

The Adventure of Learning What We Don't Know

By Lauren Pool

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Today's Presentation

- What does inclusive design mean to you?
- What does inclusive language look like in my work?
- What is an example that you've experienced how inclusive language has made an impact?

What does inclusive language mean to you?

Designing spaces that make people feel comfortable, using words/phrases that don't provoke past negative experiences.

We can't know everything all at once but we can know some things and base our designs, programs, speech around the things we do know.

Public Programs Manager

What does this look
like?

Content Creation and Space Names

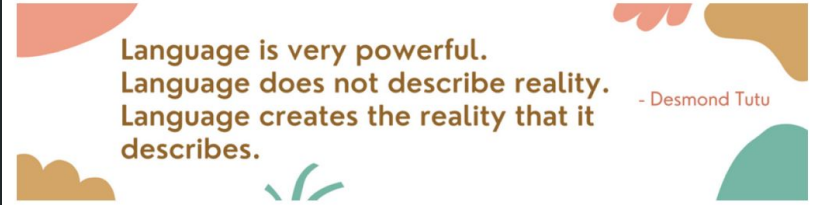
What does this look like in my
work?

- Inclusive language is being mindful of my audience. That can be the demographic, the socio economic background, age, gender, race, religion.
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Anti-racist language Guide

How has inclusive language made an impact?

Anti-racist language guide



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.

I wasn't alone!



Rebecca Blakiston
Senior User Experience
Researcher

Kenya Johnson
Director, Marketing Comm



"I find it helpful to understand the racist origins of some of the idiomatic expressions I've used without awareness. This understanding helps me help our language and communication evolve to be more kind to our fellow humans."-Librarian

DEAI

Diversity

Equity

Accessibility

Inclusion

It also looks like



Conclusion

This work is never finished

Allow others to speak in draft

Give people and yourself grace