

AAFP Inclusive Language Guide

July 21, 2020

Recommendations

–AP Style for references to race

- Discontinue use of the term “nonwhite”. Instead use people of color, racial minorities or proper terminology for that ethnicity such as African American, Asian American, etc.
- Capitalize “Black” and “Indigenous” to signify racial identity and culture as opposed to skin color
- A description of a person as “white” generally doesn’t carry cultural connotations that necessitate capitalization at this time.

–Use people first language, e.g. Person/patient who has....

–Use gender neutral language, e.g. children, individuals, etc.

–Exception for when citing sources (use terminology used by source)

Report: FM Residency Diversity Can Be Fast-tracked

Authors Outline Methodology That Boosted Numbers in Boston Program

March 19, 2019 04:39 pm [Scott Wilson](#) – *What do you believe to be some of the most pressing health issues today?*

That's a typical [interview question that medical school applicants should be ready to answer](#).

(www.princetonreview.com)

Would-be physicians who identify as **nonwhite** -- and whose relatives may suffer from preventable [chronic illnesses that disproportionately affect nonwhite populations](#) ([report.nih.gov](#)) -- may not offer a typical answer, though.



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TRANSIENT TACHYPNEA OF THE NEWBORN

The most common etiology of respiratory distress in newborns is TTN, which occurs in about five or six per 1,000 births.²² It is more common in newborns of mothers with asthma.²³ Newborns with TTN have a greater risk of developing asthma in childhood; in one study, this association was stronger in patients of lower socioeconomic status, **nonwhite** race, and males whose mothers did not have asthma.²⁴ TTN results from delayed reabsorption and clearance of alveolar fluid. Postdelivery prostaglandin release distends lymphatic vessels, which removes lung fluid as pulmonary circulation increases with the initial fetal breath. Cesarean delivery without labor

Gun Violence, Prevention of (Position Paper)

In 2016, there were more than 14,400 homicides with a firearm, accounting for nearly three-quarters of all homicides.¹ In contrast to IPV, the majority (80%) of homicide victims are men.¹

In the U.S., individuals are 25 times more likely to be killed by a firearm than in other high-income nations.¹² Disparities exist across racial and ethnic lines, as well. **Non-white** individuals are more likely to die by homicide than whites. For individuals 10-29 years, homicide is the leading cause of death in non-Hispanic blacks and Hispanics.²⁷ This is substantially higher than non-Hispanic whites, where homicide is the fifth-leading cause of death.²⁷

AP changes writing style to capitalize "b" in Black

By The Associated Press June 19, 2020



2019 NCCL Resolutions

3001: Person-First Language in AAFP Materials

- RESOLVED, That the AAFP update its policy titled, “Obesity and Overweight,” to incorporate person-first language: stating "adults with obesity" rather than "obese adults" and recognizing obesity as a complex, chronic disease that requires medical attention, and be it further
- RESOLVED, That the AAFP revise content on familydoctor.org to ensure person-first language in all of its educational materials about obesity, for example, using “a person who has obesity.” Instead of “a patient who is obese.”

3012: Gender-Neutral Language in AAFP Publications

- RESOLVED, That the AAFP existing and future publications (eg. online, print) be reviewed and updated to use gender-neutral language, including those regarding sexual and reproductive health topics or other topics that have traditionally been gendered, and be it further
- RESOLVED, That all AAFP produced and AAFP-supported patient education materials use gender-neutral language, including those regarding sexual and reproductive health or other topics that have traditionally been gendered, and be it further
- RESOLVED, That the AAFP advocate for use of gender-neutral language in patient oriented materials to third-party purveyors of patient education materials used by AAFP members in their practice.

Person-first language

Definition: writing in a way that puts the person before a diagnosis/condition to avoid stigmatizing or dehumanizing them. Person-first language was adopted by the AAFP in 2019.

Use these phrases

Person who has (with) diabetes

Person who has (with) obesity

Individual who is overweight

Individual who is incarcerated

Patient who has (with) a substance use disorder

Person with a disability

Patient who is deaf or suffers from hearing loss

Patient who is blind or has vision loss

Instead of

Diabetic

Obese person

Overweight individual

Inmate

Addict

Disabled person

Deaf patient

Blind patient/person

Gender Neutral

- From AP style guide/AMA writing guide
 - Use terms that can apply to any gender. (inclusive of people whose gender identity is not strictly male or female).
 - Use patient or individual instead of woman/man
 - Avoid sex-specific pronouns in cases where sex specificity is irrelevant. Use they, them or avoid pronouns altogether.
 - Avoid gender qualifiers e.g. “female” or “male”
 - Consider any word or term that has the effect of emphasizing one gender over another and avoid/replace when possible (e.g. policeman or stewardess)
- Exception--currently most data are captured using gender

Gender Neutral Examples

Use this	Instead of
Patient who is pregnant	Pregnant <u>woman</u>
65 year old patient interested in prostate cancer screening	65 year old <u>male</u> interested in prostate cancer screening
AAFP recommends that children ages 11-12 receive HPV vaccines as part of their vaccination schedule.	AAFP recommends that <u>boys and girls</u> ages 11-12 receive HPV vaccines as part of their vaccination schedule.
Cervical cancer is abnormal growth of cells in the cervix.	Cervical cancer is abnormal growth of cells in a <u>woman's</u> cervix.
Chlamydia can also cause painful swelling of the scrotum.	Chlamydia can also cause painful swelling of the scrotum <u>in men</u> .

Next steps

- Apply style to all new content and communications and will phase into existing content following current processes for policies (5 year review) and FD.org (2 year review).
 - Journals
 - FPM will use same guidance as AAFP
 - AFP, FP Essentials, and the Annals of Family Medicine all follow AMA Style which is similar to AP Style in these areas. One difference is White is also capitalized.
- Update AAFP Brand Standards to indicate use of gender-neutral and person-first language and to discontinue use of nonwhite.



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