Anti-Racism Language

A guide to anti-racism terminology and inclusive language, created by the Resilience Education to Advance Community Healing (REACH) Initiative.

INSTEAD OF THIS	TRY THIS
At risk	Placed at risk of _____, due to _____.
Disabled/Handicapped	Person with _____, or person who uses _____.
Displaced	Forced displacement due to _____.
ESL	English language learners
Hispanic	Latinx
Houseless/homeless	People without housing
Illegal	Undocumented (Status), immigrant, refugee
Impoverished	Communities in which there has _____.
LGBTQ2/TLGBQ	Queer or LGBTQIA+
Low SES	People who live in communities in which _____.
Low-income	People who live in communities in which _____.
Marginalized	Someone who is being marginalized.
Minority/Minorities	Use the name of the specific group or groups.
Non-dominant	Oppressed groups
Non-white	Explicitly name the population.
Oppressed	Oppressed groups
Poor (materially)	People living in poverty
Racial	Racialized
Religious Minority	Name the religion.
SPED	Students with special needs
Traumatized	A person experiencing _____, or a person that has _____.
Underprivileged	Community in which there has been disinvestment
Underrepresented	Historically underrepresented
Underresourced	Community in which there has been disinvestment
Underserved	Community in which there has been disinvestment
Urban Youth	Urban, rural (for geography only)
Vulnerable	Vulnerable due to _____. (Name systems/institutions)

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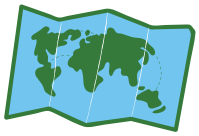
WHEN DESCRIBING ETHNICITY

Capitalize and name the ethnic group.

For example, Indian, Arabic, Jewish, etc.



WHEN DESCRIBING RACE

Always center the word around race as a social construct.

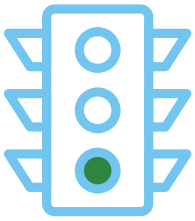
For example, instead of categorizing an individual by race, such as Asian American or Hispanic American, use more specific labels that identify their nation or region of origin, like Japanese American or Mexican American.

WHEN DESCRIBING DISPARATIES

Contextualize/present the history surrounding existing disparities so as not to minimize the barriers to mobility caused by systemic racism.

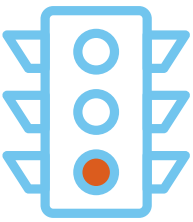
For example, when presenting information about racial disparities in education, reference the ways government-sanctioned policies and practices, like segregation, presented barriers to mobility for Black Americans and subsequently aided in the upward mobility of White Americans.

NO REPLACEMENT NEEDED



- Black and Brown
- BIPOC
- Cultural groups
- Cultural humility
- Cultural responsiveness
- Cultural sensitivity
- Cultural sustainability
- Culturally attuned
- Determinants>Influencers
- Diversity
- Healing-centered
- People of Color
- Racism
- Spanish
- Trauma
- Trauma-informed/responsive

NEVER USE



- Culturally relevant
- Disadvantaged
- Disenfranchised

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