COLORADO BALLET

INCLUSIVE LANGUAGE

Inclusive language acknowledges diversity, conveys respect to all people, is sensitive to differences and promotes equity and access.

EXAMPLES OF INCLUSIVE LANGUAGE

- Engaging, building relationships, reaching, partnering, or working with children, youth, and adults in our community
- Creating opportunity for community engagement, or striving to engage with the community
- Teaching artists
- Providing equitable access to low socio-economic neighborhoods or zip-codes
- Historically marginalized, diverse, or priority populations

EXAMPLES OF OUTDATED OR INAPPROPRIATE LANGUAGE

- Serving children and adults in our community
- Providing outreach or running outreach programs
- Outreach instructors
- Providing a service to the "underserved", "inneed", or "at risk"
- Disadvantaged, poor, or vulnerable populations

OTHER TIPS

Consider sharing your pronouns when you introduce yourself to others in order to normalize this practice and make everyone feel welcome.

If you feel unsure of someone's preferred personal pronouns, just ask.

Be aware of microaggressions.

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Examples of microaggressions:

Don't say "pow-wow", instead say "meeting" or "chat."

Referring to a person with a disability as "inspiring" solely based on the fact that they have a disability.