

Use language to respect and celebrate diversity

Use inclusive language to support diversity and challenge stereotypes, biases and discrimination.

An individual's preferred language may differ from the following guide and should be honoured.

- ✓ Identify people as individuals. For example, use "student" instead of "blind student" or use a student's name rather than "down syndrome student".
- ✓ If a group membership is relevant, emphasise individuality first and avoid language that stereotypes or defines them by their disability, gender, race, ethnicity, culture, socioeconomic status or membership in a particular group.
- ✓ Reframe deficit group labels to focus on positive actions and support. For example, "literacy acceleration", "strengthening hauora and wellbeing" or "multilingual" rather than "target", "at risk" or "ESOL" students.
- ✓ Embrace gender neutral and inclusive language. For example, use "parent" rather than "mother, father", use "welcome friends and whānau" or "Hi everyone".

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