

 **UR HOUR**

**A Gathering for BIPOC
in Public Media**

This space is for **us.**

What is loaded language?

“Loaded language is rhetoric used to influence an audience by using words and phrases with strong connotations associated with them in order to invoke an emotional response and/or exploit stereotypes. Loaded words and phrases have significant emotional implications and involve strongly positive or negative reactions beyond their literal meaning.”

Source: Wikipedia



What words or phrases are loaded to you?

0 3 8



Coded language is loaded, too.

“**Coded language** is a subtle way members of the public, media, and politicians talk about race, gender, ethnicity, sexual orientation, and religion in the US. ... Coded language describes phrases that are targeted so often at a specific group of people or idea that eventually the circumstances of a phrase's use are blended into the phrase's meaning.”

Source: *The sneaky language today's politicians use to get away with racism and sexism*, Vox



It's **never**
going to
happen.

Sounds like a
hand-out.

Rep·a·ra·tions

[rep-uh-rey-shuhns]

Aren't **Affirmative
Action** and the
Obama's enough?

Why should I pay for
something I'm **not
responsible** for?

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Deficit thinking is the spoken and unspoken assumptions about a person's lack of self-regulation, ability, or aptitude.

Its impact:

- Socio-cultural differences are perceived as inferior, dysfunctional, or deviant.
- Negative influence on a person's confidence and self-efficacy.

“Deficit thinking is rooted in *a blame the victim* orientation that suggests that people are responsible for their predicament and fails to acknowledge that they live within coercive systems that cause harm with no accountability... Furthermore, deficit thinking is pervasive and implicit, and often emerging in language that treats people as problems.”

– Dr. Lori Patton Davis and Dr. Samuel D. Museus

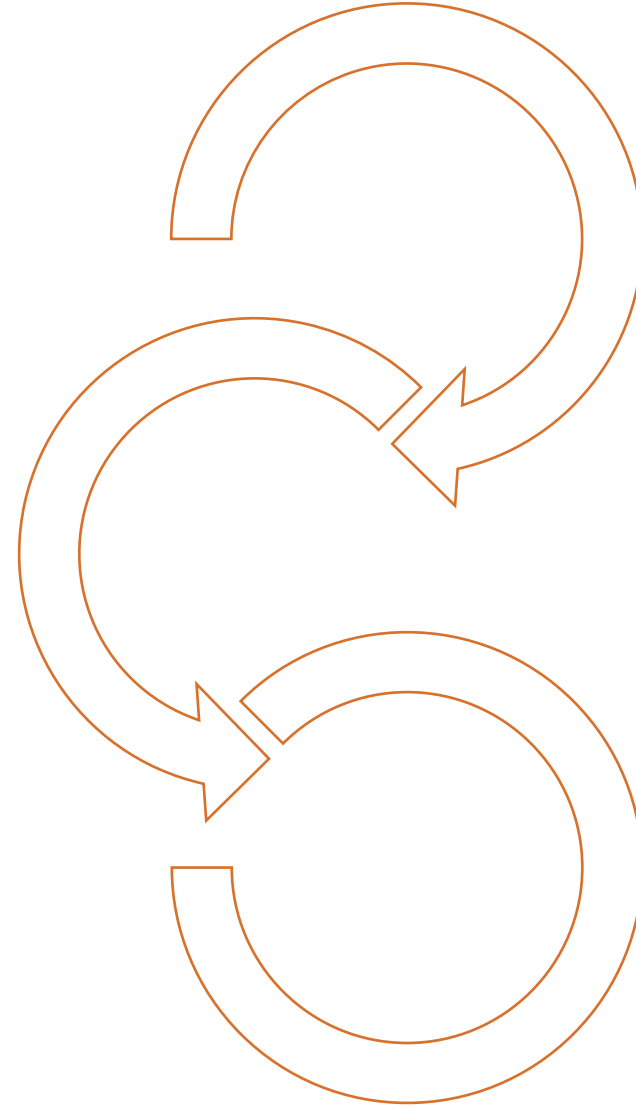
Deficit thinking leads to deficit language.

Source: *Identifying and Disrupting Deficit Thinking*, Medium



Language creates imagery...

- Who is the author/speaker?
- Who/what is the subject
- What are the descriptors?



What do you do in the moment?



“What do you mean by that?”

Listen for understanding.

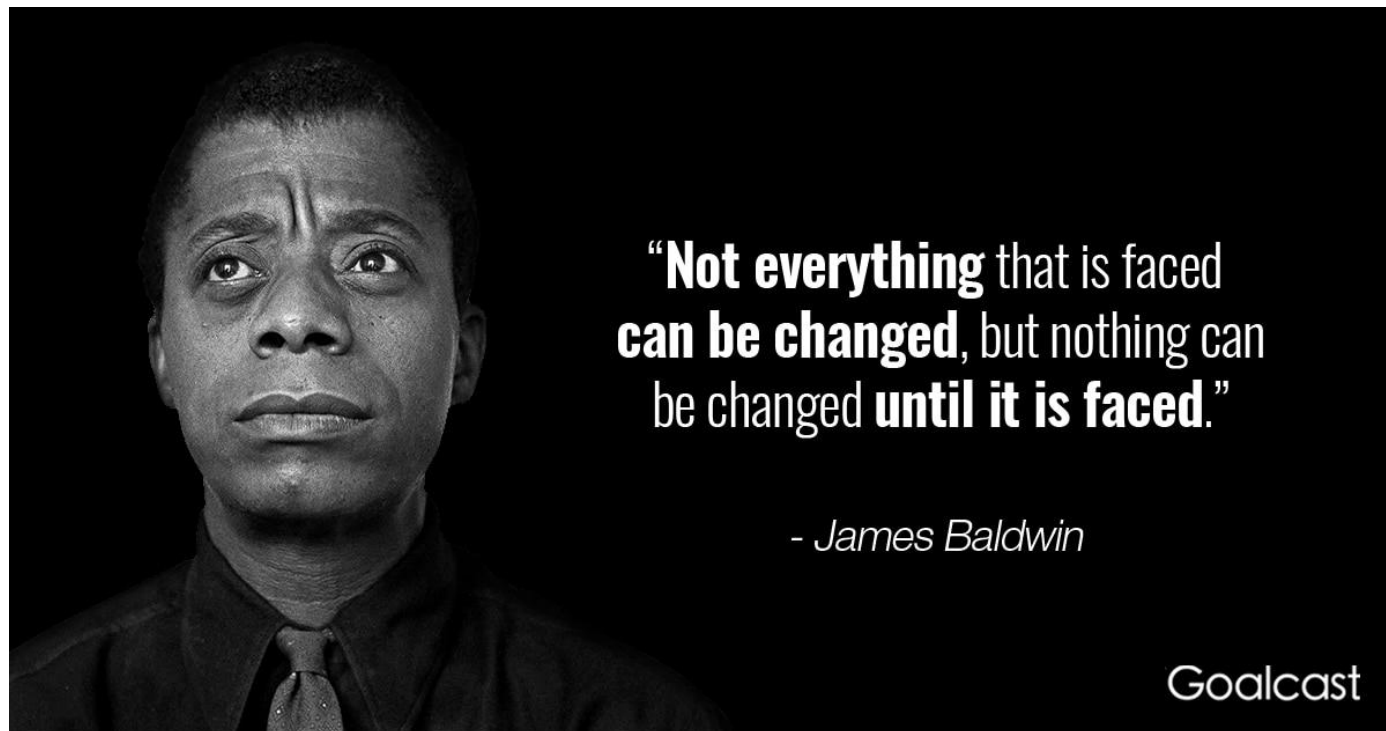


Give your position.

Mind your tone.



Know when to walk away.

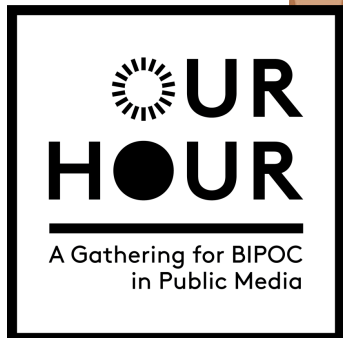


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Announcements:

- Special edition of Our Hour at PMDMC on Friday, July 16 at 1:30 pm ET / 10:30 am PT
- Have you experienced or witnessed racist, sexist or microaggressive interactions with a donor or audience member? Share your story [here](#).



Help decide a future Our Hour topic!

1. Go to slido.com on your mobile phone or browser
2. Type in code: **#088411**
3. Submit your responses under the “Polls” tab

– OR –

Scan this QR code and submit your responses under the “Polls” tab



Look for an email later
today with resources
and a feedback survey!

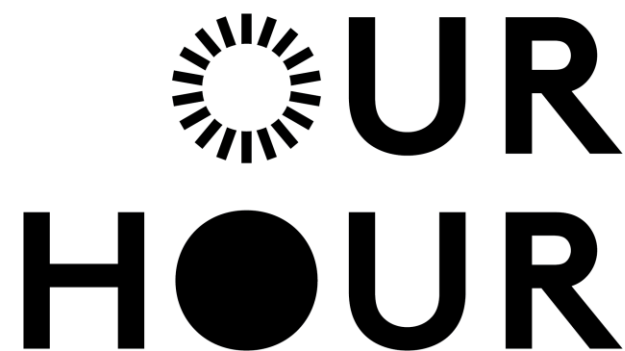
Next town hall:

Friday, June 18

10 a.m. PT

12 p.m. CT

1 p.m. ET

The logo for 'OUR HOUR' is displayed within a white square with a black border. The word 'OUR' is in a bold, sans-serif font, with the 'O' replaced by a stylized sun icon consisting of a circle with radiating lines. Below 'OUR' is the word 'HOUR' in the same bold, sans-serif font, with the 'O' replaced by a solid black circle. A thick horizontal black line is positioned below the word 'HOUR'.

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