



# Anti-Racism Language

A guide to anti-racism terminology and inclusive language, created by the Resilience Education to Advance Community Healing (REACH) Initiative.

## INSTEAD OF THIS

At risk  
Disabled/Handicapped  
Displaced  
ESL  
Hispanic  
Houseless/homeless  
Illegal  
Impoverished  
LGBTQ2/TLGBQ  
Low SES  
Low-income  
Marginalized  
Minority/Minorities  
Non-dominant  
Non-white  
Oppressed  
Poor (materially)  
Racial  
Religious Minority  
SPED  
Traumatized  
Underprivileged  
Underrepresented  
Underresourced  
Underserved  
Urban Youth  
Vulnerable

## TRY THIS

Placed at risk of \_\_\_\_\_, due to \_\_\_\_\_.  
Person with \_\_\_\_\_, or person who uses \_\_\_\_\_.  
Forced displacement due to \_\_\_\_\_.  
English language learners  
Latinx  
People without housing  
Undocumented (Status), immigrant, refugee  
Communities in which there has \_\_\_\_\_.  
Queer or LGBTQIA+  
People who live in communities in which \_\_\_\_\_.  
People who live in communities in which \_\_\_\_\_.  
Someone who is being marginalized.  
Use the name of the specific group or groups.  
Oppressed groups  
Explicitly name the population.  
Oppressed groups  
People living in poverty  
Racialized  
Name the religion.  
Students with special needs  
A person experiencing \_\_\_\_\_, or a person that has \_\_\_\_\_.  
Community in which there has been disinvestment  
Historically underrepresented  
Community in which there has been disinvestment  
Community in which there has been disinvestment  
Urban, rural (for geography only)  
Vulnerable due to \_\_\_\_\_. (Name systems/institutions)

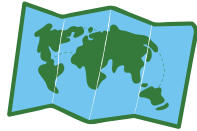


# Anti-Racism Language

## WHEN DESCRIBING ETHNICITY

Capitalize and name the ethnic group.

For example, Indian, Arabic, Jewish, etc.



## WHEN DESCRIBING RACE

Always center the word around race as a social construct.



For example, instead of categorizing an individual by race, such as Asian American or Hispanic American, use more specific labels that identify their nation or region of origin, like Japanese American or Mexican American.

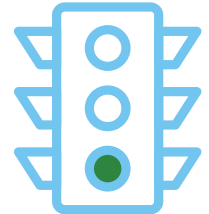
## WHEN DESCRIBING DISPARITIES



Contextualize/present the history surrounding existing disparities so as not to minimize the barriers to mobility caused by systemic racism.

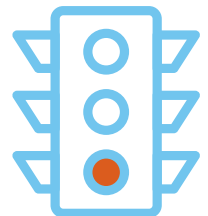
For example, when presenting information about racial disparities in education, reference the ways government-sanctioned policies and practices, like segregation, presented barriers to mobility for Black Americans and subsequently aided in the upward mobility of White Americans.

## NO REPLACEMENT NEEDED



- Black and Brown
- BIPOC
- Cultural groups
- Cultural humility
- Cultural responsiveness
- Cultural sensitivity
- Cultural sustainability
- Culturally attuned
- Determinants>Influencers
- Diversity
- Healing-centered
- People of Color
- Racism
- Spanish
- Trauma
- Trauma-informed/responsive

## NEVER USE



- Culturally relevant
- Disadvantaged
- Disenfranchised