

# Community Discussion Series

*Can I Say That? Terminology in Diversity Conversations*

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# Presenters



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(she/her/hers)

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# Session Overview

- Understand what inclusive language is and why it is important
- Identify how we approach identity in advising for study abroad
- Identify resources that will be helpful for further engagement in terminology and student experience
- Discussion



KEEP  
CALM  
AND  
USE INCLUSIVE  
LANGUAGE

# Starting Points

- Inclusive language is not about being politically correct. It is about human dignity and demonstrating respect.
- Understanding 'why' is more important than knowing 'what.' It's not about the words – it's about the assumptions and connotations that come with the words.
- Language is fluid and contextual, so there is not always a 'right' answer. Terminology is always evolving.
- Be willing to learn. It's okay to make mistakes. It's okay not to know. It's okay to ask questions.
- Consider the opposite of inclusive language

# Why is language so important?



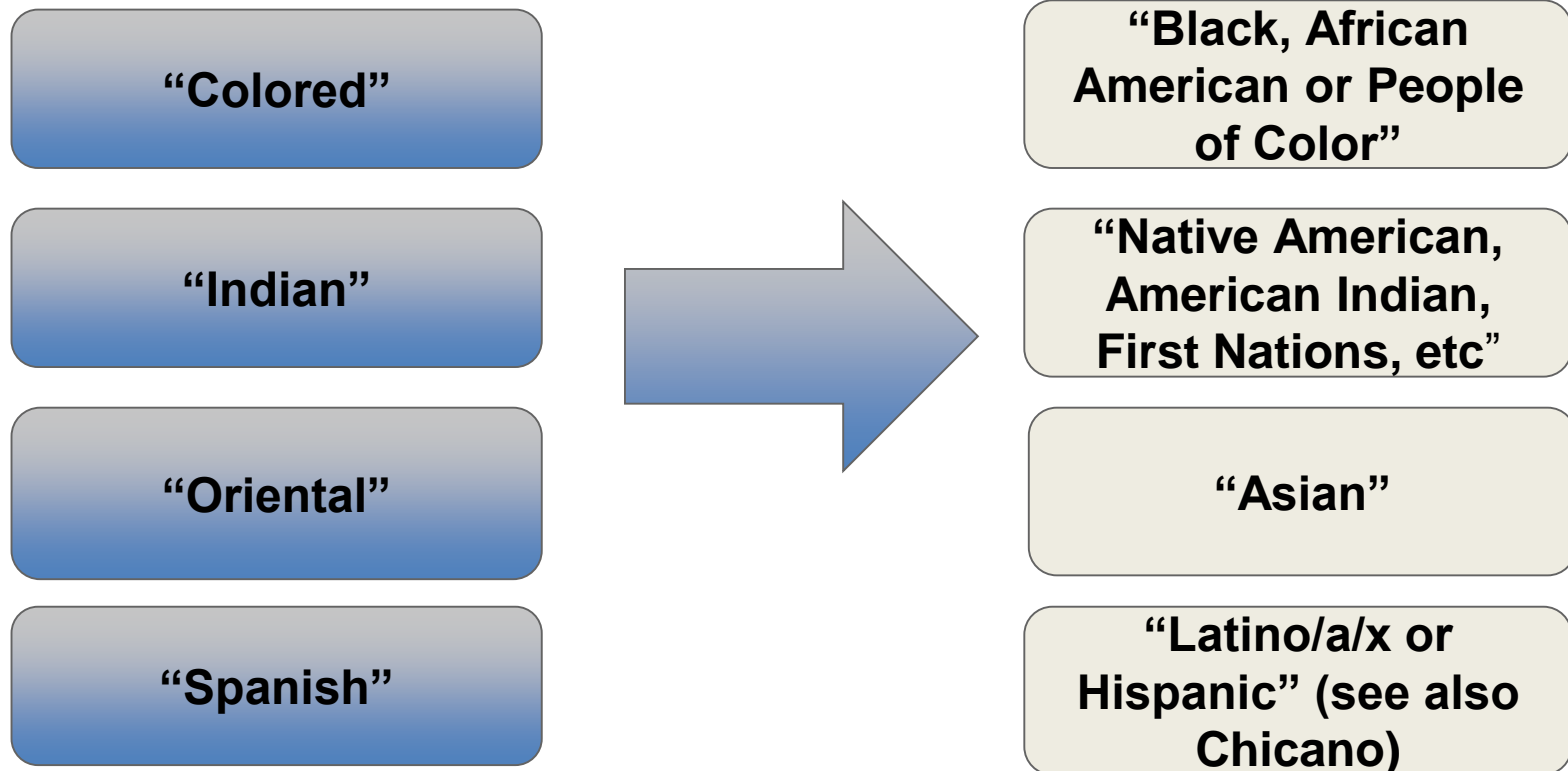
**“It's not just about the words. It's what we believe about people when we name them with these words. It's about the values behind the words, and how we construct those values.”**

**-Aimee Mullins (actor, model, athlete)**

# The Power of Words



# Example: Race & Ethnicity





# Example: Gender Identity

Gender \*

☒ Male ☐ Female

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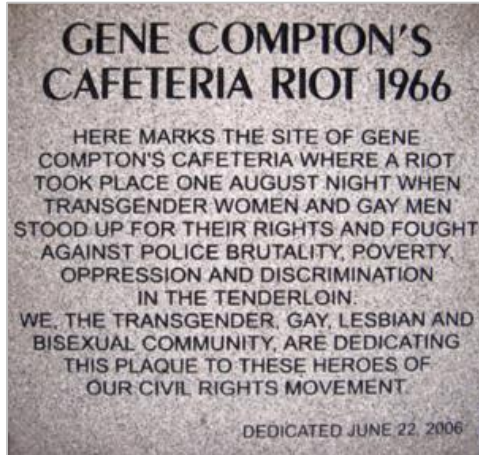
PHONE

SEX: MY GENDER  
DOESN'T  
FIT IN YOUR  
BOXES ✓

We can all choose  
the pronouns that fit  
us!

- ✓ She/her/hers
- ✓ Him/his/his
- ✓ They/them/theirs
- ✓ Others???

# Example: History of protest in LGBTQ community has lead to reclaiming



Compton's Cafeteria Riot 1966



Stonewall Uprising 1969



STL Pride 2015



# One size does not fit all

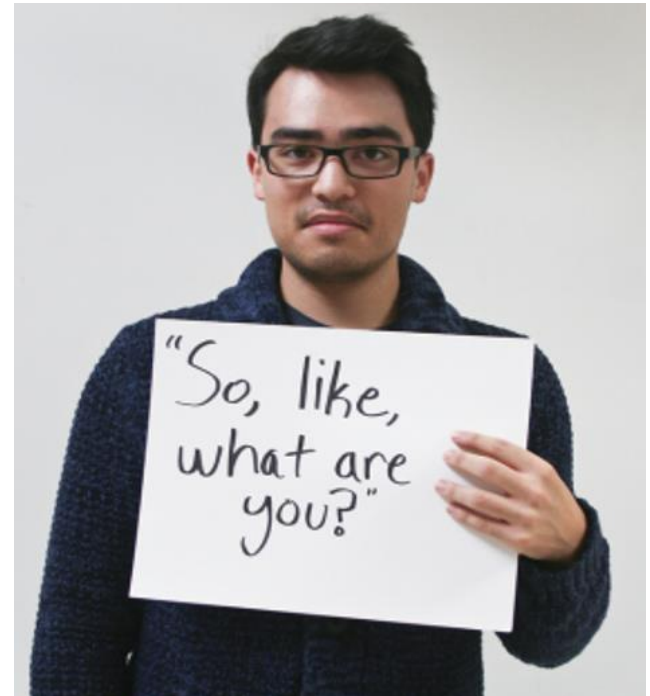


Individuals from the same group may not have the same preferred label

Asking someone about their identity is usually about the relationship, the time & place, and the underlying tone/intent

# Dos and Don'ts in student Advising—Don'ts

- Don't make assumptions
- Don't Interrogate
- Don't expect your student to teach you
- Don't use regulations as an excuse



# Dos and Don'ts in student Advising--Dos

- Relax
- Address concerns as they come up
- Examine internal processes—applications
- Seek out training, do your own research



# In Short

- Demonstrate respect
- Honor an individual's sense of self (identity)
- The Platinum Rule



# Resources

- [Cognitive costs of contemporary prejudice](#), SAGE Journal
- [Racial microaggressions in everyday life](#), American Psychologist
- [The Evolving Language of Diversity](#)
- [The Language of Identity: Using Inclusive Terminology at Mizzou](#), Office of Inclusion, Diversity & Equity – University of Missouri
- [The opportunity of adversity](#), Aimee Mullins



# Questions & Discussion

- 1) What are some of your fears about inclusive language?
- 2) How do you make your workspace an inclusive environment?
- 3) How do you incorporate inclusive language into your office practices?
- 4) What are opportunities in your work to be mindful of inclusive language?
- 5) What are some commonly used terms that are in fact non-inclusive of different identity groups?



# What's Next...

## Full Recording of Community Discussion

- Added to D&I Resource Center for Members

## PowerPoint Presentation

- Sent to All Participants



# Contact Us

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