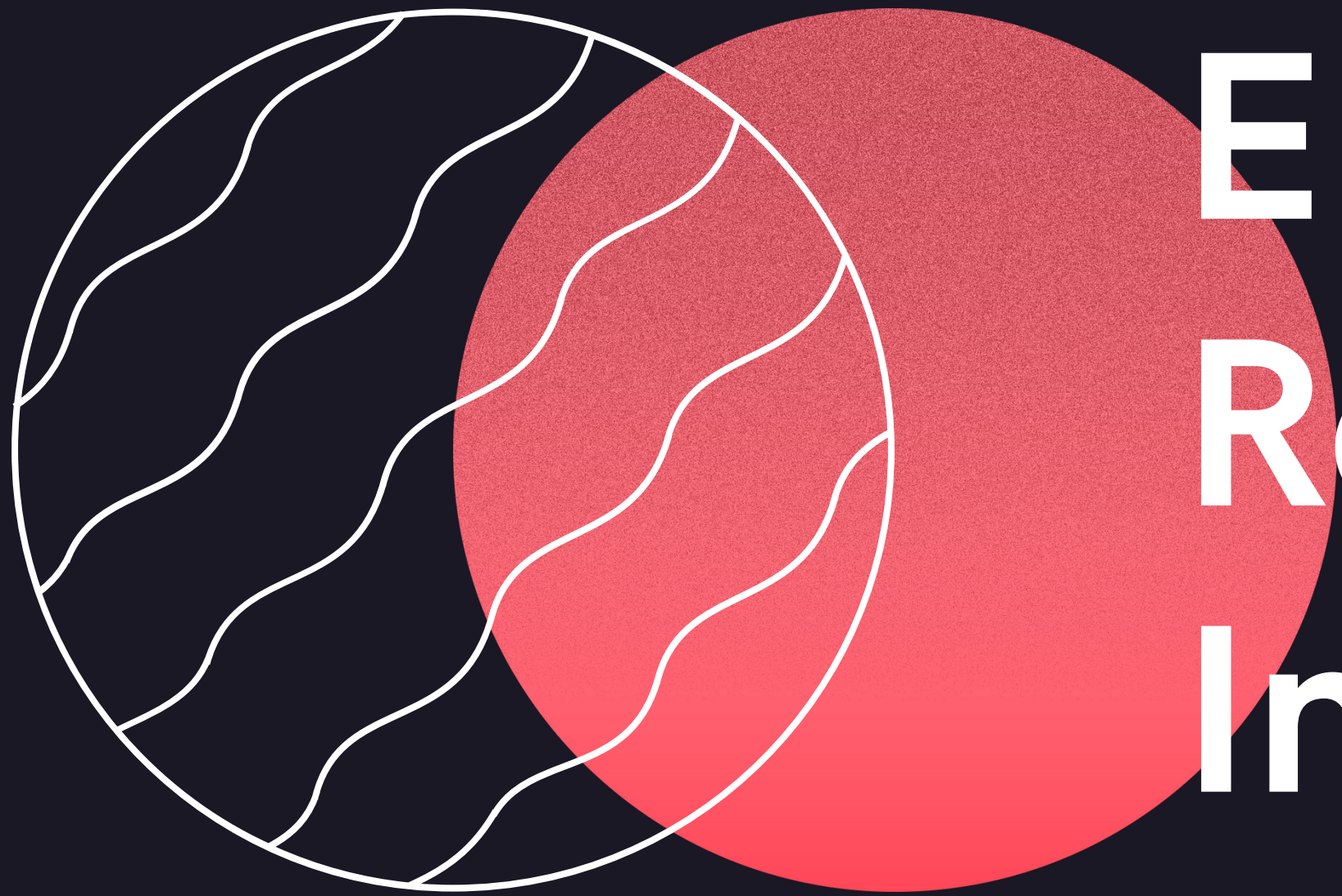


**Community
Engagement
Remote
Internship Fall
2021**

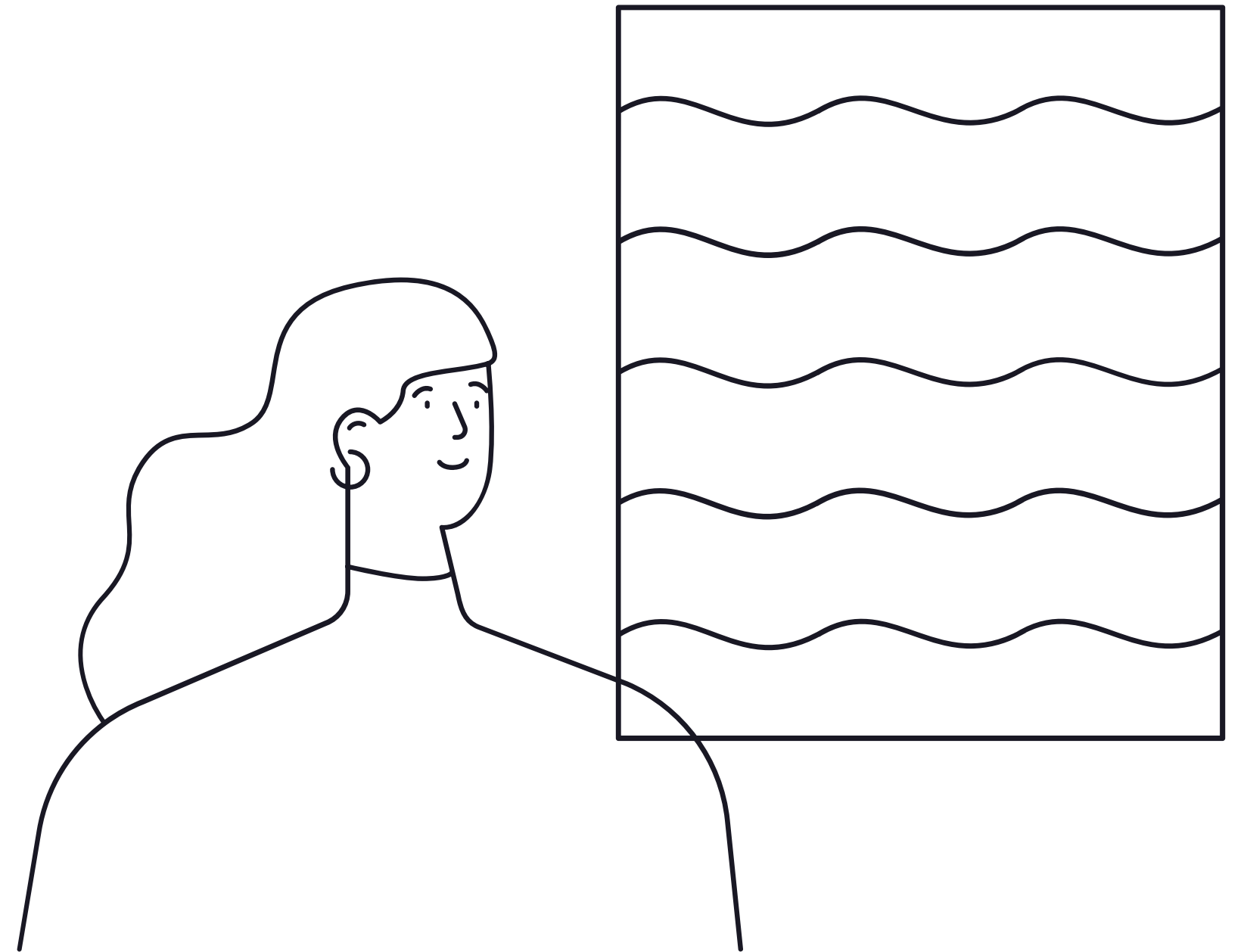


What I did!

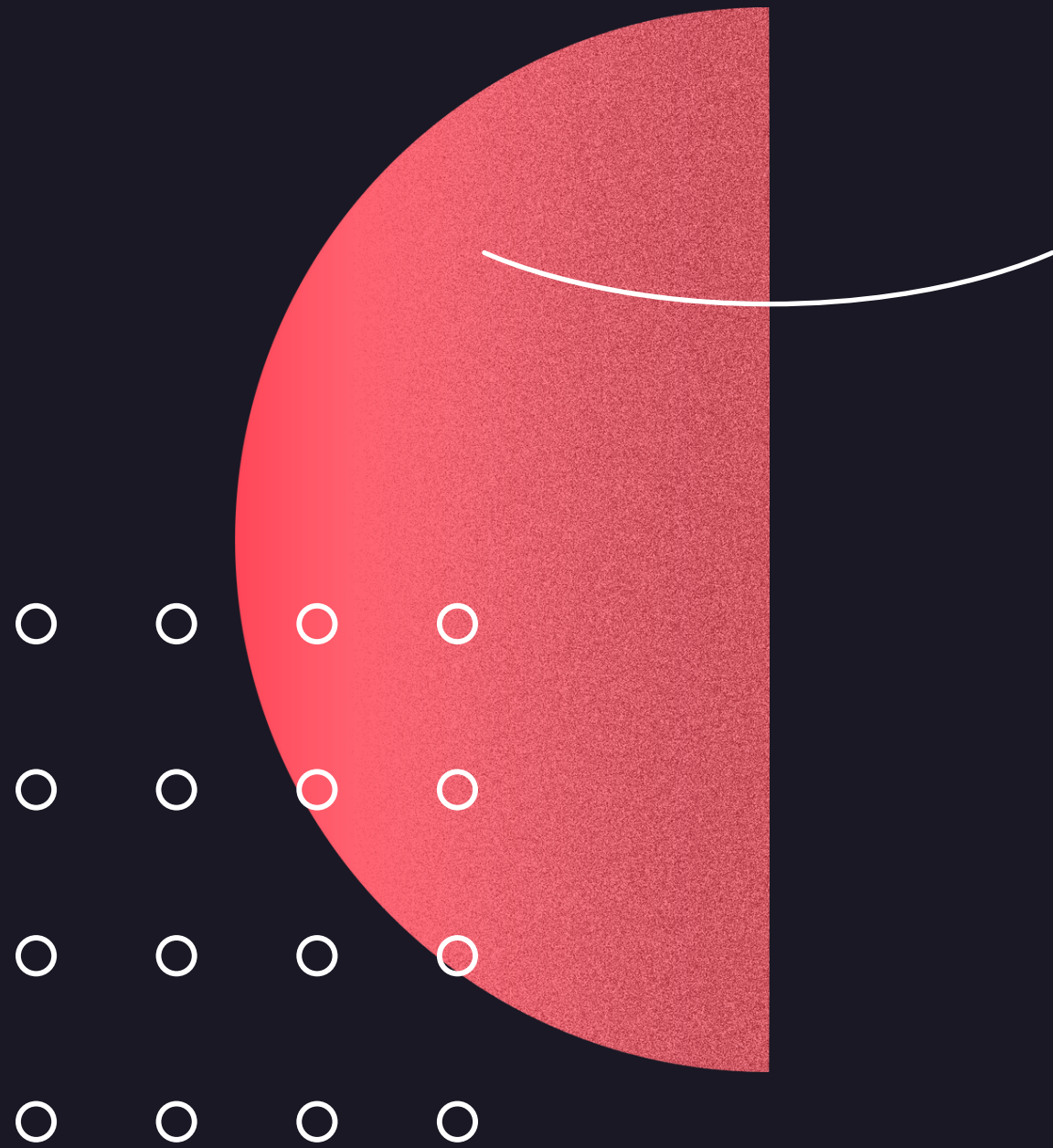
Anti-racist Language
Guide

Special Collections Audit

Virtual Talkback Board



Anti-racist language guide



THE WHY

- personal experience
- give historical context



Anti-racist language guide

Language is very powerful.
Language does not describe reality.
Language creates the reality that it describes.

- Desmond Tutu

Why this guide?

Language is a powerful tool, and words affect people. At the University of Arizona Libraries, we're committed to creating an inclusive environment. The purpose of this guide is not to be politically correct or to limit free speech, but to help us all communicate in a way that validates our audience, is respectful, and avoids provoking past negative experiences.

This guide helps us recognize and replace harmful language. Unintentionally, we might use words without knowing their past and present contexts, so this guide includes those contexts, assessing words that often go unquestioned.

By being intentional about the words we use (and don't use), we play a small part in breaking the cycle of institutional racism and oppression. Let's also be aware that challenging racist language is an ongoing practice. Language evolves, and doing better requires patience and empathy for both ourselves and others.



List of words with racist roots or connotations

Blacklist

- Use instead: blocked list, closed list
- Reason: The association of the color black with negative, evil, wrong, or bad carries racist undertones. Because of Black people's history, associating the term black with bad can be harmful.

Source: [Wong, B. \(2020, July 8\). 12 Common Words or Phrases with Racist Origins or Connotations. HuffPost.](#)

Brown bag

- Use instead: lunch in, lunch and learn
- Reason: Within the Black community, colorism is a significant problem that stems from slavery. Many slave owners raped enslaved women, producing biracial offspring of a lighter complexion. Slave owners gave preferential treatment to those whose complexion was a lighter brown and often their unclaimed children. A brown bag custom began in the 20th century, where a brown paper bag was placed at event entrances or merely held up to a person of color. If their skin color was darker than the bag, they were not permitted to enter or participate.

Source: [Blackthen \(2021, April 29\) The Back Story: How the Brown Paper Bag Carried "The Color Complex" From Slavery Forward.](#)

Things I learned...

This work is emotionally draining. If you ever find yourself in a situation where you are providing this type of inclusion work, know that it takes an emotional toll on the ones doing the research.

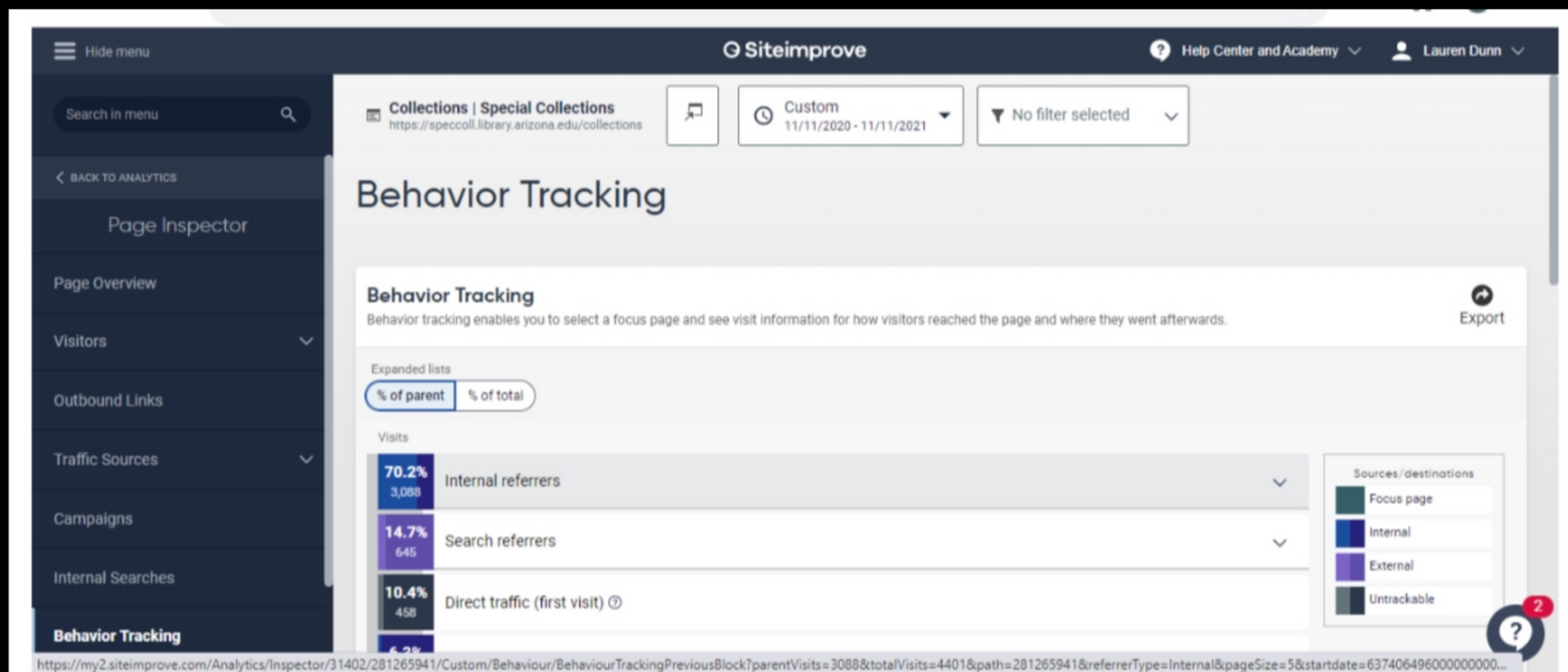
You don't know what you don't know. If you don't know the historical context of a word or phrase you will never know if you should say it or not.

You can't do nothing but you have to do something!
There are small things that can be accomplished to combat institutionalized racism that like most things over time will add up to make a larger impact.

SPECIAL COLLECTIONS AUDIT

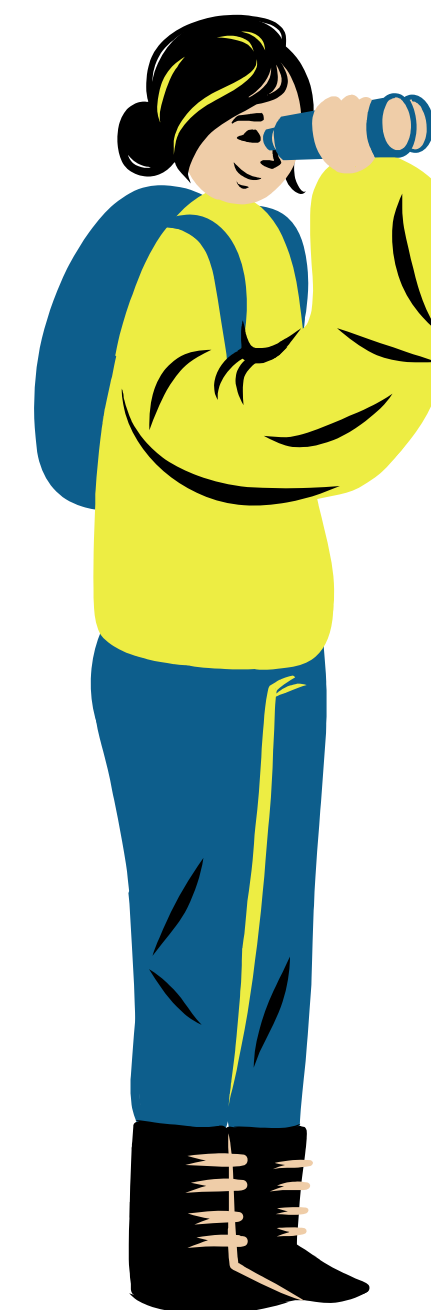
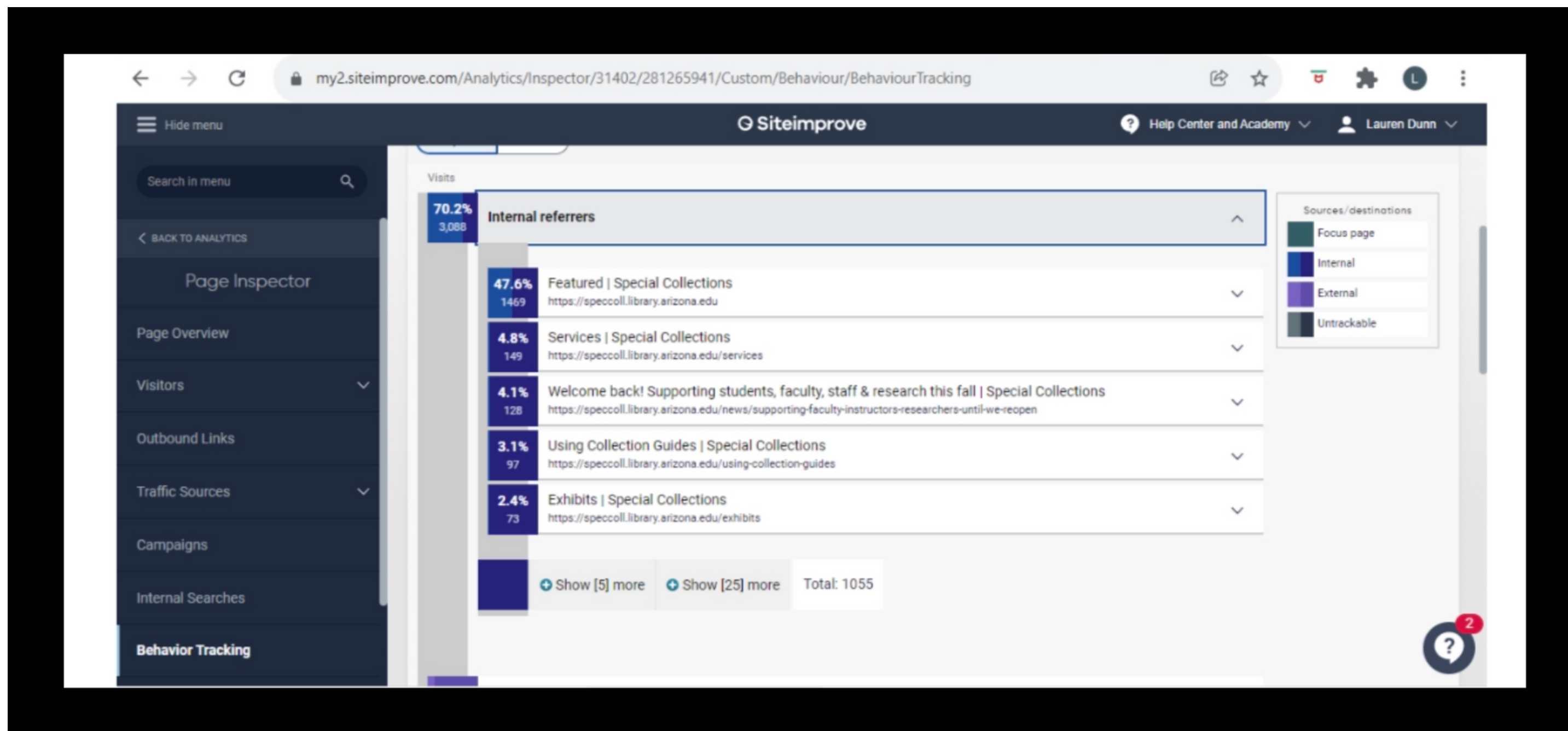
07

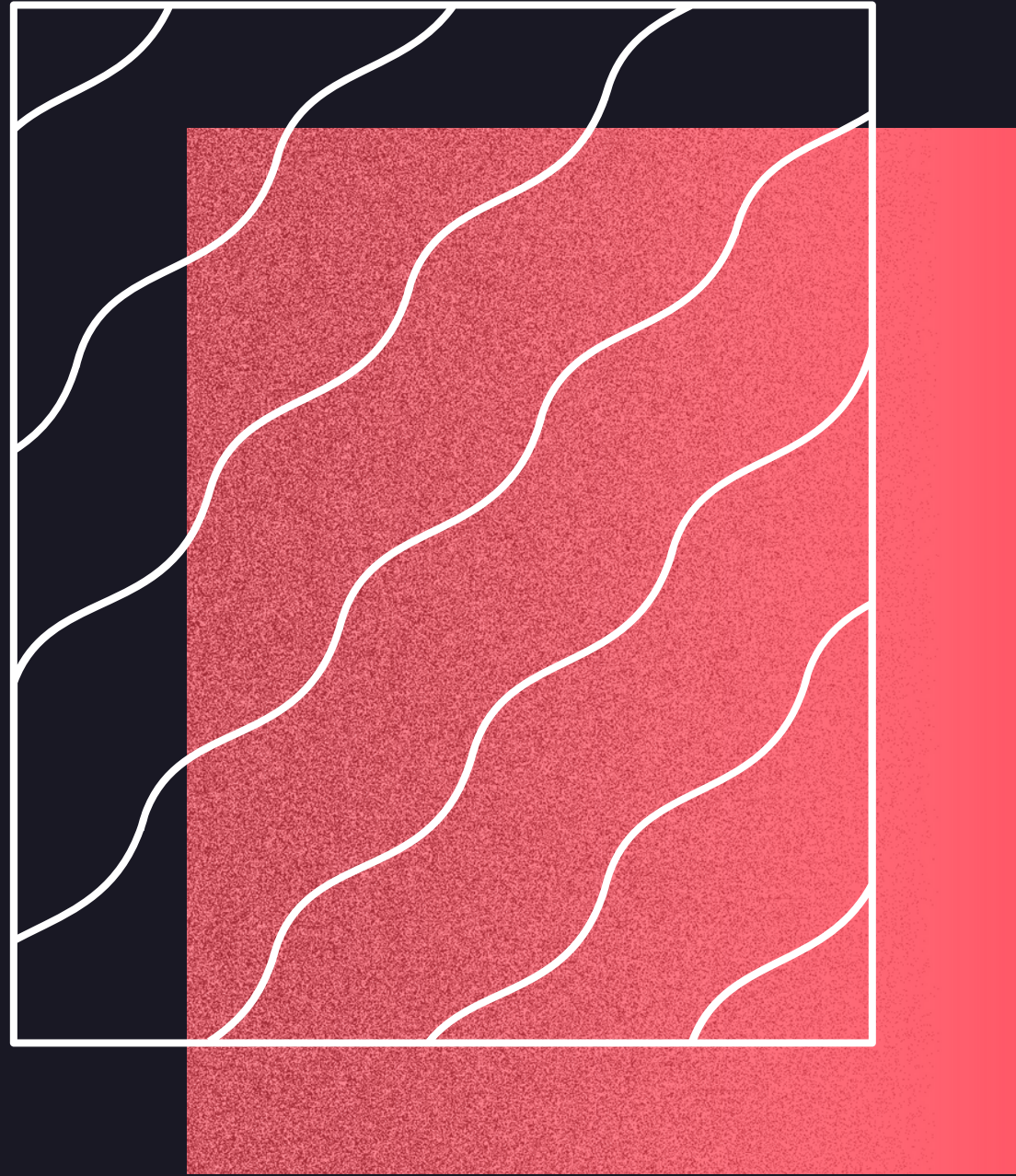
Siteimprove



WHAT YOU CAN SEE

08





VIRTUAL TALK BACK BOARD

Instagram Live

