



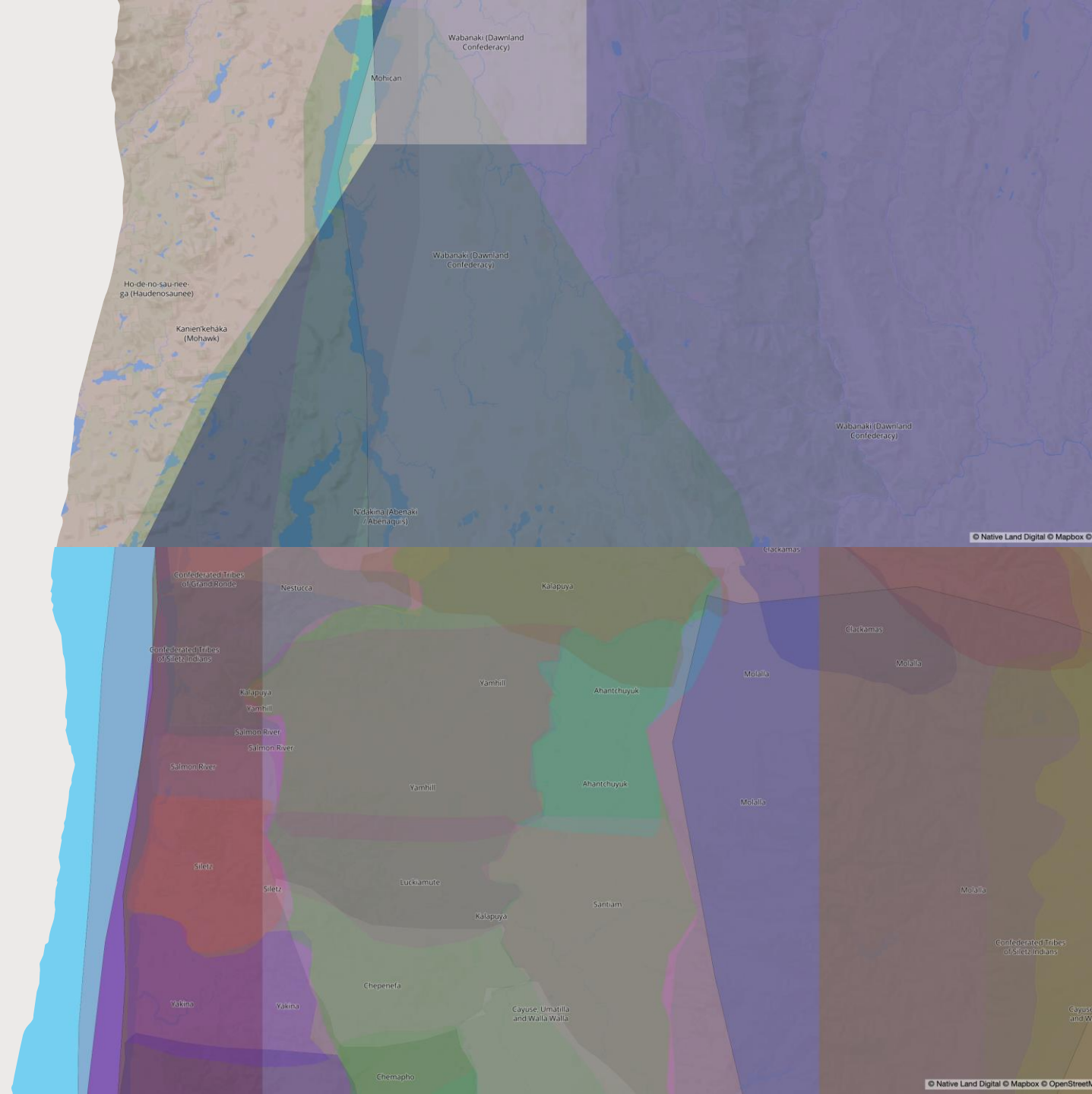
# Using the American Psychological Association's Guide for Inclusive Language

David Prescott, LICSW, ATSA-F  
&  
Molly Shepard, PhD

Tuesday, August 13, 2024  
11:00 am – 1:00 pm (ET)  
8:00 am – 10:00 am (PT)

# General Land Acknowledgment

- **Brandon, Vermont**
  - Wabanaki (Dawnland Confederacy)
  - N'dakina (Abenaki / Abénaquis)
- **Salem, Oregon**
  - Cayuse, Umatilla and Walla Walla
  - Kalapuya
  - Ahantchuyuk
  - Santiam
  - Confederated Tribes of Grand Ronde
  - Confederated Tribes of Siletz Indians



# Disclosures

We have no conflicts of interest to report!

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# Objectives

1

Describe the APA report on inclusive language.

2

Respond to the evolution of language in continued support of cultural diversity.

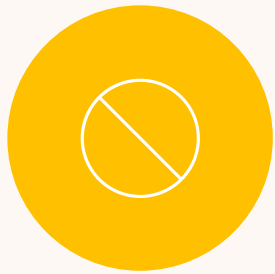
3

Explain the difference between person-first and identity-first language.

4

Construct reports and treatment plans that adhere to APA recommendations.

# Intentionality



**PRIVILEGE**



**CENTERING**



**INCLUSIVITY**



**ALLYSHIP**



Starting with  
“Why”



# Obvious (?)

The wrong language can cost your job



# Let's Start with "Why"

- At the foundation of all treatment is the **therapeutic alliance**, first described by Bordin, 1979
  - Nature of relationship: How do we fit into our clients' lives?
  - Which tasks of treatment are/aren't a good fit?
- Central to forensic treatment is the **responsivity principle** (Bonta and Andrews, 2017)
  - Do we want them to respond to treatment or not?
- The APA definition of **evidence-based practice** includes that treatment be provided "in the context of patient characteristics, culture, and preferences."

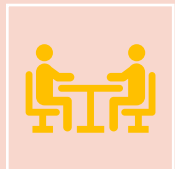




Demonstrating respect, connection, and understanding are all central to the alliance, responsivity principle, and EBP.



Our words shape our thoughts; our thoughts shape our actions



David starts with inclusive language as a way of getting started with rapport. Should the client prefer other terms, then we talk in some depth about it.



# Example

“If it weren’t for my Native brothers in this place, I’d be a lot worse (with my behavior) than I am!”

(Later, when he is escalating)

“Mr. X, maybe you should go talk with your Native brothers.”

(That statement, made by a staff, resulted in a grievance.)

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“You’re  
in Indian  
country”

---

Is not the same as  
when the white  
person says:

“Hi everyone,  
thank you. It’s  
great to be back in  
Indian country.”

# Controversies remain

 <https://www.diversitystyleguide.com> > glossary > white-white

## White, white - Diversity Style Guide

One month after announcing its decision to capitalize Black, the Associated Press asserted it would not capitalize **White**. "Some have expressed the belief that if we don't capitalize **white**, we are being inconsistent and discriminating against **white** (sic) people or, conversely, that we are implying that **whi...**

 <https://www.macfound.org> > press > perspectives > capitalizing-black-and-white-grammatical-just...

## Capitalizing Black and White: Grammatical Justice and Equity

Choosing to not capitalize **White** while capitalizing other racial and ethnic identifiers would implicitly affirm Whiteness as the standard and norm. Keeping **White** lowercase ignores the way Whiteness functions in institutions and communities.

 <https://cssp.org> > 2020 > 03 > recognizing-race-in-language-why-we-capitalize-black-and-white

## Recognizing Race in Language: Why We Capitalize "Black" and "White"

In addition to capitalizing Black, CSSP has also made the decision to capitalize **White**. We will do this when referring to people who are racialized as **White** in the United States, including those who identify with ethnicities and nationalities that can be traced back to Europe.

 <https://apnews.com> > article > archive-race-and-ethnicity-9105661462

## Explaining AP style on Black and white | AP News

Published 8:29 AM PST, July 20, 2020 AP's style is now to capitalize Black in a racial, ethnic or cultural

 <https://blog.ap.org> > announcements > why-we-will-lowercase-white

## AP Definitive Source | Why we will lowercase white

Jul. 20, 2020 , by John Daniszewski AP style will continue to lowercase the term **white** in racial, ethnic and cultural senses. This decision follows our move last month to capitalize Black in such uses.

 <https://www.theatlantic.com> > ideas > archive > 2020 > 06 > time-to-capitalize-blackand-white > 61...

## Time to Capitalize 'Black'—And 'White' - The Atlantic

Time to Capitalize 'Black'—And 'White' - The Atlantic Ideas The Case for Capitalizing the B in Black Black and **white** are both historically created racial identities—and whatever rule...

 <https://www.ap.org> > ap-in-the-news > 2020 > ap-says-it-will-capitalize-black-but-not-white

## AP says it will capitalize Black but not white - The Associated Press

AP says it will capitalize Black but not **white** The AP checked with a variety of experts and sources in making its decision. "We will closely watch how usage and thought evolves, and will periodically review our decision," Daniszewski said.

 <https://www.chicagotribune.com> > columns > eric-zorn > ct-column-capitalize-white-black-langua...

## Column: Should 'white' be capitalized? It feels wrong, but it's the way ...

Jul 9, 2020 · We intentionally capitalize '**White**' in part to invite people, and ourselves, to think deeply about the ways Whiteness survives — and is supported both explicitly and implicitly." In the July 2...

 <https://apnews.com> > article > entertainment-cultures-race-and-ethnicity-us-news-ap-top-news-7...

## AP says it will capitalize Black but not white | AP News

NEW YORK (AP) — After changing its usage rules last month to capitalize the word "Black" when used in the context of race and culture, The Associated Press on Monday said it would not do the same for "**white**."

 <https://www.washingtonpost.com> > opinions > 2020 > 07 > 22 > why-white-should-be-capitalized

## Why 'White' should be capitalized, too - The Washington Post

Jul 22, 2020 · Opinion Why '**White**' should be capitalized, too By Nell Irvin Painter July 22, 2020 at 10:57 a.m. EDT Nell Irvin Painter, author of "The History of **White** People," explains how the language of...

# Example

- “Look, Mr. Prescott, I’m a pedophile. I don’t deny it. It’s who I am.”
  - Fair enough!
  - Is that all you are?
  - Would you like to be more than that label?
  - Do you limit who you can be when you give yourself a pejorative label?
- Problem: This use of language is rarely a two-way street
  - Imagine if I say:
  - “Look, you’re a pedophile. Don’t deny it. It’s who you are.”

# “MAP”

- Subject: *I am sick and need help*
- *I am a pedophile using an alias. I cant stop with my thoughts against kids and its ruining my life. Please help me*
- Under these conditions, do we care if we call them what they want?
- Firefighters put the burning building out first and only then ask questions about liability and responsibility.
- The whole rest of the world is in judgments of MAPs and it doesn't make the problem better.

## ATSA Blog

Association for the Treatment & Prevention of Sexual Abuse

Wednesday, August 24, 2022

### A Closer Look at the “Minor-Attracted” Controversy

By David S. Prescott, LICSW

As I contemplated writing this blog post, I received the following email:

Subject: *I am sick and need help*

*I am a pedophile using an alias. I cant stop with my thoughts against kids and its ruining my life. Please help me*

I have no idea who this person is and a Google search on the email address provided no clue at all. Although I am a licensed clinician, I received the email via my website. Obviously, the most immediate need is to prevent children from being harmed. What is a good citizen to do in this situation?

Let's start with the facts. In the absence of any knowledge about the individual, I take them at their word that they are tortured by thoughts of children. Research has shown that there are many people who have sexual urges regarding children who don't act on that interest. Some may scoff at that notion and assume that everyone with these interests has already acted on them. In reality, most people have had some kind of sexual thoughts, urges, or fantasies that we have either managed or otherwise didn't act on. Even the sender of the email didn't want to act "against children."

Something else is happening. Consider the findings of Sandy Wurtele, Dominique Simons, and Tasha Moreno who recruited 435 people to complete an online survey. From the introduction to that [article](#):

*Among men, 6% indicated some likelihood of having sex with a child if they were guaranteed they would not be caught or punished, as did 2% of women. Nine percent of males and 3% of females indicated some likelihood of viewing child pornography on the Internet. Overall, nearly 10% of males and 4% of females reported some likelihood of having sex with children or viewing child pornography.*

Applied to the broader population, that number should concern anyone. As we have long known, the sexual abuse of children is not restricted to a few highly prolific, dangerous people who persist in hurting others. Rather, there are enough people with sexual thoughts about children to consider it a public health issue.

Returning to the email, my next question is who am I? Although I have expertise in this area, I have done no assessment or treatment of this individual. This cry for help does not contain enough information to make a report to any legal authority or child welfare agency. I am not an investigator. I could forward the email on to my local police, but there is no evidence that a crime has been committed, and all the evidence points to someone who is seeking to prevent a crime. The unfortunate reality is that our law enforcement organizations can't keep up with the numbers of detectable crimes against children. And for all I knew, he might also suffer from [pedophilic obsessive-compulsive disorder](#), in which one is afraid of being or becoming pedophilic.

What else do we know?

To start, I reside in the USA, where people cannot be charged with a crime or committed to an institution solely because of their thoughts and urges. Nonetheless, any reasonable person would want to take appropriate measures to prevent harm to children. That leads to questions about how we can all best respond to those who have sexual thoughts about children.

The first question is do we want this person to act on their interest or not? The answer to

Kieran McCartan, PhD



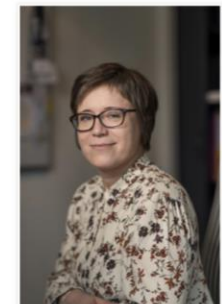
Chief Blogger

David Prescott, LICSW



Associate blogger

Kasia Uzieblo, Ph.D.



Assistant Blogger

Translate

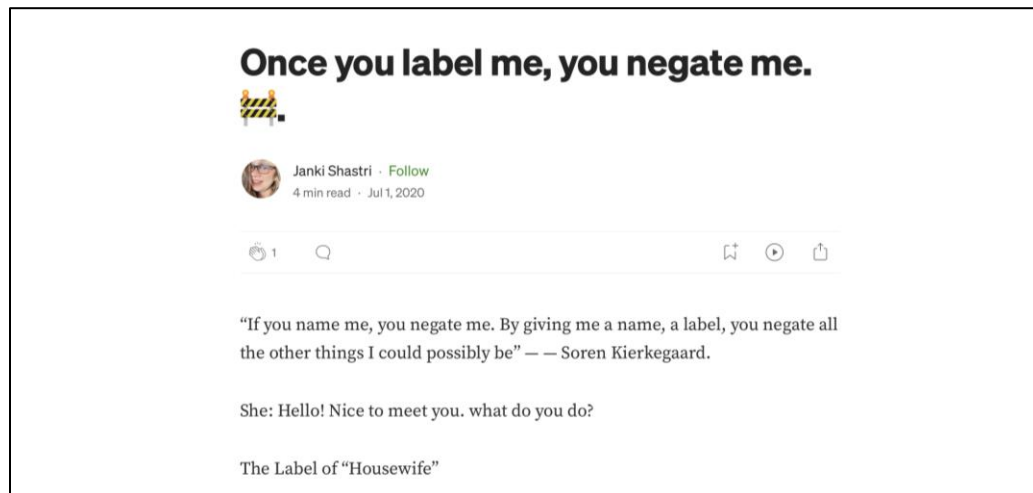
Select Language

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The Association for the Treatment of

# Ultimately...

- We need to examine our own personal ethics
- We can make new language our own
- We can adjust based on the needs of the individual



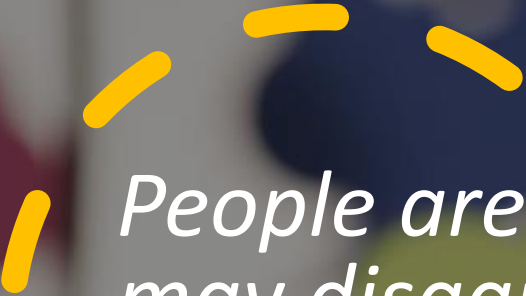
Poll!



# APA's aims




Embrace	Embrace cultural responsiveness and intersectionality
Center	Center those who have been marginalized
Review	Review origins of problematic language
Dismantle	Dismantle destructive hierarchies resulting in marginalization
Achieve	Achieve equity, diversity, and inclusion
Explain	Explain harm caused by the power of language
Acknowledge	Acknowledge potential for offense
Incorporate	Incorporate feedback from first edition



*People are different and may disagree on language. It is acceptable to recognize that there may be no perfect solution.*

*Ensure you do your due diligence in the language you select.*



Encourage respectful, inclusive language



# Definitions & Foundations

Per APA, 2023

# Cultural responsiveness


*Understanding and responding appropriately to the different aspects of culture and diversity that an individual brings to interactions. It requires valuing diversity, desiring to increase knowledge about other cultures, and striving to create spaces where diversity is integrated.*





# Inclusion

*An environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences, thus allowing all individuals to express their whole selves (and all their identities) and to demonstrate their strengths and capacity.*



# “isms” & “phobias”

Ableism

Ageism

Antisemitism

Classism

Colonialism

Cissexism

Heterosexism

Islamophobia

Sexism

Sizeism

Transphobia

Xenophobia



Anything missing?

# Racism

Cultural

Institutional

Structural

Interpersonal

Internalized

Colorism

Texturism

Tokenism





# Evolution of language

# Purposes of language

Classifying

Describing

Clarifying

Enhancing  
inclusivity

Stigmatizing

Insulting

Harming

Othering

Advocating

Counteracting  
harm

Reclaiming

Repurposing

# Example

Politically Correct



```
graph TD; A[Politically Correct] --> B[P.C.]; B --> C[Woke]
```

P.C.

Woke



# Rethinking Political Correctness

- “In cultures regulated by political correctness, people feel judged and fear being blamed. They worry about how others view them as representatives of their social identity groups. They feel inhibited and afraid to address even the most banal issues directly. People draw private conclusions; untested, their conclusions become immutable. Resentments build, relationships fray, and performance suffers.”

# NYT Opinion Article

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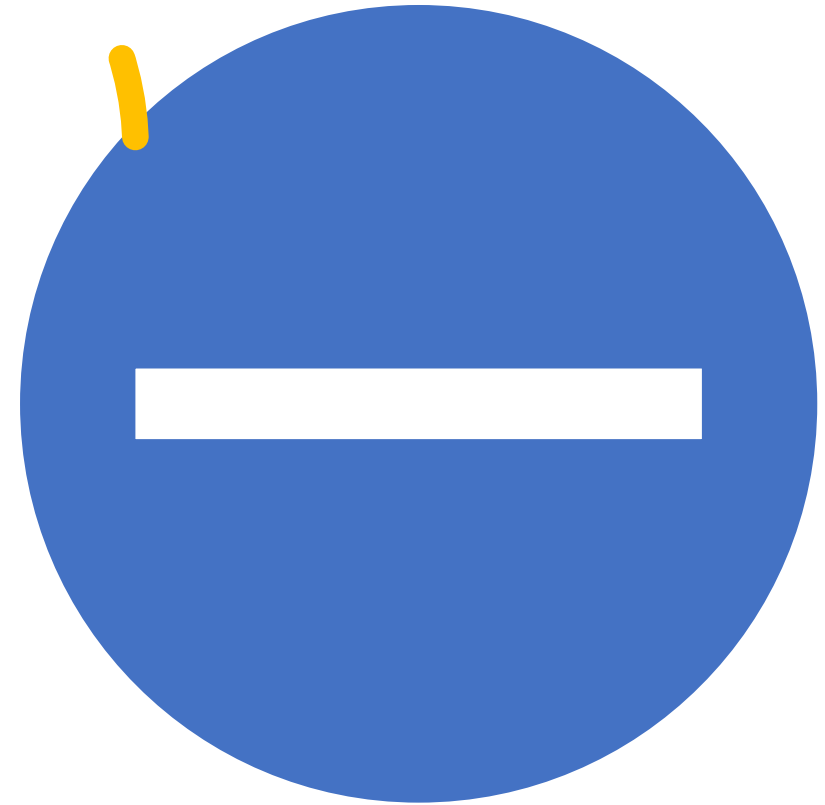
*“Woke” has also followed a trajectory similar to that of the phrase “politically correct,” which carried a similar meaning by the late 1980s and early 1990s: “Politically correct,” unsurprisingly, went from describing a way of seeing the world to describing the people who saw the world that way to describing the way other people felt about the people who saw the world that way. [...]*

*This led to the right refashioning “politically correct” as a term of derision, regularly indicated with the tart abbreviation “P.C.” The term faded over the years, and by 2015, when the presidential candidate Donald Trump was declaring that “political correctness is just absolutely killing us as a country,” “woke” already had greater currency.*

*Over the past few years, it has become all but impossible to use “woke” neutrally. It has been refashioned, like “P.C.,” as an insult.*

...continued

*Perhaps Black English will yield a new neutral term for wokeness. Two outcomes would be likely. One is that if it goes mainstream, some will object that the crossover is a form of cultural appropriation. The other is that sooner rather than later, that new term would come to be processed as a slur for the same reasons that “P.C.,” “liberal” and “woke” were.*



# Origins of “woke”



“If I don't go crazy,  
I'm sure gonna lose my mind  
'Cause I can't sleep for dreamin',  
sure can't **stay woke** for cryin'.”



# Lead Belly's "Scottsboro Boys"



"Scottsboro Boys"  
by Lead Belly  
from *Lead Belly: The Smithsonian  
Folkways Collection* (2015)  
Smithsonian Folkways



# In case you missed it...

“Go to Alabama and ya better watch out  
The landlord'll get ya, gonna jump and shout  
Scottsboro Scottsboro Scottsboro boys  
Gon' tell ya all about”



**“Stay woke**

**Keep they eyes open”**



A few more examples...

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# Evolution of language

*The New York Times* **Events**

## WOKE WORDS WITH JOHN McWHORTER

With Jane Coaston  
Host of "The Argument" Podcast



# Evolution of Black

1960s

- “Black is Beautiful”
- Afro-American

1980s

- Rev. Jesse Jackson (1988): “To be called African Americans has cultural integrity. [...] It puts us in our proper historical context.”

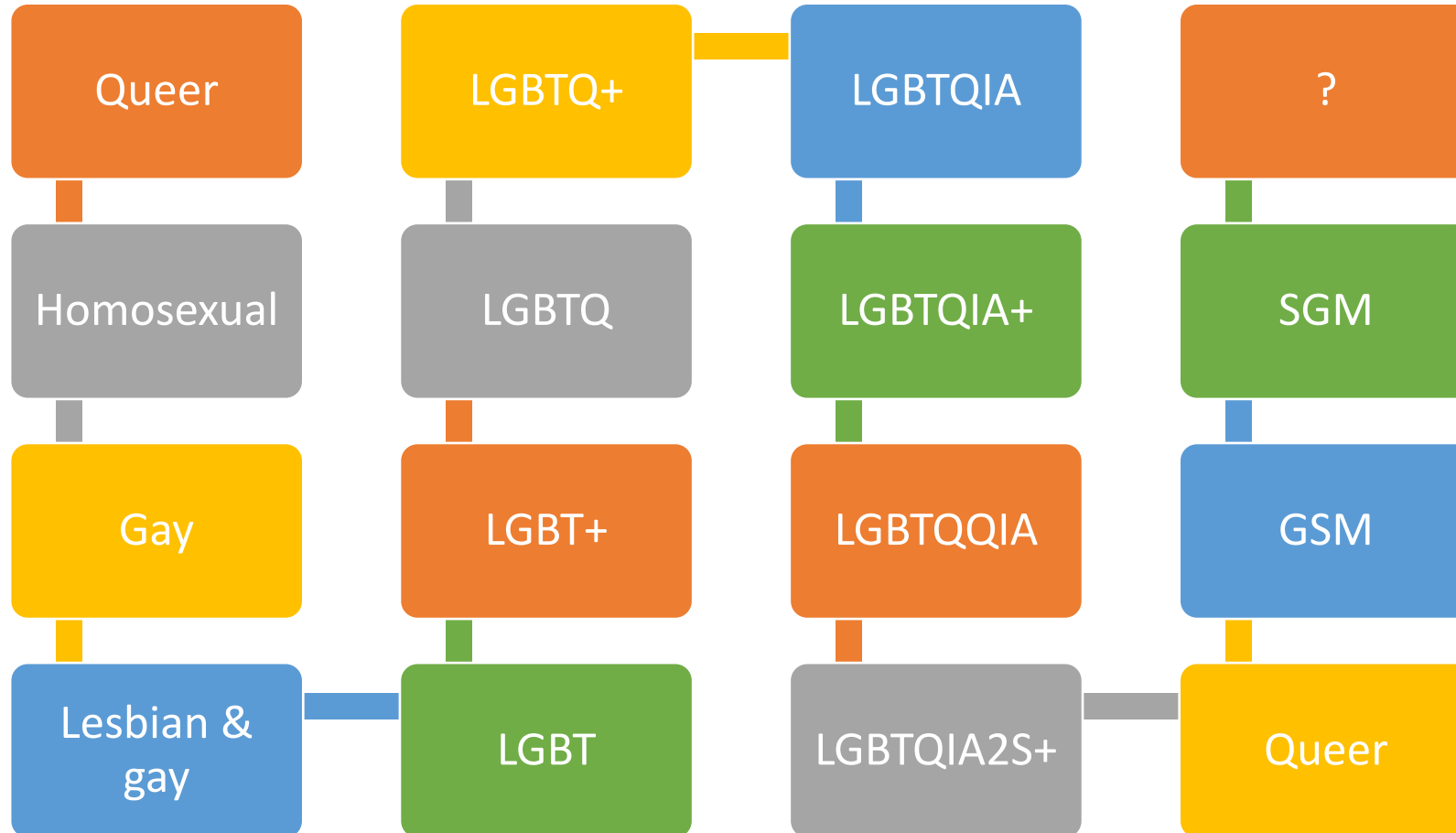
1990s

- Ghee (1990): due to newness “the term Black does not adequately contribute to a positive self-concept because it cannot provide the self with a necessary reference point for self-actualization”

2010s

- Greater association with being Black American than to African heritage
- Enhanced inclusivity of all ancestry

# Gender and sexual orientation



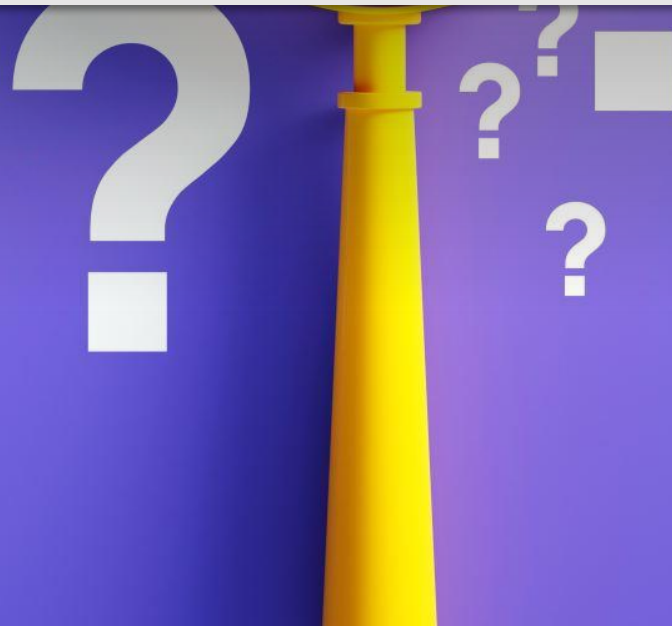
And our very  
own guiding  
agency...

“Association for the  
Treatment and  
Prevention of Sexual  
Abuse”





How do we know what to use?



# Guiding bodies

APA

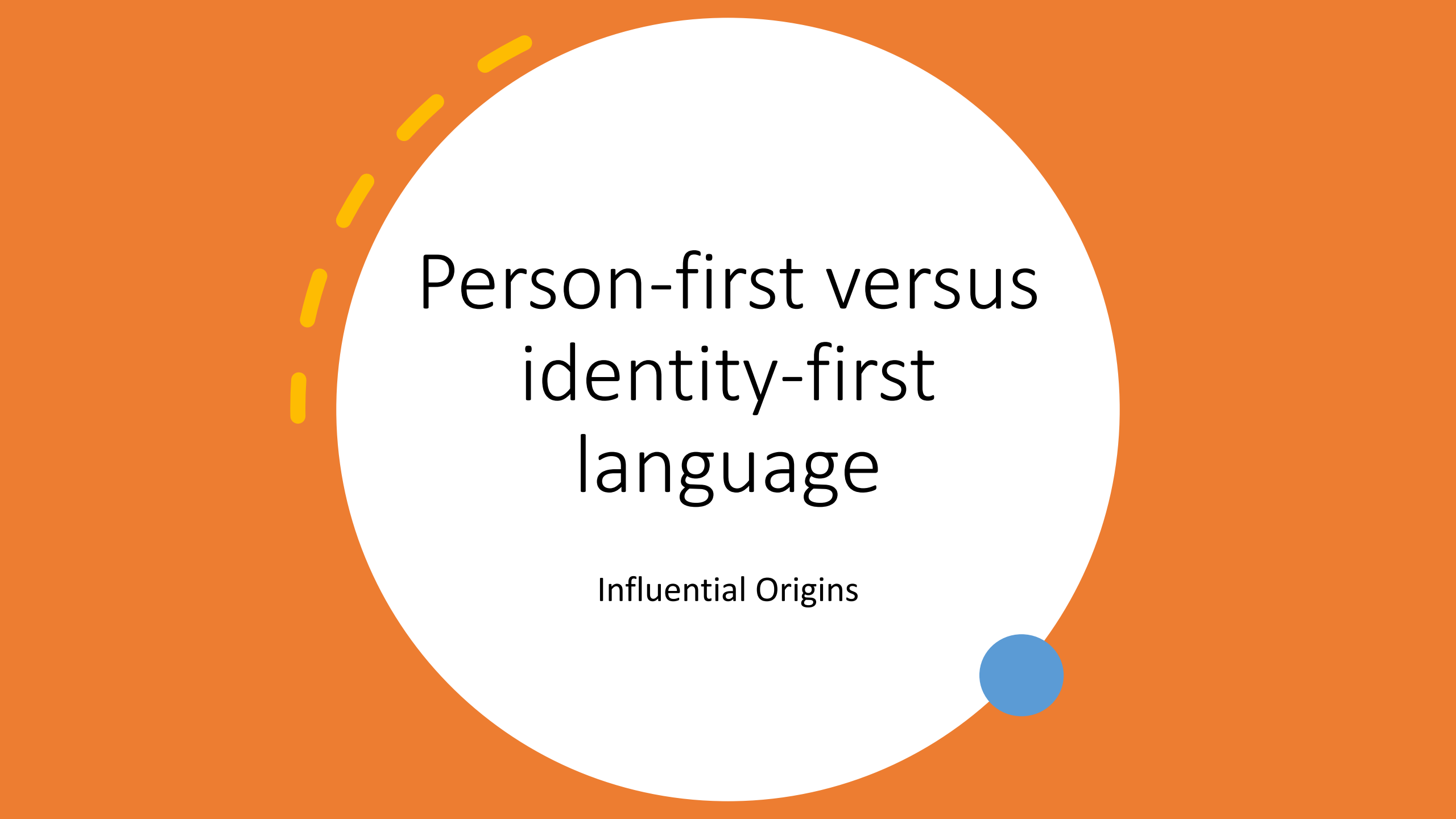
ATSA

International

Federal

State





# Person-first versus identity-first language

Influential Origins

# Identity-first



Moral model

Pity  
Shame



Medical model

Impairments  
Diagnoses



Minority and diversity models

Aspect of identity  
Expression of pride  
Reclamation of harm  
Connection to community

# Social model

Humanization

Positivity



Person literally comes before  
their disability (Wright, 1983)

Person-first

# The great debate

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- No consensus on preference
- Variety of disabilities
- Variety of etiologies

~~special needs~~  
~~handicapable~~  
~~differently abled~~  
**DISABLED**

#SayTheWord

# So, what do we do?

*Language should be selected with the understanding that the individual's preference supersedes matters of style. If you are uncertain about how a person identifies, it is recommended that you ask their preference.*

Otherwise... person-first is encouraged.

But... it also wouldn't be psychology, without an "it depends."

A large orange circle is positioned on the left side of the slide, partially overlapping the text.

# Likely identity-first preferences

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Blind person / community

---

Deaf person / community

---

Deaf-Blind person / community

---

Autistic person / community

---

Disabled person / community

---

HIV-positive person / community

---

Little person

---

Dwarf

---

Queer person / community

---

Sex worker (or SWer)

# General person-first examples

Person living with a mental illness

Person in recovery from substance use

People experiencing homelessness

Person who has been incarcerated

\*Person with sexual offense history\*

Let's test your skills!





# Ageism



Ableism



Racism

Trick  
question!

All the terms provided  
are appropriate in  
certain contexts.

Read the guidelines to  
find out more!

Heterosexism,  
Cissexism, Sexism


# Classism



# How did you do?

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Depending on your awareness, consider reviewing the guidelines



New additions to  
the 2<sup>nd</sup> edition



# Pregnancy

## Geriatric

- Advanced maternal age
- Pregnancy after age 35

## Gender-inclusivity

- Pregnant person / parent
- Birthing person / parent
- Chest feeding

# Body Size and Weight

Avoid	Avoid body mass index (BMI)
Ask	Ask preference on “fat” or “plus sized”
Ask	Ask permission to discuss appearance or body changes
Use	Use terms like “lower / higher weight”

# Neurodiversity

Autism

ADHD/ADHC

Learning Disabilities

Neurotypicality

# Religious discrimination

Social  
ostracism

Hate crimes

Antisemitism

Islamophobia

# Socioeconomic Status

## Blue-Collar worker

- Skilled tradesworker
- Manual laborer

## White-collar worker

- Salaried professional

## Ghetto

- Underresourced area
- Low socioeconomic are

# Microaggressions to avoid

Stand up  
for

Blind spot

Tone deaf

Lame

Make your  
voice heard

Eskimo

Indian-giver

Pipeline

No can do

Pipeline

Powwow

Spirit  
animal

Killing /  
nailing it

Take a stab  
/ shot at

Target  
population



Additional  
considerations

# What do we think about these?

Child prostitute

Sex with an underage person

Nonconsensual sex

Date / acquaintance rape

Child who has been trafficked

Child who has been raped

Rape

Rape or sexual assault





# Discussion

No judgment, only interest!

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