

Language statement

CHWA recognizes the complexities, nuance and sensitivity needed, as well as the limitations of the English language when it comes to inclusion and access. We acknowledge that language is a continuously evolving and changing area, and that it cannot and must not exist in isolation of the wider contexts of health, culture, poverty, discrimination, history and politics.

We understand that there is implicit and systematic bias within many of our societal structures, including language, and we are committed to learning from the radical shifting movements to continue to do better for individuals and groups that experience this bias. We also know we won't always get it right, so please tell us if there's something we've missed. We ask speakers to help create an inclusive environment through thoughtful and factually correct use of language. CHWA will be using the phrase 'global majority,' and ask that speakers adopt this description also. For more information, please see [Global Majority; Decolonising the language and Reframing the Conversation about Race](#) (Campbell-Stevens 2020).

We encourage speakers to:

- Avoid use of derogatory, outdated, generalised or offensive descriptors when talking about a specific demographic
- State their preferred pronouns on introduction if they wish
- Self-identify and describe freely on introduction if they wish
- Avoid the use of inherently gendered terms, such as 'mankind'
- Bring an open approach, and a willingness to be flexible/stay curious about other people's views and preferences

For a comprehensive guide to inclusive language, CHWA recommends [Oxfam's Guide to Inclusive Language](#).