



★ Learner Worksheet: Understanding & Applying DEI in the Workplace

Lesson 5: Inclusive Language

💡 **Why It Matters:** Language shapes company culture. The words we choose can either create belonging or build barriers.

📌 Activity 1: Spot the Difference

Look at the pairs below. Circle the option that feels more inclusive:

- You guys → Everyone
- Foreman → Supervisor / Lead
- Normal → Typical / Common
- Manpower → Workforce / Team

📌 Activity 2: Word Swap Challenge

Think of 2 phrases you've heard at work that could feel exclusive or outdated. Write them below and come up with an inclusive alternative.

Exclusive / Outdated

Inclusive / Updated

💬 Discussion Questions

- How does inclusive language show up (or not) on your worksites?
- Why do small word choices matter in shaping workplace culture?
- What's one phrase you'll commit to changing?

Action Step

★ One way I can use inclusive language this week is: