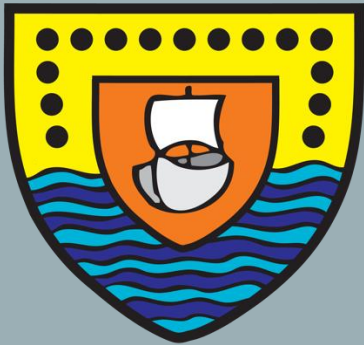


THE POWER OF WORDS



Forward Together



War-rag War-barth

Diversity and Inclusion Taskforce

THE WORDS WE USE MATTER.

The words we say can be hurtful to others and can affect their day. Matteo

Always check in your mind to think: "If that was said to me, how would I feel?" Ivor

If you have any questions about language, please come and find one of our members. Or, you can check our **glossary!** Sully

Diversity and Inclusion Glossary

One thing which can hold us back from talking positively about diversity and inclusion is finding the right words to say. The following glossary is designed to support us all to talk with confidence about such issues, without the risk of harming others.

We look forward to expanding and adding to our glossary, working closely with our Race Equality Taskforce in the coming weeks. We would love to hear any thoughts you may have.

Abolitionists	Marginalisation
Ableism	Micro Aggression
Ally	Migrant
Body Shaming	Misogyny
Citizen	Nationality
Colonialism	Neurodivergent
Colonise	Neurodiversity
Culture	Neurotypical
Cultural Racism	People of Colour
Discrimination	Protected Characteristics
Enslavement	Race
Ethnicity	Racism
Heritage	Segregation
Homophobic	Sexism
Immigrant	Social Model of Disability
Institutional Racism	Stereotyping
Intersectionality	Transphobia
	White Fragility
	White Privilege

EXAMPLES OF POTENTIALLY HARMFUL LANGUAGE

- Homophobia
- Racism
- Body Shaming
- Unkindness or misunderstanding towards Neurodivergent people
- Gender stereotypes

RACISM

Racism

A system of unfair treatment based on the false belief that some racial or ethnic groups are better for worse than others.

**STOP
RACISM**



Racism is against the law and completely unacceptable. Any hateful behaviour is taken extremely seriously.

Racism can occur even if we are not talking about a specific person. Using racist language or expressing racist views is equally illegal.

Even using language carelessly can cause real harm and is unacceptable.

We must only use language that we know to be safe.

HOMOPHOBIA

Homophobic

Discriminatory attitudes or behaviours towards individuals who are attracted to others of the same gender.



Sometimes, words can be deliberately or unintentionally harmful towards people from the LGBTQ+ community.

Everyone who is gay, lesbian, transgender, gender questioning or otherwise identifying as a part of the LGBTQ+ community deserves to feel proud of who they are and who their family is.

It is illegal to use words which shame or harm people because of who they are. It is illegal to act in a homophobic way towards others.

Using the word 'gay' as a derogatory term is absolutely unacceptable. Even if we are 'joking' with friends.

BODY SHAMING

Body Shaming

The act of mocking, criticizing, or making hurtful comments about someone's physical appearance, often relating to body size, shape, or weight, which can negatively affect their self-esteem and mental health.



Using language which causes someone to worry about their body causes lasting harm.

Tragically, this can lead to people developing eating disorders, becoming extremely ill and, sometimes, losing their lives.

Everyone has the right to be proud of who they are and how they are different.

Causing shame is unacceptable and must be reported to staff.

NEURODIVERGENCE

Neurodiversity

The diversity of brains and neurotypes.



Everyone has the right to be proud of how they are different.

If you are autistic, have ADHD or are neurodivergent in another way, the understanding of people around you is important.

This might include giving people space when they need it and using inclusive language.

If someone is acting differently to how you might expect, you must still show respect and friendship.

BEING AN ALLY



Stepping alongside people who have been harmed so they do not feel alone.

Being an ally does not mean being violent or angry.

It means making a stand where someone else is not feeling able to.

Everyone has the right to free speech **as long as it is not potentially harmful to others.**

If you know that prejudice or hateful speech has occurred, you must speak with a grownup straight away.

POSSIBLE LOGOS



diversity inclusion task force



THINK BEFORE YOU SAY

