Conversations on Race and Identity at EHTP: Anti-Bias Language

From UNH Bias-Free Language Guide (http://www.unh.edu/inclusive/bias-free-language-guide):

As we begin to understand bias, we explore the truths of hierarchy and oppression. When we free ourselves of bias, we are thus affirming identities that differ from our own. When we do not affirm another person's identity, we are characterizing an individual as "less than" or "other". This makes them invisible, and for some, it feels like a form of violence.

An integral part of UNH's mission is to continue to build an inclusive learning community, and the first step toward our goal is an awareness of any bias in our daily language. As we begin to understand bias, we explore the truths of hierarchy and oppression. When we free ourselves of bias, we are thus affirming identities that differ from our own. When we do not affirm another person's identity, we are characterizing an individual as "less than" or "other". This makes them invisible, and for some, it feels like a form of violence.

What is "Inclusive Language"?
Inclusive Language is communication that does not stereotype or demean people based on personal characteristics including gender, gender expression, race, ethnicity, economic background, ability/disability status, religion, sexual orientation, etc.

Identities Matter and Words Matter
Identities are personal. It is important to realize that each person will define their own identity. Identity terms are meant for individuals to use to identify themselves and not for us to identify them. You will find various definitions depending on culture, places of origin, generation, etc.

When appropriate, ask how a person wishes to be identified, and please remember that identity terms are meant for individuals to use to identify themselves and not for us to identify them. Use inclusive language to emphasize or focus the reader's attention on similarities, equality, and respect. Conversely, avoid using language that detracts from the sense of value of the whole person and avoid terms that exclude, marginalize, diminish or lower the status of any individual or group (e.g., "us and them" constructions). If you don't know what to say, just ask the individual how they prefer to be identified.

below lists the words we use at EHTP to describe our scholars, families, and other members of the East Harlem ...y. These should be used when generally describing the work that we do, not necessarily when describing individuals. Whenever possible, people should have the opportunity to self-identify, rather than have a label assigned them by others.

	Race/Ethnicity	Citizenship	Class	Ability
Preferred	- Black - Latino/a/x - Asian - White - Middle Eastern/North African - Native American - indigenous - Biracial - Multiracial - people of color - Specific ethnicity, only if known	- US Citizen - Resident of the US - Undocumented immigrant - From (insert country)	- Low income - Living at or below the poverty line - Person experiencing poverty	- Students receiving special education services - Students who have IEPs - Students with disabilities - Able-bodied
Problematic /Outdated	- Negro - Colored - Caucasian - Hispanic - Spanish (unless the person is from Spain) - Oriental - Indian (unless the person is from India) - Non-white - Minority - Mixed - Other	- Illegal alien - Foreigner - American	- Poor - Under-resourced - Economically disadvantaged - Underprivileged	- Special ed - Special education students - SPED students - High SPED population - special needs - normal - regular

Updated 3/28/2018 by Dawan Julien