Introduction

We are a group of young people from Latin countries (Portugal, Spain, France, Italy, Romania) putting our minds together to raise awareness and discuss the concept of inclusive language in the frame of the Erasmus+ project "Inclusive voices". Inclusivity and diversity are not just abstract words. We are here to embrace them, because we believe in equality, and it is possible to use language in an inclusive way in our daily life.

As we are part of a system with rules for communication that is used to oppress and discriminate minorities, we need to change this system to make a better and more inclusive society. But with the tools that we have in this moment, we can only try to create a new set of rules that recognize all identities and diversity that exist. This manifesto is a summary of our discussions on how to take the first steps towards such an inclusive system.

Inclusive language is a use of language that recognizes the diversity and avoids its negative usage on the levels of sexism, racism, queerphobia, etc. Language is stereotyped, prejudiced, and biased.

We will operate on the premise that « inclusion » - social change – can be achieved by normative propositions on « langage » as a system; and more specifically as a nationalist, patriarcal, colonialist and capitalist construct (Abbou & Baider, 2016; Antia & Makoni, 2023; Bauman & Briggs, 2003; Gal & Irvine, 2019). Upon this premise, we will offer suggestions.

But another more radical way, that we feel would be more efficient but that is not really possible to implement, is to expose « language » as an oppressive construct of modernity, and to fight against all the ways, that could not have all been explored here, in which « language » is used as a poliical tool to oppress marginalised populations.

How to use inclusive language?

Inclusive languages might sound like an abstract concept for many, but with the following recommendations, one can easily implement inclusiveness in their daily life:

1. Use collective words, which represent singular and nongendered words to designate a group of persons without implying their gender.
   For example: use "people" instead of "guys"

2. Don't take anything for granted, especially the identity of the person. Try to pay attention to the people who you are referring to
   For example: listen to people on how they define themselves.
   (Pronouns, gender, sexual orientation etc.)

3. Use paraphrases

> For example: "<u>this person</u> is beautiful" or "people who have period" instead of "woman"

4. Use the pronouns they/them when you don't know the gender of the person

Conclusion

Standardized inclusive language is using the same kind of rules we always have, so we shall do what we can with what we have. We cannot expect the language to quickly evolve towards an inclusive system directly, as such we are taking the first step of trying to be more inclusive inside the current language system and open the speaker's mind to the idea that language can be more inclusive.