

		<b>Why Just Words?</b> To raise awareness of microaggressions and their impact we have provided insight into their meanings and ask: Are they only words? Are they said with respect?	Microaggressions are brief and commonplace daily verbal, behavioral, or environmental humiliations, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults. Typically based in assumptions and stereotypes.	
	<i>Mean what you say... ...say what you mean</i>	<b>Lame</b> Reduces the experiences of individuals living with physical disabilities to a punchline. Ridicules and ignores the lives of amputees.	<b>Thug</b> Assumes that violence is the sole motivating factor in an action. Ignores issues of poverty, education and other institutional barriers. Used as a synonym for "nigger" here. <i>See Just Words!</i>	<b>Welfare Queen</b> Assumes that a female individual is living off of welfare because she is lazy or incapable of work. Invalidates the lived experience of women who use social assistance, ignoring issues such as illness, child support and discrimination.
<b>Man Up</b> Directed at men and suggests that there is only one way to be a man. Also assumes that women can't be courageous, strong, etc.	<b>Where are you REALLY from?</b> Generally used as a follow-up question to ask about nationality and assumes the person was lying based on what you think. Not only does it assume, also presumes you have the right to know.	<b>JUST WORDS??</b> <i>The sequel</i>		<b>Crazy</b> Commonly used as a reference to something indefensible, odd or bizarre. Crazy creates a negative and demeaning perspective of people with mental health diagnoses and undermines their and their families' struggle.
	<b>Chink</b> A racial slur against individuals who identify as Chinese. Also used against any individual who is presumed to be of asian descent.	<b>Are you deaf?</b> Minimizes the experiences of individuals with difficulty hearing and implies that something is wrong with them.	<b>Politically Correct (PC)</b> Typically used surrounding issues of social identities as an attempt to avoid offense. Over time PC has become a way to deflect say that people are being too "sensitive" and police language. It is disconnected from authentic understanding of impact.	<b>THOT</b> Meaning "that hoe over there" assumes the level of and reasons for sexual activity of an individual based on looks or actions, similar to where that, <i>see Just Words!</i>
			<b>What are you?</b> Often used to ask about ethnicity, gender or race and sounds like an accusation. Suggests someone has less than-human status, is an object of it. Assumes that "I" defines someone.	

# Lexical Choice as Unconscious Inadvertent Oppression

How to interpret as a person of privilege and power without usurping other people's power.

# Who am I to teach this topic?

CIS White Hearing Male  
AND MUCH MORE

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Qualifications:

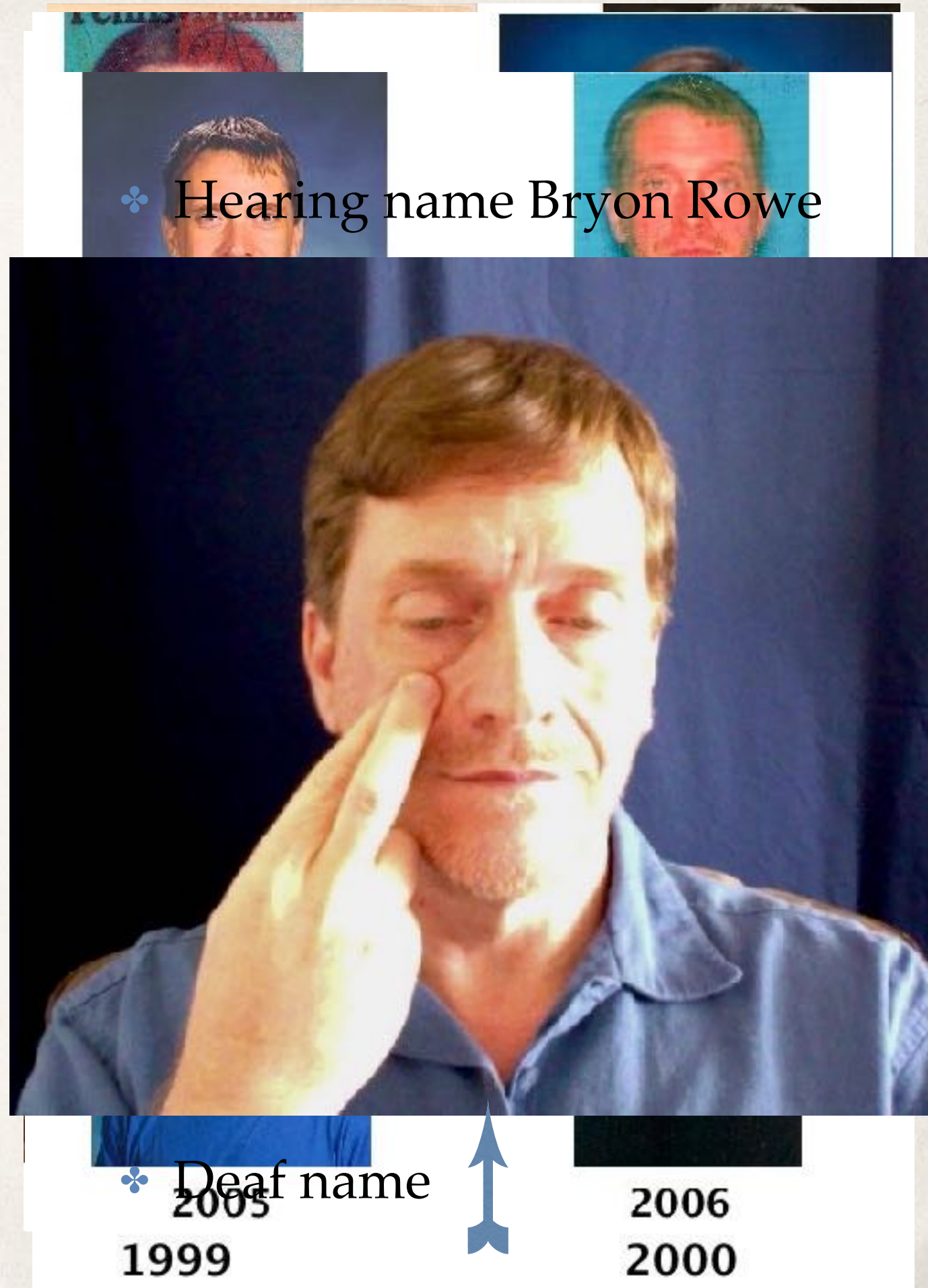
No Justification

Flawed human  
seeking to be less flawed

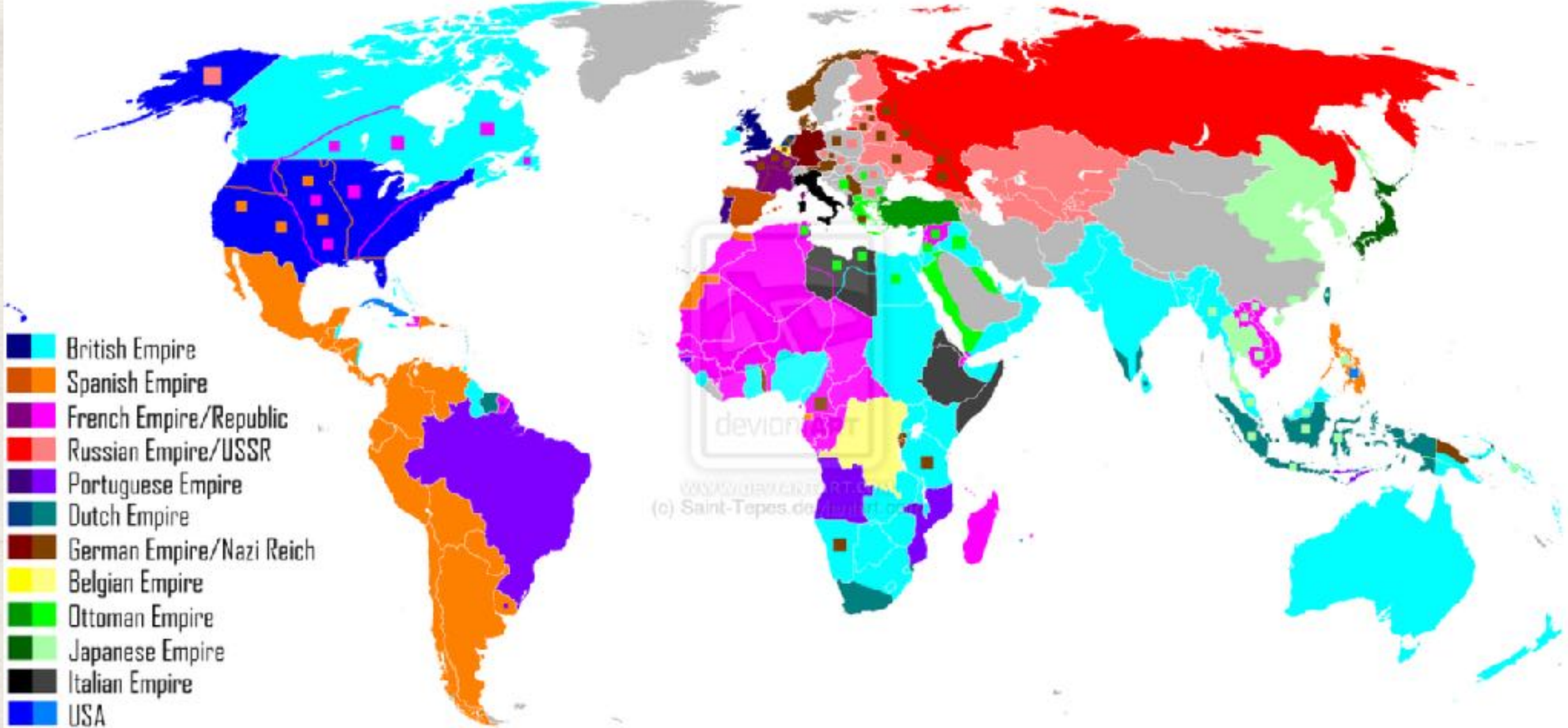
✿ Hearing name Bryon Rowe

✿ Deaf name  
2005  
1999

2006  
2000







# Eurocentric dialectic:

Dualistic, Oppositional, Categorical,  
Hierarchal

Colonizers Vs Colonized  
The problem is labeling

# Antonio Gramsci

Marxist philosopher

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## The Subaltern

The subalterns are defined as individuals of inferior rank in a society. Subaltern is a term that was coined by Antonio Gramsci, in the study of cultural hegemony, to refer to groups of people who are subject to the hegemony of the ruling classes in society, where the ruling class dominates and manipulates the culture of the society, such that only their views are propagated in such a society.

(hegemony = leadership or predominant influence exercised by one nation over others)

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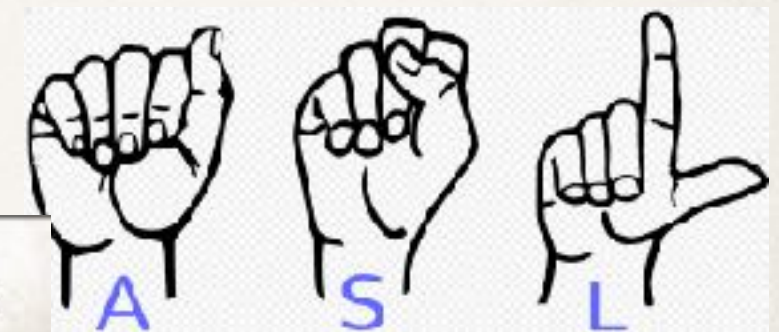
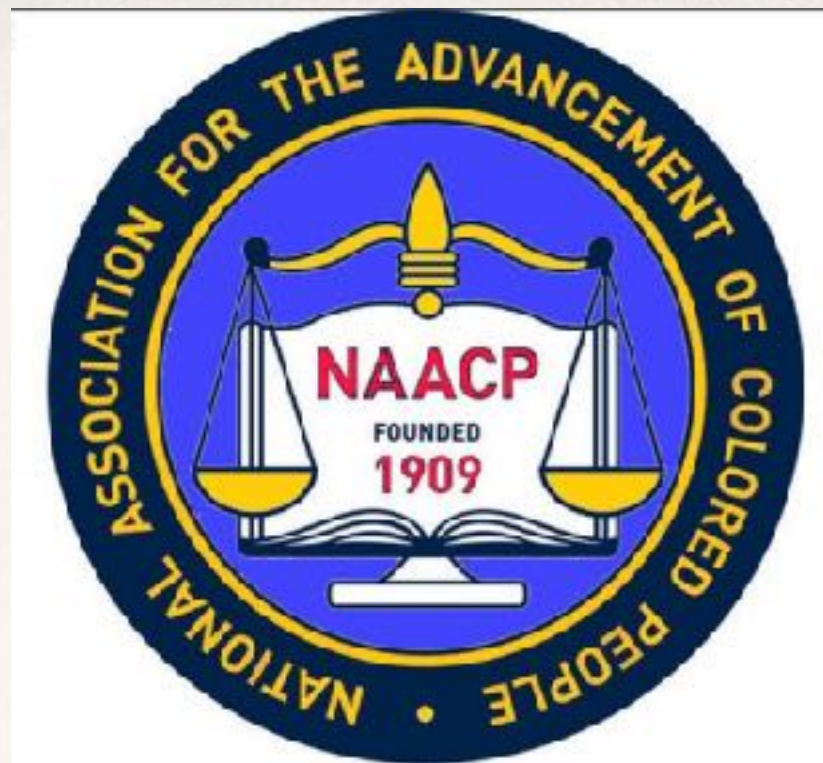
I will not speak FOR the subaltern  
rather I will speak from my experiences  
WITH the subaltern and how to  
examine language in this context.







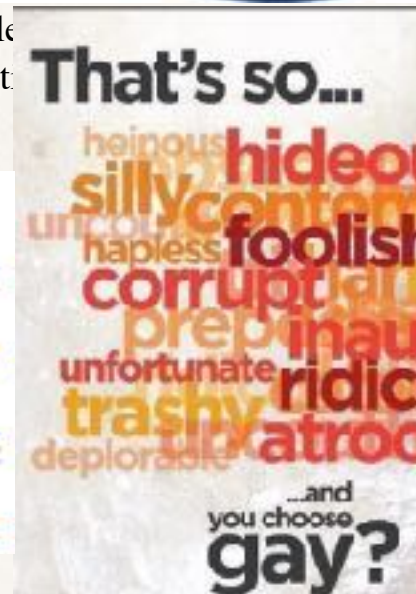
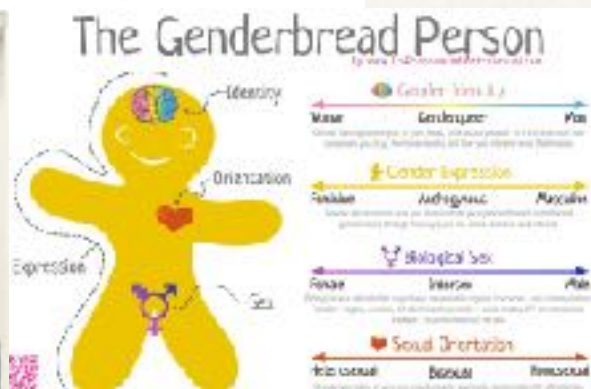
Disabled:  
Impaired or  
limited by a  
physical,  
mental,  
cognitive, or  
developmental  
condition



(Stoke 1965)

HE/SHE	HIM/HER	HIS/HER	HIS/HERS	HIMSELF/HERSELF
zie	zim	zir	zis	zieself
sie	sie	hir	hirs	hirsself
ey	em	eir	eirs	eirself
ve	ver	vis	vers	verself
tey	ter	tem	ters	terself
c	em	eir	eirs	emself

that no cle  
and genet  
groups.



DeafHood (Ladd 2003)

# Language of the Oppressor

Even the oppressed use the language of the oppressor.



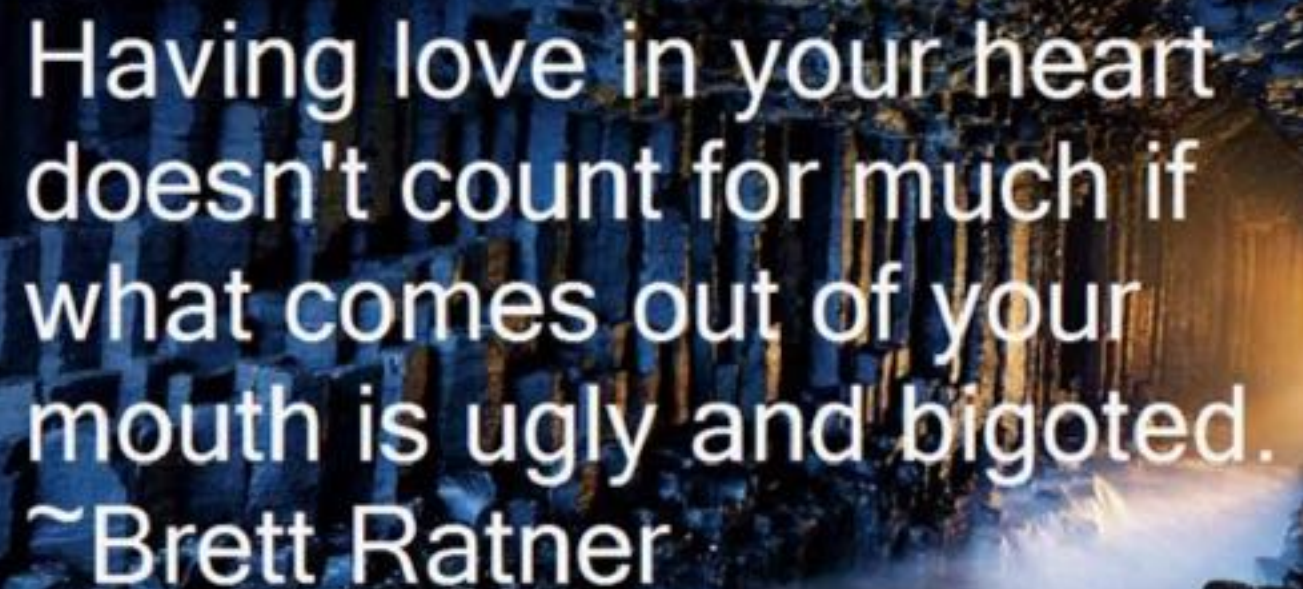
# Intentions

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- ❖ Bias
- ❖ Prejudice
  - ❖ any preconceived opinion or feeling, either favorable or unfavorable.
- ❖ Bigoted
  - ❖ Utterly intolerant of any creed, belief, or opinion that differs from one's own.
- ❖ Oppression (individual vs systematic)
- ❖ Habituation
- ❖ Generational norms
- ❖ Group norms
- ❖ Assumptions

The sad truth about bigotry is that most bigots either don't realize that they are bigots, or they convince themselves that their bigotry is perfectly justified.

*Wayne Gerard Trotman*

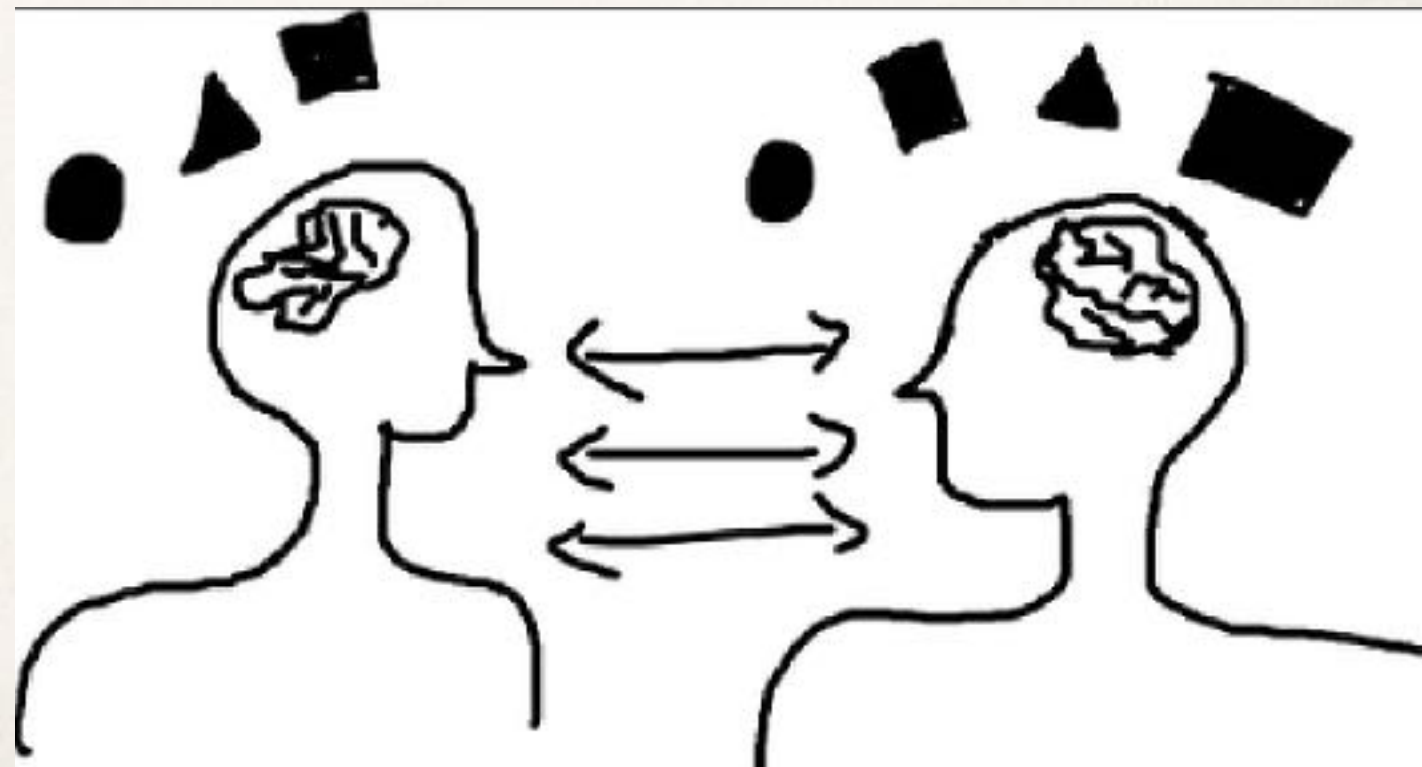


Having love in your heart  
doesn't count for much if  
what comes out of your  
mouth is ugly and bigoted.  
~Brett Ratner



# Cultural Mediation

- ❖ Judgement on presenters intent.
- ❖ Knowledge of cultures involved in communication and their biases, tendencies, oppression/ing.
- ❖ Deaf / Hearing directness differences.
- ❖ Self evaluation
  - ❖ not realizing our own biases
  - ❖ enforcing our own view of PC norms



# HOW MANY SIGNS FOR FLY?

“ENGLISH HAS MANY WORDS BUT  
ASL HAS ONLY ONE SIGN FOR....”

IN REALITY SIGNS ARE MORE  
SPECIFIC THAN WORDS!



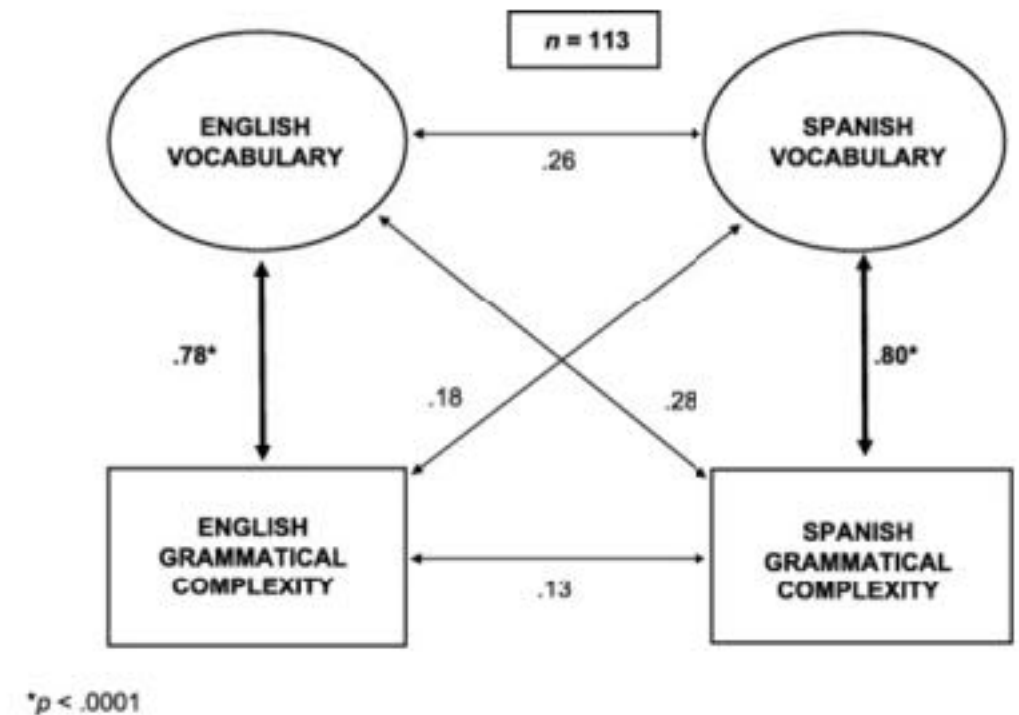
High Context Vs Low Context Languages  
Denotation vs Connotation



# Language Correlation

- ❖ NEVER say “theres no sign for that”
- ❖ No two languages have an exact 1to1 correlation however any concepts can be interpreted and conveyed!
- ❖ “Finger” spelling Dr. VanManen

Figure 3: Within- and cross-language multiple correlation coefficients (R) between vocabulary and grammatical complexity.



Published in  
The language-specific nature of grammatical development: Evidence from bilingual language learners



# Not universal yet can communicate!

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- ❖ Problematic vocabulary
  - ❖ Mime
  - ❖ Gestures
- ❖ Complex reasons behind communicative ease
  - ❖ Auditory languages
    - ❖ Arbitrary
    - ❖ Limited onomatopoeias
  - ❖ Signed languages
    - ❖ Non iconic yet visually based
    - ❖ Parameters Tendencies common (rules)



Video by Sign School

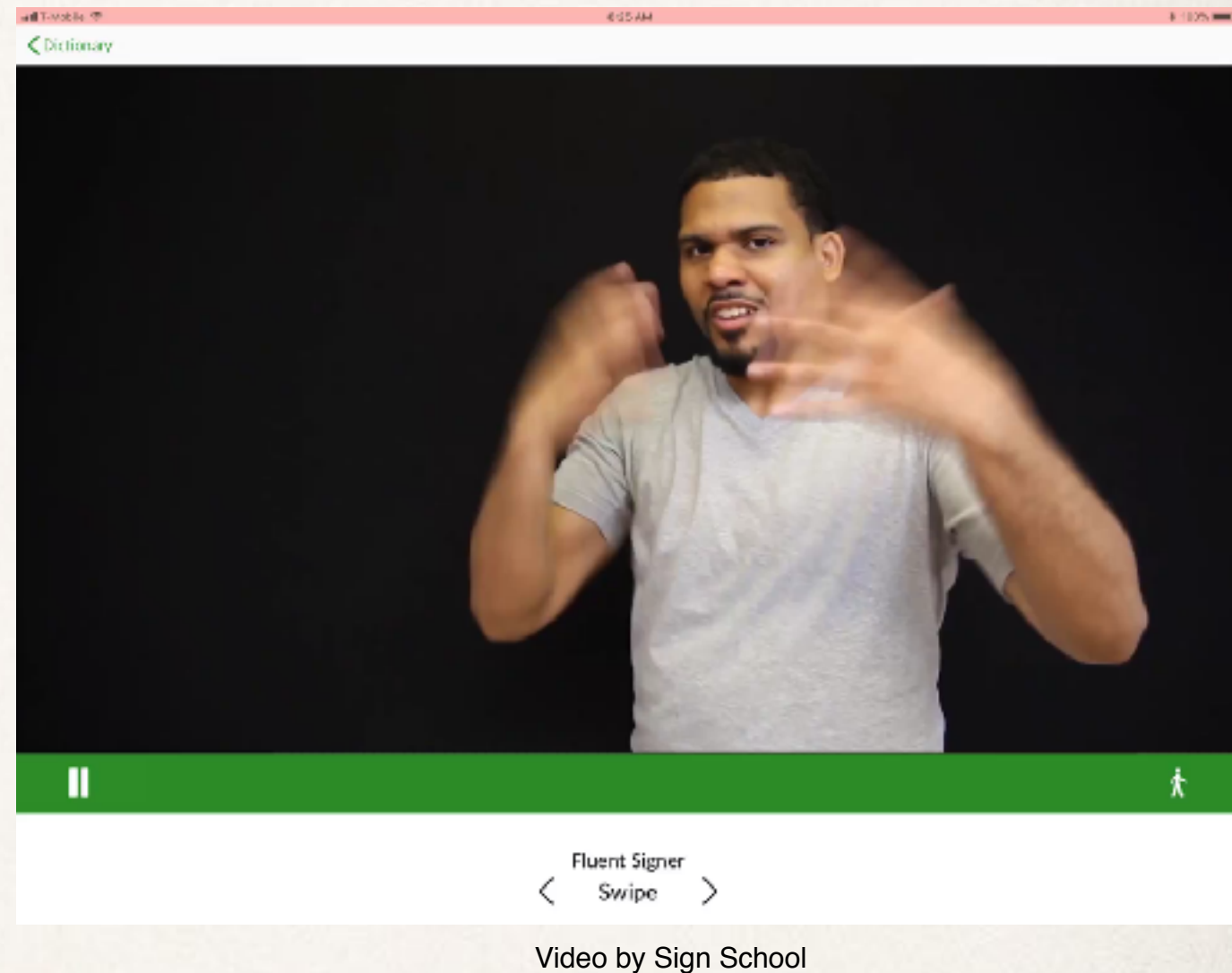


# ASL

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- ❖ INSTITUTE
- ❖ DEAF
- ❖ TOTALLY DEAF
- ❖ Atypical Language
- ❖ Etc.

common translations  
hearing people misunderstand



Group work; make a list of ASL terms that are culturally rich and difficult to easily interpret.



# The Changing scape of ASL

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- ❖ MAN / WOMAN
- ❖ Country Signs
- ❖ Initialized Signs
- ❖ Say, said, tell, talk
- ❖ Hear, heard, sounds like
- ❖ “isms” within ASL



Group work; make a list of ASL terms that Deaf community is in the process of discussing and evaluating changing.



# The Changing scape of English

1. **Subtle:** Words like *policeman*, *mailman*, *fireman*; referring to all people as *man*; referring to an androgynous individual as *he*. These exclusionary words subtly influence our way of thinking. The first three imply that these are roles for men only. This kind of language can keep women from being comfortable aspiring to these positions. The other general references of *man* and *he* are simply inaccurate and unnecessarily exclusionary. They imply that masculinity is the default and superior gender trait.
2. **Offensive:** Words like *gay* or *retarded* to refer to something undesirable; words like *fag* or *retard* to refer to people. The first set shows how these descriptions inherently link certain types of individuals to anything bad by using terms that refer to them as insults for other undesirable concepts. The second set is offensive because of the pejorative connotations implied by these slurs. There are appropriate ways of referring to individuals that does not unnecessarily demean them.
3. **Blatant:** The *n-word* to refer to black people or the *c-word* or *b-word* to refer to women. This type needs little explanation. These words are highly offensive and indicate a great deal of disdain. They objectify and belittle entire groups of people based on one trait.

Group names Latino / a / x

Race names

(1780s three purported major races of humankind Caucasoid, Mongoloid, Negroid)

Gender Identity & Pronouns He / She / Ze

Superheroes ASL vs English



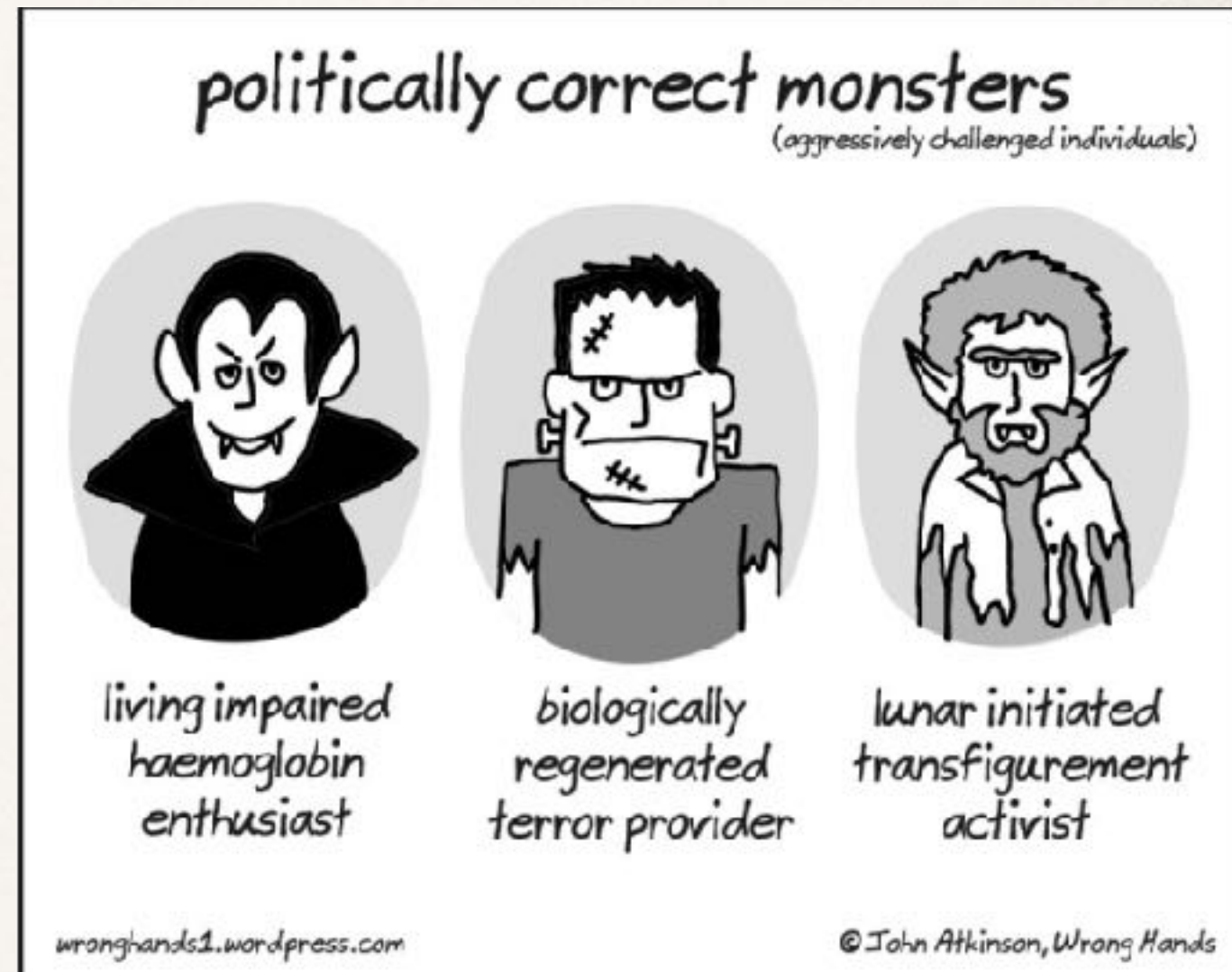
- Be careful when addressing groups or talking about others, use language that would not make any person feel excluded, diminished or devalued.
- Avoid language that addresses only one demographic group unless it is intended for that group only, such as using “men” when you mean “all people.” Accurate descriptions are the essence of ‘political correctness.’
- Avoid titles that are exclusionary, such as “Chairman” (use “Chairperson”); “Fireman” (use Fire Fighter); and “Stewardess” (use “Flight Attendant”). The use of titles that exclude persons of a different gender or other social groups is usually acceptable when addressing an individual, as in a business setting, where Mr. Smith is the CEO, and you are introducing him as “Mr. Smith, our Chairman of the Board”.
- Avoid expressions that are derogatory with regard to physical or mental abilities, such as “handicapped” or “retarded”. Instead, use person first language, such as “person with a disability” or “person with Down’s Syndrome”. People have disabilities, they are not defined by them. In many cases, simply addressing the person who has mental, physical, or other challenges in the same terms as you would address anyone else is the ideal solution.
- Avoid overly-cautious racial descriptions that can be offensive. For example, say “African American” only when talking about Americans who have immigrated from or hold dual-citizenship in an African country. Otherwise the person is simply an American. In the case that you are unsure of a person’s citizenship, “black” and “white” are acceptable terms.
- Avoid the use of religious terms when speaking to a group that may include people who belong to different religions (ex., saying “God Bless” at a local event). The exception here is in the context of describing either academically or referentially specific characteristics of such a group, as in “Evangelical Christians hold certain beliefs...”, or “Jewish people commonly recognize Yom Kippur...”.
- Be sensitive to the inferences people may read in to the words you choose. Many common expressions have roots in a less inclusive social climate, and only time and education can completely eliminate them (ex., if you are asking if a girl is taken, asking “Do you have a boyfriend?” would be politically incorrect, as it makes them exclusively heterosexual. Instead ask, “Are you seeing/dating anyone?”). By the same token, each cultural group has equal protection from offensive generalizations and slurs, not just a certain ethnic group or gender.
- Respect every individual’s right to choose the language and words that best describe their race, class, sex, gender, sexual orientation, or physical ability. Don’t get defensive if someone rejects language which dis-empowers, marginalizes, confines, or diminishes them. The ability to name is a daunting power; individuals should play a role in selecting words to describe themselves.



# Overwhelmed?

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- ❖ Too much to remember!
- ❖ Can't "they" just get over it?
- ❖ I'm not a bad person!





# What Do We Do With The Changing Scape of Language When We Interpret?



- ❖ Do a self evaluation
- ❖ Examine new findings in ASL / English
- ❖ Re-evaluate yourself at regular intervals

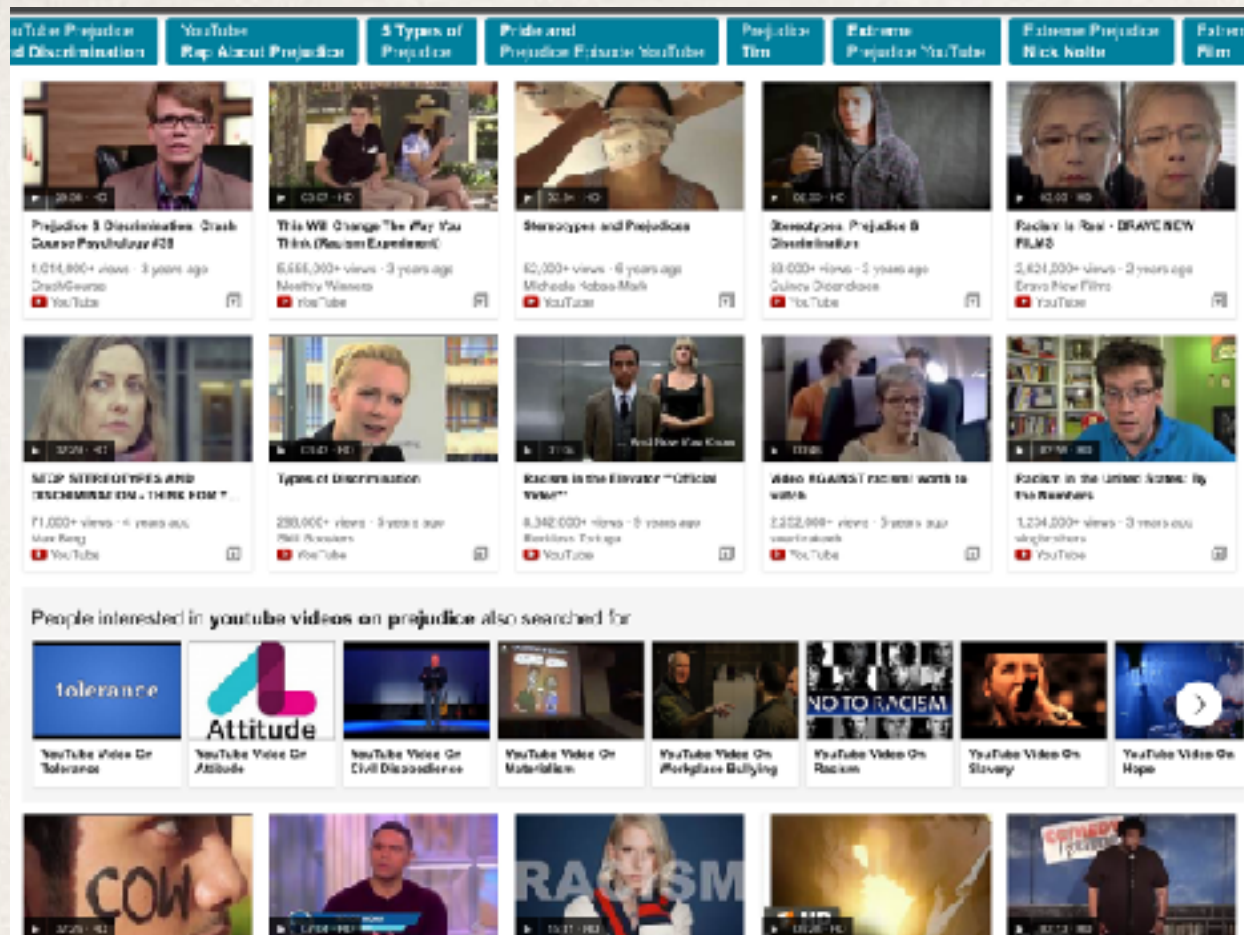
- ❖ Investigate the character of the communicator/s
- ❖ Determine the intent of the communicator/s



*What have you learnt about yourself  
and the variations in the human race?*

Activity; Make lists

*What lexical items that were your automatic  
first choice would you now want to have  
alternatives for?*



## Resource links

[MTV deocded.facebook.com](https://www.facebook.com/MTVdeocded)

[ASL That FaceBook](#)

[Upworthy.com 7 things black people want white friends to know](https://www.upworthy.com/7-things-black-people-want-white-friends-to-know)

[silentgrapevine NAD LGBT section](#)



# Interpreters as Solidarian

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- ❖ Helper: a person that helps or gives assistance, support, etc.
- ❖ Robotic: totally neutral does not add or subtract from an interaction.
- ❖ Mediator / Liaison: a person who maintains the contact or connection maintained by communications between any individuals or organization in order to ensure concerted action, cooperation, etc.
- ❖ Ally: a person who associates or cooperates with another; supporter.
- ❖ Solidarity: union or fellowship arising from common responsibilities and interests, as between members of a group or between classes, peoples, etc.



# Interpreters as Solidarian

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- ❖ Subaltern
- ❖ Acknowledge the problematic of solidarity
- ❖ Myth of empowerment
- ❖ Be open to social & political struggles of the other
- ❖ Focus on the issue at hand
- ❖ Our own liberation is at stake





# Further Reading Links

- ❖ How to be an Advocate if you are a person with privilege; [safezone.sdes.ucf.edu](http://safezone.sdes.ucf.edu)
- ❖ The Importance of Listening as a Privileged Person Fighting for Justice; [everyday feminism.com](http://everydayfeminism.com)
- ❖ NAD Tips for More Effective Advocacy; [nad.org/about-advocacy](http://nad.org/about-advocacy) Non-Binary video <https://www.facebook.com/convo/videos/10156505258781591/>
- ❖ Unlearning Privilege; [Google Scholar Unlearning Privilege](#)