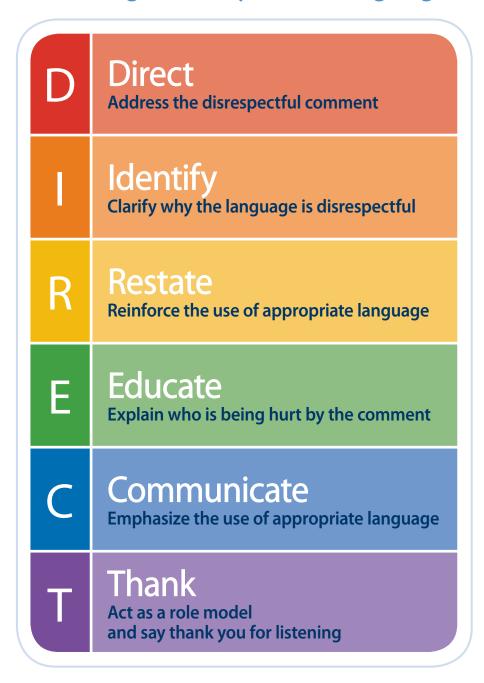
Rainbow District School Board Dealing Directly with Language



Approach and Possible Actions

Direct

Address the disrespectful language immediately. "Let's talk about what I just heard you say. " "That is not okay."

Identify

Try to be specific about the words that are used.

For example, whenever a comment defines someone by an ability, we need to rethink our language. Instead of saying "a special needs student", say, "a student with special needs."

Restate

"At our school/workplace, we believe that everyone is equal." The language we use to talk with one another must reflect this belief.

Educate

Try to be specific.

For example, if the comment was homophobic, you might say, "When you use the word gay like that, you are discriminating against people who are gay or lesbian. You are also hurting people who may have parents or friends who are gay."

Communicate

Try to be specific.

"Rather than saying a song is gay, say you don't like the song."

Thank

"Thank you for listening." We are all role models in building inclusive schools and workplaces.



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