

APA WEBINAR

Supercharge Your Presence

Using Inclusive Language in Your Presentations

PRESENTER: Vanessa Hintz, PsyD

October 25, 2022 | 2:00 P.M. ET



AMERICAN PSYCHOLOGICAL ASSOCIATION

NOTE

- No CE credit will be offered for this webinar.
- A “Certificate of Attendance” will be emailed to live attendees only. Attendees must watch for a minimum of 45 minutes to receive the certificate.



LOGISTICS

- A recording along with the slides and resource guide will be emailed after the session to everyone who registered for the webinar.
- It can take up to 2 weeks to receive the recording.



HAVE A QUESTION?

- You are on mute
- Although you won't be able to unmute during the webinar, please submit your questions for our speaker/s by using the Q&A box located on the webinar screen.



PRESENTER: Vanessa Hintz, PsyD



- Dr. Hintz is the Senior Director of Equity, Diversity, and Inclusion Engagement and Outreach for the American Psychological Association. By utilizing expertise in psychology and human behavior, Hintz advocates for the advancement of equity and inclusion in her professional work.



Presentation Structure

LOGISTICS

- Inclusive Language

PROCESS

- EDI Principles and Values



slido



**What component of
"presenting" are you most
interested to hear more
about today?**

① Start presenting to display the poll results on this slide.

ACKNOWLEDGEMENTS

- I acknowledge that in Waukesha, WI, I am in the occupied territory of the **Bodéwadmíakiwen (Potawatomi)**, **Kiikaapoi (Kickapoo)**, **Myaamia**, **Očhéthi Šakówiŋ**, and **Peoria** peoples.
- The APA Central Office in Washington, DC, sits in the occupied territory of the **Nacotchtank** and **Piscataway** peoples, who were forcibly displaced in the 1600s.
- We pay respects to their elders past and present.
- Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.

Text the City, State (in 2 letter form)
to (907) 312-5085





ACKNOWLEDGMENTS

- I acknowledge the impossibility of separating the history of psychology from the history of colonialism and enslavement in the United States.
 - I acknowledge past harms and legacies of inequity that persist today.
- 

LAND ACKNOWLEDGEMENTS

- Be mindful of the potential harms:
 - “What was once yours is now ours”
 - Sovereignty and alienation
 - Respect and restoration

Nation. (2022, October 10). *Analysis: How well-meaning land acknowledgements can erase Indigenous people and sanitize history*. PBS. <https://www.pbs.org/newshour/nation/analysis-how-well-meaning-land-acknowledgements-can-erase-indigenous-people-and-sanitize-history>



COURAGEOUS CONVERSATIONS

STAY ENGAGED.

Remain morally, emotionally, and socially involved in the dialogue.

EXPERIENCE DISCOMFORT.

Acknowledge the troubles that exist but have not been discussed.

SPEAK TRUTH.

Be honest about your thoughts, feelings and opinions without just saying what you perceive others want you to hear.

EXPECT AND ACCEPT NON-CLOSURE.

We cannot discover the solution to a challenge if we have not been able to talk about it.

Singleton, G. E. (2015). *Courageous conversations about race: A field guide for achieving equity in schools* (2nd ed.). Corwin: A SAGE Company.



An overhead view of seven bright orange plastic chairs with black metal frames, arranged in a loose circle on a dark grey tiled floor. The chairs are facing outwards, creating a space for discussion or a group activity.

DISCUSS THE **NORMS** IN THE SPACE

- What are the expectations for participant engagement?
 - Are there multiple ways to engage?
 - How is group process addressed?

FACILITATE PSYCHOLOGICAL SAFETY

- “Create and sustain psychological safety in various environments across the **field of psychology**—in the education and training of undergraduate and graduate students, trainees, interns, postdocs, and psychologists **that fosters the full inclusion and safe engagement of all**, especially those from marginalized social identities and social identity intersections.”

American Psychological Association. (2021). *Equity, diversity, and inclusion framework*. <https://www.apa.org/about/apa/equity-diversity-inclusion/framework.pdf>

- Eliminate Fear
- Praise Often
- Share Yourself
- Create Clear Boundaries
- Keep a Level Playing Field
- Allow Curiosity
- Be clear about your expectations

Conley, R. (2022, March 24). *Seven strategies for creating an environment of psychological safety*. Blanchard LeaderChat. <https://leaderchat.org/2022/03/24/seven-strategies-for-creating-an-environment-of-psychological-safety/>

Group Interaction: pronoun usage

gender-exclusive language

Terms that lump all people under masculine language or within the gender binary (man or woman), which does not include everyone. When describing a generic or hypothetical person whose gender is irrelevant to the context of the usage, do not use gendered pronouns such as “he” and “she” or gendered pronoun combinations such as “he or she” because these pronouns and pronoun combinations assume gender; instead, use the singular “they” because it is gender inclusive. When describing a specific person, use that person’s pronouns (e.g., “**he**,” “**she**,” “**they**,” “**ze**,” “**xe**”) (Conover et al., 2021). Ask the person for their pronouns rather than make assumptions. Also avoid gendered nouns when describing people who may be of any gender, as in the following examples: you guys, ladies and gentlemen, policeman, chairman, congressman, and freshman (Brandeis University PARC, n.d.). Instead, use gender-inclusive nouns to describe people who may be of any gender, as in the following examples: everyone, folks, folx, friends, loved ones, or y’all; distinguished guests; police officer; chair or chairperson; congressperson or member of congress; and first-year student or first year.



gender-inclusive language

Terms used to be more gender equitable. It is the opposite of gender-exclusive language. Examples of gender-inclusive nouns for general use: everyone or everybody, distinguished guests, folks or folx, friends, humans, individuals, loved ones, person, people, y’all. Examples of gender-inclusive occupational nouns: chair or chairperson, congressperson or member of congress, first-year student or first year. When describing a specific person, use that person’s pronouns (be sure to ask for their pronouns rather than assume; Brandeis University PARC, n.d.).

gender and pronoun usage

Do not use the term “preferred pronouns” because this implies a choice about one’s gender. Use the term “pronouns” or “identified pronouns” instead. When writing about a known individual, use that person’s identified pronouns. When referring to individuals whose identified pronouns are not known or when the gender of a generic or hypothetical person is irrelevant within the context, **use the singular “they”** to avoid making assumptions about an individual’s gender. Use the forms “they,” “them,” “theirs,” and so forth (APA, 2020b).



MICROAGGRESSIONS

Threats to Psychological Safety

- Brief daily verbal and/or behavioral indignities
- Intentional or unintentional
- Communicate hostility, derogatory, negative slights, and/or insults
- Negative psychological impact

Sue, D.W., & Sue, D. (2019). *Counseling the culturally diverse: Theory and practice* (8th ed.). Wiley Publishing.



MICROAGGRESSIONS

Intent vs. Impact

No one “is immune from unintentionally offending or invalidating” others (p. 288).

“The open endorsement of egalitarian or nonprejudiced views is not a reliable indicator of an individual’s awareness about their biases or stereotypes. In fact, evidence suggests those who consider themselves politically liberal are often at greatest risk of maintaining implicit bias or rationalizing their beliefs through nuanced ways (e.g., microaggressions)” (p. 289).

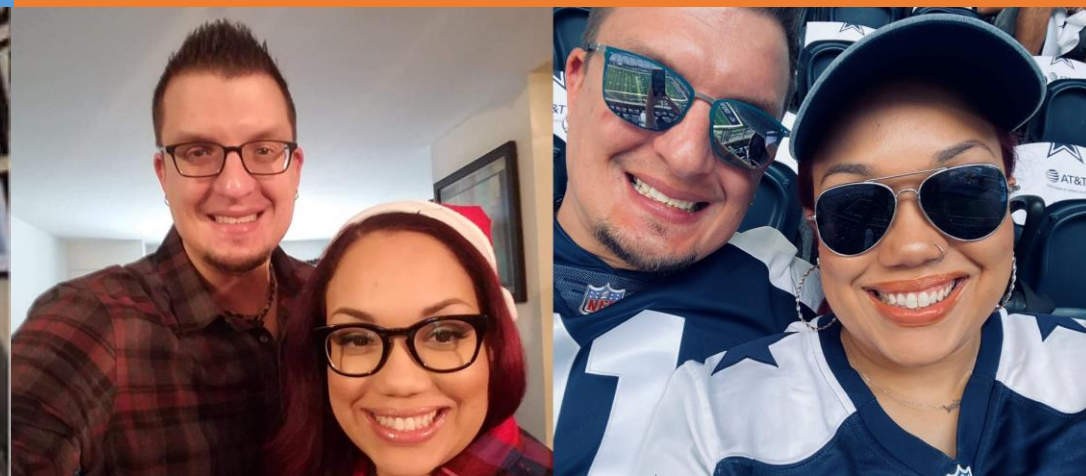
PSYCHOLOGIST



MILLENNIAL



WIFE



BLERD



BIRACIAL



MEET
DR. VANESSA

TELLING YOUR STORY

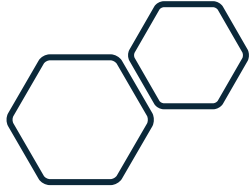
- “Sharing Yourself” to Cultivate Psych Safety
- Personal Narratives
 - What do **you** bring to the space with you?
 - What do you value about the subject matter? Why is this important to you?
- Share your pronouns



Knowledge Production

A stack of four books is positioned in the lower right quadrant of the image. The books have distinct covers: a green one on the left, a yellow one on top, a red one below it, and a brown one at the bottom. They are resting on a dark, reflective surface. The background is a solid teal color with a subtle grid pattern.

What ways of knowing are highlighted?



THE SCHOLARLY “NORMS”

American Psychological Association. (2021a, October). *Apology to people of color for APA's role in promoting, perpetuating, and failing to challenge racism, racial discrimination, and human hierarchy in U.S.: Resolution adopted by the APA Council of Representatives on October 29, 2021.* <https://www.apa.org/about/policy/racism-apology>

American Psychological Association. (2021e, October). *Role of psychology and APA in dismantling systemic racism against people of color in U.S.: Resolution adopted by the APA Council of Representatives on October 29, 2021.* <https://www.apa.org/about/policy/dismantling-systemic-racism>

“HEGEMONIC SCIENCE”

Research focused on identifying and reinforcing supposed hierarchies of human value **based on a White-default**

(APA, 2021a)

SYSTEMIC BARRIERS

“...for students of color, the system has been built to perpetuate multiple barriers to entry and completion, including the completion of **training requirements that omit taking the perspective of diversity into account**, the costs of tuition, and the costs of entrance examinations and related preparation programs (Lantz & Davis, 2017), all of which along with many other factors adversely impact the recruitment and retention and successful transition into the field of psychology for students of color.”

(APA, 2021a)

SUPPRESSION OF DIVERSE VOICES

- “...Although education is intended to liberate and enlighten, it has too often **oppressed and silenced the voices of people of color who know and have experienced a different history**. Psychological education comes from a White, Western European, and ethnocentric perspective that has distorted the lives of people of color, omitted their contributions in history, and portrayed them in pathological and stereotypical ways. The detrimental impact to people of color is demeaning, and it provides those with power and privilege a false reality that allows them to oppress and pass racist policies in innocence and naivete (Cross, 2005; Huber et al., 2006);

(APA 2021b)

HIGHLIGHT EPISTEMIC DIVERSITY

American Psychological Association, (2022).
*Psychology's role in dismantling systemic racism:
Racial equity action plan.*
<https://www.apa.org/about/apa/addressing-racism/racial-equity-action-plan.pdf>



Knowledge Production

integrate the use of equitable and inclusive approaches to advance racially-conscious knowledge production and scholarship.

Priority Actions

- Elevate the discipline's understanding of, and regard for epistemic diversity and affirm that the body of psychological science centers the experiences of people of color and empirical work that aims to broaden our epistemology by evaluating diverse approaches such as indigenous knowledge, research, and a range of methodologies conducted across the epistemological continuum.
- Ensure equitable representation of scholars of color in scientific and scholarly leadership positions including, but not limited to, peer review panels and editorial boards.
- Redesign traditional methodologies used to conduct, review, communicate, disseminate, and report psychological research to ensure equity, diversity and inclusion, including expanding ways that the psychology community documents scientific, scholarly, and social impact.

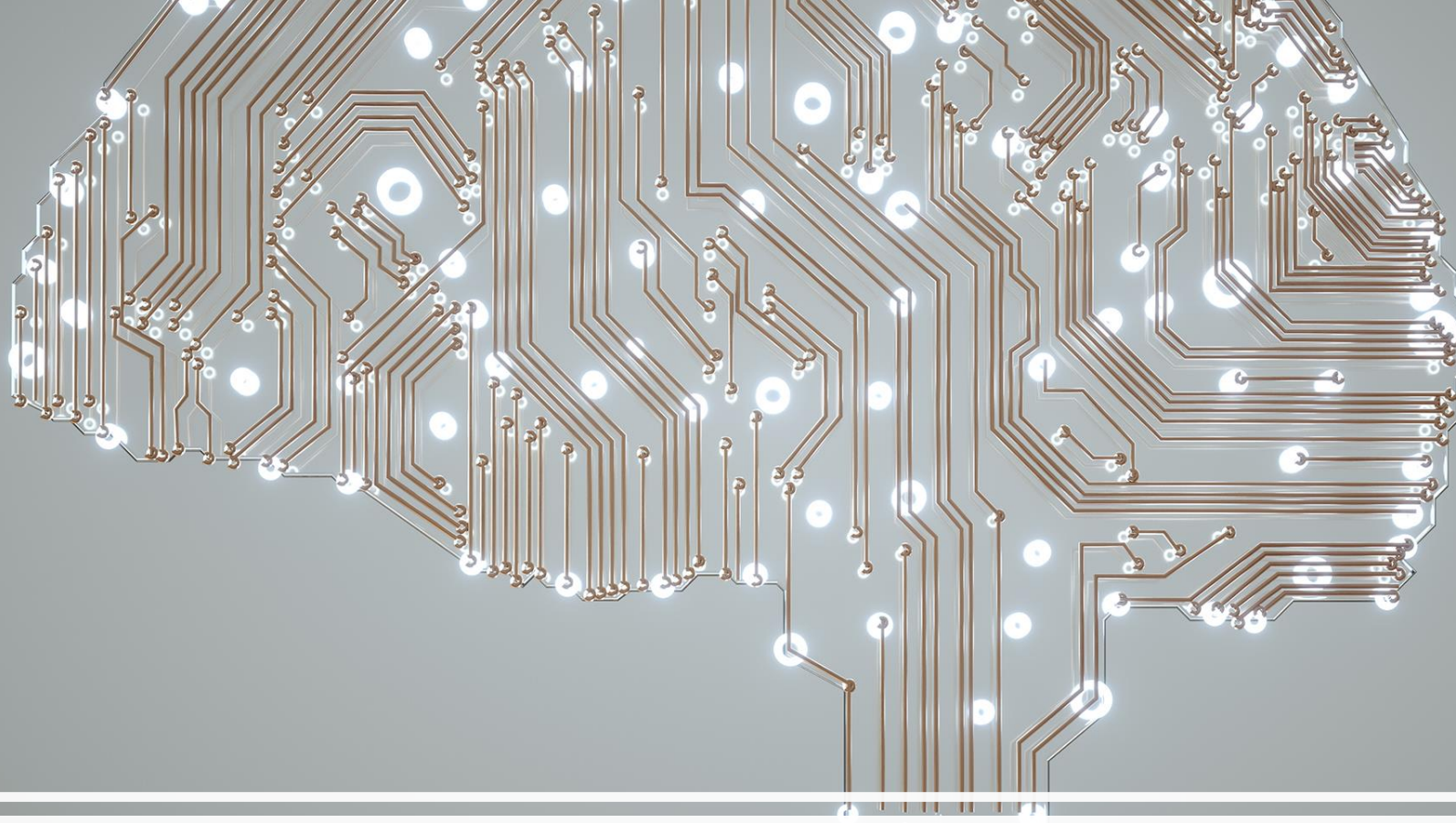


Social Impact and Innovation: Influence the profession to center racially-conscious community-engaged scholarship and promote research that utilizes innovative, culturally-informed methodologies (e.g., indigenous healing, eastern medicine, faith-based practices)

USE OF PHOTOS AND IMAGES

- Who is represented in the images you include?
- What worldviews and/or ways of being are privileged?

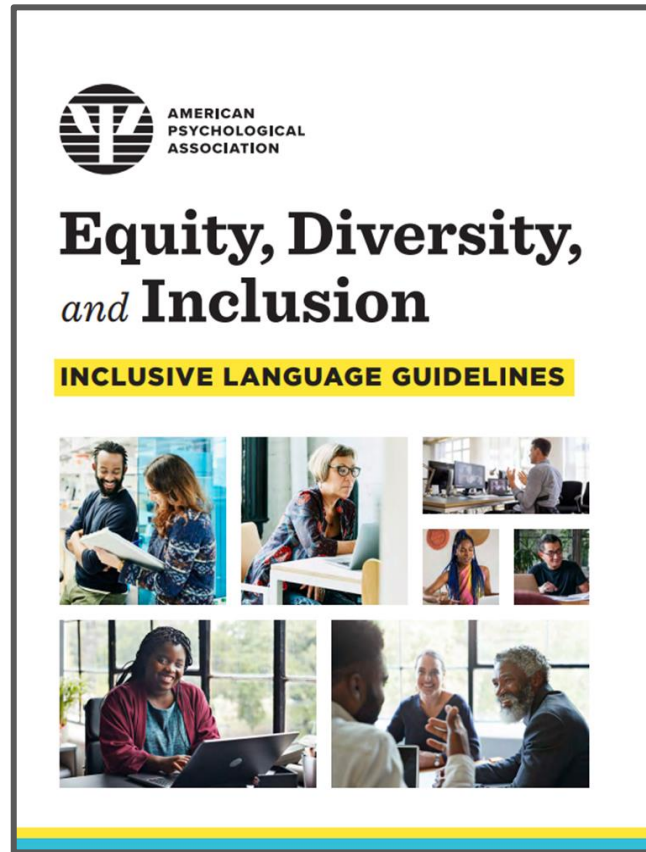




Language is **ALWAYS** Evolving

Strategies for Staying Current

Inclusive Language Guidelines

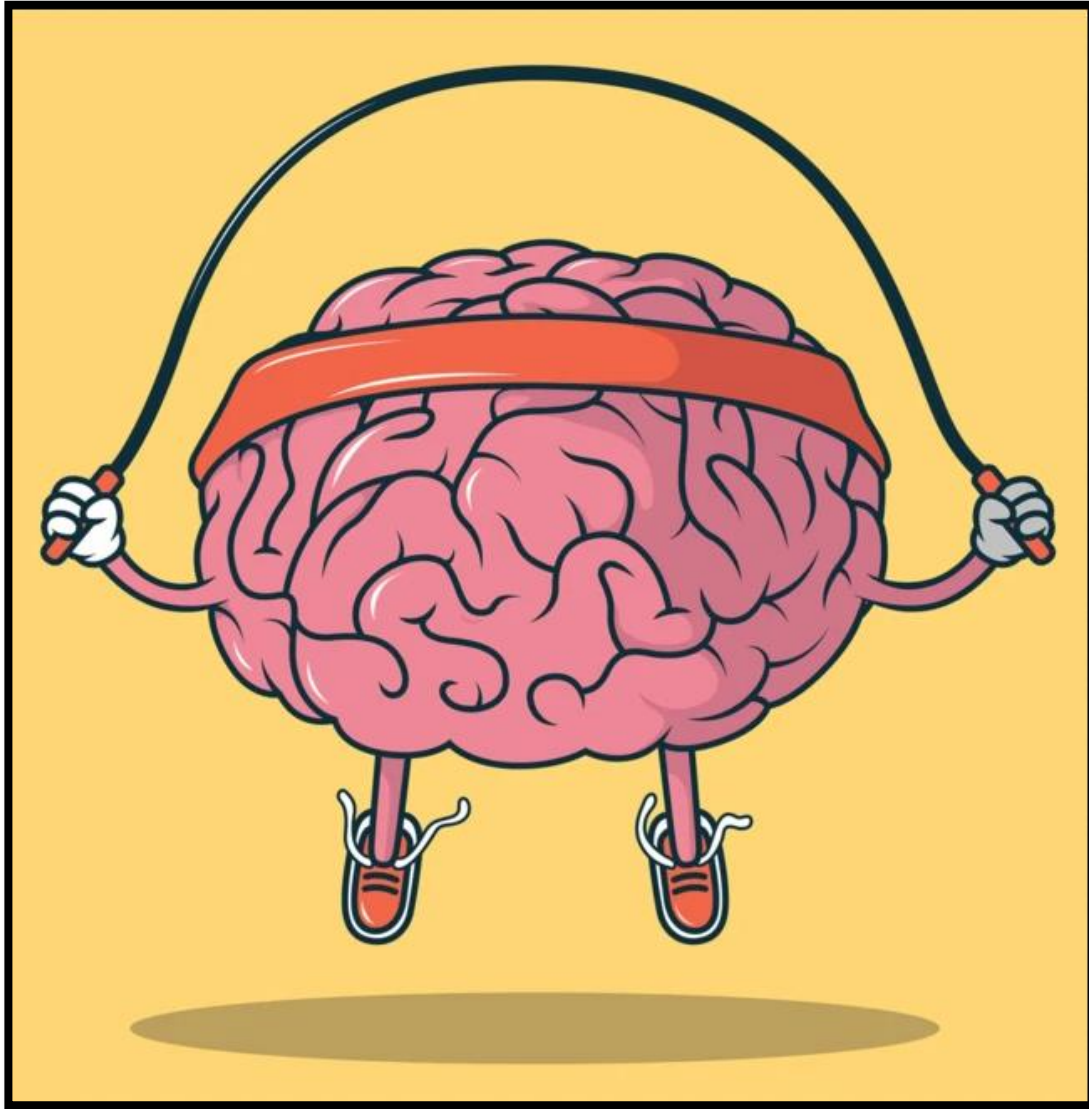


- Includes a vast array of **affirming language that seeks to empower historically marginalized communities**
- Alternatives or contemporary replacements for discriminatory terms or phrases
- **Flexible and iterative in nature**, continuing to evolve as new terminology emerges or current language becomes obsolete

Make inclusive language a part of your life

- Read resources from professional organizations
- Follow EDI topics on social media
- Subscribe to newsletters and listservs
- And many other things 😊





Cultivate a non-
judgmental
growth mindset



be Authentic

QUESTIONS & ANSWERS



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FINAL THOUGHTS

- A recording along with the slides and resource guide will be emailed to you in approximately 2 weeks.
- Please complete our survey immediately after the webinar has concluded.
- Our next presentation: Supercharge Your Job Search: How to Get Hired at a Private Practice: November 29 at 2:00 p.m.



APA WEBINAR

Supercharge Your Presence

THANK YOU!

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