

2024

Hey! You Can't Say That!

Inclusive Language

In Health Education

MOCSHC Conference

Our Agenda

01

Introductions and Warm Ups

The Why, Definitions

02

New Framework/Content Standards

Language by Content Standards

03

New NHES Standards/Skills

Language for Everyone—Practicing Skills






04

Wrap Up and Reflections

Perfection vs Awareness



Ground Rules

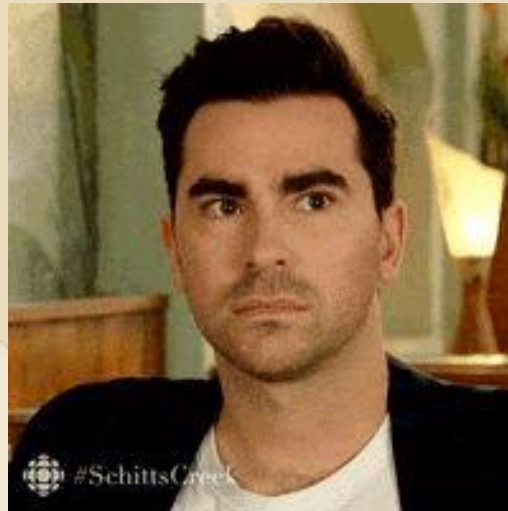
-  **This is a brave space.**
-  **We may experience discomfort.**
-  **We will learn in the discomfort.**
-  **We will share our learning.**
-  **We will reflect.**



The Why



Take a Stand!!



01

Introductions

02

Over the Years

03

Welcome to Columbia

04

Support and Change

05

Awareness

Equity

Fairness; Every student gets the kinds of opportunities and resources they need depending on their specific situation.

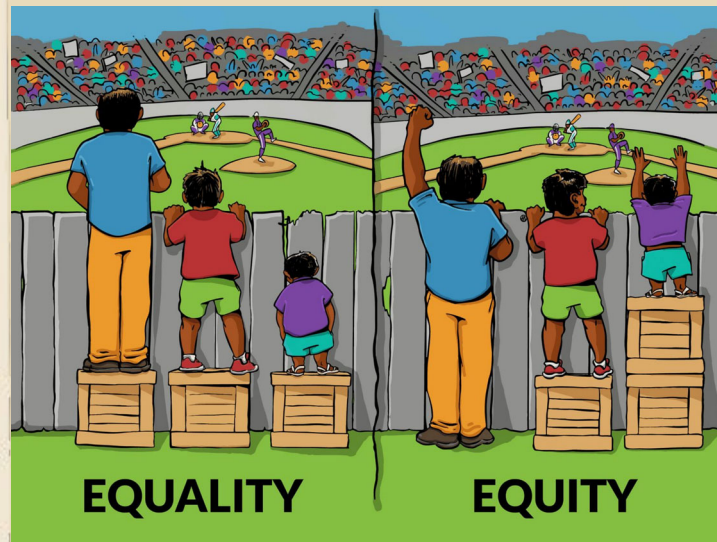
-NSHSS

Equity is achieved when all students receive the resources they need so they graduate prepared for success after high school.

-NSBA

Adaptable, Individual-Focused, Fair -Waterford.org

Definitions



Equality



Sameness; Every student gets the same resources and opportunities; Same funding for all schools, same quality of materials, facilities, and/or instruction.

-NSHSS

Equality in education is achieved when students are all treated the same and have access to similar resources. -NSBA

Generic, Group-Focused, Equal -Waterford.org

Inequality

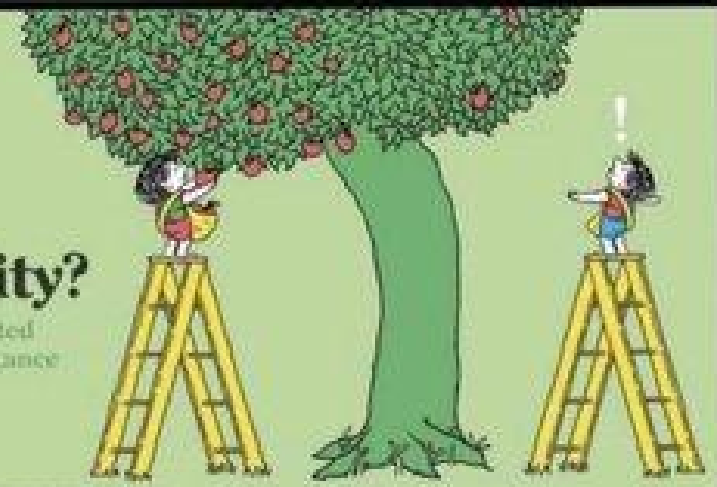
Unequal access to opportunities



Source: government of the 20th century in New Zealand

Equality?

Evenly distributed tools and assistance



Source: government of the 20th century in New Zealand

Equity

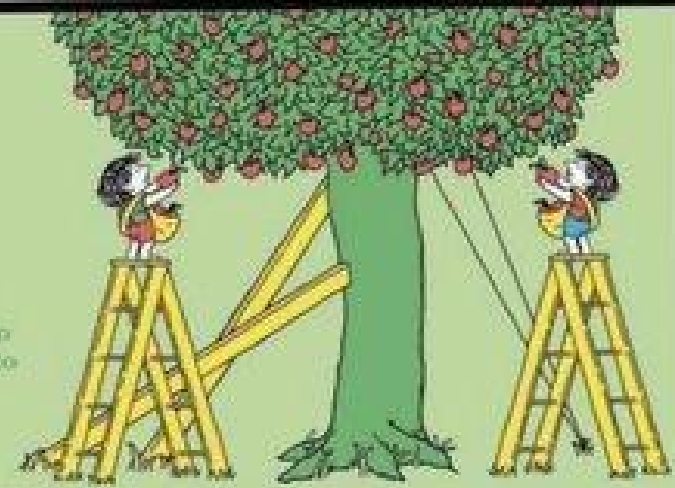
Custom tools that identify and address inequality



Source: government of the 20th century in New Zealand

Justice

Fixing the system to offer equal access to both tools and opportunities



Source: government of the 20th century in New Zealand



Inclusion

The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability)

-MW

Definitions



Inclusive Language

Language that makes people feel included and does not discriminate based on a person's **race or ethnicity, sexuality, gender, age, ability, or socioeconomic status.**





Principles of Inclusive Language



PEOPLE FIRST LANGUAGE

**People before
descriptors.**

"They are a person with a
disability" not "A disabled
person".

PROPER NOUNS

**Name people/places
without broad
associations.**

"Cherokee Nation" not
"indigenous people"

ACTIVE VOICE

**Subject performs
an action.**

"The farmer sold the
produce" not
The produce was sold by
the farmer."



SELF- IDENTIFICATION

**Respect how
people talk about
themselves.**

In Everyday Conversation

general considerations

Slang Terms/Generational Terms

va-jay-jay, wiener, no-no zone,
chubby/heavy-set/fat, fairy/nancy,
colored/afro-american

Sarcasm/Humor

air quotes, get it?, you know I was
just kidding, bad drivers, guess
my humor isn't for everyone

Dismissive Lists

Yatta yatta, All that other
stuff, What have you,
Etcetera, And such

Opinions

Normal, seems fair, sounds
acceptable, I bet, I heard



let's practice



New MO Framework

9-12 Framework of **Health Education**

**Language by Health
Topic/Content**

Nutrition Concepts



Terms to Reconsider

Healthy/Unhealthy

Calories

Obese/Overweight

“Going to give me Diabetes”

Poor areas w/no grocery stores

Boy/Male Body or Girl/Female Body

Alternate Terms to Use

Nutrient Dense/Rich/Lacking

Food Energy/Energy Balance/Expenditure

Weight Management/Person w/higher or lower weight

Eating carbohydrates may increase my glucose levels

Food deserts

Bodies that produce sperm/menstruate

Nutrition Concepts

Terms to Reconsider

**Sugar is so bad for you! or
Stop eating so much junk food!
Those energy drinks will kill you!**

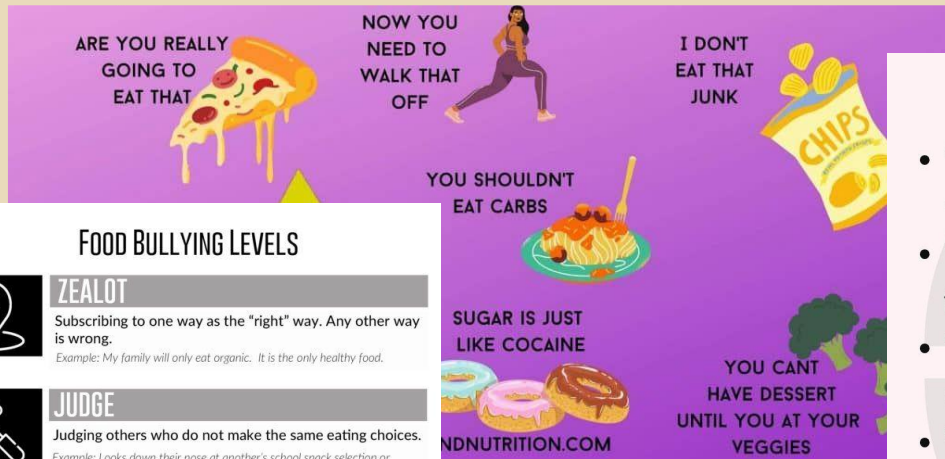
**That person is hairy and obese or
Sweets will go straight to your thighs!
That's a Dad Bod
I hate my arms/hair/gut**

Alternate Terms to Use

No food shaming!
focus on nutrient values
treats, fun foods

No body shaming!
promote body positivity and body
neutrality

Nutrition Concepts



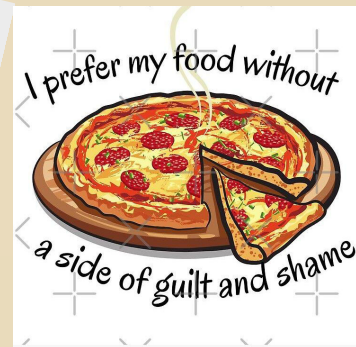
Examples of Food Shaming

- “Wow! You could feed an entire family with that plate!”
- “You don’t really need all of that dessert, it’s going to cause you to pack on pounds.”
- “Is that all you’re eating? You’re skinny enough as it is.”
- “Are you sure you want to eat that? It’s so unhealthy.”
- “I can’t believe you’re eating that piece of cake when you said you wanted to pull back on sweets.”

FOOD BULLYING LEVELS

- ZEALOT**
Subscribing to one way as the “right” way. Any other way is wrong.
Example: My family will only eat organic. It is the only healthy food.
- JUDGE**
Judging others who do not make the same eating choices.
Example: Looks down their nose at another’s school snack selection or grocery cart.
- EVANGELIST**
Giving unsolicited information to force your viewpoint on another.
Example: Animal rights activists on a college campus forcing grotesque pamphlets on a passerby or constantly posting your material on someone else’s wall online.
- TAUNTER**
Embarrassing others publicly to further your position, in person or online.
Example: Constantly questioning another person in your fitness class who makes different food choices.
- SHAMER**
Shaming others about their nutrition and food choice, publicly or privately.
Example: Insulting another parent in a mom group who cannot afford the preferred label or does not buy GMO-free.
- BULLY**
Bullying, which may include physical threats, attacks through social media, excluding from activities.
Example: Slandering a person on Facebook who stands for a way of eating, refusing to allow a certain parent to bring classroom treats because they’re not made with “natural” ingredients, or vegans calling carnivores murderers.

IT'S OKAY to eat plant-based.
IT'S OKAY to do intermittent fasting.
IT'S OKAY to choose organic.
IT'S OKAY to give up carbs.



Mental and Emotional Health



Terms to Reconsider

That's crazy!

They are cray-cray

Committed Suicide

Struggles with ___/Suffers from ___

Mentally Ill/MH Disease

Normal behavior

Just deal with it/snap out of it

Check your meds!

Inappropriate use of MH conditions:

I'm so OCD or ADHD

Alternate Terms to Use

That's banana sandwich!

I worry they are distressed/sad/stressed

Died/Passed by Suicide

A person living with ____

Lives with a MH condition

Usual/Typical Behavior

I'm sorry to hear that/Thanks for sharing

Are you feeling okay today?

I like to be organized; I'm distracted today

Human Sexuality / Sexual Abuse



Terms to Reconsider

Male/Female Body

Male Parts/Female Parts (or slang)

**When a woman is pregnant/menstruating;
When a man has an erection**

**Heteronormativity:
M/F on survey**

Alternate Terms to Use

Bodies with a penis/menstruate

Anatomical Vocabulary of Structures

When a person menstruates/
When a person has an erection

*Just don't

[HB 501](#) and [SB286](#)

Human Sexuality / Sexual Abuse



Terms to Reconsider

Normal or Natural

Born in the wrong body

Teen Pregnancy

LGBTQIA+ and whatever/all that

Or using incorrect letters: "ACBDE or whatever"

Alternate Terms to Use

Often, Common, Frequent

Define Sex and Gender

Early/Unplanned

Identify and Define Terms

*Welcoming Schools

[HB 501](#) and [SB286](#)



Family Health



Terms to Reconsider

Mom/Dad

Husband/Wife/Boyfriend/Girlfriend

Son/Daughter or Sister/Brother

Grandma/Grandpa

Nuclear/Extended/Blended Family

Family Resemblance

Mom's Side/Dad's Side

Blood Relative/Real

Alternate Terms to Use

Adult/Trusted Adult

Spouse/Partner

Child or Sibling

Grandparent

Family

*Keep it to yourself

Family member (*who cares)

Family

HB 447 (1-3)

Parenting Skills



Substance Education



Terms to Reconsider

Drug Abuser/Drug Addict

Former Addict

Addiction

Substance Abuse

Clean/Dirty

Struggles with... ___/Suffers from... ___

Go to AA/NA or Dry Out

This job makes me want to drink.

It's legal in our state now.

I'm totally addicted to ____.

Alternate Terms to Use

Person who uses substances/Unhealthy User

Person in recovery

Substance Use Disorder (SUD)

Substance Misuse

Negative/Positive

A person living with ____

I love you. What can I do to help?

I am frustrated.

Facts/Age Restrictions/School/Possession

I love chocolate/wine/cheese

Words Matter



New NHES (National Health Education Standards)

Decision-making, Accessing valid/reliable resources, Analyzing influences, Goal-setting, Communication, Advocacy

Language for Everyone

Health Education Skills

 *Ethnicity, Race, Nationality,
Religion*

Terms to Reconsider

Blacklist/Whitelist

Black Marble/Black Sheep

Slave Driver

Throw Shade

Guru

Minorities

Low Hanging Fruit

Pow Wow

Alternate Terms to Use

Allow list/Deny list

Unique

High Expectations/Challenging

Criticize/Disrespect

Expert/Authority/Guide

Marginalized/Underrepresented

Easy Task

Meeting/Collaboration

Health Education Skills



*Class, Socioeconomic Status,
Age, Disability*

Terms to Reconsider

Ballpark figure/Knock it out of the park

In the loop

Piece of cake

Push the envelope

Master bedroom/bath

Poor/Welfare dependent

Homeless

Blindspot

That's lame!/That's retarded!

Peanut Gallery

Alternate Terms to Use

Just an estimate/Did a great job

Aware/Included

Easy/Simple/Straight-forward

Testing limits/Trying new things

Primary rooms

Below poverty threshold/Receiving assistance

Experiencing homelessness/displaced

Missed opportunity

That makes me feel ____.

Outside Opinions

Health Education Skills



*Sexual Orientation, Gender,
Body/Physical Appearance*

Terms to Reconsider

Man Hours

Hey Guys/Boys and Girls/Ladies & Gents

Salesman/Saleswoman

Man Up/Cowboy Up

His/Her

Obese/Overweight/Skinny

Husband/Wife

Judgement on appearance/Body Image

Alternate Terms to Use

Work Hours/Hours /Person Hours

Folks/Beautiful People/Humans/Y'all

Salesperson

Be brave/Own your actions

They/Their

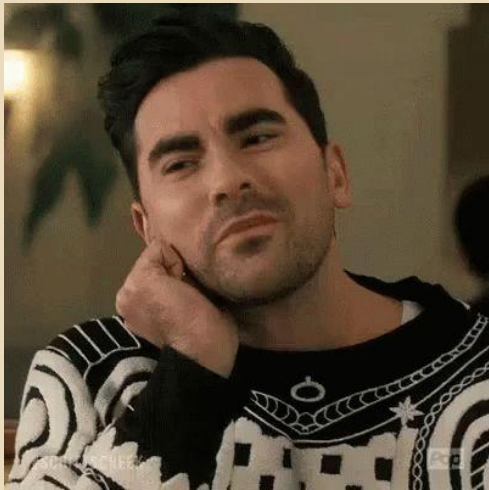
Persons w/higher or lower weight

Partner/Spouse

Body Neutrality/Positivity/Acceptance*



Diffusing and Faves



- This is an opportunity to review our norms.
- Thank you for naming/presencing that.
- I need some time to process that...
- Can you give me the definition/origin of ____?
(non-inclusive word)
- That is inappropriate/unacceptable.
- Even if you didn't mean to offend, it is offensive.
- How can you rephrase that using appropriate/inclusive words?
- I need to take pause on that before I respond.
- Those words can be hurtful or considered harassment.
- Remember, we use inclusive language in this class.





Other Tips & Tricks



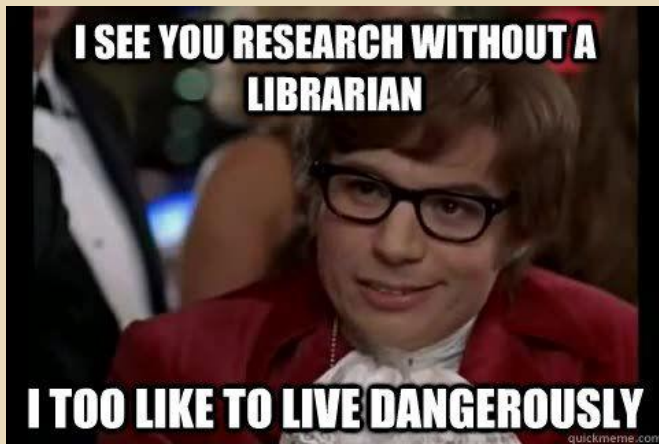
- Add Trigger Warnings/Content Warnings
 - [Elementary Health](#)
 - [Middle School Health](#)
 - [High School/Online Health](#)
- Stick with the FACTS!
- **Stop**-Say Something-Act/Report
- Ask
- Adapt
- Be an Ally
- Learn
- Model

“Awareness is the greatest agent for **change**.”

-Eckhart Tolle



Resources



- [Inclusive Language Guide \(Am Psychological Association\)](#)
- [Human Rights Campaign—Welcoming Schools](#)
 - Pronouns 101, Defining LGBTQ+ Words, Support Checklist for Trans/Non-Binary Students, What to Say to Inappropriate Comments
- [National Institute on Drug Abuse—Words Matter](#)
 - CPD Overdose Task Force
- US Dept of Health and Human Services
 - [National Institutes of Health; Inclusive and Gender Neutral Language](#)
- [Words Have Weight](#) (Psychology Today)
- Each Other



Thank you

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