



Evolving Terminology: Reframing Harmful Language

Purpose: To create awareness and to actively cease use of least known harmful terms.

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Harmful Terms	Evolved Terms
minority / minorities	minoritized, marginalized, under-represented
third world / developing world	under-resourced, stolen-resources countries/regions/locations
Dark Triad	Toxic Triad
dark internet	toxic internet
lockdown	self-quarantine*
low-income	underpaid, under-resourced
slaves	kidnapped, trafficked, and exploited peoples
slavery	Mass Generational Kidnapping (©2019 Perkins)
generational wealth	hereditary resource hoarding
privileged	over-resourced
kinky / nappy / wild / unruly hair	textured hair
unconscious bias	embedded bias
expert	expertise; subject matter expertise (SME)*
race	racialized (<u>not</u> synonymous with term “ethnic”)
slave (<i>verb</i>): to slave over	— — —

Note: This is a growing, evolving document. It is intended to encourage conversation and awareness around the psychological harm and historical trauma of language and terminology.

*[Ask us](#) if you need more clarity.

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