

Inclusive Language From a Student Perspective



Becoming aware and prioritizing strategies to model inclusive language

Student Participants



Olivia Rombold (she/her)



Devin Towne (he/him)



Ashnee Patel (she/her)



Matthew Parsley (he/him)

Group Exercise

I want you all to close your eyes and imagine you went to Bob Evans for breakfast on Sunday with your spouse. You walk in and the host greets you with a wide smile and asks how many people are in your party, then shows you to your table. When you're finished with your meal, you take your spouse's hand and walk out of the restaurant, thanking the staff on your way out.

Objectives

- Acknowledge the consequences of stigmatizing language
- Identify terms that stigmatize substance use/misuse and select alternatives
- Identify terms that stigmatize LGBTQ+ individuals and select alternatives
- Compare differences in family dynamics and identify strategies to become more inclusive in our future interactions



What is stigma?

Set of unfair, negative beliefs about a certain group of people
Stigma often stems from lack of understanding or fear
Inaccurate or misleading portrayals of (mental illness) by media contribute to BOTH the misconceptions and fear associated

- Public stigma – negative or discriminatory attitudes that others have about a condition or a particular group
- Self-stigma – negative attitudes, including *internalized shame*, that people direct toward *themselves*
- Institutional stigma – systemic form; policies in place that intentionally or unintentionally limit opportunities for certain groups or those with a certain condition

Group Exercise

I want you all to close your eyes and imagine you are going to the doctor's office for an annual wellness visit. You walk in and the receptionist greets you and asks you to fill out a couple of forms. When you're checked in, you scroll on your phone in the waiting room until a nurse calls you back into a room. After the nurse is done with a brief medical history and vital signs, the doctor comes into the room to complete the remainder of the physical exam.

What Destigmatized Language is NOT

- Destigmatized language is not about “political correctness”
- Destigmatized language is not about making others feel guilty
- Destigmatized language is not about placing blame
- Destigmatized language is not a matter of people being “too sensitive”
- Destigmatized language is not difficult to incorporate

What Destigmatized Language IS

- Destigmatized language is about making others feel safe
- Destigmatized language is about making others feel seen
- Destigmatized language is about steering free from judgment
- Destigmatized language is more than "just a word"
- Destigmatized language is easy to incorporate

The 5 Cs of Awareness

COLOR

Essential and unchangeable aspects of oneself or our core identities
Skin color, physical appearance, abilities

CULTURE

An interpretation of one's essential self, or the values we ascribe to those parts of ourselves
Race, gender identity and roles

CLASS

Identity as it relates to power, authority, hierarchy, and status within a social structure
Certain color/culture features provide an advantage within a social structure that is systemically institutionalized to have a dominant group
Being a man in a sexist society, being educated in an intellectualist society

CHARACTER

The unique parts of a person that constitute individuality
Preferences, personality, idiosyncrasies

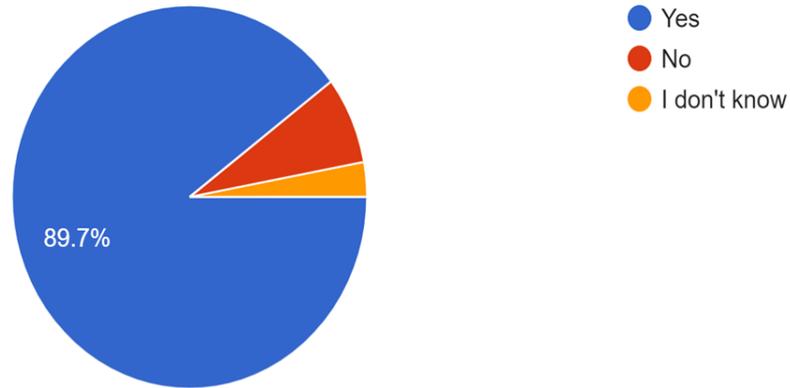
CONTEXT

The environment or situation that shapes the meaning of a person's attributes
A woman in a room full of women, a person with alcohol use disorder at an AA meeting

Assessing the Student Perspective

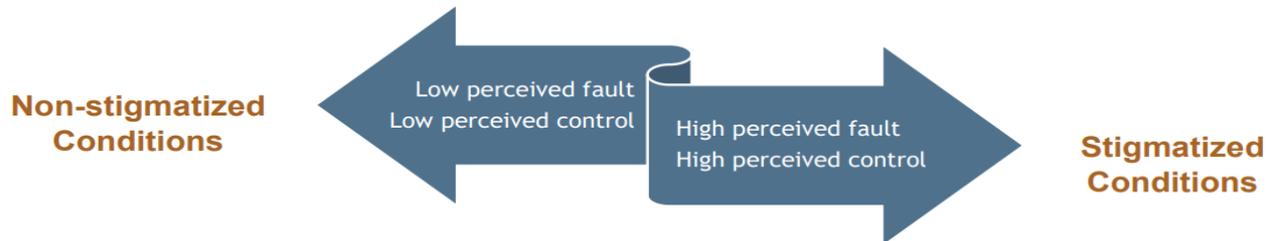
Do you believe it is important for student and faculty at WWSOM to use inclusive and destigmatized language?

68 responses



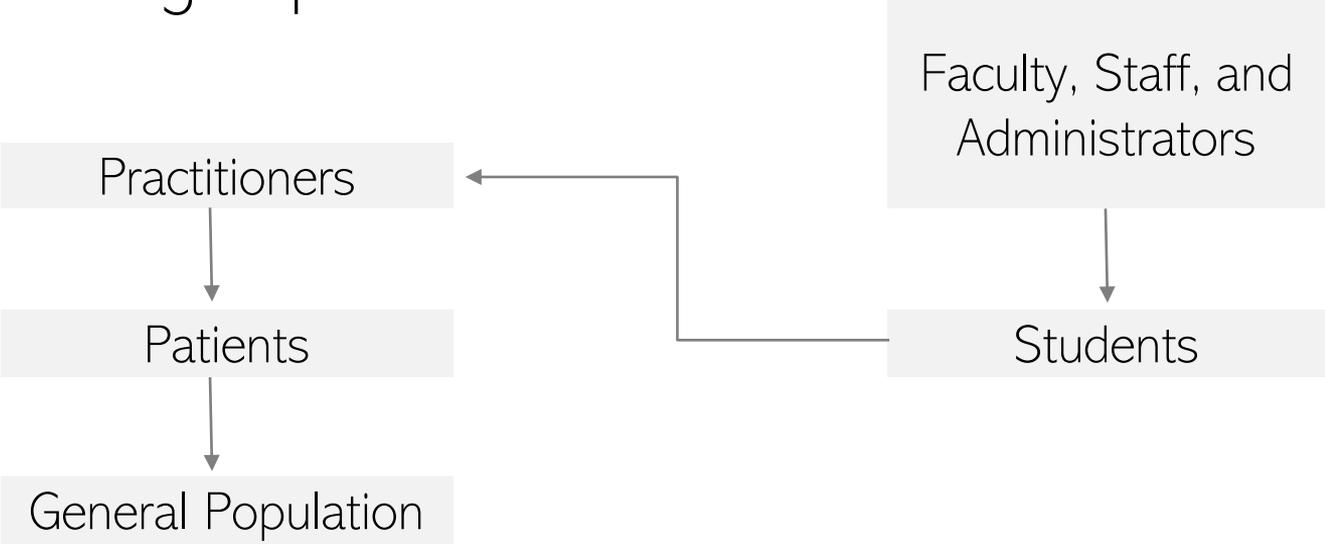
Substance Use/Misuse

- Substance use disorder is among the most stigmatized conditions in the US
- Healthcare providers treat patients with substance use disorder differently
- People with substance use disorder who expect/experience stigma have poorer outcomes



Audience Perspective

Far-Reaching Impact

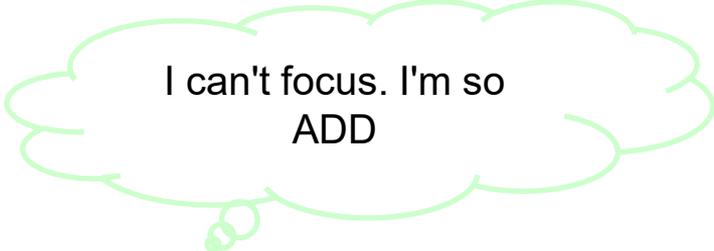


What we say, and How we say it, Matters

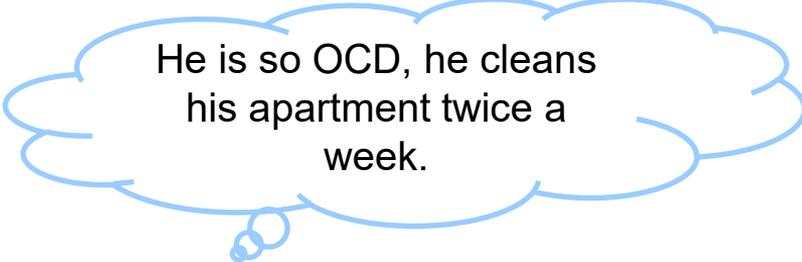
Drug abuse	—————>	Substance use/misuse
Addict	—————>	Person with an addiction
Alcoholic	—————>	Person with alcohol use disorder
Relapse/Slip	—————>	Return to use
Clean	—————>	Person in recovery/remission
Dirty	—————>	Person using substances

"Protest any labels that turn people into things. Words are important. If you want to care for something, you call it a 'flower'; if you want to kill something, you call it a 'weed'."

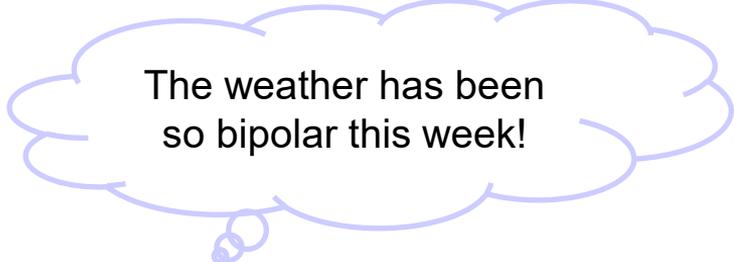
Mind Your Language, Clichés Can be Harmful



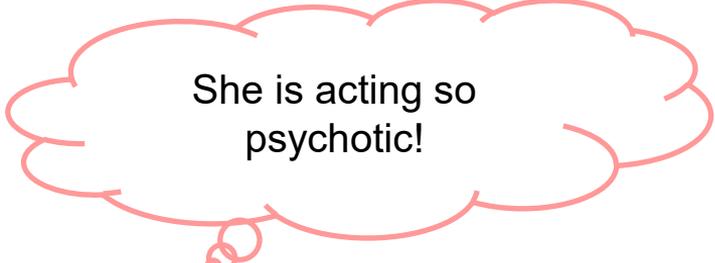
I can't focus. I'm so
ADD



He is so OCD, he cleans
his apartment twice a
week.



The weather has been
so bipolar this week!



She is acting so
psychotic!

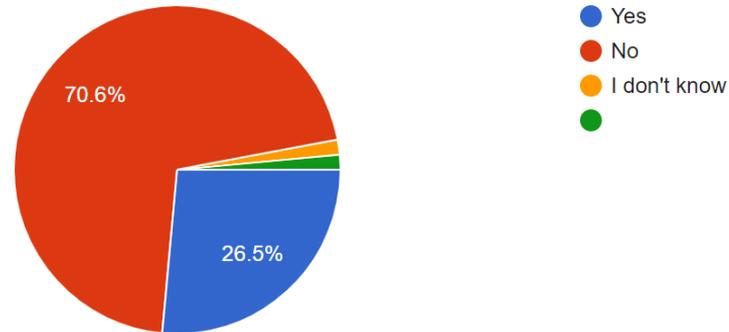
Transitional Exercise

Think of yourself as a practicing physician in the clinic. As you introduce yourself to a new patient, they refuse to refer to you as "Doctor". You try to keep the dynamic professional, but they continually call you a name other than what you asked of them. How does their disregard for how you wish to be addressed make you feel?

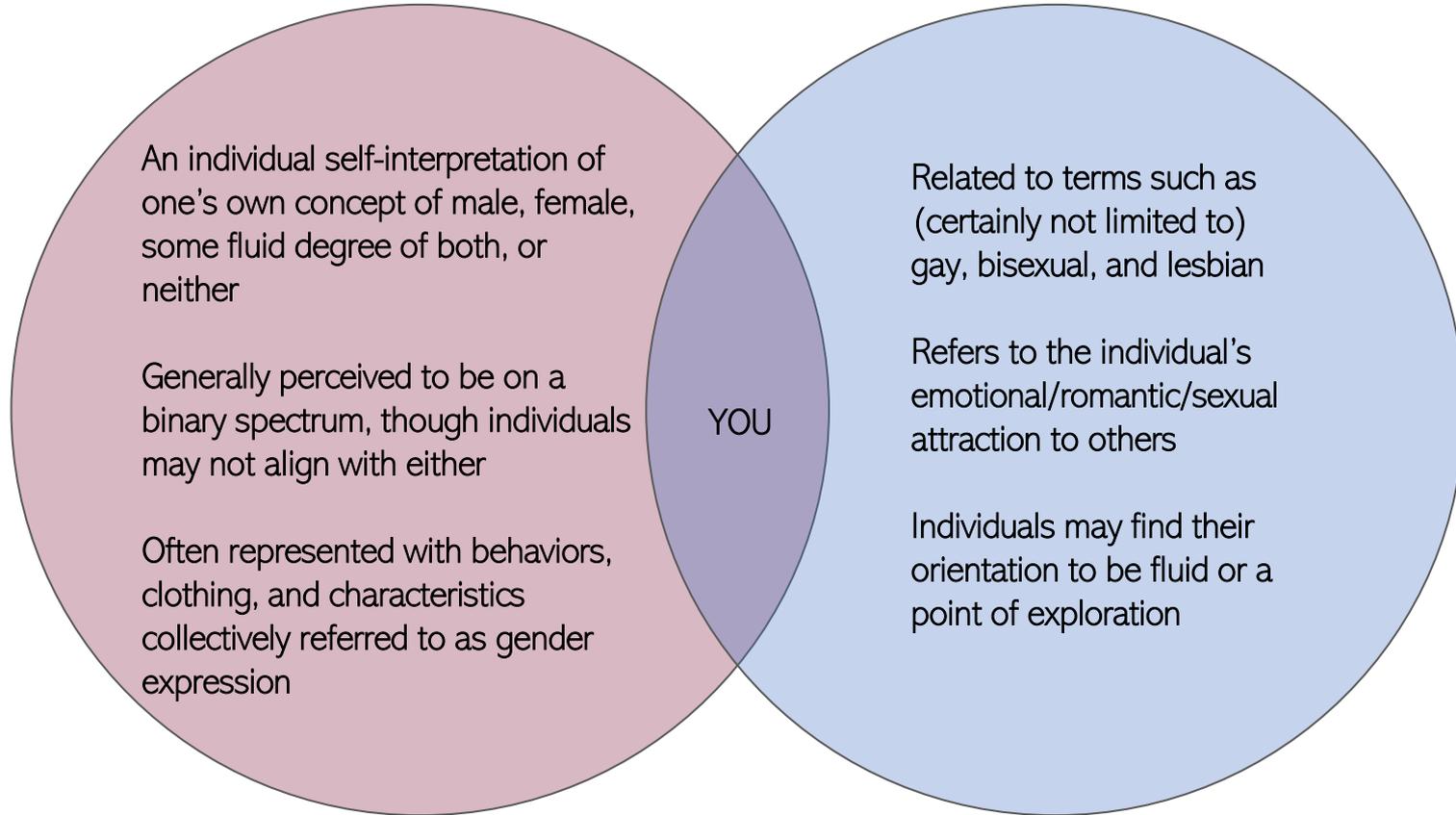
Student Perspective on LGBTQ+-Friendly Language

Do you find the patient presentations in lectures and assessments to have fair representation of gender identities and sexual orientations?

68 responses



Gender Identity / Sexual Orientation



Dissecting the Acronym

L	LESBIAN	a woman who is primarily attracted to other women
G	GAY	a person who is primarily attracted to members of the same gender, though is most frequently used to describe men
B	BISEXUAL	a person who is attracted to both people of their own gender and other genders
T	TRANSGENDER	individuals whose current gender identity differs from the sex they were assigned at birth
Q	QUESTIONING/ QUEER	individuals exploring their own sexual orientation, gender identity, or gender expression / QUEER, an umbrella term to refer to the LGBT community
I	INTERSEX	individuals that have the potential of huge variance in sex traits, reproductive anatomy, hormone production, secondary sex traits, and more
A	ASEXUAL	the lack of sexual attraction or desire for other people
P	PANSEXUAL	individuals who have the potential to be emotionally, romantically, or sexually attracted to people of any gender
	+	refers to many other terms, including <u>(but not limited to)</u> gender diverse, Two Spirit, and polyamorous

Considerations for LGBTQ+ Individuals

- Pronouns are utilized as a replacement for a noun within a sentence
- Due to their implicit gendering, being intentional about respecting the pronouns of individuals can foster trust and inclusivity
- Usage of proper pronouns can affirm one's identity, while misgendering may lead to discomfort and psychosocial harm



Some Alternatives to Gendered Language

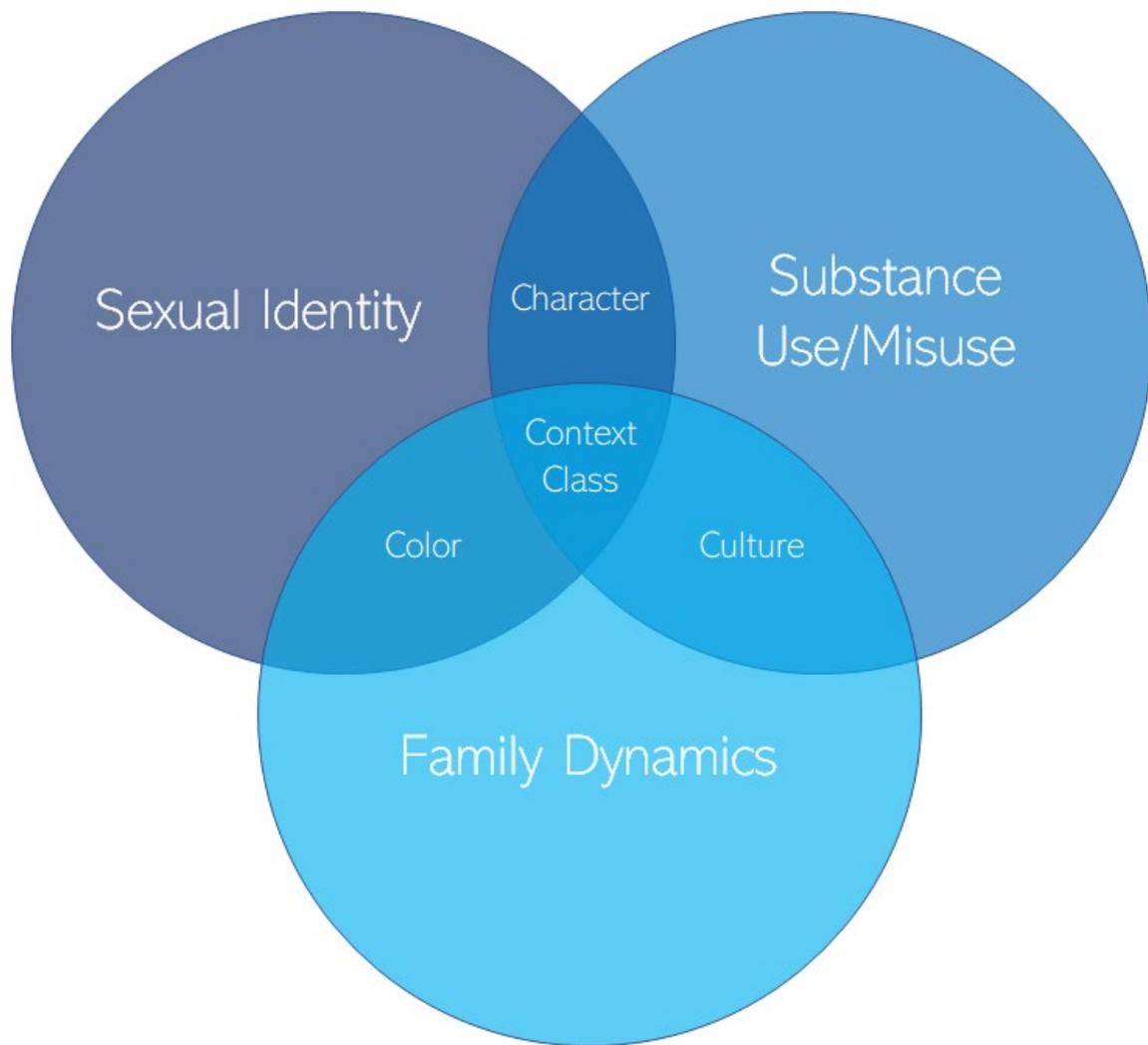
"How may I help you, sir?"	—————→	"How may I help you?"
"Do you have a wife?"	—————→	"Do you have a partner?"
"What are your mother and father's names?"	—————→	"What are your parents' or guardians' names?"
"She is here for her appointment."	—————→	"The patient is in the waiting room."

*Keep in mind that it IS appropriate to use gendered language when someone expresses their identity

*Do not assume someone's gender identity OR sexual orientation based on external appearance

*Remember that gender & pronouns are fluid, so continue to be respectful if someone tells you something different

Audience Perspective

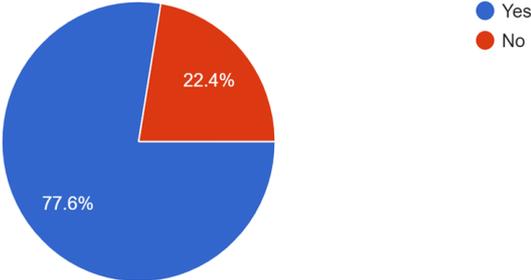


Family Dynamics

- A "nuclear family" is defined as a household consisting of a mother, a father, and their biological children
- Variation to these traditional family dynamics can be exhibited in both previously discussed populations
- It is important for us to remember that the "nuclear family" is not a default that is all-encompassing across communities
- The US Census in 2019 estimated that about 34% of people with children do not have family dynamics that fall under the "nuclear family" categorization

The term "nuclear family" refers to a household consisting of a mother, a father, and their biological children. Does this term apply to your family?

67 responses



Do you feel that it is important to include family structures beyond the "nuclear family" in a patient presentation?

67 responses

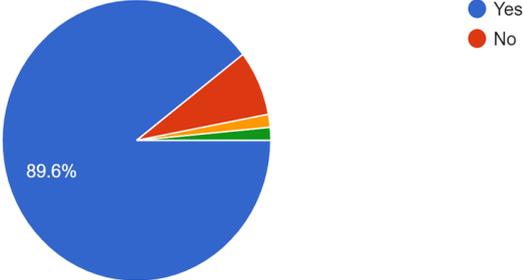
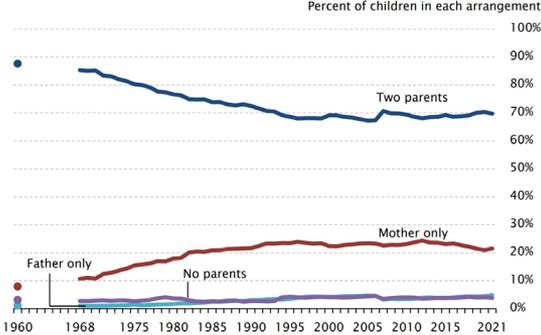


Figure CH-1
Living arrangements of children: 1960 to present



United States
Census
Bureau
U.S. Department of Commerce
U.S. CENSUS BUREAU
census.gov

Source: U.S. Census Bureau, Decennial Census, 1960, and Current Population Survey, Annual Social and Economic Supplements, 1968 to 2021.

Note: Direct identification of both parents began in 2007, resulting in the ability to identify children living with two unmarried parents.

Key Takeaways

Many communities can be subject to stigmatized language

As students, our willingness and passion to learn and adapt with change can be used to create a wave of inclusivity and acceptance

Prioritizing person-first, inclusive language can strengthen relationship dynamics and improve education and downstream quality of our interactions with others

Expectations going forward

Mistakes are universal

Acknowledge and move forward

Habits are hard to change



[Human Rights Campaign](https://www.hrc.org/)



[Addictionary](https://www.addictionary.com/)



[The Trevor Project](https://www.thetrevorproject.org/)

Questions?

Thank you!

On behalf of everyone who benefits from your commitment to striving to be more aware and responsive to inclusivity, thank you for your attention and willingness to participate today!

References

DeRosa, P & Johnson, U. (2002) The 10 Cs: A model of Diversity Awareness and Social Change. ChangeWorks Consulting: Transformation for a Better Future. <https://www.changeworksconsulting.org/>

Preparing the Behavioral Health Workforce for Over 30 Years | Prevention Solutions@EDC. preventionsolutions.edc.org.
<https://preventionsolutions.edc.org/>

Does It Really Matter How We Talk About Addiction? Psychology Today. Published 2017. Accessed November 25, 2019.
<https://www.psychologytoday.com/us/blog/addiction-recovery-101/201706/does-it-really-matter-how-we-talk-about-addiction-0>

Cordingly, Gary. LGBT Health: Sexual Orientation and Gender Identity. Lecture presented at: WVSOM; January 06, 2022, Lewisburg, WV.

Bureau USC. Census Bureau releases New Report on Living Arrangements of Children. Census.gov. <https://www.census.gov/newsroom/press-releases/2022/living-arrangements-of-children.html>. Published February 3, 2022.

Addictionary - Glossary of Substance Use Disorder Terminology. Recovery Research Institute. <https://www.recoveryanswers.org/addiction-ary/>

Pronouns 101. HRC Foundation.
<https://www.thehrcfoundation.org/professional-resources/all-children-all-families-pronouns-101>

LGBTQIA+ Health Education Center.
<https://www.lgbtqiahealtheducation.org/courses/affirming-lgbt-people-through-effective-communication/>

<https://www.hrc.org/resources/glossary-of-terms>