[Msu Inclusive Language Guide](#)

Inclusive Guide

Updated 11/07/2022

Michigan State University values communications practices that support belonging for all Spartans. In alignment with strategic efforts around diversity, equity and inclusion, the Inclusive Guide provides best practices for communications in the following areas:

- Gender and Sexuality
- Race and Ethnicity
- Global Identity
- Disability

The guide aligns with the MSU Editorial Style Guide and includes recommendations informing images, web content, speeches, events and more.

This resource will be updated annually. To provide suggestions or feedback, email inclusion@msu.edu.

General Practices

Use great care when writing about identity. This guide is not one size fits all and is meant to be applied on a case-by-case basis depending on tone, channel, audience and content. Often, language boils down to individual identity, which brings up the overarching principle of this guide: Consult with the individual to determine how they would like to be referred.

- Use language in accordance with the individual's identity.
- Be specific and avoid generalizing identity groups.
- Avoid the use of pejoratives. However, exceptions can be made for quotations if relevant to the content.
- The origins of seemingly innocuous idioms or words may be racist, sexist or ableist in nature, such as "cake walk," "peanut gallery," "grandfather clause," "tipping point," "rule of thumb" or "bonkers." Consider the origins of everyday language before freely using it in communications.
- Avoid reinforcing deficit narratives that place people as victims of societal problems and myths that ignore systemic barriers, as both prop up negative stereotypes. Instead use truth-telling about those deficits and barriers.
- We all make mistakes. Give yourself grace, reflect and consider ways to acknowledge any unintentional harm that may have resulted. For tools on inclusion, respect and accountability, visit Building Inclusive Communities.

Considerations

MSU Inclusive Language Guide: Fostering a Respectful and Welcoming Community

Creating a truly inclusive environment requires conscious effort and a commitment to respectful communication. This MSU Inclusive Language Guide provides a practical resource for students, faculty, and staff to understand and implement inclusive language practices within the Michigan State University community. We'll explore key concepts, offer practical examples, and address common challenges in using inclusive language, ultimately aiming to build a more welcoming and equitable campus for everyone.

Understanding Inclusive Language at MSU

Inclusive language goes beyond simply avoiding offensive terms; it actively promotes respect, dignity, and belonging for all individuals. At MSU, this commitment is reflected in our values of diversity, equity, and inclusion. Using inclusive language is not merely a matter of political correctness; it's a fundamental aspect of creating a positive and productive learning and working environment. This guide aims to provide a framework for understanding and implementing these principles in your daily interactions.

What Makes Language Inclusive?

Inclusive language recognizes the diversity of our community and avoids perpetuating harmful stereotypes or biases. Key aspects include:

Person-first language: Prioritize the person over their disability or condition (e.g., "person with autism" instead of "autistic person," although this can depend on individual preference). Always prioritize individual preference whenever possible.
Gender-neutral language: Use inclusive terminology that avoids gender assumptions (e.g., "they/them" as a singular pronoun, "chairperson" instead of "chairman").
Avoiding ableist language: Refrain from using terms that demean or stereotype individuals with disabilities. Focus on abilities and contributions rather than limitations.
Culturally sensitive language: Be mindful of cultural differences and avoid language that could be perceived as offensive or insensitive to particular groups.
Respectful terminology: Utilize respectful and accurate terms for all identities, including sexual orientation, race, ethnicity, religion, and socioeconomic status.

Practical Examples of Inclusive Language

Let's look at some concrete examples to illustrate the principles discussed above:

Instead of: "The fireman rescued the cat." Use: "The firefighter rescued the cat."
Instead of: "He is a hard worker." (assuming gender) Use: "They are a hard worker." or "This person is a hard worker."
Instead of: "Crazy" or "Insane" to describe behavior Use: "Unpredictable," "Erratic," or describe the specific behavior.
Instead of: "The handicapped parking space" Use: "Accessible parking space."

Common Challenges and Considerations

Implementing inclusive language isn't always straightforward. Here are some common challenges and how to address them:

Pronoun Usage:

Choosing the correct pronouns can sometimes be difficult. When unsure, politely ask the individual how they prefer to be addressed. Avoid making assumptions or forcing a particular pronoun on someone.

Microaggressions:

Microaggressions are subtle, often unintentional acts of discrimination. While not always explicitly harmful, they cumulatively create a hostile environment. Be mindful of your language and its potential impact.

Keeping Up-to-Date:

Language evolves, and what was considered acceptable in the past may not be so today. Stay informed about current best practices and be open to learning and adapting your language accordingly.

Resources for Further Learning

MSU offers various resources to support inclusive language practices. These include workshops, online modules, and guidance from the Office of Inclusion and Intercultural Initiatives. Explore these resources to deepen your understanding and refine your communication skills. Check the MSU website for the most up-to-date links and resources.

Conclusion

Adopting inclusive language is a crucial step in fostering a welcoming and equitable community at MSU. By actively engaging with these principles and resources, we can create a campus where every individual feels valued, respected, and empowered to contribute their unique talents and perspectives. This ongoing effort requires consistent self-reflection and a commitment to continuous learning. Let's work together to make MSU a truly inclusive space for all.

FAQs

1. What if I accidentally use non-inclusive language? Apologize sincerely, correct yourself, and strive to do better in the future. Learning and growth are ongoing processes.

2. Where can I find more information about inclusive terminology related to specific identities? Consult reputable organizations focused on LGBTQ+ rights, disability rights, and racial justice for updated and accurate information.

3. Is there a specific MSU policy on inclusive language? While there isn't a single, codified policy, the university's commitment to diversity, equity, and inclusion strongly encourages the use of inclusive language.

4. How can I get feedback on my language use? Seek feedback from trusted colleagues, friends, or mentors. Consider participating in workshops or training sessions focused on inclusive communication.

5. What happens if I persistently refuse to use inclusive language? Repeated use of offensive or exclusionary language can result in disciplinary action, depending on the severity and context of the situation. MSU strives for a respectful environment and will address violations accordingly.

   msu inclusive language guide: Words and Actions Cassandra Glynn, Pamela Wesely, Beth Wassell, 2018-11

   msu inclusive language guide: Teach Students How to Learn Saundra Yancy McGuire, 2023-07-03 Co-published with and Miriam, a freshman Calculus student at Louisiana State University, made 37.5% on her first exam but 83% and 93% on the next two. Matt, a first year General Chemistry student at the University of Utah, scored 65% and 55% on his first two exams and 95% on his third—These are representative of thousands of students who decisively improved their grades by acting on the advice described in this book.What is preventing your students from performing according to expectations? Saundra McGuire offers a simple but profound answer: If you teach students how to learn and give them simple, straightforward strategies to use, they can significantly increase their learning and performance. For over a decade Saundra McGuire has been acclaimed for her presentations and workshops on metacognition and student learning because the tools and strategies she shares have enabled faculty to facilitate dramatic improvements in student learning and success. This book encapsulates the model and ideas she has developed in the past fifteen years, ideas that are being adopted by an increasing number of faculty with considerable effect.The methods she proposes do not require restructuring courses or an inordinate amount of time to teach. They can often be accomplished in a single session, transforming students from memorizers and regurgitators to students who begin to think critically and take responsibility for their own learning. Saundra McGuire takes the reader sequentially through the ideas and strategies

that students need to understand and implement. First, she demonstrates how introducing students to metacognition and Bloom's Taxonomy reveals to them the importance of understanding how they learn and provides the lens through which they can view learning activities and measure their intellectual growth. Next, she presents a specific study system that can quickly empower students to maximize their learning. Then, she addresses the importance of dealing with emotion, attitudes, and motivation by suggesting ways to change students' mindsets about ability and by providing a range of strategies to boost motivation and learning; finally, she offers guidance to faculty on partnering with campus learning centers.She pays particular attention to academically unprepared students, noting that the strategies she offers for this particular population are equally beneficial for all students. While stressing that there are many ways to teach effectively, and that readers can be flexible in picking and choosing among the strategies she presents, Saundra McGuire offers the reader a step-by-step process for delivering the key messages of the book to students in as little as 50 minutes. Free online supplements provide three slide sets and a sample video lecture.This book is written primarily for faculty but will be equally useful for TAs, tutors, and learning center professionals. For readers with no background in education or cognitive psychology, the book avoids jargon and esoteric theory.

msu inclusive language guide: *The Two Sides of Love* Gary Smalley, John Trent, John T. Trent, 1992 What strengthens affection, closeness and lasting commitment.

msu inclusive language guide: *The Diversity Style Guide* Rachele Kanigel, 2019-01-14 New diversity style guide helps journalists write with authority and accuracy about a complex, multicultural world A companion to the online resource of the same name, The Diversity Style Guide raises the consciousness of journalists who strive to be accurate. Based on studies, news reports and style guides, as well as interviews with more than 50 journalists and experts, it offers the best, most up-to-date advice on writing about underrepresented and often misrepresented groups. Addressing such thorny questions as whether the words Black and White should be capitalized when referring to race and which pronouns to use for people who don't identify as male or female, the book helps readers navigate the minefield of names, terms, labels and colloquialisms that come with living in a diverse society. The Diversity Style Guide comes in two parts. Part One offers enlightening chapters on Why is Diversity So Important; Implicit Bias; Black Americans; Native People; Hispanics and Latinos; Asian Americans and Pacific Islanders; Arab Americans and Muslim Americans; Immigrants and Immigration; Gender Identity and Sexual Orientation; People with Disabilities; Gender Equality in the News Media; Mental Illness, Substance Abuse and Suicide; and Diversity and Inclusion in a Changing Industry. Part Two includes Diversity and Inclusion Activities and an A-Z Guide with more than 500 terms. This guide: Helps journalists, journalism students, and other media writers better understand the context behind hot-button words so they can report with confidence and sensitivity Explores the subtle and not-so-subtle ways that certain words can alienate a source or infuriate a reader Provides writers with an understanding that diversity in journalism is about accuracy and truth, not political correctness. Brings together guidance from more than 20 organizations and style guides into a single handy reference book The Diversity Style Guide is first and foremost a guide for journalists, but it is also an important resource for journalism and writing instructors, as well as other media professionals. In addition, it will appeal to those in other fields looking to make informed choices in their word usage and their personal interactions.

msu inclusive language guide: Blended Language Program Evaluation Paul Gruba, Mónica S. Cárdenas-Claros, Ruslan Suvorov, Katherine Rick, 2016-04-08 Advocating an argument-based approach, Blended Language Program Evaluation presents a framework for planning, conducting, and appraising evaluation of blended language learning across three institutional levels, and demonstrates its utility and application in four case studies carried out in diverse international contexts.

msu inclusive language guide: *The Agricultural College Of The State Of Michigan* East Lans Michigan State University, 2023-07-18 This book offers a unique perspective on the history of agricultural education in the United States, focusing on the founding and early years of the

msu inclusive language guide: *Building the Case for Health Literacy* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Population Health and Public Health Practice, Roundtable on Health Literacy, 2018-08-26 The field of health literacy has evolved from one focused on individuals to one that recognizes that health literacy is multidimensional. While communicating in a health literate manner is important for everyone, it is particularly important when communicating with those with limited health literacy who also experience more serious medication errors, higher rates of hospitalization and use of the emergency room, poor health outcomes, and increased mortality. Over the past decade, research has shown that health literacy interventions can significantly impact various areas including health care costs, outcomes, and health disparities. To understand the extent to which health literacy has been shown to be effective at contributing to the Quadruple Aim of improving the health of communities, providing better care, providing affordable care, and improving the experience of the health care team, the National Academies of Sciences, Engineering, and Medicine convened a public workshop on building the case for health literacy. This publication summarizes the presentations and discussions from the workshop, and highlights important lessons about the role of health literacy in meeting the Quadruple Aim, case studies of organizations that have adopted health literacy, and discussions among the different stakeholders involved in making the case for health literacy.

msu inclusive language guide: Tests in Print Linda L. Murphy, Jane Close Conoley, James C. Impara, 1994

msu inclusive language guide: From Field to Fork Paul B. Thompson, 2015 Paul B. Thompson covers diet and health issues, livestock welfare, world hunger, food justice, environmental ethics, Green Revolution technology and GMOs in this concise but comprehensive study. He shows how food can be a nexus for integrating larger social issues in social inequality, scientific reductionism, and the eclipse of morality.

msu inclusive language guide: Publication Manual of the American Psychological Association American Psychological Association, 2019-10 The Publication Manual of the American Psychological Association is the style manual of choice for writers, editors, students, and educators in the social and behavioral sciences, nursing, education, business, and related disciplines.

msu inclusive language guide: The Owner's Manual to the Voice Rachael Gates, L. Arick Forrest, Kerrie Obert, 2013-09-19 The Owner's Manual to the Voice demystifies the voice, enabling singers and all voice professionals - whether actors, broadcasters, teachers, preachers, lawyers, public speakers- to communicate intelligently with physicians and understand dangers, treatments, vocal hygiene and medical procedures.

msu inclusive language guide: *Stamped from the Beginning* Ibram X. Kendi, 2016-04-12 The National Book Award winning history of how racist ideas were created, spread, and deeply rooted in American society. Some Americans insist that we're living in a post-racial society. But racist thought is not just alive and well in America -- it is more sophisticated and more insidious than ever. And as award-winning historian Ibram X. Kendi argues, racist ideas have a long and lingering history, one in which nearly every great American thinker is complicit. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history. He uses the life stories of five major American intellectuals to drive

this history: Puritan minister Cotton Mather, Thomas Jefferson, abolitionist William Lloyd Garrison, W.E.B. Du Bois, and legendary activist Angela Davis. As Kendi shows, racist ideas did not arise from ignorance or hatred. They were created to justify and rationalize deeply entrenched discriminatory policies and the nation's racial inequities. In shedding light on this history, Stamped from the Beginning offers us the tools we need to expose racist thinking. In the process, he gives us reason to hope.

msu inclusive language guide: Unconditional Telaina Eriksen, 2017-04-18 Parents of LGBT Children. Looking for LGBTQ books that offer guidance on providing loving support to your LGBT child? Parents of LGBT children guide: Unconditional: A Guide to Loving and Supporting Your LGBTQ Childprovides parents of a LGBTQ (lesbian, gay, bisexual, transgender or questioning) child with a framework for helping their LGBTQ child navigate through a world that isn't always welcoming. Author Telaina Eriksen, a professor at Michigan State University and the mother of a gay daughter, explains what she and her husband have learned through experience, including how to: • Deal with gay children coming out • Confront bullying of gay children • Become an advocate for gay children • Build a support system in a gay family Gender and sexuality: Eriksen also covers the science on gender and sexuality and how to help a transgender child through the various stages of development. Throughout the book parents and kids who have been there, share their stories. She also directs gay family parents to various resources online to help them. LGBTQ parents will learn... • How to help their child navigate locker rooms, sleepovers, proms, etc. • When to involve the police or school administration when it comes to bullying • How to advocate for local, state and national policies that protect your child • Ways to educate well-meaning, but misguided extended family members • How to help start a Gay-Straight Alliance at your child's school • Strategies for keeping your child talking after he or she comes out • Signs of unhealthy relationships • When to consider therapy for your child and/or your family • How to find an LGBTQ-friendly community (including inclusive churches)

msu inclusive language guide: Infographics Beverley E. Crane, 2015-12-17 Designed for librarians who work with all age levels from youngsters to seniors at all educational, reading and language backgrounds, who must fulfill responsibilities that run the gamut from instructing patrons on information literacy skills to using electronic tools to marketing the library to locating funding, Infographics: A Practical Guide for Librarians provides librarians with the following: Section I: Infographics 101 contains definitions, history, importance in today's society, types and examples, advantages and disadvantages, general uses, uses in libraries, tools for creation and design tips. Section II: Practical applications show how to use infographics in academic, public, special and school libraries. Included are visual examples and step-by-step instructions to create two infographics Included in each section are exercises, tables with URLs to more ideas and materials and references. This practical guide will help every type and size of library use infographics as a powerful part in their 21st century game plan. Whether it's marketing the public library, improving students information literacy skills in a school library or showcasing the accomplishments of the academic library, infographics can be a vital part of the library's playbook. The book describes ways to use infographics to: raise funds for a public library teach critical thinking and 21st century skills in the school library illustrate why libraries matter by relaying value of academic libraries market the library improve information literacy in academic settings advocate for resources and services.

msu inclusive language guide: *An Indigenous Peoples' History of the United States (10th Anniversary Edition)* Roxanne Dunbar-Ortiz, 2023-10-03 New York Times Bestseller Now part of the HBO docuseries Exterminate All the Brutes, written and directed by Raoul Peck Recipient of the American Book Award The first history of the United States told from the perspective of indigenous peoples Today in the United States, there are more than five hundred federally recognized Indigenous nations comprising nearly three million people, descendants of the fifteen million Native people who once inhabited this land. The centuries-long genocidal program of the US settler-colonial regimen has largely been omitted from history. Now, for the first time, acclaimed historian and activist Roxanne Dunbar-Ortiz offers a history of the United States told from the perspective of

Indigenous peoples and reveals how Native Americans, for centuries, actively resisted expansion of the US empire. With growing support for movements such as the campaign to abolish Columbus Day and replace it with Indigenous Peoples' Day and the Dakota Access Pipeline protest led by the Standing Rock Sioux Tribe, An Indigenous Peoples' History of the United States is an essential resource providing historical threads that are crucial for understanding the present. In An Indigenous Peoples' History of the United States, Dunbar-Ortiz adroitly challenges the founding myth of the United States and shows how policy against the Indigenous peoples was colonialist and designed to seize the territories of the original inhabitants, displacing or eliminating them. And as Dunbar-Ortiz reveals, this policy was praised in popular culture, through writers like James Fenimore Cooper and Walt Whitman, and in the highest offices of government and the military. Shockingly, as the genocidal policy reached its zenith under President Andrew Jackson, its ruthlessness was best articulated by US Army general Thomas S. Jesup, who, in 1836, wrote of the Seminoles: "The country can be rid of them only by exterminating them." Spanning more than four hundred years, this classic bottom-up peoples' history radically reframes US history and explodes the silences that have haunted our national narrative. An Indigenous Peoples' History of the United States is a 2015 PEN Oakland-Josephine Miles Award for Excellence in Literature.

msu inclusive language guide: Communities in Action National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Population Health and Public Health Practice, Committee on Community-Based Solutions to Promote Health Equity in the United States, 2017-04-27 In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures, policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways. Communities in Action: Pathways to Health Equity seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

msu inclusive language guide: Calvin and the Reformed Tradition Richard A. Muller, 2012-11-15 Richard Muller, a world-class scholar of the Reformation era, examines the relationship of Calvin's theology to the Reformed tradition, indicating Calvin's place in the tradition as one of several significant second-generation formulators. Muller argues that the Reformed tradition is a diverse and variegated movement not suitably described either as founded solely on the thought of John Calvin or as a reaction to or deviation from Calvin, thereby setting aside the old Calvin and the Calvinists approach in favor of a more integral and representative perspective. Muller offers historical corrective and nuance on topics of current interest in Reformed theology, such as limited atonement/universalism, union with Christ, and the order of salvation.

msu inclusive language guide: *Motivational Strategies in the Language Classroom* Zoltán Dörnyei, 2001 The book takes a pratical approach to teaching motivational strategies in the language classroom, and gives the teacher 35 motivational strategies that they can use with language learners.

msu inclusive language guide: *The Course of God's Providence* Philippa Koch, 2021-04-13 Shows that a religious understanding of illness and health persisted well into post-Enlightenment early America The COVID-19 pandemic has demonstrated the power of narrative during times of sickness and disease. As Americans strive to find meaning amid upheaval and loss, some consider the nature of God's will. Early American Protestants experienced similar struggles as they attempted

to interpret the diseases of their time. In this groundbreaking work, Philippa Koch explores the doctrine of providence—a belief in a divine plan for the world—and its manifestations in eighteenth-century America, from its origins as a consoling response to sickness to how it informed the practices of Protestant activity in the Atlantic world. Drawing on pastoral manuals, manuscript memoirs, journals, and letters, as well as medical treatises, epidemic narratives, and midwifery manuals, Koch shows how Protestant teachings around providence shaped the lives of believers even as the Enlightenment seemed to portend a more secular approach to the world and the human body. Their commitment to providence prompted, in fact, early Americans' active engagement with the medical developments of their time, encouraging them to see modern science and medicine as divinely bestowed missionary tools for helping others. Indeed, the book shows that the ways in which the colonial world thought about questions of God's will in sickness and health help to illuminate the continuing power of Protestant ideas and practices in American society today.

msu inclusive language guide: Mindful Teaching and Teaching Mindfulness Deborah Schoeber Lein, Suki Sheth, 2011-01-19 Mindfulness has gone mainstream, and author Deborah Schoeberlein pioneers its practical application in education. By showing teachers how to tune into what's happening, inside and around them, she offers fresh, straightforward approaches to training attention and generating caring both in and outside of the classroom. Mindful Teaching and Teaching Mindfulness emphasizes how the teacher's personal familiarity with mindfulness plants the seed for an education infused with attention, awareness, kindness, empathy, compassion, and gratitude. The book follows a teacher from morning to night on a typical school day, at home, during the commute, and before, during, and after class. This book is perfect for teachers of all kinds: schoolteachers, religious educators, coaches, parents-anyone who teaches anything.

msu inclusive language guide: *Student Participation in Academic Governance* Lora H. Robinson, Janet D. Shoenfeld, 1971

msu inclusive language guide: *Robert's Rules of Order Newly Revised, 12th edition* Henry M. Robert III, Daniel H. Honemann, Thomas J. Balch, 2020-08-25 The only current authorized edition of the classic work on parliamentary procedure--now in a new updated edition Robert's Rules of Order is the recognized guide to smooth, orderly, and fairly conducted meetings. This 12th edition is the only current manual to have been maintained and updated since 1876 under the continuing program established by General Henry M. Robert himself. As indispensable now as the original edition was more than a century ago, Robert's Rules of Order Newly Revised is the acknowledged gold standard for meeting rules. New and enhanced features of this edition include: Section-based paragraph numbering to facilitate cross-references and e-book compatibility Expanded appendix of charts, tables, and lists Helpful summary explanations about postponing a motion, reconsidering a vote, making and enforcing points of order and appeals, and newly expanded procedures for filling blanks New provisions regarding debate on nominations, reopening nominations, and completing an election after its scheduled time Dozens more clarifications, additions, and refinements to improve the presentation of existing rules, incorporate new interpretations, and address common inquiries Coinciding with publication of the 12th edition, the authors of this manual have once again published an updated (3rd) edition of Robert's Rules of Order Newly Revised In Brief, a simple and concise introductory guide cross-referenced to it.

msu inclusive language guide: IBM z15 (8561) Technical Guide Octavian Lascu, John Troy, Jannie Houlbjerg, Frank Packheiser, Paul Schouten, Kazuhiro Nakajima, Anna Shugol, Hervey Kamga, Bo XU, IBM Redbooks, 2022-07-13 This IBM® Redbooks® publication describes the features and functions the latest member of the IBM Z® platform, the IBM z15TM (machine type 8561). It includes information about the IBM z15 processor design, I/O innovations, security features, and supported operating systems. The z15 is a state-of-the-art data and transaction system that delivers advanced capabilities, which are vital to any digital transformation. The z15 is designed for enhanced modularity, which is in an industry standard footprint. This system excels at the following tasks: Making use of multicloud integration services Securing data with pervasive encryption Accelerating digital transformation with agile service delivery Transforming a

transactional platform into a data powerhouse Getting more out of the platform with IT Operational Analytics Accelerating digital transformation with agile service delivery Revolutionizing business processes Blending open source and Z technologies This book explains how this system uses new innovations and traditional Z strengths to satisfy growing demand for cloud, analytics, and open source technologies. With the z15 as the base, applications can run in a trusted, reliable, and secure environment that improves operations and lessens business risk.

msu inclusive language guide: <u>Pain Management and the Opioid Epidemic</u> National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Health Sciences Policy, Committee on Pain Management and Regulatory Strategies to Address Prescription Opioid Abuse, 2017-09-28 Drug overdose, driven largely by overdose related to the use of opioids, is now the leading cause of unintentional injury death in the United States. The ongoing opioid crisis lies at the intersection of two public health challenges: reducing the burden of suffering from pain and containing the rising toll of the harms that can arise from the use of opioid medications. Chronic pain and opioid use disorder both represent complex human conditions affecting millions of Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic, with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

msu inclusive language guide: Norton Anthology of World Religions Cunningham, Lawrence S, Miles, Jack, 2015-02-18 <p>This magisterial Norton Anthology, edited by world-renowned scholars, offers a portable library of more than 1,000 primary texts from the world’s major religions. To help readers encounter strikingly unfamiliar texts with pleasure; accessible introductions, headnotes, annotations, pronouncing glossaries, maps, illustrations and chronologies are provided. For readers of any religion or none, The Norton Anthology of World Religions opens new worlds that, as Miles writes, invite us to see others with a measure of openness, empathy, and good will...</p><p>Unprecedented in scope and approach, The Norton Anthology of World Religions: Christianity brings together over 150 texts from the Apostolic Era to the New Millennium. The volume features Jack Miles’s illuminating General Introduction—“How the West Learned to Compare Religions”—as well as Lawrence S. Cunningham’s “The Words and the Word Made Flesh,” a lively primer on the history and core tenets of Christianity.</p>

msu inclusive language guide: <u>The Surprising Power of Liberating Structures</u> Henri Lipmanowicz, Keith McCandless, 2014-10-28 Smart leaders know that they would greatly increase productivity and innovation if only they could get everyone fully engaged. So do professors, facilitators and all changemakers. The challenge is how. Liberating Structures are novel, practical and no-nonsense methods to help you accomplish this goal with groups of any size. Prepare to be surprised by how simple and easy they are for anyone to use. This book shows you how with detailed descriptions for putting them into practice plus tips on how to get started and traps to avoid. It takes the design and facilitation methods experts use and puts them within reach of anyone in any organization or initiative, from the frontline to the C-suite. Part One: The Hidden Structure of Engagement will ground you with the conceptual framework and vocabulary of Liberating Structures. It contrasts Liberating Structures with conventional methods and shows the benefits of using them to transform the way people collaborate, learn, and discover solutions together. Part Two: Getting Started and Beyond offers guidelines for experimenting in a wide range of applications from small group interactions to system-wide initiatives: meetings, projects, problem solving, change initiatives, product launches, strategy development, etc. Part Three: Stories from the Field illustrates the endless possibilities Liberating Structures offer with stories from users around the

world, in all types of organizations -- from healthcare to academic to military to global business enterprises, from judicial and legislative environments to R&D. Part Four: The Field Guide for Including, Engaging, and Unleashing Everyone describes how to use each of the 33 Liberating Structures with step-by-step explanations of what to do and what to expect. Discover today what Liberating Structures can do for you, without expensive investments, complicated training, or difficult restructuring. Liberate everyone's contributions -- all it takes is the determination to experiment.

msu inclusive language guide: The Art of Effective Facilitation Lisa M. Landreman, 2023-07-03 Co-published with How can I apply learning and social justice theory to become a better facilitator?Should I prepare differently for workshops around specific identities?How do I effectively respond when things aren't going as planned?This book is intended for the increasing number of faculty and student affairs administrators – at whatever their level of experience -- who are being are asked to become social justice educators to prepare students to live successfully within, and contribute to, an equitable multicultural society.It will enable facilitators to create programs that go beyond superficial discussion of the issues to fundamentally address the structural and cultural causes of inequity, and provide students with the knowledge and skills to work for a more just society. Beyond theory, design, techniques and advice on practice, the book concludes with a section on supporting student social action.The authors illuminate the art and complexity of facilitation, describe multiple approaches, and discuss the necessary and ongoing reflection process. What sets this book apart is how the authors illustrate these practices through personal narratives of challenges encountered, and by admitting to their struggles and mistakes.They emphasize the need to prepare by taking into account such considerations as the developmental readiness of the participants, and the particular issues and historical context of the campus, before designing and facilitating a social justice training or selecting specific exercises. They pay particular attention to the struggle to teach the goals of social justice education in a language that can be embraced by the general public, and to connect its structural and contextual analyses to real issues inside and outside the classroom. The book is informed by the recognition that "the magic is almost never in the exercise or the handout but, instead, is in the facilitation"; and by the authors' commitment to help educators identify and analyze dehumanizing processes on their campuses and in society at large, reflect on their own socialization, and engage in proactive strategies to dismantle oppression.

msu inclusive language guide: *The Mother Wave* Andrea O'Reilly, Fiona Joy Green, 2024-09-01 Matricentric feminism seeks to make motherhood the business of feminism by positioning mothers' needs and concerns as the starting point for a theory and politic on and for the empowerment of women as mothers. Based on the conviction that mothering is a verb, it understands that becoming and being a mother is not limited to biological mothers or cisgender women but rather to anyone who does the work of mothering as a central part of their life. The Mother Wave, the first-ever book on the topic, compellingly explores how mothers need a matricentric mode of feminism organized from and for their particular identity and work as mothers, and because mothers remain disempowered despite sixty years of feminism. The anthology makes visible the power of matricentric feminism as it is theorized, enacted, and represented to realize and achieve the subversive potential of mothers and their contributions to feminist theory and activism. Contributors share the impact and influence of matricentric feminism on families and children, culture, art/literature, education, public policy, social media, and workplace practices through personal reflections, scholarly essays, memoir, creative non-fiction, poetry, and photography. The mother wave of matricentric feminism invites conversations with others and offers a praxis of feminism that aims to coexist, overlap, and intersect with others.

msu inclusive language guide: Computing Resources Directory Michigan Inter-university Committee on Information Systems, 1978

msu inclusive language guide: Death, Power, and Apotheosis in Ancient Egypt Julia Troche, 2021-12-15 Death, Power, and Apotheosis in Ancient Egypt uniquely considers how power was constructed, maintained, and challenged in ancient Egypt through mortuary culture and

apotheosis, or how certain dead in ancient Egypt became gods. Rather than focus on the imagined afterlife and its preparation, Julia Troche provides a novel treatment of mortuary culture exploring how the dead were mobilized to negotiate social, religious, and political capital in ancient Egypt before the New Kingdom. Troche explores the perceived agency of esteemed dead in ancient Egyptian social, political, and religious life during the Old and Middle Kingdoms (c. 2700–1650 BCE) by utilizing a wide range of evidence, from epigraphic and literary sources to visual and material artifacts. As a result, Death, Power, and Apotheosis in Ancient Egypt is an important contribution to current scholarship in its collection and presentation of data, the framework it establishes for identifying distinguished and deified dead, and its novel argumentation, which adds to the larger academic conversation about power negotiation and the perceived agency of the dead in ancient Egypt.

msu inclusive language guide: Essentials of Utilization-Focused Evaluation Michael Quinn Patton, 2012 Provides both an overall framework and concrete advice for how to conduct useful evaluations that actually get used. - preface.

msu inclusive language guide: Linguistic Justice April Baker-Bell, 2020-04-28 Bringing together theory, research, and practice to dismantle Anti-Black Linguistic Racism and white linguistic supremacy, this book provides ethnographic snapshots of how Black students navigate and negotiate their linguistic and racial identities across multiple contexts. By highlighting the counterstories of Black students, Baker-Bell demonstrates how traditional approaches to language education do not account for the emotional harm, internalized linguistic racism, or consequences these approaches have on Black students' sense of self and identity. This book presents Anti-Black Linguistic Racism as a framework that explicitly names and richly captures the linguistic violence, persecution, dehumanization, and marginalization Black Language-speakers endure when using their language in schools and in everyday life. To move toward Black linguistic liberation, Baker-Bell introduces a new way forward through Antiracist Black Language Pedagogy, a pedagogical approach that intentionally and unapologetically centers the linguistic, cultural, racial, intellectual, and self-confidence needs of Black students. This volume captures what Antiracist Black Language Pedagogy looks like in classrooms while simultaneously illustrating how theory, research, and practice can operate in tandem in pursuit of linguistic and racial justice. A crucial resource for educators, researchers, professors, and graduate students in language and literacy education, writing studies, sociology of education, sociolinguistics, and critical pedagogy, this book features a range of multimodal examples and practices through instructional maps, charts, artwork, and stories that reflect the urgent need for antiracist language pedagogies in our current social and political climate.

msu inclusive language guide: Teaching and Learning English in the Arabic-Speaking World Kathleen M. Bailey, Ryan M. Damerow, 2014-02-05 Co-published with The International Research Foundation for English Language Education (TIRF) An important contribution to the emerging body of research-based knowledge about teaching English to native speakers of Arabic, this volume presents empirical studies carried out in Egypt, Lebanon, Oman, Palestine, Saudi Arabia, and the United Arab Emirates (UAE)—a region which has gained notable attention in the past few decades. Each chapter addresses an issue of current concern, and each includes implications for policy, practice, and future research. Nine chapter authors are Sheikh Nahayan Fellows—recipients of doctoral fellowships from The International Research Foundation for English Language Education (TIRF). This volume is the first in the Global Research on Teaching and Learning English Series, co-published by Routledge and TIRF.

msu inclusive language guide: Recruiting & Retaining Women , 2001

msu inclusive language guide: Developmentally Appropriate Curriculum Marjorie J. Kostelnik, Anne K. Soderman, Alice P. Whiren, Michelle L. Rupiper, 2014-05-08 Note: This is the bound book only and does not include access to the Enhanced Pearson eText. To order the Enhanced Pearson eText packaged with a bound book, use ISBN 0133830977. Helps students create the best programs for young children ages three through eight. The authors' goal in writing Developmentally

Appropriate Curriculum: Best Practices in Early Childhood Education was to bring together the best information currently available for developing an integrated approach to curriculum and instruction in the early years. The Sixth Edition addresses all aspects of classroom life, including the roles of children and adults, the physical and social environments, and teaching and learning within multiple domains for children age three to eight. It provides a comprehensive, cohesive approach to curriculum development, which results in greater continuity for children and practitioners in group settings in childcare, preschool, and the early elementary grades. Concentrating as much on the "how" of curriculum development as on the "what and why," the authors provide practical, research-based guidelines for translating theory into best practice that accommodates age-appropriateness, individual differences, and social and cultural diversity. Students learn how to conceptualize, plan, implement, and evaluate curriculum through detailed application opportunities in each chapter. The Enhanced Pearson eText features embedded video, licensure examination preparation exercises, and assessments Improve mastery and retention with the Enhanced Pearson eText* The Enhanced Pearson eText provides a rich, interactive learning environment designed to improve student mastery of content. The Enhanced Pearson eText is: Engaging. The new interactive, multimedia learning features were developed by the authors and other subject-matter experts to deepen and enrich the learning experience. Convenient. Enjoy instant online access from your computer or download the Pearson eText App to read on or offline on your iPad® and Android® tablet.* Affordable. The Enhanced Pearson eText may be purchased stand-alone or with a loose-leaf version of the text for 40-65% less than a print bound book. *The Enhanced eText features are only available in the Pearson eText format. They are not available in third-party eTexts or downloads. *The Pearson eText App is available on Google Play and in the App Store. It requires Android OS 3.1-4, a 7" or 10" tablet, or iPad iOS 5.0 or later.

msu inclusive language guide: Foundations of Neuroscience Casey Henley, 2021

msu inclusive language guide: Creating a Culturally Inclusive Campus Barbara J. Hoekje, Scott G. Stevens, 2017-12-14 Colleges and universities increasingly recruit international students yet may lack the systems to foster these students' academic success and identity as valued members of the campus community. Sharing case studies of students and examples of innovative initiatives, this book explores strategies and key recommendations for universities to re-conceptualize their programs to better welcome and support international students. Emphasizing the relational aspect of academic and campus life, the authors provide a framework that supports students from initial contact through graduation. Carefully researched and addressing issues of language, engagement, and culture, Creating a Culturally Inclusive Campus offers universities innovative strategies for helping all students fulfull their academic goals while also contributing meaningfully to their school's global mission.

msu inclusive language guide: *IBM z15 (8562) Technical Guide* Octavian Lascu, IBM Redbooks, 2021-04-28 This IBM® Redbooks® publication describes the features and functions the latest member of the IBM Z® platform, the IBM z15TM Model T02 (machine type 8562). It includes information about the IBM z15 processor design, I/O innovations, security features, and supported operating systems. The z15 is a state-of-the-art data and transaction system that delivers advanced capabilities, which are vital to any digital transformation. The z15 is designed for enhanced modularity, which is in an industry standard footprint. This system excels at the following tasks: Making use of multicloud integration services Securing data with pervasive encryption Accelerating digital transformation with agile service delivery Transforming a transactional platform into a data powerhouse Getting more out of the platform with IT Operational Analytics Accelerating digital transformation with agile service delivery Revolutionizing business processes Blending open source and Z technologies This book explains how this system uses new innovations and traditional Z strengths to satisfy growing demand for cloud, analytics, and open source technologies. With the z15 as the base, applications can run in a trusted, reliable, and secure environment that improves operations and lessens business risk.

msu inclusive language guide: Thirty Million Words Dana Suskind, 2015-09-08 The founder

and director of the Thirty Million Words Initiative, Professor Dana Suskind, explains why the most important—and astoundingly simple—thing you can do for your child's future success in life is to to talk to them. What nurtures the brain to optimum intelligence and stability? It is a secret hiding in plain sight: the most important thing we can do for our children is to have conversations with them. The way you talk with your growing child literally builds his or her brain. Parent talk can drastically improve school readiness and lifelong learning in everything from math to art. Indeed, parent–child talk is a fundamental, critical factor in building grit, self-control, leadership skills, and generosity. It is crucial to making the most in life of the luck you have with your genes. This landmark account of a new scientific perspective describes what works and what doesn't (baby talk is fine; relentless correction isn't). Discover how to create the best language environments for children by following the simple structure of the Three Ts: Tune In; Talk More; Take Turns. Dr. Suskind and her colleagues around the country have worked with thousands of families; now their insights and successful, measured approaches are available to all. This is the first book to reveal how and why the first step in nurturing successful lives is talking to children in ways that build their brains. Your family—and our nation—need to know. *Nominated for the Books for a Better Life Award*

    msu inclusive language guide: Essay and General Literature Index H.W. Wilson, 1972 - Indexes some 3,800 essays from over 300 collections and anthologies each year. - Electronic version available, see p. 30. - Annual Subscription: $310 ($360 outside U.S. & Canada)

Missouri State University

Aug 12, 2025 · Missouri State University is a comprehensive institution offering undergraduate and graduate programs, including the professional doctorate. The university educates students …

Current students - Michigan State University

Jul 9, 2025 · Education Abroad Discover more than 275 programs in more than 60 countries. Flat-rate Tuition Take 12-18 credits for one flat rate. Libraries Where, when and how to hit the …

Admissions | Michigan State University

Review application requirements, dates and deadlines, application options and more.

Majors, degrees and programs - Michigan State University

Majors, degrees and programs Explore over 400 undergraduate, graduate and certificate areas of study across our 17 degree-granting colleges. You can also customize your degree by …

Academics - Michigan State University

Jul 9, 2025 · A top global research university, MSU prepares you to compete with the best in the world and to make a better tomorrow. High-caliber opportunities, world-class facilities and an …

Mississippi State University

At Mississippi State University, we are a world-class research institution. We think inclusively and beyond the boundaries to encourage boldness, imagination and creativity, and enable our …

Colleges and Programs - Michigan State University

Jul 9, 2025 · MSU offers more than 400 programs of study across 17 degree-granting colleges. For descriptions of each academic program, please see the Academic Programs Catalog.

SIS | Michigan State University

This is your gateway to academic records, resources and tools at Michigan State University. The Student Information System (SIS) supports students throughout their academic journey at …

About MSU - Michigan State University

Jul 9, 2025 · Michigan State University has been advancing the common good with uncommon will for 170 years. A top global public research university, MSU pushes the boundaries of …

Missouri State University

Aug 12, 2025 · Missouri State University is a comprehensive institution offering undergraduate and graduate programs, including the professional doctorate. The university educates students to be global citizen scholars committed to public affairs.

Current students - Michigan State University

Jul 9, 2025 · Education Abroad Discover more than 275 programs in more than 60 countries. Flat-rate Tuition Take 12-18 credits for one flat rate. Libraries Where, when and how to hit the books. Registration Schedules, registration and tools for enrollment — all in SIS. Registrar Academic records, need-to-know dates and more.

Admissions | Michigan State University

Review application requirements, dates and deadlines, application options and more.

Majors, degrees and programs - Michigan State University

Majors, degrees and programs Explore over 400 undergraduate, graduate and certificate areas of study across our 17 degree-granting colleges. You can also customize your degree by choosing a minor, or explore majors and academic opportunities based on your career interest area. Note that some majors will still require professional licensure or certification for a state's educational …

Academics - Michigan State University

Jul 9, 2025 · A top global research university, MSU prepares you to compete with the best in the world and to make a better tomorrow. High-caliber opportunities, world-class facilities and an inclusive, collaborative community enable you to create a powerful, personalized path.

Mississippi State University

At Mississippi State University, we are a world-class research institution. We think inclusively and beyond the boundaries to encourage boldness, imagination and creativity, and enable our students to discover solutions to problems that face our world.

Colleges and Programs - Michigan State University

Jul 9, 2025 · MSU offers more than 400 programs of study across 17 degree-granting colleges. For descriptions of each academic program, please see the Academic Programs Catalog.

SIS | Michigan State University

This is your gateway to academic records, resources and tools at Michigan State University. The Student Information System (SIS) supports students throughout their academic journey at MSU as well as the staff who assist them.

About MSU - Michigan State University

Jul 9, 2025 · Michigan State University has been advancing the common good with uncommon will for 170 years. A top global public research university, MSU pushes the boundaries of discovery to make a better world while providing students with life-changing opportunities.

[Back to Home](#)