

DRAFT

TBD:

- ☒ Copyedit / proofreading by someone who isn't Karsten
- ☒ Language WS Lead sign-off (Larry Kunz)
- ☐ Marketing WS lead sign-off (Priyanka Sharma or Jim St. Leger)
- ☐ Company WS lead sign-off (André Pellet or Monica Rush)

Press release/release announcement

The Inclusive Naming Initiative, whose mission is to promote and facilitate replacing harmful and exclusionary language in information technology, today announced the general availability of the Inclusive Naming Word Lists v1.0. These word lists are separated into three tiers of action, which detail how to use the word lists in practice.

<https://inclusivenaming.org/word-lists/>

The word lists are provided in common open formats such as OpenDocument, HTML, and JSON, with other formats coming soon.

Developed by a global community, the Inclusive Naming Initiative (INI) was formed to create and maintain these word lists through the consensus of a diverse range of organizations. The seed work for some of the words on the lists began as donations from these member organizations out of their internal word use guidelines. Other words have been added through the community's hands-on discussions and decisions.

This first community release includes several notable features, including:

Words identified as needing consideration are separated into three tiers of severity and action (Tier 1: Replace Immediately, Tier 2: Strongly Consider Replacing, and Tier 3: Recommendations to Replace.) There is a fourth category, No-Change, of words the INI did not recommend a change.

Each word or term on the three tiers recommends specific actions, suggests replacement words or terms, and includes the rationale for the recommendation.

This initial release includes versioned downloads of the word lists as a single-page HTML document, an OpenDocument .odt file, and a JSON file. A PDF release is being worked on. The community is open to suggestions and help for producing other file formats.

You can select to download a more granular list, with options on each tier page to download just that tier. Every individual word page can be downloaded as a single file as well.

A complete list of details about the Inclusive Naming Word Lists v1.0 is available on the release page <https://inclusivenaming.org/word-lists/> .

[If possible, add a quote from a prominent community member or technical lead about the new release here.]

"We hope the Inclusive Naming Word Lists will be valuable resources for the IT community," said Language Workstream Lead Larry Kunz, whose team created and maintains the word lists. "We take a rigorous approach: This is serious work where people's feelings and experiences are involved. But we're optimistic because while words can cause harm, words can also bring about healing."

"What began as a passion project out of the Kubernetes and Cloud Native Computing Foundation (CNCF) communities is really coming into its own," said Priyanka Sharma, Marketing Workstream Lead, and General Manager of the CNCF. "This is important, meaningful work and it's been very impressive how many different companies and organizations have come to participate once they heard about our work in Inclusive Naming."

"There is wide consensus that we need a cohesive effort in the industry to change problematic terminology in code and technical standards," said Mallory Knodel, Chief Technology Officer for the Center for Democracy & Technology. "The Inclusive Naming Initiative's latest guidance is what we've been waiting for: a bottom-up, community-led effort to build consensus not just about whether, but which new words to use so that engineers aren't left to decide on their own. I'm so pleased to see this work launched in service of social justice and public interest technology."

Additional Resources

- Have a question? It might be answered in our FAQ <https://inclusivenaming.org/faqs/>
- Read more about the INI language evaluation framework <https://inclusivenaming.org/language/evaluation-framework/>
- Want to get involved? Take a look at our workstreams <https://inclusivenaming.org/workstreams/> to get an idea of what we are doing, then join the discussion through the Participate page <https://inclusivenaming.org/participate/>
- Get more INI updates on Twitter <https://twitter.com/inclusivenaming>

About the Inclusive Naming Initiative

The Inclusive Naming Initiative's mission is to promote and facilitate replacing harmful and exclusionary language in information technology.

We're looking to bring together a community of information technology organizations and professionals to collaboratively:

- Define processes for removing harmful and exclusionary language from software, APIs, standards, documentation, and other IT-related materials

- Develop resources and tools such as a comprehensive list of harmful terms and suggested replacements, language evaluation frameworks, templates, and guidance and best practice materials
- Recommend implementation paths for different use cases
- Provide tooling to measure implementation success
- Act as a platform for community recognition of organizations actively doing the work