The League, because of who and what we advocate for, promotes a culture of inclusiveness and diversity, and our language needs to be an important and deliberate part of that. In writing and speaking, we need to be cognizant to use terms that respectfully reflect a person’s identity. This can be done by avoiding using adjectives as nouns (e.g., “the deaf,” “the homeless,” and “Blacks and Whites”) and by putting “people” first (“people with low incomes,” “people with disabilities”). There are also common words or phrases with discriminatory or offensive roots, which are sometimes unknown, that need to be retired.

<table>
<thead>
<tr>
<th>When to use...</th>
<th></th>
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</table>
| **Racial Equity:** The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. | **Racial Equality:** Access or provision of equal opportunities for people from all racial and ethnic backgrounds. Racial equality refers to social equality for people of different races. 
Equity means that everyone gets what they need. 
Equality means everyone gets the same thing or the same amount. |

The following are a few examples of terms or phrases to avoid and terms to use in their place.

<table>
<thead>
<tr>
<th>Avoid</th>
<th>Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>“ex-con,” “criminal,” “felon” “offender”</td>
<td>People with felony convictions, people who have been incarcerated, returning resident/citizen</td>
</tr>
<tr>
<td>“minority,” “non-White”</td>
<td>When possible, use a specific nationality or racial designation, as identified by the data, when appropriate. Otherwise, use communities of color, representative of a community of color, or people of color. When in the community, allow for use of self-identified terms (e.g., Latino vs. Hispanic or Black vs. African American).</td>
</tr>
<tr>
<td>“illegals,” “aliens,” “illegal immigrants”</td>
<td>Undocumented immigrants</td>
</tr>
<tr>
<td>“poor,” “low-income people”</td>
<td>People with low incomes, people who live in poverty, people whose incomes fall below the poverty line, struggling families</td>
</tr>
<tr>
<td>“handicapper,” “handicapped”</td>
<td>People with disabilities</td>
</tr>
<tr>
<td>“turn a deaf ear/blind eye,” “the blind leading the blind,” “blindly follow,”</td>
<td>Ignoring, insensitive, misguided</td>
</tr>
<tr>
<td>“pow-wow”</td>
<td>Chat, conversation, quick talk, brainstorm</td>
</tr>
<tr>
<td>“gypped”</td>
<td>Ripped off, swindled, cheated, conned</td>
</tr>
</tbody>
</table>
| “welfare,” “food stamps” | Specify the program, “temporary cash/food..."
There are some common phrases and practices that need to be avoided.

<table>
<thead>
<tr>
<th>AVOID</th>
<th>WHY</th>
</tr>
</thead>
<tbody>
<tr>
<td>“melting pot”</td>
<td>While commonly used to describe the United States as a multicultural nation where we accept and “normalize” aspects of various cultures, the term carries the connotation that immigrants and persons of other cultures can “assimilate” and “integrate” into “American culture.”</td>
</tr>
<tr>
<td>“grandfather clause”</td>
<td>The term is commonly used to identify a provision that exempts certain classes of people or things from the new requirements in law. However, it has roots in the Reconstruction era where many southern states attempted to limit rights and disenfranchise Black voters without affecting all White residents. (Essentially, a person wouldn’t be impacted by new requirements if he or his father or grandfather could vote before 1867.)</td>
</tr>
<tr>
<td>income as a proxy to race</td>
<td>Race always matters on its own and is compounded by income and place.</td>
</tr>
<tr>
<td>“colorblind”</td>
<td>Being “colorblind” invalidates a person’s identity and past experiences and makes tracking disparities difficult.</td>
</tr>
<tr>
<td>“off the reservation”</td>
<td>This phrase is commonly used to describe someone or something that has deviated from expectations. It has roots from when Native Americans were restricted to reservations and had very few freedoms and liberties.</td>
</tr>
</tbody>
</table>


There are also more inclusive terms that can be used to describe people of various races and ethnicities.

<table>
<thead>
<tr>
<th>USE</th>
<th>WHY</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Latinx”</td>
<td>“Latinx” (pronounced “La-teen-ex”) is the gender-neutral alternative to Latino, Latina and Latin@. It is a more inclusive term that moves beyond gender binaries. Latinx is also more inclusive for people who are trans, queer, agender, non-binary, gender non-conforming or gender fluid.</td>
</tr>
</tbody>
</table>

Source: HuffPost, [https://www.huffingtonpost.com/entry/why-people-are-using-the-term-latinx_us_57753328e4b0cc0fa136a159](https://www.huffingtonpost.com/entry/why-people-are-using-the-term-latinx_us_57753328e4b0cc0fa136a159)