

Inclusive Language Resource Guide
Developed by Rachel Goodman, OT/s

The purpose of this resource guide is to provide a starting point for self-study related to inclusive language and OT practice. The type and content of these resources vary, including style guides, scientific articles, opinion pieces, and even TikToks. In addition, many of these sources have their own lists of continuing learning materials.

Given that language and culture is constantly changing, some of these resources may become inaccurate as time goes on. In addition, language and self-identification can vary across individuals and groups, so some of the information in these articles may conflict with one another. This is expected, and reflects the diversity and complexity of this topic. As a reminder, if you are interacting with someone and don't know the terms or language they prefer to describe themselves, then ask them!

This document is meant to be dynamic, and Tufts OT community members are encouraged to add new resources they find to this list.

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Style Guides

Source	Topics included
Glossary for Culture Transformation Boston Medical Center	Disability and accessibility, gender and sexual diversity, justice/equity/belonging, race and ethnicity, systems of oppression
University of Washington Equitable Language Guide	Race, ethnicity, nationality, religion, native/indigenous identity, gender, sexual orientation, disability
DCFPI Style Guide for Inclusive Language	Neighborhoods & communities, disability, education, food, health, homelessness, jobs & training, criminal justice, gender/sex
Journal of Midwifery & Women's Health - Inclusive Language Promotes Equity: The Power of Words	Race, ethnicity, socioeconomic status, sex and gender, sexual orientation, age, ability and disability
A Progressive's Style Guide	Age, disability, economy, environment/science, food, gender/sex, geopolitics, health, housing/space, immigration/refugees, indigeneity/ancestry, police/incarceration, race/ethnicity, sexual and domestic violence
Advancing Health Equity: A Guide to Language, Narrative and Concepts	Commonly used terminology in healthcare
Northwestern University Inclusive Language Guide	Gender and sexual identity, race and ethnicity, religion and national identity, disability
Outdated Medical Terminology	Outdated medical terms and suggestions for current terms
Guidelines on Inclusive Language and Images in Scholarly Communication	Crime & incarceration, gender, gender identity, & sexual orientation, health, race and ethnicity, age, family and relationship status, geopolitics, immigration, religion, image guidelines
APA: Bias-Free Language	Age, disability, gender, race, ethnicity, sexual orientation, socioeconomic status, intersectionality

Healthcare, OT, & Language

A Need for Occupational Justice: The Impact of Racial Microaggression - article
Inclusive language: Approaches for OT, research, & education - article
Integrating health literacy into occupational therapy: findings from a scoping review - article
Words Matter: The Power of Inclusive Language in Medicine - Zoom recording of lecture
Equitable Health Care Requires Inclusive Language - article
CDC Health Equity Guiding Principles for Inclusive Communication - article
Do Words Matter? Stigmatizing Language and the Transmission of Bias in the Medical Record - article
Inclusive Language Matters: Recommendations for Health Care Providers to Address Implicit Bias and Equitable Health Care - article
Words Matter: An Antibias Workshop for Health Care Professionals to Reduce Stigmatizing Language - article/training materials

General Inclusive Language

Guidelines for Inclusive Language Linguistic Society of America - article
Inclusive language is destructive language - true! It's destructive to... - TikTok
Dr. Maya Angelou on the Power of Words - Youtube video
Principles of Inclusive Language - Continuing Nursing Education - article
Interrupting Bias: Calling Out vs. Calling In - article
'Underrepresented Minority' Considered Harmful, Racist Language - article
Responding to Microaggressions and Unconscious Bias - article/script
Calling In and Calling Out Guide - infographic
Making a Mistake: Ouch! and Oops! - article
Code Switch: Word Watch - podcast series

Race & Ethnicity

Negative Patient Descriptors: Documenting Racial Bias In The Electronic Health Record - article
Racial Biases in Electronic Health Records. Words matter - TikTok
Guide to Inclusive Language: Race and Ethnicity - article, language guide
Race and Ethnicity Self-Study Guide - collection of articles and resources
Ask the OEDI: Hispanic, Latino, Latina, Latinx - Which is Best? - article
Inclusive Language for Reporting Demographic and Clinical Characteristics - language guide
Linguistic Racism - article
Understanding the Difference Between Race and Ethnicity - article

Religion

Religion Stylebook - language guide
The Pluralism Project - website, collection of resources
Spirituality, Religion & Atheism - collection of resources
Adopt Religion-Inclusive Language: "Happy Holidays" - article
Subtle and Overt Forms of Islamophobia: Microaggressions toward Muslim Americans - article
How to address antisemitic rhetoric when you encounter it : NPR - article

Age

The Consequences of Ageist Language are Upon Us - article
Guidelines for Age-Inclusive Communication - article
Reframing Aging: Useful Tools - collections of style & resource guides, infographic, video
When It Comes to Older Adults, Language Matters and Is Changing: American Geriatrics Society Update on Reframing Aging Style Changes - article

[Countering Ageism: Are You Using Age-inclusive Language?](#) - article

[Let's end ageism](#) - Ted Talk

Gender & Sexuality

[What to do if you misgender someone](#) - Youtube video

[TransEDU: How it can feel to be misgendered](#) - Youtube video

[GLAAD Media Reference Guide – 11th Edition](#) - language guide

[Birthing and Pregnant People](#) - Tiktok

[Trans Inclusive Language and Abortion](#) - TikTok

[Language Guidance When Serving LGBTQ+ Populations](#) - language guide

[United Nations: Gender-inclusive language](#) - guidelines/toolkit

[Gender-Inclusive Language](#) - language guide

[Inclusive and Gender-Neutral Language | National Institutes of Health \(NIH\)](#) - language guide

[Focus on Forms and Policy: Creating an Inclusive Environment for LGBT Patients](#) - article

Disability

[WeThe15 | Hero Film](#) - Youtube video

[Is occupational therapy an ableist health profession? A critical reflection on ableism and occupational therapy](#) - article

[Violence in Language: Circling Back to Linguistic Ableism](#) - article

[Reassigning Meaning](#) - essay/book

[Inclusive Language and Disability Pride](#) - TikTok

[Disability-Inclusive Language Guidelines](#) - language guide

[Inclusive Language and Meditation](#) - TikTok

[Disability and Disabled](#) - Tiktok

[Deaf with a Capital D](#) - Facebook video

WeThe15 Hero Film - Youtube video
Is occupational therapy an ableist health profession? A critical reflection on ableism and occupational therapy - article
Violence in Language: Circling Back to Linguistic Ableism - article
Reassigning Meaning - essay/book
Inclusive Language and Disability Pride - TikTok
Disability-Inclusive Language Guidelines - language guide
Inclusive Language and Meditation - TikTok
Disability and Disabled - Tiktok
Autism & Identity-First Language vs Person-First Language - TikTok
Change in Terminology: “Mental Retardation” to “Intellectual Disability” - article
Disability History Glossary - language guide
In My Language - video
Disability-Inclusive Communications Guidelines - article/language guide

Mental Health & Substance Use

SAMHSA Words Matter: How Language Choice Can Reduce Stigma - article
Language and Suicide - TikTok
NAMI: Language Matters - infographic
Confronting Inadvertent Stigma and Pejorative Language in Addiction Scholarship: A Recognition and Response - article
Does it matter how we refer to individuals with substance-related conditions? A randomized study of two commonly used terms - article
Words Matter - Terms to Use and Avoid When Talking About Addiction - article
McLean Hospital: Why Words Matter in Mental Health Care - webinar

Socioeconomic Status & Housing

Socioeconomic Status - Inclusive Language - language guide.
Changing the Way We Talk About Homelessness - article
Socioeconomic status - language guide
People who stereotype the homeless make the problem worse - article
Why Is It Still OK To 'Trash' Poor White People? - podcast/article

Immigration Status

What It's Like to be Queer and Undocumented - PBS video
PICUM Words Matter: Illegal vs Undocumented Migrants - article
Migrant Hot Topics: Being Called 'Illegal' - podcast
NPR: Which Is Acceptable: 'Undocumented' vs. 'Illegal' Immigrant? - podcast/article
Words Matter: Illegal Immigrant, Undocumented Immigrant, or Unauthorized Immigrant? - article

Justice System

The Language Project The Marshall Project - collection of lived experience pieces
Words Matter: Using Humanizing Language - article
They Are All Armed and Dangerous!: Biased Language Use in Crime News With Ingroup and Outgroup Perpetrators - abstract (article for purchase)
An Open Letter to Our Friends on the Question of Language - letter/article
We Are More Than A Label - infographic/zine
Both Sides of The Bars - Words Matter: The Importance of Humanizing Language - YouTube video
Opinion Labels Like 'Felon' Are an Unfair Life Sentence - article

Multifaith Calendar

Fostering Inclusion Multifaith Calendar

Academic Year: September 2023 - August 2024

The purpose of this calendar is to recognize and celebrate the diverse cultures and traditions that are practiced by members of our community. By learning about these customs, values, beliefs, and experiences, we can then take action to create an environment of respect, safety, and understanding.

Some of these holidays or observances may influence how a student, faculty member, or client engages in daily activities, such as work or school. To ensure a culturally responsive community, we encourage conversation and collaboration to create accommodations that support individuals' ability to participate in their cultures and traditions.

It is important to note that how an individual or community observes the following traditions may vary based upon personal, regional, or cultural differences. Therefore, some of the holidays listed below may be celebrated on different dates or with different practices by individuals within the same cultural group.

This calendar is a dynamic work in progress, and is intended to be adapted based upon community members' feedback. Sources used to inform this calendar are listed at the end of the document. Links for each holiday are meant to provide a starting point for learning (some of these are Wikipedia links). We are always learning, and understand that intention and impact can differ. If there is a holiday or observance that should be added, if a date or note is incorrect, or if you have any additional questions or concerns, please contact rachel.goodman639756@tufts.edu.

September 2023

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
September 4	Labor Day	United States	
September 6-7	Krishna Janmashtami	Hinduism	Work restrictions, involves fasting
September 11-19	Paryushana	Jainism	
September 15-17	Rosh Hashanah	Judaism	Begins at sunset; work restrictions

September 15 - October 15, 2023	Hispanic Heritage month	United States	Also referred to as Latino/x Heritage Month
September 18	Tzom Gedaliah	Judaism	Involves fasting
September 19	Ganesh Chaturthi	Hinduism	Work restrictions
September 19 - 25	International Week of the Deaf	International	
September 20 - 29	Das Laxana Festival	Jainism	
September 21 - 29	Mabon	Neo-Paganism/Wicca	
September 24 - 25	Yom Kippur	Judaism	Begins at sunset, involves fasting, work restrictions
September 26 - 27	Mawlid al-Nabi	Islam	Work restrictions
September 28 - 30	Chuseok	Korea	
September 29	Mid-Autumn Festival (Moon Festival)	China, Hong Kong, Macau, Taiwan, Vietnam	
September 29 - October 6	Sukkot	Judaism	Work restrictions

October 2023

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
All month	Disability Employment Awareness Month	United States	
All month	LGBT History Month	United States	
All month	Filipino American History Month	United States	
October 6 - 8	Shemini Átzeret	Judaism	Begins at sunset, work restrictions
October 7 - 8	Simchat Torah	Judaism	Begins at sunset,

			work restrictions
October 9	Indigenous People's Day	United States	
October 10	World Mental Health Day	International	
October 11	National Coming Out Day	United States	
October 15 - 24	Navarti	Hinduism	
October 16	Birth of the Báb	Bahái	Work restrictions
October 16 - 17	Birth of the Bahá'ulláh	Bahái	Work restrictions
October 17	Spirit Day	LGBTQIA+ and allies	
October 24	Dussehra (Dassera)	Hinduism	Work restrictions
October 31	Reformation Day	Christianity - Protestant	
October 31	Halloween	United States	
October 31 - November 1	Samhain	Neo-Paganism/Wicca	

November 2023

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
All month	Native American Heritage Month	United States	
November 1	All Saints Day	Anglican and Roman Catholic	
November 1 - 2	Día de los Muertos (All Souls Day)	Mexican	
November 8	Birth of Guru Nanak Dev Ji Gurpurab	Sikhism	Work Restrictions

November 11	Veteran's Day	United States	
November 12	Diwali	Hinduism, Jainism, Sikhism, Buddhism	Work restrictions
November 20	Transgender Day of Remembrance	LGBTQIA+ and allies	
November 23	Thanksgiving Day	United States	
November 24	Native American Heritage Day	United States	
November 27 - 28	Ascension of 'Abud'l-Bahá	Baháí	Begins at sunset

December 2023

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
December 1	World AIDS Day	International	
December 3 - 24	Advent	Christianity - Protestant, Roman-Catholic	
December 7 - 15	Hanukkah	Judaism	Begins at sunset
December 8	Feast of the Immaculate Conception	Catholicism	
December 8	Bodhi Day	Buddhism	
December 10	Human Rights Day	International	
December 12	Day of Our Lady Guadalupe	Mexican Catholic	
December 16 - 24	Las Posadas	Mexican	
December 16 - 24	Simbang Gabi	Filipino Catholic	
December 21 - January 1	Yule	Neo-Paganism/Wicca	

December 25	Christmas Day	Christianity	
December 26 - January 1	Kwanzaa	African American	

January 2024

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
January 1	New Year's Day	International	
January 1 - 3	Shōgatsu	Japanese	
January 6	Epiphany (Three Kings Day)	Latin American & Caribbean	
January 15	Martin Luther King Jr. Day	United States	
January 15	Makar Sankranti	Hinduism	
January 17	Birthday of Guru Gobind Singh	Sikhism	
January 27	International Holocaust Remembrance Day	International	

February 2024

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
All month	Black History Month	International	
February 1	World Hijab Day	International	
February 1	National Freedom Day	Black American	
February 1 - 2	Imbolc	Neo-Paganism/Wicca	Begins at sunset
February 3	Setsubun	Japanese	
February 8	Lailat al Miraj	Islam	Begins at sunset

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
All month	Black History Month	International	
February 1	World Hijab Day	International	
February 1	National Freedom Day	Black American	
February 1 - 2	Imbolc	Neo-Paganism/Wicca	Begins at sunset
February 10	Tết	Vietnamese	
February 10	Lunar New Year	East and Southeast Asian	
February 14	Valentine's Day	International	
February 14	Ash Wednesday	Christianity	
February 14 - March 28	Lent	Christianity	
February 15	Nirvana Day	Buddhist	
February 19	Day of Remembrance	United States/Japanese American	
February 19	President's Day	United States	
February 24	Magha Puja Day	Buddhism	
February 25	Laylat al-Bara'ah	Islam	Begins at sunset

March 2024

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
All month	Women's History Month	International	
All month	Developmental Disabilities Awareness Month	United States	

March 1 - 19	Nineteen-Day Fast	Bahá'í	Involves fasting
March 8	Maha Shivaratri	Hinduism	Work restrictions
March 8	International Women's Day	International	
March 11 - April 10	Ramadan	Islam	Involves fasting
March 17	St. Patrick's Day	Irish	
March 19 - 20	Naw Rúz	Bahá'í/ Persian/ Kurdish/ Zoroastrianism	
March 19	Ostara	Neo-Paganism/Wicca	
March 20 - 21	Persian New Year (Nowruz)	Iranian	Work restrictions
March 23 - 24	Purim	Judaism	Begins at sunset
March 24 - 25	Holi	Hinduism	
March 24	Palm Sunday	Christianity/Orthodox	
March 24 - 30	Holy Week	Christianity/Orthodox	
March 28	Holy Thursday	Christianity/Orthodox	
March 29	Good Friday	Christianity/Orthodox	
March 31	César Chávez Day	United States	
March 31	International Transgender Day of Visibility	International	
March 31	Easter Sunday	Christian	

April 2024

Date(s)	Holiday/Observance	Cultural group/ tradition/observed by	Notes
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All month	Autism Acceptance Month	International	
All month	Arab-American Heritage Month	United States	
March 11 - April 10	Ramadan	Islam	Involves fasting
April 2	World Autism Awareness Day	International	
April 6	National Tartan Day	Scottish American	
April 6	Laylat al-Qadr (Night of Power)	Islam	
April 9 - 12	Eid-al Fitr (End of Ramadan)	Islam	Work restrictions
April 12	Day of Silence	LGBTQIA+ and allies	
April 13	Vaisakhi	Sikhism	
April 13 - April 16	Boun Pi Mai (Lao New Year)	Laotian	
April 14 - 16	Cambodian New Year	Cambodian	
April 16	Ramanavami	Hinduism	
April 19 - 30	Ridvan	Bahá'í	Work restrictions on first, ninth, twelfth days
April 22 - 30	Passover	Judaism	Work restrictions
April 24	Armenian Genocide Remembrance Day	International	
April 28	Palm Sunday	Christianity - Orthodox	
April 30	Día de los Niños	Mexican	

May 2024

Date(s)	Holiday/Observance	Cultural group/ tradition/observed by	Notes
All month	Asian Pacific American Heritage Month	United States	
All month	Mental Health Awareness Month	United States	
May 1	Beltane	Neo-Paganism	
May 1	May Day (International Workers' Day)	International	
May 3	Orthodox Good Friday	Christianity - Orthodox	
May 5	Orthodox Easter	Christianity - Orthodox	
May 5 - 6	Yom HaShoah (Holocaust Remembrance Day)	International	Begins at sunset
May 5	Cinco de Mayo	Mexico/United States	
May 10	Día de las Madres (Mother's Day)	Mexican/Latin American	
May 12	Mother's Day	United States	
May 23	Buddha Day/ Visakha Puja/ Vesek	Buddhism	Dates vary across cultures and communities
May 17	International Day Against Homophobia, Transphobia, Biphobia	LGBTQIA and allies	
May 19	Pentecost	Christianity - Protestant, Roman-Catholic	
May 22	Declaration of the Báb	Bahá'í	
May 27	Ascension of Bahá'ulláh	Bahá'í	
May 27	Memorial Day	United States	

June 2024

Date(s)	Holiday/Observance	Cultural group/ tradition/observed by	Notes
All month	Pride Month	International	
All month	Caribbean-American Heritage Month	United States	
June 11 - 13	Shavuot	Judaism	Begins at sunset
June 12	Loving Day	International/ LGBTQIA+ and allies	
June 12	Philippine Independence Day	Filipino	
June 14 - 19	Hajj	Islam	
June 15 - 18	Eid-ul-Adha (Festival of Sacrifice)	Islam	Work restrictions
June 16	Father's Day	United States	
June 19	Juneteenth	United States	
June 20 - 22	Summer Solstice/ Litha	Neo-Paganism/Wicca	

July 2024

Date(s)	Holiday/Observance	Cultural group/ tradition/observed by	Notes
All month	Disability Pride Month	United States	
July 4	Independence Day	United States	
July 7 - 8	Hijri New Year (Islamic New Year)	Islam	
July 7 - August 4	Muharram	Islam	
July 9	Martyrdom of the Báb	Bahá'í	Begins at sunset

July 14	International Non-Binary People's Day	International	
July 16 - 17	Ashura	Islam	Begins at sunset, work Restrictions
July 21	Asalha Puja (Dharma Day)	Buddhism	Work restrictions
July 22 - 23	17th of Tammuz	Judaism	Begins at sunset, involves fasting
July 23	Birthday of Haile Selassie	Rastafraian	
July 26	Disability Independence Day	United States	

August 2024

Date(s)	Holiday/Observance	Cultural group/tradition/observed by	Notes
August 1	Lughnasadh	Neo-paganism	
August 9	International Day of World's Indigenous People	International	United Nations Holiday
August 12	International Youth Day	International	
August 12 - 13	Tish B'Av	Judaism	Begins at sunset, involves fasting
August 13 -15	Obon	Japanese Buddhist	Work restrictions
August 19	Raksha Bandhan	Hinduism	
August 26	Women's Equality Day	United States	

Sources used to inform this calendar:

https://www.culturesconnecting.com/_files/ugd/dbdcb4_9fa1da80fa17429397414c5797fa693c.pdf

<https://www.engr.washington.edu/mycoe/dei-resources/calendar>

<https://www.interfaith-calendar.org/2023.html>

<https://hds.harvard.edu/community-life/religious-and-spiritual-life/multifaith-calendar>

<https://www.nccjtriad.org/wp-content/uploads/2022/04/Interfaith-Calendar-2024.pdf>