

"THAT'S SO RACHEE" & "GHETTO"

These words perpetuate classism and racism by implying that the cultures and communities of racial minorities and individuals who are from a lower socio-economic status are inferior or delinquent.

These words are offensive toward people who grew up in urban areas or are from a lower economic background.

"FAGGOT" & "FAG"

These words perpetuate homophobia by implying that individuals who do not identify as heterosexual or straight are abnormal, wrong, or aberrant.

These words are offensive toward people who identify as lesbian, gay, bisexual, queer, transgender, or gender non-conforming.

"ILLEGAL ALIEN"

This phrase supports the belief that undocumented immigrants are less than human or undeserving of respect. It ignores the complexity of the immigration process.

This phrase is offensive toward people who are undocumented and/or trying to achieve citizenship.

"TOWEL/RAGHEAD"

These are derogatory words aimed at people of Middle Eastern descent in reference to the turban that some wear.

These words are offensive toward people who identify as Muslim or Sikh.

WHAT AM I AGREEING TO WHEN I SIGN THE ILC PLEDGE?

By signing the ILC Pledge, you are committing to:

- ◆ Becoming educated about words and phrases that are not inclusive.
- ◆ Using language that is inclusive toward / considerate of others.
- ◆ Helping peers to understand the importance of using inclusive language.
- ◆ Being open to feedback from peers if they feel that your language is exclusionary.

WANT TO LEARN MORE ABOUT HOW YOU CAN HAVE A POSITIVE IMPACT ON OUR CAMPUS?

 ILC2014GROUP@UMICH.EDU

 [FACEBOOK.COM/ILC.UM](https://www.facebook.com/ILC.UM)

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Stop. Think.
**YOUR WORDS
MATTER**

THE UNIVERSITY OF MICHIGAN

**INCLUSIVE
LANGUAGE
CAMPAIGN**

Give it. Get it.
**EXPECT
RESPECT**

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WHAT IS THE INCLUSIVE LANGUAGE CAMPAIGN?

A part of the Expect Respect Campaign, the Inclusive Language Campaign (ILC) is a new initiative on U-M's campus. It aims to encourage the campus community to consider the impact of their word choices on others. The ILC raises awareness about the power of words, why certain language can be hurtful to others, and how to be more inclusive in how we speak and act as members of the Michigan campus community.

WHAT WORDS / PHRASES ARE NOT INCLUSIVE? WHY ARE THEY HURTFUL?

Here are some common words and phrases that are often used on our campus that are not inclusive. This list is not exhaustive, so it is important to be aware of our daily language in addition to the specific words and phrases listed in this pamphlet. Your words matter.

"I WANT TO DIE"

These words carelessly diminish the experience of people who have attempted or committed suicide. It can make survivors feel silenced by implying that self-harm is laughable or not a real problem with which many people struggle.

Be aware that this phrase is offensive toward people who have attempted suicide or self-harm.

"THAT'S SO GAY"

This phrase perpetuates homophobia by implying that individuals who do not identify as heterosexual or straight are abnormal, wrong, or aberrant.

This phrase is offensive toward people who identify as lesbian, gay, bisexual, queer, transgender, or gender non-conforming.

"THAT'S RETARDED"

This phrase perpetuates ableism by implying that individuals with mental, emotional, or physical disabilities are abnormal, defective, or inferior.

This phrase is offensive toward people who have a disability.

"CRAZY" & "INSANE"

These words perpetuate ableism by implying that individuals with mental illnesses are abnormal, defective, or inferior.

These words are offensive toward people who have or struggle with mental health disorders.

"THAT TEST RAPED ME"

This phrase carelessly diminishes the experience of survivors of sexual violence. It can make survivors feel silenced by implying that sexual violence is laughable or not a serious issue in society.

This phrase is offensive toward people who are survivors of sexual violence.

"TRANNY"

This word perpetuates transphobia by implying that individuals who do not identify as cisgender (someone whose biological sex aligns with gender) are abnormal, wrong, or aberrant.

This word is offensive toward people who identify as transgender, gender queer, or gender non-conforming.

"GYPPED" & "JEWED"

These words perpetuate racism by implying that individuals of certain ethnic groups are dishonest, fraudulent, or cheaters.

These words are offensive toward people who identify as Romani or Jewish.

"NI**ER" & "NI**A"

This word perpetuates racism by implying that individuals of color are inferior or less than human. It is a word rooted in a history of oppression, violence, and racism.

This word is offensive toward people who identify as Black or African-American.

(MORE PHRASES CONTINUED ON BACK)