

# You Are Not Allowed to Say Mom and Dad? University Creates Language Guide That Erases 'Man' and 'Mother' From Existence.

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*The University of North Carolina (UNC) has shared an ['inclusive' language guide](#), laying out guidelines for what students and staff are and are not allowed to say.*

The guide essentially wipes the word 'man' out of existence, and discourages the use of the words 'mother' and 'father'.

A statement from the university claims

"Carolina is committed to creating an inclusive and equitable learning environment for every Tar Heel. To fully represent the diversity of our students, faculty, staff and everyone in our community, it is important to use language that supports these values."

It continues,

"This inclusive language guide can act as a starting point for communicating in a way that supports a diverse and welcoming community."

Here's what's not allowed:

## Gendered Nouns

Gendered Noun	Gender Neutral Noun
man	person, individual
ladies and gentlemen	friends, colleagues, esteemed guests, students
mankind	people, human beings, esteemed guests, students
he or she	they, that person, the guest
no pronoun	the person's name, they
freshman	first-year student
men and women	everyone, folks, all people, people of all genders
man-made	machine-made, synthetic, artificial
the common man	the average person
chairman	chair, chairperson, coordinator, head
mailman	mail carrier, letter carrier, postal worker
policeman	police officer
steward, stewardess	flight attendant
actor, actress	actor
congressman	legislator, congressional representative
sir (as in "Dear Sir," etc.)	Dear First/Last Name, Dear Editor, To Whom it May Concern, etc.

Any word with 'man' in it is consigned to the dustbin.

Furthermore... Don't say 'mom', say 'guardian'.

And don't say 'poor', say "people whose incomes are below the federal poverty threshold."

## Titles and Names

Non-Inclusive	Inclusive
<p>"Mr." can refer to any man, regardless of whether he is single or married.</p> <p>"Miss" and "Mrs." traditionally have defined women by their relationship to men (i.e. married or unmarried)</p>	<p>An alternative when addressing or referring to a woman is "Ms.," which doesn't indicate marital status.</p> <p>If you don't know the gender identity of the person, use the gender nonspecific "Mx."</p>
disabled person, physically challenge	person with a disability, person who has a disability, person with a mental illness, person with a hearing loss, wheelchair user
the elderly	older adults
parent (mother and father)	parent/guardian/family
homeless	people experiencing homelessness, people who are homeless
illegal immigrants	individuals who are undocumented, people who are undocumented, undocumented people, DACA students
low income and poor	people whose incomes are below the federal poverty threshold, people whose self-reported income was in the lowest income bracket

Source: [APA Style Guide \(7th ed.\)](#), [UNC Writing Center's Resource on Gender-Inclusive Language](#)

There are a lot of rules here...

### Racial and Ethnic Identity

<p>Capitalize racial and ethnic groups. Do not use hyphens in multiword names (i.e., African American). Terms such as multiracial, biracial, multiethnic are written in lowercase. Be sensitive to labels – refer to people based on their preference.</p>	<p>Black, African American, White, European American, Hispanic, Latinx, Native American, Asian American, Indigenous, list tribal affiliation</p>
<p>When referring to Non-White racial and ethnic groups collectively</p>	<p>Use "people of color," "underrepresented groups," "minoritized," "BIPOC," rather than "minorities"</p>
<p>Racial ethnic comparisons, do not use nonparallel designations (e.g., "African Americans and Whites," "Asian American and Black Americans" as one group is described by color and the other is not. Do not use phrases such as "White Americans and racial minorities."</p>	<p>"Blacks and Whites," "African American and European American"</p>
<p>Avoid essentialism – "the Black race and "the White race."</p>	<p>Portrays human groups as monolithic and as a stereotype.</p>

Terms to racial and ethnic groups continue to change over time. Racial and Ethnic Identity, [APA Style Guide \(7<sup>th</sup> Ed.\), section 5.7](#)

### Gender Identity

<p>Use specific nouns to identify people or groups of people, APA Style Guide (7<sup>th</sup> Ed.)</p>	<p>women, men and nonbinary people; transgender men, trans men, transgender women, trans women, cisgender women, cisgender men, gender-fluid people</p>
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Gender, [APA Style Guide \(7<sup>th</sup> Ed.\)](#)

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### Transgender and Gender Nonconforming Identity

<p>transgender</p>	<p>gender-nonconforming, gender queer, nonbinary, gender-expansive, agender, Two-Spirit</p>
<p>Don't use the term "preferred pronoun" – it implies a choice about gender.</p>	<p>Instead, use the terms "personal pronouns," "self-identified pronouns," or just "pronouns."</p>
<p>Don't use terms that imply binaries, e.g., "opposite sex."</p>	<p>Instead, use the terms "another sex" or "another gender."</p>
<p>members in relationships</p>	<p>mixed gender for partners who have different genders or sexes same gender for partners who have the same gender or sex</p>

Source: Gender, [APA Style Guide \(7<sup>th</sup> Ed.\)](#)

Remember that there is also romantic orientation as well, except is you're 'aromantic':

### Sexual Orientation

Do not use the term "sexual preference"	Instead, refer to "sexual orientation," or "sexual identity"
Terms for sexual orientation	lesbian, gay, heterosexual, straight, asexual, bisexual, polysexual, pansexual
Remember that there is also romantic orientation as well	homoromantic, heteroromantic, panromantic, aromantic
Terms for groups	LGBTQ, LGBTQ+, LGBTQIA and LGBTQIA+ may all be used to refer to multiple groups, people marginalized on the basis of sexual, romantic or gender identity or expression

Source: Sexual Orientation, [APA Style Guide \(7th ed.\)](#)

### Gender and Pronoun Usage

She	Her	Hers
He	Him	His
They	Them	Theirs
Ze	Hir	Hirs
Xe	Xem	Xyrs
Ze	Zir	Zirs

This lunacy is gong on all over the country and it’s spilling out of woke education into the real world.

"Don't you see that the whole aim of Newspeak is to narrow the range of thought? In the end we shall make thoughtcrime literally impossible, because there will be no words in which to express it."

— George Orwell, 1984 <pic.twitter.com/c36H7AJlaA>

— Samantha Rose Hill (@Samantharhill) [January 21, 2023](#)

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