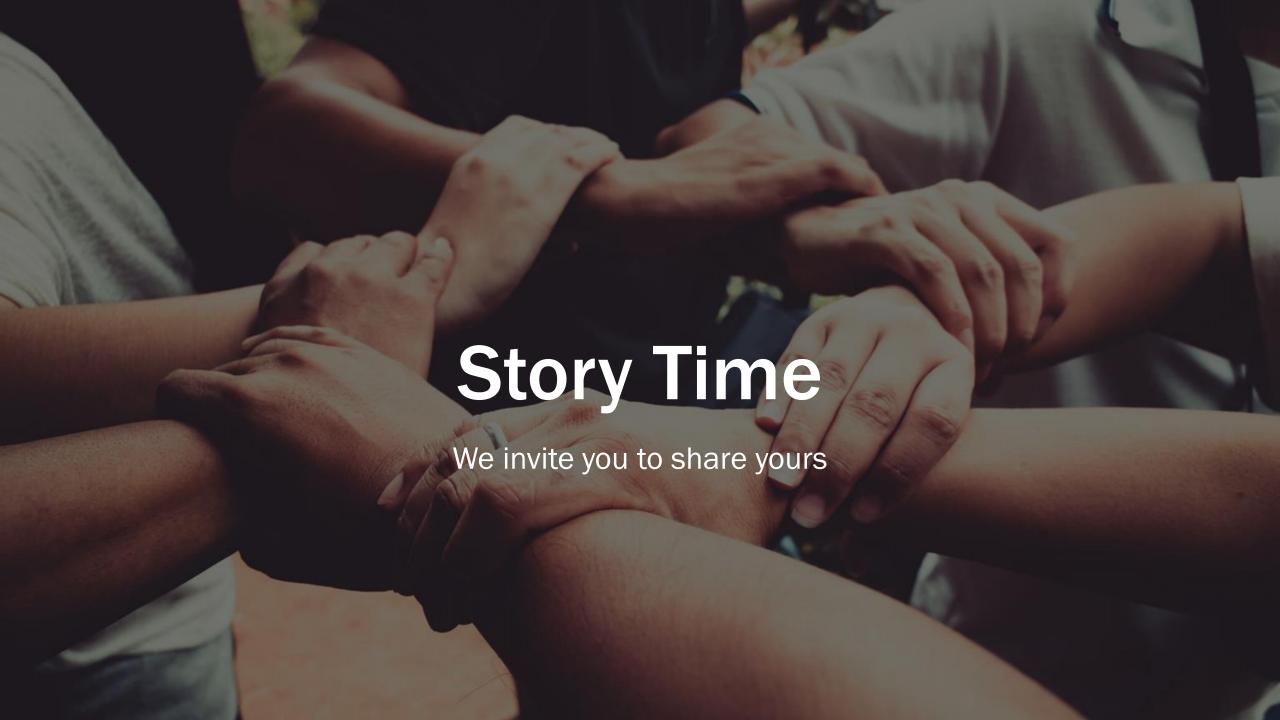
- Reminding others
- Drop the mic

Follow the money

Support businesses and individuals

When we know better, we can do better

• So let's do it!



Questions?

 Connect with me https://www.linkedin.com/in/viquidill/