

EQUALIFY

Guidelines for a more inclusive language

This document was created during the project “**W.Di.W. - A World Without Discrimination**” organized by CEIPES Turkey with support of Erasmus Plus programme.

The project consisted of one training course that took place in Ödemiş (Province of Izmir), from 22nd to 30th of April 2018 and lasted 7 days. The training course gathered 25 youth workers and young leaders from 9 organizations coming from Turkey, Italy, Armenia, Portugal, Serbia, Hungary, Ukraine, Spain and Romania.

This international meeting was conceived as a starting point for a better understanding of discrimination, inclusive language, media and communication strategies. Starting from sharing a European framework of this main topic, all the partner organizations involved and their participants had the chance to present their national contexts and to share best practices on discrimination and anti-discrimination. Practical examples of different aspects related to the personal way of using language allowed all the involved organizations to strengthen their capacity to communicate in a proper way.

Different methodologies were used such as knowing each other and team building activities, workshops, simulations, role – plays on discrimination and anti-discrimination topic, human library, sharing of media covering of discrimination issue in the different countries; meeting with a local newspaper, intercultural interaction among the participants and the local community, youthpass and key competences. One part of the project was dedicated to the creation, through small teams, of guidelines on how to use inclusive and not discriminatory language translated in nine languages.

Discrimination is a practice which affects individual subjects, providing unequal chances of jobs, higher education, money, attention by police and punishment by the courts, bestowing esteem unequally.

Inclusive language, instead, is a discourse that avoids the use of certain expressions or words that might be considered to exclude particular groups of people. Through these guidelines, in a world where hate and discriminatory speech is common and even unwitting we want to give a tool people can use in their daily life, for a small contribute to a better society that everyone can give.

Enjoy the reading!



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PEOPLE ON THE MOVE: MIGRATION AND ETHNIC ORIGIN

People on the move is a general concept to refer to a person or a group of persons who move around the world, either across an international border, or within a State, any kind of movement of people, whatever its length, composition and causes.

People on the move it is another way to talk about migration, emphasising the flexibility and the mutability of the movement according to the space, identities and direction and trying at the same time to enhance the capacities of migrants, without victimise them.

- Migrant should be considered as people who move temporarily or permanently in general terms.
- Avoid making difference between “asylum seekers”; “refugees” and “migrants” and specify only when there is a strong necessity.
- Use “migrants” instead of immigrants or emigrants.
- Try to de-stigmatize the word migrant, being aware its meaning related with class and social status
Ex: if one German lives in Spain or Italy is considered as a tourist or traveller. By contrast, if this person is African and black is considered as a “migrant”.
- Avoid generalization of the term and go deep to the circumstances of each person. Not victimize the people.
Ex: migrants could be poor, and they can leave their countries because of the war, hunger and persecution but they are also adventurous. Most of them decide to move.
- Avoid terms as “migrants of second generation or third generation”, because it encourages exclusion.
- Exclude of our language terms as “illegal migrant”, because no one is illegal. They could be “undocumented” or in “irregular situation” but never illegal.
- Refer to people’s specific origin instead of generalisation and simplification.
Ex. ~~Muslims~~ – citizens of Middle East countries, ~~Africans~~ – Algerians, Nigerians etc.
- Remove from the discourse stereotypes regarding people’s ethnic origin
Ex. “smart” like a gipsy, slow as Estonians, stupid as a Turkish.
- Erase the term “national minority” from the language and legislation

Box of curiosity:

- **Armenia:** they use Negroes for all black skinned people. For tasteless (the ones who dress up not with good taste, or just in appropriate colours) people we say “yizid”. “Tsigani” or “Gypsy” for

people with very colourful clothes.

- **Hungary:** they refer to people saying that they have a gipsy life when they are always unorganised and moving. When a person drives badly they say “he/she drives like a Romanian”. They use “arab” and “muslim” (“The muslims are coming” or “they are muslims”) for people from Middle East countries.
- **Italy:** Italians (in Sicilian region) use “turco” (Turkish) or “marocchino” (Moroccan) to refer to anyone that has a skin darker than theirs. Euphemistic expressions as “di colore” (of color) or “extracomunitario” (non - EU) have been turned into derogatory ones and we trying to aware people in not using them anymore.
- **Portugal:** “programa de indio” – when you have a stupid plan; tens o pé na cozinha - you have a foot on kitchen (related to slavery times when dark-skinned slaves were responsible for preparing foods)
- **Romania:** people with dark skin are called “tzigani” (gipsy) or “cioara” (crow)
- **Serbia:** “glup kao Bosanac” – stupid as Bosnian, “lenj kao Crnogorac” – lazy as a person from Montenegro
- **Spain:** The Spanish use “moro” for all northern African people and Middle-East people, without making difference between a Moroccan person and Iranian people. Other expressions can be “hacer el indio” – to do like an Indian” when someone is doing stupid things; “cap de turc” – “Turkish head”, a person that is accused with no reasons; “Vivir como un gitano” Live like a gipsy- It refers to a dirty and messy life, even poor.
- **Turkey:** the word “kürt” (kurdish) is used to insult each other
- **Ukraine:** People use such offensive words as “хач” (“Hach”) or “растарбайтер” (“hastarbayer”) referring to those who come to Ukraine from Armenia, Turkmenistan, Azerbaijan etc. to work.

SOCIAL STATUS

Discrimination about social status is prejudice on the basis of social class. It includes individual attitudes, behaviors, systems of policies, and practices that are set up to benefit the „upper class” at the expense of the „lower class” or vice versa.

Social status discrimination can be seen in many different forms of media such as television shows, films and social media. Class discrimination in the media displays the knowledge of what people feel and think about it. When seeing social status discrimination in films and television shows, people are influenced and believe that is

how things are in real life, for whatever class is being displayed. Media is a big influence on the world today, with that something such as social status is can be seen in many different lights. Usually the low income people are displayed in the media as dirty, lack of education and manners, homeless. In all Societies exist hierarchies of social status. First step it is to be aware of this to fight against them.

- Don't use expressions regarding your location and address. Ex: You are from a "ghetto".
- Be careful when you are describing people, don't publicize information about their past (that might be discriminative) and are not related to current conditions. For example, don't use "ex-prisoner" or "ex - drug addict".
- Don't associate relatives/family members/friends with the individuals. P.e. refer to the name of the person, not like "the daughter or the son of"
- Avoid words as "poor people" or "undeveloped or third world countries". It is better "impoverished" people/countries or "people under risk of social exclusion" because it means that their condition are independent of their wills. So, it is because extra and structural factors.

Box of curiosity:

- **Serbia:** people use the expression "filipinos" (Philippines) for prostitutes.
- **Italy:** homeless people are called "barboni" for their long beard (linguistic stereotype). Some wealthy people use "ciao poveri" "hello poors" when they are showing up their life style.
- **Turkey:** Benim babam senin babam dover - "My father is superior to yours or my father can beat yours" (regarding economical status); Sokak cocugu gibi giyinmek - "dressing as a street boy" (wearing old clothes).
- **Ukraine:** a prisoner or person who came after the prison to the society is called "зек" ("zek") in a really offensive way. In Ukraine, very rich people are called "mazhory" with a negative mean.
- **Armenia:** They have offensive adjective for "the people who act like being very rich" "հասարակական", translated will be "Fat necked person". For people in poverty situation, they say "Korean orphan".

RELIGION AND BELIEFS

The religion is the belief and superhuman workshop controlling power, especially God or Gods. There are so many beliefs with different names Allah, God, Buddah, Jewa, etc.

Religion and beliefs are important factors in our history and even in our identities because some centuries ago, religion and government were the same institution. Most of our current societies had separated these two factors, but it seems that our language didn't do it as well. That's why there is discriminatory language related to

it and we created some biased ideas that are not related in deep with religion. So, now we have the chance to rethink about our language and our ideas based on religion.

There are people with specific beliefs and we should practice the tolerance and accepted them. Happen the same with superstitious people. So, we should give up the idea, and the language associated with, about that religious people are being manipulated and promote the separation of political and religious fields in our social life: secularism.

- Avoid using language connecting the nationality of an individual to the main religion of the majority of the population of the country that this person comes from. For example: “Calling muslim to any person from Morocco”. That is a generalization that can’t be true.
- Avoid using expressions, sentences and jokes related to religion. For example: Holly Shit.
- Overcome stereotypes related to religion, such as defining Muslims as terrorists or servants of Catholic Church as pedophiles.
- Foment the language focused on similarities and mitigate the differences among religions and believes. For example: Muslims believe also in Jesus Christ.
- Animism: it is used to refer to African spiritual beliefs. It is not very good word because it is too general and it doesn’t visualise the diversity of all different trusts that exist in the continent. It happens the same with Islam and all its tendencies.

Box of curiosity:

- **Romania, Spain:** Being more catholic than the Pope. This expression is referring to be strict in the practice of a religion or in other daily situations (even if the person is not religious).
- **Romania:** Even they don’t have much expressions against other religions and beliefs, they have a word “Unguri”. Its translation is “catholic people” from Hungary. The use is 50 per cent discriminatory (rumanian people that want to make a difference between catholics from hungary and them) and the other 50 per cent not.
- **Spain:** expressions exist as “No seas judío” “Don’t be a jewish”: it means that someone is always looking for money and doesn’t want to spend it.
- **Portugal:** “Fazer judiarias” that mean “do jewish things”. It’s a discriminatory expression because it’s used to mock or even to harm

someone. Due to its regular use, it become a verb and they have an expression like “Que judaria, meu Deus” that means “What a shame, My God”. Here we can see perfectly how past religious wars are present in our current language.

- **Italy:** It is an offense to say blasphemies as “P***o Dio, Dio C**e, etc..
- **Turkey:** they use “gevur” for referring to non-muslim people as a generalization.
- **Hungary:** He is Muslim, so he is terrorist. “On je musliman, znaci on je terorista”.
- **Ukraine:** The word “індус” actually meaning “adherent of Hinduism” is sometimes used referring to a person considered to be damn or idiot.

DISABILITIES AND FUNCTIONAL DIVERSITIES

“As the EU population is getting older, the number of Europeans with disabilities is rising significantly. It is expected that, by 2020, approximately 120 million Europeans will have a disability. The share of women with disabilities in the overall population is higher than the share of men (29.5% vs 24.5%)” . (Brussels, 2.2.2017 SWD(2017) 29 final COMMISSION STAFF WORKING DOCUMENT Progress Report on the implementation of the European Disability Strategy (2010 -2020). This numbers describe a reality which can be a better one when using the right words. Please find below some suggestions of inclusive language on this topic.

- Emphasize the person first, not the disability/condition: e.g.: person who uses a wheelchair instead of a wheelchair bound-person, person diagnosed with autism instead of autistic.
- Use “accessible parking” instead “handicapped parking”. Also at hotels, monuments, public offices, etc – use “accessibility” instead of “access for the disabled“.
- There is guidance accessible when it comes to specific terms like Alzheimer’s disease, depression and intellectually disabled. One can see general Guides on the topic.(for example, guidelines for nonhandicapping language in APA journals, www.apastyle.org/manual/related/nonhandicapping-language.aspx).
- Avoid words with negative connotations such as victim, stricken and use instead i.e. “someone living with depression”.
- Use the term *people with functional diversity* instead of “disability” (if it makes sense in your own country). If not just use the term *person with a disability* (avoid a disabled person or handicapped).

If not required for specific contexts, just avoid any kind of term.

Box of curiosity:

- **Armenia:** someone uses “Инвадид”Invalid – russian origin word – for people with disabilities, that means literally not valid,(though this is not originally Armenian, it is widely used and is very offensive).
- **Romania:** they say “Se bat ca orbii” -they fight like blinds, meaning that they lost control. “S-a întâlnit orbul cu schiopul” – the blind met the crippled – nothing good will come out of this situation
- **Hungary:** it is offensive to use nyomerek – meaning retarded
- **Ukraine:** it is very offensive way to identify people with disabilities: інвалід”, “каліка” —for physical disabilities; даун, дальтоник — for mental disabilities;
- **Portugal:** “bater no ceguinho” - translated means “hitting the blind guy” refers to a blind person, in order to tell someone that is not worth to keep on insisting on something.
- **Spain:** por ti, tu madre desgrava?” For you, your mother has a fiscal discount? - meaning you are with handicap. They use to insult people “mongolo, retrasado”, meaning retarded.
- **Italy:** “Sei handicappato? Sei orbo? Sei Down?” - Are you handicapped? Are you blind? Are you with handicap? to insult someone.
- **Serbia:** very offensive words to refer to people with disabilities:“богаљ” meaning cripple for people with physical disability „ретард meaning retard“ for people with mental disability , also used to insult someone
- **Turkey:** ozurlu – rude word meaning disabled

GENDER AND SEXUAL ORIENTATION

Language subtly reproduces the societal asymmetries of status and power in favor of one sex, which are attached to the corresponding social roles. Moreover, the hidden yet consensual norm according to which the prototypical human being is male is embedded in the structure of many languages. Grammatical and syntactical rules are built in a way that feminine terms usually derive from the corresponding masculine form. Similarly, masculine nouns and pronouns are often used with a generic function to refer to both men and women. Such linguistic forms have the negative effects of making women disappear in mental representations. Thus, language linked to gender inequality.

- Refer to gender only in case of a strong necessity
- Eradicate all the manifestations of sexism in language that expresses bias in favour of one sex i.e. objectification, machismo, eroticization, etc.
- Eliminate the use of male expressions with a generic meaning i.e. generic man

- Ex. ~~chairman~~ – chairperson, ~~postman~~ – post officer, ~~fireman~~ – firefighter
- Referring to a mixed group avoid the only male reference
Ex. ~~gentlemen~~ – ladies and gentlemen
 - Avoid male pronouns describing a person in general (3rd person)
Ex. ~~he~~ – he/she, she/he, s(he), they + V in singular
 - Use “partner” instead of “husband” or “wife”, and instead of “boyfriend” or “girlfriend” if you do not know the sexual orientation or marital status of the people about whom or to whom you are speaking
 - Don’t use terms such as fag, dyke, queer, poofta, and tranny referring to people’s sexual orientation because these words are derogatory
 - Avoid the disproportion between men and women in parenthood
Ex. working/single/natural/biological/unwed/surrogate mother

Box of curiosity:

- **Armenia:** The word “гомик” (gomik) that is of Russian origin meaning “fag” is used referring to gay people, in particular to gay men. *However, Armenian language is an example of an inclusive language for gender: they use the same pronoun “na” for male, female and neutral, so there is no feminine or masculine pronouns.
- **Hungary:** There is an expression “úgy vezetsz, mint egy nő” that means “you drive like a woman”.
- **Italy:** People are used to say “donna al volante pericolo costante” meaning “woman driving is a constant danger”.
- **Portugal:** The expression “Isso é super gay” meaning “that is so gay” is used when one is a perfectionist or too flamboyant (style, clothes, hairstyle, etc.).
- **Romania:** There is an expression that sounds “plângi ca o fetiță” meaning “you cry like a little girl”. In Romania the phrase “este treabă de bărbat” that means “this is a man job” is in usage. For “human” they have “om” which is of male gender.
- **Spain:** In Spanish there is a positive shift in terms of gender-neutral lexis e.g. “todos” meaning masculine 3rd person is substituted with “todes” or “todxs” (in writing).
- **Turkey:** There is a proverb “Kadin halinle erkek isine karisma” that means “If you are a woman, you have to do feminine stuff and you shouldn't poke your nose to a man’s business”. Referring to divorced women hate speech adjective “dul” is often used. Same as Armenians, Turks use ‘o’ to refer both genders. The language is gender neutral.
- **Ukraine:** The classic manifestation of linguistic sexism is the usage of forms exclusively of male gender for naming the positions that women also hold.

The prevalence of male nouns in this class of vocabulary is a means of manipulation: if there are no feminine names, there should not be realities. The expression “жіноча логіка” meaning “woman’s logic” is used when speaking about the absence of any logic in deeds. The term “стара діва” meaning “spinster” is used referring to an unmarried woman. The term “холостяк” meaning just “unmarried” and having no negative connotation as the previous “стара діва” is used referring to an unmarried man. Rude words as “лесбійка”, “педік”, “гомік” meaning “butch” and “fag” are used referring to gay people.