

Inclusive language

These are some common stereotypes and culturally appropriative phrases along with inclusive and respectful alternatives. Encourage others to use inclusive language by leading by example and sharing your knowledge about the importance of respectful communication.

By making these adjustments in our language, we can contribute to a more inclusive and respectful environment for everyone.

Language to use

Team/colleagues/everyone

Parental leave/parent

Partner/significant other

Spokesperson/humankind

A person with a disability

A person with (insert condition) or has (insert condition)

Devastating

Poor behaviour

Unaware

A person of short stature

Neurotypical (Not neurodivergent i.e. autism, ADHD and learning disabilities)

Neurodivergent (i.e. autism, OCD, ADHD, SPD)

Group, crew

Blocklist or allowlist

Chairperson or chair

You're organised

Be brave/You have a unique throwing style.

Legacy

Forgot something

A different perspective

Language to avoid

Guys/ladies and gents

Maternity/paternity leave/mother/father

Boyfriend/girlfriend/husband/wife

Spokesman/mankind

Disabled

Suffers from, victim of, handicapped, special needs

Crippling

Psycho, nuts, crazy, bipolar

Turning a blind eye

Midget, dwarf

A normal person

Special needs, high functioning, low functioning

Tribe

Blacklist or whitelist

Chairman

You're OCD

Man up/You throw like a girl

Grandfathered or grandfathering

Having a senior moment or blonde moment

Out of touch