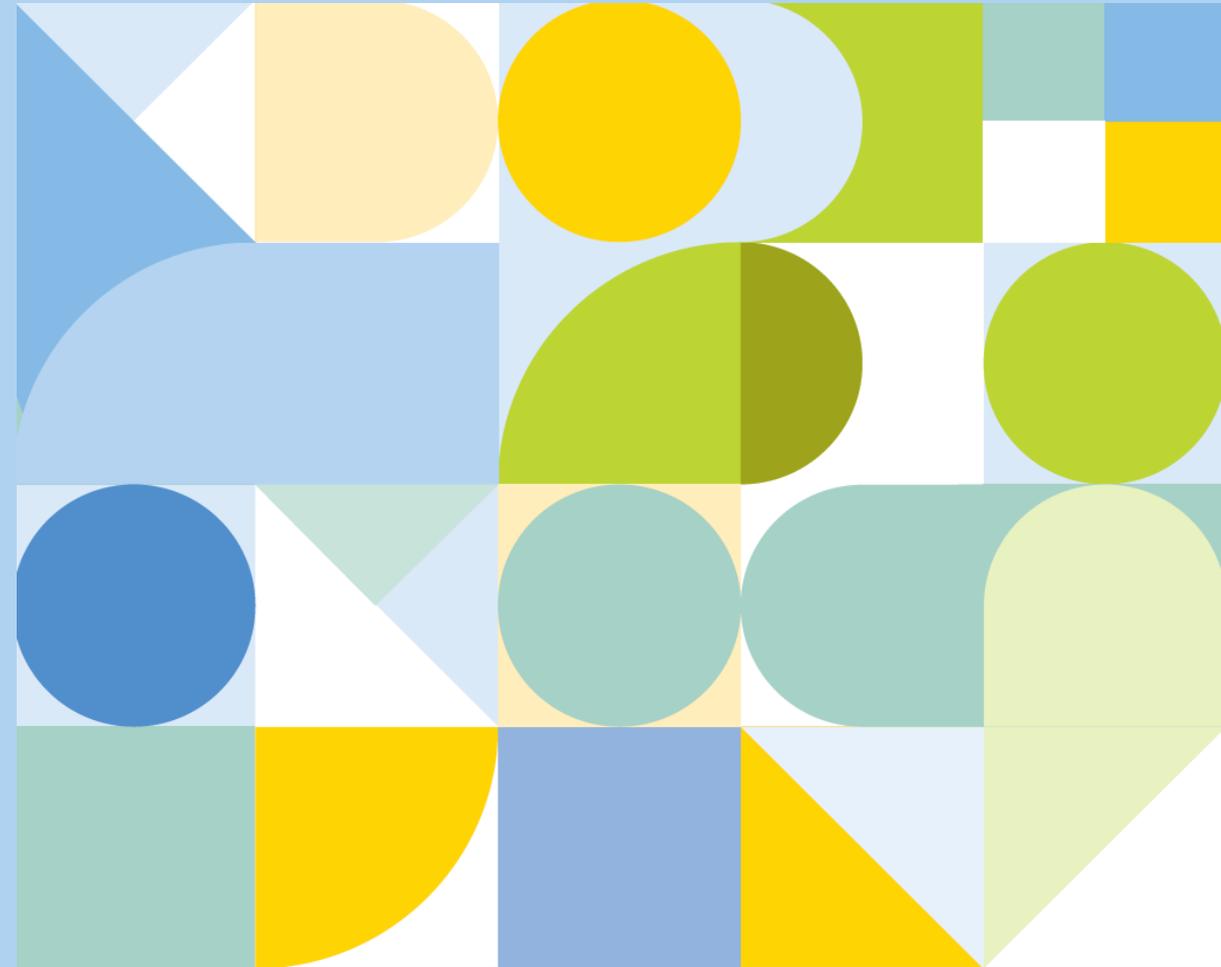


# INCLUSION MOMENT.

Institution of  
**MECHANICAL  
ENGINEERS**



Improving the world through engineering

# WHY DOES INCLUSIVE COMMS MATTER?

- **The language** we use can make someone feel **welcome and seen**, or make someone feel excluded, or unwelcome.
- Inclusive language supports a **safe, welcoming workplace culture** where **people feel that they belong** and **accepted** for who they are.

**Example:** Some people who speak English as a second or third language can take a bit longer to process language in meetings, especially when it comes to figuring out what they want to say. Meetings that move at too fast a pace can mean that they aren't heard or included. Inclusive language means finding ways to make sure everyone is on the same page as you. This can mean slowing down the pace, using simple language or finding ways to check in with people to make sure they are following what you say.

# GENDER NEUTRAL LANGUAGE

Here you can see an example of some common words that are recommended to use.

- Gender specific language like guys or chairman, isn't inclusive.
- Male specific words create male specific mental models.

**Example:** There was a study where people were asked to choose illustrations for a textbook. One group was given gender specific titles like industrial man. The other group was given gender neutral titles like the industrial age. As you might expect, the industrial man group chose photos of men way more frequently than the industrial age group.

<b>Previously</b>	<b>Recommended</b>
Mankind	Humankind
Chairman	Chair
Policeman	Police Officer
Husband/Wife	Partner



## Inclusive Communications

Guidelines

## LEARN MORE...

On the IMechE D&I webpage you will be able to find our Inclusive Comms Guide for further guidance....

[shorturl.at/bjnJP](https://shorturl.at/bjnJP)

**Note:** Language is evolving and something that might have been acceptable a few years ago might not be acceptable today. You cannot possibly know everything, but the guide on our webpage is a good starting point.

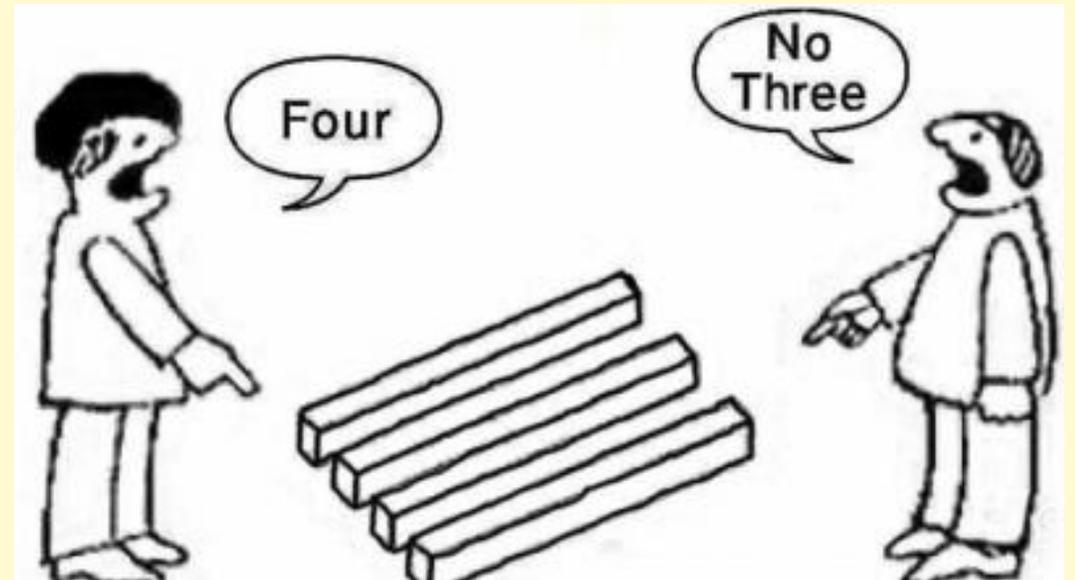
# PERSPECTIVE TAKING

Have you ever found yourself thinking *'I wouldn't mind if someone said it to me'*

This response can be a real blocker to inclusive language.

Perspective taking is a cognitive skill that involves projecting into another person's point of view. If you're on the autism spectrum, it'll probably be harder for you to do perspective taking. That's because your mirror neuron system doesn't activate the same way that it does for neuro-typical people.

So next time you think, I wouldn't mind if someone said that to me, take a moment to put yourself in other people's shoes, a crucial step where different experiences lead to different reactions to the same situation.



# THANK YOU.

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